



**ONEIDA INDIAN NATION
2018 ANNUAL REPORT**

Our Commitment to the Seventh Generation

The People and the leadership of the Oneida Indian Nation have identified three principal long-range goals to guide the community and economic development activities of the Nation and the administration and the leadership of the Nation. The adopted long-range goals of the Oneida Indian Nation are as follows:

Help our Members achieve their highest potential in education, physical and mental health, and economic development;

Implement the legal and administrative structure for the stability and protection of Nation sovereignty, treaty rights, and government to government relationships; and;

Acquire, develop, and secure resources to achieve economic and social empowerment and self-sufficiency for the Oneida Indian Nation.

These long-range goals have been adopted by the Nation as a guide toward the accomplishment of a progressive dream. Simultaneously, the Nation plans to use the economic incentives available to a sovereign nation to inject new wealth and create jobs for the Oneida community and, significantly, the surrounding communities.

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Turtle Clan



Dale Rood



Clint Hill

Wolf Clan



Ray Halbritter
Nation
Representative



Keller George



Chuck Fougner



Kim Jacobs
Nation Clerk

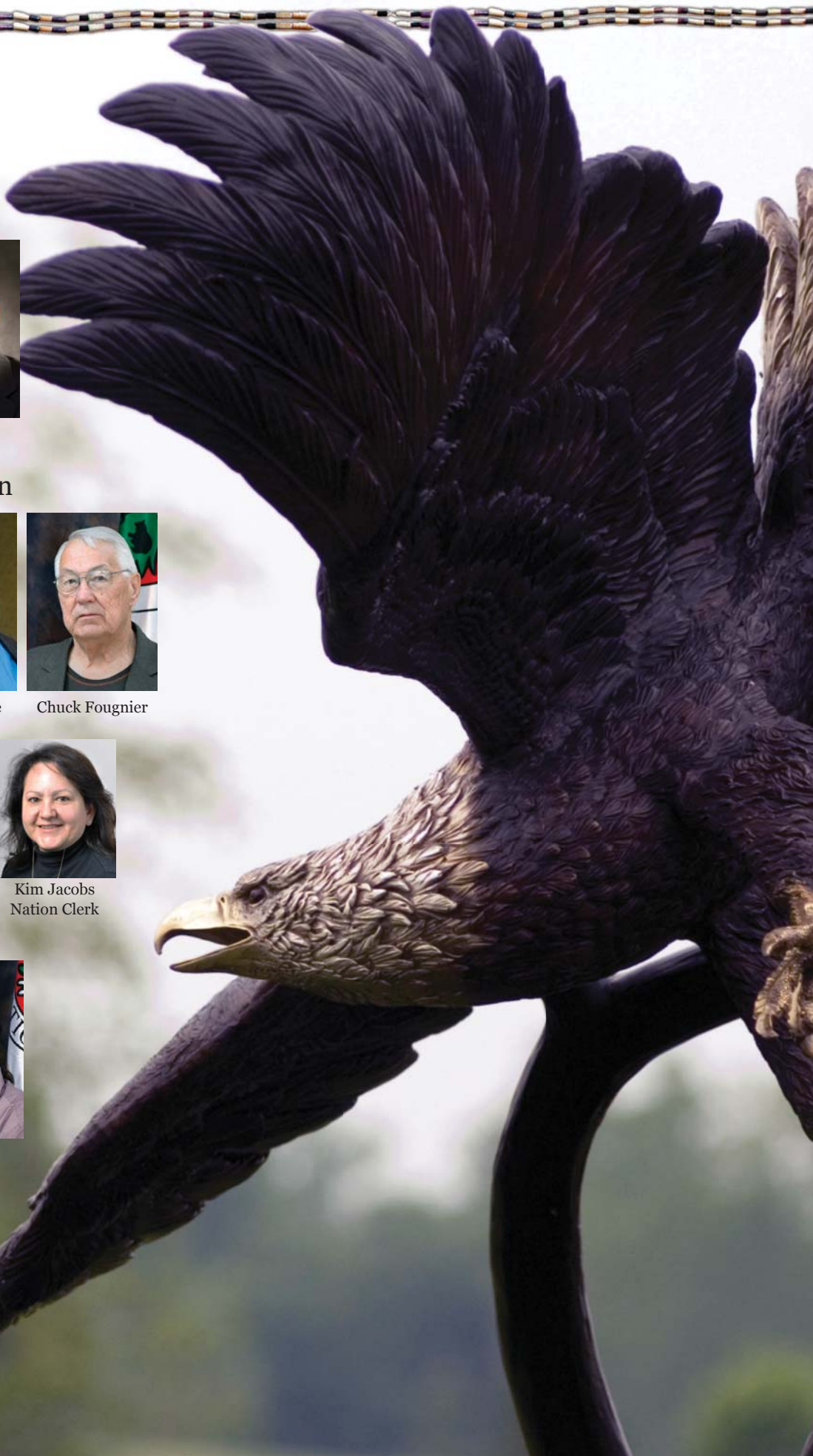
Bear Clan



Brian Patterson



Pete John





A Message from the Oneida Indian Nation Council

The leadership of the Oneida Indian Nation knows that we have a responsibility to not only serve our people today, but to also protect opportunities for future generations that are not yet born. Our Creator requires that we always take into account how our actions will affect the seventh generation.

This moral imperative is reflected in our mission statement. We must provide for our children, preserve our unique heritage and culture, protect our Nation's sovereignty and treaty rights, and care for our cherished Elders.

Achieving these goals is no easy task, considering all the factors at play. In an era of unpredictable political and economic crosswinds, we must honor the bonds of friendship that define our government-to-government relationships. We also must be focused on meeting our responsibilities to our people – and we must do this knowing full-well that every decision we make as leaders affects each and every one of our Members.

