

Oneida Nation

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Oneida, WI 54155

BC Resolution # 08-26-26-B

Resolution to Terminate Oneida Nation Elected Business Committee Deferred Compensation Plan

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, through Resolution 12-14-18-B, established the Oneida Nation Elected Business Committee Deferred Compensation Plan as a qualified Non-Qualified Deferred Compensation Plan (the "Plan") for the benefit of a select group of management and highly compensated employees, and

WHEREAS, under Section 13.2 of the Plan, the Nation has retained the right to terminate the Plan provided certain conditions described below are met; and

WHEREAS, the Nation, acting by and through the Oneida Business Committee, has determined that it is in the best interests of Nation to terminate the Plan and that the requisite conditions to terminate the plan, as described below have been met; and

NOW, THEREFORE, BE IT RESOLVED, the Plan is hereby amended to reflect that the Plan has been terminated by the Nation as of September 1, 2026 (hereinafter referred to as the "Termination Date") and the Oneida Business Committee hereby authorizes, approves and directs the Termination Amendment to the Plan, attached hereto, as soon as administratively feasible.

BE IT FURTHER RESOLVED, that in accordance with Section 13.2 of the Plan, the Oneida Business Committee has determined that:

1. The termination of the Plan has not occurred proximate to a downturn in the financial health of the Nation.
2. The only other non-qualified deferred compensation arrangements sponsored by the Nation of the same type, Oneida Nation Deferred Compensation Plan, is also being terminated with respect to all participants of that plan as of the Termination Date.
3. As of the Termination Date no further payments will be made within twelve (12) months of the Plan termination (other than those payments, if any, that would have been paid under the Plan absent the termination).
4. All benefits owed under the Plan, if any, will be paid within twenty-four (24) months of the Termination Date and the Chief Financial Officer is authorized and directed to pay all benefits owed under the Plan within such timeframe.
5. The Nation will not adopt a new deferred compensation arrangement of the same type that would be aggregated with the Plan under Section 1.409A-1(c) of the Treasury Regulations at any time within three years following the Termination Date.

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; 6 members were present at a meeting duly called, noticed and held on the 26th day of August, 2026; that the forgoing resolution was duly adopted at such meeting by a vote of 5 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."