



ONEIDA INDIAN NATION 2019 Annual Report

"Unto the Seventh Generation"



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.

Oneida Indian Nation 2019 Annual Report

A Message From the Oneida Indian Nation
Representative and Oneida Nation Enterprises
CEO Ray Halbritter: Keeping an Eye Toward
the Future Generationspgs. 1-3

A Message From the Oneida Indian Nation Council:
Building a Stronger Community, Now and Unto the
Seventh Generationpgs. 4-5

Government Programs & Services: A Better Quality
of Life for Our Communitypgs.6-15

Unto the Seventh Generation: Environmental
Stewardship and Sustainable Practices pgs. 16-19

Oneida Indian Nation Economic Impact: Oneida Nation
Enterprises Sets Economic Records, Benefits Members
and All of Central New York pgs. 20-29

A Message From the
Oneida Indian Nation Representative
and Oneida Nation Enterprises CEO

Keeping an Eye Toward the Future Generations

As a new decade begins, our thoughts inevitably turn to the future. What does the new era have in store for us? How will our lives, our communities and our world change over the coming years? As one of the founding members of the Haudenosaunee Confederacy, we have long thought about the future and about the generations of Oneida to come after us.

As we think about how our decisions today will affect the lives of those future generations, we hope for great things: that the services and programs in place for Members are still vital and going strong, that our people may continue to achieve quality education, career satisfaction and economic security. We hope for lasting self-sufficiency, good health and joy, and for the enduring richness of our land's natural resources.

Over the course of three decades, we have built much to be proud of here on our homelands. The dream we had when we began our revival of sovereignty continues to this day: to build institutions that will support our members, strengthen our community and improve lives in measurable and substantial ways.



Since then, we have seen an intellectual and cultural flourishing of our people. Thanks to the success of our enterprises, we have been able to strengthen our community and reaffirm our commitment to Members at every stage of life.

The past year is a great example. In 2019, our scholarship program supported the academic endeavors of nearly 40 Nation Members who received degrees or certificates, from high school to the PhD level. Our youth development programs continue to place the next generation on a path to success and leadership, with students partaking in a wide range of educational, cultural and career-readiness programs throughout the year.

Support for our Elders remains paramount, as we honor this cherished generation for their gifts of wisdom and experience. Our Health Services center continues to deliver world-class care and provide programs so that Members may enjoy their lives to the fullest. This includes our popular Aging Well conference, the annual Three Sisters Dinner, the Taste of Autumn Wellness and Craft Fair, our Healthy Heart luncheon and our diabetes-management training program, accredited by the American Diabetes Association.

Also in 2019, we made great strides in reaching out to our neighbors. In October, we partnered closely with the Vernon Verona Sherrill School District to host an informative half-day program that introduced local students to Oneida language, culture, history and contemporary issues in Indian country today. The event was a great success, and we look forward to partnering with VVS again on more exciting educational programs.

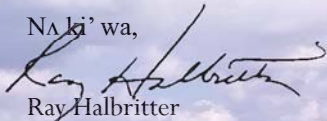
Being an Oneida means building and maintaining a strong network of support and friendship that will thrive across generations. It also means being a good steward of the Earth and honoring the land upon which

we have built our eternal home. Today, while communities around the world deal with the effects of climate change, the Oneida Indian Nation is committed to environmental stewardship and embracing the changes required for a sustainable future.

As a major regional business owner, it is our obligation to provide leadership in this area and enact environmental stewardship practices that have lasting results. In the time that Oneida Nation Enterprises has initiated its eco-friendly policies, we have achieved measurable results in reducing waste and fossil fuel dependency.

Being able to ensure a supportive and enduring community is the drive behind everything we do. Our achievements today, as well as our physical, emotional and environment health, ensure a bright future for everyone. We will never lose sight of our commitment to every Oneida – to all those who came before, and to those who will come after.



Na ki' wa,

Ray Halbritter
Nation Representative

Leveraging Media Essential to a Thriving Indian Country

Partnership With Sundance Institute Raises Native Voices in Film

Storytelling is paramount to Indigenous culture, which is just one of the reasons the Oneida Indian Nation has teamed with the Sundance Institute, a leader in championing minority voices in film. Over the last two years the partnership brought the Sundance Institute's Indigenous Program to the Nation for two film screening events and a filmmaking workshop where Native directors discussed their inspirations along with the process that goes into producing a film.

In the spring of 2019, Jolene Patterson (Wolf Clan) participated in the Sundance Institute's prestigious Full Circle Fellowship program. The program provides young Native artists interested in film and media various opportunities to network with industry executives and get hands-on experience in writing, producing and directing.

