



ANNUAL 2023 REPORT

UNTO THE SEVENTH GENERATION



OUR COMMITMENT TO THE **SEVENTH GENERATION**

The people and leadership of the Oneida Indian Nation have identified three principle, long-range goals to guide the community, as well as the economic development activities of the Nation, its administration and leadership.

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 both the Oneida community and the surrounding communities.



ONEIDA INDIAN NATION ANNUAL 2023 REPORT

Contents

A Message from the Oneida Indian Nation
Representative pgs. 1-2

Repatriations a Step Towards Repairing
Past Injustices pgs. 3-4

A Message from the Oneida Indian Nation Council pgs. 5-6

GOVERNMENT PROGRAMS AND SERVICES

The Strength of the Nation is Our People

Three Sisters Dinner Brings Community Together..... pgs. 7-9

Trips and Events Keep Elders Active..... pg. 9

Dinner Honors Cherished Generation pg. 10

Bike Rodeo Returns pg. 11

Youth Experience Culture through Enterprise
Diversification pgs. 11-12

Youth Programs Provide Personal
Development Experiences pgs. 12-14

Youth Development a Key Part of Programming Efforts ...pg. 14

Community Events Return to Rec Center pg. 15

Educational Achievements Highlight Focus pgs. 15-17

Early Learning Center Adds After-School Care pg. 18

Language Program Prepares for the New Year pg. 18

COMMUNITY PARTNERSHIPS

Legacy as America's First Allies Endures

Veterans Service, Sacrifice Honored pg. 20

Oneidas Honored at Oriskany Commemoration pg. 21

Police Department Recognized for 30 Years of Service .. pg. 22

A Shared Commitment to Cultural Preservation

Craft Fairs Celebrate Vibrant Culture pg. 23

Story Walk Entertains, Educates pg. 24

Indian Village Offers Opportunities to Share..... pg. 24

Focus on Healthcare Benefits Region

\$1 Million Donation Supports the Development
of Wynn Hospital pg. 25

Nation Welcomes Upstate Cancer Center
to Its Lands pgs. 25-26

Nation Supports Local Charities pg. 26

Economic Growth and Impact

Investments Benefit Members, Region

Turning Stone Resort Casino Expansion
Brings Big Economic Impact..... pgs. 28-29

Oneida Nation Enterprises Becomes
Turning Stone Enterprises pg. 29

TS Sports Launches at NY Rec & Social Club, Point Place
Casino and YBR Casino and Sports Book pg. 30

Turning Stone Looks Ahead to The Next 30 pg. 31

Turning Stone Golf Continues to Help Drive
Record-Breaking Tourism pgs. 31-32

World Series of Poker, Boxing at Turning Stone
Draw Thousands pg. 32-33

Turning Stone Accolades Reflect Investment in
Hospitality, Service pg. 33

Nation Opens Largest Maple Leaf Market Store,
Expands Hospitality pg. 33

Nation Government and Business Operations
Support Community, Region pgs. 35-36

Investments in Team Members
Secure Future Success pg. 36

Industry-Leading Starting Pay pgs. 36-37

Commitment to Inclusivity in the Workplace pg. 37

Onsite Medical Center to Benefit Team Members
and Guests pg. 37

Wáhta' Maple Farm Shares Culture, Continues Commit-
ment to Economic and Environmental Sustainability for the
Future Generations pg. 38

Partnership with Tesla Supports Programs and Services
for Members pg. 39

Turning Stone's Recycling Program Assists
Communities in Need..... pg. 40

Cannabis Operation Furthers Nation
Investment in Future pg. 41

Region Reaps Benefits from Historic Agreement pg. 42



A MESSAGE FROM THE ONEIDA INDIAN NATION REPRESENTATIVE



Shekólih. With the excitement of a new year ahead, it is natural that our thoughts are focused on the future. This has always been the way of our people and it has enabled us to grow from the hardships of poverty on just 32 remaining acres of our ancestral homelands to the success we enjoy today. Yet there is a Native American proverb that states, "The strength of our future lies in the protection of our past." It reminds us that the preservation of our history and culture has played an important role in the revitalization of the Oneida Indian Nation and will continue to do so for generations to come.

We made tremendous strides toward the protection of this legacy during 2023. In early September, Nation Members gathered on our ancestral homelands at the site of the Mary C. Winder Community Center for a topping ceremony. Members spanning generations were able to sign one of the beams used during construction, which was inscribed with the words "For the Oneida people now and unto the Seventh Generation." As we look ahead to the opening of our community center, these words offer a powerful reminder of its importance as a place for our culture and community to flourish for many generations.

Through a continued commitment to repatriations, the remains of three Oneida ancestors and several cultural artifacts were restored to us from the collections of Cornell University last February, as well as the remains of 19 ancestors from the Rochester Museum & Science Center in August. These repatriations follow the return of more than 1,500 funerary objects and cultural artifacts from the collections of the Longyear Museum of Anthropology at Colgate University last year, one of the largest repatriations in New York State history.

The return of our ancestral remains and artifacts is essential to upholding the dignity of our Nation and of all Native people. It also helps hold universities, museums and other cultural institutions accountable for their long history of misappropriation of Native remains and artifacts. This accountability allows us to begin a new, shared path to a future in which Native people are respected and our inclusion is valued.

Today, we have nearly 18,000 acres of our ancestral homelands in federal trust and under the sovereign control of the Oneida people, safe from interference from other governments. We have never rested in the fight for these lands, and the placement of additional acreage into federal trust is a testament to our people's resilience and the work done by our Council to protect and preserve our Nation.





Resilience and hard work have been essential for the protection of our past and the strength of our future. So too has the development of our enterprises, which have grown into a diverse organization spanning several industries that serves as an economic engine for all of Central New York. During 2023, we celebrated the 30th anniversary of the foundation of these enterprises, Turning Stone Resort Casino.

It is fitting that the announcement of the resort's largest evolution in two decades was central to this celebration. Already underway, this multi-year expansion will ensure our people have a strong economic foundation for many decades to come.

The broader diversification of our enterprises also continued throughout the year with the launch of two new businesses. In April, Wáhta' Maple Farm completed a highly successful first sugaring season, allowing us to share the important role of maple sap and syrup in Haudenosaunee culture with our neighbors throughout the region.

As we look back on the past year and ahead to all that 2024 will bring, we can take great pride in these achievements. Through the constant reinvestment in and growth of our enterprises, we have created a strong economic foundation for our Nation. Doing so has

provided government programs and services that are essential to the self-sufficiency and well-being of the Oneida people, including education, healthcare, housing, public safety and more. Just as importantly, we have worked tirelessly to protect our past and preserve our cultural heritage and the story of our legacy in this region.

Still, we can never rest in these efforts. A new year brings new opportunities to continue this important work and ensure the prosperity our Nation has achieved will endure not just for those of us today, but for our grandchildren's grandchildren and beyond.

Ná ki' wa,

Ray Halbritter
Oneida Indian Nation Representative
and Turning Stone Enterprises CEO



Repatriations A Step Towards Repairing Past Injustices

In February 2023, Oneida Indian Nation Members gathered for a repatriation event at Cornell University in Ithaca, NY. The university returned the remains of three Oneida ancestors – one adult male and two youth – along with several artifacts.

The remains were unearthed on farm property near Windsor, New York in 1964 and taken by law enforcement authorities to a Cornell anthropology professor, who carried out forensic identification for age and sex. The remains were then stored in a campus archive until after the professor's death – only to be rediscovered by younger colleagues during an archival inventory.

Cornell reached out to the Nation, in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA), to begin the process of returning the remains as soon as possible after the rediscovery.

"The return of our ancestors to our sacred homelands is a basic human right," said Oneida Indian Nation Representative Ray Halbritter, speaking at the ceremony, where university faculty, students, staff and Nation Members gathered. "We commend Cornell University for working with the Oneida Indian Nation to right this wrong.



Oneida Indian Nation Representative Ray Halbritter and Cornell University President Martha E. Pollack sign official transfer documents during the repatriation ceremony held at the university campus in February, 2023.



The repatriation of our ancestors' remains enables us to honor their lives and honor the ways that our people have lived by since time immemorial."

Dean Lyons (Turtle Clan) began the solemn occasion with words in the Onyota'a:ka: language welcoming the lost ancestors back to their homelands.

"Today we're marking an event that is both long overdue and never should have become necessary. We're returning ancestral remains and possessions that we now recognize never should have been taken; never should have come to Cornell; and never should have been kept here. We are here to try – as far as we are able – to right those wrongs. In doing so, we take responsibility for them and we grieve the harm they have caused."

- MARTHA E. POLLACK, Cornell University President

The ancestral remains came into the possession of the late anthropology professor Kenneth A.R. Kennedy in 1964 – a quarter of a century before the passage of the federal Native American Graves Protection and Repatriation Act of 1990. This law provides a formal process for institutions to repatriate cultural items or ancestral remains to either lineal descendants or tribes.



Later in the year, the remains of 19 Oneida ancestors, as well as an assortment of funerary objects, were repatriated from the Rochester Museum and Science Center. It was the second such repatriation of ancestral remains from the museum's collections to the Oneida people, following the restoration of the remains of 25 ancestors in 2000.

The ancestral remains repatriated included five adult men, three adult women and two adolescent girls, all of whom, along with additional ancestors who could not be identified in this way, lived during various periods of history between 200 and 3,000 years ago. These remains were disinterred during the museum's excavations, donated to or purchased by the museum between 1928 and 1979, where they have remained ever since.

“Events like this allow us to move past these failures with a chance for cultural institutions to take accountability and make amends. They are a path to a future we can all take pride in, where Native people and their cultures are respected, our inclusion is valued and our dignity is unquestioned.”

- RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

During the ceremony, RMSC President Hillary Olson apologized for the museum's acquisition of the Oneida people's ancestral remains and cultural artifacts:

“Today is a significant occasion as museums, including the RMSC, recognize the trauma we have caused and participate in the creation of a more just future,” said Olson. “The RMSC has played a role in eroding Native American rights to dignity and self-determination. We have perpetuated harmful practices including the excavation, collection, study, and display of Native American ancestors and their belongings. Today we acknowledge this unjust legacy of the past and take a small step toward repairing these harms by returning the ancestors and their belongings.”

