

# KALIHWISAKS

"SHE LOOKS FOR NEWS"



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Oneida Tribe of Indians  
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Permit No. 4

Forward & Address Correction

Volume 171

Official Newspaper of the Oneida Tribe

July 30, 1993

## Reflections of a Chairman

Rick Hill looks back at the past 3 year term

By Keith Skenandore

Kalihwisaks

When Rick Hill assumed the position of Oneida Tribal Chairman in 1990, he realized he had some big shoes to fill. His term followed that of retired Chairman Purcell Powless.

Now that Hill is completing his last few days in office, he took some time to reflect back on his term as chairman.

**Q:** If there is anything that you could change during your term as Chairman, what would that be?

**A:** "We need to build a more solid government. We now have a Chief Financial Officer, Lobbyists, , etc. so all the elements are there. I do take my hat off to the Business Committee. They are grossly understaffed, but everybody did the best they could as the growth occurred. People have to remember I'm not God. We had to let things take their natural course."

**Q:** What are the positive results that occurred over the last three years?

**A:** "Everybody's risen to the occasion in every area when we came to facing growth. Oneida is now known nationwide. We are a model reservation. People everywhere recognize our accomplishments."

**Q:** What about the negative results?

**A:** "The decision process leaves people with hard feelings, but we've been able to overcome the negative by working together."

**Q:** When you took over as Chairman, you were placed in the shadow of Purcell Powless. Do you feel Rick Hill has stepped out of that shadow?

**A:** "Purcell Powless set the standard. He was straight forward. I feel that was consistent with my philosophy because he taught me a lot. You have to realize that I did not come out of the shadow on my own. The entire Business Committee worked together as team. That was our strength which eventually helped me out of the shadow."

**Q:** You said that Purcell Powless set the standard. Has Rick Hill set another standard?

**A:** "I wouldn't say standard. I just hope that I've been able to contribute. I hope the quality of life is better for everybody. This was a group effort."

**Q:** Your successor will either be Lloyd Powless or Debbie Doxtator. Any words of advice for the next chairman?

**A:** "They both been around long enough to know they need to build cooperation



Rick Hill will no longer be behind the mike as Chairman of the Oneida Tribe. He now focuses his attention to his position of Chairman of the National Indian Gaming Association.

amongst ourselves. The next chairman needs to involve the community in the decision making process. We should be teaching the young people about our government."

**Q:** What has Rick Hill been doing these past few days as your term nears its end?

**A:** "I gave a presentation on Indian sovereignty at a conference of State Legislatures in San Diego. We need to let them know that they are our allies instead of our enemies. I've also been involved with the National Indian Gaming Task Force in Scottsdale, Arizona, and yesterday, I met with the Black Caucus. We're developing stronger lobbying allies. We need to join hands in joint lobbying." "I've also visiting other reservations around the country and telling them of the Oneida story. I will continue to work with the Oneida Tribe and other tribes as well."

**Q:** What will Rick Hill miss the most when your term ends?

## Election results to be made available in minutes

Tribe will rent electronic voting system



Photo courtesy of Business Records Corporation

The election results will "soar like an eagle" thanks to this fast, reliable and accurate vote tabulator.

By Keith Skenandore

Kalihwisaks

The results of this years' election on July 31, 1993 will be made available in approximately 10 minutes when the polls close thanks to a new electronic voting system the Oneida Tribe will be using.

The tribe is renting the Optech III-P Eagle, a fast, reliable and accurate vote tabulator. If the committee likes the system, they will then purchase it from Business Records Corporation in St. Cloud, Minnesota.

Donna Richmond, Chairman of the Election Committee, said a couple of committee members used the machine in Outagamie County. Following a preview of the system by the Business Committee, and a demonstration at the July 19 General Tribal Council Semi-Annual meeting, the committee decided to go ahead with the system.

"The Eagle is a very fast and accurate system," said Richmond.

According to Kevin Lefeber, Senior Sales Representative of Business Records Corporation, the Eagle has the capabilities of returning a ballot if it is filled out incorrectly or blank.

"It has two options," said Lefeber. "If there is a mistake made like an overvote, the Eagle will return the ballot to them."

He added, "The other option is if the ballot has circles or X's instead of arrows, the ballot will appear as a blank ballot. The machine will return that ballot as well."

The automatic voter assistance returns the ballot to the voter for review. A message tape instantly tells the voter why the ballot was returned. The voter then has an opportunity to correct their ballot. No one loses their vote for any reason.

