

# Oneida Nation

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Oneida, WI 54155

## BC Resolution # 10-14-26-C

### Resolution to Approve the Fifth Amendment to the Governmental 401(k) 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 Nation sponsors two tax-qualified retirement plans for the benefit of its employees, known as the Oneida Nation Governmental 401(k) Plan (the "Government Plan") and the Oneida Nation Enterprise 401(k) Plan (the "Enterprise Plan") ; and
- WHEREAS,** the Nation wishes to make certain changes to the Governmental 401 (k) Plan to remove Section 10.4 (c) and add a new Section 10.4(c); and
- WHEREAS,** outside legal counsel to the Nation has prepared the Fifth Amendment to the Governmental Plan to make the Nation's desired design changes to be effective October 1, 2026; and
- WHEREAS,** the Fifth Amendment changes the amount for a small distribution from five thousand dollars (\$5,000) to seven thousand dollars (\$7,000); and
- WHEREAS,** distributions that are seven thousand dollars (\$7,000) or more shall be transferred to an IRA; and

**NOW THEREFORE BE IT RESOLVED,** that the Oneida Business Committee hereby authorizes, approves, and adopts the Fifth Amendment to the Oneida Nation Government 401(k) plan effective October 1, 2026.

**BE IT FURTHER RESOLVED**, that the Chief Financial Officer shall be, and hereby is authorized and directed to execute on behalf of the Nation the Fifth Amendment to the Governmental 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; 7 members were present at a meeting duly called, noticed and held on the 14<sup>th</sup> day of October, 2026; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
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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."