



# Oneida Business Committee

Regular Meeting  
8:30 AM Wednesday, July 14, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

## Agenda

Meeting agenda is available here: [oneida-nsn.gov/government/business-committee/agendas-packets/](https://oneida-nsn.gov/government/business-committee/agendas-packets/). Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the BC Support Office, 2nd floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

### NOTICE

In accordance with the OBC Virtual meeting standard operating procedure, due to the Public Health State of Emergency the OBC meeting will be held virtually through Microsoft Teams and therefore be closed to the public. Any person who has comments or questions regarding open session items may submit them to [TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org) no later than the close of business the day before the OBC meeting. Any comments or questions received shall be noticed to the OBC and entered into the record as a handout by the Business Committee Support Office. A recording of the virtual meeting shall be made available on the Nation's website.

## **I. CALL TO ORDER**

## **II. OPENING**

- A. Special recognition for years of service**  
Sponsor: Geraldine Danforth, Area Manager/Human Resources

## **III. ADOPT THE AGENDA**

## **IV. OATH OF OFFICE**

- A. Oneida Trust Enrollment Committee - William Gollnick**  
Sponsor: Lisa Liggins, Secretary

## **V. MINUTES**

- A. Approve the June 9, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary
- B. Approve the June 23, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

- C. **Approve the June 30, 2021, emergency Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

## VI. RESOLUTIONS

- A. **Enter e-poll results into the record regarding the adopted BC resolution # 06-25-21-A The Oneida Meat Processing Plant Feasibility Study**  
Sponsor: Lisa Liggins, Secretary

## VII. APPOINTMENTS

- A. **Post two (2) vacancies - Oneida Trust Enrollment Committee**  
Sponsor: Lisa Liggins, Secretary

## VIII. STANDING COMMITTEES

### A. LEGISLATIVE OPERATING COMMITTEE

- 1. **Accept the June 2, 2021, regular Legislative Operating Committee meeting minutes**  
Sponsor: David P. Jordan, Councilman

## IX. TRAVEL REQUESTS

- A. **Approve the travel request – Vice-Chairman Brandon Stevens – Reservation Economic Summit – Lawrence, KS – July 27-30, 2021**  
Sponsor: Brandon Stevens, Vice-Chairman
- B. **Enter e-poll results into the record regarding the approval of the Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV**  
Sponsor: Lisa Liggins, Secretary
- C. **Enter e-poll results into the record regarding the approved travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman’s travel budget**  
Sponsor: Lisa Liggins, Secretary

## X. NEW BUSINESS

- A. **Enter e-poll results into the record regarding the approval of Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment data**  
Sponsor: Lisa Liggins, Secretary
- B. **Accept the Chief Financial Officer status report of the FRF Office and lost revenue formula (not submitted)**  
Sponsor: Tina Danforth, Treasurer

- C. **Review request for exception to the Boards Committees and Commissions Law and resolution # BC-08-12-20-C, Amended Boards Committees and Commissions Law Stipends**  
Sponsor: Debra J. Danforth, Chair/Oneida Trust Enrollment Committee
- D. **Approve the Family Fitness request to post one (1) grant funded position for one (1) Fitness Specialist-Wellness Trainer**  
Sponsor: Geraldine Danforth, Area Manager/Human Resources
- E. **Approve a limited waiver of sovereign immunity - WI Department of Transportation and Oneida Nation memorandum of agreement for the WisDOT Tribal Historic Preservation Project - file # 2021-0443**  
Sponsor: Mark W. Powless, General Manager
- F. **Approve the WisDOT Wisconsin Information System for Local Roads (WISLR) program letter**  
Sponsor: Marie Summers, Councilwoman
- G. **Approve the Mercer (US) Inc agreement – file # 2021-0383**  
Sponsor: Geraldine Danforth, Area Manager/Human Resources
- H. **Approve Carrie Lindsey to participate on the National Native Elder Justice Advisory Committee**  
Sponsor: Mark W. Powless, General Manager
- I. **Approve Debra Miller to participate as a member to the Wisconsin Dementia Resource Network (WDRN) Advisory Board**  
Sponsor: Mark W. Powless, General Manager

## **XI. GENERAL TRIBAL COUNCIL**

- A. **Discuss General Tribal Council meeting safety protocols**  
Sponsor: Lisa Liggins, Secretary
- B. **Approve notice and materials for August 26, 2021, tentatively scheduled special GTC meeting**  
Sponsor: Lisa Liggins, Secretary
- C. **Accept the fiscal impact statement for the Mike Debraska Petition regarding Increase GTC meeting stipends**  
Sponsor: Larry Barton, Chief Financial Officer
- D. **Accept the legal review or status update for the Lori Elm Petition regarding Real Property Law Eviction and Termination**  
Sponsor: Jo Anne House, Chief Counsel
- E. **Accept the fiscal impact statement for the Lori Elm Petition regarding Real Property Law Eviction and Termination**  
Sponsor: Larry Barton, Chief Financial Officer
- F. **Determine next steps regarding outstanding petitions**  
Sponsor: Lisa Liggins, Secretary

**XII. EXECUTIVE SESSION****A. REPORTS**

1. **Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report**  
Sponsor: Mark W. Powless, General Manager

**B. AUDIT COMMITTEE**

1. **Accept the May 20, 2021, regular Audit Committee meeting minutes**  
Sponsor: David P. Jordan, Councilman
2. **Accept the Anna John Resident Centered Care Community Patient Account Receivables operational audit and lift the confidentiality requirement**  
Sponsor: David P. Jordan, Councilman

**C. NEW BUSINESS**

1. **Approve the Greater Green Bay Convention & Visitor's Bureau agreement – file # 2021-0404**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
2. **Approve the U.S. Dept. of Interior-Multi Year Funding Amendment #8 agreement – file # 2021-0463**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
3. **Accept the Gaming General Manager's update regarding the implementation of Sports Wagering**  
Sponsor: Louise Cornelius, Gaming General Manager
4. **Complaint 2021-DRGMR14-01 - Review final recommendation and determine next steps**  
Sponsor: Jessica Vandekamp, Employee Relations Representative
5. **Reconsider a complaint - Review and determine next steps**  
Sponsor: Marie Summers, Councilwoman
6. **Approve a limited waiver of sovereign immunity - BMO Harris Bank N.A. agreement – file # 2021-0449**  
Sponsor: Tina Danforth, Treasurer
7. **Determine next steps regarding the proposed direction of budget consolidation**  
Sponsor: Tina Danforth, Treasurer
8. **Review offer to purchase and determine next steps**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

**XIII. ADJOURN**

Posted on the Oneida Nation's official website, [www.oneida-nsn.gov](http://www.oneida-nsn.gov) pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: [oneida-nsn.gov/government/business-committee/agendas-packets/](http://oneida-nsn.gov/government/business-committee/agendas-packets/)

For information about this meeting, please call the Business Committee Support Office at (920) 869-4364 or (800) 236-2214

### Special recognition for ~~Years of Service~~ **Years of Service Committee Agenda Request**

1. Meeting Date Requested: 07 / 14 / 21

**2. General Information:**

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

**3. Supporting Materials**

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

**4. Budget Information**

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

**5. Submission**

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: \_\_\_\_\_  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

HRD coordinates efforts, on a quarterly basis, with the Business Committee to recognize employees who have reached the 25+ years of service milestone. There are 15 recipients for 3rd Quarter, FY'21. Supervisors have been contacted to submit certificates and pick up employee's award.

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

**YEARS OF SERVICE RECIPIENTS  
3RD QUARTER FY'21 APRIL - JUNE**

NAME	EMP #	SUPERVISOR NAME	ADOH	YOS	JULY 14TH OBC MEETING
DANFORTH,KATHLEEN V	988	POELS,JAMES R	May 18, 1981	40	
CORNELIUS,CECILIA M	174	HARVATH,JESSALYN M	Jun 14, 1981	40	
KING,ALBERT R	1045	SKENANDORE,CLYDE H	Apr 1, 1986	35	
BLOEDORN,WENDY T	6110	WOLTER,WENONA M	May 21, 1986	35	
BARTON,KENDALL J	5987	DENNY,MATTHEW J	Jun 30, 1986	35	
NINHAM,ROBERT M	5618	SKENANDORE,CLYDE H	Jun 1, 1991	30	
NIESEN,CYNTHIA M	1224	DOXTATOR,KEITH A	Jun 5, 1991	30	
DANFORTH,SR,DAVID W	970	JOHNSON,SR,DENNIS J	Jun 26, 1991	30	
OTRADOVEC,MICHAEL L	8437	HOUSE,DAKOTA K	Apr 8, 1996	25	
FRIBERG,JILL E	3783	ANDERSON,JENNIFER J	Apr 24, 1996	25	
NINHAM,JEANETTE L	2091	BOYLE,JACQUE L	May 14, 1996	25	
LUCAS,ALLEN S	3802	SEWELL,BRANDY S	May 21, 1996	25	
PELTIER,PAUL T	667	METOXEN,LAMBERT M	Jun 4, 1996	25	
JORDAN,CHRISTIAN D	3194	JOHNSON,SR,DENNIS J	Jun 24, 1996	25	
MENDOLLA,TODD J	3877		Jun 24, 1996	25	



# Years of Service Recognition 3rd Quarter FY'21

July 14, 2021 - Regular Business Committee Meeting



Years of Service Recognition

Kathleen V. Danforth

*40 Years of Service*



Years of Service Recognition

Cecelia M. Cornelius

*40 Years of Service*



Years of Service Recognition

Albert R. King

*35 Years of Service*





Years of Service Recognition

Wendy T. Bloedorn

*35 Years of Service*





Years of Service Recognition

Kendall J. Barton

*35 Years of Service*



Years of Service Recognition

Robert M. Ninham

*30 Years of Service*



Years of Service Recognition

Cynthia M. Niesen

*30 Years of Service*





Years of Service Recognition

David W. Danforth, Sr.

*30 Years of Service*

Years of Service Recognition

Michael L. Otradovec

*25 Years of Service*



Years of Service Recognition

Jill E. Friberg

25 Years of Service





Years of Service Recognition

Jeanette L. Ninham

*25 Years of Service*





Years of Service Recognition

Allen S. Lucas

*25 Years of Service*





Years of Service Recognition

Paul T. Peltier

*25 Years of Service*



Years of Service Recognition

Christian D. Jordan

*25 Years of Service*



Years of Service Recognition

Todd J. Mendolla

*25 Years of Service*





# Yaww?kó.

Oneida Trust Enrollment Committee - William Gollnick

## Business Committee Agenda Request

**1. Meeting Date Requested:** 07/14/21

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.  
Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: July 7, 2021

RE: Oath of Office – Oneida Trust Enrollment Committee

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### Background

On June 23, 2021 the Oneida Business Committee appointed William Gollnick to the Oneida Trust Enrollment Committee.

Approve the June 9, 2021, regular Business Committee meeting minutes

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 7/14/21

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**DRAFT****Oneida Business Committee**

Regular Meeting  
8:30 AM Wednesday, June 09, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

**Minutes****REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Tina Danforth, Secretary Lisa Liggins, Council members: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Jennifer Webster;

**Not Present:** Councilwoman Marie Summers;

**Arrived at:** n/a

**Others present:** Jo Anne House, Larry Barton, Mark W. Powless, Clorissa Santiago, Kristen Hooker, Brooke Doxtator, Justin Nishimoto, Rae Skenadore, Amy Spears, Danelle Wilson (via Microsoft Teams<sup>1</sup>), Melinda J. Danforth (via Microsoft Team), Sandra Skenadore (via Microsoft Team), Melanie Burkhart (via Microsoft Team), Jessica Vandekamp (via Microsoft Team), Debbie Melchert (via Microsoft Team), Kristal Hill (via Microsoft Team), Paula King Dessart (via Microsoft Team), Lori Hill (via Microsoft Team), Nicole Rommel (via Microsoft Team), Ralinda Ninham-Lamberies (via Microsoft Team), Kaylynn Gresham (via Microsoft Team), Debra Danforth (via Microsoft Team), Tina Jorgensen (via Microsoft Team), Jason Doxtator (via Microsoft Team), Donald Dechamps (via Microsoft Team), Eric Bristol (via Microsoft Team), Renita Hernandez (via Microsoft Team), Jameson Wilson (via Microsoft Team), Susan House (via Microsoft Team), Loucinda Conway (via Microsoft Team), Katsitsiyo Danforth (via Microsoft Team), Chad Fuss (via Microsoft Team), Tana Aguirre (via Microsoft Team), Krystal John (via Microsoft Team), Louise Cornelius (via Microsoft Team), Jeff Bowman (via Microsoft Team), Nate King (via Microsoft Team), John Breuninger (via Microsoft Team), Jeff House (via Microsoft Team), Jeanne Calhoun (via Microsoft Team), Kathy Hughes (via Microsoft Team);

**I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 8:33 a.m.*

*For the record: Councilwoman Marie Summers is on vacation. Chairman Tehassi Hill will be excused at 2:45 p.m. for a government to government meeting.*

**II. OPENING (00:00:07)**

*Opening provided by Councilman Kirby Metoxen.*

<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

# DRAFT

### III. ADOPT THE AGENDA (00:00:30)

Motion by David P. Jordan to adopt the agenda with four (4) changes [1) under the Resolutions section, add item entitled "Adopt resolution entitled Fiscal Year 2022 Budget Considerations and Calendar"; 2) before the Executive Session section, add a "General Tribal Council" section and move the item under the New Business section entitled "Review Public Health Officer recommendation regarding General Tribal Council meetings and determine next steps" to this section; 3) under the General Tribal Council section, add item entitled "Accept the statement of effect - Petitioner Lori Elm re Real Property Law Eviction and Termination"; and 4) under the General Tribal Council, add item entitled "Accept the status updates - Petitioner Lori Elm re Real Property Law Eviction and Termination"], seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Brandon Stevens, Jennifer Webster  
Not Present: Marie Summers

### IV. OATH OF OFFICE

*Oaths of office administered by Secretary Lisa Liggins. Sandra Skenadore was present via Microsoft Teams.*

- A. Pardon and Forgiveness Screening Committee - Sandra Skenadore (00:00:12)**  
Sponsor: Lisa Liggins, Secretary

**DRAFT****V. RESOLUTIONS****A. Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission (00:05:22)**

Sponsor: Justin Nishimoto, Strategic Planner/Oneida Business Committee

Motion by Jennifer Webster to adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission, seconded by Lisa Liggins. Motion withdrawn.

Motion by Tina Danforth to defer resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission to be brought back later today and for the Law Office bring back revisions based on today's discussion, seconded by Jennifer Webster. Motion withdrawn.

Motion by Lisa Liggins to adopt resolution 06-09-21-A Approval of Use of Economic Development, Diversification and Community Development Fund for Transfer of \$2.4 Million to the Oneida Land Commission with the noted changes [1) starting at line 46, delete "Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT) programs, both of" and insert "any programs"; and 2) in line 56, insert "BE IT FURTHER RESOLVED, that any funding allocated to items (b) purchase of a specific parcel and (c) repairs and improvements under Resolve #1 may be allocated to item (a) upon adoption of a resolution by the Land Commission directing that to take place."], seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Marie Summers

Motion by Lisa Liggins to direct the General Manager to work with the Oneida Land Commission to bring back a report regarding the renovations and demolitions to the July 14, 2021, regular Business Committee meeting agenda which include a schedule and proposed completion dates as suggested by the Chief Financial Officer, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Marie Summers

*Councilman Daniel Guzman King left at 9:36 a.m.*

**DRAFT****B. Adopt resolution entitled Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation (01:03:25)**

Sponsor: Jo Anne House, Chief Counsel

*Chairman Tehassi Hill left at 9:40 a.m.; Vice-Chairman Brandon Stevens assumed the responsibilities of the Chair.*

*Councilman Daniel Guzman King returned at 9:42 a.m.*

*Chairman Tehassi Hill returned at 9:44 a.m. and resumed the responsibilities of the Chair.*

Motion by Lisa Liggins to adopt resolution 06-09-21-B Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation<sup>2</sup>, seconded by Kirby Metoxen. Motion carried:

Ayes:	David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster
Opposed:	Daniel Guzman King
Abstained:	Tina Danforth
Not Present:	Marie Summers

*For the record: Treasurer Tina Danforth stated my abstention is because in some of the numbers, there's not enough information for me to justify the number. For example, this is just an example, in Housing Year 1 - \$7.9 million; Year 2 - \$7.9 million; Year 3 - \$3.9 million. I don't really understand what \$7.9 million represents specific to Housing in either Year 1, 2 or 3. And that's where I'm not confident in what that number represents. If somebody were to come up to me today and ask me what does \$7.9 million represent, because this is a very specific number, because it's actually \$7,923,692, this is a very specific number. It's not \$8 thousand, not \$7.5 million, which would be a rounded number, right? Then you would know it's an estimate, this is a very specific number and it represents something very specific. In my review and understanding, I don't know specifically what \$7.923 million represents. I can't explain that. It's the same for some of the other allocations. The Direct Membership one, again, I think that one's based on the number [of enrolled members], I can probably explain that one because we know how many members we are and we know what the percentage is that we're probably going to be distributing, so that's fine. But when you go down to the other numbers, I can't understand what the detail is behind that number. Like Overall Priority – Land, Infrastructure, Sovereignty Year 1 is \$1,988,923. I'm not really sure what that represents unless somebody just took that number, in this case to the \$5.942 [million] number the general 5% number, divided it by three and allocated it to three years, but I don't really know what that represents. There's a reason why that number is what it is and I can't personally cannot explain it; and the reason I can't is because I didn't generate the number. I know we had the conversations, we had our broad goals, and our four broad goals are Direct Membership, Housing, Food & Agriculture, and Culture & Language. Those are the four biggest areas we're funding. I can understand that generally, but when it comes to the specific number and breakout, I don't know how that number was created. I just wanted that for the record. Thank you.*

*For the record: Councilman Daniel Guzman King stated I'm definitely happy and glad that we are going to be funding our broad goals and I think that's incredible. That's awesome. I just have reservations regarding the process of how we are going to be executing this. Hopefully everything will go well and smoothly.*

<sup>2</sup> In the first resolve of the resolution, "3." is missing at the start of the line which reads "for the provision of government services to the extent of the reduction in the revenue of Oneida Nation prior to the emergency". This has administrative error has been corrected in the certified resolution.



**DRAFT****C. Adopt resolution entitled Face Masks Updated – COVID-19 Pandemic (01:36:33)**

Sponsor: Jo Anne House, Chief Counsel

*Treasurer Tina Danforth left at 10:36 a.m.*

Motion by Jennifer Webster to adopt resolution 06-09-21-C Face Masks Updated – COVID-19 Pandemic with one (1) change [at line 63, insert "BE IT FURTHER RESOLVED, this resolution shall be effective on June 14, 2021, at 8:00 a.m."], seconded by David P. Jordan. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Opposed: Daniel Guzman King, Brandon Stevens  
 Not Present: Tina Danforth, Marie Summers

**D. Adopt resolution entitled Fiscal Year 2022 Budget Considerations and Calendar (02:09:43)**

Sponsor: Tina Danforth, Treasurer

*Councilman David P. Jordan left at 10:40 a.m.**Treasurer Tina Danforth returned at 10:43 a.m.*

Motion by Lisa Liggins to adopt resolution 06-09-21-D Fiscal Year 2022 Budget Considerations and Calendar with one (1) change [at line 67 insert "WHEREAS, the special BC Work Session required by resolution # BC-05-12-21-C was held on June, 7, 2021], seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster  
 Opposed: Daniel Guzman King  
 Not Present: David P. Jordan, Marie Summers

*Item X. was addressed next.***VI. STANDING COMMITTEES****A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE****1. Accept the March 4, 2021, regular Community Development Planning Committee meeting minutes (02:21:16)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to accept the March 4, 2021, regular Community Development Planning Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

**DRAFT****2. Accept the April 8, 2021, regular Community Development Planning Committee meeting minutes (02:21:37)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to accept the April 8, 2021, regular Community Development Planning Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**B. LEGISLATIVE OPERATING COMMITTEE****1. Accept the May 19, 2021, regular Legislative Operating Committee meeting minutes (02:21:55)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the May 19, 2021, regular Legislative Operating Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**2. Adopt amendments to Community Support Fund Law rules #1-#18 – Community Support Fund (a.k.a Community Support Handbook) (02:22:12)**

Sponsor: David P. Jordan, Councilman

Motion by David P. Jordan to adopt amendments to Community Support Fund Law rules #1-#18 – Community Support Fund (a.k.a Community Support Handbook), seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**C. QUALITY OF LIFE COMMITTEE****1. Accept the April 15, 2021, regular Quality of Life Committee meeting minutes (02:22:47)**

Sponsor: Marie Summers, Councilwoman

Motion by Jennifer Webster to accept the April 15, 2021, regular Quality of Life Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****VII. NEW BUSINESS****A. Approve the Behavioral Health request to post one (1) grant funded Clinical Substance Abuse Counselor (02:23:06)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Jennifer Webster to approve the Behavioral Health request to post one (1) grant funded Clinical Substance Abuse Counselor, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**B. Approve the Behavioral Health request to post four (4) grant funded Psychotherapists (02:23:30)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Kirby Metoxen to approve the Behavioral Health request to post four (4) grant funded Psychotherapists, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**C. Approve the Behavioral Health request to post two (2) grant funded Social Workers (02:23:50)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Jennifer Webster to approve the Behavioral Health request to post two (2) grant funded Social Workers, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**D. Approve the Eco Services request to post one (1) grant funded Resource Conservationist Project Manager (02:24:25)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Jennifer Webster to approve the Eco Services request to post one (1) grant funded Resource Conservationist Project Manager, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**E. Approve the Land Management request to post one (1) grant funded Project Manager (02:24:48)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Jennifer Webster to approve the Land Management request to post one (1) grant funded Project Manager, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****F. Approve the Land Management request to post one (1) grant funded Title Examiner (02:25:09)**

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Motion by Lisa Liggins to approve the Land Management request to post one (1) grant funded Title Examiner, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**G. Approve the Economic Support request to post three (3) ET Community Support Case Workers (02:28:25)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to approve the Economic Support request to post three (3) ET Community Support Case Workers in accordance with section 121.9-1. noting the input provided by the Chief Financial Officer is in support of the request, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**H. Direct the Law Office to draft to a legal opinion regarding mandatory vaccination options (02:37:14)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to direct the Law Office to draft to a legal opinion regarding mandatory vaccination options to be submitted for the June 15, 2021, BC work session for further discussion<sup>3</sup>, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**VIII. REPORTS****A. OPERATIONAL****1. Accept the Public Works Division FY-2021 2nd quarter report (02:39:30)**

Sponsor: Jacque Boyle, Division Director/Public Works

Motion by Lisa Liggins to defer the Public Works Division FY-2021 2nd quarter report to the June 23, 2021, regular Business Committee meeting agenda, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

<sup>3</sup> No action was taken, but discussion occurred which requested that the legal opinion be forwarded to the HR Area Manager, Gaming General Manager, General Manager, and Interim Retail General Manager to develop pros and cons reports regarding the adoption of a vaccine mandate and for these BC Direct Reports to also attend the June 15, 2021, BC work session.

**DRAFT****B. CORPORATE BOARDS****1. Accept the Bay Bancorporation Inc. FY-2021 2nd quarter report (02:40:05)**

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation Inc. FY-2021 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**2. Accept the Oneida ESC Group, LLC FY-2021 2nd quarter report (02:40:27)**

Sponsor: John L. Breuninger, Chairman/Oneida ESC Group, LLC

Motion by Jennifer Webster to accept the Oneida ESC Group, LLC FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**3. Accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report (02:40:46)**

Sponsor: Kathy Hughes, Chairwoman/Oneida Airport Hotel Corporation

Motion by Kirby Metoxen to accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**4. Oneida Golf Enterprise FY-2021 2nd quarter report (02:41:15)**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Jennifer Webster to defer the Oneida Golf Enterprise FY-2021 2nd quarter report to the June 23, 2021, regular Business Committee meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****IX. GENERAL TRIBAL COUNCIL****A. Review Public Health Officer recommendation regarding General Tribal Council meetings and determine next steps (02:41:34)**

Sponsor: Tehassi Hill, Chairman

Motion by Jennifer Webster to accept the recommendation of the Community/Public Health Officer that it is not safe to hold a General Tribal Council meeting in the next 90 days, seconded by Daniel Guzman King. Motion failed:

Ayes: Daniel Guzman King, Jennifer Webster  
 Opposed: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen  
 Not Present: Tehassi Hill, Marie Summers

Motion by Lisa Liggins to direct the Secretary to bring potential dates, a draft General Tribal Council meeting agenda, and draft General Tribal Council meeting materials to the June 23, 2021, regular Business Committee meeting agenda for consideration, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

Motion by Lisa Liggins to send the topic of General Tribal Council meeting safety protocols to the June 15, 2021, BC work session for further discussion and request the Public/Community Health Officer to attend, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

**B. Accept the statement of effect - Petitioner Lori Elm re Real Property Law Eviction and Termination (02:51:53)**

Sponsor: David P. Jordan

Motion by Lisa Liggins to approve the statement of effect for the Lori Elm petition regarding Real Property Law Eviction and Termination, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

**C. Accept the status updates - Petitioner Lori Elm re Real Property Law Eviction and Termination (02:52:18)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the status updates about the legal review and fiscal impact statement for the Lori Elm petition regarding Real Property Law Eviction and Termination, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

*Item X.A.1. was addressed next.*

**DRAFT****X. EXECUTIVE SESSION (02:20:00)**

Motion by Lisa Liggins to go into executive session at 10:54 a.m., Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster  
 Opposed: Daniel Guzman King  
 Not Present: David P. Jordan, Marie Summers

*The Oneida Business Committee, by consensus, recessed at 12:10 p.m. to 1:30 p.m.*

*Meeting called to order by Chairman Tehassi Hill at 1:30 p.m.*

*Roll call for the record:*

*Present: Treasurer Tina Danforth; Chairman Tehassi Hill; Councilman Daniel Guzman King; Councilman David P. Jordan; Secretary Lisa Liggins; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens; Councilwoman Jennifer Webster;*  
*Not Present: Council Member Marie Summers;*

*Chairman Tehassi Hill left at 2:55 p.m.; Vice-Chairman Brandon Stevens assumed the responsibilities of the Chair.*

Motion by David P. Jordan to come out of executive session at 3:12 p.m., seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

*Item VI.A.1. was addressed next.*

**A. REPORTS****1. Accept the April 2021 Treasurer's report (02:54:00)**

Sponsor: Tina Danforth, Treasurer

Motion by Lisa Liggins to accept the April 2021 Treasurer's report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

**2. Accept the Bay Bancorporation Inc. FY-2021 2nd quarter executive report (02:54:34)**

Sponsor: Jeff Bowman, President/Bay Bank

Motion by Lisa Liggins to accept the Bay Bancorporation Inc. FY-2021 2nd quarter executive report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Tehassi Hill, Marie Summers

**DRAFT****3. Accept the Oneida ESC Group, LLC FY-2021 2nd quarter executive report (02:54:49)**

Sponsor: John L. Breuninger, Chairman/Oneida ESC Group, LLC

Motion by Lisa Liggins to accept the Oneida ESC Group, LLC FY-2021 2nd quarter executive report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**4. Accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter executive report (02:55:09)**

Sponsor: Kathy Hughes, Chairwoman/Oneida Airport Hotel Corporation

Motion by Lisa Liggins to accept the Oneida Airport Hotel Corporation FY-2021 2nd quarter executive report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**5. Oneida Golf Enterprise FY-2021 2nd quarter executive report (02:55:23)**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Lisa Liggins to defer the Oneida Golf Enterprise FY-2021 2nd quarter executive report to the June 23, 2021, regular Business Committee meeting agenda, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers



**DRAFT****6. Accept the Chief Counsel report (02:55:42)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report which includes memo titled "Oneida Nation Permitting Post Big Apple Fest Litigation" and "Employer Involvement in COVID-19 Vaccinations" and an update regarding the Opioid Litigation, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

Motion by Lisa Liggins to approve the research proposal, "History and Theory of Past and Present Oneida Performance Practices 'Oneida Performance': Decolonizing Performance Through Community Guidance" by Carter King, Yale University Student and Dr. Shilarna Stokes, Faculty Advisor, consistent with resolution# BC-05-08-19-A, *Research Requests: Review and Approval to Conduct* with the following requests: 1) Audio recordings developed under this study transferred to the Oneida Nation shall be delivered to the Oneida Nation Museum; 2) Resolve #2(3), Mr. Carter is required to submit the final draft research paper to the Chief Counsel for review; and 3) Resolve #2(4), Mr. King is required to submit a copy of the initial published work and can request to present research findings to the Oneida Business Committee, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

Motion by Lisa Liggins to "opt in" and the Nation participate in the LLC as an interest holder as recommended in the June 7, 2021, e-mail correspondence regarding the Opioid Litigation – Purdue Bankruptcy, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**7. Joint Marketing 2nd quarter report (02:57:29)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer the Joint Marketing 2nd quarter report to the June 23, 2021, regular Business Committee meeting agenda, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**B. AUDIT COMMITTEE****1. Accept the April 15, 2021, regular, Audit Committee meeting minutes (02:58:09)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the April 15, 2021, regular, Audit Committee meeting minutes, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****2. Accept the Bingo compliance audit and lift the confidentiality requirement (02:58:30)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Bingo compliance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**3. Accept the Gaming Promotions and Player Tracking Systems compliance audit and lift the confidentiality requirement (02:58:43)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Gaming Promotions and Player Tracking Systems compliance audit and lift the confidentiality requirement, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**4. Accept the Blackjack Rules of Play compliance audit and lift the confidentiality requirement (02:58:57)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Blackjack Rules of Play compliance audit and lift the confidentiality requirement, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**5. Accept the Gaming-Profits performance assurance audit and lift the confidentiality requirement (02:59:18)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Gaming-Profits performance assurance audit and lift the confidentiality requirement, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**6. Accept the Land Commission performance assurance audit and lift the confidentiality requirement (02:59:33)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Land Commission performance assurance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**DRAFT****C. NEW BUSINESS****1. Approve one (1) new enrollment (02:59:48)**

Sponsor: Debbie Danforth, Chair/Trust Enrollment Committee

Motion by Lisa Liggins to approve one (1) new enrollment, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster  
Not Present: Tehassi Hill, Marie Summers

**2. Adopt resolution entitled Regarding Pardon of Dolores M. Denny (03:00:00)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the Pardon and Forgiveness Screening Committee's recommendation regarding a pardon application submitted by Dolores M. Denny, to move the resolution entitled Regarding Pardon of Dolores M. Denny to open session, and to adopt resolution 06-09-21-E Regarding Pardon of Dolores M. Denny, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster  
Not Present: Tehassi Hill, Marie Summers

**3. Adopt resolution entitled Regarding Pardon of Rebecca L. Selwyn (03:00:30)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the Pardon and Forgiveness Screening Committee's recommendation regarding a pardon application submitted by Rebecca L. Selwyn, to move the resolution entitled Regarding Pardon of Rebecca L. Selwyn to open session, and to adopt resolution 06-09-12-F Regarding Pardon of Rebecca L. Selwyn, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster  
Not Present: Tehassi Hill, Marie Summers

**4. Review and determine next steps regarding 2021 Annual Project/Goal #3 for BCDR10 (03:01:00)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to accept the written update and to direct the IGAC Director to proceed as discussed, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster  
Not Present: Tehassi Hill, Marie Summers

**DRAFT****5. Review BC Officer recommendations regarding NG-020-036-OIA and determine next steps (03:01:21)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to direct the HR Area Manager, General Manager, and MIS Managers to work together to create a tribal wide Standard Operating Procedure regarding the issuance of tribal equipment to employees and appointed/elected officials by the end of the fiscal year and for an status update to be provided no later than the August 17, 2021, BC work session, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**6. Review recommendation regarding GMDR08 reporting structure and determine next steps (03:01:52)**

Sponsor: David P. Jordan, Councilman &amp; Marie Summers, Councilwoman

Motion by Lisa Liggins to accept the discussion regarding GMDR08 reporting structure as information, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

**XI. ADJOURN (03:02:07)**

Motion by David P. Jordan to adjourn at 3:53 p.m., seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Kirby Metoxen, Jennifer Webster

Not Present: Tehassi Hill, Marie Summers

Minutes prepared by Lisa Liggins, Secretary.  
Minutes approved as presented on \_\_\_\_\_.

