

Oneida Indian Nation ANNUAL REPORT 2022

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.

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Unto the Seventh Generation



Contents

A Message From the Nation Representative
and Oneida Nation Enterprises CEO
Ray Halbritter pgs. 4-5

Passage of Peace Returns to Share a Message of
Peace; Raise Awareness of Boarding Schools pg. 5

A Message From the Oneida Indian
Nation Councilpgs. 6-7

Groundbreaking Signals New Horizons pgs. 8-9

GOVERNMENT PROGRAMS & SERVICES

Diabetes Program Reaccredited by the Leading
National Diabetes Care and Education
Association pg. 10

Legend Comes to Life in Story Walk pg. 11

Onyota'a:ka: Language Made More Accessible . pg. 11

Scholarship Program Continues to Provide Crucial
Assistance, Launches Online Applications pg. 12

Scholarship Program Helps Member Find His Passion,
Enroll in Doctoral Program pgs. 12-13

Youth Work/Learn Program Welcomed
Several New Participants pg. 14

Early Learning Center Fosters Growth
for Precious Generation pg. 14

PARTNERSHIPS HIGHLIGHT ONEIDA CULTURE, SHARED HISTORY

Nation Visits New-York Historical Society
for Cultural Showcase pgs. 15-16

Lacrosse Convention Highlights
Creator's Game pg. 16

Indigenous Peoples Weekend Celebrated pg. 17

Local Partnerships Provide Educational
Opportunities pg. 17

Craft Fairs for Every Season pg. 18

Shako:wi Welcomes New Staff pg. 19

Nation Honored by Daughters of the
American Revolution pg. 19

CONTINUED ALLIANCES STRENGTHEN BONDS WITH COMMUNITY

Nation Honors Member, Employee,
and Local Veterans pgs. 20-21

Oneida Indian Nation's SāvOn, Maple Leaf
Convenience Stores Raise Over \$22,000 for Muscular
Dystrophy Association pg. 22

Employee Donations Assist
Communities in Need pg. 23

Health Services Leads Program
for Clients, Members pg. 23

SUCCESS OF ONEIDA NATION ENTERPRISES PROVIDES RESOURCES FOR MEMBERS, BOOSTS REGIONAL EMPLOYMENT AND ECONOMY

Supporting State and Local Vendors pgs. 24-25

A Leader in Regional Tourism Growth pg. 26

Reinvestment in 'Turning Stone Supports Members'
Economic Success pg. 27

Heritage Moves to New,
More Accessible Location pg. 27

Affordable Housing, Regional Job Fairs Part of
Innovative Recruitment Strategy pg. 28

New Buffet, Awards Reflect Oneida
Values of Hospitality pg. 28

Nation Honored by CNY Business Journal with
First-Ever Mohawk Valley GEAR Award pg. 29

Boxing, Other Events Return to Turning Stone pg. 30

Partnership Brings More Gaming Options pg. 30



A Message from the Nation Representative and Oneida Nation Enterprises CEO

Shekólih. When one year ends and another begins, we often find ourselves simultaneously looking back and ahead. We have many reasons to look back on the past year with pride and to look ahead with hope. Of all the reasons this is possible, our great resiliency and our commitment to making the best decisions for the Oneida people are among the most important. They have been our guiding principles throughout a history of great triumphs and unimaginable hardships.

Today, we can see how well these principles have served us. We have restored more than 18,000 acres of our homelands, defended our sovereignty and built strong relationships with many who once opposed us. We emerged from a tragic fire on our homelands to build our enterprises here into a network of businesses that sustain our people with education, health care, housing and cultural and language preservation programs.

We made historic reinvestments in our enterprises during the past year. These reinvestments included the opening of The Cove at Sylvan Beach and 7 Kitchens at Turning Stone Resort Casino.

Additionally, we continued to diversify our enterprises with businesses in two new verticals, Wáhta' Maple Farm and a cannabis operation, both of which will be located on our homelands. All of these reinvestments help ensure our enterprises will continue to grow and sustain our prosperity for many generations.

As our enterprises have flourished, so has our ability to continue the revitalization of our people. We have continued the Oneida Neighborhoods Project, adding new infrastructure and resources. This summer, we broke ground on the Oneida Indian Nation Community Center, where the Oneida people will always find a true home and the heart of our community.

Our community center will be a testament to all who enter – Nation Members and our neighbors alike – of our resiliency and our commitment to this revitalization. In many ways, our revitalization is a kind of resiliency itself, a tireless dedication to building an evermore secure foundation for the success of generations to come. We will continue to build on this foundation within our homelands this year with the construction of additional housing, including new Elders' housing.

During the summer, we were again able to come together for the Nation Member picnic. Events like this are a powerful reminder of our commitment to preserving the culture that unites us. We look forward to more events like this one in



the coming year, including the return of another beloved tradition, the Elders Dinner.

In September, we once again took part in Indigenous Peoples Weekend at the Museum of the American Revolution. With social dance and traditional craftwork demonstrations, Nation Members shared Oneida culture with attendees and helped continue the museum's work of creating a more accurate history of the Revolutionary War – one that includes our important role as America's First Allies.

In November, we gathered with officials from Colgate University for the repatriation of more than 1,500 funerary objects and other cultural artifacts from the Longyear



Museum of Anthropology's collections. University President Brian Casey offered an official apology on behalf of Colgate during this ceremony and pledged the university's commitment to future repatriations. We are grateful for the respectful return of these objects, but also understand that these repatriations are only what is required in a society that respects the sovereignty and dignity of Native people. As repatriations continue, they will play an important part in our revitalization, enabling us to tell our own stories and preserve our legacy in our own voices.

As we look back, not just on the past year but on all of our storied history, it would be easy to feel that our work has been done – to hope that our resiliency has freed future generations from the fight for our people's dignity and our right to exist as a sovereign Nation.

Yet this fight for our sovereignty and way of life will never end. That is why we must draw on our resiliency to always look ahead to the future, united as the Peacemaker taught us to be.

In the coming year, we will continue to invest in our people, protect our culture and assert our sovereignty. We will rely on the resiliency that has allowed us to do so since time immemorial and continue to make the best decisions possible not just for our needs today, but to ensure an even more successful future unto the Seventh Generation.

Na ki'wa,



Ray Halbritter



Passage of Peace Returns to Share a Message of Peace; Raise Awareness of Indian Boarding Schools

The Oneida Indian Nation's Passage of Peace once again offered a message of peace for Upstate New York with a beautiful display of illuminated teepees. Continuing the Nation's commitment to fostering dialogue around important issues affecting Indian Country, the cultural art installation also drew attention to the generational harm inflicted on Native people across the country by Indian boarding schools.

Two teepees were illuminated in orange throughout the installation, the color used by advocates during the National Day of Remembrance for Indian Boarding Schools to show solidarity and honor those lost to these institutions

While the Haudenosaunee people did not historically make their homes in teepees, the Passage of Peace utilizes these traditional dwellings as a powerful, instantly recognizable symbol of Native American identity. Its illuminated teepees reflect the shared sense of purpose and spirituality among all who claim this identity and the need to shed light on the issues that affect them.

"The Passage of Peace allows us to share a message of peace with all who visit our ancestral homelands while raising awareness about important issues like the long-lasting negative impact of boarding schools on Native people," said Ray Halbritter, Oneida Indian Nation Representative. "We hope that the Passage of Peace will help raise awareness about this tragic history."

The Lasting Impact of Indian Boarding Schools

- More than 400 government-funded, often church-run Indian boarding schools operated across 37 states in the 19th and 20th centuries
- Children as young as four attended boarding schools, often after forcible removal from their homes
- By 1926, more than 80% of school-age Native children were enrolled in boarding schools
- 1 in 4 Native children lived apart from their families by the 1960s
- A probe conducted by the U.S. Department of the Interior has identified approximately 50 burial sites at boarding schools and at least 500 deaths among Native children attending them

This year's Passage of Peace installation shared a message of hope and healing for individuals and families touched by these issues and offered a reminder of the importance of family and community for all.



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

Shekólih. As we begin what will be an exciting new year for the Oneida People, we do so with a sense of gratitude for the blessings the Creator has bestowed upon us and reflect on the accomplishments we have achieved along our journey. It is a journey that began generations ago when our ancestors chose to side with the Americans in their fight for freedom and continued with their long fight for our land and right to self-govern. And it is a journey that will continue long past our time, to be taken up by future generations.

It is our focus on the future that drives the decisions we make today. We continue to take steps to strengthen the community and to make resources available for our Members to help them achieve their goals and to live life the way the Creator intended. To that end, the security we have been afforded due to the success of our enterprises allows us to offer myriad programs and services.

