

Appendixes

- A. Oneida Tribal Trust Funds (Established by General Tribal Council),
Oneida Trust Department, July, 1993.
- B. Socially Responsible Investment Survey, Oneida Trust
Department, November, 1993.
- C. SRI Policy Draft, Oneida Trust Department, October, 1993.
- D-1 1993 International Paper Resolution. *Church Proxy
Resolutions*. Interfaith Center on Corporate Responsibility,
New York, NY. January, 1993.
- D-2 Resolution #12/28/93-A. Oneida Trust Committee. December,
1993.

SOURCE: Oneida Trust Dept
July, 1993

Oneida Nation



The Oneida Tribal Trust Funds

*Established By
General Tribal Council*

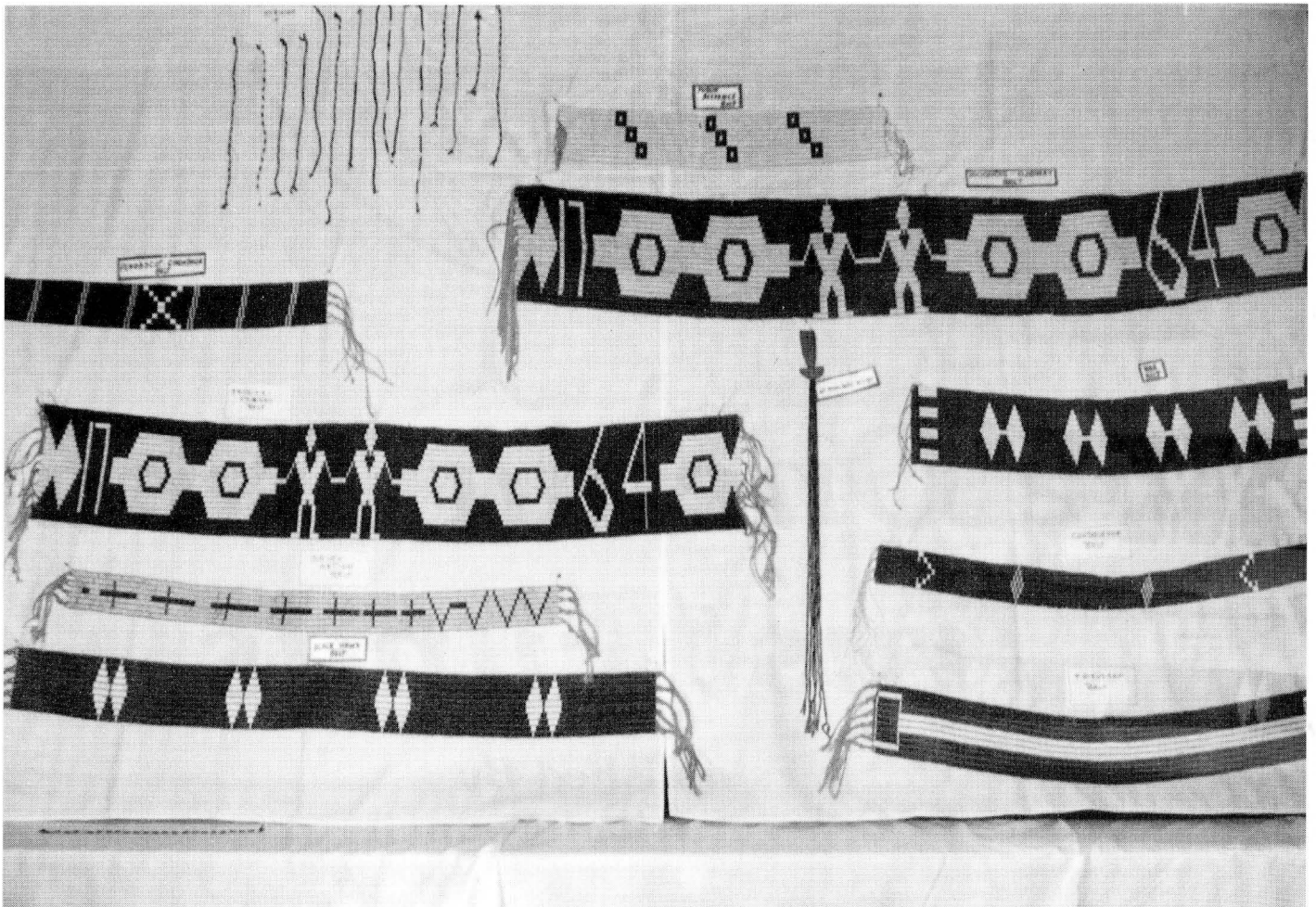
Resolution # 1-08-77C

INTRODUCTION

This booklet contains general information about the Oneida Tribe, the Oneida Trust Fund and Oneida Trust Committee. Its purpose is to provide basic answers to questions you may have as a tribal member.

This information was put together because of the continuous need for the Oneida membership to understand the Oneida Trust, and how it will affect the future of the Oneida Tribe. It is important to point out that the Oneida Trust Fund, along with other assets of the Oneida Tribe belong, collectively to the people. Therefore, it is imperative that the people understand the concept of the Trust.

July 1993



BACKGROUND:

The Oneida Tribe of Indians of Wisconsin is a federally-recognized Indian tribe consisting of 10,603 enrolled tribal members. Nearly half live on or near the 65,000 acre reservation located near Green Bay in northeastern Wisconsin. The Oneida Tribe and its individual members own or control a small percentage of the original 65,000 acres of reservation land.

There are no natural resources on the reservation. The land is used primarily for residential and agricultural purposes. The Oneida tribe operates under a constitutional system in which the General Tribal Council (GTC) - all adult members age 21 and older - comprise the governing body and electorate. The GTC meets semi-annually to conduct business and every three years elects a nine-member

Oneida Business Committee to oversee the day-to-day affairs of the tribe. Including the Tribe's extensive gaming operations and other for-profit business enterprises, the Oneida tribe employs approximately 1,808 full and part-time employees. The Oneida Tribe is pursuing activities to further diversify their economic development base.



The Oneida Tribe is a member of the Iroquois Confederacy or five nations which formed in the 1500's. The Iroquois League initially was composed of the Mohawk, Oneida, Onondaga, Cayuga, and Seneca Nations. In the early 1700's the Tuscarora nation became a member of what is now known as the Six Nations Confederacy. Iroquois homelands are located in central New York State. During the colonization of the eastern portion of the North American continent by Europeans in the 1600's, the Iroquois traded goods and established formal treaties with the colonists.

In the mid-1770's, when conflicts arose between England and the colonies, the Iroquois chose to remain neutral. However, when the Revolutionary War broke out, the Oneidas and Mohawks became involved. While the Mohawks sided with the English, the Oneidas supported the colonists, served in General Washington's Army and supplied the troops with food when the Continental Congress failed to do so. In retribution, the Oneida suffered the loss of their homes, crops, and animals by the end of the war. Meanwhile, early land developers desired the Oneida homeland because it was choice farmland and it was in the area of the Erie Canal route. The Oneidas were in a difficult situation. Their lands were gradually being lost through various deals with land speculators and through treaties with the State of New York. Many Oneidas chose to relocate to Wisconsin. In the 1820's, Oneidas settled along Duck Creek about 10 miles from the city of Green Bay. The original 5 million acres of land purchased by the Oneidas from the Menominee Tribe in the 1820's was reduced to 65,000 acres by the U.S. Government. This was done by treaty with the Menominees in the 1830's without Oneida consent. In 1838 U.S. Government signed a treaty formally recognizing the present boundaries of the Oneida reservation which encompass the Township of Oneida in Outagamie county and Township of Hobart in Brown County.