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Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Approve the June 23, 2021, regular Business Committee meeting minutes

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 7/14/21

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.  
 Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**DRAFT****Oneida Business Committee**

Regular Meeting  
8:30 AM Wednesday, June 23, 2021  
BC Conference Room, 2nd floor, Norbert Hill Center

**Minutes****REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Tina Danforth, Secretary Lisa Liggins, Council members: Daniel Guzman King, Kirby Metoxen, Marie Summers, Jennifer Webster;

**Not Present:** Councilman David P. Jordan;

**Arrived at:** n/a

**Others present:** Danelle Wilson (via Microsoft Teams<sup>1</sup>), Melinda J. Danforth (via Microsoft Teams), Mark W. Powless, Louise Cornelius (via Microsoft Teams), Lawrence Barton, Loucinda Conway (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), James Petitjean (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Jameson Wilson (via Microsoft Teams), Ralinda Ninham-Lamberies, Geraldine Danforth (via Microsoft Teams), Candice Skenandore (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Melissa Nuthals (via Microsoft Teams), Jessica Vandekamp (via Microsoft Teams), Amy Spears, Lori Hill (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Chad Wilson, Paula King-Dessart (via Microsoft Teams), Marilyn King (via Microsoft Teams), Donald Miller (via Microsoft Teams), Vanessa Miller (via Microsoft Teams), Paul Witek (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Jacque Boyle (via Microsoft Teams), Debra J. Danforth (via Microsoft Teams), Michelle Myers (via Microsoft Teams), Tina Jorgenson (via Microsoft Teams), Bob Brown (via Microsoft Teams), Artley Skenandore (via Microsoft Teams), Tsyoshaht Delgado (via Microsoft Teams);

**I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 8:33 a.m.*

*For the record: Councilman David P. Jordan is on vacation.*

**II. OPENING**

*Opening provided by Councilman Daniel Guzman King.*

**III. ADOPT THE AGENDA**

Motion by Lisa Liggins to adopt the agenda with one (1) change [delete item II.A. Special recognition for Years of Service], seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: David P. Jordan

<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

# DRAFT

## IV. MINUTES

- A. Approve the revised March 24, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the revised March 24, 2021, regular Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

- B. Approve the May 26, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the May 26, 2021, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

- C. Approve the June 9, 2021, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the June 9, 2021, regular Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

## V. RESOLUTIONS

- A. Adopt resolution entitled Support Partnership with the Menominee Indian Tribe of Wisconsin and Authorize Participation in the USDA Food Distribution Program on Indian Reservations Demonstration Project for Indian Organizations**  
Sponsor: Daniel Guzman King, Councilman

Motion by Jennifer Webster to adopt resolution 06-23-21-A Support Partnership with the Menominee Indian Tribe of Wisconsin and Authorize Participation in the USDA Food Distribution Program on Indian Reservations Demonstration Project for Indian Organizations, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

**DRAFT****B. Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until September 9, 2021**

Sponsor: Tehassi Hill, Chairman

*Councilman Kirby Metoxen left at 9:17 a.m. and returned at 9:20 a.m.*

Motion by Tina Danforth to deny the resolution entitled Extension of Declaration of Public Health State of Emergency Until September 9, 2021, seconded by Marie Summers. Motion failed:

Ayes: Tina Danforth, Marie Summers  
 Opposed: Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster  
 Not Present: David P. Jordan

*For the record: Secretary Lisa Liggins stated I opposed the motion to deny the resolution because I believe we do not have enough information on the unintended consequences of ending the public health state of emergency.*Motion by Lisa Liggins to adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until September 9, 2021, as amended<sup>2</sup>, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers, Jennifer Webster  
 Abstained: Brandon Stevens  
 Not Present: David P. Jordan

Amendment to the main motion by Tina Danforth to change September 9, 2021, to July 28, 2021, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Tehassi Hill, Kirby Metoxen, Marie Summers  
 Opposed: Daniel Guzman King, Brandon Stevens, Jennifer Webster  
 Abstained: Lisa Liggins  
 Not Present: David P. Jordan

Motion by Lisa Liggins to send the discussion regarding the Public Health State of Emergency, the associated declarations, the program impacts, and the need for concrete, measurable criteria for determining if another extension is needed to the July 20, 2021, BC work session; to direct all BC direct reports to submit reports which include impacts, pros and cons; to direct the General Manager to provide a report regarding programming impacts and a recommendation regarding programming; to direct the Community/Public Health Officer to provide information regarding what the concrete, measurable criteria will be moving forward for determining if another extension is needed; and that all the reports/requests be submitted to the BC work session e-mail by close of business on July 14, 2021, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster  
 Not Present: David P. Jordan

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<sup>2</sup> With the approved amendment to the main motion, the resolution number/name is: 06-23-21-B Extension of Declaration of Public Health State of Emergency Until July 28, 2021



**DRAFT**

Motion by Lisa Liggins to send the discussion regarding the Nation's telecommuting policy to the July 20, 2021, BC work session; to direct all BC direct reports to submit reports which include impacts, pros and cons; to direct the HR Area Manager and Gaming General Manager to work with Time and Attendance to submit a report on telecommuting use by employees; and that all the reports/requests be submitted to the BC work session e-mail by close of business on July 14, 2021, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

**C. Adopt resolution entitled Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance**  
Sponsor: Jo Anne House, Chief Counsel

Motion by Brandon Stevens to adopt resolution 06-23-21-C Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster  
Opposed: Daniel Guzman King  
Not Present: David P. Jordan

*Councilwoman Jennifer Webster left at 10:18 a.m.*

Motion by Lisa Liggins to direct the Chief Financial Officer to provide an update regarding the status of the FRF Office and the lost revenue formula to the July 14, 2021, regular Business Committee meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: David P. Jordan, Jennifer Webster

*Item V.D. was addressed next.*

Motion by Lisa Liggins to amend resolution 06-23-21-C by striking "and file an application on or before midnight on January 1, 2022" from lines 55 and 56, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Marie Summers  
Abstained: Daniel Guzman King  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item VI.A. is re-addressed next.*

**DRAFT**

- D. Adopt resolution entitled Oneida Nation Pre-Disaster Mitigation Plan 2020-2025**  
Sponsor: Kaylynn Gresham, Director/Emergency Management

*Councilman Daniel Guzman King left at 10:19 a.m.*

Motion by Lisa Liggins to adopt resolution 06-23-21-D Oneida Nation Pre-Disaster Mitigation Plan 2020-2025 and authorize the Law Office to make the requested changes to the Historical Summary section on pages 2-1 and 2-2 of the plan, seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers  
Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

**VI. APPOINTMENTS**

- A. Determine next steps regarding one (1) vacancy - Oneida Trust Enrollment Committee**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer this item until after executive session, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers  
Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

*Item VI.B. was addressed next.*

Motion by Lisa Liggins to accept the selected the applicant and appoint William Gollnick to the Oneida Trust Enrollment Committee with a term ending July 31, 2022, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item VI.B. was re-addressed next.*

**DRAFT****B. Determine next steps regarding ten (10) alternates - Oneida Election Board**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer this item until after executive session, seconded by Kirby Metoxen.

Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

*Item VII.A.1. was addressed next.*

Motion by Lisa Liggins to approve accept the selected the applicants and appoint Ramona Salinas, Clarissa Reyes, Keenan Skenandore, Linda Langen, Kathryn LaRoque, Rosa Laster, and Teresa Schuman as alternates on the Oneida Election Board with terms that will end when the 2021 special election results are declared official, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item IX.E. was addressed next.***VII. STANDING COMMITTEES****A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE****1. Accept the May 6, 2021, regular Community Development Planning Committee meeting minutes**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Lisa Liggins to accept the May 6, 2021, regular Community Development Planning Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

**B. FINANCE COMMITTEE****1. Accept the June 1, 2021, regular Finance Committee meeting minutes**

Sponsor: Tina Danforth, Treasurer

Motion by Kirby Metoxen to accept the June 1, 2021, regular Finance Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

**DRAFT****2. Accept the June 14, 2021, regular Finance Committee meeting minutes**

Sponsor: Tina Danforth, Treasurer

Motion by Marie Summers to accept the June 14, 2021, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

**VIII. TRAVEL REQUESTS****A. Approve the travel request in accordance with §219.16-1 - Up to six (6) Oneida individuals - 2021 Special Election - Milwaukee, WI - July 9-11, 2021**

Sponsor: Candace House, Chair/Oneida Election Board

Motion by Lisa Liggins to approve the travel request in accordance with §219.16-1 for up to six (6) individuals to attend the 2021 Special Election in Milwaukee, WI - July 9-11, 2021, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: Daniel Guzman King, David P. Jordan, Jennifer Webster

*For the record: Councilman Kirby Metoxen stated at times the Oneida Election Board uses some Oneidas from the Milwaukee area, so although they're saying six, there may be only two or three from here because they get people from the Milwaukee area that applied for alternates.*

**B. Approve the travel request - Vice-Chairman Brandon Stevens - National Indian Gaming Tradeshow & Convention - Las Vegas, NV - July 18-23, 2021**

Sponsor: Brandon Stevens, Vice-Chairman

*Councilman Daniel Guzman King returned at 10:30 a.m.*

Motion by Kirby Metoxen to approve the travel request for Vice-Chairman Brandon Stevens to attend the National Indian Gaming Tradeshow & Convention in Las Vegas, NV - July 18-23, 2021, noting this travel is being paid for by NIGA and not using tribal contribution, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers

Not Present: David P. Jordan, Jennifer Webster

**DRAFT****IX. NEW BUSINESS****A. Accept the Cultural Heritage strategic plan as information**

Sponsor: Mark W. Powless, General Manager

Motion by Marie Summers to accept the Cultural Heritage strategic plan as information, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: David P. Jordan, Jennifer Webster

**B. CDC # 20-101 - Approve two (2) actions**

Sponsor: Mark W. Powless, General Manager

Motion by Tina Danforth to approve the concept paper for project CDC #20-101 Museum Relocation, to activate \$150,000 from the approved FY-21 CIP budget, and that there be coordination and cooperation from all areas to move the relocation forward as timely as possible, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers  
Abstained: Daniel Guzman King  
Not Present: David P. Jordan, Jennifer Webster

**C. CIP # 07-009 - Activate funding for Building Demolitions**

Sponsor: Mark W. Powless, General Manager

*Treasurer Tina Danforth left at 11:01 a.m.*

*Treasurer Tina Danforth returned at 11:09 a.m.*

Motion by Lisa Liggins to activate \$155,000 from the approved FY-21 CIP Budget for CIP #07-009 Building Demolitions, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: David P. Jordan, Jennifer Webster

Motion by Lisa Liggins to direct the General Manager to bring back on open session, historical report on the properties providing information on the value, losses, and any other financial information; to direct the General Manager to bring back a plan for the demolitions including timelines, future use, and anticipated completion dates; and for those reports to be submitted to the July 28, 2021, regular Business Committee meeting agenda, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: David P. Jordan, Jennifer Webster

**DRAFT**

- D. Determine next steps in accordance with §105.9-1 regarding oaths of office for Oneida Election Board alternates**  
Sponsor: Lisa Liggins, Secretary

*Councilwoman Marie Summers left 11:10 a.m.*

Motion by Lisa Liggins to accept the discussion regarding oaths of office for Oneida Election Board alternates as information, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens  
Not Present: David P. Jordan, Marie Summers, Jennifer Webster

*Councilwoman Marie Summers returned at 11:15 a.m.*

*Item XII. was addressed next.*

- E. Post one (1) vacancy - Oneida Nation Arts Board**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to post one (1) vacancy for the Oneida Nation Arts Board, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

- F. Accept the Special Committee on State-Tribal Relations update**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the Special Committee on State-Tribal Relations update, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

- G. Enter the e-poll results into the record regarding the approved Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor**  
Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to enter the e-poll results into the record regarding the approved Headstart request to post one (1) grant funded Emergency Temporary Bus Monitor, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT****X. REPORTS****A. OPERATIONAL****1. Accept the Public Works Division FY-2021 2nd quarter report**

Sponsor: Mark W. Powless, General Manager

Motion by Kirby Metoxen to accept the Public Works Division FY-2021 2nd quarter report, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**B. CORPORATE BOARDS****1. Accept the Oneida Golf Enterprise FY-2021 2nd quarter report**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Lisa Liggins to accept the Oneida Golf Enterprise FY-2021 2nd quarter report, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**XI. GENERAL TRIBAL COUNCIL****A. Discuss General Tribal Council meeting safety protocols**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer the discussion regarding General Tribal Council meeting safety protocols to the July 14, 2021, regular Business Committee meeting agenda, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**B. Approve two (2) actions to schedule a special General Council meeting**

Sponsor: Lisa Liggins, Secretary

Motion by Marie Summers to defer the two (2) actions to schedule a special General Council meeting to the emergency Business Committee meeting agenda anticipated for next week, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT****C. Schedule a special General Tribal Council meeting for the FY-2022 Budget**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer the scheduling of a special General Tribal Council meeting for the FY-2022 Budget to the July 14, 2021, regular Business Committee meeting agenda, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item XII.A.1. was addressed next.*

**XII. EXECUTIVE SESSION**

Motion by Lisa Liggins to go into executive session at 11:15 a.m., seconded by Marie Summers.

Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers

Not Present: David P. Jordan, Jennifer Webster

*The Oneida Business Committee, by consensus, recessed at 11:50 p.m. to 1:30 p.m.*

*Meeting called to order by Chairman Tehassi Hill at 1:37 p.m.*

*Roll call for the record:*

*Present: Treasurer Tina Danforth; Councilman Daniel Guzman King; Chairman Tehassi Hill;*

*Secretary Lisa Liggins; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens;*

*Councilwoman Marie Summers;*

*Not Present: Councilman David P. Jordan; Councilwoman Jennifer Webster;*

*Vice-Chairman Brandon Stevens left at 3:33 p.m.*

Motion by Marie Summers to come out of executive session at 5:27 p.m., seconded by Kirby Metoxen.

Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item V.C. was re-addressed next.*



**DRAFT****A. REPORTS****1. Accept the Intergovernmental Affairs, Communications, and Self-Governance June 2021 report**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to accept the Intergovernmental Affairs, Communications, and Self-Governance June 2021 report, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to approve the letter of support and authorize the Chairman to sign the letter of support for the nomination of Mr. Kent Lovern for U.S. Attorney for the Eastern District of WI, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to approve the amendment identifying an underpayment of \$233,640, to authorize the Chairman to sign the amendment, and to direct Self Governance to send the letter to Indian Health Service (IHS), seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to approve the Section 105 Lease Agreement Modification letter, to authorize the Chairman to sign the letter, and to direct Self Governance to submit the letter to IHS, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to approve the letter supporting changing the IHS Bemidji Area to the IHS Great Lakes Area, to authorize the Chairman to sign the letter, and to direct Self Governance to submit the letter to the Area Director, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT**

Motion by Lisa Liggins to assign Chief Counsel, Chief Financial Officer, General Manager, Retail General Manager, Intergovernmental Affairs Director, and Business Analyst, and/or their designees, to the Business Strategy for Marijuana Legalization Team, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to direct the Business Strategy for Marijuana Legalization Team to provide reports at each Community and Economic Development Planning Committee meeting and to prepare an update for the 2022 annual General Tribal Council meeting, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**2. Accept the Chief Financial Officer June 2021 report**

Sponsor: Larry Barton, Chief Financial Officer

Motion by Lisa Liggins to accept the Chief Financial Officer June 2021 report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**3. Accept the Chief Counsel report**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to authorize the Oneida Law Office to take all necessary and appropriate action to collect the costs awarded by the court, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to direct that the Oneida Business Committee will participate in a Brackeen Legal Update remotely, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Daniel Guzman King to approve the Opioid Litigation Purdue Pharma Chapter 11 Bankruptcy Plan, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT****4. Accept the General Manager report**

Sponsor: Mark W. Powless, General Manager

Motion by Kirby Metoxen to accept the General Manager report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**5. Accept the May 2021 Treasurer's report**

Sponsor: Tina Danforth, Treasurer

Motion by Lisa Liggins to accept the May 2021 Treasurer's report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**6. Accept the Oneida Golf Enterprise FY-2021 2nd quarter executive report**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Kirby Metoxen to accept the Oneida Golf Enterprise FY-2021 2nd quarter executive report, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**7. Joint Marketing 2nd quarter report**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to direct Councilman Kirby Metoxen to follow up with Joint Marketing regarding their missing report, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Marie Summers  
Abstained: Kirby Metoxen  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT****B. AUDIT COMMITTEE****1. Review request regarding NG-020-036 and determine next steps**

Sponsor: Marie Summers, Councilwoman

Motion by Marie Summers to direct the request for NG-020-036 to be submitted to the Business Committee by January 4, 2022<sup>3</sup>, and to have the Chief Financial Officer and General Manager provide status updates in their reports, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**2. Review request regarding AR-369 and determine next steps**

Sponsor: Marie Summers, Councilwoman

Motion by Lisa Liggins to direct the General Manager conduct an operational assessment of the program and provide a written report for open session regarding the program for the August 25, 2021, regular Business Committee meeting, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Daniel Guzman King to direct the General Manager follow up with the tribal member and provide response to the questions the tribal member submitted with regard to Audit Request 369, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**C. NEW BUSINESS****1. File # 2021-DR09-01 - Review and determine next steps**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins that complaint # 2021-DR09-01 does not have merit, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen

Abstained: Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

<sup>3</sup> The deadline provided in this motion is being applied to two (2) actions taken by at the May 26, 2021, regular Business Committee meeting regarding NG-020-036: 1) Motion by Lisa Liggins to direct the General Manager, Gaming General Manager, Retail General Manager, and Chief Financial Officer to develop a standard SOP which includes processes for purchase, inventory, disbursement and reconciliation and that gift cards shall be used as the last choice, seconded by Marie Summers. Motion carried; and 2) Motion by Jennifer Webster to direct the Law Office and the General Manager to reconcile the gift cards at BayBank and make recommendations to account for and either return the card to cash, return to the grant, or disburse in some other approved manner, seconded by David P. Jordan. Motion carried.

**DRAFT****2. Review the 2021 Annual Performance Evaluations update and determine next steps**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Kirby Metoxen to accept the discussion regarding the 2021 Annual Performance Evaluations update as information, seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**3. Approve the communication plan for the 2020 -2023 OBC Broad Goals**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to assign the Strategic Planner to: 1) create and maintain a tracking system of which broad goals are being worked on and/or initiatives associated with each broad goal; 2) facilitate any necessary meetings regarding broad goals; and 3) outline, implement and communicate the reporting expectations to everyone, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to direct the Intergovernmental Affairs Director, or designee, to work with the Strategic Planner in creating a communications plan and implementing the plan for Direct Reports, Employees, and the membership, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**4. Accept the Oneida Golf Enterprise Agent transition plan**

Sponsor: James Petitjean, Agent/Oneida Golf Enterprise

Motion by Lisa Liggins to accept the Oneida Golf Enterprise Agent transition plan, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**5. Review the posting requests and determine next steps - Big Bear Media**

Sponsor: Mark W. Powless, General Manager

Motion by Kirby Metoxen to delete this item from the agenda, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**DRAFT****6. Determine next steps regarding June 22, 2021, Gaming General Manager presentation**

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Marie Summers to accept the Oneida Casino Master Plan presentation dated June 22, 2021, to schedule a General Tribal Council meeting on September 16, 2021, and to direct the Secretary to work with the Gaming General Manager to formulate the agenda and meeting materials which will be presented to the Business Committee for approval, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Motion by Lisa Liggins to accept the Global Market Advisors file # 024-21 assessment and recommendations and direct the Secretary to schedule a special BC work session to discuss next steps in the next 30 days, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**7. Approve a limited waiver of sovereign immunity - Baker Tilly US LLP engagement letter - file # 2021-0365**

Sponsor: Larry Barton, Chief Financial Officer

Motion by Kirby Metoxen to approve a limited waiver of sovereign immunity for the Baker Tilly US LLP engagement letter - file # 2021-0365, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**8. Consider a request from the Anna John Resident Centered Care Community Board pursuant to §105.7-4**

Sponsor: Kristin Jorgenson-Dann, Chair/Anna John Resident Centered Care Community Board

Motion by Lisa Liggins to terminate the appointment of Kenny Kriesher to the Anna John Resident Centered Care Community Board as recommended by the Board in accordance with Section 105.7-4 of the law, seconded by Daniel Guzman King. Motion carried<sup>4</sup>:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**9. Review application(s) for one (1) vacancy - Oneida Trust Enrollment Committee**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion as information, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen, Marie Summers  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

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<sup>4</sup> This action required a 2/3 vote.

**DRAFT**

**10. Review application(s) for ten (10) alternates - Oneida Election Board**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion as information, seconded by Daniel Guzman King.  
Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**11. Accept the June 1, 2021, regular OBC Officer meeting notes**

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to accept the June 1, 2021, regular OBC Officer meeting notes, seconded by  
Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

**XIII. ADJOURN**

Motion by Daniel Guzman King to adjourn at 5:50 p.m., seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Marie Summers

Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

Minutes prepared by Lisa Liggins, Secretary  
Minutes approved as presented on \_\_\_\_\_.

\_\_\_\_\_  
Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Approve the June 30, 2021, emergency Business Committee meeting minutes

---

## Business Committee Agenda Request

**1. Meeting Date Requested:** 7/14/21

**2. General Information:**

Session:      Open      Executive – must qualify under §107.4-1.  
 Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**4. Budget Information:**

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1



**DRAFT****Oneida Business Committee**

**Emergency Meeting**  
**10:00 AM Wednesday, June 30, 2021**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

**Minutes****EMERGENCY MEETING**

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Treasurer Tina Danforth, Secretary Lisa Liggins, Council members: Daniel Guzman King, David P. Jordan, Marie Summers, Jennifer Webster;

**Not Present:** Kirby Metoxen;

**Arrived at:** n/a

**Others present:** Jo Anne House, Larry Barton, Mark W. Powless, Melinda J. Danforth (via Microsoft Teams<sup>1</sup>) Rae Skenandore, Kristen Hooker, Krystal John, Carl Artman, James Bittorf (via Microsoft Teams), Chad Wilson, Danelle Wilson (via Microsoft Teams), Louise Cornelius (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Fawne Rasmussen (via Microsoft Teams), Jessalyn Harvath (via Microsoft Teams), Tana Aguirre (via Microsoft Teams), ;

**I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 10:11 a.m.*

*For the record: Councilman Kirby Metoxen is out on vacation time.*

**II. OPENING (00:00:00 No audio recorded<sup>2</sup>)**

*Opening provided by Vice-Chairman Brandon Stevens.*

**III. ADOPT THE AGENDA (00:00:00 No audio recorded)**

Motion by Lisa Liggins to adopt the agenda as presented, seconded by Marie Summers. Motion carried:

Ayes:	Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster
Not Present:	Kirby Metoxen

<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

<sup>2</sup> Audio and Video not recorded due to technical difficulties with a computer software update.

**DRAFT****IV. RESOLUTIONS****A. Adopt resolution entitled Adoption of the Oneida Nation Employee Vaccination Incentive Plan for Employees who are not Oneida Nation Members (00:00:00 No audio recorded)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Lisa Liggins to adopt resolution 06-30-21-A Adoption of the Oneida Nation Employee Vaccination Incentive Plan for Employees who are not Oneida Nation Members, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Opposed: Daniel Guzman King  
 Not Present: Kirby Metoxen

**B. Consider resolution regarding Direct Membership Assistance in accordance the project approval process in resolution BC-06-09-21-B (00:00:00 No audio recorded)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution 06-30-21-B Adoption of Direct Membership Assistance Payments Utilizing American Rescue Plan Act of 2021 Federal Relief Funds, seconded by Marie Summers. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Opposed: Daniel Guzman King  
 Abstained: Tina Danforth  
 Not Present: Kirby Metoxen

**C. Consider resolution regarding Membership Vaccination Incentive in accordance the project approval process in resolution BC-06-09-21-B (00:00:01<sup>3</sup>)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution 06-30-21-C Adoption of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members, seconded by David P. Jordan. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
 Opposed: Daniel Guzman King  
 Abstained: Tina Danforth  
 Not Present: Kirby Metoxen

*For the record: Treasurer Tina Danforth state, I'm just not sure that I fully understand the procedural end of this and I think people also need to know another highlight that wasn't mentioned is the project begins July 1st and ends September 30th, so people need to know that. Because if we don't tell them, they don't see what we see in front of us. I just want that to be noted so thank you.*

---

<sup>3</sup> Audio and Video restored.

# DRAFT

## V. GENERAL TRIBAL COUNCIL

### A. Approve two (2) actions to schedule special General Tribal Council meetings (00:06:14)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to schedule a special GTC meeting on Tuesday, August 24, 2021 to address the carryover items from 2020 and identify Thursday, August 26, 2021 as an alternate option in the event of conflicts at the venue, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
Abstained: Daniel Guzman King  
Not Present: Kirby Metoxen

Motion by Jennifer Webster to schedule a special GTC meeting on September 30, 2021, to address the FY-2022 budget and identify Sunday, October 3, 2021, as an alternate option in the event of conflicts at the venue, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
Abstained: Daniel Guzman King  
Not Present: Kirby Metoxen

## VI. EXECUTIVE SESSION (00:17:58)

Motion by David P. Jordan to go into executive session at 10:36 a.m., seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: Kirby Metoxen

Motion by Daniel Guzman King to come out of executive session at 11:55 p.m., seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: Kirby Metoxen

**DRAFT****A. NEW BUSINESS****1. Adopt resolution entitled Approving Third Amendment to the Oneida Nation & State of Wisconsin Gaming Compact of 1991 (00:18:33)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Brandon Stevens to adopt resolution 06-30-21-D Approving Third Amendment to the Oneida Nation & State of Wisconsin Gaming Compact of 1991 and move to open session, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Motion by Jennifer Webster to approve the July 1, 2021, letter to the Department of Interior and authorize the Chairman to sign the letter, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Motion by Lisa Liggins to accept the notice of the Oneida Gaming Minimum Internal Controls (OGMIC) for Sports Wagering Chapter 8 approved by the Oneida Gaming Commission (OGC) on June 28, 2021, and to direct notice to the OGC there are no requested revisions under §501.6-14(d) and noting they will be take effect upon publication of the Gaming compact amendment by the Department of Interior, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Motion by Lisa Liggins to direct the Gaming General Manager to provide updates regarding the implementation of Sports Wagering on each regular Business Committee meeting agenda starting on July 14, 2021, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

*For the record: Secretary Lisa Liggins stated I'd like to express my gratitude, on behalf of the Business Committee, to the negotiation team for their work on this initiative. The negotiation team was Chairman Tehassi Hill; Vice-Chairman Brandon Stevens; Gaming General Manager, Louise Cornelius; Gaming Assistant CFO, Chad Fuss; Assistant General Manager - Profits, Fawne Rasmussen; Bingo Director, Jessalyn Harvath; Deputy Chief Counsel, James Bittorf; Attorneys, Krystal John and Carl Artman; Intergovernmental Affairs Director, Melinda J. Danforth; Gaming Commission Chairman, currently Mark A. Powless Sr.; and Gaming Commission Attorney, William Cornelius. Again, Thank you.*

**DRAFT**

**VII. ADJOURN (00:21:30)**

Motion by David P. Jordan to adjourn at 11:58 p.m., seconded by Daniel Guzman King. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: Kirby Metoxen

DRAFT

Minutes prepared by Chad Wilson, Senior Information Management Specialist.  
Minutes approved as presented on \_\_\_\_\_.

\_\_\_\_\_  
Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Enter e-poll results into the record regarding the adopted BC resolution # 06-25-21-A The Oneida Meat...

## Business Committee Agenda Request

1. Meeting Date Requested: 07/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.  
Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

4. Budget Information:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**From:** [Secretary](#)  
**To:** [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#); [BC Agenda Requests](#); [Mark W. Powless](#); [Patrick J. Pelky](#); [William P. Vervoort](#); [Vanessa L. Miller](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** E-POLL RESULTS: Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study  
**Date:** Friday, June 25, 2021 4:36:39 PM  
**Attachments:** [E-POLL REQUEST Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study.msg](#)

---

## E-POLL RESULTS

The e-poll to Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study, **has carried**. As of the deadline, below are the results:

Support: Daniel Guzman, David P. Jordan, Kirby Metoxen, Marie Summers, and Jennifer Webster

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov

“The best way to predict the future is to create it.” – Abraham Lincoln  
“In every deliberation, we must consider the impact on the seventh generation...” –  
Haudenosaunee Great Law



A good mind. A good heart. A strong fire.

**CONFIDENTIALITY NOTICE:** *This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.*

**From:** [Secretary](#)  
**To:** [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#); [Mark W. Powless](#); [Patrick J. Pelky](#); [William P. Vervoort](#); [Vanessa L. Miller](#)  
**Subject:** E-POLL REQUEST: Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study  
**Date:** Thursday, June 24, 2021 2:45:15 PM  
**Attachments:** [Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study.pdf](#)  
**Importance:** High

---

## E-POLL REQUEST

**Summary:** Grant request with no required match for \$70,000 from the Native American Business Development Institute. The grant is to fund a feasibility study on the possibility of developing a meat, beef, buffalo chicken, and facility.

**Justification for E-Poll:** The decision to apply for this grant was made too late to make the last agenda. This grant is due Friday, July 2, 2021 and the next OBC meeting is Wednesday, July 14, 2021.

**Requested Action:** Adopt the resolution entitled The Oneida Meat Processing Plant Feasibility Study.

### **Deadline for response:**

**Responses are due no later than 4:30 p.m., Friday, June 25, 2021.**

### **Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,

Senior Information Management Specialist

Business Committee Support Office

920.869.4478

P.O. Box 365

Oneida, WI 54155-0365

oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln

"In every deliberation, we must consider the impact on the seventh generation..." – Haudenosaunee Great Law



A good mind. A good heart. A strong fire.

**CONFIDENTIALITY NOTICE:** This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing,



*copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.*

### Oneida Business Committee Agenda Request

1. Meeting Date Requested: 7 / 14 / 21

2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Resolution is required

3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Mark W. Powless Digitally signed by Mark W. Powless  
Date: 2021.06.24 08:00:01 -05'00'

Primary Requestor/Submitter: Donald Miller/ Grant Specialist/ Grants  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: William VerVoort/ OCIFS  
Name, Title / Dept.

Additional Requestor: Vanessa Miller/ Oneida Agriculture  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

The decision to apply for this grant was made too late to make the last agenda. This grant is due on July 2, which would be too soon for the next agenda. So we are requesting an e-poll.

The grant is to fund a feasibility study on the possibility of developing a meat, beef, buffalo and chicken, facility.

The grant would be a request for \$70,000 from the Native American Business Development Institute and would require no match.

1) Save a copy of this form for your records.

2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

**BC Resolution #**  
**The Oneida Meat Processing Plant Feasibility Study**

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**WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

**WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and

**WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

**WHEREAS,** The Oneida Business Committee is committed to the development and expansion of Tribal food sovereignty; and

**WHEREAS,** Current limitations on the processing of Oneida meats is interfering with the Tribes ability to meet the growing demand for Oneida produced meats; and

**WHEREAS,** The establishment of an Oneida owned meat processing facility for the processing of Oneida beef, buffalo, and chicken would support the goals of increased food supply and the development of Tribal food sovereignty; and

**NOW THEREFORE BE IT RESOLVED,** That the Oneida Business Committee supports and allows the application by OCIFS to the Native American Business Development Institute for funds to commission a feasibility study of an Oneida meat processing facility.

Post two (2) vacancies - Oneida Trust Enrollment Committee

---

## Business Committee Agenda Request

**1. Meeting Date Requested:** 07/14/21

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.  
Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 7, 2021

RE: Post two (2) vacancies – Oneida Trust Enrollment Committee

---

### Background

There are be two (2) vacancies on the Oneida Trust Enrollment Committee (OTEC) that need to be posted. The first vacancy is due to the resignation of Lisa Summers on June 25, 2021; this vacancy is for a term ending July 31, 2023. The second vacancy is due to the lack of a sufficient number of qualified candidates in the 2021 Special Election; this vacancy is for a term ending July 31, 2024.

### Action requested:

Post two (2) vacancies for the Oneida Trust Enrollment Committee.

### Oneida Business Committee Agenda Request

Accept the June 2, 2021, regular Legislative Operating Committee meeting minutes

1. Meeting Date Requested: 7 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept the June 2, 2021 Legislative Operating Committee meeting minutes

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1. <input type="text" value="6/2/21 LOC Meeting Minutes"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Clorissa N. Santiago, LRO Senior Staff Attorney  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.



Oneida Nation  
 Oneida Business Committee  
 Legislative Operating Committee  
 PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



**LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES**  
 Oneida Business Committee Conference Room-2<sup>nd</sup> Floor Norbert Hill Center  
 June 2, 2021  
 9:00 a.m.

**Present:** David P. Jordan, Kirby Metoxen, Jennifer Webster, Daniel Guzman King

**Excused:** Marie Summers

**Others Present:** Clorissa N. Santiago, Kristen Hooker, Kristal Hill, Brooke Doxtator, Justin Nishimoto, Lawrence Barton (Microsoft Teams), Susan House (Microsoft Teams), Matthew Denny (Microsoft Teams), Michelle Myers (Microsoft Teams), Nic Reynolds (Microsoft Teams), Rhiannon Metoxen (Microsoft Teams), Loucinda Conway (Microsoft Teams), Eric Boulanger (Microsoft Teams).