One such program, the Scholarship Program, continues to have strong enrollment numbers, consistently building participation since its inception over three decades ago. Nation Member students have also taken advantage of the academic achievement incentives, which have enabled students to get the most out of their programs. Embracing the digital age, the program launched an online application process, available on the Nation's website, making it easier for students to apply to receive financial aid from the Nation. Numerous other forms and applications are now available on the website as well.

Education is a benefit that has no bounds, and we encourage Members to be well-prepared for their future.

We continue to make strides in the preservation of the Onyota'a:ká: language as we develop more resources with our partners at Madison-Oneida BOCES. The focus remains on

teaching our children so that our ancient language may be absorbed by their young minds to be practiced and preserved.

Our Elders have kept fast hold of our traditions and culture, and we in turn honor and respect their endeavors. With their safety in mind, we undertook some much-needed renovations to the Ray Elm Children and Elders Center in 2022, including the walkways and entrances to the building and the dining room. We are proud to have numerous activities and events geared toward their interests available continually through the Nation's Elders Program.

The health of our People is always a priority and remains a cornerstone of our commitment to Nation Members today and unto the seventh generation. Since 1989, Oneida Indian Nation Health Services has been an integral part of our mission to help Members receive the best in physical and mental health services. We were delighted when, once again in 2022, the Yukwata'kali:ték Diabetes Program achieved reaccreditation by the Association of Diabetes Care & Education Specialists (ADCES). We are proud of the work of our dedicated staff of health care professionals and their commitment to their patients.



The health of our Nation also relies on our ability to be together. After a two-year pause, Members were once again able to gather with family and friends for the annual summer picnic. It was wonderful to see so many familiar faces come together again, and we look forward to many more opportunities in the year ahead.

This past year we made tremendous strides in laying the foundation for a strong, vibrant community.

We completed the construction of Sugar Maple Road between the Villages of the White Pines and Territory Road, paving the way for future development of the Oneida Neighborhoods project that will bring new housing opportunities for our Members.

We also celebrated the groundbreaking of the Oneida Indian Nation Community Center. Construction continues on what will truly be a most beloved development and serve as the heart of our cultural and social programming.

While we take great pride in all that we have been able to accomplish, we remain committed to our responsibilities to protect what we have built, keeping in mind that we, as a government, must strive to consistently make decisions that will enhance and ensure the future for the faces yet unborn.



Groundbreaking Signals New Horizons

One of the most pivotal moments in 2022 included the groundbreaking celebration marking the beginning of construction of a new Oneida Indian Nation community and cultural center. Located on Oneida Indian Nation lands between Territory Road and the Villages of the White Pines, the community center is the latest step in the Nation's ongoing revitalization of its homelands and investments in the preservation of a vibrant community for generations to come.

Oneida Indian Nation Representative Ray Halbritter delivered remarks highlighting this significant milestone in the Nation's history and how the community center will welcome Nation Members and the surrounding community.



“When complete, the community center will be so much more than just impressive features,” said Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter. “It will truly be the center of our Nation – an investment in the very heart of our community and a permanent representation of all the history and meaning that term encompasses. Like all that we undertake, it will benefit not just those of us gathered here today, but our children, grandchildren, and great-grandchildren unto the seventh generation. Here, they will find a vibrant community and a place they may always call home.”

Sheri Beglen (Wolf Clan) began the event with words of thanks and recognition of all the Creator has given. Nation Members in attendance were given the opportunity to take part in the groundbreaking by moving the ceremonial dirt with a special replica tool. Made by Ron Patterson (Wolf Clan), the replica resembled a tool Oneida ancestors would've used to construct longhouses and villages.



“It’s great to see so many Members here today to celebrate this day together. The Community Center will be so amazing for our community and for our future generations.”

- Chelsea Jocko (Wolf Clan)





“It will be wonderful to have a new community center that will benefit our Members. This will give all of us, youth and Elders, a beautiful place to go to maintain a healthy lifestyle.”

- Rhonda Berger (Turtle Clan)

Targeted for completion by early 2024, the 65,000-square-foot community center will be among the largest tribal centers of its kind in the United States. Its amenities will include:

- Areas for language and cultural programming and education
- Spaces for community meals and other gatherings
- Library
- Exhibit space
- Field house for lacrosse games and cultural events
- Natatorium with an accessible pool, children's pool, and spa
- Gymnasium
- Fitness center
- Running track
- Play area
- Conference rooms and office space

The community center's design will be infused with Oneida culture and traditions throughout. At the center's entrance, broad wooden slats recreate the threading of a wampum belt, highlighting the important connections between people and nations. The four elements are represented throughout the complex's architecture, as are details that bring to mind the construction of a Haudenosaunee longhouse. In the community center's culture core, a skylight in the shape of a feather and a stone floor with a snapping turtle shell pattern emphasize the Nation's connection to the earth and the Creator.

The generational investment in a community center is just one step in a multi-phase plan to develop the Nation's homelands into a greater community. In addition to the construction of the new community center, the next phase of the Oneida Neighborhoods Project will also include additional housing for Nation Members. Construction will soon begin to double elder housing and increase other available Member housing by 50 percent. Expanded housing will also be accompanied by new road infrastructure to accommodate this increase in residency. The new Sugar Maple Road, connecting the Villages of the White Pines with the neighbors and facilities on Territory Road, also opened in 2022.



Government Programs and Services

Unto the Seventh Generation

The Oneida Indian Nation's long-range goals all revolve around the belief that today's generation must take into account how their decisions will impact the next seven generations to come. This sacred principle is reflected in the Nation's investments in the foundational cornerstones for a better quality of life, such as health care, education, housing, cultural preservation and a secure economic future. Through the success of Oneida Nation Enterprises and Nation leadership's dedication to these objectives, the Oneida People are experiencing opportunities only dreamed of just a generation ago.



Diabetes Program Reaccredited by the Leading National Diabetes Care and Education Association

Oneida Indian Nation Health Services' Yukwata'kali:ték Diabetes Program achieved reaccreditation by the Association of Diabetes Care & Education Specialists (ADCES) in 2022. Accreditation represents a high level of quality and service to the community and the ability to better meet the needs of American Indian patients affected by diabetes. The Nation program has been accredited since 2011.

"Providing resources and opportunities for healthy living is a cornerstone of our commitment to our people today and unto the seventh generation," said Ray Halbritter, Oneida Indian Nation Representative and Oneida Nation Enterprises CEO. "American Indians have long been linked to statistics of poor health, and especially diabetes. We are proud to be at the forefront of the effort to turn those numbers around by continuing to provide top-quality care through our diabetes program."

Since 1989, Oneida Indian Nation Health Services has been an integral part of the Nation's mission to help Members receive the best in physical and mental health services. Relocated to a new, state-of-the-art facility in 2016, Oneida Indian Nation Health Services serves as the medical facility for more than 3,500 American Indians living in Central New York.

The Yukwata'kali:ték Diabetes Program offers diabetes education sessions by appointment to registered Oneida Members and American Indian clients.

"Reaccreditation by the Association of Diabetes Care and Education Specialists helps ensure that our program at Oneida Indian Nation continues to provide high-quality and evidence-based diabetes care," said Mollie Tracy, RDN, CDN Diabetes Program Coordinator for Oneida Indian Nation Health Services. "This is immensely important for the American Indian population, which continues to be disproportionately impacted by Diabetes Mellitus."

ADCES is a National Accredited Organization (NAO) for the Centers for Medicare and Medicaid Services (CMS). Accredited programs must meet the National Standards for Diabetes Self-Management Education and Support.



Legend Comes to Life in Story Walk

In a cooperative effort to bring Haudenosaunee culture to life for younger generations, the Oneida Indian Nation partnered with Colgate University's Longyear Museum of Anthropology and the Picker Art Gallery to produce large outdoor reading stations, known as a Story Walk, utilizing one of the Nation's language-learning children's books, *The Legend of How the Bear Lost His Tail*. Each page from the book was made into a temporary sign that serves as a 'stop-and-read' station to encourage children to keep reading by walking to the next station.

The Story Walk was installed at Brookfield Central School in Madison County in April. 5th, 4th and 2nd graders at the school were able to read the story and learn to pronounce several Onyota'a:ká: words by completing the Story Walk.

"Unique, collaborative partnerships like this have made Haudenosaunee and Oneida culture easily accessible to all in our region. We are happy Colgate University is bringing this Story Walk program to local schools in Madison County that will introduce one significant area of our culture – legends and storytelling – to a new generation."

- Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter

The Legend of How the Bear Lost His Tail is part of a series of books for Oneida language learning and preservation produced in collaboration with Madison-Oneida BOCES. Through this partnership, the Nation has been able to make learning materials about Oneida culture and heritage available to the greater community.



The Story Walk also made stops at the Shako:wi Cultural Center and the Utica Zoo over the summer, introducing the language and culture to a wider audience.

