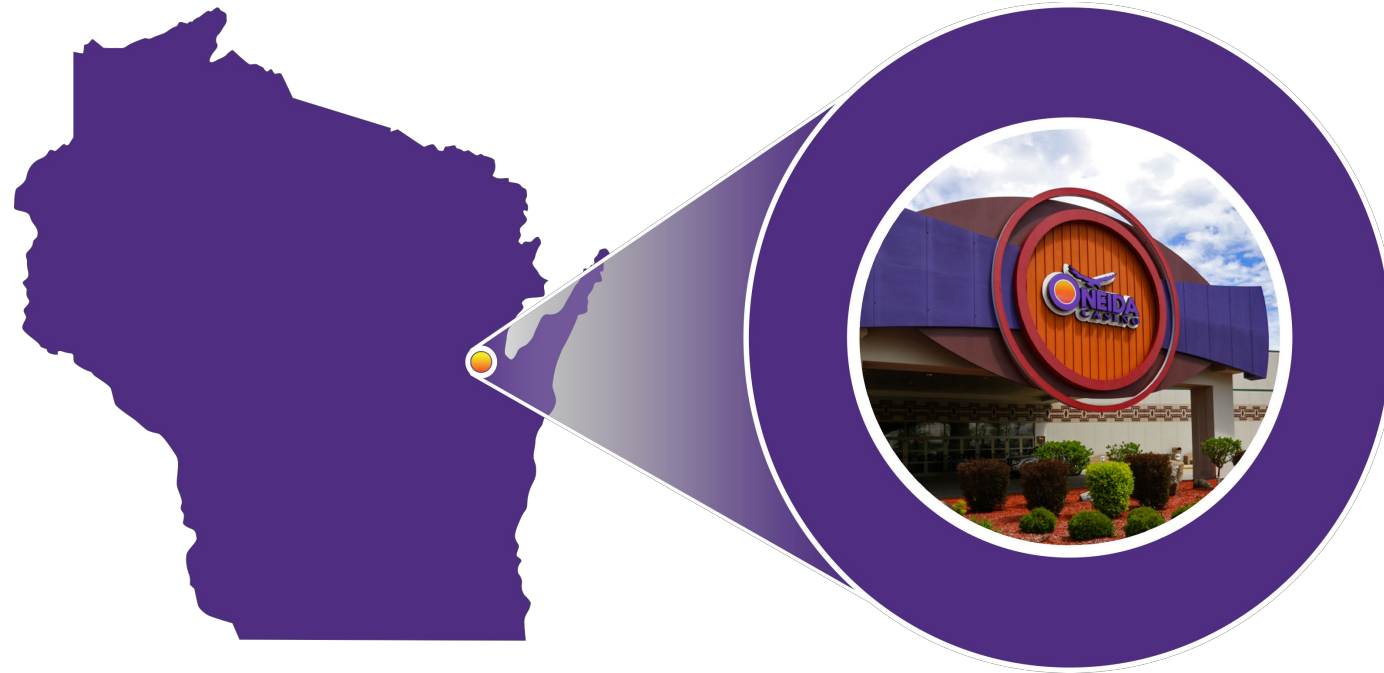


# ONEIDA CASINO VISION



**Wisconsin's First Choice for Casino Entertainment**

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# ONEIDA CASINO MISSION



Gaming Professionals Working Together to  
Provide a Friendly, Safe, and  
Fun Gaming Experience

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# ONEIDA CASINO VALUES

## P.A.R.I.S



Professionalism

Accountability

Respect

Integrity

Sincerity

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# GAMING STRATEGIES

- **Reinvest in Facility**
  - GTC approved \$28mm in 2011
  - Completed under budget in 2014
- **Reinvest in Customers**
  - GTC approved in operational budgets 2022, 2023, 2024
- **Reinvest in Employees**
  - OBC Supports
  - Need GTC Support for 2025
- **Reinvest in the Future of Oneida Casino**
  - Consolidation with Hotel
  - Feasibility for future of Casino

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# 2024/2025 STRATEGIC PRIORITIES

- Feasibility Study/Casino Master Plan
- Casino/Hotel Consolidation
- HR Gaming/Program Relationship
- Employee Engagement & Satisfaction
- Internal and External Communications
- Short/Long Term Incentive
- Business Committee Support
- Strategic Employee Scheduling
- Tactical Planning
- Employment- Succession Planning
- Technology- Employee Skill Set
- On Boarding
- Hiring- Lack of Employees