**I. Call to Order and Approval of the Agenda**

David P. Jordan called the June 2, 2021, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to adopt the agenda as is; seconded by Kirby Metoxen. Motion carried unanimously.

**II. Minutes to be Approved**

**1. May 19, 2021 LOC Meeting Minutes**

Motion by Kirby Metoxen to approve the May 19, 2021 LOC meeting minutes and forward to the Business Committee for consideration; seconded by Jennifer Webster. Motion carried unanimously.

**III. Current Business**

**1. Petition: L. Elm – Real Property Law Eviction and Termination**

Motion by Jennifer Webster to accept the statement of effect for the Petition: L. Elm – Real Property Law Eviction and Termination and forward to the Oneida Business Committee; seconded by Daniel Guzman King. Motion carried unanimously.

**IV. New Submissions**

**V. Additions**

**VI. Administrative Items**

**1. Community Support Fund Law Rule Handbook Amendments**

Motion by Jennifer Webster to certify the Community Support Fund Law Rule Handbook amendments and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

**VII. Executive Session**

**VIII. Adjourn**

Motion by Daniel Guzman King to adjourn at 9:14 a.m.; seconded by Kirby Metoxen. Motion carried unanimously.

A good mind. A good heart. A strong fire.





Approve the travel request – Vice-Chairman Brandon Stevens – Reservation Economic Summit –...

## Business Committee Agenda Request

1. Meeting Date Requested: 7/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.  
Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation                |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                      |
| <input type="checkbox"/> Correspondence            | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution                  |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)      |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect         |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input checked="" type="checkbox"/> Travel Documents |
| <input checked="" type="checkbox"/> Other: HANDOUT |  |  |

4. Budget Information:

- Budgeted  Budgeted – Grant Funded  Unbudgeted  
 Not Applicable  Other: *Describe*

5. Submission:

Authorized Sponsor: Brandon Stevens, Vice-Chairman

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

Enter e-poll results into the record regarding the approval of the Chairman to attend the National Indian...

## Business Committee Agenda Request

1. Meeting Date Requested: 07/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

4. Budget Information:

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**From:** [Secretary](#)  
**To:** [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#); [BC Agenda Requests](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** E-POLL RESULTS: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV  
**Date:** Wednesday, July 7, 2021 1:59:35 PM  
**Attachments:** [2021 07 14 ARF - TH NIGA travel request.pdf](#)  
[TD Comments E-POLL REQUEST Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV.pdf](#)  
[JW Comments E-POLL REQUEST Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV.pdf](#)

---

## E-POLL RESULTS

The e-poll to approve the Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV, **has carried**. As of the deadline, below are the results:

Support: Tina Danforth, Daniel Guzman, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, and Jennifer Webster,

Per section 5.2.c. of the OBC SOP "[Conducting Electronic Voting \(E-polls\)](#)", attached are copies of any comment by an OBC member made beyond a vote.

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln

"In every deliberation, we must consider the impact on the seventh generation..." –  
Haudenosaunee Great Law



A good mind. A good heart. A strong fire.

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<Insert Signature>

## Oneida Business Committee Travel Request

**1. OBC Meeting Date Requested:** 07 / 30 / 21       e-poll requested

### 2. General Information:

Event Name: National Indian Gaming Tradeshow & Convention

Event Location: Las Vegas, NV      Attendee(s): Tehassi Hill

Departure Date: Jul 18, 2021      Attendee(s):

Return Date: Jul 23, 2021      Attendee(s):

### 3. Budget Information:

- Funds available in individual travel budget(s)  
 Unbudgeted  
 Grant Funded or Reimbursed

Cost Estimate: 0

### 4. Justification:

Describe the justification of this Travel Request:

NIGA Chairman, Ernie Stevens Jr., requested that I do the opening for the convention, along with share some good words moving forward from the incident which happened at the Radisson, and participate in the memorial they are hosting for former Chairman Rick Hill. I am requesting to attend the National Indian Gaming Tradeshow & Convention, July 18-23 in Las Vegas, NV  
 Travel costs are all covered by NIGA

Justification for E-poll:

The next scheduled BC meeting is July 14 and does not leave enough time to secure travel accommodations.

### 5. Submission

Sponsor: Tehassi Hill, Chairman

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org



REGISTER TODAY!

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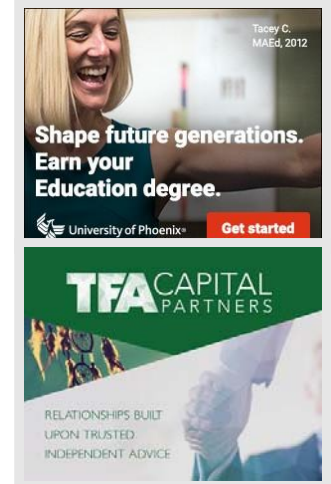
# EVENT SCHEDULE

The 2021 event schedule will continue to be updated as we get closer to the event. Please check back often for updates.

\*Times and dates subject to change

Monday, July 19, 2021	Event
10:00 AM - 5:00 PM	Registration
12:00 PM - 5:00 PM	Monday Conference Sessions
5:30 PM	Chairman's Welcome Reception, in conjunction with RES: Reservation Economic Summit
Tuesday, July 20, 2021	Event
7:30 AM - 6:00 PM	Registration
8:00 AM - 5:00 PM	Commissioner Certification Training
8:30 AM - 11:30 AM	NIGA Annual Meeting
9:00 AM - 5:00 PM	Native American Arts & Crafts Booths Open
9:00 AM - 5:30 PM	<p>Conference Sessions</p> <p>Sponsored By:</p>
12:45 PM - 2:00 PM	Chairman's Leadership Awards Luncheon Featuring Special Honorees

Wednesday, July 21, 2021	Event
8:00 AM - 5:00 PM	Registration Open
8:00 AM - 5:00 PM	Commissioner Certification Training
8:00 AM - 5:00 PM	<p>Cannabis Certification Session</p> <p>Separate registration required - does not include access to workshops, meetings or tradeshow floor.</p>
9:00 AM - 5:00 PM	Native American Arts & Crafts Booths Open
9:45 AM	Tradeshow Ribbon Cutting
10:00 AM - 4:00 PM	<p>National Indian Gaming Association's 8<sup>th</sup> Annual Giveaway Event</p> <p>*Bulova will also be doing a giveaway for eligible attendees.</p>
10:00 AM - 5:00 PM	Tradeshow Floor Open
11:00 AM - 4:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions
3:30 PM - 5:30 PM	



AGEM Cocktail Reception



Thursday, July 22, 2021	Event
8:00 AM - 12:00 PM	Commissioner Certification Training
8:00 AM - 3:00 PM	Registration
9:00 AM - 3:00 PM	Native American Arts & Crafts Booths Open
10:00 AM - 3:00 PM	Tradeshow Floor Open
10:00 AM - 3:00 PM	National Indian Gaming Association's 8 <sup>th</sup> Annual Giveaway Event *Bulova will also be doing a giveaway for eligible attendees.
11:00 AM - 3:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions



Endorsed by:



**From:** [Cristina S. Danforth](#)  
**To:** [Danelle A. Wilson](#); [Kirby W. Metoxen](#); [Jennifer A. Webster](#); [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Ethel M. Summers](#)  
**Cc:** [Kristal E. Hill](#); [Rhiannon R. Metoxen](#)  
**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV  
**Date:** Thursday, July 1, 2021 8:40:35 AM

---

Danelle, thanks for the update and safe travels for everyone.

Tina Danforth

---

**From:** Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Sent:** Thursday, July 1, 2021 8:39 AM  
**To:** Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>  
**Subject:** Re: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

You are welcome! Should be cutting the traveler's check today and communications will do a story on the essential employees selected to go.

Sent from my U.S.Cellular© Smartphone  
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---

**From:** Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>  
**Sent:** Thursday, July 1, 2021 8:36:35 AM  
**To:** Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>  
**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Thanks Danelle that is helpful information.

Tina Danforth

---

**From:** Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>



**Sent:** Thursday, July 1, 2021 8:34 AM

**To:** Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>

**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>

**Subject:** Re: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Good morning Tina.

The travel for DC was \$2,790. NIGA is paying for all travel expenses.

Just FYI. :)

Sent from my U.S.Cellular© Smartphone

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---

**From:** Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>

**Sent:** Thursday, July 1, 2021 8:30:24 AM

**To:** Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>

**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>

**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

I approve but I thought the chairman's travel budget was getting used/depleted by the Retail travel event to Washington DC

---

**From:** Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>

**Sent:** Wednesday, June 30, 2021 5:42 PM

**To:** Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>

**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>

**Subject:** Re: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Support

---

**From:** Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>

**Sent:** Wednesday, June 30, 2021 5:30 PM

**To:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>

**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>

**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Approve,  
Jenny

Sent from my Galaxy

----- Original message -----

From: Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>

Date: 6/30/21 5:24 PM (GMT-06:00)

To: Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>, "Brandon L. Yellowbird-Stevens" <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>, "Cristina S. Danforth" <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>, "Lisa A. Liggins" <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>, "Daniel P. Guzman" <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>, "David P. Jordan" <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>, "Kirby W. Metoxen" <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>, "Ethel M. Summers" <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>, "Jennifer A. Webster" <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>

Cc: Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>, "Kristal E. Hill" <[khill@oneidanation.org](mailto:khill@oneidanation.org)>, "Rhiannon R. Metoxen" <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>, "Danelle A. Wilson" <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>

Subject: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

## **E-POLL REQUEST**

**Summary:** NIGA Chairman, Ernie Stevens Jr., requested that I do the opening for the convention, along with share some good words moving forward from the incident which

happened at the Radisson and participate in the memorial they are hosting for former Chairman Rick Hill. I am requesting to attend the National Indian Gaming Tradeshow & Convention, July 18-23 in Las Vegas, NV. \*Travel costs are all covered by NIGA.

**Justification for E-Poll: Travel will be occurring before the next scheduled OBC meeting and flights and hotel need to be booked.**

**Requested Action: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV**

**Deadline for response:**

**Responses are due no later than 4:30 p.m., Thursday, July 01, 2021.**

**Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln

"In every deliberation, we must consider the impact on the seventh generation..." – Haudenosaunee Great Law



A good mind. A good heart. A strong fire.

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**From:** [Jennifer A. Webster](#)  
**To:** [Cristina S. Danforth](#); [Kirby W. Metoxen](#); [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Ethel M. Summers](#)  
**Cc:** [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV  
**Date:** Thursday, July 1, 2021 8:33:07 AM

---

**I believe NIGA'S covering all costs.**

Sent from my Galaxy

----- Original message -----

**From:** "Cristina S. Danforth" <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>  
**Date:** 7/1/21 8:30 AM (GMT-06:00)  
**To:** "Kirby W. Metoxen" <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>, "Jennifer A. Webster" <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>, Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>, Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>, "Brandon L. Yellowbird-Stevens" <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>, "Lisa A. Liggins" <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>, "Daniel P. Guzman" <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>, "David P. Jordan" <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>, "Ethel M. Summers" <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Cc:** "Kristal E. Hill" <[khill@oneidanation.org](mailto:khill@oneidanation.org)>, "Rhiannon R. Metoxen" <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>, "Danelle A. Wilson" <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

I approve but I thought the chairman's travel budget was getting used/depleted by the Retail travel event to Washington DC

---

**From:** Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>  
**Sent:** Wednesday, June 30, 2021 5:42 PM  
**To:** Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>; Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** Re: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Support

---

**From:** Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>  
**Sent:** Wednesday, June 30, 2021 5:30 PM

**To:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Cc:** Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** RE: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

Approve,  
Jenny

Sent from my Galaxy

----- Original message -----

From: Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>  
Date: 6/30/21 5:24 PM (GMT-06:00)  
To: Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>, "Brandon L. Yellowbird-Stevens" <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>, "Cristina S. Danforth" <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>, "Lisa A. Liggins" <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>, "Daniel P. Guzman" <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>, "David P. Jordan" <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>, "Kirby W. Metoxen" <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>, "Ethel M. Summers" <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>, "Jennifer A. Webster" <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>  
Cc: Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>, "Kristal E. Hill" <[khill@oneidanation.org](mailto:khill@oneidanation.org)>, "Rhiannon R. Metoxen" <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>, "Danelle A. Wilson" <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
Subject: E-POLL REQUEST: Approve Chairman to attend the National Indian Gaming Tradeshow & Convention, July 18-22, Las Vegas, NV

## E-POLL REQUEST

**Summary:** NIGA Chairman, Ernie Stevens Jr., requested that I do the opening for the convention, along with share some good words moving forward from the incident which happened at the Radisson and participate in the memorial they are hosting for former Chairman Rick Hill. I am requesting to attend the National Indian Gaming Tradeshow & Convention, July 18-23 in Las Vegas, NV. *\*Travel costs are all covered by NIGA.*

**Justification for E-Poll:** Travel will be occurring before the next scheduled OBC meeting and flights and hotel need to be booked.

**Requested Action:** Approve Chairman to attend the National Indian Gaming Tradeshow

**& Convention, July 18-22, Las Vegas, NV****Deadline for response:****Responses are due no later than 4:30 p.m., Thursday, July 01, 2021.****Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln

"In every deliberation, we must consider the impact on the seventh generation..." – Haudenosaunee  
Great Law



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Enter e-poll results into the record regarding the approved travel for one (1) essential worker and her three

### Business Committee Agenda Request

1. Meeting Date Requested: 7/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

4. Budget Information:

- Budgeted
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**From:** [Secretary](#)  
**To:** [BC Agenda Requests](#)  
**Subject:** E-POLL RESULTS: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget  
**Date:** Friday, July 9, 2021 2:09:51 PM  
**Attachments:** [TD Comments E-poll Approve travel for one \(1\) essential worker and her three \(3\) guests, to be authorized and paid for from the Chairman's travel budget.pdf](#)  
[LL E-POLL REQUEST Approve travel for one \(1\) essential worker and her three \(3\) guests, to be authorized and paid for from the Chairman's travel budget.pdf](#)  
[E-POLL REQUEST Approve travel for one \(1\) essential worker and her three \(3\) guests to be authorized and paid for from the Chairmans travel budget.msg](#)

---

**From:** Secretary <TribalSecretary@oneidanation.org>

**Sent:** Wednesday, July 7, 2021 2:46 PM

**To:** Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; BC\_Agenda\_Requests <BC\_Agenda\_Requests@oneidanation.org>

**Cc:** Secretary <TribalSecretary@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>

**Subject:** E-POLL RESULTS: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget

### **E-POLL RESULTS**

The e-poll to Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget, **has carried**. As of the deadline, below are the results:

Support: Tina Danforth, Daniel Guzman, David P. Jordan, Lisa Liggins, Kirby Metoxen, Marie Summers, and Jennifer.

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
oneida-nsn.gov



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**From:** [Secretary](#)  
**To:** [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** E-POLL REQUEST: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget  
**Date:** Monday, June 28, 2021 2:47:57 PM  
**Attachments:** [2021 07 14 Epoll request - White House July 4 Celebration of Essential Workers.pdf](#)  
**Importance:** High

---

## E-POLL REQUEST

**Summary:** White House Intergovernmental Affairs Office reached out the Chairman's office on June 21 to identify an essential worker to attend the White House 4<sup>th</sup> of July Celebration of Essential Workers. IGAC Director, Melinda Danforth and Chairman's office reached out to Interim Retail General Manager, James Petitjean to identify a frontline worker. An employee and her 3 guests have been identified and Chairman would like to pay for this travel out of his travel budget.

**Justification for E-Poll: The travel will occur before the July 14, 2021, regular Business Committee meeting and flights and hotel need to be booked.**

**Requested Action: Approve travel for one (1) essential worker and her three (3) guests to be authorized and paid from the Chairman's travel budget**

### **Deadline for response:**

**Responses are due no later than 4:30 p.m., Tuesday, June 29, 2021.**

### **Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,

Senior Information Management Specialist

Business Committee Support Office

920.869.4478

P.O. Box 365

Oneida, WI 54155-0365

oneida-nsn.gov

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### Oneida Business Committee Agenda Request

1. Meeting Date Requested: 07 / 14 / 21

2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

E-POLL requested  
  
Requested Action:  
Approve travel for one (1) essential worker and three (3) guests to be authorized and paid for from the Chairman's travel budget

3. Supporting Materials

Report  Resolution  Contract

Other:

1.  3.

2.  4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Danelle Wilson, Executive Assistant  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

E-POLL REQUEST

#### Summary

White House Intergovernmental Affairs Office reached out the Chairman's office on June 21 to identify an essential worker to attend the White House 4th of July Celebration of Essential Workers. IGAC Director, Melinda Danforth and Chairman's office reached out to Interim Retail General Manager, James Petitjean to identify a front line worker. An employee and her 3 guests have been identified and Chairman would like to pay for this travel out of his travel budget.

Approximate cost of travel will be \$2,500

#### Requested Action:

Approve travel for one (1) essential worker and three (3) guests, to be authorized and paid for from the Chairman's travel budget.

1) Save a copy of this form for your records.

2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

**Tehassi Tasi Hill**

---

**From:** Rivera, PaaWee EOP/WHO <PaaWee.Rivera@who.eop.gov>  
**Sent:** Monday, June 21, 2021 2:00 PM  
**To:** Tehassi Tasi Hill  
**Subject:** White House 4th of July Celebration with Essential Workers  
**Attachments:** IGA\_Fourth of July 07.04.21 (External).xlsx

Hi Chairman Hill,

This year at the White House, because of our strong response to combat COVID-19, America will mark independence from the virus with a celebration on the South Lawn with essential workers and military families on the evening of July 4, 2021. **We are reaching out to ask you to help us identify 1 essential worker from your area to invite to the celebration.** Each invitee will be allowed 3 guests, including members of their family since this will be a family-oriented celebration.

Below are instructions for submitting invitees through the attached template. We will need recommendations from your office by no later than **4 PM ET Today, Monday June 21<sup>st</sup>.**

The primary recommended invitee must fall within the CDC category of an essential/frontline worker. See list below:

- Healthcare personnel
  - Corrections workers
  - Education workers
  - First responders
  - Food and agriculture
  - Grocery store workers
  - Manufacturing
  - Public transit workers
  - U.S. postal service workers.
- Invitations for the 4th of July celebrations will be extended from the White House Social Office after Tuesday, June 22nd via email.

As this is our first large scale official event coming out of the pandemic, capacity is limited. Submitting a name, unfortunately, does not guarantee an invitation but we are hopeful we will be able to accommodate everyone's recommendations.

We greatly appreciate your assistance and thank you for helping us honor and celebrate those who have been serving on the frontlines fighting this pandemic. Please let me know if you have any questions.

Thank you,

PaaWee Rivera  
Senior Advisor and Director of Tribal Affairs  
White House Office of Intergovernmental Affairs

He/Him/His

**Sign up for our White House Tribal Affairs list [HERE](#)**

202-881-9693 \*Number does not receive text messages

**From:** [Cristina S. Danforth](#)  
**To:** [Brandon L. Yellowbird-Stevens](#); [Secretary](#); [Tehassi Tasi Hill](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** RE: E-poll TENTATIVE results: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget  
**Date:** Tuesday, June 29, 2021 8:34:29 AM

---

I approve and I am wondering if this is a procedural exception and requires an epoll?

---

**From:** Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>  
**Sent:** Tuesday, June 29, 2021 8:31 AM  
**To:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>  
**Cc:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** Re: E-poll TENTATIVE results: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget

Support

Get [Outlook for iOS](#)

---

**From:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>  
**Sent:** Tuesday, June 29, 2021 8:30:32 AM  
**To:** Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Brandon L. Yellowbird-Stevens <[bstevens@oneidanation.org](mailto:bstevens@oneidanation.org)>; Cristina S. Danforth <[cdanfor4@oneidanation.org](mailto:cdanfor4@oneidanation.org)>; Lisa A. Liggins <[lliggins@oneidanation.org](mailto:lliggins@oneidanation.org)>; Daniel P. Guzman <[dguzman@oneidanation.org](mailto:dguzman@oneidanation.org)>; David P. Jordan <[djordan1@oneidanation.org](mailto:djordan1@oneidanation.org)>; Kirby W. Metoxen <[KMETOX@oneidanation.org](mailto:KMETOX@oneidanation.org)>; Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>; Jennifer A. Webster <[JWEBSTE1@oneidanation.org](mailto:JWEBSTE1@oneidanation.org)>  
**Cc:** Secretary <[TribalSecretary@oneidanation.org](mailto:TribalSecretary@oneidanation.org)>; Kristal E. Hill <[khill@oneidanation.org](mailto:khill@oneidanation.org)>; Rhiannon R. Metoxen <[rmetoxe2@oneidanation.org](mailto:rmetoxe2@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** E-poll TENTATIVE results: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget

## **E-POLL TENTATIVE RESULTS**

**As of 8:30 a.m. on 06/29/21, the attached e-poll to approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's**



travel budget, has received **five (5) votes of support** (Daniel Guzman David P. Jordan, Kirby Metoxen, Marie Summers, and Jennifer Webster).

**Please note, these results are tentative as voting is open until 4:30 p.m., Tuesday, June 29, 2021. Official results will be released after voting is closed.**

**From:** [Lisa A. Liggins](#)  
**To:** [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)  
**Cc:** [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** RE: E-POLL REQUEST: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget  
**Date:** Tuesday, June 29, 2021 11:27:07 AM

---

As there is no travel dashboard for FY-21 to refer to, the BC Support Office provided the following information regard the status of the Chairman's travel budget:

- Chair was budgeted for \$12,000 for FY 2021
- NCAI took \$1,425 for 3 individuals @ \$475.00/each
- Balance of roughly \$10,575 budgeted

Support.

---

**From:** Secretary <TribalSecretary@oneidanation.org>  
**Sent:** Monday, June 28, 2021 2:48 PM  
**To:** Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>  
**Cc:** Secretary <TribalSecretary@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>  
**Subject:** E-POLL REQUEST: Approve travel for one (1) essential worker and her three (3) guests, to be authorized and paid for from the Chairman's travel budget  
**Importance:** High

## **E-POLL REQUEST**

**Summary:** White House Intergovernmental Affairs Office reached out the Chairman's office on June 21 to identify an essential worker to attend the White House 4<sup>th</sup> of July Celebration of Essential Workers. IGAC Director, Melinda Danforth and Chairman's office reached out to Interim Retail General Manager, James Petitjean to identify a frontline worker. An employee and her 3 guests have been identified and Chairman would like to pay for this travel out of his travel budget.

**Justification for E-Poll: The travel will occur before the July 14, 2021, regular Business Committee meeting and flights and hotel need to be booked.**

**Requested Action: Approve travel for one (1) essential worker and her three (3) guests to be authorized and paid from the Chairman's travel budget**

**Deadline for response:**

**Responses are due no later than 4:30 p.m., Tuesday, June 29, 2021.**

**Voting:**

1. Use the voting button above, if available; OR
2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
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Enter e-poll results into the record regarding the approval of Chairman Hill to sign the certification and...

## Business Committee Agenda Request

1. Meeting Date Requested: 7/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

4. Budget Information:

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**From:** [Secretary](#)  
**To:** [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#); [BC Agenda Requests](#); [Melinda J. Danforth](#)  
**Cc:** [Secretary](#); [Kristal E. Hill](#); [Rhiannon R. Metoxen](#); [Danelle A. Wilson](#)  
**Subject:** E-POLL RESULTS: Approve Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment data  
**Date:** Wednesday, July 7, 2021 4:34:09 PM  
**Attachments:** [E-POLL REQUEST Approve Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment data.msg](#)

---

## E-POLL RESULTS

The e-poll to Approve Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment data, **has carried**. As of the deadline, below are the results:

Support: Tina Danforth, Daniel Guzman, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, and Jennifer Webster

Yaw^ko,

Chad Wilson,  
Senior Information Management Specialist  
Business Committee Support Office  
920.869.4478

P.O. Box 365  
Oneida, WI 54155-0365  
[oneida-nsn.gov](http://oneida-nsn.gov)

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### Oneida Business Committee Agenda Request

1. Meeting Date Requested: 07 / 14 / 21

2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

**Requested Action:** Approve Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment numbers to receive the second payment of the American Rescue Plan Fiscal Recovery Funds.

3. Supporting Materials

Report  Resolution  Contract

Other:

1.  3.

2.  4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Danelle Wilson, Executive Assistant  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Melinda J. Danforth, IGAC Director  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

The U.S. Department of the Treasury has opened up the portal to tribal governments to submit their application to receive the second payment of the Fiscal Recovery Funds. The submission requires the Nation to verify the 2019 employment numbers that were submitted to the Department of the Treasury when the Nation applied to receive the CARES Coronavirus Relief Funds. The verification would occur by the Nation submitting the IRS 941 forms (attached).

Chairman Hill is requesting the Business Committee's approval to sign the attached certification and submit the IRS 941 forms that would validate the Nation's 2019 employment numbers.

Requested Action:

Approve Chairman Hill to sign the certification and submit the IRS 941 forms to verify 2019 employment numbers to receive the second payment of the American Rescue Plan Fiscal Recovery Funds.

1) Save a copy of this form for your records.

2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

**From:** [tribal.consult@treasury.gov](mailto:tribal.consult@treasury.gov)  
**To:** [Melinda J. Danforth](mailto:Melinda.J.Danforth)  
**Cc:** [CARESITforms@treasury.gov](mailto:CARESITforms@treasury.gov)  
**Subject:** Action Required: Confirmation of Tribal Employment Numbers – Coronavirus State and Local Fiscal Recovery Funds  
**Date:** Wednesday, June 30, 2021 3:07:40 PM

---

This email contains important information from the U.S. Department of the Treasury (Treasury) about actions that your Tribal government must take to receive the second payment associated with the Coronavirus State and Local Fiscal Recovery Funds as determined in the [Tribal Government Allocation Methodology](#). Please read this email carefully.

Under the CARES Act's Coronavirus Relief Fund (CRF), Treasury requested that, for each calendar quarter of 2019, Tribal governments submit the number of their employees and the number of employees of any entity of which the Tribal government owns at least 51% of the ownership interests. To ensure consistency, Tribes were required to use the employee numbers submitted to the IRS on Form 941.

After you re-enter the [Treasury Submission Portal](#), please click "Submission & Compliance Forms" on the left side of the screen. You will see "Supplemental Information Required" next to your original Coronavirus State and Local Fiscal Recovery Fund submission. Click "Provide Information" next to your submission to review the 2019 employment numbers Treasury has on file for your Tribal government from the CRF. You will be prompted to either confirm or amend the 2019 employment numbers that your Tribal government previously submitted to Treasury. In the event 2019 employment numbers need to be amended, or if your Tribal government did not submit employment information to Treasury under the CRF, your Tribal government will have the opportunity to do so in the Treasury Submission Portal by submitting your Forms 941.

If you require access to the documentation submitted on behalf of your Tribal government for the CRF, please email [covidreliefitsupport@treasury.gov](mailto:covidreliefitsupport@treasury.gov) with the subject "Tribal Employment Document Request."

The deadline for confirming or amending a Tribal government's 2019 employment numbers is July 16, 2021. If a Tribal government does not confirm or amend employment numbers by this deadline, the Tribal government will not be eligible to receive a share of the employment allocation as determined in the Tribal Government Allocation Methodology.

If you have questions about the Treasury Submission Portal or require technical support, please email [covidreliefitsupport@treasury.gov](mailto:covidreliefitsupport@treasury.gov). If you have general questions about the Coronavirus State and Local Fiscal Recovery Funds, please email [SLFRP@treasury.gov](mailto:SLFRP@treasury.gov) or call 844-529-9527. Please reach out to Treasury Tribal Affairs at [Tribal.Consult@treasury.gov](mailto:Tribal.Consult@treasury.gov) with any other questions.

U.S. Department of the Treasury

[Coronavirus State and Local Fiscal Recovery Funds](#)

[SLFRP@Treasury.gov](mailto:SLFRP@Treasury.gov)





Oneida Nation  
Oneida Business Committee  
PO Box 365 • Oneida, WI 54155-0365  
oneida-nsn.gov



OMB Approved No. 1505-0264  
Expiration Date: 10/31/2020

**Certification for Requested Tribal Data**

**Name of Indian Tribe:**

\_\_\_\_ Oneida Nation \_\_\_\_\_

**Population:** Total number of Indian Tribe Citizens/Members/Shareholders, as of January 1, 2020:

\_\_\_\_ 17,328 \_\_\_\_\_

**Land Base:** Total number of land acres held by the Indian Tribe and any tribally-owned entity (to include entities in which the Indian Tribe maintains at least 51% ownership) as of January 1, 2020 (to include lands held in trust by the United States, owned in restricted fee status, owned in fee, or selected pursuant to the Alaska Native Claims Settlement Act).

\_\_\_\_ Total Land Acres: 27,990 \_\_\_\_\_

**Employees:** Total number of persons employed by the Indian Tribe and any tribally-owned entity (to include entities in which the Indian Tribe maintains at least 51% ownership) on January 1, 2020.

\_\_\_\_ 3,511 \_\_\_\_\_

**Expenditures:** Total expenditures for the most recently completed fiscal year.

\_\_\_\_ \$430,388,582.00 \_\_\_\_\_

**CERTIFICATION**

I hereby certify I am authorized by the governing body of the Indian Tribe described above to submit the information included with this form and that it is true and correct to the best of my knowledge. I further understand that anyone who knowingly and willfully makes a false statement to the United States Government may be subject to criminal prosecution under the False Statements Accountability Act of 1996, 18 U.S.C. 1001.

Name: \_\_\_Tehassi Tasi Hill Tehassi Hill

Title: \_\_\_ Oneida Nation Chairman \_\_\_\_\_

Date: \_\_\_ April 16, 2020 \_\_\_\_\_

Note: 'Indian Tribe' means any Indian tribe, band, nation, or other organized group or community, including any Alaska Native village or regional or village corporation as defined in or established pursuant to the Alaska Native Claims Settlement Act (85 Stat. 688, 43 U.S.C. 1601 et seq.), which is recognized as eligible for the special programs and services provided by the United States to Indians because of their status as Indians.

PAPERWORK REDUCTION ACT NOTICE

The information collected will be used for the U.S. Government to process requests for support. The estimated burden associated with this collection of information is two hour per response. Comments concerning the accuracy of this burden estimate and suggestions for reducing this burden should be directed to the Office of Privacy, Transparency and Records, Department of the Treasury, 1500 Pennsylvania Ave., N.W., Washington, D.C. 20220. DO NOT send the form to this address. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid control number assigned by OMB.

**Coronavirus State  
& Local Fiscal  
Recovery Funds**  
**SLT-2085**

Status  
**Submitted**  
 Supplemental Info  
 Required

Submission Date  
**May 12, 2021**

# Tribal Supplement

Tribal Supplement Status: **Draft**

For Tribal Governments Only:

*Each Tribal government must confirm or amend its 2019 employment numbers as provided below by July 16, 2021, in order to be eligible to receive a payment based on its share of the employment allocation as described in the Tribal governments allocation methodology. A Tribal government that does not submit this information will not receive this payment.*

Did the Tribe submit 2019 employment numbers to the U.S. Department of the Treasury for the Coronavirus Relief Fund?

Yes

Number of Employees <sup>i</sup>	Calendar Year 2019			
	Q1	Q2	Q3	Q4
Employed by Tribe	2,867	2,901	2,927	2,876
Employed by Tribal Entities	539	554	551	559

FEIN	Qtr	Number of employees	
396081138	1	2867	
396081138	2	2901	
396081138	3	2927	
396081138	4	2876	
Employed by Tribal Entities			
141997327	1	126	
261822757	1	20	
371703473	1	47	
371869051	1	25	
391515130	1	223	
391806371	1	27	
391876585	1	2	
454964343	1	47	
800812619	1	22	
Oneida Golf Course Enterprise	1	0	
Total			539
141997327	2	123	
261822757	2	25	
371703473	2	56	
371869051	2	25	
391515130	2	226	
391806371	2	26	
391876585	2	2	
454964343	2	47	
800812619	2	24	
Oneida Golf Course Enterprise	2	0	
Total			554
141997327	3	128	
261822757	3	21	
371703473	3	63	
371869051	3	26	
391515130	3	217	
391806371	3	27	
391876585	3	2	
454964343	3	47	
800812619	3	20	
Oneida Golf Course Enterprise	3	0	
Total			551
141997327	4	138	
261822757	4	22	
371703473	4	53	
371869051	4	23	
391515130	4	224	
391806371	4	27	
391876585	4	1	
454964343	4	48	
800812619	4	23	
Oneida Golf Course Enterprise	4	0	
Total			559

OMB Approved No.:1505-0271  
Expiration Date: 11/30/2021

U.S. DEPARTMENT OF THE TREASURY  
CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS

**Tribal Employment Information Form**

I hereby certify I am authorized by the Tribal government to submit the information included in the Tribal Employment Information form and that it is true and correct to the best of my knowledge. I further understand that a materially false, fictitious, fraudulent statement, or representation (or concealment or omission of a material fact) in this form may be the subject of criminal prosecution under the False Statements Accountability Act of 1996, as amended 18 U.S.C. § 1001, and also may subject me and the Tribal Government to civil penalties and administrative remedies for false claims or otherwise (including under to 31 U.S.C. §§ 3729 and 3730).