The Full Circle Fellowship garnered hundreds of applications from across the country, and Jolene was one of only three chosen. She is currently working on a script that centers on the stories of Native heroines, as narrated by an Elder. In honor of her achievement, Nation Representative Ray Halbritter presented Jolene with a certificate of recognition and wished her continued success.



“The Oneida Indian Nation is proud of your accomplishment. Being selected for a competition that was open to American Indians across the country is no small feat,” Ray said during the presentation. “And we can’t wait to see your next film.”

Jolene graduated from Onondaga Community College with an associate's degree in photography, and much of her artistic work is informed by her cultural identity. “Both my dad and my mom love to teach about our culture,” she said. “I’d love to share more of that through film or photography. I grew up dancing with my mom at powwows, and now my sister is learning to teach our language.”



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

Building a Stronger Community, Now and Unto the Seventh Generation

After an exciting year for our enterprises, the leadership of the Oneida Indian Nation remains cognizant of its role in ensuring that our people have the opportunities to create a more prosperous future – not only for ourselves today, but for the next generation. Our moral obligation to consider how every decision we make will affect the seventh generation to come is not one taken lightly, and we are enthusiastic about our progress as a people and as a community. Given our community's resilience, we are able to preserve our Nation's sovereignty for those who will follow us, and we can continue to provide the vital resources that keep us healthy – in mind, body and spirit.

One of our most appreciated annual events, the Nation Member picnic, celebrated its 25th anniversary this past summer. As in previous years, the picnic offers all of us the opportunity to come together as a community and celebrate a year of accomplishments and milestones. On this silver anniversary, we wanted to recognize all of our Members – past and present – who have made our Nation strong today.



Our mission to preserve our heritage and culture is reflected in the programs and services that move us forward. Whether it's health care, Elder care, educational opportunities or youth development, the Nation's Government Programs and Services are here to provide Members the tools to succeed in every phase of life. The Nation continues to reinvest in our community centers to ensure that our people continue to live comfortably and healthily.

These programs and services lie at the heart of our mission to improve our Members' lives, and we strive to make them available to all who need them. We look forward to the many exciting developments to come and building on our vibrant community – together.

NΛ ki' wa,
Oneida Indian Nation Council

Government Programs and Services

A Better Quality of Life for Our Community

Members Achieve Success Through Hard Work and Opportunity

The Nation's success can be seen in the many career and academic accomplishments of its Members over the past year. The Nation continues to support Members' educational and vocational pursuits by providing financial aid to 53 higher-education students enrolled in the scholarship program.

Last spring, Oneida Elder Kathy Kuhl (Wolf Clan) completed her doctoral dissertation, in which she examined the Oneida Indian Nation's role in the founding of the United States and the invisible legacies often forgotten in today's educational curriculum.



Meanwhile, Nathan Jacobs (Wolf Clan) is in the middle of his junior year at Cazenovia College, studying sport management and thriving on the lacrosse team.

Mark Berger (Turtle Clan) is a PhD student at Stanford University, where he's researching aspects of computer science, biology and the broader subject of genomics to help people make informed decisions concerning their biological health. When determining what to specialize in, Mark was drawn to genetics because it's a field that is constantly evolving and an area where computer science can be used more effectively.

In high school, Mark participated in the Oneida Indian Nation's Youth Work/Learn program. There, he was able



to get hands-on experience in the Nation's digital media production department and later honed his programming skills with classes at Manlius Pebble Hill School, which he attended since the second grade.

"MPH was great and I'm super thankful to the Nation for assisting in the funding of my education," Mark said, looking back on his educational experiences.

Working for a Better Future

Brooke Thomas (Wolf Clan) is now a floor supervisor at Turning Stone Resort Casino after starting as a blackjack dealer in 2014 and is one of many Nation Members to find employment within the Oneida Nation Enterprises. She is enjoying her position and is excited to see where the future will take her.

"I never knew I would be where I am now," Brooke said, reflecting on her experience and promotion. "The Nation has helped me tremendously to succeed and I am forever grateful for the opportunities that we have."

Brooke continues to share her cultural heritage through Haudenosaunee dance as well, both at local events and at Nation events throughout the year. She also competes in the Smoke Dance competition at the New York State Fair Indian Village where she has placed first several times.



The Oneida Indian Nation's Scholarship Program processed **36** degrees in 2019:

- **13** High School/GED
- **2** Vocational/Certificate Programs
- **1** Associate's Degree
- **14** Bachelor's Degrees
- **4** Master's Degrees
- **1** PhD
- **1** Professional Practice



- As part of its mission to provide Members with financial aid to advance their education, **89** students also received incentive awards for high academic achievements.
- The Nation Library checked out over **5,000** books and other media to visitors and added more than **600** holdings to its catalogue.
- The Early Learning Center also continues to foster a healthy and caring environment for child development and further language learning initiatives for Nation youth.