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# 2024/2025 STRATEGIC PRIORITIES

- Strategic Workforce Planning
- 2024/2025 Gaming Budget
- Technology Research and New Applications
- Technology Software
- Player Development- Long Term Strategy
- Light & Wonder Relationship
- Sports Betting
- NFL Advertising/Draft
- On-Line Gaming
- Sponsorship Strategy
- Illegal Gaming
- Class II

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STRATEGIC PRIORITY:

# IMPROVE HUMAN RESOURCE MANAGEMENT

**STRATEGIC PRIORITY**  
Improve Human Resource  
Management

**KEY PERFORMANCE  
INDICATORS**

- **ATTENDANCE**
- **TURNOVER**
- **ENGAGEMENT**



## Current Engagement Initiatives

- Employee Survey
- Action Teams
- Benefits
- Wage Analysis

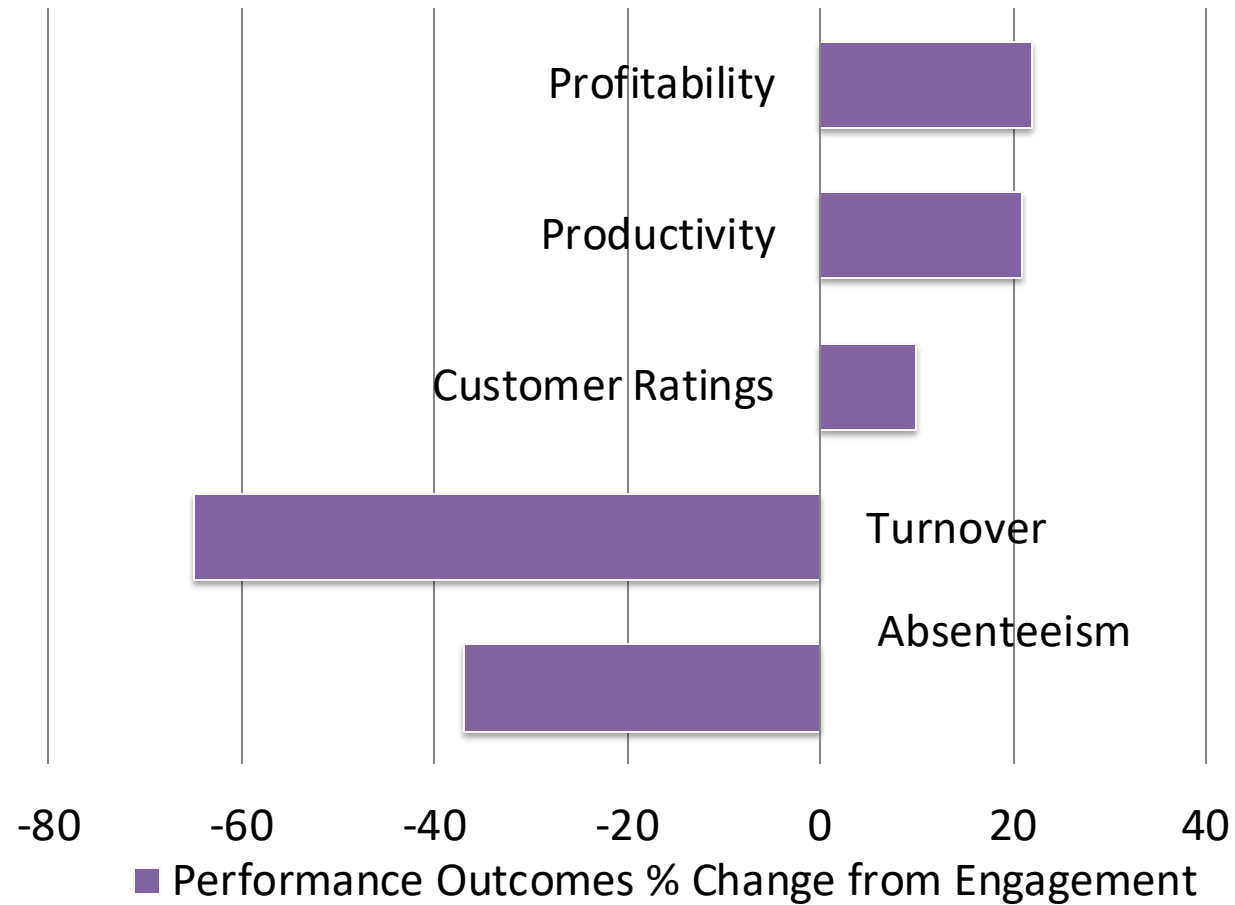


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# IMPORTANCE OF EMPLOYEE ENGAGEMENT



