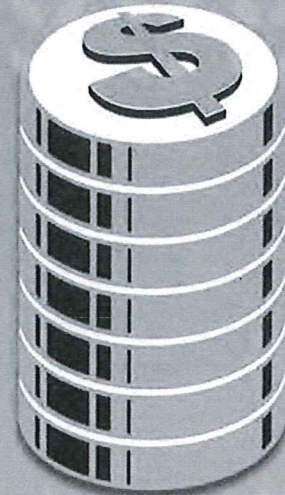


Economic *Enterprises*

To be a revenue source supporting Oneida Nation programs and services while providing employment opportunities for tribal citizens



FY 2019 3rd Quarter Report

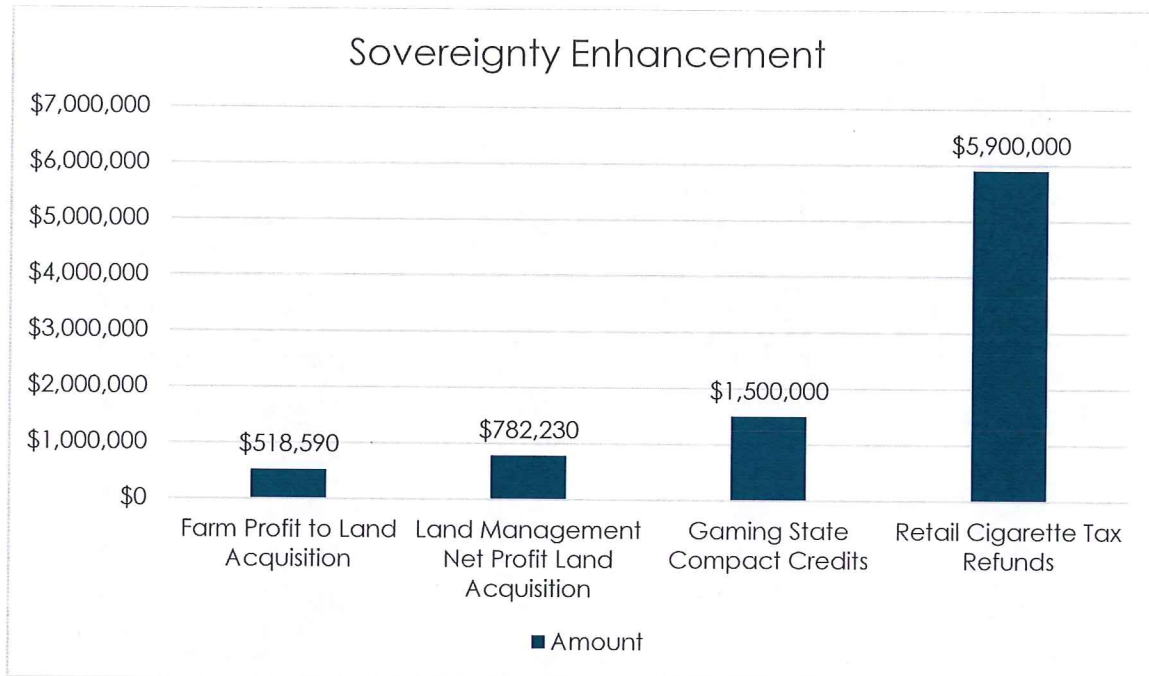
Who We Are

Oneida Gaming, Oneida Retail Enterprises, Oneida Nation Farms, Oneida Orchard, Land Management, Land Acquisition

Status report of the service group's Three Year Outcomes

Outcome # 1

Enhance sovereignty through land purchases, gaming regulatory advantage, food sovereignty, retail gas tax, cigarette sales, and excise tax.



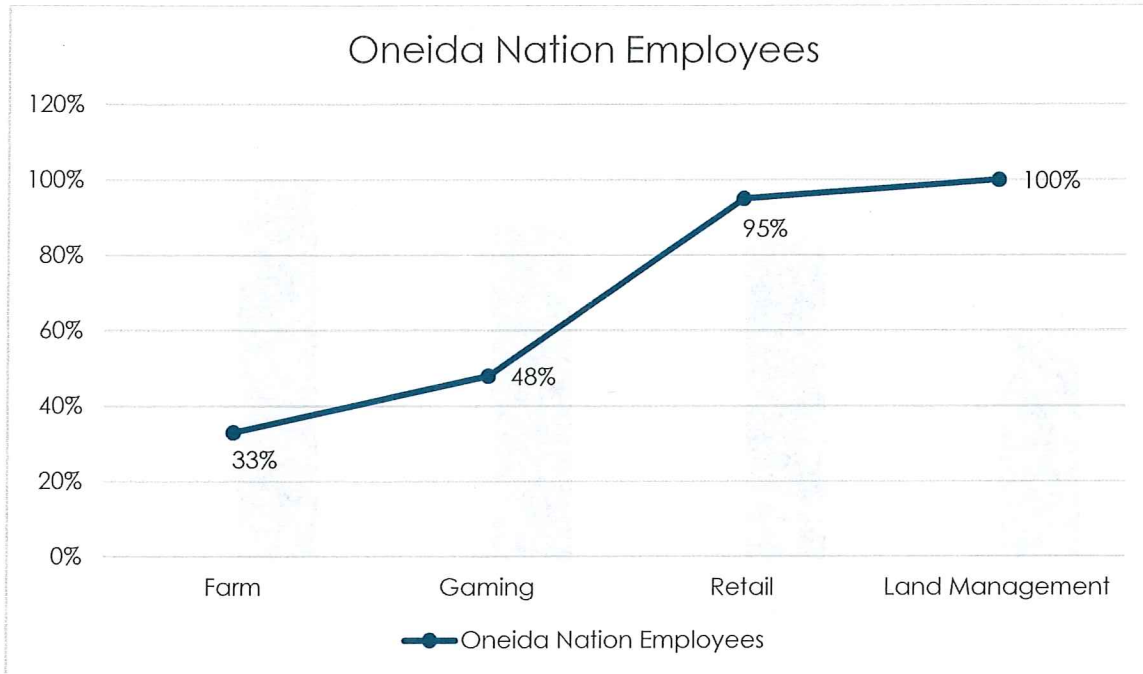
The Economic Enterprises group enhances sovereignty in different ways. The farm planted a total of 5,977 preventative planting acres in corn, alfalfa, pasture, soybeans, wheat, and winter rye. This creates food sovereignty. Through governmental relationships with the surrounding local municipalities, Oneida Casino is afforded the opportunity to receive a maximum credit of \$1,500,000 that reduces the state compact payment. The Oneida Nation entered a compact with the state of Wisconsin in 1983 to refund 70% of the cigarette excise tax to the Oneida Nation for cigarettes sold on the reservation. Since the agreement, the state of Wisconsin has written the agreement into Law. The Nation has received \$5,900,000 in rebates this fiscal year. Land Management purchased 340.90 acres of land this quarter. The Nation now owns 41.7% of the reservation.