The Nation takes great pride in its recreational and development programs for youth and their families.

- The Youth Ambassadors Program and Youth Work/Learn job placement program have put the next generation on a path to success. This is evident through the full enrollment of **30** participants in our after-school and summer programs as well.
- Serving as a bridge to further community involvement between the Nation and youth, these programs enable more community members to attend annual get-togethers, like the Egg Hunt in April, which drew **110** attendees, and the Halloween party, which welcomed **200** guests.



Strong Participation in Youth Development Programs Highlight Bright Futures Ahead

Nation youth are achieving at the highest levels. Olivia Bigtree (Turtle Clan), now a senior and one of five Oneidas enrolled at Manlius Pebble Hill School, is making the most of her artistic talent. Last May, one of her photographs was awarded a gold medal in the Scholastic Art & Writing Awards and chosen by US Representative John Katko as the winner of New York's 24th District Congressional Art Competition.



Meanwhile, Elsie Cook (Wolf Clan) has also developed key leadership skills through two youth development programs – Youth Work/Learn and the Youth Ambassadors Program – gaining real-world experience as a community citizen.

The Nation Prioritizes Member Health and Wellness

After three years at its new location in Dream Catcher Plaza, the Nation's Health Services center provides outstanding health care at a world-class facility. Staff participate in several community events to raise awareness of specific health initiatives, including the Healthy Heart luncheon, the Taste of Autumn Wellness and Craft Fair, and the annual Three Sisters Dinner. Health Services was also reaccredited by the American Association of Diabetes Educators for its own diabetes self-management education training program.

As the most cherished generation, Elders deserve the collective support of the Nation. That's why the Nation continues to host events like the Aging Well Conference each spring, which welcomed 186 Elders and their caregivers this past year for unique presentations to improve their quality of life. Some Nation Members even participated as presenting speakers at the conference to educate Elders on specific areas of expertise. This included Kathryn Halbritter (Wolf Clan), who instructed Elders about the dangers of too much sugar in a daily diet. Kathryn is now enrolled in medical school in California.



Staff from the Nation's Health Services hold events for Members, and the local American Indian community, to highlight specific medical and healthy-living initiatives.

- **127** attended the annual Three Sisters Dinner at the Shenendoah Clubhouse, while **43** community members attended a Narcan© training seminar to keep the community safer and address the national opioid crisis.
- More than **100** people total attended the Healthy Heart Luncheon, the Spring Diabetes Wellness Day, and the Taste of Autumn Wellness and Craft Fair.





Several hundred Oneida Indian Nation Members and their guests attended the 25th annual Nation Member picnic on July 14, 2019. Events like these are an opportunity for the community to come together in celebration of the renaissance the Nation has experienced over the past few decades and to enjoy the company of family and friends.





Elders Program Provides Care and Enrichment for a Cherished Generation

Oneida Elders continue to enjoy a high quality of life with a host of activities and day trips to local areas of interest and cultural significance. The Elders Program at the Ray Elm Children and Elders Center is a popular service and open to all local American Indians. Oneida Elder Linda Williams (Turtle Clan), a regular participant in the Center's activities, shares her giving spirit through many crafts, including crocheting more than 50 winter hats for kids in the Head Start program in Oneida.



- Elders participated in more than **90** day trips to several local areas of interest, and a total of **26** Elders participated in two overnight trips.
- The Program served **8,964** congregate meals, including the delivery of more than **800** meals to Elders who can't make it to the Children and Elders Center for the lunch served there every weekday.
- **186** Elders attended the annual Aging Well Conference.





Community Outreach Highlights Nation Culture and Language

In 2019, the Nation sought to emphasize language learning and preservation throughout the community. Participants in the Oneida Indian Nation's language program routinely visit Oneida youth enrolled in the after-school program for fun learning activities that incorporate Oneida words and phrases. The group also spends time with pre-K children at the Early Learning Center to introduce them to the language.

The Nation also continues to visit local schools. This past year, Members reached out to more than 1,000 students across 19 schools to provide a more complete presentation of the history and culture of

the Oneida people, including a half-day curriculum at Vernon Verona Sherrill High School in October.

This special program was attended by nearly 900 VVS students. They were grouped together by grade level and followed a block schedule of activities held at the high school's auditorium and its two gymnasiums. Oneida Heritage Manager Ron Patterson (Wolf Clan) spoke with all grade levels in tailored discussions that explored the history of the Oneida people in depth – including the Oneida Creation Story with the 7th and 8th graders, the Haudenosaunee Great Law with the 9th and 10th graders, and contemporary issues in Indian country today with the 11th and 12th graders.