\_\_\_\_\_  
Signature of Authorized Representative

Authorized Representative Name:	Tehassi tasi Hill
Date Signed:	_____
Authorized Representative Title:	Chairman
Name of Recipient (Entity):	Oncida Nation

**PAPERWORK REDUCTION ACT NOTICE**

The information collected will be used for the U.S. Government to process requests for support. The estimated burden associated with this collection of information is 45 minutes per response. Comments concerning the accuracy of this burden estimate and suggestions for reducing this burden should be directed to the Office of Privacy, Transparency and Records, Department of the Treasury, 1500 Pennsylvania Ave., N.W., Washington, D.C. 20220. DO NOT send the form to this address. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid control number assigned by OMB.

Accept the Chief Financial Officer status report of the FRF Office and lost revenue formula (not submitted)

## Business Committee Agenda Request

1. Meeting Date Requested: 7/14/21

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence            | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input checked="" type="checkbox"/> Other: HANDOUT |  |   |

4. Budget Information:

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Tina Danforth, Treasurer

Primary Requestor: Larry Barton, Chief Financial Officer

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CWILSON1

**DRAFT**

Motion by Lisa Liggins to send the discussion regarding the Nation's telecommuting policy to the July 20, 2021, BC work session; to direct all BC direct reports to submit reports which include impacts, pros and cons; to direct the HR Area Manager and Gaming General Manager to work with Time and Attendance to submit a report on telecommuting use by employees; and that all the reports/requests be submitted to the BC work session e-mail by close of business on July 14, 2021, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers, Jennifer Webster  
Not Present: David P. Jordan

**C. Adopt resolution entitled Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance**

Sponsor: Jo Anne House, Chief Counsel

Motion by Brandon Stevens to adopt resolution 06-23-21-C Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster  
Opposed: Daniel Guzman King  
Not Present: David P. Jordan

*Councilwoman Jennifer Webster left at 10:18 a.m.*

Motion by Lisa Liggins to direct the Chief Financial Officer to provide an update regarding the status of the FRF Office and the lost revenue formula to the July 14, 2021, regular Business Committee meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, Lisa Liggins, Kirby Metoxen,  
Brandon Stevens, Marie Summers  
Not Present: David P. Jordan, Jennifer Webster

*Item V.D. was addressed next.*

Motion by Lisa Liggins to amend resolution 06-23-21-C by striking "and file an application on or before midnight on January 1, 2022" from lines 55 and 56, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Marie Summers  
Abstained: Daniel Guzman King  
Not Present: David P. Jordan, Brandon Stevens, Jennifer Webster

*Item VI.A. is re-addressed next.*

### Oneida Business Committee Agenda Request

Review request for exception to the Boards Committees and Commissions Law and resolution #...

1. Meeting Date Requested: 07 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Approve exception for stipend payment for OTEC members for OTEC Special Sustain Meeting held on 5/22/2021

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Debra J. Danforth, Chair/Oneida Trust Enrollment Committee

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Venessa Cardish, Executive Assistant, Trust Enrollment Dept.  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Pamela Ninham, Secretary, Trust Enrollment Committee  
Name, Title / Dept.

Additional Requestor: Keith Doxtator, Director, Trust Enrollment Dept.  
Name, Title / Dept.



## MEMO

To: Oneida Business Committee

From: Oneida Trust Enrollment Committee

Re: Denial of Payment of Stipend for Special Sustain Oneida Meeting on 05/22/2021


Date: July 1, 2021

The Oneida Trust Enrollment Committee (OTEC) respectfully requests an exception for a stipend payment per BCC Law 105.13-10 to be paid for a "Special" OTEC meeting that was held on 05/22/2021 to further discuss Sustain Oneida progress and next steps.

1. At April's Regular OTEC meeting, the committee motioned and agreed unanimously to have a special half day Sustain Oneida meeting. This motion does not note a sub-committee, rather it includes the entire committee. **-Exhibit A**
2. Special Sustain Oneida Meeting met quorum and length of meeting requirements per BCC law. **-Exhibit B.**
3. As noted in the legal opinion **\*Exhibit C**, The Special Sustain Oneida Meeting minutes header was a typing error. There is not a Special Sustain sub-committee. The meeting invite was sent to all OTEC members, the Trust Enrollment Director and Project Specialist who gave a presentation and lengthier update to OTEC members. The location reflects two separate places. The original meeting invite date & location was modified for the new meeting. The first scheduled meeting on 05/15/2021 outside Trust Enrollment Department was cancelled due to not meeting quorum. The second meeting, the meeting in question, was held and took place at Skenandoah Complex. **-Exhibit-D**

In closing and moving forward, OTEC recognizes the emphasis on wording within the meeting minutes and adhering to the BCC law meeting requirements, including the proposed BCC bylaw amendments. OTEC recognized this should have been labeled an "Emergency" meeting, and not a "Special" meeting.

Respectfully on behalf of Oneida Trust Enrollment Committee,

  
\_\_\_\_\_  
Oneida Trust Enrollment Committee, Secretary

Enc:

Exhibit A-OTEC Meeting Minutes 04/27/2021

Exhibit-B-OTEC Special Sustain Meeting Minutes 05/22/2021-

Exhibit C- Law Office Legal Opinion, 06/10/2021-

Exhibit D- OTEC Special Sustain Meeting Calendar/Teams Invite



**ONEIDA TRUST ENROLLMENT COMMITTEE  
REGULAR MEETING  
Teleconference Call  
27 April 2021  
5:00 p.m.**

**MINUTES**

**Vision Statement** – *“Sustain the Oneida membership and protect our trust assets.”*

**Mission Statement** – *“To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the Tribe.”*

**Oneida Trust Enrollment Committee Members Present:** Norbert Hill Jr., Pamela Ninham, Geraldine Danforth, Jennifer Hill-Kelley, Jennifer Webster, Lisa Summers

**Oneida Trust Enrollment Committee Members Excused:** Debra Danforth, Barbara “Bobbi” Webster  
**Others Present:** Keith Doxtator, Terry A. Cornelius, Venessa Cardish, John Danforth

**I. Call Meeting to Order and Roll Call**

Pamela Ninham called meeting to order at 5:07 pm.

Norbert Hill Jr.-Present, Pamela Ninham-Present, Jennifer Hill-Kelley-Present, Geraldine Danforth-Present, Jennifer Webster-Present

Debra Danforth – Not Present; Excused, Barbara “Bobbi” Webster – Not Present; Excused, Lisa Summers-Not Present; Excused

***\*\*Currently there is (1) one Oneida Trust Enrollment Committee Member Vacancy***

Jennifer Hill-Kelley motioned for Pro-tem Chair, Geraldine Danforth. Seconded Norbert Hill Jr. Geraldine Danforth accepted. Motion carried unanimously.

**II. Adoption of Agenda**

Norbert Hill Jr. motioned to adopt the agenda. Seconded Pamela Ninham. Motion carried unanimously.

**III. Visitor/Community Forum – None**

**IV. Minutes – Needs Approval**

25 March 2021 Joint OBC-O TEC Meeting

Jennifer Hill-Kelley motioned to approve March 25, 2021 Joint OBC- OTEC Meeting minutes. Seconded Norbert Hill Jr. Motion carried unanimously.

Regular Trust Enrollment Committee Minutes  
 27 April 2021  
 Page 2 of 4

25 March 2021 Regular OTEC Meeting  
 Jennifer Hill-Kelley motioned to enter March 25, 2021 Regular OTEC Meeting into record.  
 Seconded Pamela Ninham. Motion carried unanimously.

**V. Tabled Business**

- A. Sharing OLIPP Report Data – Keith Doxtator  
 04-27-21 – Status Update – **Carl Update?**
- B. Information Sharing with MIS – Keith Doxtator  
 04-27-21 – Status Update – **Carl Update?**
- C. Interest to Per Capita Overpayment Attachments – Keith Doxtator  
 04-27-21 – Status Update – **Carl Update?**

Jennifer Hill Kelley motioned Trust Enrollment Director, Keith Doxtator, to send an email to Attorney Artman for a written update on all (3) three tabled items to be received before next OTEC Meeting on May 25, 2021. Seconded Jennifer Webster. Motion carried unanimously.

**VI. Old Business**

**A. Sustain Oneida – John Danforth**

05-26-2020 Develop online campaign of demographer results until next available GTC meeting. 06-25-2020 Update Approved. No action taken. 08-05-20 No action taken. 08-25-20 Motion to accept no update. 09-24-20 Motion to approve update. Subsequent motion to request an action plan for next regular meeting. Keith Doxtator to propose department staffing plan to OTEC. 10-27-20 Motion to approve update. 01-26-21 Committee requests more structured report to include updates, timelines by phase.

**04-27-21 – Status Update – Request to Approve Update**

Discussion. Meeting is to collaborate and create a formal OTEC Statement on Sustain Oneida to initiate and generate a community response.

**Norbert Hill Jr. motioned to have a special half day, Saturday morning, Sustain Oneida meeting in May. Seconded Pamela Ninham. Motion carried unanimously.**

Norbert Hill Jr. motioned to approve report. Seconded Jennifer Hill-Kelley. Motion carried unanimously.

**B. OLIPP In House – Keith Doxtator & Carl Artman**

01-26-21 OTEC approved idea for further development 02-23-21 Update approved with Oct 1 goal

**04-27-21— Request to Approve Update**

Lisa Summers enters meeting at 5:33 pm.

Norbert Hill Jr. motioned to accept report with recommendations to move forward with Carl Artman with another update for the next OTEC Meeting on May 25, 2021. Seconded Jennifer Hill-Kelley. Motion carried unanimously.

Regular Trust Enrollment Committee Minutes  
27 April 2021  
Page 3 of 4

Vice Chair, Lisa Summers, begins meeting Chair responsibilities at 5:47 pm

- C. Review Kristin Hooker Bylaw Revisions – Keith Doxtator  
03-25-21 Finalization language to Bylaws with secretary within next (30) days.  
04-27-21 – Status Update – **No Update**

## VII. New Business

- A. OTEC Transition from Virtual to In-Person Monthly Meetings  
04-27-21 – **Request for Feedback**

Discussion. Keith Doxtator and Venessa Cardish to monitor continuance or suspension of current Public Health Declaration to coordinate if transition to “in-person” at Special Sustain Oneida Meeting and next Regular OTEC Meeting on May 25, 2021. Additionally, to look at tribal meeting locations and outdoor options that can accommodate meeting with social distancing.

Geraldine Danforth motioned to accept the update. Seconded Pamela Ninham. Motion carried unanimously.

## VIII. Reports

- A. Susan White Trust Scholarship Semi-Annual Report  
04-27-21 – **Request to Approve Report**

Jennifer Hill-Kelley motioned to accept the report as submitted. Seconded Pamela Ninham. Motion carried unanimously.

- B. FY21 2<sup>nd</sup> Quarter Report to OBC  
04-27-21 – Request to Approve Report

Norbert Hill Jr. motioned to approve the report. Seconded Geraldine Danforth. Motion carried unanimously.

- C. Trust Fund Performance – Terry Cornelius  
04-27-21 – Status Update – **Request to Approve Report**

Discussion. Keith Doxtator to bring back recommendation for school system endowment at May 25, 2021 Regular OTEC Meeting.

Jennifer Webster motioned to accept report. Seconded Pamela Ninham. Motion carried unanimously.

Regular Trust Enrollment Committee Minutes  
27 April 2021  
Page 4 of 4

D. SRI – Keith Doxtator  
04-27-21 – Status Update – **Request to Approve Report**  
Norbert Hill Jr. motioned to accept report. Seconded Geraldine Danforth. Motion carried unanimously.

E. Enrollment Membership – Keith Doxtator  
04-27-21– Status Update –**Request to Approve Report**  
Jennifer Hill-Kelley motioned to approve report. Seconded Norbert Hill Jr. Motion carried unanimously.

**IX. Other Business**

A. Regular OTEC Meeting, **May 25, 2021, 5 pm** (Teleconference)

B. Sustain Oneida Virtual Meetings: email [sustainoneida@oneidanation.org](mailto:sustainoneida@oneidanation.org) for virtual invite

**X. Executive Session** – None

**XI. Roll Call & Adjourn**

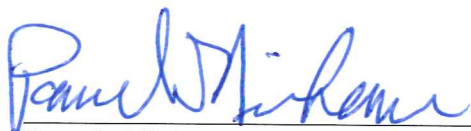
Norbert Hill Jr.-Present, Pamela Ninham-Present, Jennifer Hill-Kelley-Present, Jennifer Webster -Present, Geraldine Danforth-Present, Lisa Summers-Present

Debra Danforth – Not Present, Excused, Bobbi Webster – Not Present; Excused

***\*\*Currently there is (1) one Oneida Trust Enrollment Committee Member Vacancy***

Jennifer Hill-Kelley motioned to adjourn meeting. Seconded Pamela Ninham. Motion carried unanimously. Meeting adjourned at 6:24 pm.

Respectfully submitted,

  
\_\_\_\_\_  
Pamela Ninham, Secretary

  
\_\_\_\_\_  
Venessa Cardish, Recording Secretary

Minutes Approved as written/corrected on: June 1, 2021



**SPECIAL SUSTAIN ONEIDA MEETING**  
**909 Packerland Dr. Green Bay, WI & Teams (Virtual)**  
**22 May 2021**  
**8 a.m.**

**Minutes**

**Vision Statement** – *“Sustain the Oneida membership and protect our trust assets.”*

**Mission Statement** – *“To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the Tribe.”*

**Trust Enrollment Committee Members Present:** Debbie Danforth, Lisa Summers, Pamela Ninham, Norbert Hill Jr., Jennifer Hill-Kelley, Geraldine Danforth

**Trust Enrollment Committee Members Excused:** Barbara “Bobbi” Webster, Jennifer Webster

**Other Present:** Keith Doxtator, John Danforth

**I. Call Meeting to Order and Roll Call**

Debra Danforth called meeting to order at 8:05 am

**II. Sustain Oneida Update Strategic Planning – John Danforth**

- A. **Prepare for Joint Meeting with Formal Request**
- B. **Update department website with educational materials**
- C. **Continue community conversation transitioning to focus groups**
- D. **Lay out a 12- month projected timeline**

**Roll Call**

Debbie Danforth – Yes  
Norbert Hill Jr. – Yes  
Jennifer Hill-Kelley - Yes

Geraldine Danforth – Yes  
Lisa Summers – Yes  
Pamela Ninham – Yes

**Discussion:**

O TEC’s role in the Sustain Oneida project should be narrowed to Enrollments. O TEC should provide options for 2-3 concrete options for solutions and processes for change. Action plan will be established for short (3-5 years), medium (5-7 years) and long (8-10 years) goals.

O TEC does not have the authority to request further input and planning projections from other Departments within the Nation. Therefore, it is imperative to work with the OBC and their support in collecting relevant information the membership will need to help make changes.

Special Sustain Oneida Meeting Minutes

22 May 2021

Page 2 of 2

Follow up items:

Prepare OBC request for June's Joint meeting. This should solution options, departments impacted, types of analysis requested, assumptions made.

Build out community education website. Record online community meetings.

Continue with community meetings, begin converting format to more structured focus groups.

Develop project timeline over next 12 months.

**III. Roll Call & Adjourn**

**Roll Call**

Debbie Danforth – Yes

Norbert Hill Jr. – Yes

Jennifer Hill-Kelley - Yes


Geraldine Danforth – Yes

Lisa Summers – Yes

Pamela Ninham – Yes

Geraldine Danforth motioned to adjourn at 10:25 am. Seconded by Lisa Liggins. Motion carried unanimously.

Respectfully submitted,

  
Pamela Ninham, Secretary

  
Venessa Cardish, Recording Secretary

Minutes Approved as written/corrected on: 6/24/2021

Jo Anne House, PhD | Chief Counsel  
James R. Bittorf | Deputy Chief Counsel  
Kelly M. McAndrews | Senior Staff Attorney

Carl J. Artman  
Krystal L. John  
Peggy A. Schneider  
Lydia M. Witte

Law Office



## MEMORANDUM

**TO:** Brooke Doxtator, Boards, Committees and Commissions Supervisor

**FROM:** Jo Anne House, Chief Counsel

**DATE:** June 10, 2021

**SUBJECT:** Opinion – Stipends – Elected Board, Committee or Commission

Digitally signed  
by Jo Anne House  
Date: 2021.06.14  
12:01:37 -05'00'

You have requested a legal opinion regarding the application of sections 105.13 of the Boards, Committees and Commissions Law and resolution # BC-08-12-20-C, *Amended Boards, Committees and Commissions Law Stipends* to an elected board, committee or commission.

The law identifies that a stipend may be paid to an elected member of a board, committee or commission if they attend a duly called regular or emergency meeting that establishes a quorum and conducts business for at least one hour. *Section 105.13-3*. A stipend for an elected board, committee or commission is \$100 and limited to 24 meetings per year. *Resolution, Resolve #1, 1(b)*. A member attending a task force, ad hoc committee or subcommittee is not eligible to receive a stipend unless an exception has been granted. *Section 105.13.10*. Resolution 3 BC-08-12-20-C does not authorize a stipend for task forces, ad hoc committees or subcommittees. A brief search has not identified any other method of authorization of a stipend payment for these types of meetings.

The law is clear, to receive a stipend an elected member of a board, committee or commission must be attending a regular or emergency meeting and cannot receive more than 24 stipend per year. It is recommended that elected boards, committees and commissions be notified of these specific requirements.

You have been asked whether a special meeting is the equivalent of an emergency meeting. While this may be the case, there is nothing in the law which authorizes holding a “special meeting.” The board, committee or commission should be instructed, for clarity, to simply use the terms regular or special regarding the type of meeting.

You have been asked whether the title of the meeting in the minutes is indicative of the type of meeting (regular or special) and the type of group at the meeting (board, committee, commission, ad hoc, task force, subcommittee, etc.) Yes, the minutes provide clear information regarding the type of the meeting and the type of group at the meeting. The board, committee or commission should be instructed, again for clarity, to clearly identify the type of group attending the meeting.

If you have further questions, please contact me.



**Venessa L. Cardish**

---

**Subject:** OTEC-Special Sustain Oneida Meeting (Enrollment Building-Outside/Front/Covered part of building)  
**Location:** Skenandoah Complex Cafeteria (Park in the back,go to Employee Entrance)

**Start:** Sat 5/22/2021 8:00 AM  
**End:** Sat 5/22/2021 12:00 PM

**Recurrence:** (none)

**Meeting Status:** Meeting organizer

**Organizer:** Venessa L. Cardish

**Required Attendees** Barbara Webster; Barbara Webster; Debra Danforth; Debra J. Danforth; Geraldine Danforth; Geraldine R. Danforth; Jennifer A. Webster; Jennifer Hill-Kelley; John J. Danforth; Keith A. Doxtator; Lisa Summers; Norbert S. Hill; Norbert S. Hill Jr.; Pamela Ninham

If there are any questions please email Keith Doxtator or John Danforth.

---

## Microsoft Teams meeting

### Join on your computer or mobile app

[Click here to join the meeting](#)

### Or call in (audio only)

[+1 920-455-8831,,485055777#](#) United States, Green Bay

Phone Conference ID: 485 055 777#

[Find a local number](#) | [Reset PIN](#)



Oneida Nation - A good mind. A good heart. A strong fire.

[Learn More](#) | [Help](#) | [Meeting options](#) | [Legal](#)

---

### Oneida Business Committee Agenda Request

Approve the Family Fitness request to post one (1) grant funded position for one (1) Fitness...

1. Meeting Date Requested: 07 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

1. For approval request to fill Grant Funded position - Fitness Specialist/Wellness Trainer

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Mark W. Powless, General Manager Administration  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Tina Jorgensen, Governmental Division Director  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Request to fill Grant Funded position - Fitness Specialist/Wellness Trainer

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

**Maureen A. Metoxen**

---

**From:** Tina M. Jorgensen  
**Sent:** Thursday, July 8, 2021 3:10 PM  
**To:** Geraldine R. Danforth  
**Cc:** Maureen A. Metoxen  
**Subject:** FW: RTP OFF Position  
**Attachments:** RTP OFF Trainer\_grant funded.pdf

Here is what we received from Larry.

**Tina Jorgensen, MS, RDN**  
Governmental Services Division  
Administration



A good mind. A good heart. A strong Fire.

---

**From:** Lawrence E. Barton <lbarton@oneidanation.org>  
**Sent:** Thursday, July 8, 2021 3:07 PM  
**To:** Mark W. Powless <MPOWLES1@oneidanation.org>  
**Cc:** Racquel L. Hill <rhil2@oneidanation.org>; Tina M. Jorgensen <tjorgens@oneidanation.org>; Lori S. Hill <LHILL4@oneidanation.org>  
**Subject:** Fw: RTP OFF Position

Mark, Please accept this email as formal support to proceed with the hiring process of the Fitness Specialist/Wellness Trainer as it is Grant Funded. Please feel free to contact me if you have further questions at extension 4491. Thank You, Larry Barton

---

**From:** Tina M. Jorgensen <tjorgens@oneidanation.org>  
**Sent:** Wednesday, July 7, 2021 1:53 PM  
**To:** Geraldine R. Danforth <GDANFOR1@oneidanation.org>; Lawrence E. Barton <lbarton@oneidanation.org>  
**Cc:** Racquel L. Hill <rhil2@oneidanation.org>  
**Subject:** FW: RTP OFF Position

Please approve. We requested a placeholder for the July 14<sup>th</sup> BC meeting.

Yaw^ko,

**Tina Jorgensen, MS, RDN**  
Governmental Services Division  
Administration



# Request to Fill a Grant-Funded position

For new, 100% Grant funded positions only<sup>1</sup>

## INSTRUCTIONS:

1. Complete this form
2. Submit it along with any supporting documents to the Chief Financial Officer ([lbarnton@oneidanation.org](mailto:lbarnton@oneidanation.org)); Cc the HRD Area Manager ([gdanfor1@oneidanation.org](mailto:gdanfor1@oneidanation.org))
  - a. Required supporting documents:
    - X Job Description
    - X Re-entry Training
    - X Safety Plan
    - X Workforce Level Assessment.
3. Chief Financial Officer will review and submit a recommendation to the requestor and the HRD Area Manager.
4. HRD Area Manager will submit the request to the BC for consideration (BC Agenda or E-poll).

<b>TYPE OF REQUEST:</b>	Requesting a Grant Funded Position at the Fitness Center			
<b>DEPARTMENT:</b>	Oneida Family Fitness			
<b>COST:</b>	Weekly Personnel Cost: \$960.00	Fringe/Indirect Cost: \$629.09	Total Weekly Cost: \$1,589.09	Need for remainder for FY-21: 7/12/21-3/31/22 (end of grant term)  \$13,507.27
<b># OF EMPLOYEES:</b>	1			
<b>TITLE:</b>	Fitness Specialist / Wellness Trainer			
<b>POSITION NUMBER:</b>	02919			
<b>DATE NEEDED:</b>	July 28, 2021			
<b>RECALL PROCEDURE USED:</b>				
<b>TRIBAL PREFERENCE USED:</b>	YES / NO / N/A	Explanation:		

<sup>1</sup> Please see resolve #4 of resolution BC-11-24-20-F.

<b>NARRATIVE/JUSTIFICATION:</b>	Requesting a hire of a Grant Funded Position at the Oneida Family Fitness Center. This position would be responsible for working with the Oneida Health Center to start back up the TRIAD (Taking Responsibility in Addressing Diabetes) program at the Fitness Center. This staff will be critical in setting up appointments, meeting with clients, reporting, and meeting the requirements of the grant. Thank you for consideration
---------------------------------	---

Signature Line;

  
 Ryan Waterstreet, Director

Date: 7/6/21



Digitally signed by Tina Jorgensen,  
MS, RDN  
Date: 2021.07.06 10:01:16 -05'00'

Date: \_\_\_\_\_

Tina Jorgensen; Division Director GSD

Mark W.  
Powless

Digitally signed by  
Mark W. Powless  
Date: 2021.07.07  
13:41:04 -05'00'

**APPLY IN PERSON AT:**  
Human Resource Department  
909 Packerland Drive  
Green Bay, WI 54303



A good mind. A good heart. A strong fire.

**OR MAIL TO:**  
Human Resource Department  
P.O. Box 365  
Oneida, WI 54155-0365  
Phone: (920) 496-7900  
Fax: (920) 496-7490

**APPLY ONLINE AT:**  
<http://oneida-nsn.gov>

**POSITION TITLE:** Fitness Specialist-Wellness Trainer  
**POSITION NUMBER:** 02919  
**DEPARTMENT:** Fitness  
**LOCATION:** 2640 West Point Rd, Green Bay WI  
**DIVISION:** Governmental Services  
**RESPONSIBLE TO:** Fitness Supervisor  
**SALARY:** NE8 \$18.64/Hr. (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)  
(Employees will receive 5% below the negotiated pay rate during their probationary status.)  
**CLASSIFICATION:** Non-Exempt  
**POSTING DATE:**  
**CLOSING DATE:**  
**Transfer Deadline:**  
**Proposed Start Date:** As Soon As Possible

#### **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

#### **POSITION SUMMARY**

Access, design and implement individual, group exercise and fitness programs and services. Instruct a variety of group fitness classes/activities, evaluate health behaviors, risk factors, conduct fitness assessments, lifestyle profiles, goal identification/setting, nutritional analysis, and writes appropriate exercise. Motivate individuals to modify negative health habits and maintain positive lifestyle behaviors. Continuation of this position is contingent upon funding allocations.

#### **DUTIES AND RESPONSIBILITIES:**

1. Access, design and implement individual and group fitness programs and services. Conduct lifestyle profiles, fitness assessments, nutritional analysis, goal identification and setting; monitor exercise activities; and teach safe and appropriate use of equipment.
  - a. Be an active member & Assist member of the wellness council
  - b. Develop, implement and instruct strength and cardiovascular exercise programs and a variety of safe and effective aerobic/exercise classes, aquatic classes/programs.
  - c. Develop, implement Tribal wellness programs for all Tribal members & employees
  - d. Network and coordinate Family Fitness Programs and services with other Tribal and non-tribal entities.
  - e. Creatively market and promote programs and services through various media: corporate presentations, bulletin board displays, e-mail, flyers, and newspaper articles.
  - f. Work well with and relate to all age groups.
  - g. Develop, implement and instruct age appropriate games/activities ranging from toddler through elders.
  - h. Prepare, deliver and attend outreach programs and events.
  - i. Attend all Tribal wellness related meetings & events to include Tribal insurance meeting regarding the RAS point system for healthcare employees.
  - j. Support activities promoted by Oneida Family Fitness as relates to all wellness related incentives, programs, training, & workshops.
2. Complete all assigned administrative tasks, to include, but not limited to:
  - a. All reports including activity checklist, narratives and injury/accident reports in an accurate and timely manner.
  - b. Monitor member service areas inside and outside of facility, to include parking lot violations and maintain a safe environment conducive to healthy lifestyles.
  - c. Maintain accurate records and prepare statistical data/reports.
  - d. Maintain client records as needed/required.
  - e. Participate and assist in the development of short- and long-range department planning.

**JOB DESCRIPTION**

Fitness Specialist - Wellness Trainer

Page 2

**DUTIES AND RESPONSIBILITIES: (Cont.)**

3. Open and close the Oneida Family Fitness Center, to include the pool facilities.
4. Check all equipment for repairs and/or defects daily and report as needed/required.
5. Conduct facility tours and initiate membership sales.
6. Assist in operating the reception area: answer and screen telephone calls, take and relay accurate messages, type accurate memos/messages, correspondence, reports, forms, notes, travel log and other documents.
7. Practice excellent customer service skills at all times to include, but not limited to, addressing customer and employee needs courteously and promptly.
8. Contribute to a team effort and accomplish related results.
9. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
10. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
11. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently sit, stand, walk, bend/stoop, balance and push/pull. Repetitively use hands and feet.
2. Occasionally squat, climb heights, reach above shoulder level, crouch, kneel, and carry up to seventy-four (74) pounds and one hundred (100) pounds with assistance.
3. Work is generally performed in an indoor setting with a moderate noise level. Employee may occasionally be exposed to heat, cold and rain.
4. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty days of employment and annually thereafter.

**STANDARD QUALIFICATIONS:**

1. NBHWC Wellness Coaching Training & 1 year of Wellness Coaching instruction experience.
2. Aerobic/Group Fitness Instructor Certification or one (1) year of group fitness instruction experience with ability to obtain certification within six (6) months of employment; an equivalent combination of education and experience may be considered.
3. Personal Training Certification or one (1) year of strength training instruction and program development experience; with ability to obtain Certification within six (6) months of employment.
4. Skill in operating various word processing, spreadsheets, and database software programs in a window environment.
5. Ability to establish and maintain productive working relationships with co-workers and clients of varying social and cultural backgrounds.
6. Ability to positively and effectively communicate and interact with internal and external customers using tact, courtesy, respect, objectivity and maturity.
7. Ability to work all shifts to accommodate Oneida Family Fitness operating hours of (5:30) A.M. to ten (10:00) P.M. which includes holidays and weekends.
8. Ability to work independently and in a team/ group setting with minimal supervision.
9. Ability to inform and communicate verbally and in writing in diverse and challenging situations with the ability to process information effectively, identify and define problems and make objective decisions.
10. Must be CPR and Red Cross First Aide Certified or have the ability to obtain certification within (3) months of employment. Must maintain CPR and Red Cross First Aide Certification during employment.
11. Oneida Certification on reporting Child Abuse and Neglect is required within ninety (90) days of employment.
12. Health Insurance Portability and Accountability Act (HIPAA) training is required prior to starting this position. **(Training will be administered by the Human Resource Department.)**
13. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
14. Must be willing and able to obtain additional education and training.
15. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during the course of employment.
16. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.



**JOB DESCRIPTION**

Fitness Specialist – Wellness Trainer

Page 3

**STANDARD QUALIFICATIONS: (Cont.)**

17. A valid driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Law prior to actual start date. Must maintain driver's eligibility as a condition of employment.

**PREFERRED QUALIFICATIONS:**

Applicants please clearly state on the application/resume if you meet these qualifications.

1. Lifeguard Certification.
2. Indoor/Outdoor Ropes Course (belaying/climbing) and/or therapeutic recreation experience.

**MINIMUM QUALIFICATIONS:**

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Bachelor's Degree in Exercise Physiology, Wellness, Physical Education or closely related field or four (4) years experience working in a fitness related setting.
2. Personal Training Certification or one (1) year of strength training instruction and program development experience; with ability to obtain Certification within six (6) months of employment.
3. Aerobic/Group Fitness Instructor Certification or one (1) year of group fitness experience with the ability to obtain Certification within six (6) months of employment.
4. Must have a Board of Health and Wellness Coaching Approved Training (NBHWC) & 6 months of coaching experience.

**ITEMS TO BE SUBMITTED:**

1. Must provide a copy of diploma, license, degree or certification upon employment.

MG MT	DI V	BU	DEP T	JO B #	POSITION TITLE	CATEGO RY	GRANT/Ot her Funding %	3rd Party Reven ue %	TC %	BTCF TE	BF T	BH T	BP T	BFT E	HR S	EM PS	AF T	AH T	AP T	Actu al TC	AO T	AFT E
BCG M	GO VT	FITN S	ADM IN	000 23	SPEC-ACTIVITY	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	004 60	COORD-MARTIAL ARTS	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	004 93	SPEC-FITNESS	STAND	100%	0%	0%	0	0	0	0							0		
BCG M	GO VT	EXP ER	ADM IN	010 39	MGR-EXPERIENTIAL EDUCATION	STAND	0%	0%	100 %	1	1	0	0	1						0		
BCG M	GO VT	FITN S	ADM IN	015 86	ASST DIR-FITNESS	STAND	0%	0%	100 %	1	1	0	0	1	40	1	1	0	0	1	0	1
BCG M	GO VT	FITN S	ADM IN	017 61	LIFEGUARD-SENIOR	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	017 62	LIFEGUARD-SENIOR	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	017 63	LIFEGUARD-SENIOR	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	018 21	SUPER-AQUATIC	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	EXP ER	ADM IN	018 91	SUPER-ROPES COURSE	STAND	0%	0%	100 %	0	0	0	0							0		
BCG M	GO VT	FITN S	ADM IN	020 43	SUPER-FITNESS	STAND	0%	0%	100 %	1	1	0	0	1	40	1	1	0	0	1.75	0	1.75
BCG M	GO VT	FITN S	ADM IN	020 61	MGR-OFFICE	STAND	0%	0%	100 %	1	1	0	0	1	40	1	1	0	0	0.75	0	0.75

BCG M	GO VT	EXP ER	ADM IN	023 68	INSTRUCTOR- ADVENTURE	STAND	0%	0%	100 %	1	1	0	0	1						0		
BCG M	GO VT	FITN S	ADM IN	026 47	ASST-ADMINISTRATIVE	STAND	0%	0%	100 %	0	0	0	0	0						0		
BCG M	GO VT	FITN S	ADM IN	029 19	SPEC- FITNESS/WELLNESS TRNR	STAND	0%	0%	100 %	2	2	0	0	2	40	1	1	0	0	1.5	1	1.5
BCG M	GO VT	EXP ER	ADM IN	052 05	STUDENT INTERN- EXPERENTIAL	STAND	0%	0%	100 %	0										0		
BCG M	GO VT	FITN S	ADM IN	052 06	STUDENT INTERN- FITNESS	STAND	0%	0%	100 %	0										0		0

### Oneida Business Committee Agenda Request

Approve a limited waiver of sovereign immunity - WI Department of Transportation and Oneida Nation...