"Bringing our stories to younger generations and introducing the Oneida language to the community in an interactive way has been a wonderful experience," said Language Instructor Chelsea Jocko (Wolf Clan). "Schools and libraries in the area have shared in our excitement in producing these books and we are happy to have the Utica Zoo assist in our outreach."

This Story Walk project is made possible in part by the Institute of Museum and Library Science (IMLS) as part of the Museum Association of New York (MANY) Building Capacity Project. For two years, the University Museums at Colgate (Longyear Museum of Anthropology & Picker Art Gallery) and Colgate University Teacher Preparation Program worked to expand the way we tell stories and educate students.

Programs like this present an opportunity to incorporate diverse educational resources into lesson plans that will serve to benefit children of all ages.

Onyota'a:ká: Language Made More Accessible

Oneida Indian Nation Members are now able to download and install a brand-new Oneida language keyboard on their personal computers for use with the Oneida alphabet in documents, emails and social media.

The software is made available through a cooperative partnership between the Nation Language Program and The Language Conservancy, a non-profit organization dedicated to revitalizing and preserving endangered indigenous languages through educational and technical programming support.

Nation leadership is committed to taking critical steps to assist the Language Program in implementing teaching and communication methods to ensure the Oneida language will continue to be passed down to future generations. The launch of the Oneida keyboard layout is just one of many new projects undertaken with The Language Conservancy that will assist with the expansion of teaching resources available to the Nation.

Visit the Language Learning section of the Oneida Indian Nation website for more information on how to download the keyboard bundle.

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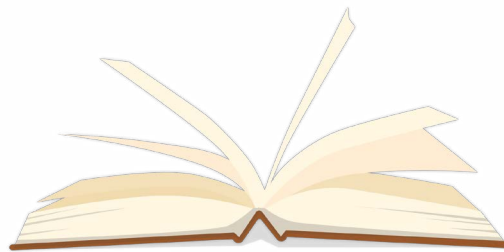
Scholarship Program Continues to Provide Crucial Assistance, Launches Online Application

In an effort to streamline the application process for Nation Members seeking to further their education, the Oneida Indian Nation's Scholarship Program developed an online application powered by Submittable, a company that specializes in making complex applications easier for backend users as well as potential applicants.

The new system is available on the Nation's website in the Education section under Member Services. Other forms and applications are available for download on the Nation's website.

To coincide with the new online application, the Scholarship Program developed a new policies and procedures booklet with a fresh design that students can utilize as they consider the next steps in their educational journey. The new booklet is a comprehensive document that aims to answer any questions students may have about the scholarship process.

The Scholarship Program is available to all Nation Members in good standing to fund their educational pursuits. These can include vocational or trade programs to doctoral or professional practice degrees. The program continues to have strong enrollment numbers, consistently building in participation since its inception over three decades ago. Nation Member students have also taken advantage of the academic achievement incentives, which have enabled students to get the most out of their programs.



As of Fall 2022, there were **36** Oneida
Members enrolled in Higher Ed
programs, with **76** incentives awarded
for high academic achievement

| | |
|--|------------------------|
| 2 Professional Practice PhD | 15 Bachelors |
| 4 Research PhD | 7 Associates |
| 5 Masters | 3 Vocational |

Incentives awarded for high academic achievement

| | |
|-----------------------|---------------------------|
| 1 PhD | 3 Associate |
| 3 Masters | 55 K-12 |
| 7 Bachelors | 5 H.S. Diplomas |

Scholarship Program Helps Member Find His Passion, Enroll in Doctoral Program

Oneida Indian Nation Members are part of a thriving community that runs far beyond the Oneida homelands in Central New York. Gerald Bush III (Turtle Clan) has lived most of his life in New Mexico, but remains connected to his roots in the homelands and is grateful for the opportunities the Oneida Indian Nation has provided him. The Nation's Scholarship Program presented him an opportunity to not only go to college, but set his sights on something bigger – a chance to give back and impact the next generation.



The Scholarship Program enables Nation Member students to go to college, graduate school or vocational/trade schools – in addition to qualifying certificate programs – so they can avoid many of the financial stresses of higher education and focus on their studies. This popular program has been a staple of the Nation's Education Department for over three decades.

Gerald has taken his education seriously for a long time, and it has put him on a path toward success. He recently graduated from Fort Lewis College in Durango, Colorado – a public school with a Native American population of 41 percent. With over 177 tribal nations represented, Gerald thought it was the best place to spend four years learning more about himself and his educational interests. Coming from Albuquerque, New Mexico, he was excited to move to a new state and meet other like-minded people.





“It’s really difficult finding other Native Americans in STEM [Science, Technology, Engineering, and Mathematics] fields,” he said. “I was looking at some statistics and saw that for every 10,000 PhDs awarded, fewer than 40 are awarded to Native Americans. So I’d really like to mentor other Native American students to show them that they can do it.”

“The Scholarship Program is amazing. It’s great only having to worry about classes and not about healthcare or housing. I’m very grateful and lucky to receive that assistance.”

- Gerald Bush (Turtle Clan)

Left to right: Gerald Bush Jr. (Lakota), Joy Chrisjohn (Turtle Clan), Gerald, Steven Chrisjohn Sr. (Wolf Clan), Julie Bush (Turtle Clan)

“Fort Lewis College is actually an accredited Native American-serving institution, and they provide a tuition waiver for Native American students,” Gerald said. “So that was super helpful to go there.”

Julie Bush (Turtle Clan), Gerald’s mother, has been a constant voice of encouragement. His grandmother, Joy Chrisjohn (Turtle Clan), and grandfather, Steven Chrisjohn Sr. (Wolf Clan), are also tremendous supporters of his studies, which helped guide him through the process of applying to college.

“My parents have always been there – 100% behind me,” he said. “They really helped propel me in this direction, and I’m really grateful for everything they’ve done.”

In just three short years, Gerald was looking for a graduate program to continue his studies in cellular and molecular

biology. He applied and was accepted to the Program in the Biomedical Sciences (PiBS) at the University of Miami. Similar to his undergraduate program at Fort Collins, this program allows more flexibility before honing in on a specific area of study.

“The second year is when you start going into your respective discipline,” Gerald explained. “I anticipate mine will be neuroscience, so I’ll start taking my foundational neuroscience courses. And then the next three years I will be in the laboratory working on my thesis.”

Once he graduates, Gerald hopes to do postdoctoral work to get extra training in the lab. He wants to own his own lab one day so he can help mentor other minority students.

The Nation’s Scholarship Program was founded to support students like Gerald. It has given him the freedom to focus solely on his studies so he can maintain and sustain a high grade point average and live comfortably away from home.

The program was one of the first developed by the Oneida Indian Nation to offer financial assistance to Members who wanted to go to college or even further in their studies. Over 50 Members apply for funding every year.

As with all great support systems, Gerald’s family continues to be his rock throughout his educational journey. Even during the late nights at the lab, Gerald knows he can always call his mother and vent a bit. He says it’s all a part of the process.

“My mother and my father, and my brother and sister, have been incredibly supportive of everything I’ve done,” he said. “It’s been a huge part of my success.”





Youth Work Learn Program Welcomed Several New Participants

This past summer, participants in the Oneida Indian Nation's Youth Work/Learn Crew were able to participate in a variety of engaging activities and events. Projects to help maintain various Nation properties included painting the picnic tables and clearing debris at Peaceful Pines ahead of the Member Picnic in July, clearing weeds and other debris from the water around the docks at Snug Harbor, landscape work near the Elders gazebo at the Children and Elders Center, and helping to clean up recyclable materials from the old Oneida Heritage location in Sherrill. Field trips included a stop at Nichols Pond with cadets from Fort Drum and kids from the Early Learning Center, and a visit to Shako:wi Cultural Center, among others.

The Crew also was able to visit the Simpson archaeological dig site – a contemporary to Nichols Pond – to search for indications of Oneida occupation of the site generations ago. The group used shovels to clear the topsoil and screens to sift and look for artifacts. They used trowels to clear off the bottom of the test unit to look for items as well. They found rocks that had been used around hearths, ceramic sherds and tools made from chert – a small rock resembling flint.

Participants in the Crew this year included Jaylyn Aregano (Turtle Clan), Beleza Gibson (Wolf Clan), Kal:na Dockstader, Lyanna Halsey and Meadow Liddiard.

Older kids in the Youth Work/Learn program took on jobs in the Turning Stone Golf Department. Among their many responsibilities were assisting guests with loading and unloading their clubs, washing the golf carts at the end of the day, retrieving practice balls at the range and golf dome, and helping rangers get guests started on time.

Josh Frederick (Turtle Clan) was happy to work at the golf courses for the first time this year. Cousins Ashley and Isabella Scott were also first-timers at the golf department. Ashley said the job helped her develop her social skills.