We take these responsibilities seriously – and we are proud of what we have been able to accomplish as a Nation. Our success this past year – and over the past few decades – is a testament to the perseverance of our people, and our dedication to each other and our Nation. You can see this success in everything from our expanded enterprises to our always-improving support services to our ongoing investments in our cultural institutions.

The results from all of this hard work are unequivocal: today our people are healthier, lead more active and enriched lives, and have more educational and economic opportunities than ever before. We look forward to continuing to build our Nation as we work to provide a secure, peaceful and prosperous future for all of our children, and for the generations yet to come.

NΛ ki' wa,

The Oneida Indian Nation Council



A Message from the Nation Representative

A quarter century is but a grain of sand in the hourglass of eternity – but as the Oneida Indian Nation now celebrates the 25-year anniversary of our renewed sovereignty, we know that grain of sand has revived our people, our culture and our heritage.

We remember those who came before us, toiling to ensure our families could subsist and survive. Watching them instilled in us a commitment to doing everything we can to guarantee the basic necessities of life to all of the Oneida people. Twenty-five years after we launched our enterprises, we have accomplished this goal: every Nation member today is guaranteed work, affordable housing, quality healthcare and – most importantly – dignity.



After decades of struggle, we are today a self-sufficient and sovereign people. We sustain not only our community today, but also the seventh generation of future Oneida.

As you traveled across our sacred homelands and our region this year, you have seen how we have spent the last 25 years building institutions that serve all the generations in our community.

If you visited our Children & Elder Center, you saw youth being given the foundation for a successful future, and you saw the Elders who are living a quality life with one another. Every day, every month and every year, we are realizing our dream of securing a better future for the next generations ahead of ours.

If you utilized any of our healthcare facilities, you saw a clear example of how for the last 25 years, we have been using the resources from our enterprises to support and sustain world-class medical care for all of our Members.

If you came across a member of our Oneida Indian Nation Police Department, you were reminded that we have assembled one of the best police forces in the entire country.

This is a highly decorated agency that protects our sovereignty and serves our community through its work combating the opioid crisis and its emergency response work during major crises.

If you met participants in our Youth Work Learn Program, you met the next generation of Oneida Indian Nation leaders as we give them real-life work experience at our enterprises and in our government programs.



If you attended our Aging Well Elders Conference at Turning Stone, you experienced a conference that gives Elder American Indians and their caregivers vital resources for healthy living.

And if you visited surrounding counties, you traversed areas that were previously marked by strife, but that are now our valued allies, thanks to our 2013 agreement that settled age-old disputes. This settlement has helped us save costs on legal disputes, reclaim more of our homeland, further stabilize our revenues, and built a lasting partnership that permanently fortifies our sovereignty.

Twenty five years ago, all of this was just a hazy dream – a distant vision at the very edge of the horizon. Today, it is a reality. As we now

move into the next 25 years, we know there is nothing we cannot achieve for our Nation, for our children – and for our future.

Ná ki' wa,

Ray Halbritter
Nation Representative





Sharing History, Culture Helps Secure the Nation's Legacy as a Leader in Indian Country

Statue at the National Museum of the American Indian Enhanced with New, Multimedia Display

With the Oneida Indian Nation's continued support, the Smithsonian Institution's National Museum of the American Indian in Washington, D.C., installed a new, interpretive surround experience to the "Allies in War, Partners in Peace" bronze sculpture exhibit that honors the friendship forged between the Oneida Indian Nation and the United States during the American Revolution. The new surround experience enhances the storytelling of the historic alliance with light, sound and projected imagery that will provide greater context of the two nations' relationship for museum visitors.

"This enhanced interpretation provides an immersive experience for visitors to understand this country's rich history, so that there is a deeper understanding of the nuance, texture and depth of that history — an understanding that goes beyond the two-dimensional stories that too often oversimplify how this great country was founded," said Ray Halbritter, Oneida Indian Nation Representative and Nation Enterprises CEO.



Nation Representative Ray Halbritter, Director of the Smithsonian Institution's National Museum of the American Indian Kevin Gover, Wilson Stevens (Wolf Clan) and Oneida Indian Nation Bear Clan Council Member Brian Patterson at the dedication of the new "Allies in War, Partners in Peace" exhibit in March, 2018.

The Nation originally donated the statue to commemorate the opening of the Museum in 2004. It stands nearly 20 feet tall and weighs 1,925 pounds. The statue, which depicts Oneida Chief Skenandoa and an Oneida woman, Polly Cooper, standing alongside Gen. George Washington in honor of the interminable bond between the two nations, now features a new eight minute narration and short film that fills the entire gallery from floor to ceiling. The gallery can be found on the fourth floor of the museum, named in honor of the Oneida Indian Nation.



"With the Oneida's gift, the Smithsonian's National Museum of the American Indian is able to animate this story in a compelling way for our visitors. We are ever grateful for their generosity."

- Kevin Gover, Director of the Museum

Nation Partners with Museum of the American Revolution to host Indigenous Peoples Celebration

On Columbus Day weekend, the Oneida Indian Nation hosted an Indigenous Peoples Celebration in partnership with Museum of the American Revolution in Philadelphia. This was the second year the event was held to celebrate the often overlooked and misrepresented indigenous peoples and cultures.

The weekend included a panel discussion about contemporary debates over historical memory, entitled “Honoring and Remembering: Can We Memorialize Historical Figures Without Glorifying Atrocities?” Nation Representative Ray Halbritter was among the panelists.

“The Museum of the American Revolution is the perfect setting for this important conversation, considering its renowned work providing a nuanced and inclusive record of the country’s founding,” said Halbritter. “As the country prepares to recognize Columbus Day, it is important to explore how we can remember historical figures accurately and appropriately. This conversation goes well beyond the nation’s founding and has recently included debates about monuments to Confederate military icons and other memorials.”

In addition to the panel discussion, traditional Haudenosaunee dancers performed social dances, talks were given on connecting American Indian items with stories of the past and attendees experienced a behind-the-scenes look at creating the “look” of the lifelike figures in the Oneida Indian Nation gallery.