After the repatriation ceremony concluded, President and Chief Executive Officer Olson and Representative Halbritter each signed transfer documents confirming receipt of the repatriated remains and funerary objects.



Nineteen leather medicine pouches displayed at the repatriation represented the 19 Oneida ancestors returned to the Nation from the Rochester Museum and Science Center in August, 2023.



A MESSAGE FROM THE **ONEIDA INDIAN NATION COUNCIL**

Shekólih. As we embark on what will truly be a remarkable year for the Oneida People, we take time to pause and reflect on what we, as a Nation, have accomplished together over the past year.

We've strengthened our economic stability with the investment in and diversification of our enterprises, saw the return of many in-person events and activities at our vital programs and services while continuing to advance our education programs, and developed more of our cultural outreach through partnerships and the imparting of our rich shared heritage with the community.

But first and foremost, we've undertaken crucial steps to build on our homelands to secure our Nation's future with the advancement of the Neighborhood Project and the Mary C. Winder Community Center.

The Neighborhood Project, our most significant step in a generation toward creating new living opportunities, is the direct result of many Members' desire to return to our homelands. The completion of the neighborhood will bring together the best in design, livability and infrastructure. The goal is to create more opportunities for Members to live on our homelands, and ultimately, expand our local community.

The center of that community will be the Mary C. Winder Community Center. When the 65,000-square-foot facility opens later this year, it will be among the largest of its kind in Indian Country and will serve as the heart of the Oneida community for generations to come.

The center will offer several amenities to support the physical, social and cultural well-being of Nation Members, including:

Areas to host language and cultural programming

Community gathering spaces and exhibit spaces

A library

A fieldhouse for lacrosse games and cultural events

An accessible pool, children's pool and spa

A fitness center, running track and gymnasium

A play area for children

Conference and office spaces





This is just the first step in building the foundation of our community. Projects of this magnitude are made possible due to the success of our enterprises that continuously empower our own sovereignty as a People.

We look forward to continuing to build our Nation as we work to provide a secure, peaceful and prosperous future for all of our children, and for the generations yet to come.

N_λ ki' wa,

The Oneida Indian Nation Council

A multigenerational group of Oneida Indian Nation children, parents and Elders gathered in September to hold a topping off ceremony for the Mary C. Winder Community Center.

During the topping ceremony, Oneida Indian Nation Representative Ray Halbritter inscribed a beam that will be part of the center's construction with the words "For the Oneida people now and unto the Seventh Generation," a reminder that the community center will offer a welcoming home for the Oneida people for generations to come.

Named in honor of Mary C. Winder, the community center honors her tireless activism for the Oneida people's land rights and the fair enforcement of government treaties.







GOVERNMENT PROGRAMS AND SERVICES

The Strength of the Nation is Our People

The Oneida Indian Nation's investments in Turning Stone Resort Casino and Turning Stone Enterprises are a testament to Nation leadership's business perspicacity and commitment to development that will benefit the Oneida People unto the future generations. Grounded in its belief in working toward that commitment, the Nation's programs and services have helped to improve the lives of the Oneida People while investing in their long-term potential. From children's and Elder's programs to job opportunities, youth development, healthcare and safe housing, the Nation is taking care of its own.

Three Sisters Dinner Brings Community Together

The health of Oneida Indian Nation Members is vital to the strength of the community. Through services provided at the state-of-the-art Health Services facility and events designed to enhance those services through education, nutrition and community building, Nation leadership remains focused on its mission to help Members receive the best in physical and mental health services.

This year brought the return of one of these events with the in-person celebration of the 'sustainers of life' with the Oneida Indian Nation's 27th annual Three Sisters Dinner in October. Held at Turning Stone Resort Casino's Shenendoah Clubhouse, the event was the first in-person Three Sisters Dinner since 2019.



The dinner's theme, "Celebrating a Healthy Harvest," was prominent throughout with appetizer stations dedicated to each of the Three Sisters – corn, beans and squash – and a healthy buffet. Three Sisters recipe cards and seed packets were available for take-home at each of the stations as well.

The annual event is sponsored by the Oneida Indian Nation Health Services' Yukwata'kali'ték Diabetes Program. This is the fifth Three Sisters Dinner that Mollie Tracy, RDN, CDN Diabetes Program Coordinator for Oneida Indian Nation Health Services, has planned. The 2020 dinner was canceled due to the COVID-19 pandemic and the 2021 and 2022 celebrations were changed into 'to-go' dinners for safety precautions.

"It was nice for everyone to see each other again and to celebrate unique, delicious ways to have corn, beans and squash as well as other traditional American Indian dishes," she said. "Despite a smaller crowd this year, there



Barbara George-Winton (Wolf Clan) supplied nearly 60 quarts of traditional corn soup for the dinner. She began the process several days in advance with the assistance of her daughter, Chelsea Jocko. Chelsea also delivered the Thanksgiving Address in Onyota'a:ká: before the buffet lines opened. Social dancing led by Chris Thomas (Onondaga), Levi Confer (Turtle Clan) and Wes Halsey (Wolf Clan) closed the event on a beautiful note.



GOVERNMENT PROGRAMS AND SERVICES

was excellent participation in the social dancing which was great to see."

The Yukwata'kali:ték Diabetes Program has received accreditation from the Association of Diabetes Care & Education Specialists (ADCES) and offers diabetes education sessions at Oneida Indian Nation Health Services by appointment to registered Oneida Members and American Indian clients.

Trips and Events Keep Elders Active

A society is ultimately judged by how well it treats its Elders, and the Oneida Indian Nation has taken extraordinary steps to ensure our Elders Program provides the best possible care and quality of life. Housed in the Ray Elm Children and Elders Center since its opening in 1999, the program's staff works tirelessly to provide Elders with fun programs, clubs and activities on a regular basis. Nearly 50 Oneida and other eligible American Indian Elders participate in the program that also provides a free daily lunch.

This past year, the Elder's Program was able to provide opportunities for off-site trips, with more than 45 excursions taking place throughout the year, including

an overnight trip to Pennsylvania. Other outings took the group to Rochester, Skaneateles and a quilt shop in Akwesasne. Several local trips included stops at the Bingo Hall at Turning Stone and local markets.

Special events throughout the year bring Elder's Program participants together for nutritious meals and to build comraderie. A Bar-B-Que hosted by the Oneida Indian Nation Police Department is one of the more popular annual events. The event provides a great opportunity for the police department to support its community policing fundamentals and interact with the Nation's most cherished generation.



The Oneida Indian Nation Elder's Congregate Meal Program provides an average of 48 meals a day to program participants. This year more than 12,400 meals were provided, including 780 home deliveries.





GOVERNMENT PROGRAMS AND SERVICES



He also introduced the Nation's newest enterprise, Wáhta' Maple Farm, and announced that the Elders were getting to sample the first batch from the successful first sugaring season. Elders tried the syrup on fry bread with maple butter – a tasty appetizer to the dinner.

“It was delicious and light; not too sweet. I think it’s great we’re getting into the maple business so our community can connect more with our culture.”

- PENNY RAYMOND (Turtle Clan)

Dinner Honors Cherished Generation

This year, the Oneida Indian Nation was able to bring back its renowned Elders Dinner for the first time since the pandemic began. Making up for the lost time, over 250 Oneida Members and their families and guests gathered to celebrate and honor our most cherished generation.

Oneida Indian Nation Representative Ray Halbritter addressed the Elders, speaking about how far the Nation has come in such a short amount of time. During the event, he shared that this past year, the Nation put an additional 270 acres of Nation lands into federal trust. To date, the Nation has restored more than 18,000 acres of its homelands – the most it has had recognized sovereignty over since the early 1800s.

“The foundation of our Nation is strong. It is built on a legacy of resiliency that began in time immemorial and continues today. This resiliency allows us to continue the unending work of restoring our homelands, defending our sovereignty and securing a successful future for our Nation unto the Seventh Generation.”

- RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO



The expansive buffet menu also included traditional corn soup. Karen Pierce (Turtle Clan), who works at the Heritage store at Turning Stone where she makes numerous beaded items, assisted Turning Stone's culinary team in preparing the soup with meat and vegetarian options.

Well-known Native blues band, Corn Bred, featuring Murray Stout (Turtle Clan) on drums, entertained everybody during the 2-hour event.





GOVERNMENT PROGRAMS AND SERVICES



Bike Rodeo Returns

The Oneida Indian Nation Bike Rodeo, a favorite among the Nation youth, was another annual event that returned in 2023. Held at the Nation's Recreation Center in July, the Oneida Indian Nation Police Officers and Housing Department staff set out an obstacle course for the bikers to test and learn new riding skills. Scooters were also a popular choice for the youth to practice with. Participants all had an opportunity to try the course while being guided by the officers before heading inside to enjoy a healthy lunch served up by Youth Development and Recreation Supervisor Brandon Inman and members of the Summer Jam team.

Jay Blazek and members of the Team of The Northern American Indian Tour for the Health of Young People

(NAIT4HYP) joined the Bike Rodeo, sharing words of encouragement and experience with the riders as well as donating 15 brand-new bikes to the Nation. Some of the bikes were given away to lucky winners of a drawing, while the others are available at the Recreation Center for youth to use.

Jay undertook a 5,000-mile bike journey from the West Coast to the East over the summer, visiting several tribal nations along the way to promote cultural, behavioral and sustainable environmental practices.



Youth Experience Culture through Enterprise Diversification

In the early part of spring, participants in the Oneida Indian Nation's After School Program visited the new Wáhta' Maple Farm production facility located in the old Bingo Hall on Territory Road to learn about the process of making maple syrup and get a sneak peek at the production of the first batch.

During the tour of Wáhta' Maple Farm, the youth learned about the modern-day production process that is much more efficient than traditional methods. Typically, the ratio of the gallons of sap needed to produce a gallon of syrup is around 43 to 1. But with today's machinery, the ratio becomes closer to 5 to 1.

Tapping trees for maple sap has been a ceremonial tradition for the Haudenosaunee for generations. Each year, when the temperatures ebb and flow around the freezing point, Indigenous people in the Northeast know it's time to tap the maple trees. The maple is the first tree to awaken from the winter and signals the coming of spring.





GOVERNMENT PROGRAMS AND SERVICES

Maple sap is considered by the Haudenosaunee to be a medicinal gift from the Creator that provides a sweet reward after the challenges of a long winter. However, to ensure gratitude for this gift, transforming sap into maple syrup requires a great deal of hard work and determined collaboration – lessons that remain important for today's youth to understand and respect.