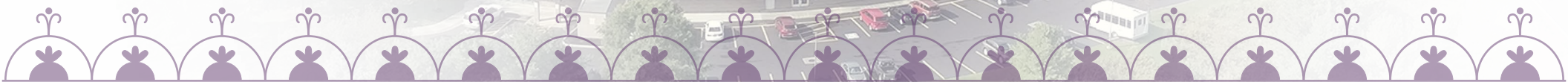
Early Learning Center Fosters Growth for Precious Generation

After operating under limited capacity due to the Covid pandemic for the past few years, the Oneida Indian Nation's Early Learning Center (ELC) was able to convert to full capacity in September while still maintaining the highest in health and safety protocols.

Earlier in the year, the ELC achieved re-accreditation through the National Association for the Education of Young Children, the nation's largest organization of early childhood educators. Having successfully maintained the accreditation since 2000, the ELC continues to offer a safe and nurturing environment for every child.

Participants went on several field trips in 2022, and welcomed family members to the "Party of the Playground" celebration in August.

Educational programs at the ELC are designed to nurture children's physical, cognitive, language and social-emotional growth through encouragement and interactive activities. Teachers receive continuous child development training and have a solid background in early childhood education. The ELC teaching and administrative staff attended the NAEYC National Conference at Turning Stone in April.



Partnerships Highlight Oneida Culture, Shared History

The Oneida Indian Nation's legacy as the United States' First Allies was earned through the tremendous loyalty and sacrifices exhibited during the Revolutionary War, when the Oneida People broke with their Haudenosaunee brothers and sisters and chose to fight alongside America's founders. In a poignant address to the American commissioners in 1778, the Oneida sachem Ojistalak declared his nation's unalterable resolution to hold fast the Covenant Chain of friendship and "with them to be buried in the same grave; or to enjoy the fruits of victory and peace."

That spirit of friendship and collaboration forged more than 200 years ago is reflected in the Nation's partnerships throughout the surrounding communities today. These partnerships remain strong and are helping secure and promote the Nation's heritage and the role the Oneida People held in the creation of the United States.

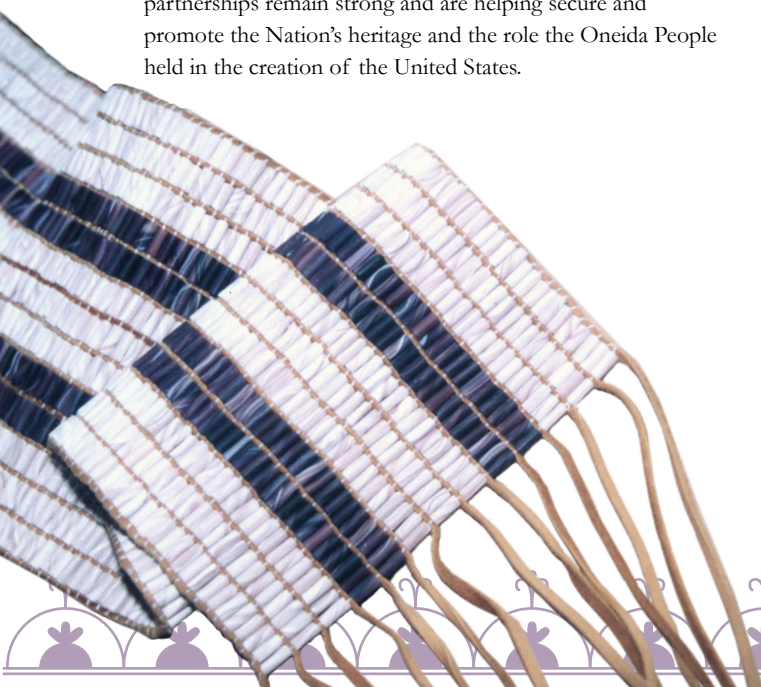


Nation Visits New-York Historical Society for Cultural Showcase

In May, Nation Members traveled to New York City for a program showcasing Oneida and Haudenosaunee culture to teachers and their families for the New-York Historical Society's Teacher Appreciation Day. It was the first time the two organizations collaborated to offer educators a more in-depth look at the heritage and shared history of the Oneida People. The day was filled with unique learning opportunities covering the Onyota'a:ka language, Haudenosaunee legends and the Nation's legacy as the United States' First Allies.

A special social dancing presentation featuring Oneida Members Heath Hill (Wolf Clan), Jamisin Cathers (Turtle Clan) and Brooke Thomas (Wolf Clan), as well as other Haudenosaunee dancers, was met with enthusiasm from all attendees

The core of the program was a screening of the Nation's documentary, "People of the Standing Stone: the Oneida Indian Nation, the War for Independence and the Making of America." The film documents the Oneidas' role in aiding the fledgling United States in its battle for independence, including at the historic Battle of Oriskany – one of the bloodiest of the war – which pitted brothers and sisters of the Haudenosaunee Confederacy against one another to protect Fort Stanwix from a British siege.





After the screening, audience members had an opportunity to engage in conversation with the Nation's Member Outreach and Advocacy Coordinator, Derek Montroy (Turtle Clan). The audience of teachers was eager to learn more about this critical story that is often forgotten in American History education.

"Events like this provide a tremendous opportunity for educators, and their children, to learn more about our people," Derek said. "Raising awareness of our legacy as America's First Allies with local and regional partners helps us tell the more complete story of America's founding."

The day-long program also featured social dancing and a story time presentation for children to introduce two Haudenosaunee legends that were adapted into Oneida language-learning books: "The Tale of Two Teams" and "The Legend of How the Bear Lost His Tail."



The Oneida Indian Nation participates in community events throughout the region to bring greater awareness to the Oneidas' role in the formation of the United States. Through these partnerships, organizations and educators help amplify untold or under-told stories that are too often missing from history textbooks.



Lacrosse Convention Highlights Creator's Game

Also in May, the Oneida Indian Nation participated in the 2022 Germany Lacrosse Convention – the biggest lacrosse event in Europe.

In an effort to grow the game globally, the Germany Lacrosse Convention brings together lacrosse players from all over the world, including America's First Nations that created the game. Ron Patterson (Wolf Clan), a former lacrosse player and coach, participated in an opening ceremony on May 20 and delivered an original, hand-carved lacrosse stick to commemorate the friendship and partnership between the Oneida Indian Nation and Germany.

"This partnership with the German Lacrosse Association to develop a three-day convention is a wonderful opportunity to shine a light on the growth and popularity of the game of lacrosse – the Creator's game," Oneida Indian Nation Representative Ray Halbritter said. "As the originators of the sport, the Haudenosaunee people take great pride in its development and preservation for all future generations."

Ron also held a demonstration detailing the process of making a traditional lacrosse stick and participated in a roundtable discussion on the history of the Creator's game.



Local Partnerships Provide Educational Opportunities

At the site of the Oneida Carrying Place bronze monument in the city of Rome in August, the Oneida Indian Nation, in partnership with the Rome Historical Society, held an educational and insightful presentation about the pivotal role the Great Oneida Carrying Place played before, during and after the Revolutionary War. Arthur Simmons, Executive Director of the Rome Historical Society, and Oneida Member Ron Patterson (Wolf Clan) discussed the history of the area that became so crucial to the Americans' victory in their war for independence. The bronze sculpture and art piece commissioned by the Nation was installed in the location in 2021 commemorating the significant trade route.

The presentation preceded the annual Battle of Oriskany Solemn Commemoration on Saturday, August 6 with New York State's Parks, Recreation and Historic Preservation agency. Each year, the Nation joins with its neighbors to commemorate the noble service and sacrifices of all respective ancestors at the Oriskany Battlefield State Historic Site. A significant turning point in the American Revolution, the Battle of Oriskany was fought on August 6, 1777, and is considered one of the bloodiest battles of the war.



"I felt so proud and honored to be able to celebrate Indigenous Peoples Weekend through song and dance. To me, it meant that we are still here and that our rich history is being honored."

- Brooke Thomas (Wolf Clan)

Indigenous Peoples Weekend Celebrated

In October, the Oneida Indian Nation was once again honored to join the Museum of the American Revolution in Philadelphia, PA to celebrate Indigenous Peoples Weekend. The three-day event was held on Oct. 8 – 10 to honor Indigenous history and culture, as well as the role many American Indians played in the founding of the United States.

Visitors to the Museum were treated to Haudenosaunee dance exhibitions sponsored by the Oneida Indian Nation, along with traditional craft demonstrations and presentations on American Indian history, culture and involvement in the Revolutionary War.

Oneida Members Brooke Thomas (Wolf Clan), Wes Halsey (Wolf Clan), Nathaniel Homer (Turtle Clan), and Jamisin Cathers (Turtle Clan), along with George White, participated in Haudenosaunee social dance exhibitions on the museum plaza on Saturday, entertaining and educating visitors with the intricacies and beauty of traditional dance.