The Museum of the American Revolution in April of 2017 in historic Philadelphia. The entire second-floor atrium at the Museum is named for the Oneida Indian Nation, and a prominent gallery, complete with recreated settings, pays homage to the rich historical account of the Oneida Indian Nation’s heritage.





Strengthening Our Nation Unto the Seventh Generation

The primary focus of Oneida Indian Nation leadership is, and will always be, to provide the tools and opportunities our Members need to create a better life for themselves and their families unto the Seventh Generation.

The programs we are able to provide today – health care, education, youth development, recreation, Elder care, language preservation, community events and more – are the result of a determined approach to best utilize our resources and parlay the success of our Enterprises into benefits for our people. For centuries, our people struggled with poverty and poor health, becoming almost invisible in a system of dependency on others. Now, we no longer need to rely on others. We have lifted ourselves up and are reaching new heights, prospering once again.

For sure, our path has been long, but we have been able to overcome the many obstacles we have faced along the way, and will continue to move forward together building a brighter future for all.



Youth Work Learn Program Has Been a Fixture of Summer Throughout the Nation for More Than Two Decades

This summer marked the 27th year of the Oneida Indian Nation's Youth Work Learn (YWL) Program. The six-week program gives Oneida and other American Indian youth an opportunity to get a jump on the competition by earning real-life work experience at various Oneida Nation enterprise and government program locations.



Education Assistant Manager Randy Phillips has overseen the program since its inception. A former educator himself, he sees a lot of value in a unique program like YWL.

“Because the program has been so successful for so long, children have a good understanding of the program goals and expectations,” Randy said. “They often come quite prepared and ready to work.”

More generations have been able to take advantage of Youth Work Learn because of its continued success. Randy believes the program develops key life skills that will be useful in any field.

“It is always our hope that the youth develop good work habits as a result of their time with us,” he said. “Any time we can prepare a young person for the future job market is a plus for us.”

American Indian youth from 15-19 years old received individual assignments to Nation job sites including: SāvOn and Maple Leaf Market, Car Care, the Turning Stone golf department, Mariner’s Landing and Snug Harbor marinas, the Nation library, education department and the Early Learning Center. Participants in this group worked up to 40 hours per week.

The younger work crew consisted of 13 year old Enrolled Oneida Members and 14-15 year old American Indian youth. They put in 20 hours per week and were assigned special cultural assignments throughout the summer, including an archaeological dig on ancestral Oneida homelands.



YWL has ushered hundreds of 13- to 20-year-olds through its ranks over the years, hoping to instill them with good work ethics and the foundation for a solid career path. The program’s continued success is indicative of a strong generation of American Indian youth leaders.



Diabetes Program Earns National Accreditation

The Oneida Indian Nation Health Services Yukwata’kali:ték “Let’s Be Healthy” diabetes self-management education program received re-accreditation through the American Association of Diabetes Educators (AADE). The program is only the second American Indian-run operation in New York State to achieve this status and it has been accredited since 2011.

“Having and maintaining an AADE accredited diabetes program is really a team effort,” said Mollie Tracy, diabetes program coordinator. “There are many aspects that influence the health of our patients with diabetes, it’s not just about diet, exercise and medications.”

Health Services patients, both pre-diabetic and diabetic, receive a wide-range of services to help manage this chronic disease that affects American Indians more than any other ethnic population in the United States. Services include behavioral health, dentistry, dietary and lifestyle changes, endocrinology, podiatry, vision, exercise physiology and more.

Relocated to a new state-of-the-art facility in 2016, Oneida Indian Nation Health Services has been an integral part of the Oneida Indian Nation’s mission to help Members receive the best in physical and mental health services since 1989.



Language Program Prepares New Materials for New Year

The Oneida Indian Nation's Language Program is readying new materials for Members and children enrolled in the Early Learning Center to expand the language's daily use. Early in 2019, in coordination with Madison-Oneida BOCES, the department will print and distribute a short storybook entitled The Robin Legend. It also produced a new 2019 calendar complete with more basic words and phrases in the Oneida language.



The department is also excited to expand its digital archive of materials with fluent speakers, James Antone and Ray George, as it documents several classes in traditional cooking and crafts.

Language instructor, Mary Blau (Turtle Clan), is enthusiastic about the coming year and all of the progress the department has made in a short time.

"We are looking forward to these new projects," she said. "We're starting to get everything digitized and archived so the department can have a solid foundation to teach from."

Elders Conference Brings Messages of Healing and Hope

The Oneida Indian Nation hosted the 18th annual Aging Well Elders Conference at the Turning Stone Resort Casino Conference Center in May. The two-day conference

welcomed guest speakers from across Indian Country to provide elder American Indians and their caregivers with vital resources for healthy living.

This year's conference presentations focused primarily on healing and hope, with open discussions about substance abuse and newer drug trends that disproportionately affect Native communities. Kara Kaplan, Oneida Indian Nation manager of behavioral health services, served as the first keynote speaker.

Kara discussed how the current drug epidemic affects American Indians. Family history continues to be a major symptom for the higher predisposition of addiction among American Indians. Kara followed up by mentioning how the Oneida Indian Nation is helping to combat addiction and drug control problems in the area with its expansive health resources.

Oneida Indian Nation Bear Clan Council Member Brian Patterson attended the event. "We are all affected by this," he said. "We must strengthen our young people and say this is not acceptable on our homelands."





Day two of the Elders Conference featured a keynote presentation by Kathy Willard, the Oneida Indian Nation's Elders program coordinator, who is also well-trained in self-defense and martial arts.

Kathy's presentation on personal safety included risk reduction strategies for safeguarding your home, your personal information and your body.

Margaret Splain (Turtle Clan) attended the conference for the first time in a few years. "I really like the different presentations and speakers that are here," she said. "The Elders staff always does such a wonderful job putting this event together."