1. Meeting Date Requested: 07 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Approve the Wisconsin State Transportation MOA - Wis DOT Tribal Historic Preservation Project agreement - File # 2021-0443 and authorize the Chairman to sign the agreement.

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1. <input type="text" value="Legal Review"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Authorized Sponsor / Liaison:   
Mark W. Powless Digitally signed by Mark W. Powless  
Date: 2021.07.01 15:44:52 -05'00'

Primary Requestor/Submitter: Tina Jorgensen, GSD Director  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Racquel Hill, GSD Executive Assistant  
Name, Title / Dept.

Additional Requestor: Stacie Cutbank, Tribal Historic Preservation Officer  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Per Legal Review received, approval required as signature needed from Chairman for the Wisconsin State-Transportation MOA- WisDOT Tribal Historical Preservation Office Project.

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidation.org](mailto:BC_Agenda_Requests@oneidation.org)

**ONEIDA LAW OFFICE***CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT*

TO: Stacie M. Cutbank  
Tribal Historic Preservation Office

*Use this number on future correspondence:*

**2021-0443**

FROM: Jo Anne House, Chief Counsel

 Digitally signed by Jo Anne House  
Date: 2021.06.30 11:10:27 -05'00'

DATE: June 30, 2021

RE: Wisconsin State-Transportation MOA- WisDOT  
Tribal Historic Preservation Project

Purchasing Department Use

~~Contract Approved~~

~~Contract Not Approved~~

*(see attached explanation)*

---

*If you have any questions or comments regarding this review, please call 869-4327.*

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

1. Please confirm that this activity complies with the Public Health Declaration and any orders issued by the COVID-19 Decision Making Team and/or Public Health Officer.
  2. Please review for compliance with FY 2021 budget resolution prior to entering into said contract.
- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Requires Business Committee approval prior to execution. If this contract is submitted to the Oneida Business Committee for approval of a limited waiver of sovereign immunity, the following information should be submitted along with the agenda review request and contract.
1. Was there an attempt to negotiate with the vendor regarding the waiver of sovereign immunity?
  2. Were three bids obtained? If not, why not?
  3. Was any other vendor willing to remove sovereign immunity issues?
  4. What is the cost of going to another vendor?

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE WISCONSIN DEPARTMENT OF TRANSPORTATION  
AND  
ONEIDA NATION  
FOR**

WisDOT Tribal Historic Preservation Project  
Project ID \_\_\_\_\_  
Object Code 2564

This Memorandum Agreement (the "Agreement") is between the Wisconsin Department of Transportation ("WisDOT") and the Oneida Nation (the "Tribe"). The terms "State of Wisconsin" or "State" in this Agreement shall refer to WisDOT as is appropriate to the context of its use.

**RECITALS**

1. The State of Wisconsin recognizes the unique intergovernmental relationship between the 11 sovereign tribal nations in Wisconsin (the "Tribes") and their elected or appointed governments, affirmed in Executive Orders 39 (2004) and 18 (2019); and
2. On October 26, 2010, the Tribes, WisDOT, and the Federal Highway Administration (FHWA) executed a partnership agreement (the "Partnership Agreement").
3. Under statute and for purpose of this Agreement, the 11 federally recognized tribes are treated as municipalities for contracting purposes, and WisDOT has acknowledged these intergovernmental relationships in the Partnership Agreement; and
4. The Partnership Agreement suggests utilizing existing Tribes and Tribal departments and associations to advise WisDOT; and
5. The Partnership Agreement promotes cultural resources as a part of its ongoing function; and
6. The Wisconsin Inter-Tribal Repatriation Committee (WITRC) is an established committee of the Great Lakes Inter-Tribal Council that serves as a unified voice defending all ancestral burials and traditional cultural properties from disinterment or desecration; and
7. WITRC members duly appointed Native American Graves Protection and Repatriation Act (NAGPRA) representatives consisting of Tribal Historic Preservation Officers (THPOs), tribal elders, spiritual advisors, and tribal preservation experts; and
8. WisDOT utilizes WITRC for general advice and guidance on activities that may adversely impact historic properties, sacred sites, burials and traditional cultural properties; and
9. The Partnership Agreement identified a need to seek consultation from the Tribes on the care and treatment of historic properties, sacred sites, burials and traditional cultural properties; and

10. WisDOT utilizes the expertise of Master Archaeology Contractors and archaeological organizations and firms when carrying out activities required by the National Historic Preservation Act, as amended; and

11. Prior to the Partnership Agreement, the Tribes and Tribal stakeholders have never developed a formal cooperative relationship with WisDOT; and

12. The WisDOT Tribal Historic Preservation Project was established in 2007 and charged to engage state, federal and tribal stakeholders to improve communications, consultation and compliance under state, federal and tribal laws relative to environmental, historic and cultural preservation (the "Project"); and

13. The Project, Tribes, Tribal representatives, WisDOT, and FHWA serve to network, develop policy, and deliver training to meet shared cultural resource goals and objectives.

14. WisDOT is conducting a formal review of its Native American, archaeology and cultural resources, policies and procedures and has initiated this Project to encourage the participation of WITRC/THPOs; and

15. The main purpose of this Project is for WisDOT to consult with WITRC/THPOs and WisDOT's Master Contractors to create new policies and procedures and implement new protocols for treatment of culturally significant resources and archaeological issues in WisDOT's policy and procedures manuals; and

16. Another secondary purpose of this Project is to design and conduct THPO Summits, or Listening Sessions, in Wisconsin to present new policies, procedures and protocols in the areas of culturally significant resources and archaeology in WisDOT's projects and provide a statewide forum for discussion with all stakeholders; and

17. This Project receives specific public information during each meeting as required by both chapters 6 and 26 of the Facilities Development Manual (FDM), establishing and identifying direct lines of communication required within the National Historic Preservation Act (NHPA) and National Environmental Protection Act (NEPA) for specific projects; and

18. WHEREAS, another purpose of this Project is to provide culturally significant resources training based on the new policies and procedures created by this Project for WisDOT staff; and

19. For purposes of this Agreement, the Tribes and their Tribal governments are considered a local form of government and WisDOT has acknowledged the government-to-government relationship in the Partnership Agreement; and

20. Procurements of commodities or services from a governmental body other than another state agency or the federal government that could be bought from a private sector vendor require use of procurement policies and procedures; and

21. The Wisconsin State Procurement Manual states "intergovernmental procurements are those purchases of supplies, materials equipment, or contracted services other than printing and stationery, from federal government, from another state or from any county, city, village, town or other governmental body in this state"; and



22. This Project shall be funded by WisDOT in accordance with this Agreement with the Tribe on behalf of the Tribes; and

23. Wis.Stat. § 16.71 authorizes WisDOT to contract for services dealing with the State's business.

NOW THEREFORE, in consideration of the mutual promises in this Agreement, the parties agree to the following:

## **AGREEMENT**

### **A. SCOPE OF SERVICES**

The Recitals stated above are incorporated into and made a part of this Agreement. The Agreement shall implement the Project and accomplish the following initiatives and measurable results over the period of two years beginning July 1, 2021 and ending June 30, 2023. The scope of services, initiative and measurable activities under the Project will fall under the following categories and include the services listed under each category.

#### **Enhance the relationship between WisDOT and WITRC / THPOs**

- The Tribe will host two face to face meetings and utilize teleconference on an as needed basis to facilitate meetings with key stakeholders and tribal representatives from the Tribes to carry out the objectives of this agreement and to provide open lines of communication between the Tribes and WisDOT.
- The Tribe will assist with the planning of the Annual Tribal Transportation Conference and provide funds for travel to Wisconsin THPOs/Tribal representatives.
- The Tribe will continue to provide the annual licenses for access to the Wisconsin Historic Preservation Database for the Tribes.
- The Tribe will report to the Great Lakes Inter-Tribal Council (GLITC) on an annual basis regarding the status of this Project.
- The Tribe will report to the Inter-Tribal Task Force on a quarterly basis regarding the status of this Project.
- The Tribe will attend, upon invitation, events and conferences to present about the partnership and activities between WisDOT and WITRC/THPOs. Approval for attendance will be sought from WisDOT to ensure it provides value and is cost-effective.

#### **Provide information to the Tribes regarding projects, archaeological procedures and the consultation process**

- The Tribe will facilitate two face to face meeting and additional meetings on an as needed basis for a specific project.

#### **Implement new and existing WisDOT/Tribal policies, protocol and procedures with stakeholders regarding the treatment of historically and culturally significant resources**

- The Tribe will coordinate meetings for the Tribes to facilitate discussion/meetings on the topics of (including but not limited to): Fees for Service, Section 106, Treatment of Native

American Human Remains and Associated Funerary Objects, Programmatic Agreements, Environmental Justice, Natural Resources/Cultural Resources, Invasive Species and Tribal Ordinances. The Tribe will provide written statements, in the form of meeting minutes distribute them to THPO members and post on THPO website.

**Maintain a website containing information on this project and its results**

- The Tribe will continue to produce an annual report and general text which may be added to WisDOT publications or web-based information.
- The Tribe will maintain and update the website regularly.
- The Tribe will publish a brochure to highlight the progress of the Project on a biennial basis.
- Publications are contingent upon approval from WisDOT public affairs.

**Plan and execute at minimum one WisDOT/THPO Listening Session**

- The Tribe will continue to organize and facilitate any Listening Sessions. A Listening Session will focus on:
  - a) Enhancing the relationship between stakeholders
  - b) Regional approaches to enhancing general tribal involvement
  - c) Enforcement of contract conditions, communications, simple notification
  - d) Education and training
- The Tribe will continue the “Trailblazers Award” program at the Listening Session to enhance relationships between WisDOT, the Tribes, and contractors.
- The Tribe will provide a report on evaluations for each session and make it available to all stakeholders.

**Facilitate Training, Technical Assistance and Outreach**

- Regular educational outreach is critical to maintain a strong working relationship between all parties. The Tribe will continue to assess the training needs of WisDOT, THPOs, and stakeholders, and meet those needs.
- The Tribe will facilitate discussions between WisDOT and the Tribes regarding the development and implementation of programmatic agreements as a result of the consultation requirements under FDM Chapter 26 Revisions and Section 106 process. The Tribe will facilitate training regarding the development and administration of programmatic agreements.
- The Tribe will deliver a minimum of 3 trainings over the course of the Agreement with topics of those trainings based upon tribal needs/requested training.
- The Tribe will deliver a minimum of one FDM Chapter 26 training.
- The Tribe will identify additional training and technical assistance needs and capacity building opportunities by conducting a program evaluation and assessment that will gather information from Project participants and stakeholders. The information gathered in this evaluation will be used to provide additional service lines for training and technical assistance as approved by WisDOT.

- The Tribe will provide capacity services through education/internships, data management/software/equipment, training and administrative support to the Tribes as requested.

### **Achieve Reporting/Accountability**

- The Tribe will provide 3 quarterly reports annually – within 30 days of the end of each quarter and one final report (within 45 days of the end of the 12-month programming period) to the WisDOT Tribal Liaison.

The Tribe will maintain security and accountability of any durable supplies purchased.

### **Create Deliverables**

All final deliverables and materials created as part of this Agreement are subject to review and final approval by WisDOT prior to distribution or public consumption. All materials belong to WisDOT. Deliverables and materials include, but are not limited to, the following:

- Copies of meeting agendas and minutes
- Annual calendar of THPO meetings and trainings
- Assist with planning of the annual Tribal Transportation Conference
- Annual project report to the Great Lakes Inter-Tribal Council (GLITC)
- Quarterly project reports to the Inter-Tribal Task Force
- Post reports, trainings, events and other pertinent announcements on the Historic Preservation website
- Two Listening Sessions and reports and awards for each session
- Biennial project brochure update to be completed in year two of this contract
- At minimum 3 trainings per calendar year to include copies of training curriculum, materials, and attendance rosters
- Deliver one FDM Chapter 26 training
- Project evaluation/gap analysis to be completed in year one of this contract
- Quarterly and Annual Final Reports (submitted within 30 days after the close of each quarter and not to exceed 60 days following close of the contract year)

## **B. FINANCIAL OBLIGATION**

- 1) The total amount of this Agreement shall not exceed \$115,000 for the first-year term of this project AGREEMENT beginning July 1, 2021 and ending June 30, 2022. Year two commences July 1, 2022 and ends June 30, 2023. Year two funding shall not exceed \$115,000. Tribes, subcontractors, and tribal participants will be reimbursed at state rate for their travel including mileage, meals and hotel costs incurred when attending the Project meetings, trainings, and activities held in various areas of Wisconsin during the year. The Project shall be monitored by the WisDOT Tribal Liaison.
- 2) WisDOT shall reimburse the Tribe for services provided under this Agreement.
- 3) Reimbursement for costs will be limited to those which are identified within a budget (and described in the budget justification) drafted and provided by the Tribe prior to

executing this Agreement.

**C. PARTY REPRESENTATIVES**

- 1) The Tribe representative is Stacie Cutbank, Tribal Historic Preservation Officer of Oneida Nation, whose work address and telephone number is: Oneida Nation, Tribal Historic Preservation Office, P.O. Box 365, Oneida, WI 54155, (920) 490-3929.
- 2) The WisDOT Representative is Sandy Stankevich, Statewide Tribal Affairs Program Manager, DTSD-Admin, 4822 Madison Yards Way, 4<sup>th</sup> Floor South, Madison, WI 53707-7965, (715) 365-5784.
- 3) Notification of any changes in party representatives may be made in writing and delivered by email or postal service.

**D. BASIS AND PAYMENT**

- 1) The total amount of this Agreement shall not exceed \$230,000 for the two-year term of this Agreement. The Tribe shall be reimbursed at the state rate for their representative's travel to participate in the WisDOT Tribal Historic Preservation Project meetings including, mileage, meals and hotel costs incurred while attending the meetings. The WisDOT Tribal Historic Preservation project shall be monitored by the WisDOT Statewide Tribal Liaison.
- 2) The payment by WISDOT for the completed and approved services rendered under this Agreement is intended as full compensation for work performed or services rendered and for all labor, materials, supplies, equipment and incidentals necessary to complete the work.
- 3) The Tribe shall submit invoices, on the form or format provided once per month, during the progress of the services, for partial payment on account, for the authorized services completed to date. Invoices will include a justification of expenses, including copies of all subcontractor invoices to carry out the deliverables outlined in this Agreement. The final invoice shall be submitted to WisDOT within three months of completion of services under this Agreement. Documentation of expenses for all line items shall be provided with the invoice. Accompanying each invoice shall be a brief progress and status summary of each active project.
- 4) Nonpayment shall be construed as the WisDOT disapproval of unsatisfactory or defective services or deliverables. Final payment of any balance due to the Tribe will be made promptly upon its verification by the WisDOT, upon completion of the services under the Agreement and its acceptance by the WisDOT and upon receipt of documents required to be returned or to be furnished under this Agreement.
- 5) All documents and evidence pertaining to costs incurred under this Agreement will be available for inspection during normal business hours in WisDOT Tribal Affairs Office for a period of three (3) years following final Agreement payment.

**E. TERM**

This Agreement shall begin July 1, 2021 and end June 30, 2023. Continuation beyond this two-year term will require written amendment providing for the extension and mutual acceptance by both the Tribe and WisDOT signed by the original signatories to this Agreement or the authorized successors to their positions. The written amendment and mutual acceptance allow for both parties to agree to review, revise, or renegotiate the Agreement, if it is found necessary by either party. Any amendments to this Agreement shall be consecutively numbered.

Nothing in this Agreement accords any third-party beneficiary rights whatsoever on any non-party that may be enforced by any non-party to this Agreement.

STATE OF WISCONSIN  
Department of Transportation

BUSINESS COMMITTEE CHAIRPERSON  
Oneida Nation

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## CONTRACT REVIEW REQUEST FORM

This form must be filled out **COMPLETELY**.

- General Instructions:**
1. Contracts must be submitted to the Law Office no less than ten (10) business days prior to commencement of the contract.
  2. Please read the contract prior to submission. If the contract language does not make sense to you, request an explanation from the contractor.
  3. **DO NOT SIGN** contracts prior to attorney approval. All contracts signed or contract services started prior to legal approval are reported to the Business Committee.
  4. If you need immediate review of a contract, call the Law Office at 869-4327 **PRIOR** to sending the contract.
  5. Upon receipt of the contract, the Law Office will assign a file number which is located in the top right-hand corner of the legal review. Any future communication concerning this contract should reference this file number.
  6. You will receive an e-mail notification when the review of your contract is complete.
  7. All contracts must be submitted with a completed and signed Conflict of Interest Disclosure Form.
  8. **SUBMIT ALL FORMS IN .PDF FORMAT**

**Date:** 6/28/2021 **Telephone:** 920-490-3929

**Contact Person:** Stacie Cutbank **Extension:** 3929

**Department:** Tribal Historic Preservation Office **Response Needed By:** 6/29/2021

**Name of Contractor:** WI Department of Transportation

**Contract Start Date:** 7/1/2021 **Contract Total Amount** \$230,000

**Contract End Date:** 6/30/2023

*Does this contract have an automatic renewal clause? (Yes or No)* No

*If yes, indicate the advance notice (in days that must be given to terminate contract.* Number of Days **days.**

**Special Instructions, if any:**

**The amount of \$115,000 is received each year of the two year term through the reimbursement of funds used toward the implementation of programming identified within the IGA.**

### Submit form as an e-mail attachment following these steps:

1. Go to: File > Save & Send > Send Using E-Mail > Send as PDF (opens a new mail form in GroupWise)
2. Fill in the "To" field with "Oneida\_Law"
3. Attach **Contract**, completed and signed **Conflict of Interest Disclosure Form** and any other documentation associated this contract.

**CONSULTANT/CONTRACTOR  
CONFLICT OF INTEREST  
DISCLOSURE FORM**

I, Cyless N. Peterson, on behalf of  
Wisconsin Department of Transportation Tribal Affairs Program

the "Contractor"), declare this to be a full and complete disclosure of all conflicts of interest with the Oneida Nation. Conflict of interest means any interest, whether it be personal, financial, political, or otherwise, that conflicts with any right of the Oneida Nation to property, information, or any other right to own and operate its enterprises, free from undisclosed competition or other violation of such rights of the Oneida Nation. Therefore, I affirm to the best of my knowledge the following:

1. The Contractor is not an employee of the Oneida Nation. *(Must include job description if employee of the Oneida Nation.)*
2. The Contractor is neither presently involved in, nor is it contemplating any legal actions against the Oneida Nation.
3. The Contractor is not presently involved in any activity or has any outside interests that conflict or suggest a potential conflict with the Oneida Nation.
4. The Contractor is neither involved in nor does it own any business investments which are related to or connected with the Oneida Nation, its programs, departments, or enterprises
5. Neither the Contractor, nor any of its representatives, holds any positions as director or officer in any public or private groups, firms, organizations, or other entities which are substantially or wholly owned by the Oneida Nation. No representative of the contractor sits on any board, commission, or committee of the Oneida Nation. No officer or director of the Company has any conflict as defined above
6. The Contractor is neither applying for, nor receiving, any special services, grants, loans or other programs provided by the Oneida Nation, and has no pending contracts with the Oneida Nation, except as herein disclosed and listed below:

If NONE, please check

Enter disclosures, if any

*(Attach additional pages, if necessary)*

During the term of the contract or any extension thereof, I will promptly report any situation which may involve, suggest or appear to suggest any conflict that I may have with the Oneida Nation. If a conflict arises, I am informed and understand that the Oneida Nation may in its sole discretion, terminate the contract without obligation to me. Further, failure to report any conflict shall also be cause to terminate my contract.

Signature: Cyless Peterson Date: June 29, 2021

### Oneida Business Committee Agenda Request

Approve the WisDOT Wisconsin Information System for Local Roads (WISLR) program letter

1. Meeting Date Requested: 07 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Request for the Committee to approve the attached letter of support for the WisDOT Wisconsin Information System for Local Roads (WISLR). This would add our local tribal roads into the WISLR system which allows Tribal/Local law enforcement and emergency response to properly locate and maintain data on crash incidents.

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1.  3.

2.  4.

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: \_\_\_\_\_  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.





July 7, 2021

Sandy Stankevich, State Tribal Affairs Program manager  
WisDOT – Administrator's Office  
4822 Madison yards Way – S406.14  
Madison, WI 53705

Sent via e-mail: [sandy.stankevich@dot.wi.gov](mailto:sandy.stankevich@dot.wi.gov)

RE: Request for approval of the WisDOT Wisconsin Information System for Local Roads (WISLR) program

Dear Ms. Stankevich;

Please consider this letter as confirmation that the Oneida Nation Leadership supports adding our local roads into the WisDOT Wisconsin Information System for Local Roads (WISLR) web-based GIS system. A benefit of adding tribal roads to WISLR, will allow tribal officers to point and click on the road location so all the location information is automatically populated onto the crash or any other form they use. This will improve the consistency and accuracy of the crash and other data. It will also allow agencies to use pin maps to show where the crashes occur. This system allows Tribal officers, emergency response teams and local law enforcement to identify locations of need on local and tribal roads, as well as properly locate crash incidents and maintain data on those incidents. We believe that this action supports the State of Wisconsin's recognition of Native Nation's sovereignty and jurisdiction, thus supporting this request.

If you have any further questions please contact me at (920) 869-4475 or via email at [esummer1@oneidanation.org](mailto:esummer1@oneidanation.org).

Yaw^ko,

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Marie Summers, Council Member  
Oneida Business Committee  
Oneida Nation of Wisconsin

CC:  
Oneida Business Committee  
Melinda J. Danforth, Intergovernmental Affairs Director  
Troy Parr, Community & Economic Development  
Jo Anne House, Chief Counsel

**From:** [Jo A. House](#)  
**To:** [Ethel M. Summers](#); [Melinda J. Danforth](#)  
**Subject:** RE: Request for GIS data/tribal roads shapefile to be included in WISLR  
**Date:** Thursday, May 13, 2021 11:53:40 AM  
**Attachments:** [image002.png](#)  
[image003.png](#)

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I see no reason why we would not participate in this. It would require placement on an OBC agenda for approval to sign the government support letter.

Jo Anne House, Ph. D.  
Chief Counsel  
Oneida Law Office  
N7210 Seminary Road  
P.O. Box 109  
Oneida, Wisconsin 54155

Office: 920-869-4327  
Fax: 920-869-4065  
Cell: 920-328-8045  
E-Mail: [jhouse1@oneidanation.org](mailto:jhouse1@oneidanation.org)

The information contained in this e-mail is confidential and privileged. If you are not the intended recipient, please be advised that any use, copying, or dissemination of this information is prohibited. Please destroy this e-mail and immediately notify us of the erroneous transmission.

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**From:** Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>  
**Sent:** Thursday, May 13, 2021 11:20 AM  
**To:** Jo A. House <[jhouse1@oneidanation.org](mailto:jhouse1@oneidanation.org)>; Melinda J. Danforth <[mdanforj@oneidanation.org](mailto:mdanforj@oneidanation.org)>  
**Subject:** FW: Request for GIS data/tribal roads shapefile to be included in WISLR

Jo Anne/Melinda

We received a 2<sup>nd</sup> request from the WiDot and they are requesting Oneida's approval for another system (separate and different from the last request) called the WisDOT Wisconsin Information System for Local Roads (WISLR) program. I also included an email from Troy Parr who provided feedback.

How should I proceed with the request?

**Yaw^ko,  
Marie Summers  
Councilwoman  
Oneida Business Committee**



**A good mind. A good heart. A strong Fire.**

**office: (920) 869-4475**

**cell: (920) 615-9384**

**Office Hours: Monday – Friday 8:00- 4:30 pm**

**Email: [esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)**

**Mailing address:**

**Oneida Nation**

**PO Box 365**

**Oneida, WI 54115**

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**From:** Stankevich, Sandy - DOT <[Sandy.Stankevich@dot.wi.gov](mailto:Sandy.Stankevich@dot.wi.gov)>

**Sent:** Thursday, May 13, 2021 10:54 AM

**To:** Stankevich, Sandy - DOT <[Sandy.Stankevich@dot.wi.gov](mailto:Sandy.Stankevich@dot.wi.gov)>

**Subject:** FW: Request for GIS data/tribal roads shapefile to be included in WISLR

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**From:** Stankevich, Sandy - DOT

**Sent:** Friday, April 02, 2021 3:42 PM

**To:** Ethel M. Summers <[esummer1@oneidanation.org](mailto:esummer1@oneidanation.org)>; Troy Parr <[tparr@oneidanation.org](mailto:tparr@oneidanation.org)>

**Cc:** Cyless Peterson ([Cyless.Peterson@dot.wi.gov](mailto:Cyless.Peterson@dot.wi.gov)) <[Cyless.Peterson@dot.wi.gov](mailto:Cyless.Peterson@dot.wi.gov)>

**Subject:** Request for GIS data/tribal roads shapefile to be included in WISLR

Good afternoon,

I hope this email finds you and your community doing well.

We have discussed the WisDOT Wisconsin Information System for Local Roads (WISLR) program with the ITTF membership in the past few months and some tribes have asked to have information to take to Tribal Leadership. I hope this explains this system and the benefits to the tribe to share GIS files and give WisDOT approval to use the road shape files in county emergency response mapping tools.

We are working with our WISLR managers who would like to supply accurate GIS maps for all local roads, including Tribal and BIA roads, to emergency management teams in the counties where Oneida Nation lands are located. This way once those roads are in their systems their response time can be shorter and reporting an incident location is an auto-fill situation using their mapping systems within their vehicles making easier to get additional emergency support to the right location. This also makes it faster and more efficient to fill out reports.

We would need to receive the shape files, or GIS data, from your lands management department, and approval from Tribal Leadership.

I've attached some information that we are in the process of creating so it's in the draft form but it is an accurate portrayal of what WISLR does and how local police, EMT and fire departments utilize the tool. I've also attached a template for your response.

Please let me know if you have any questions.

*Sandy Stankevich*

**State Tribal Affairs Program Manager**

WisDOT-DTSD – Administrator's Office

4822 Madison Yards Way – S406.14

Madison, WI 53705

Office (715) 365-5784 Cell (608) 400-1476

[sandy.stankevich@dot.wi.gov](mailto:sandy.stankevich@dot.wi.gov)



## WISCONSIN TRIBAL NATIONS

- Bad River Band of the Lake Superior Tribe of Chippewa Indians
- Forest County Potawatomi Community
- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa
- Lac du Flambeau Band of Lake Superior Chippewa
- Menominee Nation
- Oneida Tribe of Indians of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- St. Croix Chippewa Indians of Wisconsin
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community, Band of Mohican Indians

## BADGER TRACS

**Traffic and Criminal Software (TraCS)**, an application developed by the state of Iowa in partnership with the Federal Highway Administration (FHWA), serves as a national model for the development of automated reporting systems for law enforcement.

### Tribes trained and using Badger TraCS:

- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa
  - Lac Courte Oreilles Conservation Department
- Lac du Flambeau Band of Lake Superior Chippewa
- Oneida Tribe of Indians of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- St. Croix Chippewa Indians of Wisconsin
- Stockbridge-Munsee Community, Band of Mohican Indians
  - They don't have a TraCS license, but tribal members use TraCS as part of the Shawano County Sheriff's Office

### Tribes using the TraCS Locator Tool (TLT):

- Lac Courte Oreilles Band of Lake Superior Chippewa
- Lac du Flambeau Band of Lake Superior Chippewa
- Oneida Tribe of Indians of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- St. Croix Chippewa Indians of Wisconsin

## WISCONSIN INFORMATION SYSTEM FOR LOCAL ROADS (WISLR)

WISLR is a web-based GIS system that supports the local road inventory and certification program.

A benefit of adding tribal roads to WISLR, will allow tribal officers to point and click on the road location so all the location information is automatically populated onto the crash or any other form they use. This will improve the consistency and accuracy of the crash and other data. It will also allow agencies to use pin maps to show where the crashes occur.

### Tribal roads in WISLR (In spring 2019 Shape Files):

- Forest County Potawatomi Community
- Sokaogon Chippewa Community
- Red Cliff Band of Lake Superior Chippewa
- Ho-Chunk Nation
- Bad River Band of the Lake Superior Tribe of Chippewa Indians

Working with the following Tribes for road location information:

- Lac Courte Oreilles Band of Lake Superior Chippewa (WisDOT received Approval, working to enter roads into system)
- Stockbridge-Munsee Community, Band of Mohican Indians (WisDOT has data Need Approval)

Information requested for tribal roads to be entered into WISLR:

- Minimal information requested (road name, location)
  - Shapefile, AutoCAD file, MicroStation DGN OR
  - Map that shows the roads with the correct name within the reservation boundary
- Physical and administrative roadway attributes not required
- WISLR security permissions currently not able to allow tribal staff to update in web WISLR

2018 BIA Mileage (from HPMS): 584.50 miles

## CRASH MAPPING

### Oneida Business Committee Agenda Request

Approve the Mercer (US) Inc agreement – file # 2021-0383

1. Meeting Date Requested: 07 / 14 / 21

#### 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Requesting approval for a limited waiver of sovereign immunity.

#### 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

#### 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

#### 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Daniel Habeck,  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

Additional Requestor: \_\_\_\_\_  
Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Requesting approval for a limited waiver of sovereign immunity for Compensation Vendor Contract. Mercer, Inc.

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)



Daniel Habeck  
Compensation Analyst  
920-490-3668  
Email: Dhabeck@oneidanation.org



## MEMO

DATE: July 6, 2021  
TO: Members, Oneida Business Committee  
CC: Geraldine Danforth  
RE: Contract 2021-0383, Mercer (US) Inc.

Attached you will find Contract 2021-0383. The Oneida Law Office has noted that the language in the contract requires your approval for a “limited waiver of sovereign immunity”. To supplement the request the following information is provided for your review, as noted by the Oneida Law Office.

1. *Was there an attempt to negotiate with the vendor regarding the waiver of sovereign immunity?*

Yes, once the issues with sovereign immunity were identified by the Oneida Law Office, I was given alternative language that would preserve sovereign immunity. I have provided Mercer with the alternative language that would alleviate this issue and am waiting a response. If the language is resolved, I will retract this request.

2. *Were three bids obtained?*

Yes, the project Request for Proposal was sent to 14 firms that were identified by industry contacts, trade organizations and web searches as possible firms that accept RFP's for compensation Studies. Three firms returned proposals and Mercer was selected via review panel to be awarded the contract.

Of the 14 firms, 3 submitted a proposal and received. The three firms were interviewed and scored via a panel of subject matter experts. The firm that scored the highest was chosen.

3. *Was any other vendor willing to remove sovereign immunity issues?*

All RFP participants were provided the Oneida Nation Contract during the RFP process. Only the vendor chosen via the interview panel provided the contract language change.

4. *What is the cost of going to another vendor?*

Of the three firms, the Mercer proposal was chosen by the review team because it best fit the needs of the project. The second choice, when calculated to match the same number of positions, was more expensive by \$50,500. The third choice utilized a methodology that was not accepted by the group and would not be conducive to an accurate and thorough compensation study.

Thank you for considering our request. The completion of the Compensation Study is important for the organization to ensure that our wage structure is equitable for the employees and for the financial needs of the Nation. If you have any further questions please feel free to contact me.

**ONEIDA LAW OFFICE***CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT*

TO: Daniel Habeck  
Human Resources Department

*Use this number on future correspondence:***2021-0383**

FROM: Peggy A. Schneider, Staff Attorney

**Peggy A. Schneider** Digitally signed by Peggy A. Schneider  
Date: 2021.06.21 14:38:22 -05'00'

DATE: June 21, 2021

RE: Mercer (US) Inc

*Purchasing Department Use***Contract Approved****Contract Not Approved***(see attached explanation)*


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*If you have any questions or comments regarding this review, please call 869-4327.*

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

Please review for compliance with FY 2021 budget resolution prior to entering into said contract.