Skilled Oneida crafter Mary Homer (Wolf Clan) showcased her work for guests while also demonstrating the painstaking process of beadwork throughout the weekend.

The Nation is a founding sponsor of the Museum of the American Revolution, which stands as a tribute to the ideals of equality and liberty on which America was founded.

A prominent gallery, complete with recreated settings, pays homage to the historical account of the Oneidas fighting alongside the colonists during several key battles during America's war for independence.

Collaborations with museums like the Museum of the American Revolution help ensure our story is told for generations to come so that Oneidas can stand proud and embrace their heritage.



Craft Fairs for Every Season

The Oneida Indian Nation hosted four craft fairs this year in various locations that were open to the public. The Shako:wi Cultural Center hosted the first fair in early May while Turning Stone hosted a summer and holiday craft fair. New this year was the First Allies Craft Fair. In partnership with Fort Stanwix and the Rome Historical Society, the Nation welcomed Haudenosaunee crafters to set up booths on the fort's great lawn next to the Willet Visitor Center.

The Shako:wi Cultural Center hosted more than 20 American Indian crafters and artists, along with Native food vendors, for a craft fair in May. Haudenosaunee social dance, including a Smoke Dance competition, and a Fry Bread competition were among the favorite attractions.

The Nation's annual American Indian Holiday Craft Fair, held at Turning Stone Resort Casino, was the largest ever. More than 50 American Indian crafters from across the region showcased their talents and skills. The event also included Haudenosaunee social dance exhibitions featuring Chris Thomas and His Smoke Dancers.



“This is the biggest American Indian Craft Fair we’ve ever had in the 25 years of hosting it. Guests love this craft fair because it is a great place to shop original and authentic Native American crafts—not only for themselves, but also for their loved ones.”

- Tina Walker (Turtle Clan), 25-year employee of the Nation who helps organize the annual American Indian Holiday Craft Fair





Shako:wi Welcomes New Staff

Shako:wi Cultural Center receptionist and tour-guide-in-training, Shoneida Hill (Turtle Clan), is excited to inform visitors about Oneida and Haudenosaunee culture in the new role she took on in 2022; a position once held by her mother, Karen Pierce (Turtle Clan).

"I was working in the bingo hall, but saw this opportunity to come to the cultural center," Shoneida said. "I used to come here all the time as a kid and thought this would be a place I could learn more about my people."

In her position, Shoneida takes calls to schedule visits with groups and individuals and assists with tours for visitors and new hires of the Oneida Indian Nation with Cultural Programs Coordinator, Jessica Farmer.

Shoneida returned to Oneida a few years ago after graduating from Lake Shore High School near the Seneca Nation's Cattaraugus Territory, where she lived with her father, Heath Hill (Wolf Clan).

"I grew up here and I know a lot of people assume a lot about us as a people. So I hope visitors will leave with more knowledge of our people outside of what is in school textbooks. I'm excited to be a part of that."

- Shoneida Hill (Turtle Clan)

Both of her parents are dedicated to preserving and strengthening Oneida culture. Shoneida remembers how they previously took Oneida language classes when she was a child going to daycare at the Children and Elders Center. Heath continues to do social dance presentations across the region, and Karen works as a sales associate at the Heritage store at Turning Stone Resort Casino.

Shoneida is eager to learn more and become an educational resource for the community at Shako:wi.



Nation Honored by Daughters of the American Revolution

Oneida Indian Nation Representative Ray Halbritter proudly participated in the Oneida Chapter DAR America 250 Marker Dedication at the Oriskany Battlefield State Historic Site in May. Halbritter joined DAR President General Denise Doring VanBuren and several local representatives and elected officials including Oneida County Executive Anthony Picente and NYS Assemblymember Marianne Buttenschon at the dedication.

"We have an obligation, both to our ancestors and to the faces yet unknown, to preserve the lessons history has taught us about perseverance and loyalty," said Halbritter during the dedication. "This marker will serve as a reminder of that history, a history shared with those whom we are proud to call our friends and partners today."

The Patriot Marker bears the America 250 symbol in honor of the upcoming 250th anniversary of the Revolutionary War and birth of the United States. It is only the second marker like it to be placed in New York State.



Continued Alliances Strengthen Bonds with Community

Nation Honors Member, Employee and Local Veterans

The Oneida Indian Nation's annual Veterans Recognition Ceremony and Breakfast has become a time-honored tradition, bringing together Nation Members and the community to honor and celebrate local veterans for more than 20 years.

This year, more than 400 veterans and their guests, including Oneida Members and Nation employees who are veterans, attended the event at Turning Stone Resort Casino in November. As America's First Allies, the Nation takes great pride in being able to host this event. A sacred bond was formed centuries ago when the Oneida People chose to support the American colonists during the Revolutionary War. To this day, Oneida Members continue to serve in the United States Military.

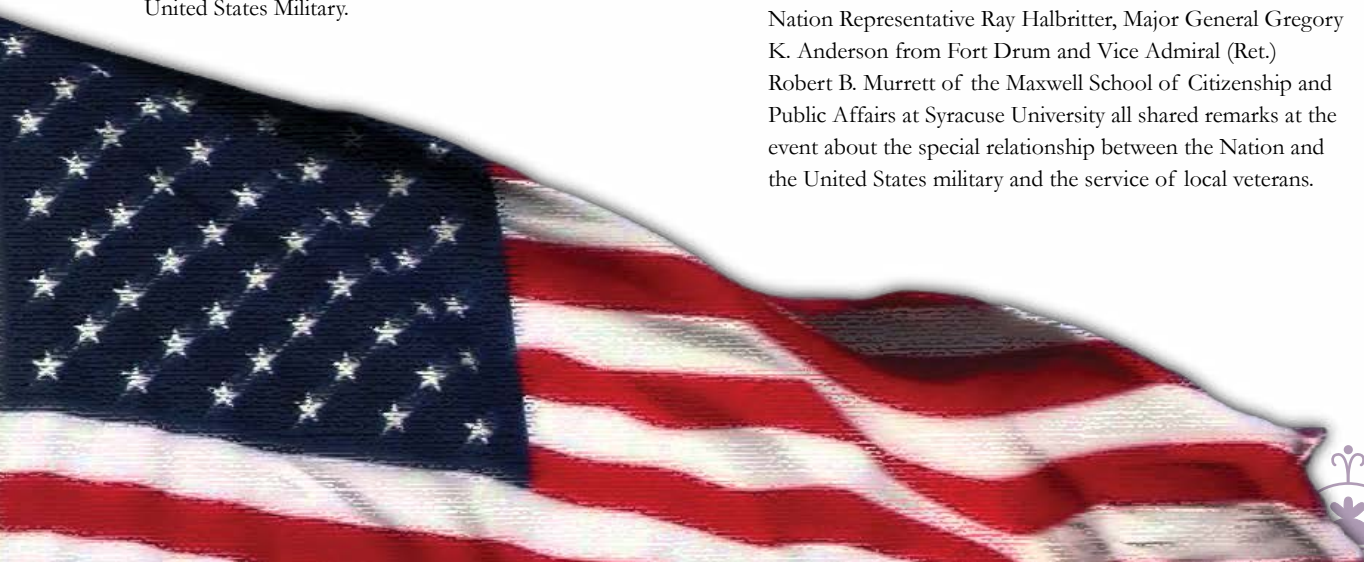


The morning began with the Haudenosaunee Thanksgiving Address recited in Onyota'a:ká: by Chelsea Jocko (Wolf Clan). It was Chelsea's first time attending the event, and she was honored to share in the recognition of Member and local veterans.

Nation Representative Ray Halbritter, Major General Gregory K. Anderson from Fort Drum and Vice Admiral (Ret.) Robert B. Murrett of the Maxwell School of Citizenship and Public Affairs at Syracuse University all shared remarks at the event about the special relationship between the Nation and the United States military and the service of local veterans.

"The Oneida people were proud to stand alongside American colonists as they fought for their freedom. We believed then, as we do today, that all people deserve the right to self-determination and self-governance. Today, our support for the U.S. military remains as steadfast as it was during the Revolutionary War. It is in recognition of this long friendship that we host this annual celebration of service and support veterans with a variety of programs, such as extensive job recruitment outreach, PGA Hope, Project Healing Waters, and more."

- Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter





During the event, Halbritter recognized Nation Member Vaughn “Chip” Isaacs (Turtle Clan) for his dedication and commitment to the United States. Chip served two tours in the Viet Nam war from 1966-1969 as a long-range reconnaissance patrol specialist with the Army Rangers. Over 25 years ago, Chip was diagnosed with throat cancer, which took his voice. He’s endured multiple surgeries and treatments but continues to live life with a smile and dutifully attends the breakfast each year. Halbritter presented Chip with a Pendleton blanket inspired by the Warriors’ Circle of Honor memorial at the Smithsonian’s National Museum of the American Indian.