Kids' Day Celebrates 25 Years with New Generations

The Oneida Indian Nation's Government Programs and Services celebrated the 25th anniversary of Kids' Day at the Ray Elm Children and Elders Center in June. Employees from Health Services, the Nation Police Department, the Housing Department, the Elders Program, Member Benefits, the Nation library and the Early Learning Center contributed to the event.

The special anniversary of Kids' Day offered a chance to reflect on the event's significance over the years. Many attendees were there for the first time, including Birdy Burdick's (Turtle Clan) two year old great-granddaughter, Emma. It's an event that spotlights the youngest generations and encourages them to interact with the various programs and services the Nation provides. Government Programs and Services program coordinator, Pat Catalano, says the mission of

Kids' Day has always been to promote health and safety through games and other activities

"The main focus of the event is on health promotion and disease prevention for kids," she said. "Kids' Day is always held right after the school year ends so the children receive health and safety messages before summer begins."

The Oneida Indian Nation puts on several events each year to recognize and engage with the Nation community, and promote health and wellness activities.

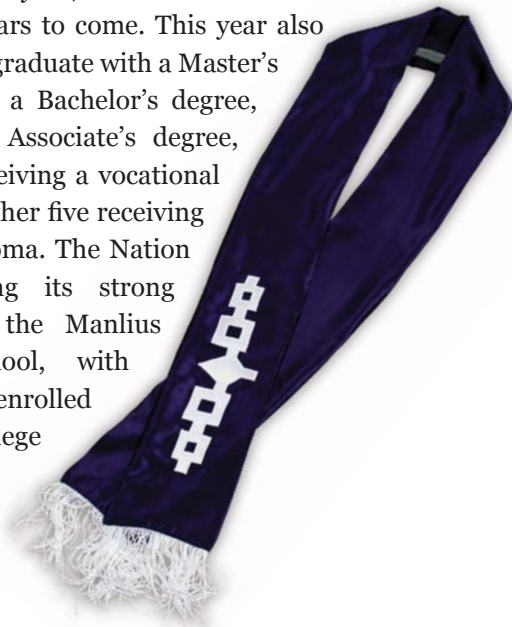
*Remember that your children are not
your own, but are lent to you
by the Creator.*

- Haudenosaunee Proverb



Educational Incentives, Opportunities Helping Build a Stronger Future

The Oneida Indian Nation continues to invest in its Members' futures by providing financial assistance and incentives for higher education programs. In 2018, seventy Members were enrolled in a college or vocational program. The Nation is excited to see even more Members enrolling in other trade or vocational programs, including twelve this year, to master a skill that can be used for years to come. This year also saw two Members graduate with a Master's degree, three with a Bachelor's degree, and two with an Associate's degree, along with five receiving a vocational certificate and another five receiving a high school diploma. The Nation is also continuing its strong partnership with the Manlius Pebble Hill School, with four Members enrolled in the private college preparatory school.



Oneida Members enrolled in higher education

1990: 12

2018: 70

21

2 year

26

4 year

6

Graduate

5

PhD

12

Seminar/
Trade/Certificate

Number of Incentives (attendance and grade rewards) Processed in 2018

*Same student could have earned
more than one reward*

2

Elementary

27

High School

39

College/Higher Education

Nation Library a Valuable Resource

The Oneida Indian Nation Library, located in the Ray Elm Children and Elders Center, features more than 18,000 cataloged holdings of books, DVDs, periodicals, music CDs audiobook CDs and children's publications aimed at an American Indian audience.

In 2018, nearly 3,000 books and media items were checked out and 639 new items were cataloged.



Lots of Activities Highlight Summer Jam 2018

In a year packed with cultural activities, games and trips, daily attendance for the Oneida Indian Nation's Summer Jam program was the highest it's ever been.

The planned activities had youth practicing the Oneida language, visiting historic sites in the area, developing golf and archery skills, learning personal safety tips from Nation police officers and how to boost self-esteem from the Nation Health Services' behavioral health department.



The First Tee Continues Success, Finishes 5th Year with Club Giveaway

For the fifth consecutive year, first-time participants in the Oneida Indian Nation's First Tee program were awarded custom-fitted golf clubs for completing the program over the summer. With guidance from First Tee coaches and Turning Stone Golf Professionals, Summer Jam participants learn the fundamentals of the game.

30 youth participated in the Summer Jam and First Tee program



After School Program Provides Kids Time, Assistance for Homework

The Oneida Indian Nation's After School Program kicked off a new school year in September. The program is designed to provide children in grades 3-12 time to work on their homework and get extra help with Common Core certified instructors when they need it.

34 youth participated in the After School Program





Youth Get a Taste of Spring with Break Activities

During Spring Break, the Rec Center provided programming that let children enjoy archery at Oneida Heritage, golf practice at the Turning Stone golf dome, visits with Elders and a trip to the Rosamond Gifford Zoo in Syracuse.

Ambassador Programs Build Character

Hands-on projects kept participants in the Oneida Indian Nation's Youth and Jr. Youth Ambassadors programs (YAP) engaged with the community, including tapping maple trees to collect sap for a traditional springtime ceremony as well as a special Earth Day activity.

In 2018 there were **32** participants in Jr. YAP (grades 3 - 6) and **19** in YAP (grades 7- 12).



Events Foster Growth of Community

Community-focused events sponsored by the Oneida Indian Nation Government Programs and Services - such as the annual Egg Hunt and Halloween Party/Haunted House at the Rec Center - bring together families and friends of all-ages.

111 people visited the annual Egg Hunt and **230** attended the Halloween Party at the Rec Center

Community Gets Tips on Living in Health and Harmony

65 Oneida Members, Elders and their families, along with several Health Services clients visited the Government Programs and Services annual wellness fair in October.

The annual Healthy Heart lunch in February remains a popular event for Elders and the community with **64** guests attending the event in 2018 to raise awareness of how heart disease poses specific risks to women.