Today, the Oneida people continue to celebrate the Creator's gift with maple ceremonies held during the early spring. With the opening of Wáhta' Maple Farm, the Oneida Indian Nation is continuing this legacy and sharing it with Nation Members and neighbors throughout the region.

Youth Programs Provide Personal Development Experiences

Among the most popular programs available to Oneida Indian Nation youth is the Youth Work/Learn program. This program provides opportunities for Nation youth to learn the value of hard work through community service or real-world job experience while working at one of the Nation's enterprises. The program for younger kids ages 13-15, known as the Crew, offers the group a 20-hour work schedule per week, performing a variety of duties around the Nation community along with valuable cultural programming.



This year, the Crew was a smaller-than-usual group, but Rhys Kennedy (Wolf Clan), Carter Stout (Turtle Clan) and Larry Torres (Wolf Clan) all brought plenty of enthusiasm to the program. Over the course of the summer, the group weeded around Nation buildings, cleaned up the Peaceful Pines campground prior to the Nation Member family picnic and ventured out to ancestral Oneida lands for the cultural dig – one of the most popular activities each year for the youth.

Participants also had the opportunity to visit with Ron Patterson (Wolf Clan), manager of the Shako:wi Cultural Center, throughout the summer. Ron led the youth in cultural activities and crafts, such as making baby moccasins. Instilling the importance of retaining the cultural heritage of the Oneida people in the younger generations is a focal point of the summer programming.

A visit to Wáhta' Maple Farm to see the extensive process of maple syrup production, from tapping the trees to bottling the final product, was a highlight for the kids this year. Touring the site where the trees are tapped, the kids saw the elaborate maze of tubes that transfer the sap to the holding tanks that then were brought to the production facility on Territory Road to be boiled down.

The group also attended Onyota'a:ká: language classes twice per week and visited Colgate University, the Great Swamp Conservancy and Nichols Pond, which was once home to an Oneida village.

Summer Program Participants

Summer Jam: **15**

Youth Ambassadors: **9**

Jr. Youth Ambassadors: **9**



GOVERNMENT PROGRAMS AND SERVICES



The program for older kids, ages 16-20, has placed dozens of eager participants for full 40-hour work weeks over the summer at locations such as SāvOn and Maple Leaf Market convenience stores, marinas, Turning Stone Car Care, Heritage, and the ever-popular Turning Stone Golf department.

Kaylene Cook (Wolf Clan), a first-time participant in the program, took on an assignment at the SāvOn convenience store on Lenox Ave in Oneida. Kaylene, who is now a senior at Oneida High School, really enjoyed her work experience in retail.

“I would recommend Nation youth participate in the program. It has been a really good experience and the staff here is very helpful.”

- KAYLENE COOK (Wolf Clan)

The group working at Turning Stone Golf this year included Josh Frederick (Turtle Clan) and Diane, Elisabeth and Stephanie Morris, along with Ashley and Isabella Scott. Each day, the group would get assignments ranging from collecting the golf balls hit at the golf dome to greeting and assisting guests with their golf bags when they arrive and cleaning golf carts when guests return after their rounds.



Jadalyn George, a junior at Stockbridge Valley and another first-time program participant, enjoyed the variety of tasks she was assigned behind the deli counter at the Maple Leaf Market in Sherrill. “I thought this would be a good opportunity to get the benefit of job experience through the Nation’s program rather than to try to find a job on my own,” she said.



Elaina Cook (Wolf Clan) participated in the program as a member of the Crew for a few years before exploring her options with the job placement assignments. The recent graduate from Oneida High School plans to work for a while before exploring her educational options, with a focus on business and finance. She is hoping her experience at the Plaza-Mart SāvOn in Oneida will help her in the future and looks forward to other possibilities.

Kacey Schenandoah-Stanford (Wolf Clan) helped out at the Shako:wi Cultural Center this summer. Toward the end of the program, she assisted Cultural Programs Coordinator, Jessica Farmer, and Language Instructor, Chelsea Jocko (Wolf Clan), by narrating the Summer Jam play written by Chelsea.

The Youth Work/Learn program continues to be popular among Nation youth and provides an avenue for younger kids to get work experience over the summer break from school.



Youth Development a Key Part of Programming Efforts

Always with an eye on developing the next generation of leaders, the Nation's youth programming – an After School Program, Youth Ambassadors Program and Summer Jam – has given kids access to a safe space to socialize, do schoolwork and stay active. The essential After School Program is available to any Nation Member or children of enrolled Members every weekday from 3-5 p.m. This year, the program enrolled 15 participants, and since its inception, 924 students have been able to attend.





Community Events Return to Rec Center

2023 saw the return of many of the popular annual events the Oneida Indian Nation hosts for its community. Over 300 community members in total attended the Super Bowl Party in February, Egg Hunt in April, and Halloween Party in October. The Super Bowl Party was the first community event held at the Rec Center since before the pandemic, while the Halloween Party hosted 170 attendees, making it the largest event ever hosted at the Rec Center.



Educational Achievements Highlight Focus

When the Oneida Indian Nation outlined its strategic plan for the future, education was a key point of emphasis. After surviving centuries of poverty and endless struggles, education was deemed the best insurance for the Nation's continued success. Educational possibilities, unheard of in past generations, opened up a world of opportunities for Nation Members at all stages of life – whether pursuing a vocational certificate or a doctoral degree.



Nation Member Named Salutarian at Oneida High School

Oneida High School held its commencement for the class of 2023 in June. Nation Member Madison Ray (Turtle Clan) was the salutarian – the student who ranks second in the graduating class.

Madison is typically very busy during the week with the clubs she participates in. She said she is in National Honor Society, the Science Olympiad, Environmental Club and Teens for a Better World – all while maintaining her part-time job at Price Chopper.

It's a hectic schedule, but it drives her to work hard. It's a characteristic her family, especially her mother, Maureen, instilled in her at an early age, even when she would go to the Oneida Indian Nation's Early Learning Center.



GOVERNMENT PROGRAMS AND SERVICES

She participated in other Nation programs as well, including the Youth Work/Learn Crew, which she says was a positive experience working around the Nation community doing various tasks like cleaning and weeding exterior areas around Nation buildings and ending with the popular cultural dig.

Now, Madison is excited to start classes at Hamilton College in nearby Clinton. It was a tough decision between Hamilton and Colgate University, but she feels Hamilton was the better fit.

"I knew I wanted a small school," Madison explained. "When I visited, I think the vibe of it fit me and I knew I wanted to be in that community."

Madison's favorite class this year was AP Chemistry, so it is no surprise that she plans to continue studying science at Hamilton – or that she has already declared a major in biochemistry.

"I like all of the sciences," she said. "Learning more about the world around me fascinates me. I'm taking 30 college-level credits with me as well, which will give me the flexibility to try different things."

When asked about her plans for a career, she thinks something in the pharmacy field, bio-engineering or

cytogenetics would be good fits. It's an ambitious plan, but one she is excited to start.

"I'm just excited to finish this year strong and meet new people," she said. "My mom has been a great role model for me and I want to continue to make her proud."

Nation Member Completes Doctorate in Veterinary Medicine

Caring for the vulnerable is among the most honorable and rewarding professions. Sadly, animals tend to be the most vulnerable in our society. So when Kristen Halbritter-Marciniak (Wolf Clan) began looking at graduate schools to become a veterinarian, she knew it would be more than a job – it was a calling.

Kristen graduated from Andrews University in the spring of 2017 and was still deciding on where to go for her veterinary program. There are only 33 accredited doctor of veterinary medicine (DVM) programs in the country, which means admission is very competitive. This high level of competition added to the difficulty of finding and getting into a school she would feel comfortable



Members in Higher Education

In 2023 there were **42** Oneida Indian Nation Members enrolled in higher education participating in the Scholarship Program, with nine degrees earned. There were **27** GPA incentive awards processed.

Oneida Indian Nation Members earning Higher Education Degrees in 2023

- Mandi Beauvis (Turtle Clan) – Master of Arts
- Jycole Bush (Turtle Clan) – Bachelor of Science
- Claudia Cook (Wolf Clan) – Bachelor of Science
- Madison Dickerman (Turtle Clan) – Associate of Science
- Jessica Jimerson (Bear Clan) – Master of Arts
- Kristen Marciniak (Wolf Clan) – Doctor of Veterinary Medicine
- Josephine Patterson (Wolf Clan) – Associate of Science
- Rebecca Shanklin (Clan) – Master of Arts
- Nickolas Welch (Bear Clan) – Master of Fine Arts





GOVERNMENT PROGRAMS AND SERVICES

attending. Kristen ultimately chose Iowa State and moved to Ames shortly thereafter in the fall of 2019.

The program at Iowa State consisted of three years of coursework and classes, while the fourth was mainly clinic rotations. That fourth year is critical because students need to pick a specialized track of study.

"With rotations, you can pick between four tracks," Kristen explained. "Some want to do just small animals, which would be dogs and cats, and some choose to do just horses and track equine, and others want to do just food animals, which includes herd health for dairy cattle, beef cattle, pork production, and also backyard pets like goats, pigs, sheep. But you can also get a mix of all of those, and I wanted to learn about everything, so I chose the mixed track."

After completing her fourth year in the spring of 2023, Kristen graduated with a year-long internship already lined up at Iowa State University's Lloyd Veterinary Medical Center. It would be an opportunity to put into practice everything she learned while having seasoned professionals at her disposal to ask any questions that came up. She also gets to teach rising fourth-year students in addition to her caseload at the medical center.

"I want to learn as much as I can," she added. "As a doctor, I take my own cases, but I also have that safety net of having specialists behind me so I know I am doing everything correctly."



The internship also gives Kristen the flexibility to decide where she wants to go next. She's leaning toward focusing on general practice, which will give her the ability to move almost anywhere.

With so many options now available to her, Kristen is grateful for the Oneida Indian Nation's Scholarship Program, which enabled her to graduate debt-free. She credits her mom, Karen Halbritter, for instilling her with the self-confidence and strong work ethic needed to achieve her dream.

"I wouldn't be where I am, or have the drive to complete school or go to college in the first place, without her mentorship, advice and support," Kristen said.