The traditional form of Oneida government deteriorated after the Tribe settled in Wisconsin. In 1934 the Oneidas formed a constitutional government under the Indian Reorganization Act and provided for elections by a General Tribal Council. The tribal government struggled through the next three decades, but in the 1960's after passage of P.L. 93-638 (the Indian Self Determination Act) the Tribe began to grow economically.

The Oneidas began to offer services mainly for Tribal members through programs funded by state or federal agencies. As the Tribe grew, some services were offered to both Indian and non-Indian community members; however, the Tribe continued to focus on improving the standards of living for tribal members. In the early 1960's the tribe employed 4 persons. It now employs over 1,800 persons.

HISTORY OF THE TRUST

IMMIGRANT NEW YORK CLAIMS DOCKET #75:

-**PUBLIC LAW 90-93**, 90th Congress, S. 1972. 9/27/67
Act

approved to distribute funds for a judgment by the Indian
Claims

Commission in **DOCKET 75**. (This money came from a
1967

federal court ruling that said four million acres of land
were

illegally taken from the Oneida's in the **STAMBURG TREATY**
of 1832.)



-April 28, 1974: The GTC, approved a 19 year payment schedule for 6,652 enrolled tribal members from the settlement of \$1,171,248.

-January 8, 1977: Trust Plan approved by GTC.

-March 18, 1977 A **TRUST AGREEMENT** between the Oneida Tribe and the Secretary of Interior of the U.S., acting pursuant to P.L. 90-93 enacted by the Senate and House of Representatives of the 90th Congress and established the **ONEIDA TRUST COMMITTEE** as the official **TRUSTEE** over the Trust Funds of the Oneida Tribe.



WHAT IS A JUDGMENT - AWARD FUNDS?

Funds awarded to a tribe by judgments of the courts and the Indian Claims Commission must be appropriated by Congress. They are then allowed by the General Accounting Office and covered into the U.S. Treasury to the credit of the respective plaintiff tribe.

By law such funds are not available for disbursement to the tribe until Congress enacts legislation prescribing the purposes for which they may be used by the tribe.

A large percentage of the tribal trust funds administered by the BIA were award funds.

WHAT IS A TRUST FUND?

A trust fund is money set aside for a special purpose. It may be housed by a bank, or some other form of a financial institution. The amount in the trust is called principal or corpus. The principal will earn interest which will help it to grow year by year.

The Oneida Trust fund is cared for by the Oneida Trust Committee. They are responsible for the management of the trust investments. The Oneida Trust Committee oversees all aspects of the Trust Fund and make sure decisions are made in the best interest of the Trust and ultimately the Oneida people.

HOW WAS THE ONEIDA TRUST COMMITTEE CREATED?

On April 28, 1974 the General Tribal Council, (GTC), took action to retain \$1,000,000 of the Trust money from claim Docket #75, and to establish the first Oneida Trust Committee.

GTC Resolution 4/28/74 documented Oneida's desire to manage the Trust Fund in a manner which would promote the well-being of both individuals and the collective Tribe.

The Oneida Trust Committee was delegated the responsibility to develop a Trust Plan and the authority to administer the Trust upon final approval of the Oneida Trust Plan.

On January 8, 1977 the GTC approved the Oneida Trust plan, Docket #75 "Emigrant Indian Trust of the Oneida Tribe of Indians of Wisconsin", as submitted by the Oneida Trust Committee. The Docket #75 Trust Plan set historical precedent by preserving the judgment funds through payment on interest only as opposed to total distribution of the judgment on a per capita basis; in which only businesses in nearby cities would have benefited.

The Oneida Trust Plan was concurrently approved by the Secretary of Interior on March 21, 1977.



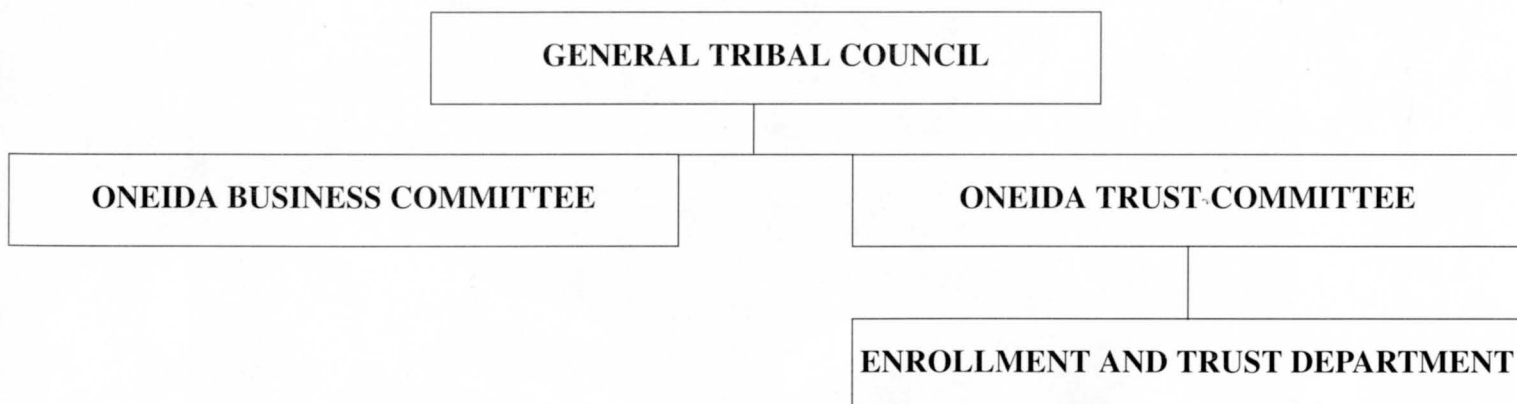
HAS THE TRUST PLAN WORKED?

The Oneida Trust Plan has been successfully administered by the Oneida Trust Committee over a period of eighteen (18) years. Under the original per capita payment Trust Plan Docket #75, (1975 through 1989) \$1,546,103. was paid out to 6,652 eligible members enrolled by 9/27/67. Upon completion of Docket #75 payment schedule, \$1.3 Million remained in the Trust fund.

On January 8, 1990 the GTC authorized the Oneida Trust Committee, by resolution, to develop criteria, screen, interview, and select an investment firm and financial advisor; and to proceed with a plan to move the remaining Docket #75 Trust Funds from the Bureau of Indian Affairs (BIA). This decision was due to congressional investigations which showed that the BIA had mismanaged tribal Trust accounts and have been unable to account for millions of dollars of tribal funds.

On March 28, 1990 the Trust Fund, Docket #75, was successfully wired into another, custodian for the Trust Fund account.

This Trust Fund was earmarked for the "Oneida Elderly Per Capita Payment Distribution Plan", by the GTC on June 30, 1990.



ELDERLY PER CAPITA PAYMENT DISTRIBUTION PLAN:

On July 3, 1989, the Oneida Trust Committee was charged with developing a Per Capita Plan for the Oneida Tribe. The goal of the Oneida Trust Committee was to design a plan which would preserve the judgment fund under the Trust but yet provide some type of per capita on an equitable basis. After careful review and research it was concluded that the Oneida Tribe could not afford a per capita payment across the board due to the size of the Oneida Tribe's membership.