Three Sisters Dinner Goes Further with Food

On a snowy evening in early March, **166** Oneida Members and their guests celebrated the sustainers of life – corn, beans and squash – at the 23rd annual Three Sisters Dinner. The annual dinner is sponsored by the Oneida Indian Nation's Health Services Yukwata'kali:ték Diabetes Program and designed to increase awareness of the prevalence of diabetes in American Indians. Other events included the Spring and Fall Diabetes Wellness Days that drew **31** attendees.

Diabetes Program Helps Transform Rec Center Workout Facility

The Oneida Indian Nation Health Services Yukwata'kali:ték Diabetes Program used a grant to fund the Rec Center's state of the art equipment that encourages physical activity for diabetes management and overall. The grant came from the Special Diabetes Program for Indians. Recreation supervisor, Cole Perkins, believes the makeover of the Nation's fitness room will encourage more participation at the center.





Blue4U Luncheon Celebrates Commitment to Healthy Living

The Oneida Indian Nation's Blue4U program wrapped up its third year in May with a celebratory luncheon at the Nation's Cookhouse on Territory Road. The innovative program provided **49** Government Programs and Services employees with an expansive guide to healthy living through wellness education, telephone health coaching and fun team challenges that test the mind and body.

Elders Honored at Annual Dinner

The Oneida Room at the Turning Stone Resort Casino hosted the annual Elders Dinner in April. The event honors Elders and their families, and provides an opportunity for Nation leadership to discuss the exciting progress of the Nation's government programs and services as well as its commercial enterprises over the past year.

9,160 congregate meals for Elders served in 2018 with **880** home deliveries



Elders Program Enhances Quality of Life

Oneida and other American Indian Elders participate in educational, nutritional and social programming at the Ray Elm Children and Elders Center. The program provides a variety of activities and classes as well as in-home and caregiver support services to help Elders maintain an independent lifestyle.

90 day trips and 2 overnight trips were taken by Elders

Plenty of Sun and Fun at Nation Member Picnic

Over **600** Oneida Indian Nation Members and their guests packed the Peaceful Pines campground for the 2018 Member Picnic on a toasty Sunday in July. Several Members were there with their children, grandchildren and even great grandchildren. The annual Member Picnic is one of several Nation events that bring together all generations.



Oneidas Take Home Ribbons from Six Nations Indian Village

The Six Nations Agricultural Society Indian Village at the New York State Fair hosted several submissions from Haudenosaunee across the state for competitions in agriculture, dance and traditional arts and crafts. Oneidas displayed their skills in a variety of disciplines, and many were awarded first, second and third prizes, taking home **26** ribbons for their efforts.

Oneida Heritage/Warrior Archery Host Events for Members

The Oneida Heritage Center hosted several events in 2018 including craft and cooking classes, and the year culminated with a craft fair and social dance demonstration in December. The Center also regularly welcomes youth and Elders to the Warrior Archery indoor range on day trips for practice and lessons in the ancient skill.





Oneida Nation Enterprises Strengthen Regional Economy, Benefit Oneida Members

Nation enterprises have a tremendous impact on the Central New York region in terms of job creation, economic development and tourism

The Oneida Indian Nation's enterprises are collectively the region's largest employer, and support thousands of jobs both at Nation facilities and through vendors located throughout the region. These enterprises, additionally, generate tens of millions of dollars for public priorities such as education, job training and infrastructure. Most important, the success of the enterprises allows the Nation to reinvest in their people, providing opportunities for jobs, services and the tools needed to become an independent, thriving community.

Since the opening of Turning Stone Resort Casino twenty-five years ago, the Oneida Indian Nation has invested more than \$6 billion in its government programs and businesses and now has nearly 5,000 team members across its enterprises.

To maintain this success, the Oneida Indian Nation never rests on its laurels, continually delivering world-class service at its enterprises and consistently reinvesting in business development. This commitment reflects the tradition and culture of the Oneida people and is helping to protect the vitality of Central New York.

Shared Success

In 2018, the Nation congratulated Oneida County for being ranked among New York's top ten counties for traveler spending – a ranking fueled by the Nation's tourism-related enterprises.



The Oneida Indian Nation is one of the largest employers in the region with nearly 5,000 employees.

"I would like to congratulate Oneida County Executive Anthony J. Picente, Jr., other elected officials, and all of the local businesses and tourism organizations who helped make possible this growth in tourism, which plays a key role in the local economy," said Oneida Indian Nation Representative and Nation Enterprises CEO Ray

Halbritter. "Together, we are truly building a great present and future for Central New York."

In addition to the impact of Nation enterprise operations, the 2013 settlement agreement alone has generated more than \$60 million in new revenue for Oneida County, and millions of dollars more for Madison County.

The Oneida Indian Nation is devoted to this region and will continue to invest in the local economy for the benefit of all, as evidenced by these highlights from this past year.



Several participants of the Oneida Indian Nation Elders Program attended the official opening of Point Place Casino in March, joining Council Members Brian Patterson (Bear Clan) and Dale Rood (Turtle Clan) for a photo at the replica log used for a 'log-cutting' in place of a ribbon-cutting.

Point Place Casino Brings Jobs, Community Investment

In March of 2018, the Oneida Indian Nation opened its third casino, Point Place Casino, in Bridgeport, Madison County. The 65,000-square-foot, smoke-free gaming facility drew community leaders and local dignitaries to the ceremonial log-cutting, themed to complement the venue's rustic atmosphere.

At the opening, Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter said, "This is a very exciting day for the Oneida Indian Nation, our employees, the Bridgeport community, and for the entire region. Point Place Casino will provide local residents and people throughout the region a new destination for food, entertainment and fun."

Halbritter also noted how the facility reflects the Oneida Indian Nation's focus on boosting the local economy. Point Place created more than 200 permanent jobs and 250 local construction jobs.