The Nation's External Affairs Project Coordinator Derek Montroy (Turtle Clan) planned the event in coordination with VVS staff. The Nation's Language Department – Mary Blau (Turtle Clan), Chelsea Jocko (Wolf Clan) and Claire Patterson (Wolf Clan); Karen Pierce (Turtle Clan); Cultural Programs Coordinator Jessica Farmer; and Education Programs Assistant Manager Randy Phillips formulated their own presentations for the students, which included traditional storytelling and an introduction to the Oneida language.



Additionally in October, an all-day seminar was conducted at a local Board of Cooperative Educational Services (BOCES) for exceptional fourth grade students to explore more deeply the State's Native curriculum. Activities included Native crafts and storytelling.

- This year has seen a revival of community cultural events and activities at the Shako:wi Cultural Center and Oneida Heritage Center, including several craft classes and fairs for newcomers and experienced crafters alike.
- The Nation's Cultural Programs Coordinator Jessica Farmer hosted a series of popular storytelling nights at Shako:wi throughout the year – including a visit from renowned storyteller Perry Ground.
- Nation Members took home prize ribbons for the 2019 New York State Fair's Agricultural Society Indian Village craft and agriculture competitions – ranging from beaded jewelry and horn rattles to harvested fruits and vegetables.



- The Oneida Indian Nation once again took part in the annual Commemoration of the Battle of Oriskany on August 6. Each year, Members join the community to honor Oneida ancestors' sacrifices, gathering at the site of the historic battle fought more than 240 years ago.
- Vendors filled the Oneida Heritage Center for craft fairs in May and December, showcasing Haudenosaunee art and social dance.





Unto the Seventh Generation

Environmental Stewardship and Sustainable Practices

The Oneida people have always held the natural environment as sacred, honoring it as the space upon which our eternal homelands may thrive. As one of the founding members of the Haudenosaunee Confederation, the Oneida Indian Nation is committed to protecting its land's natural resources for today, as well as for the seventh generation to come.

With these future generations in mind, the Nation is always considering the impact its activities have upon the environment. This commitment underpins many of the initiatives the Nation undertakes across its enterprises.

*We do not inherit the Earth from our Ancestors,
we borrow it from our Children.*

—American Indian proverb



Using Drones to Monitor and Protect Nation Land

The Oneida Indian Nation recently partnered with NUAIR, a leader in aeronautical research and drone operations, to monitor and protect the Nation's environmental resources. NUAIR (Northeast UAS Airspace Integration Research) is a Syracuse-based organization that provides expertise in the operation and management of unmanned aircraft systems (UAS), commonly known as drones.

NUAIR's aviation professionals will partner with the Nation to build the drone program, specifically on strategic planning, evaluation

and continued monitoring. They will also lend their expertise in the training and certification of Nation staff to independently operate the drones.

By utilizing NUAIR's cutting-edge technology and expertise, the Nation will have the ability to collect and assess data about its lands and environmental resources, particularly from isolated or hard-to-reach areas. This technology will further help the Nation to implement and enforce programs geared toward protecting these resources.

Eco-Friendly Golf Courses

Turning Stone's Shenendoah, Kaluhyat and Atunyote golf courses are officially certified Signature Sanctuaries by Audubon International for demonstrating continued commitment to the environment. These eco-friendly courses meet extensive standards

for protecting water quality and conserving natural resources and were designed to safeguard existing wetlands, native plant life and animal habitats. The grounds are carefully maintained to respect the diverse population of wildlife – including deer, foxes and nearly 100 species of birds. The Oneida Indian Nation has also invested in a system to use water from drainage systems and reclaimed city water to irrigate property grounds and golf courses.



New Straw Policy

The Oneida Indian Nation has joined other environmentally aware businesses by introducing its new plastic straw policy throughout Turning Stone's restaurants and dining venues. Unless requested by guests, Turning Stone no longer offers plastic straws, thus helping to keep plastic waste from ending up in landfills.

Water-Based Cleaning Solutions

The Oneida Indian Nation recently began working with Orbio Technologies to introduce water-based solutions to clean all public areas throughout Turning Stone. Using the power of charged water, this technology enables cleaning devices and equipment to achieve quality results while eliminating the hazards and large environmental footprint of chemical cleaning products.