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*  
When first submitted, the contract included a signed Conflict of Interest disclosure form as an attachment. That attachment does not seem to be included with this version of the contract. Please be sure to attach it when executing the contract.
- ✓ Requires Business Committee approval prior to execution, pursuant to Contract Section 24 (Waiver of Jury Trial), Section 26.b. (Dispute Resolution), Section 28 (Limited Waiver of Sovereign Immunity), Section 29 (Arbitration), and Section 31 (Warranties of Oneida Nation) and further pursuant to Non-Disclosure and Confidentiality Agreement Section 13 (Sovereign Immunity). If this contract is submitted to the Oneida Business Committee for approval of a limited waiver of sovereign immunity, the following information should be submitted along with the agenda review request and contract.
  1. Was there an attempt to negotiate with the vendor regarding the waiver of sovereign immunity?
  2. Were three bids obtained? If not, why not?
  3. Was any other vendor willing to remove sovereign immunity issues?
  4. What is the cost of going to another vendor?

## CONTRACT

This agreement (the “Agreement”) is entered into by and between the Oneida Nation (“Client”), whose mailing address is P.O. Box 365, Oneida, Wisconsin, 54155, and

Name:	Mercer (US) Inc.
Address:	1166 Avenue of the Americas, New York, NY 10019
Federal ID Number:	Federal ID/Soc. Sec. No.
Vendor Number:	Vendor Number

hereinafter referred to as Contractor, who hereby mutually agree and covenant as follows:

**1. Term.** The length of this Agreement is from **June 1, 2021** (the “Effective Date”) to **September 30, 2021 (the “End Date”)**. The terms of this Agreement shall be effective as of the Effective Date, with the signing of both parties and shall conclude with satisfactory completion of the proposed services and/or deliverables on the End Date. No work may be commenced under this Agreement until all parties have signed and appropriate approvals have been obtained.

**2. Services/Deliverables.** The Contractor shall be responsible for providing the services and/or deliverables as described in Exhibit A, “Statement of Work, (SOW)”

Oneida Nation will provide all necessary and reasonably requested information, direction and cooperation to enable Contractor to provide the Services. Oneida Nation agrees that Contractor shall use Oneida Nation’s information and data that was supplied by Oneida Nation or on your behalf without independently verifying the accuracy, completeness or timeliness of it. Contractor will not be responsible for any delays or liability arising from missing, delayed, incomplete, inaccurate or outdated information and data, or if Oneida Nations does not provide adequate access to your employees, agents or other representatives necessary for us to perform the Services. Contractor will be entitled to charge Oneida Nation in respect of any additional work carried out as a result. In the event that it is necessary or appropriate to perform any additional work as a result, Contractor will notify Oneida Nation of the scope of such additional work and the proposed cost associated with it.

**3. Consideration.** The Oneida Nation agrees to pay Contractor for the completed Services and/or deliverables as set forth in the attached Statement of Work (“SOW”):

- a.** Contractor shall submit an invoice for payment. Oneida Nation shall pay or cause to be paid invoiced amounts within thirty (30) days of the date of receipt of the invoice. If any invoice is not timely paid, Contractor may exercise its right to claim interest for late payment as permitted by applicable law. If any invoice remains unpaid for longer than ninety (90) days from the date of the invoice, Contractor may either suspend the provision of the Services until payment is received, or terminate this Agreement and/or any Statement of Work]with

immediate effect. Unless otherwise specified, all amounts due and owing under this Agreement shall be paid in US dollars.

- b. This Agreement shall not exceed \$144,000.00
- c. Oneida Nation is responsible for any sales, value added taxes or similar taxes related to the performance or receipt of the Services, including those taxes assessed by authorities subsequent to payment for the Services.
- d. If Contractor becomes involved (whether or not as a party) in a dispute (including audits or investigations) between you and a third party (including a governmental entity), or if we are asked to preserve records in our possession or custody relating to the Services or this Agreement, including where Contractor is requested to preserve documents, electronically stored information, back-up tapes or other media beyond its standard recycling or retention protocol, beyond the scope of Services described in the applicable SOW, these additional services will be documented in a SOW. If no SOW or other agreement is reached on these additional services, Oneida Nation agrees to pay Contractor at our then current standard rates for all our time spent, and will reimburse us for all reasonable time and expenses incurred by us, in connection with such dispute or such documentation preservation request. Contractor will reimburse Oneida Nation such payments in the event and to the extent such dispute is finally determined by a court to have resulted primarily from Contractor's negligence, conduct in bad faith or fraud.

#### 4. **Ownership of Work Product.**

- a. All materials prepared by Contractor specifically and exclusively for Oneida Nation pursuant to this Agreement (the "Work") shall be owned exclusively by Oneida Nation.
- b. Notwithstanding the foregoing or anything to the contrary set forth in this Agreement, Contractor will retain all copyright, patent and other intellectual property rights in the methodologies, methods of analysis, ideas, concepts, know-how, models, tools, techniques, skills, knowledge and experience owned or possessed by Contractor before the commencement of, or developed or acquired by Contractor during or after, the performance of the Services, including without limitation, all systems, software, web applications (including without limitation text, software, music, sound, photographs, graphics, videos or other images, the structure, all technical and graphical materials, and all technical information and the look and feel thereof and any modifications or enhancements), specifications, documentation (including formats of reports, standard materials and derivatives thereof) and other materials created, owned or licensed and used by Contractor or its Affiliates or subcontractors in the course of providing the Services (the "Intellectual Property") and the foregoing shall not be deemed to be Work and Contractor shall not be restricted in any way with respect thereto. It is understood and agreed that the Work will inherently contain and/or embed Intellectual Property. Contractor hereby grants Oneida Nation a non-exclusive, non-transferable right to use such Intellectual Property solely for purposes of utilizing the Work for its internal business purposes and otherwise in accordance with the terms of this Agreement and the applicable Statement of Work.
- c. Oneida Nation also acknowledges and agrees that Oneida Nation acquires no rights in or to Intellectual Property solely by virtue of entering into this Agreement or receiving the Services under this Agreement. Oneida Nation agrees to use commercially reasonable efforts to secure and protect each module, software product,

all documentation and all other portions of Intellectual Property in order to protect all of Contractor's rights therein. Oneida Nation will not publish or otherwise disclose any advice given to Oneida Nation or other material or Work supplied by Contractor in connection with the Services to any third party, other than its legal counsel or financial advisors on a confidential and non-reliance basis, without Contractor's prior written consent or use such advice or material or Work other than as mutually contemplated in writing. Oneida Nation shall reimburse Contractor in respect of any Losses incurred by Contractor as a result of Oneida Nation's breach of this obligation. Contractor disclaims and does not accept any liability or responsibility to any third party to whom any advice given or other materials or Work supplied by Contractor under this Agreement are disclosed, made available or otherwise disseminated or into whose possession such advice or material may come. Any use of or reliance upon such advice or materials by any third party will be at their exclusive risk.

**5. Vendor's Fee.** Contractor must comply with all Oneida Nation licensing requirements prior to commencing any work under this Agreement. To be in compliance with the Oneida Vendor Licensing Ordinance, an annual fee may be required.

**6. Non-Disclosure of Confidential Information; Personal Information.**

- a. Each of us is likely to disclose information ("Disclosing Party") to the other ("Receiving Party") from time to time in the course of the provision of the Services, which is marked or designated as confidential or proprietary at or prior to disclosure or which would appear to a reasonably prudent person to be confidential and/or proprietary in nature ("Confidential Information"). Confidential Information shall include Personal Information. The Receiving Party will not disclose such Confidential Information to any person other than in connection with the provision of the Services or as otherwise provided for in this Agreement. This restriction does not apply to information that (i) the Receiving Party must disclose by law or legal process, (ii) is either already in the public domain or enters the public domain through no fault of the Receiving Party, (iii) is available to the Receiving Party from a third party who, to the Receiving Party's knowledge, is not under any non-disclosure obligation to the Disclosing Party, or (iv) is independently developed by or for the Receiving Party without reference to any Confidential Information of the Disclosing Party.
- b. Notwithstanding Section 6(a), Oneida Nation agrees that we will be entitled to disclose information, including Confidential Information, relating to the Services or you to regulators having jurisdiction over our business. Oneida Nation also agrees that, notwithstanding any other provision in this Agreement, we may include the identities of those persons who are identified by you as contact persons for you and information about the terms of this Agreement, the Services and the compensation in our internal client management, financial and conflict checking databases.
- c. Oneida Nation agrees that during and after the term of the Agreement, Oneida Nation may use any information it collects and use in connection with the Services, together with information from its other clients, for data analytics purposes, including to create insights, reports and other analytics to improve the quality of and market Contractor's advice, products and services. The output of such analytics will not identify particular clients or individuals. Notwithstanding the foregoing, Contractor agrees that its name

may appear in a list of participating organizations for reports containing such analytical trend data.

- d. Our respective obligations under Section 6(a) shall survive for a period of five (5) years from the date of termination of this Agreement or for such longer period as is required by law, except that any trade secrets disclosed to the Receiving Party shall be maintained in confidence in perpetuity or until such time as they are no longer reasonably considered to be trade secrets by the Disclosing Party.
- e. **Personal Information.** Each Party and its respective Affiliates (as defined below) will comply with our respective obligations arising from data protection and privacy laws in effect from time to time to the extent applicable to this Agreement and the Services. This includes, without limitation, (i) the obligation, if any, of Oneida Nation and its Affiliates, to obtain any required consent(s) in respect of the transfer of information to us by you or any third party relating to an identified or identifiable individual that is subject to applicable data protection, privacy or other similar laws (“Personal Information”), (ii) any obligation with respect to the creation or collection of additional Personal Information by Contractor, and (iii) any obligation with respect to the use, disclosure and transfer by us of Personal Information as necessary to perform the Services or as expressly permitted under this Agreement. Subject to Section 6(C) herein, any use or processing by Contractor of Personal Information supplied by or on your behalf in connection with the Services shall be done solely on Oneida Nation’s behalf. Contractor shall handle such Personal Information in accordance with Oneida Nation’s reasonable instructions as may be provided from time to time in the applicable SOW or as reasonably necessary for the purpose of providing the Services and shall not handle such Personal Information in a manner inconsistent with the terms of this Agreement. Contractor confirms that it has taken appropriate technical and organizational measures intended to prevent the unauthorized or unlawful processing of Personal Information and the accidental loss or destruction of, or damage to, Personal Information.

**7. Use of Confidential Information.** Contractor agrees not to use, directly or indirectly, for its benefit or for the benefit of others, during the term of this Agreement, or anytime thereafter, any Oneida Nation Confidential Information which is or may be acquired or developed in connection with or as a result of this Agreement for any reason other than to perform the Services, or as otherwise agreed herein.

**8. Warranties.** Contractor represents and warrants to the Oneida Nation that it has the experience and ability to perform the Services and /provide the deliverables required by this Agreement; that it will perform in a professional manner; and that it has the power to enter into and perform this Agreement. Except as expressly set forth in this Agreement, Contractor expressly disclaims any warranty, express or implied, including but not limited to any implied warranty of merchantability and fitness for a particular purpose.

**9. Indemnification; Limitation of Liability.**

- a. Contractor shall indemnify and hold harmless the Oneida Nation, its Affiliates, officers, directors, and employees, , from and against any and all Losses (as defined herein) arising out of Contractor’s negligence, gross negligence, or intentional misconduct, or the negligence, gross negligence or intentional misconduct of Contractor’s Affiliates, officers, directors, employees, or agents who perform Services under this Agreement. The Oneida Nation shall indemnify and hold harmless Contractor, its Affiliates, officers, directors, employees, and agents,

from and against any and all claims, of whatever nature, for injuries, losses, or damages arising out of the Oneida Nation's negligence, gross negligence, or intentional misconduct, or the negligence, gross negligence, or intentional misconduct of the Oneida Nation's Affiliates, officers, directors, employees or agents. For purposes of this Agreement, "Affiliates" means, with respect to either Party, any entity directly or indirectly controlling, controlled by or under common control with such Party.

- b.** The aggregate liability of Contractor, its Affiliates and any officer, director or employee of Contractor and its Affiliates ("Contractor Parties") to Oneida Nation and its Affiliates, its officers, directors or employees or those of its Affiliates and any third party (including any benefit plan, its fiduciaries or any plan sponsor) for any and all Losses arising out of or relating to the provision of any Services at any time by any of the Contractor Parties shall not exceed the greater of one times the Compensation for the Services giving rise to such Loss and \$100,000. Contractor shall have no liability for the acts or omissions of any third party (other than our subcontractors).
- c.** In no event shall either Party or its Affiliates be liable in connection with this Agreement or the Services to the other Party, its Affiliates or any third party for any loss of profit or incidental, consequential, special, indirect, punitive or similar damages. The provisions of this Section [ ] shall apply to the fullest extent permitted by law. Nothing in this Section 7 limiting the liability of a Party shall apply to any liability that has been finally determined by a court to have been caused by the fraud of such Party.
- d.** For purposes of this Agreement "Loss" means damages, claims, liabilities, losses, awards, judgments, penalties, third party claims, interest, costs and expenses, including reasonable attorneys' fees, whether arising under any legal theory including, but not limited to claims sounding in tort (such as for negligence, misrepresentation or otherwise), contract (whether express or implied), by statute, or otherwise, claims seeking any kind of damages and claims seeking to apply any standard of liability such as negligence, statutory violation or otherwise. For the avoidance of doubt, multiple claims arising out of or based upon the same act, error or omission, or series of continuous, interrelated or repeated acts, errors or omissions shall be considered a single Loss.

**10. Insurance.** Contractor will obtain and maintain throughout the term of this Agreement appropriate levels of insurance consistent with the industry standards. Contractor will furnish certificates or adequate proof of said insurance.

**11. Workers Compensation.** The Contractor warrants and represents that it carries the appropriate workers compensation policy coverage and that no persons employed or performing under the terms of this Agreement are excluded under that coverage. Further the Contractor agrees to and shall indemnify and hold the Oneida Nation harmless against and from any and all Losses, incurred for any workers compensation claims including but not limited to reasonable attorneys' fees. The Contractor shall provide the Oneida Nation with evidence of Contractor's workers compensation coverage prior to signing this Agreement.

**12. Employment Taxes.** The Contractor shall be responsible for all withholding and any other employment taxes due to any taxing authority arising out of its performance of Services under this Agreement.



**13. Approval.** Satisfactory completion of this Agreement shall be subject to the approval of Geraldine Danforth, Human Resources Department Area Manager.

**14. Assignment, Subcontracting.** This Agreement may not be assigned by either party for any reasons, provided that either Party may assign its rights and responsibilities under this Agreement to a creditworthy Affiliate, or to the successor in a merger or acquisition of a Party or the portion of its business that involves the assigning Party's obligations under this Agreement. Any other assignment requires the prior written consent of the other Party. Provided however, that with the prior written approval of the Oneida Nation, this does not bar the Contractor from sub-contracting any or all Services or Work under this Agreement, further provided, that all terms, limitations, and requirements of this Agreement shall be applicable to any sub-contractor. When providing Services to Oneida Nation, Contractor may involve its Affiliates, from time to time, to assist in the performance of such Services.

**15. Termination.** This Agreement may be terminated (i) upon not less than ninety (90) days' advance written notice by either Party for any reason; (ii) by either Party upon material breach by the other Party, which breach is not cured within thirty (30) days after receipt of written notice thereof, or (iii) immediately by Contractor for non-payment of invoices by Oneida Nation as provided under Section 1. After the termination of this Agreement, Sections 3, 4, 5, 6, 7, 9 and 10 will survive in full force and effect. In the event of termination, Oneida Nation shall only be responsible for payment of Services rendered prior to the termination date. Any termination of this Agreement shall not relieve Oneida Nation or its Affiliates of their obligations to pay for Services rendered and expenses incurred by Contractor or its Affiliates up to and including the effective date of such termination.

**16. No Conflict of Interest.** Contractor has signed the Conflict of Interest form and certifies that there are no known conflicts that would interfere with this Agreement. It is Contractor's practice to serve multiple clients within industries, including those with potentially opposing interests. Accordingly, Contractor may have served, may currently be serving or may in the future serve other clients whose interests may be averse to those of the Oneida Nation. In all such situations, Contractor is committed to maintaining the confidentiality of each client's information and will abide by non-disclosure procedures (such as firewall protocols and other safeguards) to ensure that all confidences are protected.

**17. Validity of Contract.** This Agreement is not valid prior to review and approval by the Oneida Law Office. Oneida Nation shall advise Contractor in writing when such approval has been received.

**18. Entire Agreement.** This Agreement, together with its attachments, reflects and contains the entire and fully integrated agreement and understanding between the parties with respect to the subject matter herein, except with respect to the Excluded Services. This Agreement (including any SOW and any schedules or exhibits attached hereunder) supersedes, revokes, cancels, extinguishes and replaces all prior or contemporaneous understandings, agreements, undertakings, negotiations and discussions, whether oral or written, between the Parties except with respect to the Excluded Services. Each Party is entering into this Agreement voluntarily, has read and understands all provisions of this Agreement and has had the opportunity to seek and obtain the advice of counsel on its rights and responsibilities under, and the terms and conditions of, this Agreement. . For purposes of this Agreement, the term "Excluded Services" means outsourcing and/or benefit administration services; investment

management services; advice or counsel relating to executive remuneration services to the compensation committee of the Board of Directors; mergers and acquisitions related services (unless otherwise set forth in a SOW attached to this Agreement); services related to the use, support or development of our proprietary software, databases, information systems or other intellectual property; advice and counsel to trustees of Oneida Nation Group-sponsored pension schemes or plans in countries outside the United States where it is necessary to contract directly with the trustees or pension boards or other similar persons or entities to avoid conflicts of interest or as required by law. The Parties understand and agree that Excluded Services are provided under separate agreements that are specific to those particular services. Contractor is unable to provide insurance broking, risk consulting, claims or other services or provide any benefit to the extent that the provision of such services or benefit would violate applicable law or expose Contractor or its Affiliates to any sanction, prohibition or restriction under UN Security Council Resolutions or under other trade or economic sanctions, laws or regulations.

**19. Notice.** Notice required under this agreement may be sent to:

ONEIDA NATION:

Oneida Nation  
 Attn: Geraldine Danforth  
 Human Resources,  
 Area Manager  
 Post Office Box 365  
 Oneida, WI 54155

CONTRACTOR:

Mercer (US) Inc  
**Name of Person to receive notice.**  
**Person's Title.**  
 1166 Avenue of the Americas  
 New York, NY 10036.

**20. Severability.** Should any provision of this Agreement, or part thereof, be held under any circumstances in any jurisdiction to be invalid or unenforceable, such invalidity or unenforceability shall not affect the validity or enforceability of any other provision of this Agreement or other part of such provision. It is the intent of the Parties that the provisions of this Agreement shall be enforced to the fullest extent permitted by applicable law. To the extent that the terms set forth in this Agreement or any word, phrase, clause or sentence is found to be illegal or unenforceable for any reason, such word, phrase, clause or sentence shall be modified, deleted or interpreted in such a manner so as to afford the Party for whose benefit it was intended the fullest benefit commensurate with making this Agreement as modified, enforceable and the balance of this Agreement shall not be affected thereby, the balance being construed as severable and independent.

**21. No Third-Party Beneficiaries.** Neither this Agreement nor the provision of the Services is intended to confer any right or benefit on any third party, other than the Affiliates of each Party that execute a SOW, and, in such event, solely as set forth in such SOW and this Agreement. The provision of Services under this Agreement cannot reasonably be relied upon by any third party.

**22. No Publicity.** Oneida Nation agrees not to refer to us or attribute any information to us in the press (including for the purposes of advertising or promotion, or for the purpose of informing or influencing any other party, including the investment community), without our prior written consent. Contractor agrees not to refer to Oneida Nation in the press or for promotional

purposes without Oneida Nation's prior written consent, provided that we may include your name in our representative client listing and as provided in Section 6 (c).

**23. Waiver.** The failure by either Party to insist upon strict performance of any provision of this Agreement shall in no way constitute a waiver of rights under this Agreement, at law or in equity.

**24. WAIVER OF JURY TRIAL.** EACH PARTY, ON BEHALF OF ITSELF AND ITS AFFILIATES, TO THE FULLEST EXTENT PERMITTED BY LAW, KNOWINGLY, VOLUNTARILY, AND INTENTIONALLY WAIVES ITS RIGHT TO A TRIAL BY JURY IN ANY ACTION OR OTHER LEGAL PROCEEDING ARISING OUT OF OR RELATING TO THIS AGREEMENT OR ANY SERVICES PROVIDED BY CONTRACTOR OR ITS AFFILIATES. THE WAIVER APPLIES TO ANY ACTION OR LEGAL PROCEEDING, WHETHER SOUNDING IN CONTRACT, TORT OR OTHERWISE. EACH PARTY AGREES NOT TO INCLUDE ANY EMPLOYEE, OFFICER, OR DIRECTOR OF THE OTHER AS A PARTY IN ANY ACTION, PROCEEDING OR COUNTERCLAIM RELATING TO SUCH DISPUTE.

**25. Amendment.** Except with respect to a change in address for notices, this Agreement shall not be amended except by a written document executed by both of us. In the event of any inconsistency between the terms of a SOW and those in the Agreement, the provisions contained in this Agreement shall prevail unless the SOW specifically amends a term contained herein.

**26. Dispute Resolution:**

**a.** Before commencing any action or proceeding with respect to any dispute between us arising out of or relating to any of our Services, the Parties shall first attempt to settle the dispute through consultation and negotiation in good faith and in a spirit of mutual cooperation. If the dispute is not resolved within five (5) business days, either of us may elect to escalate the resolution of such dispute by submitting the dispute in writing to senior executives from each of us who will promptly meet and confer in an effort to resolve the dispute. Each Party will identify such senior executive by notice to the other Party, and each Party may change its senior executive at any time thereafter by notice. Any mutually agreed decisions of the senior executives will be final and binding on both Parties. In the event the senior executives are unable to resolve any dispute within thirty (30) days after submission to them, either Party may then refer such dispute to mediation by a mutually acceptable mediator to be chosen by both Parties within forty-five (45) days after written notice by either Party demanding mediation. Neither Party may unreasonably withhold, delay or condition consent to the selection of a mediator. All communications and discussions in furtherance of this paragraph shall be treated as confidential settlement negotiations that are not subject to disclosure to any third party. The costs of the mediator shall be shared equally, but each Party shall pay its own attorney's fees.

**b.** Any dispute that is not resolved within six (6) months of the date of the initial demand for mediation by one of the Parties may then be submitted to a tribunal or court of competent jurisdiction in accordance with the provisions of Section 30 herein (Arbitration). Nothing in this Section 27 will prevent either of us from resorting to judicial proceedings at any time if interim equitable relief from a court is necessary to prevent serious and irreparable injury or damage to that Party.

**c.** ANY CLAIM, ACTION OR PROCEEDING IN ANY FORUM AGAINST A PARTY OR ANY OF ITS AFFILIATES WILL BE BARRED UNLESS THE OTHER PARTY INITIATES THE DISPUTE RESOLUTION PROCEDURES SET FORTH IN THIS SECTION 27 WITHIN TWO YEARS OF THE DATE UPON WHICH THAT PARTY

(i) FIRST DISCOVERED, OR (ii) UPON THE EXERCISE OF REASONABLE DILIGENCE COULD HAVE DISCOVERED THE ACT, ERROR OR OMISSION THAT IS THE BASIS FOR SUCH CLAIM, WHICHEVER DATE IS SOONER.

**27. Governing Law.** Subject to Section 30 (Arbitration) below, any and all actions, claims of every kind and under any theory whether they be contractual, tort, malpractice or statutory, or proceedings arising out of, or relating to this Agreement, any Services provided by Contractor, its Affiliates and any officer, director or employee of the Contractor Parties up to this date or any and all SOWs (collectively, (“Claims”)) will be governed by, and interpreted in accordance with, the law of the State of New York.

**28. Limited Waiver of Sovereign Immunity.** Oneida Nation hereby grants Contractor, a limited waiver of sovereign immunity solely for the limited purpose of enforcing the terms of this Agreement involving any Claims in accordance with the arbitration provision set forth below. This limited waiver is granted solely for the limited purpose of Contractor enforcing the terms of this Agreement and shall be regarded as a limited waiver of sovereign immunity in any proceeding commenced solely by Contractor for such purpose. Nothing contained in this limited waiver shall be construed to confer any benefit, tangible or intangible, on any person or entity not a party to this Agreement, including, without limitation, assigns, or as a waiver with respect to any such third person or entity.

**29. Arbitration.** Subject to the limited waiver of sovereign immunity above, each Party to this Agreement, on behalf of itself and its Affiliates, agrees that any and all Claims shall be resolved by binding arbitration pursuant to the Commercial Arbitration Rules (“Rules”) of the American Arbitration Association (“AAA”) then in effect. The arbitration shall be conducted by a panel of three arbitrators, with each party selecting one arbitrator and the two arbitrators selecting the third arbitrator. If the two arbitrators are unable to agree upon the third arbitrator, the third arbitrator shall be selected by the AAA. Each of the arbitrators shall have at least fifteen years of relevant industry experience. The arbitrator(s) shall render a reasoned written decision explaining the basis of their decision and the manner of calculating any award, and neither party shall object to the other party’s request for such an opinion. The arbitrators shall have no authority to award loss of profit, incidental, consequential, special, indirect, punitive or similar damages or any damages not measured by the prevailing party’s actual direct damages, and may not make any ruling, finding or award that does not conform to the terms and conditions of this Agreement including, without limitation, the terms and conditions relating to the exclusion or limitation of damages. All fees and expenses of the arbitration shall be borne by the Parties equally; except that each Party shall bear the expense of its own counsel, experts, witnesses, and preparation and presentation of the arbitration matter. Judgment upon any award rendered by the arbitrators may be entered in US Federal Court in the Northern District of New York pursuant to the Federal Arbitration Act; provided, however, neither Party shall seek to enforce any judgment which does not conform to the terms and conditions of this Agreement, including, the terms and conditions relating to the exclusion or limitation of damages. No demand for arbitration may be made on any date on or after which the institution of legal or equitable proceedings based on the applicable claim would be barred by the applicable statute of limitations (under the laws of the local jurisdiction where all or substantially all of the Services giving rise to the Claim were performed) or by any provision of this Agreement. The arbitrators shall not amend, modify, nullify, ignore or add to the provisions of this Agreement and in the event the arbitrators do so or attempt to do so, such act by the arbitrators shall be null and void and have no effect, and either Party may seek to enforce this sentence and the immediately preceding sentence in a court of competent jurisdiction notwithstanding this Section. All communications and discussions in furtherance of this paragraph shall be treated as confidential settlement negotiations that are not subject to disclosure to any third party. It is further understood that arbitration as set forth in this Section is the exclusive remedy for any dispute or claim related to this Agreement.

**30. No Tribal Courts.** Oneida Nation waives any Nation requirement of the exhaustion of tribal court remedies or abstention in favor of tribal courts in connection with any Claim described above and agrees not to commence or file any Claims or defense relating to this Agreement in any tribal court that may have jurisdiction.

**31. Warranties of Oneida Nation.** Client represents and warrants that Client’s Tribal Council, through a Tribal resolution or other similar authoritative Tribal document or proceeding, 1) has authorized the person who negotiated and signed this Agreement to act on Client’s behalf; and 2) has agreed that any lawsuit/dispute arising out of or in connection with this Agreement would be dismissed by the Tribal courts of the Oneida Nation and that proper jurisdiction is the courts of the State of New York.

**32. Advice on Legal Matters.** Contractor is not a law firm. The Services provided hereunder, which may include commenting on legal issues or drafting documents, are not intended to be a legal opinion, nor are they intended to create an attorney-client relationship or attorney-client privilege. Accordingly, we recommend that you secure the advice of legal counsel with respect to any legal matters related to the Services or otherwise.

**33. Counterparts.** This Agreement may be executed and delivered (including by facsimile or a scanned PDF version) in one or more counterparts, each of which when executed shall be deemed an original, but all of which taken together shall constitute one and the same agreement.

**34. Authority.** The Parties hereby represent and warrant that their respective signatories below have full legal authority to enter into this Agreement and each of its terms on their behalf.

**35. Unforeseen Events.** Neither Party shall be liable for delays or failures in performance of obligations under this Agreement, other than failure to make payments hereunder when due, resulting from events beyond its reasonable control, including without limitation “acts of God,” fire, flood, riots, new laws which prevent the carrying out of the Services, the results of terrorist activity, failures of third party suppliers, and electronic and other power failures.

By signing below, I agree to all terms of this Agreement.

ONEIDA NATION:

CONTRACTOR:

By: \_\_\_\_\_  
Geraldine Danforth  
Human Resources Area Manager

By: \_\_\_\_\_  
Name of Individual signing contract  
Title of Signer

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**Damien McGuigan**  
Principal

155 N Upper Wacker Drive, Suite 1500  
Chicago, IL 60606  
[damien.mcquigan@mercer.com](mailto:damien.mcquigan@mercer.com)  
[www.mercer.com](http://www.mercer.com)

Geraldine Danforth  
Human Resources Area Manager  
Oneida Nation  
Skenandoah Complex  
909 Packerland Drive  
Green Bay, WI 54303

June 18, 2021

**Subject:** Compensation Review Exhibit A, Statement of Work

Dear Daniel:

The objective of this Statement of Work ("SOW") is to confirm the scope of our work and the compensation for this engagement. This SOW is subject to the terms and conditions, between Oneida Nation ("Oneida" or "you") and Mercer (US) Inc. ("Mercer" or "we"). All capitalized terms not defined in this SOW shall have the meanings ascribed to them in the Master Professional Services Agreement.

## **PROJECT DETAILS**

1. **Project name:** Oneida Nation Compensation Review
2. **Description of Mercer responsibilities:** See below.
3. **Description of Oneida responsibilities:** See below.
4. **Period of time over which work will be performed:** The anticipated completion timeline for this project is approximately 16 weeks (June/July 2021 through September 1, 2021). This SOW will remain in effect through May 31, 2022.
5. **Compensation/fees:** Our professional fees will be \$144,000. Fees and expenses will be billed monthly. If you request a change to the scope of project that may impact the budget, we will provide you with a revised fee estimate and ensure we have your agreement before proceeding.



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 June 18, 2021  
 Geraldine Danforth  
 Oneida Nation

## PROPOSED APPROACH

Based upon our discussions, we have agreed upon the following approach:

Project Step	Details / Comments	Fees
Phase 1	<p><b>COLLECT AND REVIEW DATA</b></p> <ul style="list-style-type: none"> <li>Collect and review data related to current organization/business structures, job level hierarchies, job catalogs, title structures and job documentation, and gauge current hierarchies and job levels.</li> </ul> <p>Mercer will submit a detailed data request noting required information</p> <p><b>CONDUCT PROJECT KICKOFF MEETING (via webcast)</b></p> <p>Mercer and Oneida project teams will 2-hour conduct a kickoff teleconference to:</p> <ul style="list-style-type: none"> <li>Review the project plan, roles and responsibilities, key milestones, and set the project timeline</li> <li>Review Mercer's data request</li> </ul> <p><b>EXECUTIVE INTERVIEWS AND COMP PHILOSOPHY REVIEW (via webcast)</b></p> <ul style="list-style-type: none"> <li>Conduct call with project team to review our understanding of current state</li> <li>Conduct 4-5 interviews with executives and HR leaders to understand current state, expectations from the project and their vision of the future state</li> <li>Recommend updates to Oneida's compensation philosophy based on findings from executive interviews and discussions with the HR team</li> </ul> <p>Key assumptions:</p> <ul style="list-style-type: none"> <li>Clean data available prior to project start</li> <li>4-5 executive interviews</li> </ul>	\$8,000
Phase 2	<p><b>MARKET BENCHMARKING</b></p> <ul style="list-style-type: none"> <li>Two-day workshop with HR to select survey matches for 450 benchmark jobs. Mercer will come prepared to the workshop with a draft survey job matches for the benchmark jobs. During the workshop, Mercer and Oneida HR teams will collaboratively review, refine and finalize the matches.             <ul style="list-style-type: none"> <li>Workshop can be divided into shorter sessions</li> </ul> </li> <li>Provide a draft of benchmarking analysis reports generated by PayScale software and review with HR project team</li> <li>Refine survey job matches based on feedback from HR team on draft benchmarking analysis</li> <li>Prepare final compensation benchmarking analysis report and review with HR team</li> </ul> <p><b>SALARY STRUCTURE UPDATES</b></p>	\$120,000



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 June 18, 2021  
 Geraldine Danforth  
 Oneida Nation

- Review current wage structures for alignment with compensation philosophy as well as alignment with new market compensation benchmarks
- Recommend updates to wage structures as well as slotting of jobs into grades, as needed, and prepare analysis of outliers and cost impact of implementing recommended updates

#### **NON-BENCHMARK JOB SLOTTING**

- Discuss alternative approaches to job evaluation and select the right approach for Oneida
- Develop a methodology, process and work steps for evaluating non-benchmark jobs and review it with Oneida HR team
  - Mercer recommended approach for this process is to evaluate pairs of benchmark and non-benchmark jobs within the same job family and department. Differences in evaluation of benchmark vs. non-benchmarks will guide assignment of the non-benchmark job to the same, above or below grade as the benchmark job
- Facilitate 2-hour coaching to evaluate a sample of non-benchmark jobs
- Oneida HR team to complete evaluation and assignment of non-benchmark jobs to grades

#### **REVIEW JOB DOCUMENTATION**

- Review job documentation as part of compensation benchmarking work steps; the following components of the job descriptions will be evaluated:
  - Job Summary
  - Job-specific Essential Duties, Tasks and Responsibilities
  - Career Level Requirements (People management, complexity etc.)
  - Qualifications (Education, Knowledge, Skills, Abilities, etc.)
  - Working Conditions & Physical Requirements (ADA compliance)
- Prepare a summary of Mercer's observations and develop high level recommendations for improvement, as needed

#### **Key assumptions:**

- Assumes 450 jobs can be benchmarked using survey sources
- Fees for additional benchmarks will be \$150 per jobs
- Assumes use of Mercer survey library
- Two meetings with HR team to review/confirm survey matches
- Assumes 2 wage structures
- Includes reassigning jobs to grades and cost impact analysis
- Assumes simple methodology for job evaluation
- Assumes Mercer will develop methodology and coach HR team
- Actual evaluation and grade assignment will be completed by HR team
- Assumes high level observations/recommendations for job descriptions





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 June 18, 2021  
 Geraldine Danforth  
 Oneida Nation

<b>Phase 3</b>	<p><b>TOTAL REWARDS REVIEW</b></p> <ul style="list-style-type: none"> <li>Benchmark benefit levels, high-level program design and eligibility for the following programs offered by Oneida: retirement, time off, health benefits, wellness, STD/LTD, shift premiums, flexible hours, etc.</li> <li>Identify gaps between current programs and competitive market practice and develop high level recommendations for addressing the gaps</li> </ul> <p>Key assumptions:</p> <ul style="list-style-type: none"> <li>Includes high-level recommendations, but not design of new programs</li> </ul>	\$16,000
<b>TOTAL</b>		<b>\$144,000</b>

### CLIENT RESPONSIBILITIES AND PROJECT ASSUMPTIONS

- Mercer will partner with Oneida to schedule all meetings and provide logistical support.
- Participate in key meetings, including working sessions to refine/validate benchmarking and slot non-benchmark jobs
- Provide Mercer with feedback on key deliverables

### FEE STRUCTURE

Our compensation for the services will be professional fees in the amount of \$144,000.