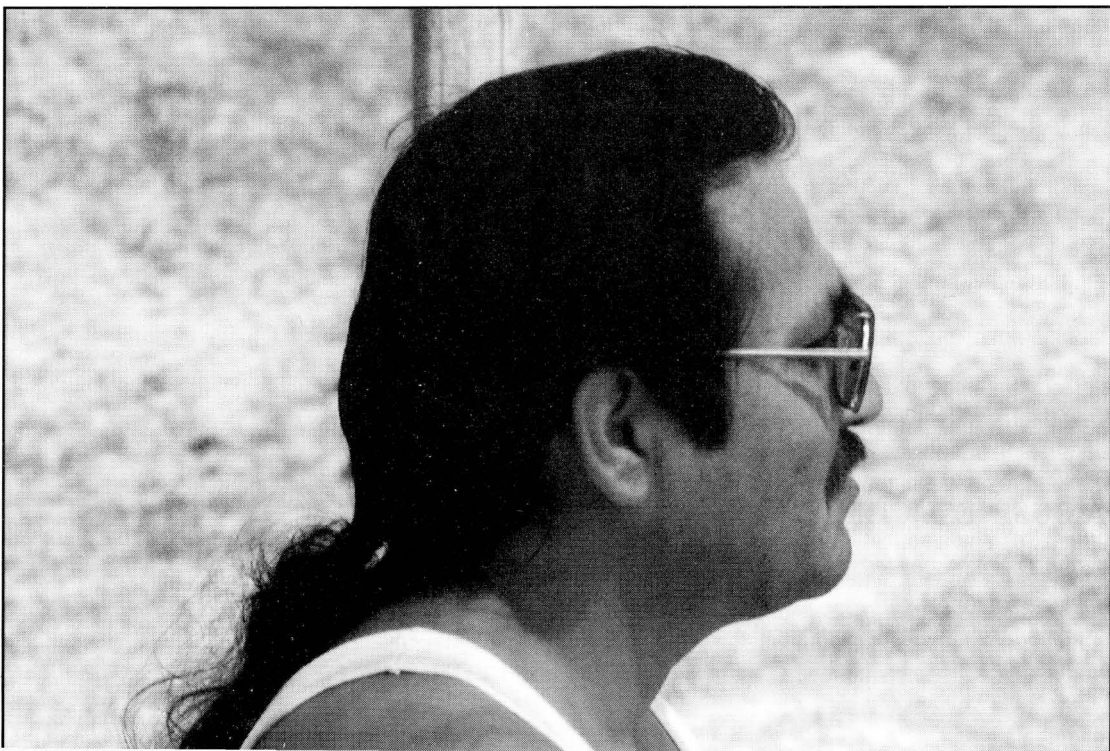
In an effort of compromise, the Trust Committee developed a comprehensive Trust Plan which took into account the needs of the elderly, the needs for tribal savings, the precedent for preserving the **Principal and paying interest only**, and the rapid population growth of the Oneida people.

This final plan was presented to the GTC on June 30, 1990 and approved in Resolution and Addendum form for implementation.

POINTS OF THE ELDERLY PER CAPITA PAYMENT DISTRIBUTION PLAN:

- * Payments will be made from interest earned off the principal.
- * Trust Principal is protected by a majority of 2/3 of Trust Committee, Business Committee, and GTC.
- * Payment will begin November 1994, paid to all Oneida members 65 years of age and older by October 31 of each payment year.
- * A tax attorney has also been retained to determine the tax status of the payment.

In its original form the Docket 75 Judgment was ruled as tax exempt. However, due to new dollars being added to the Trust, a legal opinion is being rendered regarding the judgment and its tax exempt status. Recipients of the payment will be notified of this status.



ONEIDA TRUST COMMITTEE ORGANIZATION

The Oneida Trust Committee consists of nine (9) tribal members elected for three year staggered terms. This provides for a stable and continuous committee and maintains continuity of the management of the funds. The Oneida Trust Committee never has more than one-third (1/3) new members elected at one time, which allows the current members of the Committee to provide training to the new members.

The Oneida Trust Committee is an autonomous committee. The Oneida Trust Committee is governed by various documents which have all been approved by the GTC.

ORGANIZING RESOLUTIONS

Resolution/Body/Purpose

- 04/28/74 : GTC Creation of Oneida Trust Committee,
- 01/08/77C: GTC Oneida Trust Plan and authority,
- 11/22/83A: TC Acceleration of Trust payment schedule as directed by GTC on 1/8/83,
- 01/08/90 : GTC Development of a Perpetual Trust Plan, Ratification of Trust Committee authority,
- 01/23/90A: TC Financial Consultant appointment,
- 01/23/90B: TC Transfer of Docket 75 from BIA management,
- 06/30/90A: GTC Approval of Elderly Per Capita Payment Distribution Plan, and minimum tribal deposit of \$1.5 Million annually,
- 01/04/93: GTC Inclusion of an additional \$3 Million tribal deposit annually into Trust Fund,

*GTC: General Tribal Council

*TC: Trust Committee



1. **O**PERATING STRATEGY:

The Elderly Per Capita Payment Distribution Plan is set up to provide an annual Per Capita of \$500 to all Tribal members who have reached the age of 65 or older by October 31st of each payment year. The first payment will begin November 1994.

*Research is underway to develop a plan of providing the elderly an option of receiving the per-capita payment in the form of a voucher, for varied services as an alternative to the cash payment. If this is feasible, it would protect those elderly who might otherwise be penalized for receiving a cash award.

*** Tribal Contribution:**

In 1991 the Oneida Tribe began the required annual deposit of \$1.5 Million dollars into the Trust Fund from revenues earned.

On January 4, 1993 Resolution 1-4-93-A was passed by the GTC. This resolution requires an additional \$3 Million annual contribution into the Trust through 1998 .

*** Long Term :**

The Oneida Trust Committee focuses its financial planning on the long-term future. In anticipation of a time when we may have to rely exclusively on our investments, we have committed ourselves to make the judgment fund and tribal contributions work for us. We are trying to promote self-determination.

The Trust does not engage in any speculative investment strategies. As fiduciaries, the Trust Committee members bear the ultimate responsibility for supervision and examination of the Trust Fund and the appropriateness of its investment policy and its execution. The Trust Committee engages consultants, investment managers, agents, investment firms, and other advisors to implement and execute the investment policy as it relates to the Trust Fund on behalf of and in the best interests of the Oneida Tribal membership.

Our investments are not designed to be competitive. We are not out to beat any index, other tribe or a tribal administration.

*** Socially Responsible Investments :**

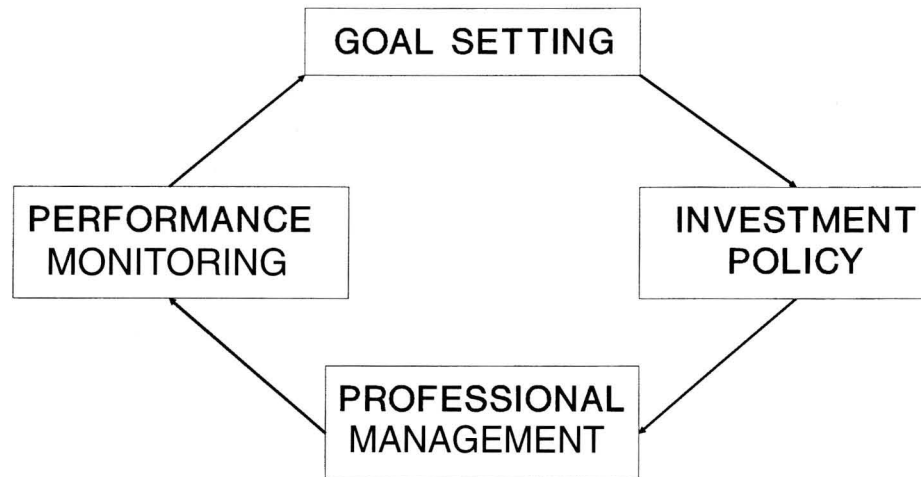
The Oneida Trust Investment Policy has several provisions for investing in making the world a better place to live. We prohibit investments in companies who brew or distill alcoholic beverages, and in companies whose production leads to major pollution problems and other issues of concern to Native Americans.