Many local companies were involved in the construction and design of Point Place Casino. Syracuse-based Hayner Hoyt Corp served as the Construction Manager for Point Place. Other companies involved in the design and construction included: Design Development Architects; QPK Design; John P. Stopen Engineering; IPD Engineering; and SDI Systems Design International.

Turning Stone Resort Casino Celebrates 25 Years

In July, the Oneida Indian Nation celebrated the 25th Anniversary of its flagship gaming venue and award-winning destination resort in Upstate New York – Turning Stone Resort Casino. A packed event in the Resort's Showroom celebrated the milestone, bringing together hundreds of team members, including more than 150 25-year employees, who have been with Turning Stone since the resort opened.



“Twenty-five years ago, we had a simple goal: we wanted to build lasting, enduring institutions that could support our Members, support the surrounding communities, and support jobs that allow for fulfilling careers and professional advancement,” said Halbritter. “The proof of our success lies not just in the facilities and buildings that house our enterprises, but also in the people who comprise this community.”



Several Oneida Indian Nation Members celebrated employment milestones with Turning Stone Resort Casino and throughout the Nation operations in 2018.

Throughout the program, Turning Stone employees spoke about their experiences working at the Resort and the vast opportunities it has provided for them, both professionally and personally.

At the event, the Nation was presented with a commemorative copy of a resolution passed unanimously in June in the New York Senate honoring the Oneida Indian Nation’s “unwavering commitment to reinvesting resources in the local economy and local businesses,” creation of 4,500 jobs and generation of “critical revenues for infrastructure, education, healthcare, social services and other public priorities.”



Turning Stone Partnership Brings More Jobs

In November, Turning Stone Resort Casino and Syracuse fashion retailer Joel Shapiro opened The Commons at Turning Stone, a highly-anticipated collection of four independent boutiques.

The Commons at Turning Stone features 4,500 square feet of boutique shopping, offering guests the latest styles of the season from both national brands and private labels. The four new stores are owned and operated by Shapiro, who also runs Syracuse’s menswear store Mr. Shop, owned by his family since the 1960s.

Re-branding, Expansion Elevates Level of Service

Near the end of 2018, the Oneida Indian Nation began the re-branding of several of its enterprise locations.

The Car Care facility is now called Turning Stone Car Care and features enhancements to improve the already high level quality of service.

In January, the Nation opened a new PlayOn by Turning Stone location in the city of Oneida, joining the already re-branded locations at several existing SāvOns. The new PlayOn location offers the same exciting slot technology available at the Nation’s other gaming properties. It also offers snacks, non-alcoholic beverages and tobacco products, and participates in the TS Rewards program.

Also at the beginning of 2019 the Oneida Indian Nation announced an exciting new partnership with global gaming leaders Caesars Entertainment to bring sports betting to its three casinos.

“We are pleased to be joining forces with this world-renowned gaming leader,” said Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter. “Like Oneida Nation Enterprises, Caesars has built its business on exceptional service, as well as a dedication to constant innovation. These shared values create the perfect synergy for a meaningful long-term partnership.”

Nation Expands Economic Investments Across the Region with Openings of Two New Maple Leaf Markets

In 2018, the Oneida Indian Nation opened two more Maple Leaf Market locations, one in Chittenango in February and another in Sylvan Beach in May.

“The response to our first two Maple Leaf Market stores has been incredible, and we



The Oneida Indian Nation Enterprises provide a variety of employment opportunities for Members.

are excited to bring the same fresh, made-to-order food offering to Sylvan Beach and the surrounding area,” said Ray Halbritter, Oneida Indian Nation Representative and Nation Enterprises CEO, on the opening of the third location in less than three months.

Among the core philosophies of the Oneida Indian Nation is working together with its partners to continue to grow the region. The development of each Maple Leaf Market helps create new full- and part-time jobs, as well as ongoing construction jobs. Maple Leaf Market continues to partner with a variety of local and regional companies as part of the Nation’s commitment to economic growth in the region.

The Oneida Indian Nation also announced plans to continue expanding its new brand of convenience stores focused on fresh, made-to-order food with the fourth location scheduled to open Spring 2019 on Route 31 in Bridgeport, neighboring Point Place Casino.





Accolades Highlight Commitment to Success

The Oneida Indian Nation's renowned hospitality is a key facet of what makes this region special. The Oneida Nation Enterprises play a foundational role in the regional tourism and entertainment industries, drawing millions of guests per year to Central New York.

The contributions the Oneida Nation Enterprises make are recognized in many ways. Several of the industry awards and honors received in 2018 included:

- For the second consecutive year, Turning Stone Resort Casino earned a Four-Star rating from Forbes Travel Guide, being recognized as the only resort in New York to have earned a Forbes Four-Star rating in every award category
- Turning Stone Resort Casino was named #1 Best Overall Gaming Resort in New York by Casino Player Magazine for the third consecutive year, earning a total of 18 Best of Gaming Awards

- Turning Stone Resort Casino earned Golf Digest's 2018 Editors' Choice Award for Best Golf Resorts in the Americas
- Turning Stone Resort Casino's Wildflowers, TS Steakhouse and Pino Bianco restaurants all received Wine Spectator's 2018 Awards of Excellence for their outstanding wine selections
- The Oneida Nation Enterprises Training Team received a 2018 CNY BEST Talent Development Team Award from the ATD Central New York Chapter



Oneida Indian Nation Enterprises Regional Economic Impact

The success of the Oneida Indian Nation Enterprises has not only supported the revitalization of the Oneida people, but also economically anchored surrounding communities throughout Central New York. Nation enterprises have created career opportunities, supported markets for local goods and services, generated tourism revenues and assisted civic organizations.

In the twenty-five years since the Oneida Indian Nation secured a sovereign agreement with New York State and opened Turning Stone Resort Casino, the Nation has become an economic engine and cultural hub for Central New York, helping build and sustain the region and create a better future for generations to come.