David Ernenwein (Turtle Clan), a veteran of the U.S. Air Force and current YBR Casino & Sports Book Operations Manager, also was in attendance along with several other Nation employees who are veterans of the military.

In addition to the Veterans Recognition Event, the Nation supports local veterans in several ways throughout the year, including offering free golf lessons for Central New York veterans through PGA HOPE and salmon fishing at Salmon Acres through Project Healing Waters. The Nation also partners with several local military and veteran organizations, including Feed Our Vets, Cell Phones for Soldiers, Ft. Drum, and more.



The Oneida Indian Nation is proud to assist organizations that support veterans initiatives, including the Feed Our Vets New Hope Mills Pantry. Above: Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter presents Richard Snyek, founder and executive director of Feed Our Vets, with a check for \$1,000 to help keep the pantry stocked.



Oneida Indian Nation's SāvOn, Maple Leaf Market Convenience Stores Raise Over \$22,000 for Muscular Dystrophy Association

The Oneida Indian Nation and its SāvOn and Maple Leaf Market convenience stores raised \$11,443.74 for the Muscular Dystrophy Association's annual shamrock sales campaign and nearly matched that with another \$11,438.81 raised for the summer campaign. Over the past 20 years, the Oneida Indian Nation and its retail convenience stores have raised more than \$280,000 for the MDA, continuing their long-standing partnership to help make a difference in the Central New York community.

The money raised during these campaigns helps the MDA improve the lives of children and families living with muscular dystrophy.

The Nation and its retail operations also continued their partnerships with other local charity organizations in 2022, including the YWCA of the Mohawk Valley, helping raise more than \$8,900 for their annual Purple Ribbon Campaign to support both the YWCA of the Mohawk Valley and the Liberty Resources Help Restore Hope Center, and the Make-A-Wish Foundation of Central New York, raising more than \$6,100.



Above, pictured, front row left to right: Oneida Indian Nation Wolf Clan Council Member and Chairman of the Oneida Nation Foundation, Chuck Fougner, retail staff members Michelle Cheseboro, Jeanette Forbes, Sam Hensley and MDA Account Manager Healthcare Partnerships David Ciesielski. Back row, left to right: retail staff members Dustin Eddy, Phil White, Tara Pritchard, Zach Eddy, Director of Operations at SāvOn and Maple Leaf Markets Craig Schwartau, Sean Joseph and Kevin Boylan.

Left: Chittenango SāvOn Manager Zach Eddy, Director of Operations at SāvOn and Maple Leaf Markets Craig Schwartau, SāvOn Operations Manager Stephan Sims, and Chittenango SāvOn CSA Renee Walters.

Health Services Leads Program for Clients, Members

The Oneida Indian Nation Government Programs and Services' annual Holiday Program that supports Health Services clients and Nation Members identified an increase in need this year.

Several employees stepped up to the challenge to donate what they could – from funds and gift baskets to their personal time off – to deliver Holiday gifts for the children in these families.

Staff members at Health Services took on additional duties this year, coordinating efforts to ensure all the children that qualify would get a gift. With the funds raised, which included a raffle for the donated gift baskets and a bake sale the day of the raffle, several staff members went out to shop for the gifts for the kids.

Food donations were also packaged with the gifts, and every qualifying family received a \$25 gift card from the Member Benefits Office. The program has been a staple at the Nation each year dating back to the old Bingo Hall on Territory Road.

“This year, we raised over \$2,900, which is more than double from last year. And we helped 36 families and over 50 children get a gift for the holidays. It was our largest undertaking for this program.”

- Behavioral Health Manager Jill Gustin



Employee Donations Assist Communities in Need

The Oneida Indian Nation is proud of the caring nature and generosity displayed by its employees throughout the year, especially during the holiday season when so many people in the local communities struggle to provide for themselves and their families. During the 2022 holiday season employees assisted 72 families, totaling 204 individuals, through a partnership with the ICAN Adopt A Family program coordinated by the Human Resources Department. Employees also donated more than 1,345 lbs. of food during the annual holiday food drive in partnership with the CNY Food Bank.



Success of Oneida Nation Enterprises Provides Resources for Members, Boosts Regional Employment and Economy

As one of the largest employers in Central and Upstate New York, the Oneida Indian Nation, and its enterprises, have turned this region into a premier tourist destination, attracting more than 4.5 million visitors each year. The tourism economy supports thousands of families across the state and generates vital public resources that support infrastructure, schools and social services.

Nation gaming operations have generated more than \$575 million in shared revenue for the state and local communities through payments under the historic 2013 settlement agreement, including a record \$85 million in 2022. These revenues directly fund public priorities that serve Nation Members and the region, and are part of the Nation's commitment to reinvesting 100 percent of its overall gaming revenues into the community.

Under astute Nation leadership, Oneida Nation Enterprises has been able to provide stable employment and offer new employment perks with affordable housing, more hiring bonuses and higher starting pay – leading the way among local employers. These bold actions reflect not only a commitment to success for the Nation, but for the entire region as well.

Never resting on its laurels, the Nation is always looking for new ways to advance its business model and build upon its role as a major engine of growth in the region.

In fall 2022, the Nation announced plans to begin construction on a full-scale, 50,000-square-foot cannabis cultivation and production facility. Retail locations are projected to open in late 2023. The entire cannabis operation, from seed to sale, will be operated by the Nation. The cultivation and manufacturing facility will be located in Verona.

Plans are also underway for another new enterprise, Wáhta' Maple Farm. The maple farm will be located on Nation lands and will create premium-grade, certified-organic syrup in a variety of flavor profiles with a sustainable approach to sugaring that minimizes environmental impact. It will also seek to expand understanding of the rich cultural and historical value of maple trees and sap among the Oneida People. Wáhta' Maple Farm syrup will be available in 2023 at SāvOn convenience stores and Maple Leaf Market locations, as well as at Turning Stone Resort Casino, other Nation properties, and eventually additional retail locations throughout the region.

The Nation's new initiatives are in furtherance of its commitment to diversifying its economic base and creating separate revenue streams to support its vital government programs and services for the Oneida People. It is also a reaffirmation of the Nation's reinvestment efforts in the region and its commitment to creating new employment opportunities for its workforce and the community.



Supporting State and Local Vendors

While providing quality-of-life benefits and services to Nation Members and world-class hospitality and award-winning services to guests, the Oneida Indian Nation relies on partnerships with many state and local vendors

In 2022, the Oneida Indian Nation relied on 2,837 vendors to supply the Nation's enterprises and government operations with everything from fresh produce to paper goods, totaling \$382 million, a nearly 20% increase in spending from 2021.

Of the Nation's vendors, 1,371 are based in New York State, with whom the Nation spent \$254 million, an increase of 34% over 2021 spending.

During 2022, expansion and diversification of the Nation's enterprises resulted in unprecedented levels of reinvestment within Central New York and substantial growth among its workforce. The Nation is the largest employer in Oneida and Madison Counties and is among the top employers in the greater Central New York area with more than 4,500 jobs across its government and enterprises.

PAYROLL SPENDING

\$186,341,961

\$23,156,754

Federal Income Taxes Paid by ONE Employees

\$7,982,839

NYS Income Taxes Paid by ONE Employees

TOTAL VENDOR SPENDING

\$382,000,000

VENDOR SPENDING IN NYS

\$254,151,889

with **1,371** NYS vendors

CAPITAL PROJECT SPENDING

\$81,792,635

\$114,063,431

with **875** vendors in Oneida, Madison
and Onondaga counties

\$14,676,817

with **306** Oneida County vendors

\$7,649,842

with **167** Madison County vendors

\$91,736,772

with **402** Onondaga County vendors



A Leader in Regional Tourism Growth

Over the summer, the Oneida Indian Nation celebrated the grand opening of Upstate New York's newest vacation rental destination, The Cove at Sylvan Beach. The Cove is a brand-new vacation rental destination on Oneida Lake featuring 70 contemporary and beautifully appointed two- and three-bedroom lakeside cottages and an extensive list of world-class amenities. Each cottage rental includes its own personal pontoon boat.

"We are excited for guests to experience The Cove at Sylvan Beach, where they can expect a beautiful, brand-new property, perfectly located on Oneida Lake with great guest service, amenities and convenient access to several other places to visit in the region," said Ray Halbritter, Oneida Indian Nation Representative and Oneida Nation Enterprises CEO at the grand opening in June. "Starting with The Lake House and now The Cove, we have been deliberate with our investments in Sylvan Beach and its transformation into one of Upstate New York's leading summer vacation hotspots."