Fees and expenses will be billed monthly. If you request a change to the scope of project that may impact the budget, we will provide you with a revised fee estimate and ensure we have your agreement before proceeding.

We look forward to reviewing this letter with you directly, making adjustments as necessary.

If you have any questions about these terms, please contact me at (312) 788-4357. If not, please indicate your agreement to the terms of this SOW by signing the enclosed copy of this letter and returning it to us.



Page 5  
June 18, 2021  
Geraldine Danforth  
Oneida Nation

**Mercer (US) Inc.**

By: \_\_\_\_\_

Name: \_\_\_\_\_  
(Please Print)

Date: \_\_\_\_\_

Title: \_\_\_\_\_

ACCEPTED AND AGREED  
**Oneida Nation**

By: \_\_\_\_\_

Name: \_\_\_\_\_  
(Please Print)

Date: \_\_\_\_\_

Title: \_\_\_\_\_



## Oneida Nation

Compensation Review Proposal

JANUARY 31, 2020

### Helen Lubetkin

Sr Account Executive, Strategic

206-753-4013

[helen.lubetkin@payscale.com](mailto:helen.lubetkin@payscale.com)

# MERCER AND PAYSCALE PROPOSAL - ONEIDA

Dear Oneida Nation Team,

We are pleased to respond to your request for proposal for a Compensation Study. This response is presented on behalf of PayScale and Mercer. Enclosed, you will find detailed documentation showing how our qualifications, data and technology solutions meet the Scope of Services, and sets Oneida up for long term success. Our proposal should be viewed as a starting point from which we are prepared to make modifications following further discussions. We feel Mercer is eminently qualified to do the consulting project because of the following:

- Mercer has earned the reputation of being one of the top HR consulting firms in the US, and has expertise in all elements of your total rewards offering
- Mercer has selected a highly experienced consulting team to complete the project, Mercer has access to very robust and credible survey data for benchmarking compensation

PayScale and Mercer have a strategic alliance that brings together consulting, data, and technology synergies. PayScale is best known for being the market leader in compensation software. PayScale provides data and technology solutions that simplify the ongoing compensation evaluation and management process. PayScale's survey data is suited to compliment Mercer's data and cover Oneida's unique governmental and gaming jobs.

For purposes of this proposal, we have assumed that Mercer will work in close collaboration with the HR team at Oneida to complete the majority of project tasks and to gain the necessary input and buy-in. Mercer will work with Oneida to fine tune the level of involvement to deliver the greatest value and impact for Oneida.

On behalf of the PayScale and Mercer teams, we look forward to the continued dialogue on this very important project.

Regards,



Helen Lubetkin



# TABLE OF CONTENTS

- Our Understanding of Oneida Nation's Current State
- Mercer's Value Proposition
- PayScale's Value Proposition
- Proposed Approach
  - Approach and Key Deliverables
  - Project Timeline
  - Project Fee Estimate
- Appendices
  - Detailed Work Steps
  - Project Team
  - Data Quality
  - Experience with Similar Projects
  - About Mercer
  - About PayScale



# ALIGNING TO ONEIDA'S OBJECTIVES

# OUR UNDERSTANDING OF CURRENT STATE

- Compensation analysis:
  - Benchmark compensation levels for employees in 600 jobs against relevant labor markets, including base salary, bonus and long-term incentives
  - Evaluate grade assignment for each job based on updated market compensation data
- Review of content and format of job descriptions:
  - Review job descriptions as part of compensation analysis and summarize Mercer feedback on current state of job descriptions and opportunities for improvement
- Review of wage charts:
  - Review current wage charts for alignment with compensation philosophy and new market data
  - Provide recommendations for updates to wage charts to reflect current market data and for better alignment with comp philosophy
- Comparative analysis of total rewards practices:
  - Review other elements of total rewards offered to Oneida employees, such as retirement, time off, health benefits, wellness, STD/LTD, shift premiums, flexible hours, etc.
  - Provide an overview of how the above compare with general market practice and identify any major gaps to market

# OUR UNDERSTANDING OF CURRENT STATE (CONTINUED)

- (Optional) Compensation management technology:
  - Mercer’s consulting work is done using PayScale’s survey management technology. Based on conversations with Oneida, we understand that it is desirable to have a compensation management system for simplified compensation administration moving forward.
  - Once Mercer’s consulting project is complete, Mercer will turn over the survey management technology with all of Oneida’s data fully integrated (jobs/employees/third party surveys), market composites and structures built, which would provide ongoing access to PayScale’s technology and survey data.
  - PayScale’s survey management solution is a cloud-based, SaaS platform that enables organizations to house all third party survey data in one consolidated repository while streamlining the process of market pricing jobs, building and maintaining structures, generating annual survey participation files, and minimizing the turnaround time to run reports and analytics.

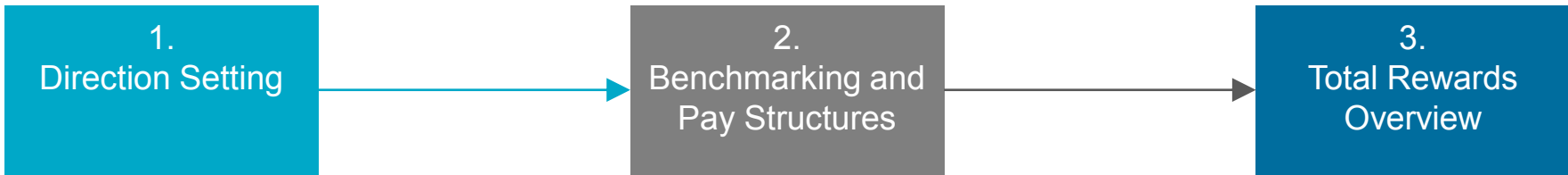


- **More than just compensation benchmarking – Appendix A: Detailed Work Steps**
  - Market leader in not just compensation consulting, but also health benefits and retirement
  - Proposed project approach includes a review of your retirement, health benefits and perquisites plans and how they compare to market
- **Highly experienced consulting team – Appendix B: Project Team**
  - Proposed team has a combined experience of 40+ years and has completed over 200 such projects
  - Team comprised of experts in compensation, health/retirement benefits, and compensation technology
- **Robust and credible survey data sources – Appendix C: Data Quality & Total Rewards Approach**
  - Library of 100+ compensation surveys and large databases on health, wellness, retirement and pay practices
  - Ability to locate market data for unique jobs, including government-specific jobs through PayScale's Company Sourced survey
- **Relevant experience – Appendix D: Experience with Similar Projects**
  - As a leader in the HR consulting space, we have experience working on a variety of projects of a similar scope
- **One of the largest HR consulting firms – Appendix E: About Mercer**
  - As a large global firm, we will bring to bear deep and broad resources for this project

# WHY PAYS SCALE ?

- **Best in class technology solutions – Appendix A: Detailed Work Steps**
  - Mercer uses PayScale’s technology solutions to benchmark jobs, model salary structures, and provide consumable metrics to make informed decisions. Oneida has the opportunity to take that turnkey solution and use it moving forward, for a seamless transition post-sale
  - Our cloud compensation software is used by more than 8,000 subscription customers to make salary decisions for over 13 million employees
- **Data covering unique jobs – Appendix C: Data Quality**
  - In 2002 PayScale pioneered the use of big data and unique matching algorithms to power the world’s most advanced compensation decision platform. PayScale’s traditional HR-reported salary survey, Company Sourced Data, is published quarterly and provides compensation information for more than 5,100 jobs
  - PayScale’s diverse customer base and modern approach to collecting data allows PayScale the ability to locate market data for unique jobs, including Oneida’s government-specific jobs
- **HR technology leader – Appendix E: About PayScale**
  - As the leader in compensation technology, PayScale offers the most advanced compensation tools on the market

# MERCER OVERVIEW OF PROPOSED APPROACH\*



**Key objectives**

Understand current state of programs  
 Understand leaders perspectives  
 Confirm project plan and resources

Benchmark Oneida compensation vs. market  
 Update wage structures  
 Review of job descriptions

Compare Oneida’s total rewards programs and pay practices to market  
 Identify gaps to market and provide directional recommendations

**Work steps**

Facilitate a kick-off call to review and confirm project plan and resources  
 Gather and review current programs offered to Oneida workforce  
 Interview executives to seek their input and get them engaged in the project  
 Work with HR team to refine the compensation philosophy for better alignment with business priorities

Identify survey sources to use and finalize benchmarking methodology  
 Match Oneida jobs to surveys and compile market data  
 Prepare benchmarking analysis  
 Update wage charts and assess grade assignments based on new market data  
 Identify job evaluation methodology for non-benchmark jobs; evaluate non-benchmark jobs and assign to grades  
 Provide high level feedback on current job description content, flow and format

Benchmark Oneida’s current rewards programs, including retirement, time off, health benefits, wellness, STD/LTD, shift premiums, flexible hours, etc.  
 Provide commentary on gaps to market and high level recommendations for changes to consider  
 The scope does not include design or costing of new programs

# COMBINED HIGH LEVEL PROJECT TIMELINE

- The timeline shown below is based on our experience completing similar projects, and will be updated based on further discussion with Oneida

Weeks →

Steps	Duration	1	2	3	4	5	6	7	8	9	10	11
Estimated timeline												
1. Direction Setting	2 weeks	█	█	█								
2. Benchmarking and Pay Structures	4 weeks			█	█	█	█	█	█			
3. Total Rewards Overview	4 weeks							█	█	█	█	
4. PayScale Technology	8 weeks	█	█	█	█	█	█	█	█			

# MERCER PROJECT FEES AND KEY ASSUMPTIONS

Steps	Fees	Key scope assumptions impacting fees
1. Direction Setting	\$8,000	Clean data available prior to project start 4-5 executive interviews
2. Benchmarking and Pay Structures		Assumes 450 jobs can be benchmarked using survey sources Fees for additional benchmarks will be \$150 per jobs Assumes use of Mercer survey library Two meetings with HR team to review/confirm survey matches
Benchmarking	\$98,000	
Pay structures	\$8,000	Assumes 2 wage structures Includes reassigning jobs to grades and cost impact analysis
Non-benchmark jobs	\$8,000	Assumes simple methodology for job evaluation Assumes Mercer will development of methodology and coach HR team Actual evaluation and grade assignment will be completed by HR team (Note: detailed discussion of job evaluation on page 29)
Job descriptions	\$6,000	Assumes high level observations/recommendations for job descriptions
3. Total Rewards Overview	\$16,000	Assumes benchmarking of programs and practices listed on page 6 Includes high-level recommendations, but not design of new programs
Mercer Total	\$144,000	

# PAYSCALE FEES AND KEY ASSUMPTIONS

Product	Fee	Key scope assumptions impacting fees
4. PayScale Technology	\$27,000/year (3-yr subscription)	3-year subscription, ability to load up to 2,499 employees and up to 10 external surveys within the tool
PayScale Company Sourced Data (opt-in pricing)	\$6,000/year (3-yr subscription)	Turnkey solution built out by Mercer's consulting team. Dedicated PayScale Client Manager and unlimited support to meet Oneida's unique technology specifications
4. PayScale Implementation	\$6,000 (one time)	Standard with any Safe Harbor compliant survey, PayScale anonymizes and aggregates survey participant's data and participants are unidentifiable. PayScale's AI-driven technology automates the survey matching process
PayScale Total	\$33,000/year (3-yr subscription) + \$6,000 one-time implementation fee	



# APPENDIX A: DETAILED WORK STEPS

# MERCER DETAILED PROJECT WORK STEPS

Steps	Work steps and assumptions
1. Direction Setting	<ul style="list-style-type: none"> <li>• Collect and review data related to current organization/business structures, job level hierarchies, job catalogs, title structures and job documentation, and gauge current hierarchies and job levels</li> <li>• Facilitate a half-day kick-off and project planning meeting with HR team to review our understanding of current state, and finalize project plan and resource requirements</li> <li>• Remaining half-day for interviews with executives and HR leaders to understand current state, expectations from the project and their vision of the future state</li> <li>• Recommend updates to Oneida's compensation philosophy based on findings from executive interviews and discussions with the HR team</li> <li>• Key assumptions:             <ul style="list-style-type: none"> <li>• Clean data available prior to project start</li> <li>• 4-5 executive interviews</li> <li>• One day of on-site meetings and interviews</li> </ul> </li> </ul>
2. Benchmarking and Pay Structures	<ul style="list-style-type: none"> <li>• One two-day workshop on-site with HR to select survey matches for 450 benchmark jobs. Mercer will come prepared to the workshop with a draft survey job matches for the benchmark jobs, loaded into PayScale compensation management software. During the workshop, Mercer and Oneida HR teams will collaboratively review, refine and finalize the matches</li> <li>• Provide a draft of benchmarking analysis reports generated by PayScale software and review with HR project team</li> </ul>



# MERCER DETAILED PROJECT WORK STEPS

Steps	Work steps and assumptions
2. Benchmarking and Pay Structures	<ul style="list-style-type: none"> <li>• Refine survey job matches based on feedback from HR team on draft benchmarking analysis</li> <li>• Prepare final compensation benchmarking analysis report and review with HR team</li> <li>• Review current wage structures for alignment with compensation philosophy as well as alignment with new market compensation benchmarks</li> <li>• Recommend updates to wage structures as well as slotting of jobs into grades, as needed, and prepare analysis of outliers and cost impact of implementing recommended updates</li> <li>• Discuss alternative approaches to job evaluation (see page 29) for an overview of alternatives) and select the right approach for Oneida</li> <li>• Develop a methodology, process and work steps for evaluating non-benchmark jobs and review it with Oneida HR team             <ul style="list-style-type: none"> <li>• Mercer recommended approach for this process is to evaluate pairs of benchmark and non-benchmark jobs within the same job family and department. Differences in evaluation of benchmark vs. non-benchmarks will guide assignment of the non-benchmark job to the same, above or below grade as the benchmark job</li> <li>• Facilitate 2-hour coaching to evaluate a sample of non-benchmark jobs</li> </ul> </li> <li>• Oneida HR team to complete evaluation and assignment of non-benchmark jobs to grades</li> </ul>

# MERCER DETAILED PROJECT WORK STEPS

Steps	Work steps and assumptions
2. Benchmarking and Pay Structures	<ul style="list-style-type: none"> <li>• Review job documentation as part of compensation benchmarking work steps; the following components of the job descriptions will be evaluated:               <ul style="list-style-type: none"> <li>• Job Summary</li> <li>• Job-specific Essential Duties, Tasks and Responsibilities</li> <li>• Career Level Requirements (People management, complexity of work etc.)</li> <li>• Qualifications (Education, Knowledge, Skills, Abilities etc.)</li> <li>• Working Conditions &amp; Physical Requirements (ADA compliance)</li> </ul> </li> <li>• Prepare a summary of Mercer’s observations and develop high level recommendations for improvement, as needed</li> <li>• Key assumptions:               <ul style="list-style-type: none"> <li>• Assumes 450 jobs can be benchmarked using survey sources</li> <li>• Fees for additional benchmarks will be \$150 per jobs</li> <li>• Assumes use of Mercer survey library</li> <li>• Two meetings with HR team to review/confirm survey matches</li> <li>• Assumes 2 wage structures</li> <li>• Includes reassigning jobs to grades and cost impact analysis</li> <li>• Assumes simple methodology for job evaluation</li> <li>• Assumes Mercer will development of methodology and coach HR team</li> <li>• Actual evaluation and grade assignment will be completed by HR team</li> <li>• Assumes high level observations/recommendations for job descriptions</li> </ul> </li> </ul>

# MERCER DETAILED PROJECT WORK STEPS

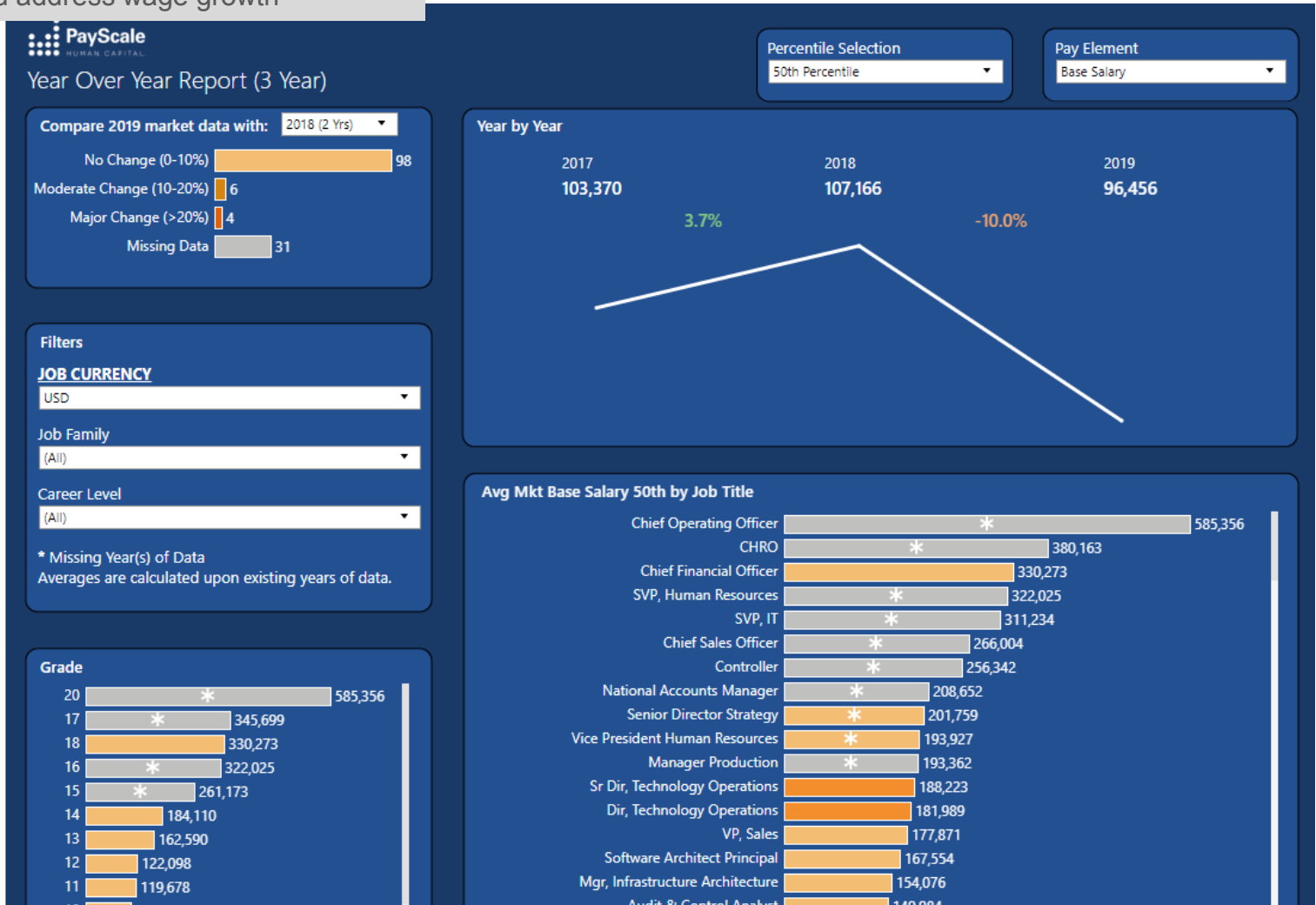
Steps	Work steps and assumptions
3. Total Rewards Overview	<ul style="list-style-type: none"> <li>• Benchmark benefit levels, high-level program design and eligibility for the following programs offered by Oneida: retirement, time off, health benefits, wellness, STD/LTD, shift premiums, flexible hours, etc.</li> <li>• Identify gaps between current programs and competitive market practice and develop high level recommendations for addressing the gaps</li> <li>• Key assumptions:               <ul style="list-style-type: none"> <li>• Includes high-level recommendations, but not design of new programs</li> </ul> </li> </ul>

Overall reports and presentations:

- We anticipate developing at least 3-4 rounds of reports for Oneida's review at various stages of the projects
- All the reports will be discussed in detail with the HR project team
- Mercer will also present intermediate or final reports for leadership review, as requested

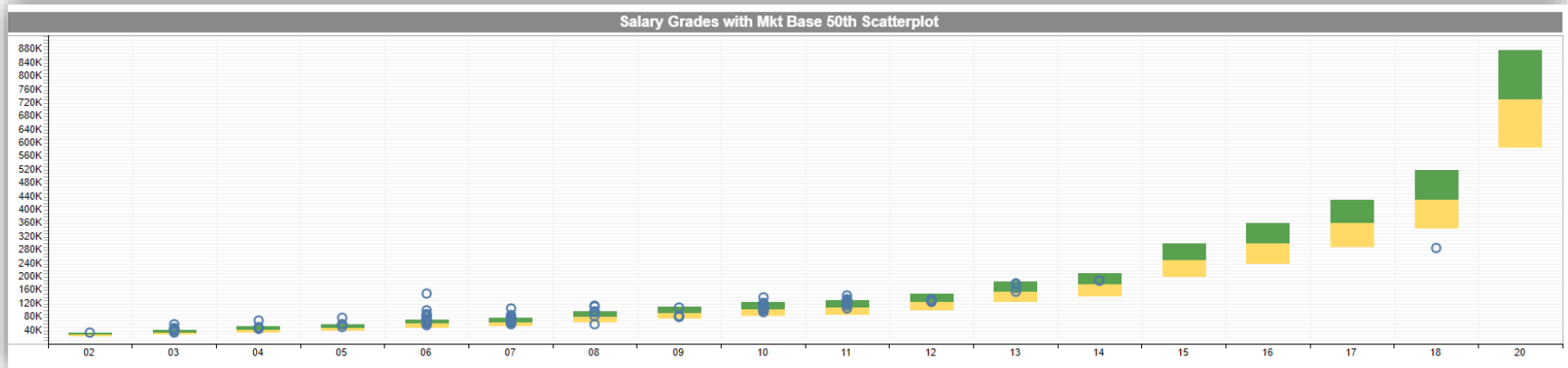
# PAYSCALE TECHNOLOGY: SAMPLE DELIVERABLES

**Market Trend Analysis** reports monitor year over year changes in market data, so that Oneida can keep a pulse on the market and address wage growth



# PAYSCALE TECHNOLOGY: SAMPLE DELIVERABLES

The purpose of the **Job Family HeatMap** is to provide comparative analysis of Pay vs Market and your structure. **Structure Analysis dashboard** displays a scatterplot of job based average pay along with market, superimposed on a grade chart



### Job Family Heatmap

Job Family	# of EEs	Base Pay vs Midpoint	Base Pay vs Target Market	TCC vs Target Market	Midpoint vs Target Market
Null	91	98.16	97.65	94.85	99.65
Accounting	8	92.19	78.24	66.83	91.10
Administration	150	107.05	88.17	92.49	80.39
Administrative	4	86.05	101.78	88.03	118.18
Call Center	1	104.56			
Clinic	369	98.66	87.57	82.03	91.62
Customer Service	13	92.20	82.90	74.38	90.83
(Online & Internet)	2	105.72	94.74	82.82	89.60
Executive	32	111.24	108.53	115.30	95.06
Finance	235	98.17	87.50	90.26	89.27
Human Resources	353	98.08	88.66	105.85	88.19
IT	494	97.80	88.97	87.21	92.35
Legal	55	100.63	96.01	91.36	96.74
Operations	453	104.18	90.49	89.31	93.14
Sales	587	100.43	98.54	103.69	102.79
Grand Total	2,847	100.19	90.25	92.16	91.95



# APPENDIX B: PROJECT TEAM

# HIGHLY EXPERIENCED PROJECT TEAM

## PayScale Resources

- Senior Account Executive**  
Helen Lubetkin
- Dedicated Client Manager**
- Implementation Manager**

**Collaborative Approach**



## Mercer Resources

- Overall Engagement Leader**  
Kanak Rajan(Chicago)
  - Project manager**  
Damien McGuigan (Chicago)
  - Project Associate**  
Callie Rosenfeld (Chicago)
  - Benefits Lead**  
Joe DaVanti (Milwaukee)
  - Compensation Analyst**  
Kiran Kuttickat (Chicago)
- Client Manager**  
Jeremy Myeroff (Chicago)

## Oneida Team Resources

### Steering Committee

- Typically the senior executive that initiates the project (project sponsor), and may include the CEO, President, and top leadership from various departments This team makes final decisions on recommendations
- Leadership throughout and ultimate decision makers, and act as advocates for implementation

### Project Sponsor

- Senior sponsor of project and advisor to the design team

### Project Manager

- Project manager needs to be in a position of credibility and have a good understanding of the organization, roles, and compensation and financial systems
- This role will be Mercer’s point of contact to execute and manage project activities (data/information collection, analysis, interview selection, scheduling, etc.)

### Project Team

- Typically a team that includes various specialty within HR such as compensation, talent acquisition, performance and talent management, benefits, HR business partners etc.
- This team is responsible for reviewing findings and evaluating recommendations made by Mercer

# KANAK RAJAN

## ENGAGEMENT LEAD



Kanak Rajan is a Partner and a compensation consultant in the Career Practice of Mercer in Chicago.

Kanak works with clients to address complex compensation issues. Several of his projects have included:

- Working with senior management and HR leadership to develop executive compensation programs that align management and shareholder interests
- Developing incentive programs that are effective in complex business situations
- Working with HR leadership to refine the rewards offering to the broad employee population with a focus on improving ROI on rewards spend
- Developing compensation programs in transaction situations such M&A, divestiture, IPO and reorganization
- Working with the sales function to identify performance improvement opportunities and implement rewards systems that drive the right behavior

Recent project experiences include:

- For a leading senior living service provider, developed a competency-based leadership hierarchy and pay structures
- For a medical device manufacturer, developed job classification, global grade structure and compensation governance model
- For a global financial services client, redesigned compensation programs for the field sales force in alignment with the goal of achieving exponential growth
- For a private equity owner, developed an executive LTI program that aligns Portfolio Company senior management with owner's ROI

While at Mercer, Kanak has worked with clients in wide range of industries. Prior to joining Mercer, Kanak was a consultant to clients in the U.S., Europe and Asia for over five years.

Kanak holds a Bachelors Degree in Engineering and an MBA in finance from the University of Chicago's Booth School of Business.



# DAMIEN MCGUIGAN

## PROJECT MANAGER



Damien McGuigan is a Senior Associate in Mercer's Career business specializing in global career frameworks and job evaluation.

Damien utilizes a strong technical background, cross industry knowledge, and robust project management skills, to deliver maximum value to his clients in the area of Workforce Rewards. Several of his projects have included:

- Working with HR leadership to develop career frameworks that align levels across complex matrixed organizations
- Developing globally consistent compensation programs that recognize local market value while creating a holistic approach
- Working with leadership to integrate rewards offerings to the broad employee population post M&A integration with a focus on harmonization

Recent project experiences include:

- Providing subject matter expertise on job leveling/career framework design for a Fortune 100 health insurance organization, a Fortune 100 retail pharmaceutical organization, a large healthcare system and a global financial services organization
- Developing global reward programs for a large high tech solutions organization
- Developing global salary structures and total reward statements for a global medical device company
- Total rewards harmonization for a mid size manufacturing organization

Damien holds a Masters Degree in Mathematics and an MBA, and prior to joining Mercer worked as a Rewards Consultant in London and Chicago.

# HELEN LUBETKIN

## SR ACCOUNT EXECUTIVE, STRATEGIC



- Helen Lubetkin is a Senior Account Executive, managing Strategic Accounts at PayScale and is the main point of contact for PayScale's largest accounts in the Midwest.
- Helen has been at PayScale for 4 years. She began her PayScale career responsible for our Mid-Market clients in the Midwest and has since transitioned to manage PayScale's Enterprise and now Strategic accounts.
- Prior to starting with PayScale, Helen spent 7 years in global sourcing as a small business owner of a wholesale manufacturing business. She managed global production facilities, a sales teams across the United States, and selling to luxury retailers across the globe.
- Helen has worked for startups and major public employers. Helen's business acumen, attention to detail and drive make her a pivotal to PayScale's success.
- Helen holds a Bachelors degree in Economics from University of Puget Sound and education from University College of London.
- When not working you can find Helen enjoying her family of 3 young boys. Helen's passions outside of work are keeping active in the beautiful Pacific Northwest and spending time with her family and friends.

## PAYSCALE CLIENT SUCCESS MANAGER

- The PayScale Client Success Manager (CSM) assigned to Oneida’s account is responsible for the overall value of your subscription.
- PayScale’s CSM works directly with Oneida to maximize their user experience, making sure the customer is moving forward toward their own business goals at each step.
- **Experience:**
  - 7+ years experience in a Customer Success and Compensation role.
  - Account Management: Responsible to strategically manage key accounts. Ability to evaluate, understand and deliver on client needs. Strong ability to communicate value based on clients' business objectives.

## PAYSCALE SUPPORT MODEL

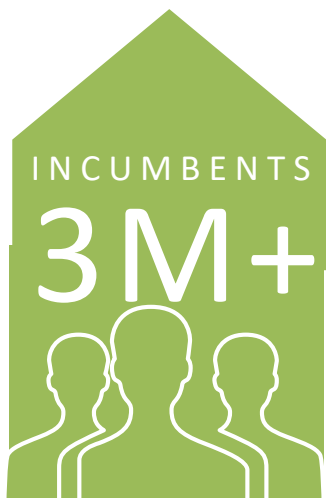
CLIENT SUCCESS RESOURCES	OTHER SUPPORT RESOURCES	COMMUNITY RESOURCES
<ul style="list-style-type: none"> <li>• Seasoned practitioners with compensation experience</li> <li>• Dedicated single point of contact</li> <li>• Experts of the system, understand your work, client centric</li> </ul>	<ul style="list-style-type: none"> <li>• Technical &amp; Product Support</li> <li>• Client Support Specialists (HRIS data)</li> <li>• Survey Data and Quality Teams</li> <li>• Training</li> </ul>	<ul style="list-style-type: none"> <li>• Annual “Compference” (<i>PayScale User Conference</i>)</li> <li>• Comptopia (<i>PayScale User Community</i>)</li> </ul>



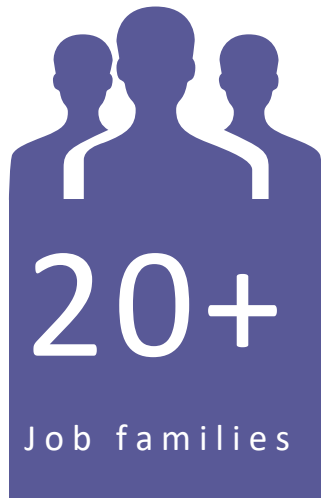
# APPENDIX C: DATA QUALITY & TOTAL REWARDS APPROACH

# SURVEY SNAPSHOT 2019 MERCER BENCHMARK DATABASE SURVEY

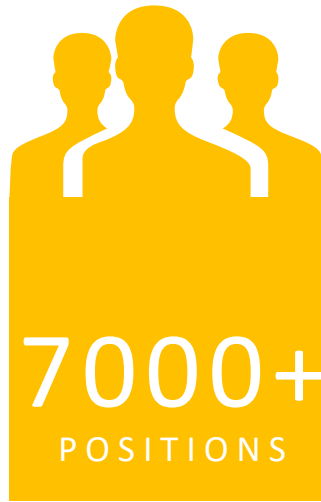
Premier general industry database for evaluating and creating competitive compensation offerings.