The system also features a write-in option that automatically separates them from the rest of the ballots. The system monitors to insure that a voter did not write in for one candidate and vote for another whose name appears on the ballot.

See Hill/Page 2

**Hill:  
From Page 1**

**A:** "Right now I'm going through a transition with my new and different responsibilities. I'm still going to be there. My office will be located at the Norbert Hill Center. This will help with my transition. I will still see everybody so I don't think I will miss anything. What this does is clear my mind so I can focus on the national legislature. This is a good opportunity to show a common cause and have

one voice. All this will strengthen Indian country."

**Q:** What would you like to say to the tribal membership?

**A:** "I want to send out my love to everybody, and remember that we're only as strong as our weakest link. We need to strengthen the aspects of our government. It is of the utmost importance. I would like to thank everybody. It's been a great honor to serve the Oneida people. I served to the best of my ability."

**Results:  
From Page 1**

The City of Appleton has been using the Eagle since 1992. It has seen six elections, and Cindy Hessey, City Clerk, said the Eagle is the top machine.

"The system has proved to be valid and very accurate," said Hessey.

Nancy Stuyvenberg, Deputy Clerk of Kimberly, agrees with Hessey.

"We were the first ones in the county to have it, and we

are very satisfied," said Stuyvenberg. "We have no problems because we know what to look for."

Here is what the voters can look for: A ballot where the voter will complete the arrow next to the candidate. Once completed, the voter will insert the ballot into the system for tabulation. That is what the Election Committee likes best.

"There will be less handling of the ballots by the committee members," said Richmond.



**SAMPLE BALLOT**

JULY 31, 1993

**ONEIDA TRIBE OF INDIANS OF WISCONSIN**

To vote for the candidates of your choice, complete the arrow at the RIGHT of the candidate's name.

CHAIRMAN (Vote for One)	COUNCIL MEMBER (Vote for Plus)	TRUST COMMITTEE (Vote for Three)
LLOYD E. POWLESS, JR. ←	TED WHITE ←	LOIS STRONG ←
DEBBIE DOXTATOR ←	DALE WHEELLOCK ←	WAYNE K. SKENANDORE ←
VICE-CHAIRMAN (Vote for One)	FINNIE STEVENS, JR. ←	ANNA JOHN ←
DALE F. POWLESS ←	CHESTER G. SMITH ←	JANICE HIRTH ←
LORETTA V. METOXEN ←	CHERYL SKOLASKI ←	MARY DODGE ←
KATHY KING ←	DAVID G. (JERRY) SKENANDORE ←	ONIDA TRIBAL SCHOOL BOARD (Vote for Three)
WINONA "VIOLET" JORDAN-VIEAU ←	CECIL SKENANDORE ←	CORINNE ROBELIA ←
SECRETARY (Vote for One)	MARK N. POWLESS ←	ZHU SKENANDORE ←
AMELIA CORNELIUS ←	DOROTHY POWLESS ←	RAEANN SKENANDORE ←
JULIE BARTON ←	RON PETERSON ←	ART SKENANDORE ←
TREASURER (Vote for One)	SANDY NINHAN ←	CATHY McLESTER ←
DENISE VIOLE ←	RUSSELL METOXEN ←	CELENE ELM ←
KATHY HUGHES ←	KENNETH BRICKMAN METOXEN ←	APPEALS COMMISSION (Vote for One)
	GARY G. METOXEN ←	KIRBY METOXEN ←
	WENDELL W. McLESTER ←	ORDCA (Oneida Reservation Commission on Aging) (Five Positions Open)
	ROBERTA J. KINZUMA ←	DARLENE M. NECONISH ←
	GARY L. JORDAN ←	PEARL McLESTER ←
	SHIRLEY HILL ←	MARY DODGE ←
	SIMON W. DeCOTEAU ←	GAMING COMMISSION (Vote for Four)
	PAT CORNELIUS ←	LOIS L. STRONG ←
	JUDY CORNELIUS ←	BARBARA J. SCHUMAN ←
	ALAN B. CORNELIUS ←	ERIC T. McLESTER ←
	BOB CHRISTJOHN ←	CHARLENE E. CORNELIUS ←

**Oneida Holds Safety Camp**



Photo by Mike Metoxen

**Hi There!** (Left) Safety mascots Smokey The Bear (Mark Stanchik), Sparky (DePere Fire Chief) and McGruff (Officer Nishimoto) greeted campers July 12th.