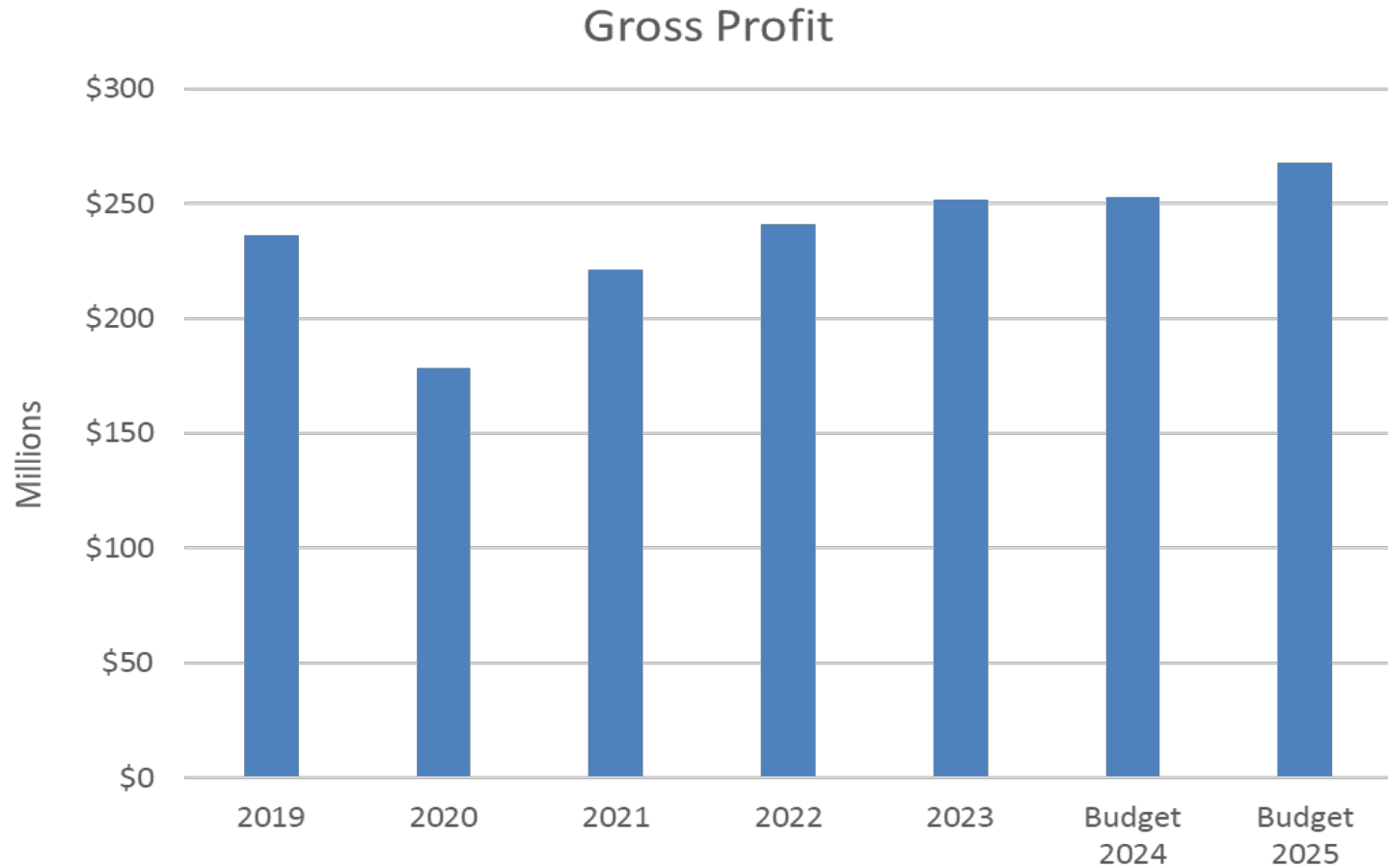
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# HISTORY OF GROSS PROFIT