Experience the flexibility of choice



More than 120 sub-families



More than 3,000 organizations



**BLEND  
POSITIONS**

ACROSS  
1,000+  
Benchmarks

**CREATE  
REPORTS**

Customized  
reporting

**COMPARE  
DATA**

Supplement industry specific

# PAYSCALE'S COMPANY SOURCED DATA



Peer to peer HRIS data to create an employer- sourced dataset. All participants are PayScale customers who both subscribe to our survey management products and have opted into participation.

- Most up-to-date employer sourced data
- Automated job matching
- Instantaneous upload
- Full control (weighting, matching, adjustments)
- Updated quarterly
- 5,40+ jobs\*
- 1,850 companies\*
- 2.5+ million employees\*
- Multiple organization size, industry and geo cuts

*\*Reflective of 2020 Q1 (January) release*

# ABOUT MERCER'S NATIONAL SURVEY OF EMPLOYER-SPONSORED HEALTH PLANS



## Oldest

Marking 34 years of measuring health plan trends



## Largest

2,558 employers participated in 2019



## Most comprehensive

Extensive questionnaire covers a full range of health benefit issues and strategies



## Statistically valid

Based on a probability sample of private and public employers for reliable results



## Includes employers of all sizes, all industries, all regions

Results project to all US employers with 10 or more employees



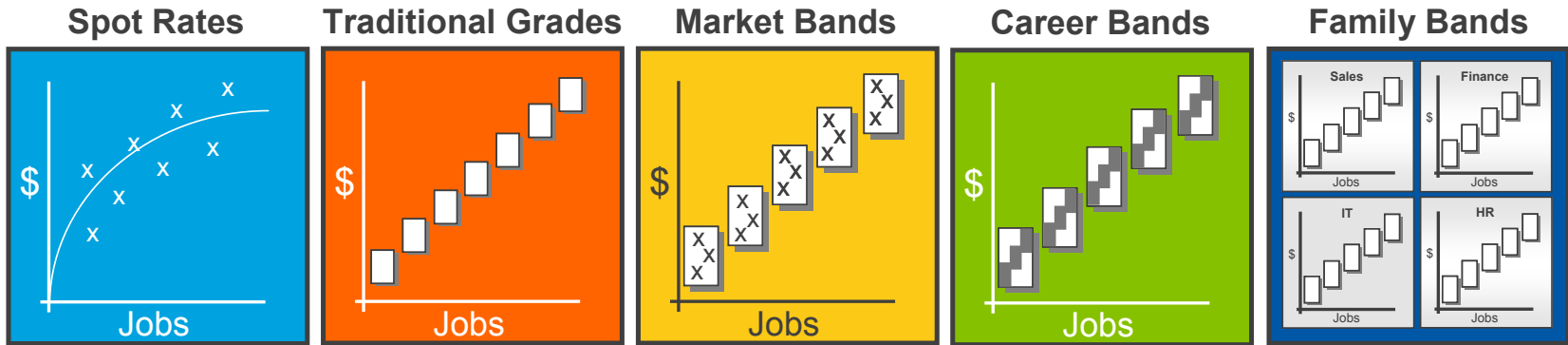
## Employer size groups in this presentation

Small: 10–499 employees  
Mid-sized: 500–4,999  
Very large: 5,000+  
Employers w/ 500+ employees

# JOB EVALUATION IN REWARDS DESIGN

## STRUCTURE DESIGN INFLUENCES TYPE OF JOB EVALUATION USED FOR NON-BENCHMARK JOBS

ILLUSTRATION



<b>Range Numbers</b>	• None	• 15 to 25	• 6 to 12	• 4 to 8	• 4 to 8 (per family)
<b>Range Widths</b>	• None	• 40% to 50%	• 50% to 200%	• 100% to 200%	• 30% to 60%
<b>Band Progression</b>	• None	• 10% to 25%	• 25% to 50%	• 25% to 50%	• 10% to 25%
<b>Control Points</b>	• Market Anchors	• Midpoints	• Anchors/Zones	• Anchors/Zones	• Anchors/Zones
<b>Non-Benchmark Slotting</b>	• Market interpolation	• Whole job ranking or point factor	• Whole job ranking or point factor	• Level guides or point factor	• Whole job ranking or point factor





# APPENDIX D: EXPERIENCE WITH SIMILAR PROJECTS

# MERCER CASE STUDY: GOVERNMENT MUNICIPALITY IN THE MIDWEST

## CLIENT

The largest county in the state, home to around 20% of the state's population

## CHALLENGE

Develop total reward strategy, with an emphasis on compensation and benefits reform.

## SOLUTION

Total rewards strategy including compensation, benefits and careers; roadmap for suggested reforms, with preliminary scoping and cost estimates

## OUTCOME

Employees have clarity about the possible paths and value of total package.

“*The clarity that our employees have regarding their total package is a clear differentiator for us.*”

# MERCER CASE STUDY: GOVERNMENT MUNICIPALITY IN THE SOUTHWEST

## CLIENT

Town in Arizona with  
~250,000 residents

## CHALLENGE

Inconsistent programs that  
were not market aligned —  
lack of clarity, confusion, and  
poor employee perceptions

## SOLUTION

New consistent salary  
structures, aligned to local  
market with a benefits value  
analysis

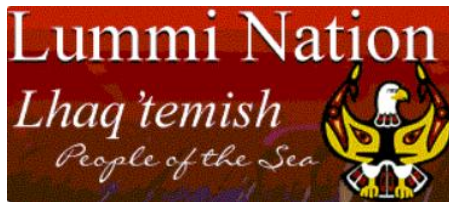
## OUTCOME

Improved employee  
engagement, consistent  
framework and  
compensation processes



# PAYSCALE EXPERIENCES WITH SIMILAR PROJECTS

- Payscale supports over 8,000 subscription customers to make salary decisions for over 13 million employees
- PayScale supports the below sample customers with:
  - Technology solutions to streamline the compensation analysis process
  - Live market data, to access market data for their unique tribal governmental jobs that are hard to source with major survey vendors





# APPENDIX E: ABOUT PAYSCALE & MERCER

# WHO MERCER IS

.....

**A GLOBAL FORCE OF MORE THAN  
25,000 INDIVIDUALS**

**PASSION FOR ENHANCING THE HEALTH,  
WEALTH, AND CAREERS OF MORE THAN  
125 MILLION PEOPLE WORLDWIDE**

.....

**UNITED BY A SINGLE IDEA:  
TO MAKE LIVES BETTER TOMORROW  
THROUGH ACTIONS WE TAKE TODAY**

 **MERCER MAKE TOMORROW, TODAY**

# The PayScale Story



## Founding and Early Days

- PayScale creates modern comp approach through:
  - Crowdsourcing data
  - Big data analytics
- Shift from consumer website to B2B

## Building a Market Leader

- \$100M investment from Warburg Pincus
- Develops software and services solutions
- Predictive analytics
- Machine learning

## PayScale Goes Enterprise

- Expanded focus from SMB only to SMB through Enterprise
- Gone from employee contributed to employee and employer contributed data
- PayScale acquires MarketPay
- 30%+ of Fortune 1000 customers
- Blend of market leading survey management functionality with leading SaaS best practices

## Multi-Product Platform

- 45%+ of Fortune 1000 customers
- Launched Manager products and built out platform technologies
- Double the size of the competitors combined
- Launches alliance with Mercer to acquire and migrate ePRISM customers

## Extending Leadership Position

- Pricing and product packaging optimization
- International market expansion
- Continued product innovation and module development
- Execute on a variety of strategic M&A initiatives







## NON-DISCLOSURE AND CONFIDENTIALITY AGREEMENT

This Non-Disclosure and Confidentiality Agreement (“Agreement”) is entered into by and between the Oneida Nation, whose mailing address is PO Box 365, Oneida, Wisconsin, 54155, and

**Company Name:** Mercer (US) Inc.

**Address:** 1166 Avenue of the Americas New York, NY 10036

**1. Confidential Information.** Confidential Information means any and all information and documents, including copies, whether marked or unmarked as “Confidential”, that the Oneida Nation treats and regards, without limitation, as confidential and/or proprietary, and that is disclosed to the Recipient in writing, or if disclosed orally, is reduced to writing and delivered to the Recipient, within thirty (30) days after such oral disclosure. Unless agreed otherwise, all information and documents belonging to the Oneida Nation, and all copies of such information, shall be returned to the Oneida Nation promptly upon completion of the project or services provided. All Confidential Information is provided “as is” and no representation or warranty as to accuracy or completeness is provided by the Oneida Nation. Notwithstanding anything to the contrary in the foregoing, Recipient, subject to the terms and conditions of this Agreement, may (i) retain copies of Confidential Information that it is required to retain by law or regulation, (ii) retain copies of its work product that contain Confidential Information for archival purposes or to defend its work product and (iii) in accordance with legal, disaster recovery and records retention requirements, store such copies and derivative works in an archival format (e.g. tape backups), which may not be returned or destroyed.

**2. Applicability.** This Agreement shall apply to all officers, employees, agents, directors, and representatives of Recipient. Unless otherwise agreed between the parties, the provisions of this Agreement shall indefinitely survive any and all contracts, and any amendments thereto, entered into between the parties.

**3. Ownership.** All Confidential Information shall remain the property of the Oneida Nation. Upon the Oneida Nation’s written request, all Confidential Information shall be promptly returned to the Oneida Nation, or destroyed in accordance with the Oneida Nation’s written instructions to Recipient. Nothing in this Agreement shall be construed as granting or transferring any property ownership rights to the Recipient or any third party. However, Recipient may retain copies of its work product that contain Confidential Information for archival purposes or to defend its work product, and in accordance with legal disaster recovery and records retention requirements, store such copies and derivative works in an archival format (e.g. tape backup), provided that the information will remain Confidential as long as it is retained.

**4. Exclusions.** The parties agree that any information will not be deemed Confidential Information, and the Recipient shall have no obligation hereunder, where such information (i) was in the public domain prior to this Agreement, or subsequently came into the public domain other than as a result of disclosure by the Recipient; (ii) is independently developed by the Recipient without the use of or reliance on the Oneida Nation’s Confidential Information; (iii) is disclosed

to the Recipient by a source other than the Oneida Nation and such source is not violating any applicable confidentiality obligations; or (iv) is approved for release by written authorization of the Oneida Nation.

**5. Standard of Care.** Recipient shall treat all Confidential Information provided by Oneida Nation as proprietary and confidential and Recipient shall not disclose such information to any third party except Recipient's current employees, officers, directors, agents or legal, financial or business advisors or independent contractors who have a need to know such information unless and until Recipient has obtained the prior written consent of Oneida Nation. Recipient shall safeguard all Confidential Information with at least the same degree of care to avoid disclosure as Recipient uses to protect its own proprietary and confidential information, but no less than reasonable care. Recipient shall not use any Confidential Information other than in connection with the proposal, project, and/or services, and shall not knowingly or negligently use such information for their own benefit or for the benefit of other third parties.

**6. Disclosure to Third Parties.**

**a.** Where Recipient is required to disclose Confidential Information to any third parties, such disclosure shall be on a need to know basis, and Recipient agrees to require its sub-contractors and any other third parties to be bound by the obligations set forth in this Agreement.

**b.** If Recipient or any of its officers, employees, agents, directors, and representatives is required to disclose confidential information by applicable law to a court or other tribunal, then Recipient shall immediately notify the Oneida Nation.

**7. Equitable Relief.** Recipient acknowledges that any breach of any provisions of this Agreement to maintain the confidentiality of Oneida Nation's Confidential Information will cause irreparable harm to the Oneida Nation for which no adequate remedy at law exists. The parties agree that, in addition to any other remedies and rights available to Oneida Nation, in the event of any such breach by Recipient, the Oneida Nation shall have the right to seek a court order or injunctive relief, in addition to any other rights and remedies available at law, without further notice to protect its Confidential Information and to halt any unauthorized disclosure thereof.

**8. No Waiver.** No waiver by either party of any default or breach by the other party of any provision of this Agreement will operate as, or be deemed a continuing waiver, and no delay in exercise of a right shall constitute a waiver, of any other or subsequent default or breach.

**9. Assignment.** Neither party to this Agreement may assign or otherwise transfer any of its rights or obligations under this Agreement to any third party without the prior written consent of the other party. No permitted assignment shall relieve a party of its obligations hereunder with respect to any Confidential Information disclosed prior to the assignment. Nothing in this Agreement shall be construed to create a partnership or joint venture between the parties.

**10. Headings; Severability.** The headings contained in this Agreement are provided for convenience only and are not intended to define, alter, limit or describe the scope or intent of any

provision of this Agreement. The invalidity of any part of this Agreement shall not affect the remaining parts hereof.

**11. Governing Law.** This Agreement shall be construed in accordance with the laws of the State of Wisconsin, without regard to conflict of laws principles. In the event of any inconsistency or conflict in the language between this Agreement and any attachments to this Agreement, this Agreement shall control.

**12. Entire Agreement.**

**a.** This Agreement constitutes the entire agreement and understanding of the parties on the subject matter hereof and supersedes all prior or contemporaneous communications, agreements, and understandings, whether written or oral, relating hereto. This Agreement may be executed in counterparts, by original or facsimile signature, each of which shall be deemed an original and such counterparts together shall constitute one and the same Agreement.

**b.** Where a disclosure of Confidential Information is made to Recipient for bids, quotes, or proposals, which list is not all inclusive, nothing in this Agreement, or in any discussions undertaken or disclosures made pursuant hereto, shall (i) be deemed as a commitment to engage in any business relationship, contract, or future dealings between the parties, or (ii) limit either party's right to enter into similar discussions or perform similar work to that undertaken pursuant hereto, so long as said discussions or work do not violate this Agreement.

**c.** It is further provided that if no contract agreement is entered into between the parties subsequent to this Agreement, the obligations of this Agreement shall survive indefinitely. Any obligations under this Agreement shall terminate when any Confidential Information ceases to be secret or enters into the public domain, unless such event occurs as a result of wrongful conduct or a breach of this Agreement by the Recipient.

**13. Sovereign Immunity.** Limited Waiver of Sovereign Immunity - Oneida Nation hereby grants Recipient, a limited waiver of sovereign immunity solely for the limited purpose of enforcing the terms of this Agreement involving any claims in accordance with the governing law set forth below. This limited waiver is granted solely for the limited purpose of Recipient enforcing the terms of this Agreement and shall be regarded as a limited waiver of sovereign immunity in any proceeding commenced solely by Recipient for such purpose. Nothing contained in this limited waiver shall be construed to confer any benefit, tangible or intangible, on any person or entity not a party to this Agreement, including, without limitation, assigns, or as a waiver with respect to any such third person or entity.

**14. Notices.** All notices required by this Agreement will be in writing and sent in any commercially reasonable manner, including certified mail, return receipt requested, facsimile, or any other customary means of communication to the other party's representative at the applicable mailing address set forth below. Notices to the Oneida Nation shall be sent to the attention of person named below. Notices to Recipient shall be sent to the attention of the person named below.

The effective date of any Notice shall be the date of personal service or three days after mailing. Any notice given otherwise than in accordance with this Article shall be deemed ineffective. Either party may change representative or address by written notice to the other party.

ONEIDA NATION:

COMPANY:

Oneida Nation  
Human Resources Department  
Attn: Geraldine Danforth  
Area Manager, Human Resources  
Post Office Box 365  
Oneida, WI 54155

Firm  
Name  
Title  
Street Address  
City, State ZIP

IN WITNESS WHEREOF, Oneida Nation and Recipient have executed this Agreement on the date below.

ONEIDA NATION:

Mercer (US) Inc.

By: \_\_\_\_\_  
Geraldine Danforth  
Area Manager  
Human Resources Department

By: \_\_\_\_\_  
Name  
Title

Date: \_\_\_\_\_

Date: \_\_\_\_\_

CONSULTANT/CONTRACTOR  
CONFLICT OF INTEREST  
DISCLOSURE FORM

I, Damien McGuigan, on behalf of Mercer (US) Inc.

the "Contractor"), declare this to be a full and complete disclosure of all conflicts of interest with the Oneida Nation. Conflict of interest means any interest, whether it be personal, financial, political, or otherwise, that conflicts with any right of the Oneida Nation to property, information, or any other right to own and operate its enterprises, free from undisclosed competition or other violation of such rights of the Oneida Nation. Therefore, I affirm to the best of my knowledge the following:

- 1. The Contractor is not an employee of the Oneida Nation. *(Must include job description if employee of the Oneida Nation.)*
- 2. The Contractor is neither presently involved in, nor is it contemplating any legal actions against the Oneida Nation.
- 3. The Contractor is not presently involved in any activity or has any outside interests that conflict or suggest a potential conflict with the Oneida Nation.
- 4. The Contractor is neither involved in nor does it own any business investments which are related to or connected with the Oneida Nation, its programs, departments, or enterprises
- 5. Neither the Contractor, nor any of its representatives, holds any positions as director or officer in any public or private groups, firms, organizations, or other entities which are substantially or wholly owned by the Oneida Nation. No representative of the contractor sits on any board, commission, or committee of the Oneida Nation. No officer or director of the Company has any conflict as defined above
- 6. The Contractor is neither applying for, nor receiving, any special services, grants, loans or other programs provided by the Oneida Nation, and has no pending contracts with the Oneida Nation, except as herein disclosed and listed below:

If NONE, please check

Enter disclosures, if any

*(Attach additional pages, if necessary)*

During the term of the contract or any extension thereof, I will promptly report any situation which may involve, suggest or appear to suggest any conflict that I may have with the Oneida Nation. If a conflict arises, I am informed and understand that the Oneida Nation may in its sole discretion, terminate the contract without obligation to me. Further, failure to report any conflict shall also be cause to terminate my contract.

Signature:  Date: June 7, 2021

### Approve Carrie Lindsey to participate on the National Native Elder Justice Advisory Committee Oneida Business Committee Agenda Request

1. Meeting Date Requested: 07 / 14 / 21

2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept participation for Carrie Lindsey in the National Native Elder Justice Advisory Committee.

3. Supporting Materials

Report  Resolution  Contract

Other:

- 1.  3.
- 2.  4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

5. Submission

General Manager Approval: Mark W. Powless  
Digitally signed by Mark W. Powless  
Date: 2021.07.07 10:07:13 -05'00'

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Carrie Lindsey, Case Management Program Manager  
Your Name, Title / Dept. or Tribal Member For Dr. Vir in his absenc

Additional Requestor: Dr. Ravinder Vir, Medical Director Oneida Comprehensive Health  
Name, Title / Dept.

Additional Requestor: Debra Danforth, Comprehensive Health Division Director  
Name, Title / Dept.

Digitally signed by J Danforth  
Date: 2021.07.06 14:55:40 -05'00'

Digitally signed by Debra J Danforth  
Date: 2021.07.06 14:55:16 -05'00'

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Carrie Lindsey has been invited to participate as a steering committee member for the proposed project in response to the Administration for Community Living Funding Opportunity HS-2021-ACL-AOA-IERC-0034. It is proposed that she would serve on the committee as a national resource for tribal leaders, organizations, health staff, elder advocates, and other tribal and urban Indian health staff. The committee will utilize a multidisciplinary approach focused on stakeholder engagement, and collaboration building that is critical to accomplish the overall outcomes defined in the grant.

The specific activities of the steering committee as part of quarterly meetings may include:

- tentative participation in one in-person meeting in year one of the grant and potentially subsequent years (if funding allows);
- participation in quarterly web meetings;
- aid staff in identifying and building a multidisciplinary network of tribal staff, advocates, and elders interested in enhancing efforts to address elder abuse;
- provide preliminary feedback on new products developed as part of this grant;
- serve as subject matter expert for webinars and e-news content as needed;
- advise project staff on the means for distributing new products and announcements and sharing as appropriate to my network, community, and colleagues;
- on an ongoing basis assist with identifying new resources, best practices, research, and information applicable to Indian country and Alaska and sharing with resource center staff; and
- identify and advise on opportunities for improvements in project operations based on ongoing evaluation efforts.

It is understood that the most pressing needs for the Steering Committee in year one are to conduct an environmental scan, design and implement a robust national needs assessment, and begin work to build private and public partnerships to support work to address the problem. Carrie Lindsey would commit to assisting with that process to the extent feasible. In addition, core areas the steering committee will assist with in the first two project years include identification of programmatic priorities based on expertise and experience with elder abuse and input on evaluation efforts undertaken as part of the grant.

This opportunity will allow for the Oneida Nation access to training opportunities and allow for the work we do in Comprehensive Health around elder abuse prevention and reporting to be a leader on a national level in Native American communities.

Thank you for your consideration.

Carrie Lindsey

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)



## International Association for Indigenous Aging (IA<sup>2</sup>) A Collaborative Approach to Addressing Elder Justice in Indian Country: Honoring Sovereignty, Culture, Diversity, and Tradition

### Draft Project Overview Document for National Steering Committee Members

The **purpose** of IA<sup>2</sup>'s 5-year Native American Elder Justice Initiative (NAEJI) project proposal is to develop a national project that identifies and incorporates locally tailored, culturally relevant activities to address the epidemic of violence among American Indian and Alaska Native (AIAN) elder populations.

#### IA<sup>2</sup>'s two major project goals:

1. Establish a robust and responsive national hub for elder abuse training, technical assistance, subject matter expertise access, and targeted resources for tribes, tribal leadership, tribal elder justice staff, tribal health staff including Urban Indian Health Centers, and tribal elder services advocates.
2. Advance community engagement among tribes and tribal member-serving organizations and build local capacity to:
  - promote and implement best and promising practices to prevent and mitigate the impact of elder abuse and provide holistic assistance to victims of elder abuse and financial exploitation from within and for Indian country, Alaska Natives, and for urban dwelling AIAN peoples;
  - offer training in technical assistance in three primary areas beginning in Year 1 including APS, MDTs, and restorative justice, and other topics and future year topics based on needs assessment findings;
  - continue to identify, and disseminate model Tribal codes and provide technical assistance for tribal implementation; and
  - identify non-AIAN specific evidence-informed and evidence based activities and resources that can be adapted for implementation with Native populations.

A core of proposed work in Year 1 focuses on tribal and non-tribal multi-level stakeholder engagement and collaboration building as the foundation for all future project activities.

Our approach to this work will be built on our belief in **values that** promote tribal sovereignty over work in local communities, respect cultural traditions and knowledge while encouraging innovation, recognize the importance of mutually beneficial collaborations and partnerships, and acknowledge the rights of sovereign tribal nations to work in a way that honors their culture, diversity, and traditions.





### **Proposed Year 1 Major Project Activities**

- Convene a multidisciplinary **National Steering Committee** of tribal and non-tribal representatives, subject matter experts (SMEs), consumers, caregivers, and national advocacy organizations to advise and guide project activities
- Develop project evaluation and performance management plan that incorporates principles of indigenous evaluation frameworks
- Design and implement comprehensive national needs assessment to guide future project planning and resource development
- Formalize collaboration with select federal agencies and federally-funded entities
- Establish electronic communication mediums for public engagement and outreach: website, monthly e-news, list serv for document storage and online discussions
- Conduct environmental scan to identify tribal resources and promising practices
- Asset mapping of available tribal programs and resources for elder mistreatment
- Webinars series focused on training in APS roles and collaboration, MDTs, and restorative justice
- Create national train-the-trainer community elder justice awareness model program that includes training for Elder Justice champions to conduct community outreach sessions

### **Proposed Measurable Project Outcomes**

- Assess needs related to elder abuse and financial exploitation among Native people and elder abuse advocates to identify community priorities by stakeholder groups and allow for creation of culturally informed information resources.
- Increase in awareness of the existence of the NAEJI resource center's available training, technical assistance and resources.
- Increase in people reached by Native-focused communications about elder abuse and financial exploitation.
- Increase in knowledge and satisfaction of tribal community staff and leadership and urban Indian program staff with training and technical assistance provided as part of the project.
- Increase in the number of (new) promising and best practices being implemented to address elder abuse in tribal and urban Indian communities.
- Increase in routine peer-to-peer consultations and networking opportunities among tribal community elder abuse advocates and staff to promote problem-solving and innovation.



### Proposed National Steering Committee Potential and Invited Participants (Draft)

A guiding principle for our work will be centering the knowledge, experience, and voices of our tribal members and elders, and tribal representatives in all of our proposed activities. Activities are designed to align, leverage, and coordinate public and private work.

Individual or Organization	Potential Role
Hallie Bongar White, JD, Executive Director, Southwest Center for Law and Policy (SWCLAP)  National Tribal Trial College, National Indian Country Clearinghouse on Sexual Assault, Co-Director Sexual Assault Forensic Examinations, Services, Training, Access, and Resources - SAFESTAR	National Steering Committee, Coordination with Existing SWCLAP Centers, Access to Training Curriculums, SME: tribal code implementation expertise, policy guidance and implementation, jurisdictional issues
Renee Bourque (Muscogee), MS, BS, Project Manager, National Center for Victims of Crime, Victims Assistance to Support Tribes (VAST)	National Steering Committee, Access to StrongHearts Native Helpline for domestic and sexual violence, Interface with Tribal Violence Coalitions, Collaboration on Tribal Violence Resource Mapping Tool, SME and training and technical assistance, Coordination on Access to National Training Institute
Eden Ruiz-Lopez, MPA, Assistant Deputy Director, National Center for Elder Abuse (NCEA)	Coordination with ACL-funded NCEA resource center, Coordination with OVC's National Elder Abuse Multidisciplinary Teams (MDT) Training and Technical Assistance Center @ Weill Medical College of Cornell University
National Adult Protective Service Association (NAPSA)	National Steering Committee, SME on Adult Protective Service Program Development and Enhancement, Coordination on Donation of Conference Space and Training at Annual Conference
National Indian Council on Aging	National Steering Committee, Coordination on Donation of Conference Space at Annual Elder Conferences
William Benson, Health Benefits ABCs and IA <sup>2</sup>	National Steering Committee, SME in APS, MDT, elder abuse, Facilitate National Steering Committee Meetings, Coordination with NAPSA
Lisa Nerenberg, MSW, MPH, Executive Director, California Elder Justice Coalition	National Steering Committee, SME in Restorative Justice
Melissa Brown, JD, BA, McGeorge School of Law, Director McGeorge Legal Clinics, Supervisor Elder & Health Law Clinic	National Steering Committee, SME in Elder Law
Susan Lynch, JD, DrPH, Harvard Center for Excellence*	National Steering Committee


**INTERNATIONAL ASSOCIATION FOR  
INDIGENOUS AGING**

Justice in Aging*	National Steering Committee
National Center for Urban Indian Health (NCUIH)*	National Steering Committee, Facilitate Outreach and Engagement of Urban Indian Health Center Staff (via webinars, national meeting, and e-news), Review New Resources and Content
Ron Redday, Program Director, Sisseton Wahpeton Oyate Tribe, South Dakota	National Steering Committee, Tribal Liaison
Lori Michaud, APS Caseworker, St. Regis Mohawk Tribe, New York	National Steering Committee, Tribal Liaison
Mary Weston, AAA Program Manager, Inter Tribal Council of Arizona	National Steering Committee, multi-Tribal Liaison
Janelle Pocowatchit, Native American Lifelines, Boston Program Manger*	National Steering Committee, SME Urban Indians
Carla Eben, Pyramid Lake Paiute Tribe, Senior Services Director (Title VI)*	National Steering Committee, Tribal Liaison
Carrie Lindsey, BSW, CSW* Long Term Care Case Management Program Manager, Oneida Comprehensive Health Division, Wisconsin	National Steering Committee, Tribal Liaison
Ad Hoc: Erin Martin, Director of Training Project Development, California District Attorneys Association	Setup and Assist with Manage and Moderation of Sidebar Community for Peer Support ( <a href="#">List</a> <a href="#">Set</a> )

\*Invited participants, not yet confirmed

### Oneida Business Committee Agenda Request

Approve Debra Miller to participate as a member to the Wisconsin Dementia Resource Network (WDRN).

1. Meeting Date Requested: 07 / 14 / 21

2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

Accept participation for Debra Miller in Wisconsin Dementia Resource Network (WDRN) Advisory Board.

3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

5. Submission

General Manager Signature: **Mark W. Powless**  
Digitally signed by Mark W. Powless  
Date: 2021.07.07  
10:09:33 -05'00'

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Debra Miller, Tribal Dementia Care Specialist  
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Dr. Ravinder Vir, Medical Director Oneida Comprehensive Health  
Name, Title / Dept. Approved by DD for Dr. Vir on 07.02.2021

Additional Requestor: Debra Danforth, Comprehensive Health Division Director  
Name, Title / Dept. Approved by DD on 07.02.2021

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Debra Miller has been invited to participate as a member to the Wisconsin Dementia Resource Network (WDRN) advisory board. It is proposed that she would serve on the advisory board as a resource for others members on the board. WDRN advisory board members currently are from Alzheimer's Association WI Chapter, Wisconsin Indianhead Technical College, Alzheimer and Dementia Alliance of WI, Wisconsin Alzheimer's Institute, ADRCs, DCS, Greater Wisconsin Agency on Aging Resources, Fox Valley Memory Project, Community Care, Advocate Aurora Health Care, and Door County Medical Center. Debra Miller would be bringing diversity to the board helping the board to be reflective of all of Wisconsin and the the people who call it home.

Expectations will be participation in a monthly web meeting and helping the WDRN achieve their goal of increasing awareness, reducing stigma, and increasing access to dementia capable services leading to earlier diagnosis of dementia.

This opportunity will allow the Oneida Nation enhanced exposure to dementia resources in the state of Wisconsin and allow for the work we do in Comprehensive Health around dementia to be recognized at a state level.

Thank you for your consideration.

Debra Miller

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)



**Wisconsin Alzheimer's Institute**  
UNIVERSITY OF WISCONSIN  
SCHOOL OF MEDICINE AND PUBLIC HEALTH

## Wisconsin Dementia Resource Network (WDRN)

### PURPOSE

Many areas of Wisconsin have developed promising practices to enhance their dementia-friendly communities and help build dementia capable organizations in their community. The purpose of the WDRN is to support the development and growth of dementia-friendly communities by identifying and sharing best practices, resources, and information to improve the quality of life of people living with dementia and their families.

### VISION

People living with dementia and those who care about them feel respected, understood, welcomed, supported and engaged in Wisconsin communities.

### MISSION

Enhance the ability of Wisconsin communities to create supportive and inclusive environments for people living with dementia.

### PARTNERS

The WDRN was developed in collaboration with a founding task force of statewide partners, and is guided by an advisory board comprised of individuals who represent key stakeholders and organizations from throughout the state.

Members include, but are not limited to, representation from Wisconsin Department of Health Services, Alzheimer's Association Chapters, Alzheimer's and Dementia Alliance of Wisconsin, managed care organizations dementia leads, dementia care specialists, members of dementia friendly county coalitions, aging and dementia resource centers and aging units, EMS, fire and police departments, healthcare organizations, people with dementia and their families and other people who are interested in helping their communities to better care for people with dementia.

### HOW DOES THE WDRN WORK?

As the backbone organization and convener, the Wisconsin Alzheimer's Institute (WAI):

- Organizes and hosts two in-person meetings and four webinars each year to showcase dementia friendly best practices. WAI circulates the agenda ahead of time so participants can join if they are interested in the topic.
- Connects stakeholders who want to adopt a new practice or program with experts around the state who can help them with program start-up.
- Authors and shares best practice guides on specific topics of interest.

### WHAT ARE THE ULTIMATE GOALS OF THE WDRN?

The ultimate goals are to increase awareness, reduce stigma, and increase access to dementia-capable services, leading to earlier diagnosis and better quality of life for people with dementia.

### WANT TO LEARN MORE?

Visit the WAI website at <http://wai.wisc.edu/publichealth/wdrn.html>

### WANT TO JOIN?

Email WAI at [WDRN@mailplus.wisc.edu](mailto:WDRN@mailplus.wisc.edu) to be added to the WDRN email list.