On Course to Fulfilling a Dream

Oneida Indian Nation Member Benjamin 'Benny' Welch (Bear Clan) graduated from Chittenango High School in the spring of 2023. An avid and skilled baseball player, Benny started his collegiate career at Mohawk Valley Community College in the fall. Over the summer, Benny was among only 44 American Indian high school baseball players throughout the U.S. and Canada to be invited to participate in the second annual Native American All-Star Baseball Showcase in Atlanta, GA. The event provides an opportunity for aspiring American Indian student athletes to highlight their skills and potential to professional scouts and collegiate coaches.





GOVERNMENT PROGRAMS AND SERVICES



Early Learning Center Adds After-School Care

This past year the Oneida Indian Nation's acclaimed and accredited Early Learning Center added after-school care to its program offerings for Nation Members, children of enrolled Oneidas, Health Services clients and Turning Stone Enterprises team members. With childcare costs reaching unprecedented heights, the ELC's new after-school offering helped numerous families by easing that financial burden. The ELC is operating at full capacity with 50 children enrolled.

The staff at the ELC also engaged in several career development initiatives, including the National Child Passenger Safety Technician Certification, attendance at the Zero-to-Three Annual Conference and an internal class offering called Understanding the Oneida Culture with Education Programs Assistant Manager, Randy Phillips.

Language Program Prepares for the New Year

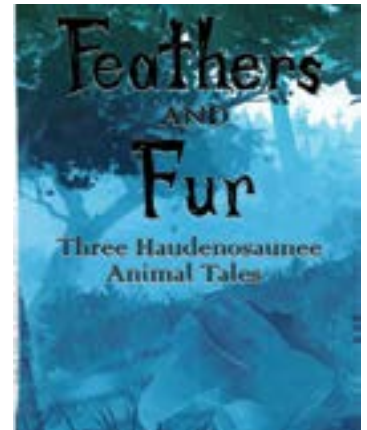
To keep up with the latest changes in technology and education, the Oneida Indian Nation has made it a priority to modernize its Language Program and the resources it uses to teach the Onyota'a:ká: language.

The former Health Center on Territory Road has transformed into a state-of-the-art language lab, complete with smart boards, upgraded telecommunications to record and broadcast lessons and a classroom design that makes it easier to collaborate with the instructor and others. The new look and feel will make it more comfortable for students to immerse themselves in the language.

The Language Program also developed two introductory workbooks in partnership with the Language Conservancy that incorporate the foundational essentials of Onyota'a:ká: as well as the cultural elements that make the language uniquely Oneida. It is the first time the Nation has produced educational workbooks specifically designed in a sequential order that maximizes usability and retention.

A new project that is set to go online soon is a "green room" production facility that will enable the language instructor to utilize different backgrounds, animations and other technology through video lessons that can be accessed anywhere. The room has two 4K cameras, soundproofing modules, a mobile green screen and broadcasting abilities anywhere on the Nation's network.

In continued partnership with Madison-Oneida BOCES, the Language Program developed another language-learning children's book that offers one version of three Haudenosaunee legends called, "Feather and Fur."



For more information on the Nation's efforts to preserve the Onyota'a:ká: language, visit <https://www.oneidaindiannation.com/languagelearning>.





The Oneida Indian Nation's "Allies in War, Partners in Peace" statue at the Smithsonian Institution's National Museum of the American Indian in Washington, D.C.



COMMUNITY PARTNERSHIPS

Legacy as America's First Allies Endures

The contributions and tremendous sacrifices of the Oneida People as America's First Allies in the Revolutionary War resulted in an ongoing friendship and treaty relationship between the Oneida Indian Nation and the United States for more than two centuries. Maintaining these partnerships is an integral part of the Oneida Indian Nation's commitment to community. Nation leadership has instilled a collaborative culture, pulling from the ideology of their ancestors, in their quest to create a better path for today's Oneidas, their regional neighbors, and generations to come.

Veterans Service, Sacrifice Honored

More than 400 veterans from throughout Central New York were honored for their service during the Oneida Indian Nation's 22nd Annual Veterans Recognition Event at Turning Stone Resort Casino in November. Those recognized at the event included several Nation Members and team members who are veterans.

Among them was Nation Member Gil Stout (Turtle Clan), who was recognized for his dedication and commitment to the United States. Stout is a U. S. Army veteran who was stationed in Kaiserslautern, Germany with the 508th Maintenance Company as a Teletype Operator during the Vietnam War. Stout is also a 33-year team member of the Oneida Indian Nation who is currently working in the Facilities Department.

Oneida Indian Nation Representative Ray Halbritter, Colonel Matt Braman from Fort Drum and Oneida County Executive Anthony Picente Jr. all shared remarks at the event about the special relationship between the Oneida Indian Nation and the United States military, as well as the service of local veterans. As Col. Braman spoke about the meaning and importance of service, he quoted Oneida Indian Nation Member and Korean War Veteran Keller George (Wolf Clan) on the pride he took in serving his country, our people's legacy of service and growing awareness of Nation Members' military contributions.

The Oneida Indian Nation's role as First Allies is an element of its shared history with America. This



Oneida Indian Nation Representative Ray Halbritter honored Nation Member Gil Stout (Turtle Clan) for his military service and long-term employment with the Nation during the annual Veterans Recognition Ceremony and Breakfast.

profound bond with the United States was forged on the battlefields of the American Revolution, including at Oriskany, Saratoga and Barren Hill. Oneidas have served in the U.S. military in every conflict since the American War for Independence, coming together in the name of our highest ideals, such as freedom, community and the recognition of the humanity of all people.

“When you look at the American Revolution and who was with the United States, there was only one ally – the Oneidas.”

- ANTHONY PICENTE JR., Oneida County Executive

In addition to the Veterans Recognition Event, the Oneida Indian 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 Oneida Indian Nation also partners with several local military and veteran organizations, including Feed Our Vets, Ft. Drum and more.



COMMUNITY PARTNERSHIPS

Oneidas Honored at Oriskany Commemoration

On the evening of August 6, Members of the Oneida Indian Nation gathered together with the community to commemorate the 246th anniversary of the Battle of Oriskany at the Oriskany Battlefield State Historic Site. The battle is known by historians as one of the bloodiest conflicts of the American Revolution, and it is the first major battle that the Oneida Indian Nation took part in on the side of their American allies. A monument was dedicated on August 6, 1884, to serve as a memorial to those who fought during the battle, and each year a solemn commemoration is held to honor their contributions.

Oneida Indian Nation Member Sheri Beglen (Wolf Clan) gave words of welcome in the Oneida language, and Oneida Indian Nation Councilmember Brian Patterson (Bear Clan) delivered closing remarks, focusing on the contributions of women during the war.



The Fort Stanwix Chapter of the Daughters of the American Revolution

presented the Nation with an award in honor of Oneida woman Tyonajanegen (Two Kettles Together) for her role in assisting her husband, Han Yerry, during the Battle of Oriskany and her subsequent actions as an ally during the war.



Melissa Dickerman (Wolf Clan), Oneida Indian Nation Councilmember Brian Patterson (Bear Clan), Oneida County Executive Anthony Picente Jr., Sheri Beglen (Wolf Clan), NYS Senator Joseph Griffo and NYS Assemblymember Marianne Buttenschon.

“Fort Stanwix Chapter, National Society Daughters of the American Revolution is privileged to present our Society’s Woman in American History Medal to Tyonajanegen, ancestor of the Oneida Indian Nation. She did not turn away from the fight but displayed true heroism as a representative of her Clan and as a Patriot of the American Revolution.”

- DIANE MILLER, Recording Secretary of the Fort Stanwix Chapter, DAR





COMMUNITY PARTNERSHIPS

Police Department Recognized for 30 Years of Service

Federal, state and local law enforcement officials recognized the Oneida Indian Nation Police Department for 30 years of service during an event held at the department's headquarters in September. Officials in attendance included representatives from the U.S. Attorney's Office for the Northern District of New York and the New York State Police, the Oneida County District Attorney, the Madison County District Attorney and the Oneida County and Madison County Sheriffs.

"For 30 years, the Oneida Indian Nation Police Department has worked tirelessly to build partnerships, embrace constant improvement and deliver unwavering commitment to the Oneida people and the region as a whole," said Ray Halbritter, Oneida Indian Nation Representative.

Oneida County Sheriff Rob Maciol and Madison County Sheriff Todd Hood commended the Nation's Police Department for their partnership and commitment to the people of Oneida and Madison Counties. Following the historic 2013 Agreement between the Oneida Indian Nation, New York State and Oneida and Madison Counties, Oneida Indian Nation police officers were deputized by the Oneida and Madison County Sheriff departments, which has increased public safety and on-duty officer availability in those counties, as well as on Oneida Indian Nation lands.

"The key to success in keeping our men and women safe and keeping our communities and our people safe is cooperation. I'm proud that the Oneida County Sheriff's Office and the Oneida Indian Nation Police Department have one of the strongest working relationships that exists among law enforcement agencies today."

- SHERIFF ROB MACIOL, Oneida County

In conjunction with its 30th anniversary, the Oneida Indian Nation Police Department announced plans for a new state-of-the-art Emergency Operations Center (EOC). The EOC will be a centralized command center essential for responding to natural disasters, regional crises or other emergencies throughout Central New York. Centrally located at the Oneida Indian Nation Police Headquarters, the EOC will provide additional support for interagency collaboration during emergency situations.



During the 30th anniversary event, former Oneida Indian Nation Police Chief Gary Henderson also announced his retirement after 14 years of service. In recognition of his outstanding leadership and tireless efforts on behalf of the Oneida people, Oneida Indian Nation Representative Ray Halbritter presented Henderson with a handcrafted lacrosse

stick engraved with the Oneida word for "thank you" -- Yawhkó: (yaowa-GO) in appreciation of his commitment to the Nation.

Nation Police Captain David Verne assumed the role of Chief of Police October 1. Verne joined the Nation Police Department in 2012 as a Sergeant and CALEA Coordinator, and he received several promotions leading to his appointment as Captain in 2017.