**Where There's Smoke** (Below) A fireman helps a little boy out of the house fire simulator. Campers learned to get low to avoid the smoke of a house fire and the importance of fire alarms.

On July 12 through 14 the Oneida Housing Authority held a Youth Safety Camp for over 150 campers ages 5-12 years on the Oneida Pow Wow Grounds.

The camp had classes with safety topics on campfires, 911, electricity, seat belts, weather, home trauma, water, bicycles, railroads, A.O.D.A and First Aid.

Some of the classes involved first hand experience. The Home Safety House simulated a house fire complete with smoke. The Convincer simulated the force of a car crash to demonstrate the importance of seat belts.

The Youth Safety Camp was helped by a number of organizations and people. In Oneida: Tribal Summer School Program, Norbert Hill Center, Health Center, Police, DARE Officer, A.O.D.A, Conservation, Fitness Center, Environmental Safety, Recreation and Communications. The camp also had the help of the Outagamie and Brown County Sheriffs, Seymour and Grand Chute Police Departments, Wisconsin State Troopers, Wisconsin Electric, Wisconsin Public Service, Northeast Telephone, WFRV-Channel 5 TV, Wisconsin/Michigan DNR, Green Bay Crisis Center, Green Bay and Western Railroad, and the Town of Hobart, Town of Oneida, Deperre and Green Bay Fire Departments.

Campers and instructors wore T-shirts with the emblem of Smokey, Sparky, and McGruff. Hats were provided by Mautz Paint with refreshments provided by McDonalds-West, Copps-West, and Gold Bond-Good Humor Ice Cream. Each speaker provided literature with them which they placed in bags and distributed to each child at departure.



Photo by Dawn Thomas

**Oneida Tribal Elections**



**July 31, 1993  
Oneida Health Center  
8:00 AM - 8:00 PM**

## OFDP Nutrition Education Evaluation

Our first OFDP Nutrition Project was an overwhelming success. Our original goals were fulfilled. Plans for a maximum of ten participants resulted in awarding thirteen Certificates of Completion. Ten were students, two monitors, and one instructor.

My dream of having someone from one of the series of classes enter a college or University Nutrition Program also is in the process of becoming reality. One of the monitors, Karen Early, an employee of UWEX, has enrolled in the Fall '93 term of UWGB Nutrition Sciences Program to complete her requirements for a Degree in Nutrition. Also, one of our students intends to enter this same program in the fall of '94. Beginners sessions are filled for '93. I have already arranged for funding for the student classes through our Oneida Tribal Education Office.

Guests at our classes were Don Hoffman - USDA, Amelia Cornelius - OBC Secretary, and Margaret Francour - Kalihwisaks.

Overall, the format, location, perks, guests, variety of classes, class environment, ex-

periences, newspaper clippings, etc., all made the class a success. It was exciting to watch the participants grow and change.

At each "Graduation" we intend to invite "alumni" from past projects to attend and share their experiences resulting from the Nutrition Project. This will give and opportunity for an on-going evaluation of our participants.

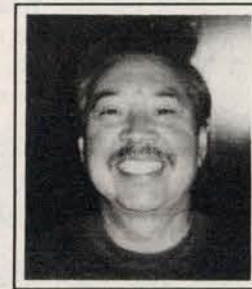
Our funds for this project were handled through the Oneida Tribal Accounting Office. A final printout is enclosed. We are grateful to USDA for funding this very successful project.

And we thank Don Hoffman and our Oneida Tribal Officers who took the time to support and enjoy our efforts in the field of Nutrition Education.

We are now accepting applications to be included in our second OFDP Nutrition Education Project.

For more Information contact the Food Distribution Program. 869-1041 or 833-7910.

## June Healthworks Member of the Month



Ed Baumgart

Ed Baumgart is the Healthworks Fitness Center member of the month. Ed has been working out here since February of 1992, but has been more active within the past year. Ed is the inventory supply clerk for the custodial department which has him ordering and supplying products and equipment for the tribe.

Ed was born on the outskirts of Seymour and was raised between Green Bay and Oneida. He spent some time in California then moved back here about three years ago. Ed likes fishing, baseball, bowling, riding his motorcycle whenever he can, and, oh yes, working out!