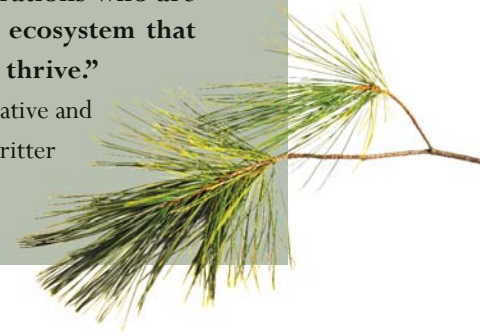
Clean the World

The Oneida Indian Nation works closely with the nonprofit Clean the World, whose innovative waste-reduction program enables hotels to recycle leftover soaps and shampoos. These products are then distributed to impoverished communities around the world, helping to prevent millions of hygiene-related illnesses and deaths every year. The Nation's program with Clean the World has collected more than 36,600 pounds of used hygiene products, which have then been recycled to create more than 195,000 bars of soap for communities in need.



“We see these efforts as not only good for our business enterprises, but also as part of our responsibility to future generations who are relying on us to protect the ecosystem that they will need to survive and thrive.”

– Oneida Indian Nation Representative and
Nation Enterprises CEO Ray Halbritter



Energy-Efficiency Programs

In 2019, the Nation began work on an energy project – partially funded by a US Department of Energy grant – to install energy-efficiency upgrades throughout 27 Nation-owned buildings. These changes include upgrades to LED technology for interior and exterior lighting, remote HVAC management and improvements to hot-water heaters and refrigeration. Through these efforts, the Nation expects to substantially reduce its annual greenhouse gas emissions.

Additionally, a number of efficiency measures are already in place: Turning Stone currently has four car-charging stations that guests with electric vehicles may use, and the resort utilizes lights with photo sensors that adjust to natural daylight to conserve electricity. Meanwhile, special roof-coating materials are used throughout Turning Stone to extend the roof's life and keep the materials cooler on hot days, therefore reducing the amount of energy required from the air-conditioning systems.

Recycling More Than Just Bottles and Cans

Turning Stone recycles an average of 310 pounds of shredded paper every day, and recycles more than 20,000 gallons a year of fat from restaurant fryer oil to produce biofuel. The culinary team now sources select products that are in recyclable plastic pouches rather than large unrecyclable steel cans.

Because of the Nation's comprehensive recycling program, nearly 25,000 pounds of linens, more than 900,000 plastic and glass bottles, and 57 tons of paper are kept out of landfills every year.

Upgrading Turning Stone's Central Utility Plant

In 2019, the Nation completed an upgrade to its Central Utility Plant (CUP), which runs on natural gas and supplies energy to the Turning Stone Resort Casino campus. This state-of-the-art generator captures unused heat and steam and recycles it to generate steam energy, which provides clean power throughout the entire resort. It is designed to provide more than two-thirds of the electric, heating and cooling

needs of the resort, reduce demands on the region's power grid and increase the reliability of the power supply for the resort.

In addition to increased efficiencies and reduced dependency on the electric grid, the project has strengthened the Nation's stewardship of its resources by increasing the Nation's self-sustaining use of clean energy (natural gas) and reducing dependency on fossil fuels.

Reducing the Impact of Invasive Species

During the summer of 2019, the Nation conducted activities to reduce the presence and impact of two types of aquatic invasive species located on Nation lands within the Great Lakes Basin. These activities consisted of physical removal of water chestnut from Oneida Indian Nation marina locations at Oneida Lake and the destruction of giant hogweed along Sconondoa Creek.

The Nation estimates that about 35 acres of Great Lakes tributaries were treated during this reporting period. While this is an ongoing project, the Nation's efforts have positively impacted the environment and the community at large by decreasing the spread of these aquatic invasive species, which disrupt the natural ecosystem.





Oneida Indian Nation Economic Impact

Oneida Nation Enterprises Sets Economic Records, Benefiting Members and All of Central New York

A Year of Growth

As the region's largest employer and most successful tourism destination, the Oneida Indian Nation has been able to stay true to its mission of continually reinvesting in Central New York. Collectively, the Nation's enterprises generate tens of millions of dollars, which boost the local economy and directly fund major public priorities that not only serve its Members, but make the community demonstrably better.

2019 was a record-breaking year for Oneida Nation Enterprises. During that time, it created a wealth of new jobs for the region and built the state's largest sports book, and its casinos paid a record \$70 million to the State of New York.

Such growth is driven by the Oneida Indian Nation's consistent economic commitment to Central New York. By reinvesting into the community 100 percent of its gaming revenues – more than any other upstate gaming facility – the Nation is able to achieve its goal of building the region into a premier tourism and workforce destination. The Oneida Indian Nation is always looking for new ways to evolve its business model and build upon its vision of being a major engine of growth in the region. It does this by generating a robust local workforce and delivering top-notch service to its guests – all while reaffirming its commitment to Nation Members.