As part of the Oneida Indian Nation Police Department's 30th anniversary, the Oneida Indian Nation hosted a Charity Golf Tournament in September to benefit the National Law Enforcement Officers Memorial Fund. A total of \$7,300 was raised and donated to the organization to help improve officer safety and well-being across the country. Left to right: Oneida Indian Nation Councilmember Chuck Fougner (Wolf Clan), Oneida Indian Nation Police Chief David Verne and Oneida Indian Nation Representative Ray Halbritter



COMMUNITY PARTNERSHIPS

A Shared Commitment to Cultural Preservation

The Oneida Indian Nation collaborates with local partners to educate the surrounding region about the Nation's unique role in the founding of the United States and connection to the Central New York region. Events held throughout the year bring Oneida Indian Nation Members together with the community to celebrate this rich history that is woven into the fabric of the region's shared heritage.



Craft Fairs Celebrate Vibrant Culture

In partnership with Fort Stanwix National Monument and the Rome Historical Society, the Oneida Indian Nation proudly presented the return of the First Allies Craft Fair at Fort Stanwix in Rome in September. The family-friendly event featured Oneida and Haudenosaunee artisans and social dance exhibitions.

The First Allies Craft Fair also included a screening of the documentary film "People of the Standing Stone: The Oneida Indian Nation, the War for Independence, and the Making of America" inside the Marinus Willet Visitor Center at the Fort. The 30-minute film is narrated by Academy Award-winning actor Kevin Costner and



tells the story of the Oneidas' decision to side with the American colonists in their fight for freedom and how they assisted the Continental Army in several key battles of the Revolution.

Earlier in the year, the Nation's Shako:wi Cultural Center hosted a Craft Fair on the grounds outside the center. Dozens of crafters showcased their skills with intricate beadwork, jewelry, carvings, leatherwork and more. Food vendor offerings included Wes Halsey (Wolf Clan) and his Halsey House BBQ, which proved to be a favorite, along with the traditional corn soup. A tasty Fry Bread competition was held as well, with Doris Wilkins-Wilt (Wolf Clan) taking 2nd place, and several dancers competed in Smoke Dance and War Whoop Dance competitions.



The Oneida Indian Nation's American Indian Holiday Craft Fair returned to Turning Stone in December with more than 60 vendors showcasing their creations, making the 2023 event the largest ever. The popular event drew large crowds of shoppers who also were entertained with social dance presentations.



COMMUNITY PARTNERSHIPS

Story Walk Entertains, Educates

The Oneida Indian Nation continued its partnership with Colgate University to present the latest iteration of the cultural Story Walk, "The Tale of Two Teams," over the summer of 2023. The project is a collaborative effort that educates visitors about Haudenosaunee culture through large outdoor displays and provides the community with an opportunity to view the book's illustrations along with the corresponding words in the Oneida language. The display made appearances at the Utica Zoo, Fort Stanwix National Monument in Rome and the Shako:wi Cultural Center.

Haudenosaunee legends are handed down from generation to generation and offer life lessons through storytelling. The Tale of Two Teams reminds people that every living thing has a purpose and to not judge its value by appearances or first impressions.

"The Tale of Two Teams" language book is made available through cooperative efforts with the Oneida Indian Nation Language Program and the Madison-Oneida BOCES Staff and Curriculum Development department. Through this partnership, the Oneida Indian Nation has been able to produce learning materials that preserve Oneida culture and heritage.

This Story Walk project is a collaboration with the Institute of Museum and Library Science (IMLS) as part of the Museum Association of New York (MANY) Building Capacity Project. For three years, the University Museums at Colgate (Longyear Museum of Anthropology & Picker Art Gallery) and the Colgate University Teacher Preparation Program worked to expand the way stories are told and how to educate younger people.



Indian Village Offers Opportunities to Share

Each year Oneida Indian Nation Members showcase their craftsmanship, artistry, cultivation and dancing skills at the Six Nation's Agricultural Society Indian Village at the New York State Fair. The displays and events at the Village provide an opportunity to educate visitors about the diverse history and culture of the Haudenosaunee, as well as entertain with social dance exhibitions, storytelling and more. Many Oneida Members took home ribbons for their competition entries in the agriculture, art and homemakers divisions.

Oneida Day at the Village included a special acknowledgment of Chip Isaacs (Turtle Clan) in recognition of his service in the U.S. Army during the Vietnam War. Oneida Indian Nation Representative Ray Halbritter presented Chip with a walking stick prior to Oneida and Haudenosaunee dancers demonstrating the skills and artistry of traditional social dances on Turtle Mound.





COMMUNITY PARTNERSHIPS

Focus on Healthcare Benefits Region

The ability to provide quality healthcare is a top priority for Nation leadership, not only for its Members and Health Services clients, but for the greater community as well. This objective is why the Nation has worked in collaboration with local healthcare providers to strengthen the services available by supporting the development of world-class facilities in Central New York.



Oneida County Executive Anthony Picente Jr., Oneida Indian Nation Representative Ray Halbritter, MVHS President and CEO Darlene Stromstad, Oneida Indian Nation Councilmember Chuck Fougner and Wynn Hospital Capital Campaign Co-Chair Larry Gilroy.

not only meet the needs of residents and our team members today, but of those who will choose to build lives here as the transformation of the region continues in the years ahead."

It was important to MVHS that as part of the Oneida Indian Nation's donation, an artistic mural will be installed that will honor the shared history and longtime partnership between Upstate New York and the Oneida Indian Nation. The mural is currently under commission and will be installed on the medical campus when complete.

"The Oneida Indian Nation's legacy of collaboration dates back to the very founding of our country. We are grateful to the Oneida Indian Nation for their support and look forward to honoring their history of contributions to the region through the commission of cultural elements that tell the story of our shared history so it will never be forgotten."

– DARLENE STROMSTAD, MVHS President and CEO

\$1 Million Donation Supports the Development of Wynn Hospital

In May, the Oneida Indian Nation made a \$1 million donation to the Mohawk Valley Health System (MVHS) Foundation for the development of the Wynn Hospital in downtown Utica. The Wynn Hospital, which opened in October, brings existing hospital services, currently located on two different campuses, to one modern downtown campus that will offer advanced medicine and technologically progressive care.

"As we embark on the largest evolution of Turning Stone in two decades and the exponential growth simultaneously occurring throughout the region, it is more important than ever to support community resources like the Wynn Hospital," said Oneida Indian Nation Representative and Turning Stone Enterprises CEO Ray Halbritter. "This world-class health facility will

Nation Welcomes Upstate Cancer Center to Its Lands

In September, the Oneida Indian Nation joined local officials for a ribbon-cutting ceremony for the new Upstate Cancer Center at Verona. The center, which is located on Nation lands, offers a convenient location for medical oncology, radiation therapy, surgical subspecialties, radiology, laboratory, pharmacy and consultative services for patients who would otherwise need to travel to Syracuse.

During the ceremony, Oneida Indian Nation Representative and Turning Stone Enterprises CEO Ray Halbritter presented Upstate University Hospital CEO Robert Corona with a traditional medicine bag, typically created in preparation for a significant journey. The gift symbolizes the cooperative partnership that brought about the world-class healthcare facility and shared aspirations for good health.



COMMUNITY PARTNERSHIPS



Halbritter was joined by Dr. Brian Thompson (Wolf Clan), Assistant Professor and Assistant Dean for Diversity at SUNY Upstate Medical University. Thompson graduated from the SUNY Upstate Medical University College of Medicine in 1991 and currently specializes in Obstetrics and Gynecology.

“We decided [Verona] would be a great place for a state-of-the-art cancer center with the most advanced technology. We struggled wondering how we would get the land [in Verona], but our partners at the Oneida Indian Nation stepped up and helped us find this beautiful land that will be healing land for this community.”

– ROBERT CORONA, Upstate University Hospital CEO

“For the first time in history, a tribal nation and the State of New York have come together to build an innovative medical facility that will serve the entire region – members of local communities and Oneida Indian Nation Members alike – on tribal lands,” said Oneida Indian Nation Representative and Turning Stone Enterprises CEO Ray Halbritter. “This is truly a testament to what can be accomplished when we come together through a shared commitment to the success and well-being of the community as a whole.”

The opening of the center came just a few weeks after the Nation celebrated the grand opening of its fourth Maple Leaf Market convenience store, the first step in the Nation’s revitalization of the intersection of Routes 365 and 31, nearby.

Nation Supports Local Charities

Throughout the year, the Oneida Indian Nation’s SāvOn and Maple Leaf Market convenience stores partner with the Oneida Indian Nation Foundation to support the work of several local charities through various fundraising campaigns. In 2023, this partnership has helped raise more than \$34,000 for the YWCA Mohawk Valley, Make-a-Wish Foundation of CNY and the Muscular Dystrophy Association.







ECONOMIC GROWTH AND IMPACT

Investments Benefit Members, Region

While there is much to be celebrated in the success and accomplishments earned by the Oneida Indian Nation and its government operations and enterprises during 2023, Nation leadership never rests on its laurels. Instead, the focus of the Nation remains on the future, and everything that is undertaken today is done so with the goal of creating a better quality of life and more opportunities for the future generations. This year the Nation took tremendous strides in fortifying that goal through investments and partnerships meant to sustain success into the future.

Turning Stone Resort Casino Expansion Brings Big Economic Impact

In July, the Nation announced plans for a massive \$370 million capital investment in what will be the largest evolution of Turning Stone Resort Casino in two decades. The expansion will be a complete evolution of the region's premier resort destination with a new conference center, outdoor event spaces, hotel, and more to fully reimagine Turning Stone for generations to come.

Breaking ground in early 2024, the Turning Stone evolution will generate a \$616 million one-time economic impact, create 3,600 one-time jobs and generate \$22.1 million in state and local tax revenues. Turning Stone's evolution will double its existing conference space with new indoor and outdoor event spaces that will make the resort Upstate New York's largest convention center and one of just three venues of the same size and caliber in the state.