Ed started working out to keep as fit as he can. "My body is not getting any younger and my health is real important to me nowadays." Ed said "I've lost a few pounds, my tiredness is gone along with a lot of my stress, and my cholesterol has gone down." Ed's routine starts with riding the bike, then on to the treadmill, and the rowing machines. The rest is on weights. Ed likes two things about the fitness center; the staff and the people first, and the equipment second.

Ed's advice to other people is those who workout feel a lot better and are more confident with themselves. For those who do not ????

## Answers To Your WIC Questions

Submitted by Susan Beck, RD

WIC Director

What is WIC? How Can You Receive WIC? How Can WIC Help?

WIC is a special supplemental food program for Women, Infants, and Children. To receive WIC benefits, you or your child must have a nutrition or health need that education and WIC foods can help. Examples of these needs include being underweight, overweight, having low iron, or diet problems.

Your income must also fall within certain guidelines. WIC looks at family size and income to determine eligibility programs. Many people work and still qualify for WIC. To find out if you or your child qualify for the WIC program, call the Oneida Health Center WIC office at 869-2711 ext. 153.

When you participate in the WIC program, you go beyond just receiving food. You learn. In addition to receiving iron-fortified infant formula, milk, cheese, eggs and other nutritious foods, you will learn more about selecting and using nutritious foods and how to improve your family's health.

We offer individual counseling, small classes, group discussions and pamphlets to help you learn all about good nutrition. WIC staff will work with you to develop healthy eating habits. WIC will also help you find services in your own neighborhood, including; doctors, public health nurses, and other community agencies.

## WIC Eligibility Table

Based on 185% of the US Dept. of Health and Human Services Poverty Guidelines

Non-farm Income Poverty Guideline - July 1, 1993 to June 30, 1994

Family Size	Weekly	Biweekly	Monthly	Annual
One	247.98	495.96	1,074.58	12,895
Two	335.50	671.00	1,453.83	17,446
Three	423.01	846.03	1,833.08	21,997
Four	510.53	1,021.07	2,212.33	26,548
Five	598.05	1,196.11	2,591.58	31,099
Six	685.57	1,371.15	2,970.83	35,650
Seven	773.09	1,546.19	3,350.08	40,201
Eight	860.61	1,721.23	3,729.33	44,752
Additional	87.51	175.03	379.25	4,551

Applicants exceeding 185% are not income eligible and must be given a WIC Ineligibility/Termination Letter.

### What's New at Healthworks Incentive Program

There will be two ways to earn extra incentive points during August. On Wednesday, August 25, Healthworks will sponsor an Economize-to-work day. All employees

that walk, run, bike, or car-pool (at least 3 people) to work will receive 10 incentive points.

The Fitness Center will also need your help filling out a survey. All members that complete the survey will receive 5 points.

### Earn \$120.00!

The Oneida Employee Incentive Program is available to all employees of Oneida. The Healthworks Fitness Center will pay you \$10.00 each month if you earn enough points. Contact the Healthwork's staff for more information.

### Attention Parents

Postpartum women are eligible for WIC effective July 1, 1993

Postpartum women, up to 6 months after delivery, are eligible to apply for WIC services.

If you had a baby less than six months ago, contact your local WIC project for an appointment.

WIC strives to improve the health of participants by providing the following benefits:

- Nutrition Education and Counseling
- Nutritious Foods
- Referrals to Other Health Services

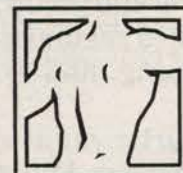
WIC... Women Infants Children

A Nutrition Program

### Free Spinal Examination (a \$45 value)

With This Coupon Only

### Quality Chiropractic and Stress Reduction Center



Dr. Paul J. Cibula, D.C.  
414-499-4575

2450 South Oneida Street  
Green Bay, WI 54304

### Danger Signals of Pinched Nerves:

- |               |              |               |
|---------------|--------------|---------------|
| Neck Pain     | Arm Pain     | Stiff Neck    |
| Low Back Pain | Headaches    | Muscle Spasms |
| Neuritis      | Hip Pain     | Shoulder Pain |
| Neuralgia     | Slipped Disc | Leg Pain      |

While we are accepting new patients, no one need feel any obligation.

Have you ever wondered if chiropractic could help your condition?

Call for an appointment today! Most Insurances, Medicare, Medical Assistance Accepted!