This is an exciting field we are just beginning to explore. As our level of expertise rises so will our commitment to support activities which meet basic human needs and enhance the quality of life. As shareholders we have the capacity to communicate to and exert pressure on corporations whose activities are not conducive to pollution control or occupational safety and health. As shareholders we have the opportunity to invest directly in enterprises that work toward explicit, positive social goals. We look forward to the challenge of creating a model that other cultural entities can emulate.

*** Custodianship:**

A licensed institution accepts possession of securities for safekeeping, collects and disburses income, collects principal of sold, matured, or called items and provides monthly accounting statements. Insures all income producing investment vehicles and receives direction from investment managers.

THE INVESTMENT PROCESS



2. **M**ANAGEMENT PLAN:

In order to continue making payments when the “Baby Boomers” reach retirement age, the Trust must build a surplus of revenues now! The revenues must come from two sources: Tribal Contribution and Investment Returns.

*** Investment Policy:**

The objective of the Investment Policy is to guide the investment fund to earn a long-term total rate of return sufficiently in excess of the rate of inflation to meet the investment goals of the fund.

*** Professional Management:**

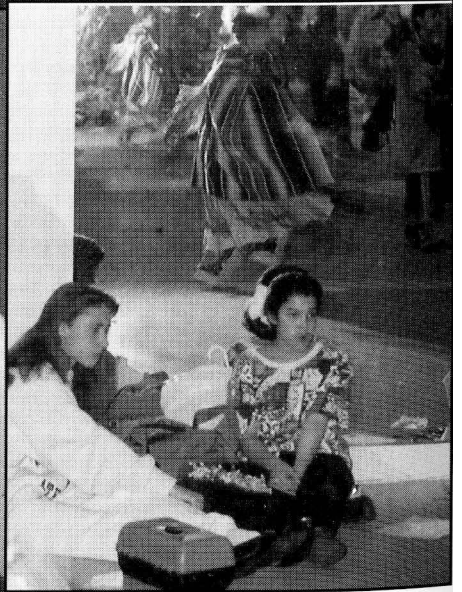
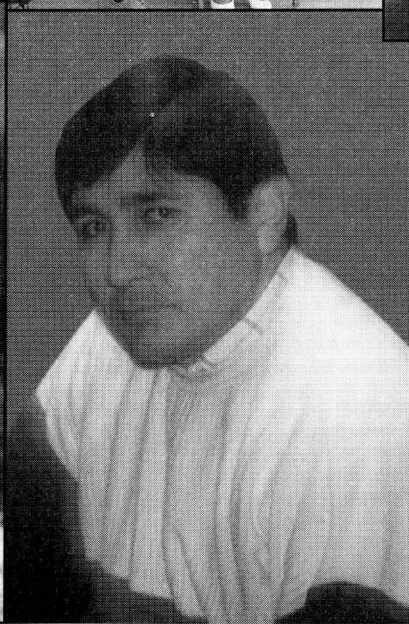
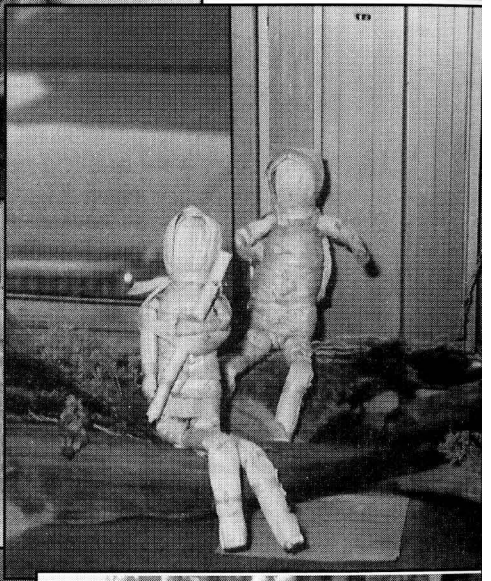
In order to enhance the returns on the Trust, the Trust committee has hired professional money managers to oversee the investment of the funds.

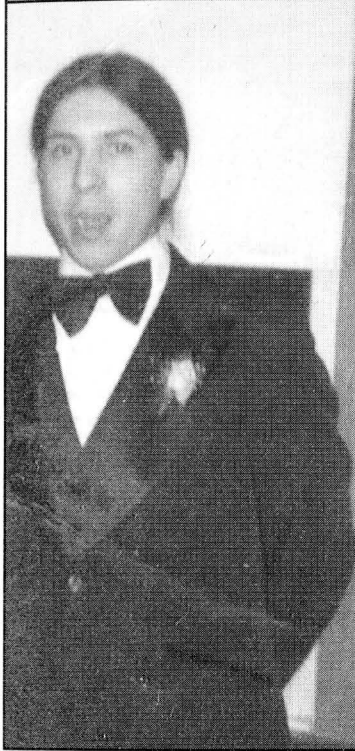
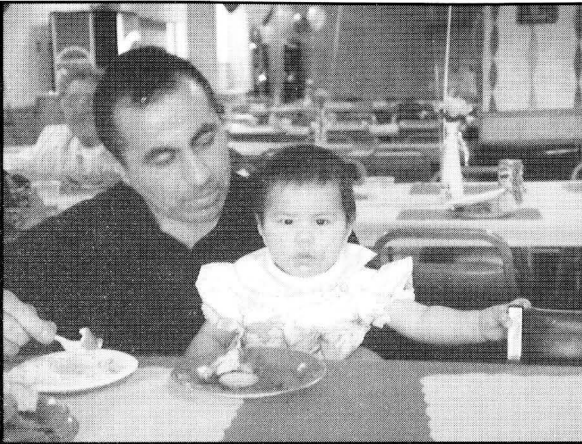
*** Quarterly Reporting:**

The Oneida Trust Committee meets quarterly with the Investment Consultant and reviews quarterly reports concerning the funds asset management.

*** Financial Consultant:**

Assists the Trust Committee in developing investment policy, guidelines, including asset class choice, asset allocation targets, and risk diversification. The Investment Consultant also provides the Trust Committee with objective information on a broad spectrum of investment management specialists and helps construct an investment portfolio management team.





OUR RESPONSIBILITY TO THE ONEIDA PEOPLE:

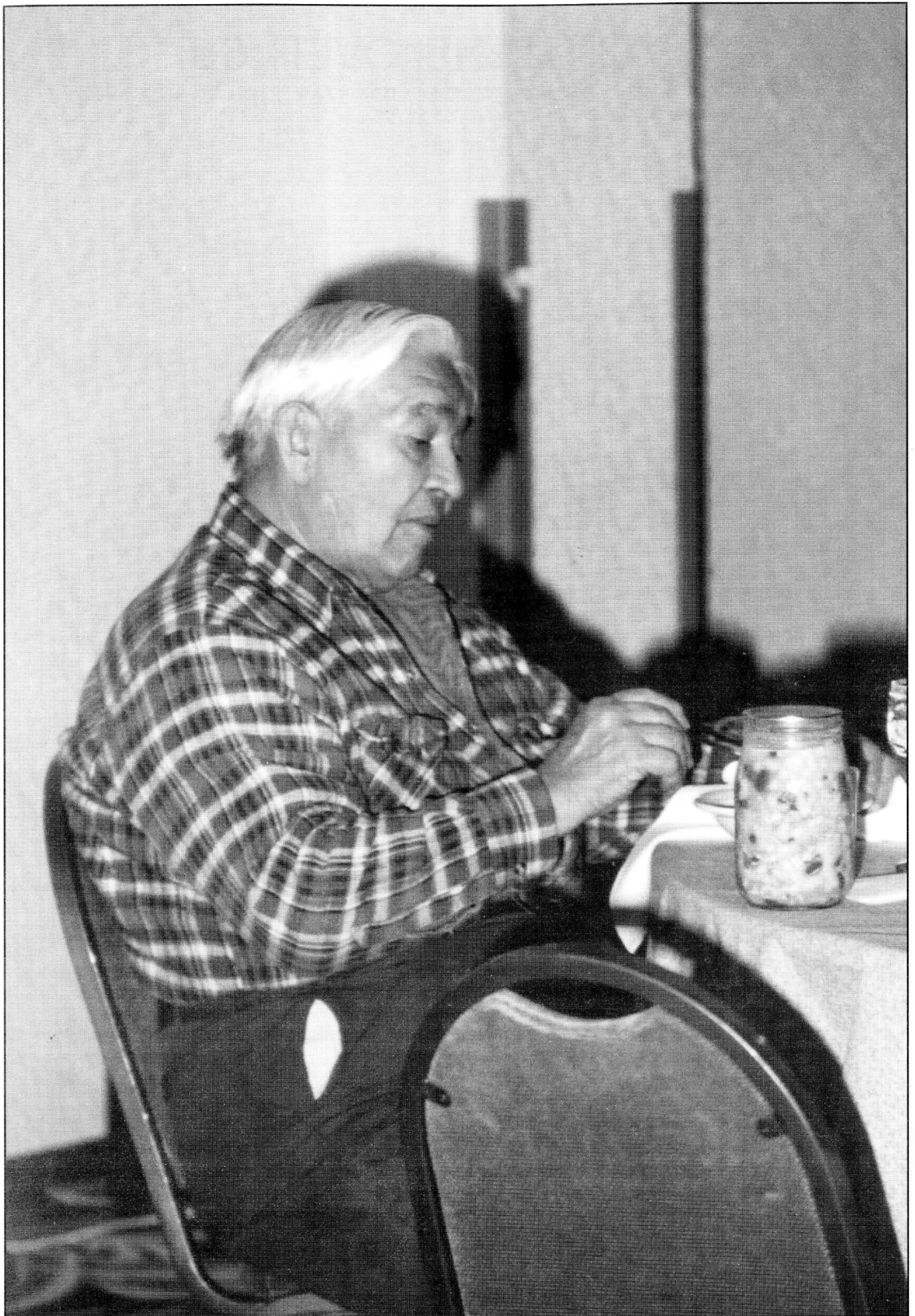
As Trust Committee Members:

1. We must make good investment decisions,
2. We must learn new skills,
3. We must protect the integrity of the Trust.
4. We must be innovative and visionary.

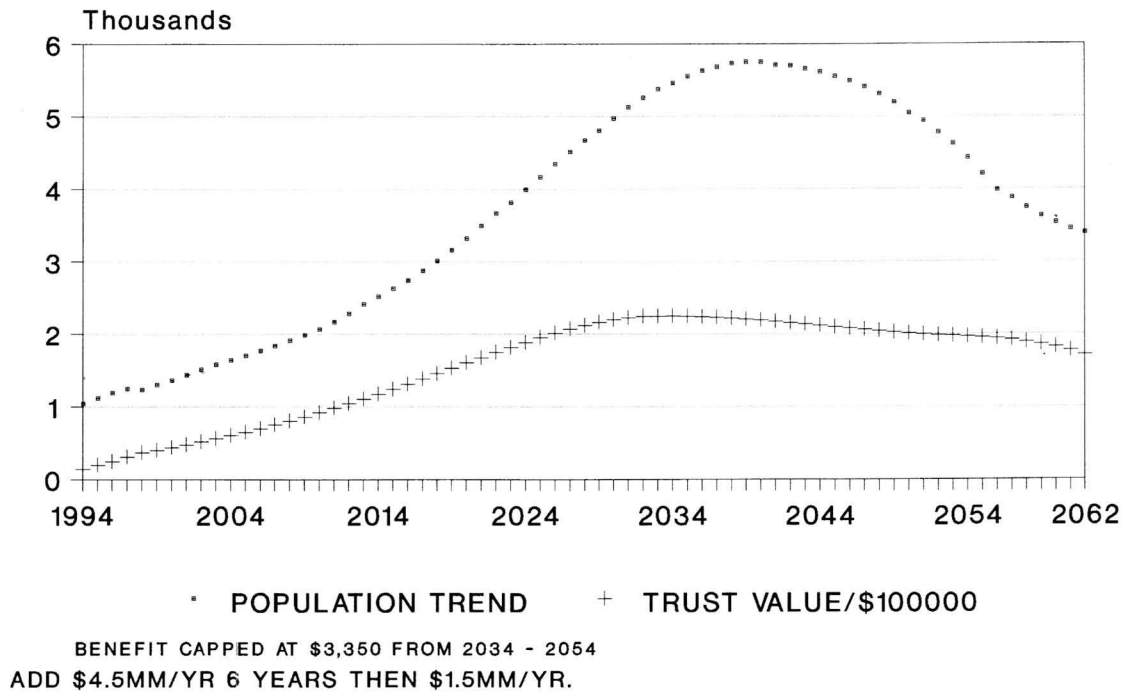
MISSION STATEMENT

To achieve the highest level of accuracy, accountability and socially responsible returns, in the investment and management of the Oneida Trust Fund; and all income derived from Trust resources belonging collectively to the Oneida Nation of Wisconsin.