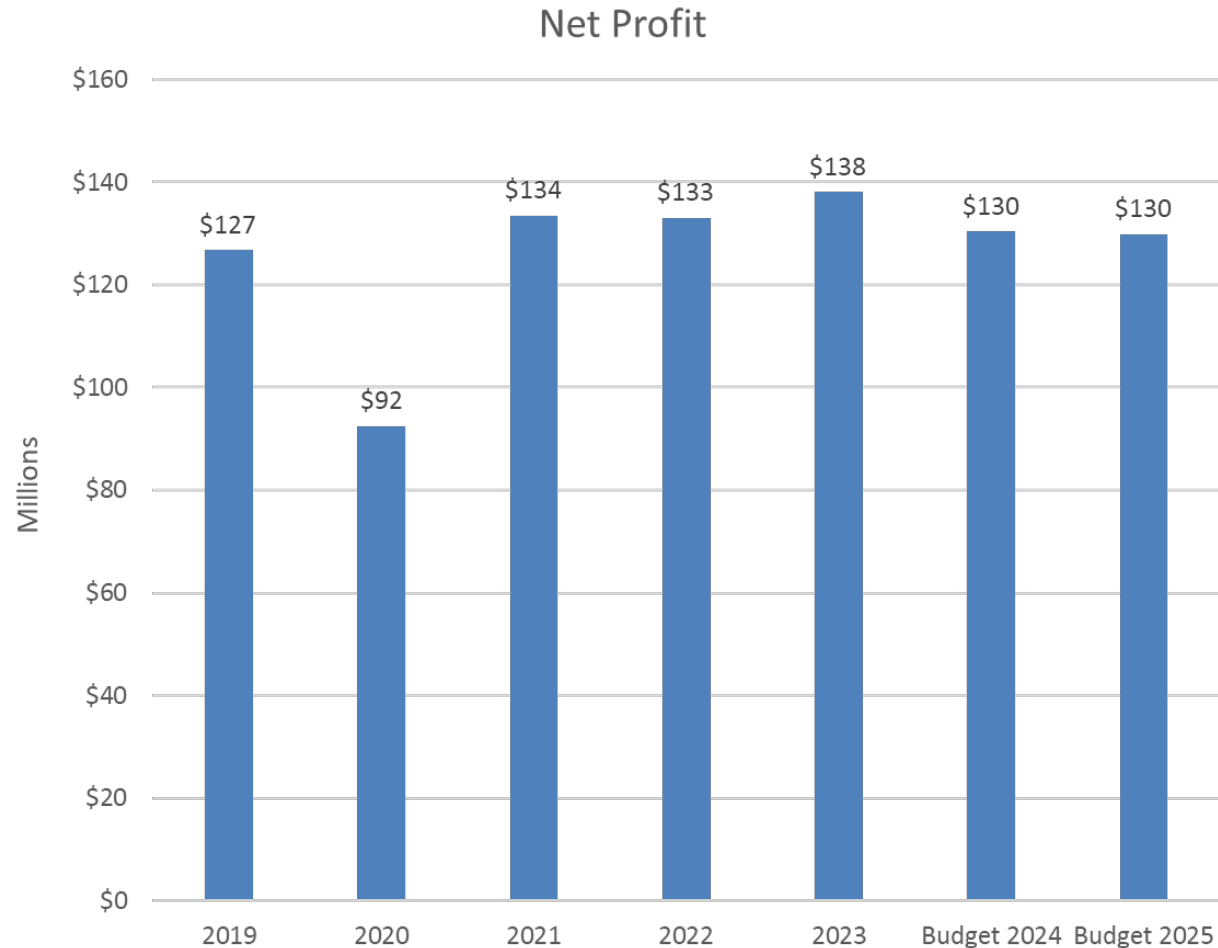


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# HISTORY OF NET PROFIT (2019 – Budget 2025)



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# GAMING & SECURITY EMPLOYEE REDUCTION

## (Full-Time Equivalent – FTE)

Yearly Snapshot	FTE	FTE Reduction Since 2008	FY Payroll \$	FY Gross Profit	Payroll % to Gross Profit
Mar 2008	1,571.50		\$45,965,717	\$226,183,097	20.3%
Apr 2010	1,413.00	(158.50)	\$40,884,091	\$207,812,678	19.7%
Feb 2012	1,282.50	(289.00)	\$38,186,560	\$207,971,861	18.4%
Feb 2014	1,244.50	(327.00)	\$37,093,600	\$189,130,145	19.6%
Feb 2016	1,207.75	(363.75)	\$38,224,848	\$212,183,743	18.0%
Feb 2018	1,232.50	(339.00)	\$40,675,835	\$230,368,429	17.7%
Feb 2019	1,199.50	(372.00)	\$41,188,793	\$235,637,303	17.5%
Jan 2020	1,201.50	(370.00)	\$31,939,096	\$178,550,926	17.9%
Feb 2021	872.25	(699.25)	\$31,336,360	\$221,527,319	14.1%
Mar 2022	838.25	(733.25)	\$39,217,113	\$241,379,478	16.2%
Mar 2023	837.00	(734.50)	\$38,810,503	\$252,009,074	15.4%
Feb 2024	822.50	(749.00)	\$40,952,377	\$252,933,319	16.2%