## Minority Arts Administration Fellowship Program

### Program Overview

Arts Midwest is a multi-state, public-private partnership founded to make the arts more accessible to the people of the Midwest works collaboratively with public and private arts supporters throughout Illinois, Indiana, Iowa, Michigan, Minnesota, North Dakota, Ohio, South Dakota, and Wisconsin to translate human and financial resources into enriching arts experiences for Midwestern residents.

Minority Arts Administration Fellowships are awarded up to six Fellows annually. Each Fellow receives a \$20,000 stipend plus limited travel and professional development support (between \$3,000 to \$4,500). Fellows are placed with two host organizations to gain or enhance skills in such areas as development, marketing, public relations, program planning, management, curating, and financial planning. Each residency period lasts eighteen weeks and a three-week break is scheduled between the first and second residencies.

### Deadline

All applications and supplemental materials from individual applicants and host organizations must arrive in Arts Midwest's office by October 8, 1993. This is not a post-mark deadline; no late or incomplete applications will be accepted. The fellowship period begins February, 1994 and ends mid-November, 1994.

### Who Should Apply

Ideal candidates are able to significantly contribute to an arts organization's existing staff and

projects or activities. She/he should possess a variety of professional and personal characteristics such as flexibility, self-motivation, ability to solve problems, leadership potential, reliability, assertiveness, tactfulness, and strong sense of self. Exemplary candidates should also possess integrity, courage, strong ethics, a commitment to the fellowship program and the field of arts management, and the ability to be non-prejudicial.

Because the purpose of the Minority Arts Administration Fellowships is to provide experiential learning opportunities for people of color who possess advanced skill and are committed to pursuing a career in the field of arts management, candidates seeking non-paid, introductory-level internship programs should not apply.

eligible individuals must be:

- African American, Asian American, Latino, or Native American;
- citizens or permanent residents of Illinois, Indiana, Iowa, Michigan, Minnesota, North Dakota, Ohio, South Dakota, or Wisconsin;
- be willing to relocate during the nine-month fellowship period; and
- have a secondary degree or substantial experience (students currently enrolled in a degree-granting institution are not eligible.)

**Note: Applicants with questions regarding cultural identity and eligibility should contact Arts Midwest.**

### Selection Criteria

In selecting individuals to participate in the Minority Arts Administration Fellowships, and advisory panel, composed of arts leaders representative of the cultural and geographic diversity of the Midwest region will consider the following criteria:

- commitment to the arts as evidenced by previous involvement;
- written and oral skills;
- professional maturity and leadership potential;
- secondary degree or substantial experience;
- sense of direction and self-motivation;
- ability to adapt knowledge and experience to new situations; and,
- as sense of enthusiasm, curiosity, and humor.

A limited number of candidates will be invited to Minneapolis for final interviews tentatively scheduled for mid-December.

### How To Apply

For an application, contact Arts Midwest/Minority Arts Administration Fellowships, Janis Lane Ewart, Senior Program Director, 528 Hennepin Avenue Suite 310, Minneapolis, MN 55403 or call (612) 341-0755.

## Optimists name May youth

The Sun Prairie Optimist Club recently named Lisa Bobo and Elizabeth Ann Cornelius as the Sun Prairie Optimist Club Youth of the Month for May.

Cornelius, a senior, is a member of Sun Prairie High School varsity softball team, as well as the Diverse Culture Club, the Girl Scouts and the Law Enforcement Explorers.

Cornelius won the Girl Scout Gold Award.

Intending to major in Criminal Justice, Cornelius will attend UW-Platteville this fall. She would like to explore a career in the Federal Bureau of Investigation.



## DENISE J. VIGUE FOR TRIBAL TREASURER

I am running for the position of Tribal Treasurer of the Oneida Tribe.

My qualifications include a state and national license in securities, experience in individual and group investments, expert knowledge in securities regulations and laws, experience in financial planning, and excellent organizational skills.

My mother is Viola Antone - Ortiz, and my late grandparents were Eunice Skenandore and Wilson Antone.

I believe in accountability to the people, planning for the future, investing in security and growth, and providing added resources for individuals who want to start their own business.

As treasurer I can bring with me knowledge, organization, experience and the vision needed to financially plan for seven generations ahead. I would be very honored to have your vote on July 31st.

## Attention High School Students!

Are you...

- Living in a remote area?
- Having attendance problems?
- Getting lost in the crowd?
- Looking for a school that recognizes the richness and diversity of your Indian culture and heritage?
- Feeling the need to attend an accredited school with programs that serve students that have special needs?
- Living in a large metropolitan area and don't feel like you are "fitting in"?