The plantings completed by the Farm support the Nations' priorities by using agriculture best practices to maintain and enhance the health of the land. The credit to the State Compact payment allows our government to work with surrounding community's government to government. Land Commission approved 11 resolutions to start new fee-to-trust applications. 2 fee-to-trust Notice of Decisions were received.

The Farm will continue to seek ways to implement conservation reserve programs to maintain and enhance health of the land. Oneida Casino expects to be able to maximize the maximum credit of \$1,500,000 in the near future.

Outcome # 2

Providing resources for the community to become economically stable by providing jobs, services, benefits, entrepreneurship, healthcare/wellness, and land opportunities.



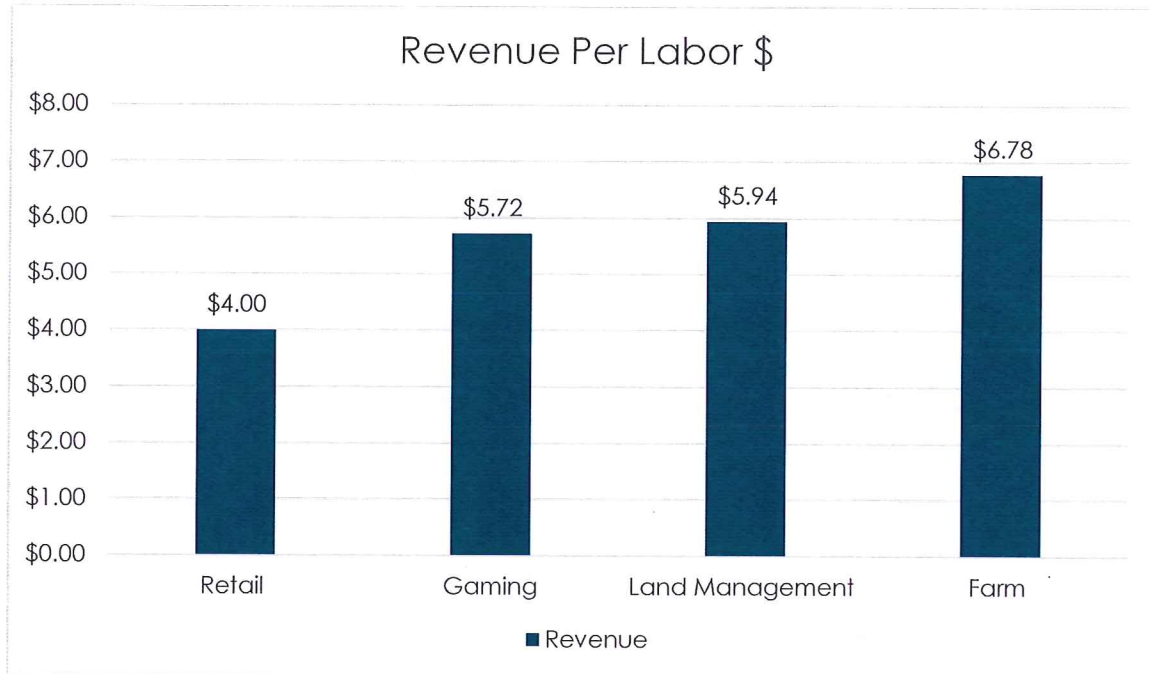
The Divisions of the Economic Enterprises have historically made it a priority to hire Oneida Nation members. The above data shows the % of the workforce that is an Oneida Nation member. To continue these practices, this quarter the Farm has used best employment practices by deciding to defer filling one vacant position and is still looking to hire in the orchard for one vacant position. Land Management posted a vacated position for Oneida Nation members only. Retail's management team is 100% Oneida Nation members. Nearly 50% of the Oneida Casino workforce are Oneida Nation employees.

The accomplishments support the Nation's goals by ensuring employment for the Oneida Nation membership. The jobs provided are resources to the community that can help them become economically stable.

The Economic Enterprises group continues to assess labor needs with priority given to Oneida Nation members. The group is working on different employment plans for the future. Some of these plans include succession planning, mentoring, education, and training.

Outcome # 3

Economical use of resources to maximize return on investment.



The biggest resource that the Economic Enterprises Area has is labor. The above graph shows how much revenue each area makes off of each labor dollar. This quarter the Farm's actual revenues are 98.3% of budget.

The Economic Enterprises Area supports the Nation's priorities by analyzing the effective and efficient use of resources.

As technology advances, the Economic Area will continue to work on employment to increase the revenue per dollar of labor.