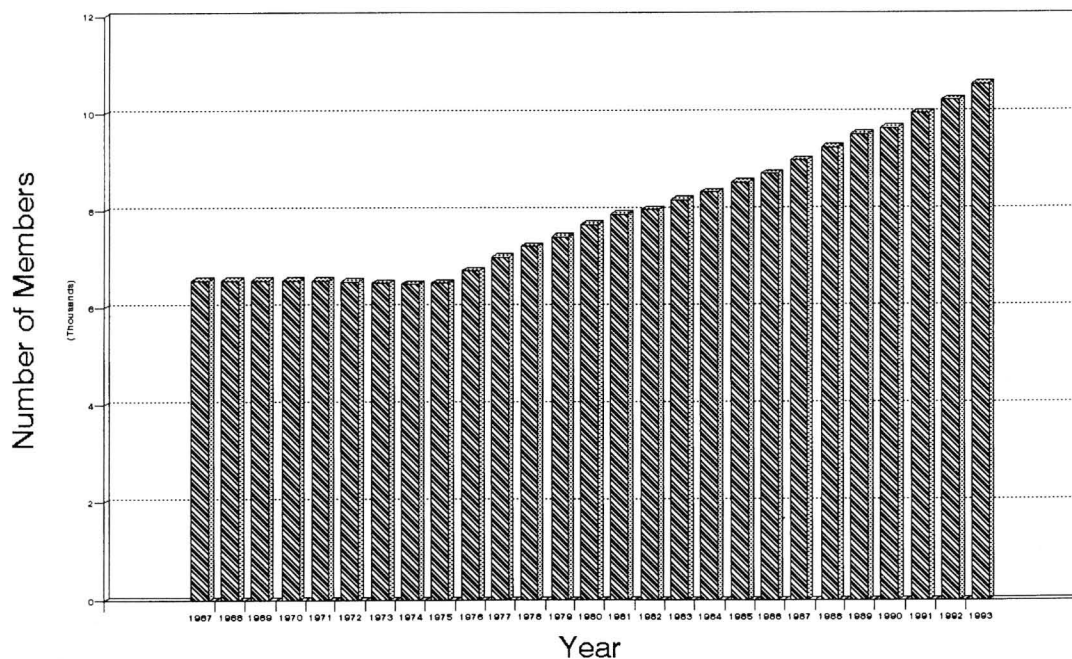


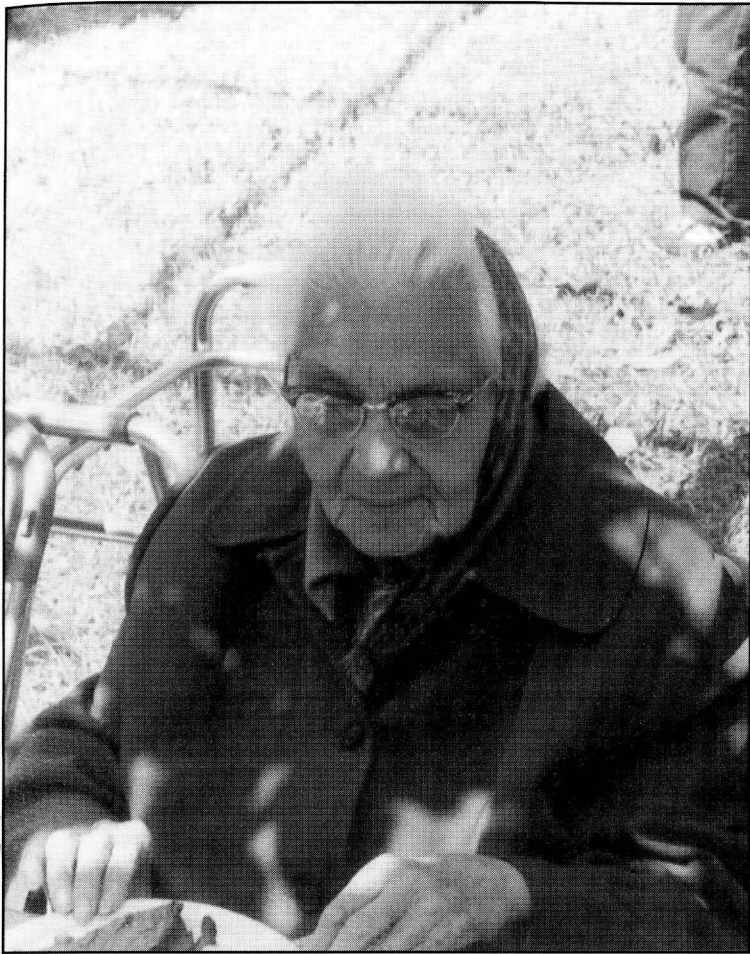
SR CITIZENS OVER 65 VS. TRUST FUND VALUE



TOTAL ONEIDA MEMBERSHIP

Number Current Per Year





FUTURE PLANS:

Currently we are in the process of making preparations to meet the challenge of the annual per capita payments to begin in November 1994. A great deal of work has gone into this plan and we are committed to see that it is successful.

The growth of the Oneida Enrollment & Trust Department requires immediate attention. In the next few months, the Oneida Trust Committee will be exploring various options for the expansion of this department.

This department is the administrative arm for the Oneida Trust Committee. All actions and directives of the Committee are followed through by this department. The credibility that the Trust Committee now enjoys is a result of great efforts on the part of the Enrollment & Trust Department and the Trust Committee. This department provides all mechanisms for monitoring and reporting capabilities of the Trust Funds.

In addition to responsibility in Trust areas, the Oneida Enrollment & Trust Department has maintained the official membership rolls of the Oneida Tribe for the last sixteen (16) years. The Oneida Membership Ordinance approved by the GTC, in July 1984, delegated the Oneida Trust Committee as the official oversight committee for all tribal enrollment functions.

Accomplishments of this department include a sophisticated computerized enrollment database, completion of a tribal wide Census Needs Analysis database in cooperation with the Oneida Community Development Housing Department, established genealogy capabilities, and is currently working toward implementing the Vendors Licensing Ordinance.

The Oneida Elderly Per Capita payment distribution program will be administered from this department. In order to properly execute the Oneida Elderly Per Capita Payment Distribution Plan, it is imperative that the Oneida tribal enrollment records continue to be maintained and safeguarded by the Oneida Trust Committee. Accurate and up-to-date tribal enrollment records will assure the membership that the per capita payments are disbursed on an equitable and continuous basis.



LONG TERM GOALS:

Reinvestment in the Oneida Community:

In the next few years, the Trust Fund will be at a point where it will allow for greater flexibility in its management style. At that time, the Oneida Trust Committee will review various options for potential reinvestment into our community. Without a local Reservation Economy, most Per Capita payments are spent in nearby towns. The local community near the reservation gets far more economic benefit than the recipients of Per Capita payments.

Trust Reserves:

The Oneida Trust Committee is committed to pursuing additional funding for the ongoing creation of various Trust Reserves.

Recognizing the importance of our children's education and wanting to provide Oneida students with every opportunity for success, the Oneida Trust Committee has established a Scholarship Trust.

Establishment of other "Trust Reserves", will over time assist in meeting the future needs of our people.



OUR CLOSING

We, as Trust Committee members, would like to Thank You for taking this time to learn about us. We hope we have provided enough information to stimulate you to learn more. We hope we have convinced you that the activities of the Trust are worth your continued support. Without your on going support, we will be limited in how we go about our future business.

Remember, these funds belong to you, the Oneida people. If we take care of the Trust Funds, they will last forever and continue to provide us with benefits. The only way the Trust Funds can be taken away is if two-thirds of the Oneida Trust Committee, the Business Committee, and General Tribal Council approve it. The Trust Funds were designed this way so that the wishes of only a few individuals cannot determine the future of all of the Oneida people.

We look forward to serving you in the future

For further inquiries regarding the Oneida Trust, you may write or call:

Oneida Enrollment & Trust Department

P. O. Box 365

Oneida, WI 54155

Office: 414-869-2083

Fax: 414-869-2995



The Oneida Enrollment & Trust Department Staff



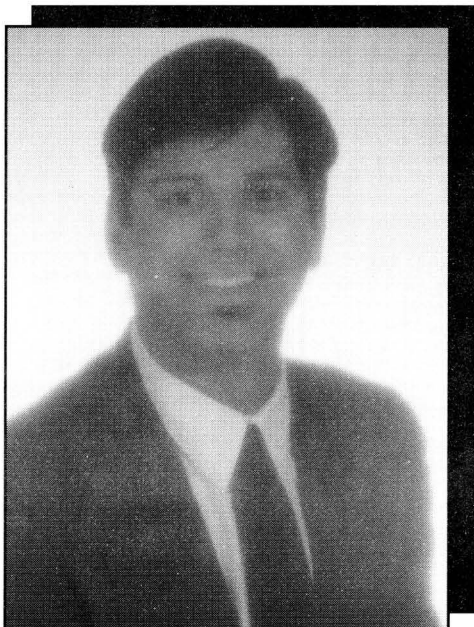
Debra L. Powless
Trust Division Manager



Cheryl Skolaski
P.C. Specialist



Nancy Barton
Records Clerk/Receptionist



Joseph White
Compliance Officer



Stacey Doxtator
Tribal Data Specialist

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
ONEIDA ENROLLMENT DEPARTMENT
P.O. BOX 365
ONEIDA, WI 54155**

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...ON THE RESPONSIBLE INVESTMENT
SURVEY

1) Do you think that we should be investing in companies whose practices have had a negative impact on native peoples land?

Yes 3% No 88% Somewhat 5% Don't Know 3%

2) As a shareholder, are you interested in the impact a company has relating to the environment, workers or goods/services produced?

Yes 91% No 1% Somewhat 6% Don't Know 1%

3) Would you accept lower financial returns on your investment if you received a higher "social" return?