## Then perhaps the Flandreau Indian School is for you!

- The Flandreau Indian School is accredited by the State of South Dakota and the North Central Association of Colleges and Schools.
- We have class offerings in the following areas: General Course of Study, Vocational, Career Learning Skills, College Prep., Special Education, and a Gifted & Talented Program.
- Many Flandreau Indian School graduates continue their education in the military, college, or a vocational school.
- Students can choose to graduate in less than the regular 4 years (9-12) or longer than 4 years, depending on what individual student needs may be.
- An extensive counseling program is provided to meet the special needs of the students. Included are counselors in the following areas: Drug & Alcohol, Vocational, IRG, ECR, and Academic.
- Night Classes are offered as well as evening library hours. Tutors are available for students in the dormitories.
- A variety of clubs, sports, and social events are available to students after school hours.
- The Junior/Senior Prom, Day of the Arts, Sr. Honoring Pow-wow, and graduation highlight each spring as the school year nears its end bringing friends and families together.
- A new student life center provides spacious facilities for student relaxation.
- The new Industrial Arts/Fine Art complex adds state of the art technology to class offering in these areas.



For enrollment information call 605-997-3773  
1-800-942-1647, ext. 448  
or write to the Flandreau Indian School  
Flandreau, SD 57028

Come Learn - And Grow With Us!

## Dream House With DREAM Program

The Oneida Office of Land Management has a new home Program out called the DREAM PROGRAM. Which stands for DIRECT REAL ESTATE AND MORTGAGE PROGRAM.

The Tribe will purchase existing residential homes within the Oneida Reservation. The land will stay in the Tribe's name and the home (improvements) will be sold to a qualified enrolled tribal member who is at least 21 years old. By deducting the land value from the residential lot, the home value will make it more affordable to distribute homes to tribal members.

The land value will depend on where the home is located. Lots in the city will be appraised higher than lots in the country area. This will be determined by a certified appraiser.

This new home program will enable us to expand our housing needs for tribal members. All applicants will be pre-screened according to employment, income, family size and credit rating. A point system has been developed to assist us in scoring each application. The applicant with the highest score will be the first choice. The point system has variables so that each applicant will have different scores. Applicants not chosen can apply for the next home that is available.

The applicant can make the decision on whether they wish to purchase the home we are offering. Applicants who are looking for a particular home, (dream home) may find this is not the program for them. The applicant should check out our TLC PROGRAM. We will hold a OPEN HOUSE on each new property prior to selecting the tribal member.

We plan to purchase different styles, different bedroom sizes in different locations within the Oneida Reservation.

In the DREAM PROGRAM, the applicant must have a (5) percent down payment. If the applicant does not have the down payment, the TLC loan can be used as the down payment. Closing costs will consist of one (1) percent of the total purchase price for the administrative costs, appraisal, inspections, and surveys. The tribe's closing cost is still less than the local banks charge. Most closing costs can be added to the loan amount or paid up front. Each applicant must fit into the Ratio's set by the Federal Government Regulations, which is Housing twenty eight (28) percent, Total Debt Ratio thirty six (36) percent of the applicants gross income, with twenty (20) percent down payment. Under twenty (20) percent down payment Housing is twenty five (25) percent and Total Debt is thirty three (33) percent of the gross income.

Many tribal members have questions, how much will my mortgage payments be? This is going to depend on how much the property is appraised at. For example, a property that is sold for \$65,000.00 and the land value is appraised at \$15,000.00, than the appraised value of the home is \$50,000. the estimated costs are:

Appraised value of Home & Land	\$65,000.
Less the Land Value	-15,000
Value of home after deducting land	\$50,000
Add repair cost to the home	-
Less 5% down payment	-2,500
Add Closing Costs:	500
1% Administrative Cost	250
Home Inspection	250
Well & Septic Inspection	135
TOTAL	\$48,175.00

On a 15 year mortgage loan for \$48,175.00 at a 5% interest rate, the monthly mortgage payment will be \$380.96 plus taxes and home owners insurance. The applicant will only pay the taxes and insurance on the appraised value of the home. The taxes and insurance can be included into the house payment, which will be held in a special account, so when the taxes and insurance come due the money is there to pay for them.

At the present time, the 5% interest rate is our minimum rate. The 5% interest rate will apply only if the bank rate is running 8% or lower. The term of the loan will depend on the selected applicant's option but will not exceed a 25 year amortization.