Partnering With Local Businesses to Grow the Region Together

The Oneida Indian Nation is able to achieve great things when working with other businesses who share a commitment to Central New York. In 2019, the Oneida Indian Nation paid \$64 million to nearly 1,000 vendors in Oneida, Madison and Onondaga counties.

In October of 2019, the Nation welcomed more than 200 local business representatives interested in partnering with its enterprises.





The conference, Doing Business With the Oneida Indian Nation, was held at Turning Stone and provided valuable insight into working with the Nation on a variety of vendor and business development opportunities.

“As we expand, so does our need for vendor partnerships,” said Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter. “And that’s for everything we do – from hospitality and food services, to construction and renovation, to cutting-edge information technologies.”

The importance of relationship building was a central theme throughout the day.

“We couldn’t have done any of this by ourselves,” he said. “Our collaborations and our team have made it all possible. Relationships are critical to our success.”

Oneida Indian Nation FY 19 Vendor Spending

\$319,314,474

- TOTAL VENDOR SPENDING WITH **3,315** TOTAL VENDORS, INCLUDING **\$29,601,737** ON CAPITAL PROJECTS

\$176,144,543

- NEW YORK STATE VENDOR SPENDING WITH **1,633** NEW YORK STATE VENDORS

\$64,306,320

- 3-COUNTY REGIONAL SPENDING

ONONDAGA COUNTY

\$44,397,038 SPENT WITH **456** VENDORS

ONEIDA COUNTY

\$15,952,850 SPENT WITH **341** VENDORS

MADISON COUNTY

\$3,956,432 SPENT WITH **193** VENDORS

Awards and Accolades Highlight Nation's Ongoing Success

The Oneida Indian Nation continues to have a major impact on the region's economy and quality of life. The awards and accolades its enterprises receive are a testament to the dedication of their employees, who embody the Nation's long-standing commitment to service and hospitality.

In 2019, Turning Stone Resort Casino received top accolades for its unparalleled amenities and superior guest service. It earned a total of 18 Best of Gaming Awards from Casino Player Magazine, a leading authority in the casino gaming industry, including the highest honor of being named the No. 1 Best Overall Gaming Resort.

Adding to its already impressive award roster, the resort was lauded across the board for its outstanding games, luxury accommodations, exceptional golf and expert staff, earning 11 first-place wins:

- No. 1 Best Overall Gaming Resort
- No. 1 Best Casino
- No. 1 Best Spa for Ska:na: Spa
- No. 1 Best Golf Course, Shenendoah
- No. 1 Best Table Game Tournament
- No. 1 Best Poker Tournament
- No. 1 Best Blackjack
- No. 1 Best Live Poker
- No. 1 Best Bingo
- No. 1 Best Hotel
- No. 1 Best Pool

The resort also received wins in several other categories, including:

- Best Dealers
- Best Craps
- Best High-Limit Room
- Best Non-Smoking Casino
- Best Roulette
- Best Rooms
- Favorite Casino Resort to Vacation at





“Every year we strive to be the newest and best casino resort in New York. This year’s awards from Casino Player Magazine reaffirm that we are meeting that commitment and continuing to set the bar for world-class entertainment and gaming.”

– Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter

Earlier in 2019, the internationally renowned Forbes Travel Guide presented Turning Stone with three Four Star awards, while AAA bestowed three of its elite Four Diamond Awards, distinguishing Turning Stone as the only resort in the entire Northeast to earn three of both prominent awards.

Turning Stone once again earned the distinguished honor of having two of its restaurants, TS Steakhouse and Wildflowers, receive Wine Spectator’s highly respected Awards of Excellence.

The resort also earned Golf Digest’s coveted 2019 Editors’ Choice Award for the Best Golf Resort in the Americas in the Northeast.





Dale Rood, Oneida Indian Nation Council Member; Anthony Picente, Oneida County Executive; Walt Fales, Senior Vice President of Strategic Development at Caesars; Howard Glaser, Global Head of Government Affairs and Special Initiatives for Scientific Games; Chuck Fournier, Oneida Indian Nation Council Member; Ray Halbritter, Oneida Indian Nation Representative and Nation Enterprises CEO; Marianne Buttenschon, New York State Assembly Member; Rob Esche, President of Utica Comets; and Scott Musacchio, Verona Supervisor, at the grand opening of The Lounge with Caesars Sports at Turning Stone.