Yes 39% No 26% Somewhat 24% Don't Know 10%

4) Do you feel that creating an open dialogue with companies can affect a companies corporate behavior?

Yes 62% No 7% Somewhat 25% Don't Know 5%

5) Do you feel that social values and ethics should be a part of an investment portfolio?

Yes 80% No 5% Somewhat 1% Don't Know 2%

6) Do you think that if you invested \$500 in Company A because of their good environmental record rather than in Company B whose has been charged penalties by the EPA for toxic waste, that it will make a difference in the market?

Yes 66% No 12% Somewhat 13% Don't Know 8%

7) Would you use your capital (large sums of money) to invest in a company whose corporate or business practices caused negative environmental and/or social damage to a local community, but the investment itself provided huge financial return?

Yes 4% No 87% Somewhat 6% Don't Know 3%

16) Do you think a priority investment would be in a company that practices equal pay and upward mobility for women and minorities?

Yes 80% No 4% Maybe 12% Don't Know 3%

17) Do you feel that investments should be avoided in companies that are involved with military arms production?

Yes 27% No 43% Maybe 21% Don't Know 8%

18) Do you feel that investments should be avoided in companies that produce harmful goods in society?

Yes 73% No 6% Maybe 15% Don't Know 4%

19) Do you believe that when you purchase stock in a company that you then become part owner in that company?

Yes 76% No 9% Maybe 9% Don't Know 5%

20) Do you think that it's o.k. to invest in a company that uses animals in testing their products?

Yes 27% No 42% Maybe 26% Don't Know 5%

21) Would you support an investment in a company that is committed to a woman's right to choose?

Yes 69% No 13% Maybe 12% Don't Know 6%

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ARE THERE ANY OTHER ADDITIONAL COMMENTS REGARDING SOCIALLY RESPONSIBLE INVESTING CRITERIA THAT YOU HAVE?

SOURCE: Oneida Trust Comm.
October, 1993

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IV) B. SOC

Purpose

The purpose of this section is to broaden the scope of the Oneida Trust Fund by incorporating a component of socially responsible investment strategies while investing in the market. As shareholders, it is our goal to communicate to and exert pressure on corporations whose activities are not conducive to our established social and/or ethical investment criteria. It is also the purpose of this section to develop investment practices which directly benefits enterprises that work explicitly toward the positive social good of communities.

Goal

It is the goal of the Oneida Tribal Trust Fund to manipulate mainstream investment practices to incorporate a style of investing that includes corporate socially responsible behavior; thus, maintaining a competitive return for the Trust Fund without giving up on our values. It is also the goal of the Oneida Tribal Trust Fund to capitalize on a movement in the market place that is sweeping the country which, if not utilized, represents an opportunity cost that demonstrates a financial impact loss of a much larger proportion.

It is finally the goal of this component to adhere to policy requirements as set forth in the rest of this document relating to investment vehicles, ratings, managers, specifications and performance standards. This will allow the Trust Fund fiduciaries

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to derive a performance comparison between traditional investing and socially responsible investing.

Format

The format for our investment strategy is divided into three specific areas:

1) Social Screens

Based on established criterion, the potential purchase of corporate shares will consist of screening in companies whose conduct has a positive impact on society.

Adversely, companies whose conduct has a negative impact on society will be screened out.

2) Shareholder Activism

This requires shareholder activism to change a companies behavior through direct contact. This would not require any specific screens. The role of the money managers would be more reactive to shareholders interests and directives. Proxy resolutions, which are official legally binding resolutions, will be developed and distriuted to all shareholders. These resolutions as presented, will be actively lobbied by the Trust Fund fiduciaries and or their authorized delegate.

The Trust Fund fiduciaries will also keep abreast of proxy resolutions submitted by other shareholders or outside entites and vote on their behalf as deemed

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appropriate and necessary by Trust Fund social criteria.

3) Alternative Investing

Direct investment activities in Indian banks, community development credit unions, micro-enterprise loan funds, tribal businesses and individual entrepreneurs. This provides an avenue to invest informally without governmental regulations, but through carefully screened procedures designed to make available, traditionally hard to obtain capital for such enterprises. This sections serves as a stimulus to reinvest into the Oneida community.

Criteria

Established criterion will include Oneida Tribal ethics, morality, and spirituality and will be interconnected in all aspects of Trust fund investments. This criterion section may change from time to time as issues of social significance change and is to set a framework for reference. Identified criterion is not to be construed as all inclusive.

1) Environmental

Managers may purchase, in any combination, shares in:

- companies that have a commitment to a clean environment (ex: CERES Principles)
- companies committed to alternative energy, sustainable agriculture, source reduction of solid waste and/or waste reduction.

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- companies that support environmental organizations

Managers will not purchase share in:

- companies whose actions have produced a negative environmental impact on Native lands
- companies that violate regulations of the Environmental Protection Agency (EPA)
- Nuclear power producers
- companies that manufacture products containing CFCs or other hazardous waste.

2) Fair Labor Practices

Managers may purchase, in any combination, shares in:

- companies with affirmative action hiring and retention policies to facilitate workplace democracy
- companies with women and/or minorities on the board of directors
- companies with policies supporting single parents, child care and positive images of women and minorities in advertising
- companies covered by collective bargaining agreements

Managers will not purchase shares in:

- companies that violate regulations of the Equal Employment Opportunity Commission
- companies that violate regulations of the Occupational Safety & Health Administration (OSHA)

3) Quality Goods & Services

Managers may purchase, in any combination, shares in:

- companies that produce quality goods & services
- companies committed to animal testing alternatives or those that do not test products on animals
- companies with an established record of charitable giving (including but not limited to organizations supporting womens freedom of choice to organizations such as Planned Parenthood) and/or financial reinvestment practices
- defense contractos committed to peacetime conversion

Managers will not purchase shares in:

- companies that produce alcohol.

In instances where proposed criteria conflict, the Oneida Tribal Trust Fund fiduciaries will institute shareholder activism strategies.

(filed with International Paper)

1993 INTERNATIONAL PAPER RESOLUTION

WHEREAS WE BELIEVE:

The implementation of sound environmental policy increases long-term shareholder value by increasing efficiency, decreasing clean-up costs, reducing litigation, and enhancing public image and product attractiveness;

Adherence to public standards for environmental performance gives a company greater public credibility than is achieved by following industry-created standards;

Standardized environmental reports provide useful information allowing comparisons of performance against uniform standards and progress over time;

Companies can also attract new capital from investors seeking environmentally responsible investments.

AND WHEREAS:

The Coalition for Environmentally Responsible Economies (CERES), which comprises large institutional investors with \$150 billion in stockholdings (including International Paper shareholders), public interest representatives, and environmental experts, after consulting with dozens of corporations, has produced comprehensive public standards for both environmental performance and reporting known as the CERES Principles (originally issued in 1989 as the "Valdez Principles" and revised in 1992).

In endorsing the CERES Principles, a company commits to work toward:

1. Protection of the biosphere
2. Sustainable use of natural resources
3. Waste reduction & disposal
4. Energy conservation
5. Risk reduction
6. Safe products and services
7. Environmental restoration
8. Informing the public
9. Management commitment
10. Audit and reports

Management has received the complete text of the CERES Principles and the accompanying CERES Report Form (available from CERES, 711 Atlantic Avenue, Boston MA 02110), and has officially been asked to endorse them.

RESOLVED: Shareholders request the Company to endorse the CERES Principles for corporate environmental accountability.