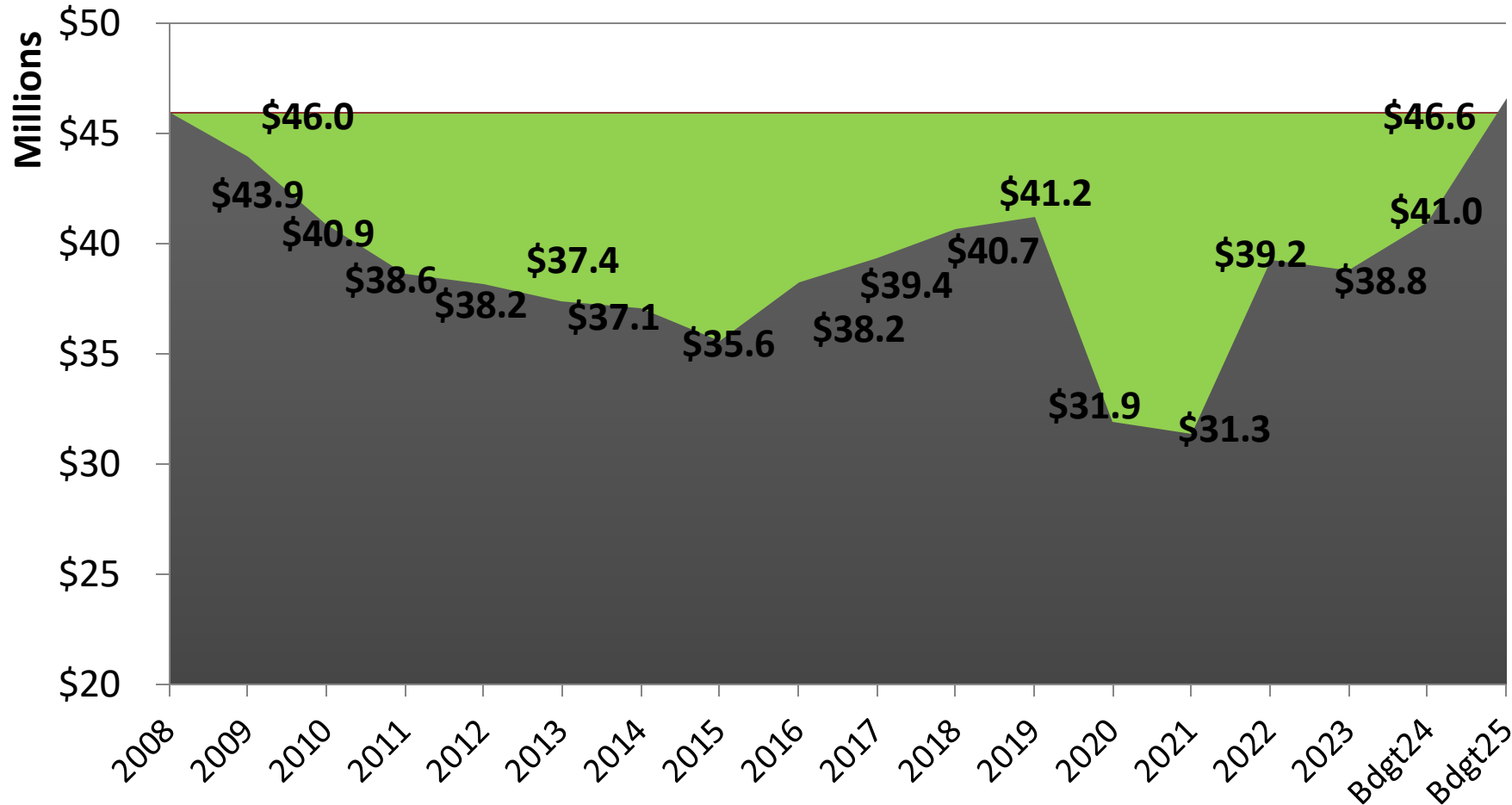


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# PAYROLL SAVINGS



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# GAMING STRATEGY FOR THE 2025 BUDGET

**Thank you!**