Collaborating With National Brands to Achieve the Next Level of Success

The Nation's ongoing success has allowed it to partner with major entertainment brands from around the country. In 2019, this included Caesars Entertainment, Brunswick Bowling and Topgolf. These industry-leading companies have chosen to do business with the Oneida Indian Nation because they value its growth as a world-class destination that is committed to providing the highest quality service and guest experience.

The successes in 2019 are a testament to the vendors, businesses and employees who share the Nation's vision for excellence. And they speak to the unique and defining strength of the Oneida Indian Nation: While its enterprises consistently rank as the finest in the US, everything that is created here – from careers to revenue – directly benefits the people, economy and future of Central New York, the eternal homeland of the Oneida people.



The Lounge With Caesars Sports Is a Winner for Central New York

The summer of 2019 saw the grand opening of the Oneida Indian Nation's state-of-the art, Vegas-style sports books, The Lounge with Caesars Sports. The result of a major partnership between Oneida Nation Enterprises and Caesars Entertainment, the world-wide leader in gaming, these venues feature VIP amenities, luxury seating and award-winning menus. The first of their kind in the region, they have proven to be a winner with new and loyal casino guests alike.



At Turning Stone, The Lounge with Caesars Sports is prominently located at the resort's main entrance, featuring a massive 500-square-foot curved LED screen. The sports book at Point Place Casino is located within the newly expanded gaming floor, with the primary video wall featuring a 24-foot HD LED screen, plus an additional 30 LED TVs throughout the space. When the lounge at YBR Casino opened in September, it became New York State's largest sports book.

The hiring event for the sports books was one of the Nation's largest recruitment events of the year. With more than 60 jobs available, interested applicants were able to take part in on-the-spot interviews and meet with hiring and department managers.

The Nation Expands Its Regional Investments to Create a Premier Tourism Destination

In December, YBR Casino announced its partnership with two major game brands, Brunswick and Topgolf, to expand the property and create a unique, multi-entertainment destination – the first of its kind in the area.

The renovation builds on the transformation that has taken place at YBR over the past year. In addition to a stylish redesign of the casino's exterior, the renovation at YBR features a six-lane Brunswick Bowling center, two Topgolf Swing Suites, pool tables, shuffle board, dedicated sports-betting stations, and a full-service bar. New dining options include a second Burgers of Madison County location, based on the restaurant's success at Point Place Casino.



This latest expansion is part of the Oneida Indian Nation's commitment to building the region into a premier destination for entertainment and tourism. This new project will transform the casino into a multi-entertainment venue unlike anything else in the area, and will bring with it new jobs for Central New York residents.



ARTIST RENDERING

The Nation also recently announced plans to invest in the Oneida County village of Sylvan Beach with the development of a new tourist attraction that promises to bring even more jobs and revenue to the region.

The facility, called The Lake House at Sylvan Beach, will be in the former DiCastro's restaurant and event hall. Slated to open in May 2020, the new attraction will employ at least 60 people and include a gaming area with 100 slots.

Such revitalization projects are a clear reflection of the Nation's multifaceted commitment to the enduring success of Central New York – the Oneida's ancestral homeland.

Served Fresh Daily: Maple Leaf Market Now Offers Items From Turning Stone's World-Class Menus

In early 2019, Maple Leaf Market introduced Turning Stone Grab & Go, a selection of meals catered directly from the kitchens of Turning Stone's world-class restaurants. Central New Yorkers can now conveniently pick up and enjoy portions from restaurants such as Pino Bianco, Upstate Tavern, Emerald Restaurant, Peach Blossom and Opal's. Delivered fresh daily, meals include chicken marsala, pork dumplings, Utica greens, mac and cheese, mashed potatoes and more, with pastries, cookies and desserts from Opal's.

Turning Stone Grab & Go is led by Turning Stone's Executive Chef Ron Ross, a three-time James Beard award recipient, and his talented and highly trained team of chefs.



Honoring Nation Employees for Their Dedication and Service

A long-standing annual event, the Oneida Indian Nation's Service Awards Gala honors individuals with 10, 15, 20, 25 and 30 years of employment, in recognition of their longevity in the workplace. The 2019 gala celebrated the service of 246 employees, nearly 90 of which have been with the Nation for at least 20 years.

Staff from across the Nation's enterprises were honored, including from the Oneida Indian Nation government programs, Turning Stone Resort Casino, Yellow Brick Road Casino, Point Place Casino, Maple Leaf Market and S&W convenience stores.

Speaking to the invited guests, Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter looked back on the Nation's expansion over the decades, marveling at the evolution of a business model that began with a bingo hall and grew into the region's foremost tourism destination.