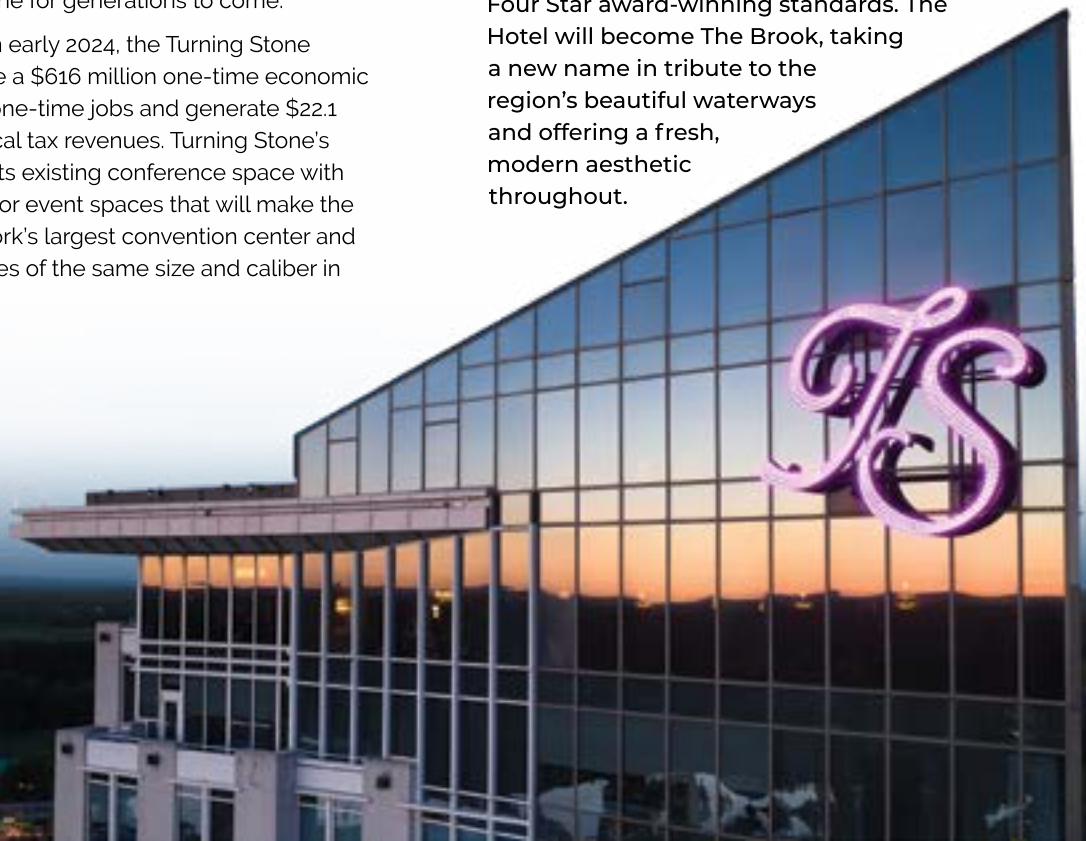


ARTIST RENDERING

The evolution will also include construction of The Crescent, a new Four-Diamond 258-room hotel with stunning architectural features.



Existing lodging at Turning Stone will also undergo a transformation as renovations continue at The Lodge to maintain its Forbes Four Star award-winning standards. The Hotel will become The Brook, taking a new name in tribute to the region's beautiful waterways and offering a fresh, modern aesthetic throughout.





ECONOMIC GROWTH AND IMPACT



ARTIST RENDERING

Since its creation 30 years ago, Turning Stone has served as an engine for economic development and job creation in Upstate New York. An economic impact analysis conducted by Oxford Economics, one of the world's foremost independent global advisory firms, reported that in 2022 alone, Turning Stone and the Oneida Indian Nation's other enterprises generated a more than \$1 billion economic impact within the region and annually supported more than 7,000 jobs, including the Nation's 4,500 team members.

The \$370 million investment in Turning Stone's evolution will also generate thousands of construction jobs and millions of dollars in revenue due to the resulting increase in guests and regional tourism to follow.

“The Turning Stone Evolution is much more than just an expansion. It is nothing less than a full evolution of the region’s premier destination and its role as an economic leader. Together with our existing facilities and partnerships, the new conference center will make Turning Stone and Central New York an even more desirable destination for larger and more prestigious events.”

– RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

Oneida Nation Enterprises Becomes Turning Stone Enterprises

As the evolution of Turning Stone Resort Casino was announced this summer, so too was the evolution of the Nation's enterprises from Oneida Nation Enterprises to Turning Stone Enterprises on October 1. This new, unified identity recognizes the resort's important role as the foundation of these enterprises, as well as the ways in which every team member, no matter where they work or what they do, has contributed to its outstanding reputation as a leader in hospitality.

The evolution of Turning Stone and our enterprises as a whole reflects the Nation's commitment to serving as an engine for economic development and job creation in Central New York. Through ongoing reinvestment in our enterprises and our team, we will continue to create new opportunities in this region and ensure a brighter future for Nation Members and all who call it home.





ECONOMIC GROWTH AND IMPACT



TS Sports Launches at NY Rec & Social Club, Point Place Casino and YBR Casino and Sports Book

On December 18, Turning Stone Enterprises launched TS Sports, its new sports book experience, to coincide with the grand opening of its newest venue and one of the first elements of Turning Stone Resort Casino's evolution, NY Rec & Social Club. The new sports book followed the conclusion of a long-time marketing partnership with Caesars Sportsbook and launched simultaneously at Point Place Casino and YBR Casino and Sports Book.

Turning Stone Enterprises was among the first locations in New York to offer in-person sports betting in 2019 and today its sports books continue to define the sports wagering experience. TS Sports continues to be operated and overseen by Turning Stone Enterprises and offers guests the same depth and breadth of wagers they have enjoyed for years.

“Caesars has been a valuable partner in our efforts to establish our sports books as the most exciting places for fans to watch the big game and place their wagers. The launch of TS Sports will help us continue this tradition as we further evolve these venues and the experience they offer.”

– RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

Turning Stone's newest entertainment destination, NY Rec & Social Club (formerly Lava Nightclub), offers a timeless experience with modern amenities that include more than 60 high-definition screens, plush seating, fan caves and entertainment options that include pool, foosball, shuffleboard and more along with an outdoor patio.





ECONOMIC GROWTH AND IMPACT

Turning Stone Looks Ahead to The Next 30

Turning Stone celebrated a remarkable 30 years of operation in 2023. Instead of a long look back at the growth of the Nation's flagship enterprise, Nation leadership continues to plan for the future with investments, such as the Turning Stone evolution, that advance the Nation's role as a leader in economic development and tourism.

In recognition of this milestone anniversary and continuing its role as an engine for tourism in Upstate New York, Turning Stone hosted a series of big-name entertainers who performed over the course of the year as part of its Next 30 celebration. This incredible lineup included Steve Martin and Martin Short, comedian Kevin Hart, Barry Manilow, Carrie Underwood and Tim McGraw – the first artist to ever take the stage at the resort's Event Center.

“A historic anniversary deserves a historic lineup of entertainment for our guests. The biggest entertainers in the world will be performing at Turning Stone this year as we celebrate our ‘Next 30’ anniversary and look forward to even bigger and better things to come.”

– RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

Already the regional epicenter for standout boxing events, Turning Stone has become a nationally recognized venue for top-notch events, welcoming 4.5 million visitors each year as one of the state's top tourist destinations. By consistently reinvesting in the region, the Oneida Indian Nation works diligently to strengthen the economy by building a thriving tourism destination right here on its homelands.

Turning Stone Golf Continues to Help Drive Record-Breaking Tourism

Turning Stone had its third consecutive record-breaking golf season in 2023 and continues to drive golf tourism for the entire region. The resort saw a 40% increase in overnight golfing trips this year with golfers traveling to the region from 44 different states and several countries including Australia, England, Japan and Spain. The number of rounds played at Turning Stone's three 18-hole championship courses – Atunyote, Kaluhyat and Shenendoah – was also up this year, increasing by more than 15%.

Coinciding with the historic investment in the evolution of Turning Stone will be the construction of a brand-new Robert Trent Jones Jr.-designed golf practice area. Set to open for the 2024 season, the new practice area is located near Shenendoah Clubhouse and includes a 300-yard driving range that features five target greens with bunkers that replicate shots golfers take on the course. The practice area also includes a short game area with a large putting green, a chipping area and a bunker.





ECONOMIC GROWTH AND IMPACT



Now with more than 70 golf team members, including many who are PGA Professionals, five golf courses, a state-of-the-art Golf Dome with one of the only indoor short game practice facilities in the country and an expansive Golf Superstore that offers the newest apparel and gear, Turning Stone's golf experience has been touted among the best in the country.

Forbes Travel Guide, the world's leading authority in hospitality and luxury travel, and Boardroom Magazine announced Turning Stone earned the Distinguished Golf Destination Award for 2023.

Golf Digest honored the resort with its Editors' Choice Award for Best Golf Resorts in the Northeast and ranked all three of Turning Stone's 18-hole courses in its "Best Courses You Can Play in New York."

Casino Player Magazine named Turning Stone the #1 Best Golf Course in New York.

Northeast Golf Magazine recognized Turning Stone with three of its Best in Golf Awards: Best Travel Resorts & Destinations, Best Public Golf Courses and Best Instructors in New York.

World Series of Poker, Boxing at Turning Stone Draw Thousands

In March of 2023, Turning Stone hosted its second World Series of Poker tournament, drawing thousands of players from 38 states and Canada, with 14,000 total entries for the 12-day tournament. Turning Stone is the only location in New York to host WSOP tournaments, considered a premier poker event.

Shaun Deeb, a native of Troy, NY, was crowned WSOP Main Event Champion, winning a total of \$275,916 and his first Circuit Gold Ring. The total payout for the championship event was \$1.6 million.



New for this year was the first-ever WSOP Ladies Tournament to be held in New York. The winner was Katelin Koper of Long Island, who collected nearly \$10,000 in winnings and earned her first WSOP Gold Ring. Overall, the event at Turning Stone awarded \$5.4 million in prize money. That's more than five times the \$1 million minimum in guaranteed winnings, and \$1 million more than the circuit event at Turning Stone awarded in 2022.



In June, Turning Stone and the International Boxing Hall of Fame once again partnered to bring thousands of boxing fans to Central New York to celebrate another legendary Boxing Hall of Fame Induction Weekend, including the return of the critically acclaimed SHOWTIME® prospect series SHOBOX: The New Generation to Turning Stone, presented in partnership with Salita Promotions, on Friday, June 9.



ECONOMIC GROWTH AND IMPACT

“We are thrilled to again partner with the Oneida Indian Nation to bring together boxing legends, competitors and fans for four days of action-packed events that will once again make Central New York the boxing capital of the world this June.”

