

Oneida Nation

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Oneida, WI 54155

BC Resolution # 02-12-25-F

Business Committee 401(k) Savings Plan Notice of Employer Matching Contribution

- 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,** effective November 1, 2001, the Nation established the Oneida Business Committee Retirement Plan, known as the "Oneida Tribe of Indians of Wisconsin Business Committee 401(k) Savings Plan" (the "Plan"); and
- WHEREAS,** the Plan, covering relatively few participants, was amended and restated effective January 1, 2022 to adopt an IRS standard, pre-approved 401(k) plan in order to significantly reduce the administrative costs associated with the previously utilized, individually-designed 401(k) plan; and
- WHEREAS,** the Plan provides for discretionary, employer matching contribution and plan participants are receiving discretionary employer matching contributions of up to 5% of their compensation; and
- WHEREAS,** IRS rules now require plan sponsors to notify plan participants of discretionary matching contributions no later than 60 days following the date the last matching contribution is deposited for the applicable plan year; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee shall cause the attached "Notice of Discretionary Matching Contribution" be provided to participants of the Plan no later than 60 days following the date that the last matching contribution is deposited into the Plan for the 2024 plan year.

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 12th day of February 2025; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.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."