

Oneida Nation

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Oneida, WI 54155

BC Resolution # 12-13-23-E

Approval of Amendment No. 2 to the Oneida Nation Enterprise 401(k) Plan Increase of Automatic Deferral Percentage to 5% for Participants in, Newly Hired Employees, and Newly Eligible Employees

- 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 Nation sponsors a tax-qualified retirement plan for the benefit of its non-governmental employees, known as the Oneida Nation Enterprise 401(k) Plan (the "Enterprise Plan"); and
- WHEREAS,** the Nation desires to change the automatic deferral percentage to five percent (5%) for participants in the Enterprise Plan, newly hired employees, and newly eligible employees, effective January 1, 2024; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee hereby ratifies and confirms the increase of the automatic deferral percentage to five percent (5%) for participants in the Enterprise Plan, newly hired employees, and newly eligible employees, effective January 1, 2024.

BE IT FINALLY RESOLVED, the Oneida Business Committee hereby ratifies and confirms the execution of the following plan documents in accordance with the actions approved in this Resolution: Amendment No. 2 to the Oneida Nation Enterprise 401(k) Plan.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 8 members were present at a meeting duly called, noticed and held on the 13th day of December, 2023; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 1 member not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."