The Cove at Sylvan Beach was created in partnership with Benchmark Development as part of the Nation's continued investment in Upstate New York and Sylvan Beach. The Cove's flagship store and café, Sylvan Beach Supply Co., offers additional lake activity rentals, including motorized boats, canoes, water bikes, kayaks, paddle boards, bicycles, fishing gear, and more.

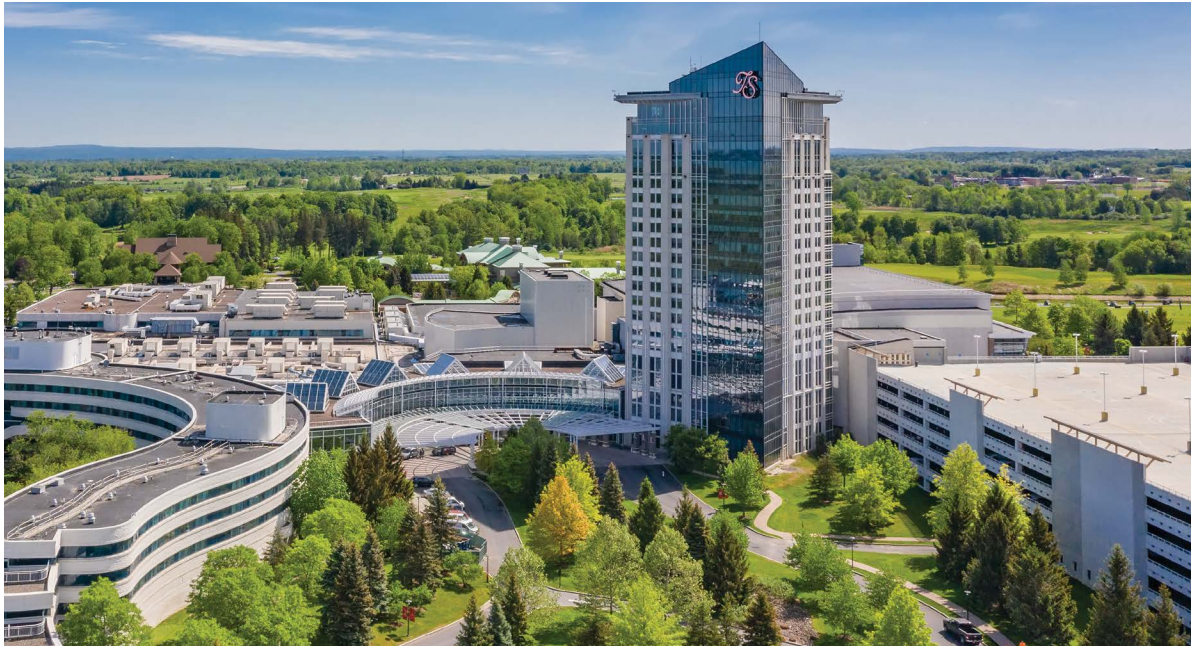
The Cove at Sylvan Beach's regional partnerships include Off The Muck Market from Canastota, Oneida Lake Marina in Canastota, River Rock Dock in Chittenango, Leggett Tree Service in Canastota, Utica Coffee Roasting Co. and Brooklyn Bicycle Co.



The Cove made history with the Oneida Lake Marina, partnering on its first-ever fleet and largest single purchase ever.

"Providing 75 Tahoe pontoon boats for The Cove was a huge milestone for us, representing the largest single purchase in our company's history," said Ron Renslow, Owner of Oneida Lake Marina. "Doing so in partnership with the Oneida Indian Nation and Oneida Nation Enterprises, an organization that has been so committed to introducing new visitors to Oneida Lake and supporting the revitalization of Sylvan Beach, makes this milestone even more significant. We as a local business are proud to be part of this expansion within our community."





Reinvestment in Turning Stone Supports Members' Economic Success

The Oneida Indian Nation this summer announced plans for the largest evolution and financial reinvestment at Turning Stone Resort Casino in the last 20 years. The multi-year project will nearly double the existing convention and meeting space at the resort. To support the increase in convention guests, the expansion will also include a new hotel at Turning Stone with approximately 250 guest rooms, as well as new dining options, outdoor spaces and additional amenities. Together, these additions will help attract more regional and national events from across the country, further increasing tourism to the region.

This expansion represents the Nation's latest reinvestment in its enterprises, which have functioned as an economic engine for the Oneida People for the past 30 years. During

this time, continuous reinvestment across our enterprises has established the Nation as a leader in the region and fueled the growth required to support our most important programs and services.

As this evolution continues, so too does the Nation's investment in the future of the Oneida People unto the Seventh Generation.



Heritage Moves to New, More Accessible Location

Early in the year, Heritage, the former Oneida Heritage Sales and Rentals in Sherrill, relocated to Turning Stone Resort Casino. The new store location is easily accessible to Members and Turning Stone's guests to explore the beauty and craftsmanship of handmade Oneida and other American Indian arts and crafts.

"When guests come in, they will see us creating our pieces right in the store," said Ron Patterson (Wolf Clan), who advises on merchandise offerings at Heritage. "That's the draw. They want to see Haudenosaunee goods and how they are made."

Karen Pierce (Turtle Clan), an Oneida artist who worked at the previous location, is the lead sales associate. She often can be found beading at the desk set up next to a print of Don Troiani's famed "The Oneidas at the Battle of Oriskany" painting. Visitors are able to see her technique and artistry up close.

Wooden lacrosse sticks, leather moccasins and pouches, beaded jewelry, and other made-to-order goods from Oneida artisans are displayed prominently throughout the store. Requests can also be made for custom orders.

Heritage is located in the first-floor retail corridor between Mr. Shop and The Parlor.

Affordable Housing, Regional Job Fairs Part of Innovative Recruitment Strategy

As the largest employer in Oneida and Madison Counties and one of the largest employers in Central New York, Oneida Nation Enterprises is committed to the success and growth of the region, and its employees play a leading role in that mission. That is why it is so important for the Nation to continually invest in new strategies to recruit and retain employees.

Faced with the needs of an ever-expanding workforce and the housing shortage that has affected workers across the region, over the summer the Oneida Indian Nation launched its new employee housing program with the opening of The Villages at Stoney Creek, an employee-only apartment complex in Verona. The housing development is part of an innovative recruitment strategy that blends new jobs across the Nation's business enterprises with affordable, high-quality housing for new hires in select positions and those seeking to relocate.



The first-in-the-region employee apartment community is located just minutes from Turning Stone Resort Casino. All apartments reflect Oneida Nation Enterprises' award-winning standards and offer amenities such as in-unit laundry, reserved parking spaces, and spacious floor plans.

"The Oneida people have always emphasized the importance of hospitality and warmly welcoming all to our homelands. This new investment in our workforce presents a wonderful opportunity for us to create additional jobs, bring new people to our region, and provide affordable housing for the individuals who support the success of our enterprises."

- Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter

This employee housing development continues the Nation's commitment to the growth and diversification of Oneida Nation Enterprises and the organization's ongoing investment in its workforce and the region.

Throughout 2022 the Nation held several hiring events, including its largest ever in February and events in Albany and Rochester later in the year. With the opening of 7 Kitchens at Turning Stone and The Cove at Sylvan Beach creating new positions, the Nation offered on-the-spot job offers, industry-leading sign-on bonuses and on-the-job training to qualified applicants. The new hiring events coincided with a year of historic growth at Oneida Nation Enterprises with more than 400 new jobs added since January 2022.



New Buffet, Awards Reflect Oneida Values of Hospitality

Many of the new jobs offered at Turning Stone Resort Casino include positions within the all-new 7 Kitchens, a market-style buffet that opened in April. Led by an award-winning culinary team, 7 Kitchens is Turning Stone's largest restaurant and immediately became a guest favorite.

7 Kitchens features a variety of quality artisan food stations that include Italian, Seafood, Asian, The Carvery, The Grill, a Taco Bar and The Bakery. The restaurant's contemporary design offers seating for more than 375 guests, introducing them to a completely new culinary experience that redefines a traditional buffet.

In 2022 the Oneida Indian Nation continued its focus on providing the very best in hospitality and entertainment options for guests.

In recognition of these efforts, Turning Stone was distinguished as the only resort in New York to earn four of Forbes Travel Guide's coveted 2022 Four Star Awards for The Lodge, Wildflowers, TS Steakhouse and Skana: Spa. Forbes praised all four of Turning Stone's Four Star-rated





venues as “exceptional properties that offer high levels of service and quality of facility to match.” Only properties that meet Forbes’ extremely high hospitality standards — the most stringent in the industry — are able to achieve a Four Star rating, which has established a global benchmark for luxury travel.