– ED BROPHY, Boxing Hall of Fame Executive Director

The Induction Weekend in Central New York represents a collaboration between the International Boxing Hall of Fame, the Oneida Indian Nation and Oneida and Madison Counties, giving boxing fans from around the country an opportunity to meet and mingle with the biggest names in the sport.

Turning Stone Accolades Reflect Investment in Hospitality, Service

Turning Stone has been named New York’s #1 Best Overall Gaming Resort by Casino Player Magazine and earned a record-breaking total of 31 Best of Gaming Awards for 2023, the most of any casino in New York. Casino Player Magazine, the leading authority in the casino gaming industry, recognized Turning Stone with its highest honor for the eighth consecutive year. This national recognition followed the announcement of the \$370 million evolution of Turning Stone, the largest expansion in the resort’s history.

In addition to the gaming awards it received for 2023, Turning Stone earned #1 Best Overall Dining and #1 Best Overall Entertainment in New York in Casino Player Magazine’s 2023 Best of Dining & Nightlife Awards. Casino Player Magazine awarded Turning Stone with a record high of 13 Best of Dining & Nightlife Awards, breaking its previous record of 12 awards.

“The contributions of all of our team members, no matter where they work or what job they do, have helped establish Turning Stone’s exceptional standards for guest service and experiences and will continue to help us elevate these standards during our next 30 years and beyond,” said Ray Halbritter, Oneida Indian Nation Representative and Turning Stone Enterprises CEO.

Nation Opens Largest Maple Leaf Market Store, Expands Hospitality

In September, the Oneida Indian Nation celebrated the grand opening of its fourth – and largest – Maple Leaf Market at the intersection of Route 365 and Route 31 in Verona. Previously a SāvOn store, the transformation to Maple Leaf Market has elevated the guest experience even more.



At 7,100 square feet, the new location in Verona is the Oneida Indian Nation’s largest convenience store and has expanded its unique offerings and amenities. The addition of an onsite kitchen provides guests with a selection of freshly prepared meals, pizzas, paninis, salads, soups and more, offered alongside food offerings from regional partners. Maple Leaf Market Verona also features Turning Stone Grab & Go meals, directly from the kitchens of Turning Stone’s award-winning restaurants, including Pino Bianco, Upstate Tavern, Tin Rooster, Emerald Restaurant and Peach Blossom.

The Verona location will also feature a 24-hour diesel station that allows easier access for trucks. The diesel pumps are in addition to standard gasoline pumps.

The creation of the newest Maple Leaf Market aligned with the opening of the nearby Upstate Cancer Center at Verona and is part of a larger effort to reimagine the plaza where the SāvOn diesel station was previously located with the creation of three new retail outlets.



Forbes Travel Guide awarded Turning Stone with four Four-Star Awards for The Lodge, Skā:nā: Spa, TS Steakhouse and Wildflowers in 2023. Each venue is recognized for exceptional amenities, unparalleled experience and personalized guest service, distinguishing Turning Stone as the only resort in New York to earn four Forbes Four-Star Awards.

Skā:nā: is designated as the only spa in New York outside of New York City to earn a Forbes Four- or Five-Star rating, cementing its reputation as one of the leading spas in the country.



Turning Stone earned nearly 20 OpenTable Diners' Choice Awards for 2023. The awards specifically recognize four of Turning Stone's signature restaurants: Wildflowers, TS Steakhouse, Peach Blossom and Pino Bianco.

Good Housekeeping named The Cove at Sylvan Beach as a winner in the magazine's 2024 Family Travel Awards. Hundreds of destinations were considered during a rigorous process that evaluated each nominee for value, quality, safety, innovation, inclusion and convenience and considered feedback from verified travelers. In the end, The Cove was chosen among the best of the best for family travel in the Northeast.

Good Housekeeping also featured The Cove at Sylvan Beach as one of the "12 Best Places to Visit This Summer" for 2023.





ECONOMIC GROWTH AND IMPACT

Nation Government and Business Operations Support Community, Region

The Oneida Indian Nation, its government operations and business enterprises generate a significant economic impact in the Central New York region. Under the perspicacious guidance and vision of the Oneida Indian Nation's leadership, Turning Stone Enterprises has become one of the largest employers in the region and a major tourist destination, drawing millions of visitors each year.

Operational expenditures and vendor spending, along with off-site visitor spending supported by these enterprises, have created an estimated \$521.3 million impact, including \$511.9 million in operational spending and \$9.4 million in off-site visitor spending over the past year.

In addition to the annual \$220 million payroll for more than 4,500 team members, the Nation paid \$388 million to more than 2,800 vendors for goods and services in fiscal year 2023.

Of those vendors, 792 were located within the three-county area of Oneida, Madison and Onondaga where the Nation spent more than \$142 million, an increase of \$28 million within the same region over 2022.

The further development and diversification of the Nation's enterprises will continue to provide economic stability for today's generation of Oneida Members as well as the generations to come.



2023 TOTAL VENDOR SPENDING

\$388,773,768

2,805 Vendors

\$100,304,882

Capital Project Spending

2023 3-COUNTY VENDOR SPENDING

\$142,510,064

792 Vendors

\$22,307,574

274 Oneida County Vendors

\$4,071,069

150 Madison County Vendors

\$116,131,421

368 Onondaga County Vendors



ECONOMIC GROWTH AND IMPACT

Investments in Team Members Secure Future Success

In March, Turning Stone celebrated the grand opening of another world-class signature eatery, TS Marketplace, a brand-new, food-hall-style eatery that is exclusively for its team members. The new dining venue represents a more than \$1 million investment in the Turning Stone Enterprises team and, while located at Turning Stone, welcomes all team members across the organization.

"Our goal for TS Marketplace was to introduce a brand-new dining experience exclusively for our team members to enjoy," said Ray Halbritter, Oneida Indian Nation Representative and Turning Stone Enterprises CEO. "We are grateful for all our team members do each day to provide our guests with unparalleled experiences and want to offer them the opportunity to enjoy all the best of Turning Stone as well."



2023 PAYROLL SPENDING

\$220,736,217

4,500 Team Members

\$27,429,904

Federal Income Taxes
Paid by Team Members

\$9,305,693

New York State Income Taxes
Paid by Team Members



Industry-Leading Starting Pay

At the beginning of 2023, Turning Stone Enterprises announced it would raise starting hourly pay for all entry-level cooks by \$3 to an industry-leading \$20 an hour. The 17% increase means full-time cooks will earn an annual salary of at least \$40,000, in addition to receiving generous benefits and being eligible for team member housing. New culinary hires also receive a \$1,000 sign-on bonus. With nearly 30 signature restaurants and dining venues across Turning Stone Enterprises' four casino



ECONOMIC GROWTH AND IMPACT

properties that range from fast-casual to Forbes Four-Star rated fine dining, culinary team members have many opportunities for career growth.

Turning Stone Enterprises also raised starting pay for dishwashers to \$18.50 an hour.

Along with industry-leading compensation, Turning Stone Enterprises offers team members exceptional healthcare benefits, generous paid time-off and a 401(k) retirement savings plan. Depending on the position, some team members also receive paid training and may be eligible for college tuition reimbursement.



Commitment to Inclusivity in the Workplace

The Oneida people have welcomed immigrants to our homelands since time immemorial. Today, refugees are a significant portion of the Turning Stone Enterprises team, serving in critical, hard-to-fill roles including in gaming, hospitality, food and beverage, environmental services, retail, and so many more.

In 2023 the Oneida Indian Nation continued its commitment to creating an inclusive workplace by hiring the first full-time translator to support team members who do not speak English as a first language, specifically Burmese-speaking team members. Additionally, a Karen translator was later added to the team.

In April, RISE (Refugee & Immigrant Self-Empowerment) awarded the Oneida Indian Nation with its Collaborator Award for its support of the refugee

community in Central New York. The award reflects the Nation's commitment to welcoming team members from around the world and creating an environment where people from so many different cultures can come together as one.

Onsite Medical Center to Benefit Team Members and Guests

The team member experience at Turning Stone and across the Nation's enterprises will continue to evolve as part of the evolution of Turning Stone with the construction of a 5,000-square-foot onsite medical center at the resort.

Created in partnership with Rome Health and accessible to all team members, their families and resort guests, the medical center will offer urgent, primary, convenience and cardiology care with expanded hours covering evenings, weekends and holidays. With this new onsite medical facility, the Nation continues its commitment to ensuring access to world-class healthcare for all who call this region home.





ECONOMIC GROWTH AND IMPACT



Wáhta' Maple Farm Shares Culture, Continues Commitment to Economic and Environmental Sustainability for the Future Generations

After a successful first sugaring season for Wáhta' Maple Farm, its sustainably produced maple syrup became available for sale in April. The commemorative first-edition syrup celebrated the importance of maple sap and syrup in Haudenosaunee culture, allowing the Nation to share this cultural legacy with its Members, guests and the community.

“Maple syrup holds a special significance in Haudenosaunee culture, one that our people have honored since time immemorial. With this commemorative first-edition syrup, Wáhta' Maple Farm will allow us to share our cultural legacy with our neighbors throughout Upstate New York while continuing our commitment to sustainability and doing all things unto the benefit of the Seventh Generation.”

- RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

From the sugarbush to bottling, Wáhta' Maple Farm syrup is produced entirely on the Oneida Indian Nation's homelands with some of the same trees Oneida ancestors would have tapped to produce syrup more than 100 years ago.

In its first year of sugaring, the Wáhta' team tapped more than 2,000 maple trees, which range in age from 40 to 150 years old.

In 2023, the maple farm collected and boiled 32,650 gallons of sap and produced approximately 500 gallons of syrup.

By its third year of operations, the Oneida Indian Nation expects to tap more than 10,000 trees and produce nearly 4,000 gallons of maple syrup, weather permitting.

All maple syrup produced by Wáhta' Maple Farm is created through sustainable sugaring practices that reflect the Oneida Indian Nation's commitment to environmental stewardship. The sugarbush is maintained with sustainable forestry practices and the use of chemicals is avoided within it and on adjacent lands. Environmentally friendly processes are used for everything from sap collection to syrup bottling, including advanced reverse-osmosis equipment that maximizes yield for every batch of syrup produced.