"Nearly 30 years ago, we had a simple goal," Halbritter said. "We wanted to build enduring institutions that could support our Members, the surrounding communities and jobs that allow for fulfillment and professional advancement. Today we have achieved that, making Central New York a place where people can raise their families and build meaningful, long-lasting careers."

Oneida Indian Nation Employment Impact

4,750 TOTAL
EMPLOYEES

\$161,172,220 TOTAL
PAYROLL

- INCLUDES \$7.1 MILLION BONUS PAYOUT*

\$15,036,882

- FEDERAL INCOME TAXES PAID BY O.N.E. EMPLOYEES

\$6,396,289

- NEW YORK STATE INCOME TAXES PAID BY O.N.E. EMPLOYEES

\$9,235,391

- SOCIAL SECURITY PAID BY ONEIDA INDIAN NATION

\$9,062,109

- SOCIAL SECURITY PAID BY O.N.E. EMPLOYEES

\$4,290,829

- CONTRIBUTIONS MADE TO EMPLOYEE 401(K) ACCOUNTS BY ONEIDA INDIAN NATION



*Paid in FY 20 based on FY 19 performance to eligible employees



Honoring Veterans and the Organizations That Serve Them

As America's First Allies, the Oneida Indian Nation's legacy of supporting the United States military dates back to the Revolutionary War, when Oneidas fought alongside the colonists in battles against the British.

In recognition of this long friendship, the Nation seeks to honor members of the armed forces with a range of activities throughout the year. This includes a Veterans Day celebration, job recruitment programs and meaningful partnerships with veterans organizations.

Within the organization, there are many opportunities that value the unique skills and training that veterans possess. These include positions in security,

communications, health services and government administration — among many others. More than two dozen veterans and active-duty personnel work for the Nation and are represented in nearly every department.

The Oneida Indian Nation gives back to veterans through strategic collaborations as well. This includes a long-time partnership with the Fort Drum Army Base. Together, they host special events and organize a yearly Toys for Tots drive for local children in need.

The Nation also works with the charity Cell Phones for Soldiers, which provides communication services to active-duty service members and veterans. Turning Stone is also proud to host golf programs and fundraisers, including serving as a local chapter of the PGA Hope golf instruction program, which introduces the sport to disabled veterans.

And each spring, the local nonprofit Clear Path for Veterans holds its annual fundraiser at the resort's Shenendoah golf course, with proceeds going to support the organization's services for Central New York veterans and their families.



19th Annual Veterans Recognition Ceremony and Breakfast

In November, the Oneida Indian Nation hosted its 19th annual Veterans Recognition Ceremony and Breakfast. A cherished yearly event, and one of the largest of its kind in upstate New York, the breakfast hosts more than 400 local veterans to honor their service and sacrifices.

Oneida Indian Nation Representative and Nation Enterprises CEO Ray Halbritter spoke about the Oneida's military history and the Nation's many current programs geared to assist veterans. The Nation also announced a \$1,000 donation to Feed Our Vets – Utica Pantry.

US Representative Anthony Brindisi was welcomed as this year's keynote speaker. A long-time advocate for veterans, Congressman Brindisi serves on the House Committee on Veterans' Affairs. In his remarks, Brindisi highlighted the work he has been doing to support service members in his district and around the country. The 22nd District, which he represents, is home to more than 50,000 veterans.



Oneida Indian Nation Continues Sponsorship of Chittenango's Oz-Stravaganza!



The Oneida Indian Nation carried on its time-honored tradition as the presenting sponsor of the Village of Chittenango's annual Oz-Stravaganza! weekend (May 31 to June 2). As the Oz-Stravaganza presenting sponsor since 2011, the Oneida Indian Nation is proud to show its support for the community.

Raising Money for Causes That Impact the Community

In November, the YWCA of the Mohawk Valley accepted a donation from SävOn and Maple Leaf Market convenience stores in the amount of \$6,847. The donations poured in from customers as part of the YWCA's purple ribbon campaign for Domestic Violence Awareness Month. The YWCA has partnered with the Oneida Indian Nation for several years with the purpose of empowering women and eliminating racism in the community.

The stores continued their partnership with the Muscular Dystrophy Association in 2019 as well. Over the past 15 years, Maple Leaf and SävOn stores have raised more than \$250,000 for the MDA, including \$12,047.80 in its most recent campaign.



"The Oneida Indian Nation is proud to continue this strong association with the MDA. This partnership has been very successful and has helped raise a lot of money for a worthy cause," said Chuck Fougner, Oneida Indian Nation council member and chairman of the Oneida Nation Foundation, during a check presentation to the MDA in October of 2019.



*Replica two-row
wampum belt*

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.



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