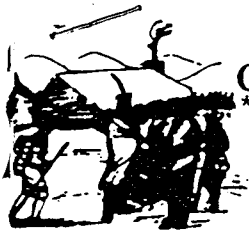
SUPPORTING STATEMENT

The potential impact of environmental issues concerns many investors who are now calling for company commitments to public accountability. We believe there is ample reason for concern about our company's environmental record. On October 21, 1992, the U. S. District Court for the Southern District of New York nullified last year's vote on this proposal, ruling that the Board of Directors misled shareholders about the company's environmental record. The Court issued an injunction ordering the Board to resubmit this proposal for a fair vote in 1993. Chief Judge Charles Brieant ruled that the Board of Directors' 1992 proxy statement opposing this resolution was "a calculated attempt to mislead the shareholders and induce them to cast a negative vote." The Court found that the Board's 1992 proxy statement, positively portraying the company's environmental record, failed to mention IP's recent history of serious environmental violations. The judge held that the Company's representations about its "longstanding commitment to the protection of the environment" and its "strong environmental compliance program" were misleading, and "to put it charitably, inconsistent with the serious and ongoing environmental challenges the company has endured."

We believe that this record indicates the need for endorsing the CERES Principles, and completing the standardized environmental report with independent verification. This will permit shareholders to evaluate company performance.

Thus, we invite the Company to endorse the CERES Principles thereby complementing internal corporate environmental policies and procedures.

We invite all shareholders to encourage our Company to demonstrate environmental leadership and to account for its environmental impact. Please support this resolution.



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them

Oneida

ONEIDA TRIBE

APPENDIX D-2

SOURCE: Oneida Trust Comm.
December, 1993

Wisconsin

DEPARTMENT



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the Six Nations and the Colony of Pennsylvania a new nation the United States was made possible

Phone: (414) 869-2083
Fax: (414) 869-2995



Oneida, WI 54155

Resolution # 12/28/93-A

WHEREAS, in 1977, the Oneida General Tribal Council (GTC) approved the Oneida Trust Fund Plan, including the creation of the Oneida Trust Committee on behalf of the Oneida Tribe of Indians of Wisconsin, a federally recognized treaty tribe with the United States, and

WHEREAS, the Oneida Trust Committee has been delegated the responsibility to administer the Oneida Trust Fund by the Oneida General Tribal Council and therefore, is the duly recognized governing body of the Oneida Trust Fund, and

WHEREAS, the Oneida General Tribal Council Resolution #1/8/77-C authorized the duly elected Oneida Trust Committee full administrative control to implement areas of the Trust and the sole legal authority to determine how and with whom the Trust funds are to be invested, and

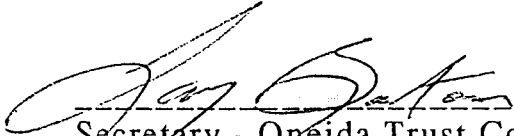
WHEREAS, in accordance with the Oneida Trust Agreement, the Oneida Trust Committee shall hold the funds in trust, administer, and direct the investment, reinvestment, and collection of income as a fiduciary and in a prudent manner, and

WHEREAS, it is the policy of the Oneida Trust Fund that investments will not be made where the Trust deems the company involved engages in practices harmful to the environment or other human beings, and

BE IT FINALLY RESOLVED that the Oneida Trust Committee direct its money managers to divest in any and all shares of Hydro-Quebec from its portfolios and direct the same from any future purchases until their policy is changed.

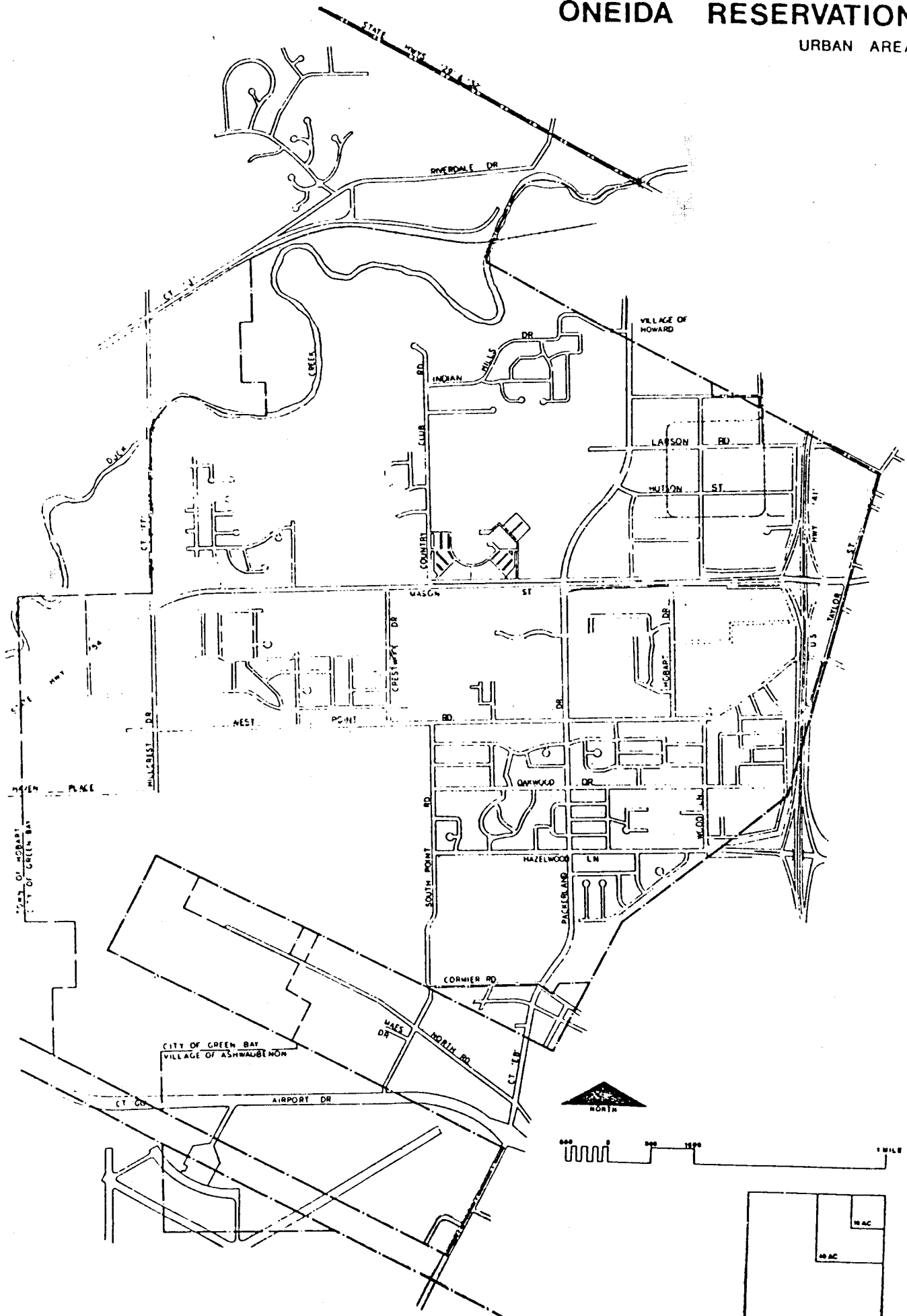
CERTIFICATION

I, the undersigned, as Secretary of the Oneida Trust Committee hereby certify that the Oneida Trust Committee in session with a quorum of 6 members present, at a meeting duly called, noticed and held the 28th day of December, 1993; that the foregoing Resolution was duly adopted at such meeting a vote of 6 for, 0 against and 0 members abstaining, and that said resolution has not been rescinded or amended in any way.


Secretary - Oneida Trust Comm.

ONEIDA RESERVATION

URBAN AREA



ONEIDA RESERVATION

TRUST STATUS LAND