ECONOMIC GROWTH AND IMPACT



Partnership with Tesla Supports Programs and Services for Members

In an effort to eliminate obstacles to electric vehicle (EV) ownership in Upstate New York, in June the Oneida Indian Nation announced a new partnership with Tesla to develop the automaker's first showroom in the region. The Tesla showroom will be located on Nation lands just off Exit 34 on the New York State Thruway and is expected to open by 2025 along with a new Maple Leaf Market and retail plaza.

The sale of Tesla vehicles on Oneida Indian Nation land will generate funds that will be dedicated exclusively to supporting Oneida government programs and services for Nation Members, such as public safety, healthcare, education and environmental conservation, with no loss of tax revenues whatsoever to local communities. This partnership is made possible by the historic 2013 Agreement, which recognizes the Nation's sovereign right to pursue responsible land use and economic development initiatives without interference.

This partnership continues the Nation's commitment to environmental stewardship and sustainable practices employed across the Nation's enterprises. With the ability to purchase and receive service for EVs on Oneida homelands, the Nation's new initiative will dramatically expand access for more than 6 million Upstate New Yorkers. By increasing interest in and access to EV direct-to-consumer sales, service and charging throughout the region, the Oneida Indian Nation will maintain its dedication to conservation within its ancestral homelands and doing all things for the benefit of the Seventh Generation.

“We are excited to work with the Nation to also foster top local talent through Tesla’s workforce development programs which will specifically provide Members of the Oneida Indian Nation with opportunities to learn diverse skills which can lead to full-time careers at Tesla.”

- ROHAN PATEL, Vice President, Public Policy and Business Development for Tesla

Additionally, the Nation and Tesla are already working closely together to expand Upstate New York's EV charging infrastructure to support the region's EV drivers as demand for these vehicles grows.

Oneida and Tesla have agreed to add 16 additional Tesla Superchargers at two locations in the Oneida homelands in Verona.

Tesla is also partnering with Oneida to install more than 120 Level 2 chargers across the Oneida homelands, including 12 each at the community center, administrative offices, and the Children and Elders Center, as well as chargers dedicated to tribal residences.

All of this is in addition to the 12 Tesla Superchargers already located at Turning Stone.

This exclusive partnership with Tesla continues the Nation's commitment to environmental stewardship, the diversification of its enterprises and economic development to support the success of the region and the Oneida people.



ECONOMIC GROWTH AND IMPACT

Turning Stone's Hotel Recycling Program Assists Communities in Need

In the past year alone, the Oneida Indian Nation recycled more than 7,500 pounds of soap from all 790 hotel rooms at Turning Stone to provide 53,000 sanitarily recycled bars to vulnerable communities around the world affected by humanitarian crises, homelessness, poverty and more. Through this innovative recycling program with Clean the World, the Oneida Indian Nation is minimizing its environmental impact and also helping to prevent millions of hygiene-related illnesses and deaths every year.

Since the beginning of its partnership with Clean the World, the Oneida Indian Nation has provided nearly a quarter of a million bars of soap to communities in need.

The Oneida Indian Nation also launched a program earlier this year that provides guests of The Lodge at

Turning Stone and Sk:aná: spa with unlimited access to more than 7,000 digital newspapers and magazines, significantly reducing the amount of paper being sent to landfills.

Additional environmentally friendly initiatives include eliminating daily-use chemical cleaners, using recycled water to irrigate the golf courses at Turning Stone and recycling unused heat and steam at Turning Stone to provide clean power throughout the resort.

The Oneida Indian Nation's Ongoing Green Initiatives:

Recycles an average of 310 pounds of shredded paper every day from Turning Stone, and more than 20,000 gallons a year of fat from restaurant fryer oil from our restaurants to produce biofuel.

Maintains a comprehensive recycling program that prevents nearly 25,000 pounds of linens, more than 900,000 plastic and glass bottles, and 57 tons of paper from ending up in landfills every year.

No longer distributes plastic straws, unless requested by guests, saving the plastic from landfills.

Utilizes LED lights and photo sensors that adjust to natural daylight to conserve electricity at Turning Stone.

Aligns with vendors who also implement environmentally friendly programs and make an ongoing effort to improve local communities.





ECONOMIC GROWTH AND IMPACT

Cannabis Operation Furthers Nation Investment in Future

As 2023 came to a close, the Oneida Indian Nation announced plans for the January 3 soft opening of its first cannabis dispensary under its new Verona Collective enterprise. The cannabis operation, announced in the fall of 2022, began with the construction of a full-scale 50,000-square-foot cultivation and production facility located in Verona that created dozens of construction jobs. The entire cannabis operation, from seed to sale, is operated by the Oneida Indian Nation.

“We are excited about this new venture and are confident based on our expertise and proven track record within other highly regulated industries that we will be able to set the standard for developing a safe and successful adult recreational cannabis business on Oneida Indian Nation lands.”

- RAY HALBRITTER, Oneida Indian Nation Representative and Turning Stone Enterprises CEO

The first dispensary to open on Willow Road in Verona, directly across from Turning Stone Resort Casino, offers a variety of cannabis products and provides more career opportunities for Nation Members and the community. Plans call for a second dispensary to open in Verona in 2024 with additional locations to follow in the next 18 to 24 months.

The entire Oneida Indian Nation cannabis program is being conducted in compliance with the historic 2013 Agreement between the State of New York, the Oneida Indian Nation, Oneida County, and Madison County. The Nation will charge and collect taxes at the same level as New York State and will dedicate those tax proceeds exclusively to vital



government programs. To ensure the highest levels of safety and integrity for its cannabis products, the Nation has adopted a robust cannabis ordinance and regulations that impose governance standards that are comparable to those embodied in the New York State cannabis laws. These include comparable age restrictions and limitations on purchase amounts, team member licensure requirements and assurances of product safety and quality.

The creation of Verona Collective is in furtherance of the Nation's commitment to diversifying its economic base and creating separate revenue streams to support its 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.





ECONOMIC GROWTH AND IMPACT

Region Reaps Benefits from Historic Agreement

In addition to celebrating the 30th anniversary of the Oneida Indian Nation's flagship enterprise, Turning Stone Resort Casino, 2023 also marked the ten-year anniversary of the Historic Agreement between the Nation, New York State and Oneida and Madison Counties. The pact honors the 1794 Treaty of Canandaigua's original declaration that "peace and friendship shall be perpetual" between the Nation and its surrounding communities. By honoring this promise, we have forged collaborative partnerships that benefit not only our own community, but the entire region as well.

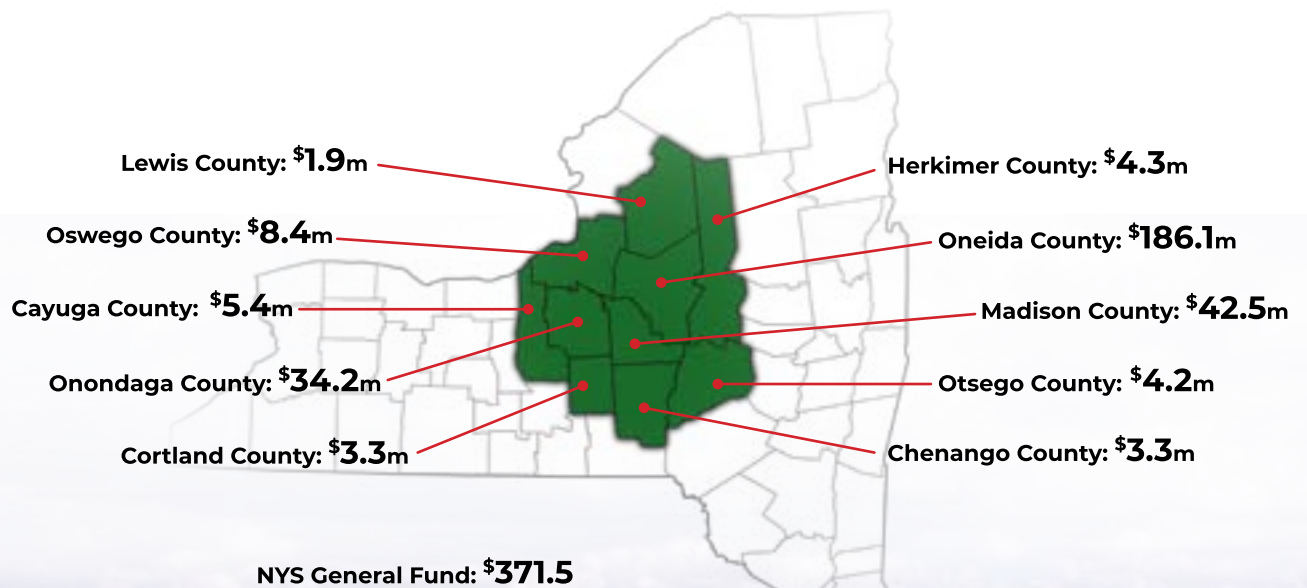
The cumulative Silver Covenant payments made between 2014 and 2023 under the agreement have amounted to more than \$665 million, with Oneida County

receiving more than \$186 million, Madison County more than \$42 million and \$371 million going to the NYS General Fund. Eight other local counties have received more than \$65 million in total.

Due to the successful operations of our businesses, these counties are provided with a stable stream of revenue to support public services and programs, and to help defray expenses that might otherwise require raising taxes. Specifically, Oneida County has not raised property taxes in the ten years since the agreement took effect and Onondaga County has used its \$35 million in revenue to guarantee bonds the county used to build the Amphitheatre at Lakeview on Onondaga Lake.

By continuing to invest in our own enterprises, we are investing in the region, now and unto the future generations.

Cumulative Silver Covenant payments 2014-2023 = \$665.6 million



The Guswenta

Two Row Wampum Belt: Symbol of Sovereignty

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

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

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

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

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

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

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



*Replica two-row
wampum belt*

U.S. to Oneidas - 1777

“We [the United States] have experienced
your [Oneida] love, strong as an oak,
and your fidelity, unchangeable as truth.

You have kept fast hold of the ancient covenant-chain,
and preserved it free from rust and decay,
and bright as silver.

Like brave men, for glory you despised danger;
you stood forth, in the cause of your friends,
and ventured your lives in our battles.

While the sun and moon contrive to give light to the world,
we shall love and respect you.

As our trusty friends, we shall protect you;
and shall at all times consider your welfare
as our own.”

Journals of the Continental Congress, 1774-1789 (Dec. 1777)
W.C. Ford et al., eds Washington, D.C.: Library of Congress (34 vols.).



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