EMPLOYMENT IMPACT

4,750
TOTAL EMPLOYEES

\$157,526,485
TOTAL PAYROLL
INCLUDES \$6.6 MILLION BONUS PAYOUT*

\$14,808,101
FEDERAL INCOME TAXES PAID
BY O.N.E. EMPLOYEES

\$5,997,746
NEW YORK STATE INCOME TAXES
PAID BY O.N.E. EMPLOYEES

\$9,059,029
SOCIAL SECURITY PAID BY
ONEIDA INDIAN NATION

\$8,885,886
SOCIAL SECURITY PAID BY
O.N.E. EMPLOYEES

\$4,222,236
401(k) CONTRIBUTIONS
MADE BY ONEIDA INDIAN NATION

FY 2018 VENDOR SPENDING

\$369,291,086

TOTAL VENDOR SPENDING

3,583
TOTAL VENDORS

\$82,500,000
CAPITAL PROJECT SPENDING

\$207,036,650

NEW YORK STATE VENDOR SPENDING

1,774
NEW YORK STATE VENDORS

\$99,134,769
3-COUNTY REGIONAL SPENDING

ONONDAGA COUNTY

\$76,195,557
SPENT WITH 491 VENDORS

ONEIDA COUNTY

\$15,685,378
SPENT WITH 367 VENDORS

MADISON COUNTY

\$7,253,834
SPENT WITH 207 VENDORS



*Paid in FY 19 based on FY 18 performance
to eligible employees



Oneida Indian Nation Partnerships Help Build Stronger Communities for Central New York

Nation Hosts 18th Annual Veterans Recognition Ceremony

The Oneida Indian Nation has a legacy of supporting the United States military. Throughout the year, we honor Central New York veterans and active service men and women of the military. November 3, 2018 marked the 18th annual Veterans Recognition Ceremony, bringing together local veterans for commemoration and camaraderie.

Keynote speaker Colonel Kenneth Dean Harrison, United States Army Fort Drum Garrison Commander, spoke about Fort Drum's continued efforts to boost community interaction and involvement, highlighting the importance of its ongoing collaboration with the Oneida Indian Nation. Preceding Colonel Harrison's address, Assemblywoman Pamela Hunter, an Army Veteran, and chair of the New York State Assembly Subcommittee on Women Veterans, spoke about her efforts to ensure veterans have every opportunity to succeed when they return home.

U.S. Army and U.S. Air Force veteran and Oneida Indian Nation Wolf Clan Council Member Keller George presented the speakers with a friendship feather and a copy of the book, *Forgotten Allies*, which details the Oneida Indian Nation's history as the country's First Allies.



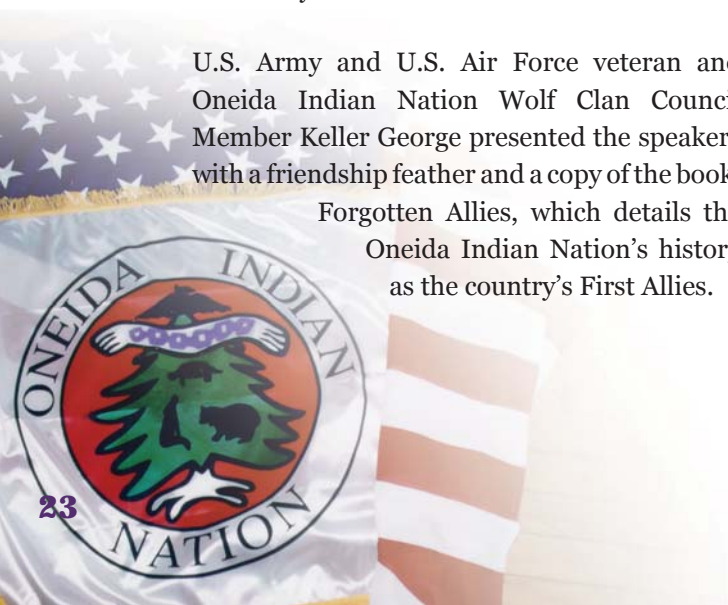
Oneida Indian Nation Wolf Clan Council Member Keller George presented speakers Col. Kenneth Dean Harrison and Assemblymember Pamela Hunter with copies of "Forgotten Allies" and a friendship feather at the annual Veterans Recognition Ceremony.

Record Number of Veterans Participate in Nation's Free Golf Lessons

Nearly 50 local veterans received free golf instruction from certified PGA Professionals at Turning Stone in the fall, thanks to a special program offered by the Oneida Indian Nation through its partnership with PGA HOPE – the flagship military program of PGA REACH, the charitable foundation of the PGA of America.

The classes, and the skills they teach, assist veterans with physical rehabilitation, as well as provide a valuable social outlet for them in the community.

"As the first allies of this country, the Oneida Indian Nation's commitment to our veterans has never wavered. We proudly stand by





that commitment today, and are pleased to provide this free program that supports both the physical wellness and social connections of our veterans here in Central New York,” said Nation Representative Ray Halbritter.

Turning Stone’s free golf lessons for veterans will resume in March 2019.

Tradition of Community Support Remains Strong

The Oneida Indian Nation’s SāvOn and Maple Leaf Market convenience stores once again raised funds for the Muscular Dystrophy Association, collecting more than \$23,000 for the charity in 2018. The partnership between the two organizations, now ongoing for over a decade, illustrates the Nation’s commitment to help local nonprofits achieve their mission.

“It’s great to see the amount continue to grow every year,” Chuck Fougner, chairman of the Oneida Nation Foundation and Wolf Clan member of the Nation Council said of the donation. “The staff at Maple Leaf and SāvOn do a tremendous job and the community continues to support the Muscular Dystrophy Association.”

Since 2004, the Oneida Indian Nation and its SāvOn and Maple Leaf Market stores have raised more than \$254,000 for the MDA.

“We’ve been working together for more than 12 years now,” Karen Fink, MDA’s development director said. “It’s been wonderful working with the Nation and seeing how much the community values our organization.”

