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Open Letter from Jeff House, CEO, Oneida ESC Group

As CEO of Oneida ESC Group (OESC), I want to address the Oneida Nation with both an apology and clarification regarding a recent federal contract awarded to our corporation on Friday, December 26, 2025.

Shortly after the award, concerns were raised about the contract's connection to Immigration and Customs Enforcement (ICE) activities. I want to be clear: our intent was never to support or advance ICE operations. Our goal was to ensure that any facilities constructed would meet rigorous safety standards, be humanely habitable, respectful and comply with public health requirements. However, after further discussions and gaining a deeper understanding of the broader implications, I recognize that this decision was wrong. I sincerely apologize for placing the Nation in this position.

I am taking immediate steps to sever this contract.

Moving forward, we will strengthen our processes to ensure that OESC's actions align with both our corporate values and the values of the Oneida Nation. This will include:

1. **Transparency and Oversight** – The OESC management team and Board of Managers will present a comprehensive dashboard to Oneida Shareholders, categorizing potential contracts as "No-Go," "Potential Issues," or "Good to Go," based on alignment with our shared values.
2. **Proactive Communication** – I will communicate any significant opportunities that are "Potential Issues" to shareholders before submitting proposals or responses.
3. **Employee Training and Awareness** – We will train our employees on the importance of this dashboard and the principles guiding these decisions.

Additionally, I remain available to discuss OESC's work at any time. Please feel free to reach out to me directly—we do a lot of good work, and I welcome the opportunity to share more about our efforts.

I extend Season's Greetings to all. May you be grateful for a good 2025 and look to 2026 to bring good health, happiness and peace of mind.

Jeff House

CEO, Oneida ESC Group