“Providing exceptional guest service and premier amenities is part of our DNA and is foundational to everything we do,” said Oneida Indian Nation Representative and Oneida Nation Enterprises CEO Ray Halbritter. “This recognition from Forbes Travel Guide and being distinguished among an elite group of the most exceptional resorts in the world remains our barometer for maintaining the highest standards of hospitality and guest service.”

The Forbes Travel Guide Four Star Awards accompany a historic year of recognition for Turning Stone by the most esteemed and trusted names in hospitality. Upstate New York’s most awarded resort was recognized by Spas of America, naming Skā:nā: the No. 1 Spa in North America, received three AAA Four Diamond Awards, earned #1 Best Overall Dining in New York in Casino Player Magazine’s 2022 Best of Dining Awards, and was named #1 Best Overall Gaming Resort in New York by Casino Player Magazine. Turning Stone also earned a record-breaking total of 30 Best of Gaming Awards for 2022, while Peach Blossom, TS Steakhouse, Wildflowers and Pino Bianco were awarded OpenTable’s 2022 Diners’ Choice Award.

Nation honored by CNY Business Journal with the first-ever Mohawk Valley GEAR Award

The Oneida Indian Nation was honored in May at an event hosted by CNY Business Journal with the first-ever Mohawk Valley GEAR Award. The GEAR award recognized five leading Mohawk Valley businesses that support the region’s growth and revitalization. The Nation was specifically recognized for its ongoing investment in its workforce, as well as being a leader in increasing tourism to the region.



Boxing, Other Events Return to Turning Stone

The Oneida Indian Nation played a major role in the re-emergence of the region as a major tourism destination after coming out of the Covid pandemic, including hosting the return of the International Boxing Hall of Fame Induction Weekend events held in June. For the first time since 2019, thousands of boxing fans, Hall of Famers, and media came to Upstate New York to celebrate the historic weekend.

The four-day weekend of non-stop boxing action and events included a celebratory kick-off event, a Friday night fight at Turning Stone televised live to millions of fans on SHOWTIME's SHOBX: The New Generation, the Banquet of Champions, and the Hall of Fame Induction Ceremony, both held at Turning Stone.

The special trilogy event represented a collaborative effort between the International Boxing Hall of Fame, Oneida and Madison Counties, and the Oneida Indian Nation to give



boxing fans from around the country the opportunity to meet and mingle with the most iconic names in boxing throughout the four-day celebration.

“Great event, great weekend, great partnership. Great collaboration for not only Madison and Oneida Counties, but the Nation and our whole region.”

- Madison County Board of Supervisors Chairman John Becker

“We are thrilled to welcome back to our region the iconic Boxing Hall of Fame Induction Weekend. Boxing Hall of Fame weekend is a great opportunity to showcase everything our region has to offer.”

- Oneida County Executive Anthony Picente

For the last five years, Turning Stone and the International Boxing Hall of Fame partnered on a multifaceted initiative that spotlights the entire region, garners national attention, and generates more tourism throughout the region.

Thousands of poker players traveled from 26 states and Canada to participate in New York's first-ever World Series of Poker® Tournament held at Turning Stone Resort Casino earlier in the year. The 12-day WSOP Tournament crowned a Waterford, NY man the ultimate main event champion, earning him \$238,870.

The WSOP tournament at Turning Stone was a huge success, far exceeding expectations. The tournament ended with nearly 11,000 total entries with thousands of players traveling to the region to participate in New York's first-ever WSOP tournament. Over the 12-day tournament, more than \$4 million was paid out in cash winnings, which is four times more than the guaranteed prize pool.

Caesars Partnership Brings More Gaming Options

Beginning in January, Central New Yorkers and sports fans across the state of New York were able to place mobile bets on their favorite teams and biggest games through the Oneida Indian Nation's partnership with the Caesars Sportsbook app.

Fans of the popular sports books at Turning Stone, Point Place Casino and YBR Casino & Sports Book – along with all other New Yorkers – are now able to seamlessly place wagers through the Caesars Sportsbook app anywhere in New York State, allowing sports fans in Upstate New York and beyond to up the ante on their favorite sports.

Caesars Entertainment and Oneida Nation Enterprises have worked in partnership since the very beginning of sports betting within the state of New York. The Lounge with Caesars Sports is currently located at Turning Stone Resort Casino, Point Place Casino, and YBR Casino & Sports Book.

As a result of the partnership between Oneida Nation Enterprises and Caesars Entertainment, mobile sports bets made through the Caesars Sportsbook app will be directly reinvested into Central New York.







Member Benefits

577 Main Street
Oneida, NY 13421
(315) 829-8335 or (800) 685-6115

Government Programs and Services

Administrative Office

2037 Dream Catcher Plaza
Oneida, NY 13421
(315) 829-8900 or (800) 685-6115
Fax: (315) 829-8220

Health Services

Dream Catcher Plaza
2057 Dream Catcher Plaza
Oneida, NY 13421
(315) 829-8700 or 1-800-663-4324

Elders Program

Ray Elm Children and Elders Center
5000 Skenondoa Way
Oneida, NY 13421
(315) 829-8133

Recreation Center/Gymnasium

Territory Road
Oneida, NY 13421
(315) 829-8484

Education Department

The Education Department, Nation Library,
Scholarship Program and Early Learning Center
are all located at:

Ray Elm Children and Elders Center
5000 Skenondoa Way
Oneida, NY 13421
Reception
(315) 829-8155
Early Learning Center
(315) 829-8139

Housing Department

267 Union Street
Oneida, NY 13421
(315) 361-6355

Language Program

The Oneida Indian Nation Language
Program is located in the former
Health Services building on Territory Road
(315) 829-8206

Shako:wi Cultural Center

5 Territory Rd., Oneida, NY 13421
(315) 829-8801



Turning Stone Resort Casino

5218 Patrick Rd., Verona, NY 13478
(800) 771-7711

Point Place Casino

450-452 State Rte. 31, Bridgeport, NY 13030
(315) 366-9610

YBR Casino & Sports Book

800 W. Genesee St., Chittenango, NY 13037
(315) 366-9400

Lake House at Sylvan Beach

301 Park Ave., Sylvan Beach, NY 13157
(315) 356-1815

The Cove at Sylvan Beach

750 Pioneer Ave., Sylvan Beach, NY 13157
(315) 356-1840

PlayOn Slot Parlor by Turning Stone

112 Genesee Street
Oneida, NY 13421
(315) 366-9619

The Village at Turning Stone RV Park

5065 State Route 365, Verona, NY 13478
(315) 361-7275

Oneida Indian Nation Outfitters

Salmon Acres

3694 NY-13, Pulaski, NY 13142
(315) 298-6173

The Preserve

6537 East Hill Rd, Munnsville, NY 13409
(315) 225-9748

Snug Harbour Marina

43°11'41.5"N 75°43'39.8"W
6840 NY-13, Verona Beach, NY 13162,
(315) 762-5104

Marion Manor Marina

43°09'31.4"N 75°44'46.1"W
Intersection of St. Rt. 13 &, 31
Canastota, NY 13032,
(315) 762-5104

Turning Stone Car Care

5235 Patrick Rd., Verona, NY 13478
(315) 829-8103

Oneida Innovations Group

579A Main Street, Suite 5, Oneida, NY 13421
(315) 361-7747

Heritage

Turning Stone Resort Casino
5218 Patrick Rd., Verona, NY 13478
(800) 771-7711

Wáhta' Maple Farm

Territory Road, Oneida, NY 13421

SāvOn Convenience Store & Maple Leaf Markets

SāvOn

Chittenango

603 East Genesee St.
Chittenango, NY 13037
(315) 606-3240

Oneida Lake

3802 State Rte. 31*
Canastota, NY 13032
(315) 829-8123

Canastota

356 Peterboro St.*
Canastota, NY 13032
(315) 829-8960

Verona

5527 State Rte. 31**
Verona, NY 13478
(315) 366-3601

5528 State Rte. 31**
Verona, NY 13478
(315) 829-8950

5233 Patrick Rd.*
Verona, NY 13478
(315) 361-6344

*includes PlayOn Slot
Parlor by Turning Stone
locations
**converting to a
Maple Leaf Market in 2023

Oneida

791 Lenox Ave.*
Oneida, NY 13421
(315) 829-8970

221 Genesee St.
Oneida, NY 13421
(315) 361-4022

100 Lenox Ave.
Oneida, NY 13421
(315) 361-6250

1008 Territory Rd./
Rte. 46
Oneida, NY 13421
(315) 829-8246

Maple Leaf Market Sherrill

11 East State St.
Sherrill, NY 13461
(315) 366-9594

Chittenango

1244 State Rte. 5 West
Chittenango, NY 13037
(315) 366-9595

Sylvan-Verona Beach

7565 State Rte. 13
Sylvan-Verona
Beach, NY 13162
(315) 829-8945



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