Also in 2018, the Oneida Indian Nation and its SāvOn and Maple Leaf Market stores continued a partnership with Liberty Resources, a non-profit organization that provides services to victims of domestic violence, by helping raise more than \$7,300 for the charity.





“We are greatly moved by this amazing community support of the 2018 Purple Ribbon Campaign,” said Liberty Resources Director Sarah Haag. “Funds raised greatly help with client assistance for those who need it the most in our care. We’re grateful for the partnership and support of the Oneida Indian Nation and SāvOn and Maple Leaf Markets and our sister agency, the YWCA Mohawk Valley.”

Partnership Program Benefits New Generations

Early in 2018, Oneida Indian Nation Representative Ray Halbritter joined Oneida County Executive Anthony Picente in unveiling

a new library/literacy initiatives. Mid York Library System, Jervis Library and Utica Library are just a few libraries throughout Oneida County to benefit from nearly \$50,000 in county funding that relies on payments made under the settlement agreement by the Oneida Indian Nation. The county-wide initiative is designed to provide a free book to every Oneida County newborn and engage parents in the process of exposing children to reading print books at an early age.



The Oneida Indian Nation is devoted to the development of future generations in this region. It has a long track-record of creating innovative projects in collaboration with youth organizations such as after school programs, sports clinics, a Youth Ambassadors Program and now a “Books for Babies” program.



Nation Sponsors Oz-Stravaganza!

Once again the Oneida Indian Nation served as presenting sponsor of Oz-Stravaganza! held in June. Nation Members rode the newly designed float in the parade, one of the biggest attractions of the weekend. Since 2007 the Oneida Indian Nation has donated more than \$45,000 to the annual event held in Chittenango, the birthplace of L. Frank Baum, author of “The Wonderful Wizard of Oz.”

The Nation’s commitment to the Village of Chittenango goes beyond Oz-Stravaganza! It also co-sponsored the village’s Music in the Park summer concert series, held in partnership with the Chittenango Artisan and Farmers Market and the Classic Car Show.

Oneida Heritage Center Shares Culture with Community

The Oneida Indian Nation's Warrior Archery hosted its first tournament with the Greater Tri-Valley YMCA in March. Nearly 60 kids in grades K-12 and their parents packed into the 12-lane indoor archery range inside the Oneida Heritage Center in Sherrill for the culmination of the first seven-week program with the group. The tournament followed a week after Turning Stone Resort Casino welcomed the Winter Cam Classic, an open 3-day national archery competition, for the first time.

The YMCA's program focuses on developing several life skills such as empathy, personal development, relationship building, emotion management and responsibility. By incorporating character building activities at their weekly archery lessons, kids develop confidence, strengthen personal values and learn proper shooting technique.

Nation Welcomes Olympians

23-year-old Olympic archer Mackenzie

Brown was the latest Olympian to visit the Oneida Heritage Center's Warrior Archery in 2018. Each visit, which also included Olympian Khatuna Lorig and Paralympian Sammi Tucker, coincided with the Y's Saturday morning programming at the center.



Tucker, a member of the Oglala Sioux Tribe and an Air Force veteran, shared her personal story of overcoming obstacles that eventually led her to the sport of archery – a sport she says she only picked up after losing her hand in a motorcycle accident. Tucker is able to shoot by using her teeth to pull back over 40 pounds of pressure on the bow.

The visits strive to inspire the younger generations to try archery, and they also showcase how anyone – no matter your age or athletic ability – can be successful and master the skill with practice.



The Oneida Heritage Center is located in the city of Sherrill on Route 5. In addition to its 12-lane indoor archery range, the center operates a store that sells traditional American Indian art, crafts and lacrosse sticks, as well as the latest archery gear. It also provides art

and craft classes to Members on weeknights periodically throughout the year.





Oneida Indian Nation Police Department Recognized for 25 Years of Service to Nation Members and Local Communities

The Oneida Indian Nation Police Department was recognized for 25 years of distinguished service at its headquarters in Canastota in November. Representatives from federal, state and local law enforcement agencies, including the U.S. Attorney, Oneida County District Attorney, as well as officers from the New York State Troopers and Oneida County and Madison County Sheriffs' departments, attended the event to celebrate the milestone.

Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter acknowledged the leadership of the department and the benefits of working with the community for the greater good.

"Together, our collaborative efforts have created a national model for how tribal, local and federal agencies can – and should – work together for the good of the communities we serve," Halbritter said at the event.

The Oneida Indian Nation Police Department values strong community policing practices and it remains constantly involved in the day to day activities of the Nation's Elders and youth. Each year,



the department sponsors a Bike Rodeo to give away bikes to the kids in the community. It also puts on a highly-attended late summer cookout at the Ray Elm Children and Elders Center for the Elders, which gives them a chance to sit and connect with our most cherished generation.

Established in 1993, the Oneida Indian Nation Police Department is a highly-decorated, professionally-trained agency, and was the first tribal police force in the U.S. to receive accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA). It received its reaccreditation in September.



The Guswenta

Two Row Wampum Belt: Symbol of Sovereignty

This belt symbolizes the agreement and conditions under which the Haudenosaunee welcomed the newcomers to this land.

“You say that you are our father and I am your son.”

We say, ‘We will not be like Father and Son, but like Brothers’.

This wampum belt confirms our words. These two rows will symbolize two paths or two vessels, traveling down the same river together.

One, a birch bark canoe, will be for the Indian People, their laws, their customs and their ways. We shall each travel the river together, side by side, but in our own boat. Neither of us will make compulsory laws or interfere in the internal affairs of the other.

Neither of us will try to steer the other’s vessel.

From a 1614 agreement between the Haudenosaunee and representatives of the Dutch government, declaring peaceful coexistence
The agreement has been kept by the Haudenosaunee to this date.



*Replica two-row
wampum belt*



Oneida Indian Nation 2018 Annual Report

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Smithsonian Institution's National Museum of the American Indian

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