Oneida Tribal members who own homes off the reservation will be considered provided they first sell their home and use all the equity as the down payment.

Tribal members who currently have a TLC LOAN are not eligible for DREAM Program at this time. We are trying to serve individuals one time only, although future plans will be to consider these tribal members if their home is too small or too big.

Tribal member who own trailers on the reservation will be able to participate if the trailer does not have a mortgage lien on it. Future plans are to consider tribal members who own trailers.

The new DREAM PROGRAM is in effect. We are now taking applications. This program combined with all existing tribal home programs is intended to compliment one another and make diversified programs to all tribal membership.

Please feel free to call the Office of Land Management for an appointment at 869-1600, and ask for Bernice or Fran. We will be happy to help you. Thank you.

### DREAM Houses

Applications for these homes must be in by August 4, 1993

1. Four bedroom, 2 story home, 2 baths, 3.5 detached garage, fireplace, hardwood floors; located in the country on a partial wooded 7.5 acre lot with a stream. The estimated selling price will be \$83,000. The estimated annual taxes are \$1,396.

Open House scheduled for 11:30 to 1:30 on August 2, 1993.

2. Three bedroom ranch style home, 1 bath, 2 1/2 stall garage, central a/c. The home is located in the City of Green Bay near the Three Sisters Subdivision. The estimated selling price on the home is only \$54,179. The estimated mortgage payment is \$407.02 for 20 years and the annual taxes

are \$1320. Open House scheduled for 2:00 to 4:30 on August 2, 1993.

Both homes require a 5% down payment and both mortgage payments listed take into consideration the required down payment.

Available only to Enrolled Tribal Members!

Community Development Building, N7332 Water Circle Place, Oneida.

## Operation Children's I.D.

By Kelly Robinson  
Kalihwisaks

On July 19, 1993, children were being fingerprinted by Officer Brenda Mendolla of the Oneida Police Department. Not that any of these children were in any kind of trouble, it was all a part of a program called Operation I.D.

With the help of Yvonne Skenandore and Lois Dalke, of the Oneida Housing Authority, Officer Mendolla was able to help



**Busted-NOT!:** Oneida Police Officer Mendolla helps fingerprint community children for identification purposes.

over twenty-three of our community children to be weighed, measured, and finger printed so that the parents of this community would have extra means of identification for their children.

The parents had to fill out a form giving permission for their children to be finger printed. The children's height and weight was recorded along with their finger prints. Then copies of this information was given to the parents so they could be kept with other important identification.

After the children were cleaned up, they stepped outside the Civic Center to enjoy hot dogs and Kool-aid provided by the Recreation Department.

### VOTE FOR

### DAVID G. "JERRY" SKENANDORE

CANDIDATE for ONEIDA BUSINESS COMMITTEE

I SUPPORT BETTER USE OF OUR GAMING REVENUES AND IMPROVEMENT OF OUR TRIBAL GOVERNMENT

#### BACKGROUND

Date of Birth: January 23, 1933  
Parents: David O. and Josephine Skenandore  
Played Third Base and was a Pitcher for Oneida's Championship Baseball Teams of the early Fifties  
Married to Virginia E. (Metoxen) Skenandore for over 40 years Have 5 grown children and 8 grandchildren

Retired from the U.S. Navy as a Senior Chief Petty Officer in 1988 with over 26 years of active duty  
Member: Veterans of Foreign Wars, Fleet Reserve Association, Armed Forces Benefit Association Employed by the Oneida Tribe as Manager and Director of the Oneida Bingo and Casino Food Service



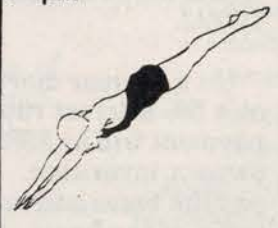







#### SPECIFIC ACCOMPLISHMENT

- DEVELOPED THE BINGO AND CASINO FOOD SERVICE INTO THE MOST PROFITABLE ENTERPRISE IN THE BUSINESS TRADES DIVISION
- ACQUIRED OVER 30 YEARS OF EXPERIENCE IN LEADERSHIP, MANAGEMENT, AND ADMINISTRATION WITH WORLD-WIDE TRAVEL EXPERIENCE
- GRADUATED GREEN BAY EAST HIGH SCHOOL AND DEL MAR COLLEGE IN CORPUS CHRISTI, TEXAS WITH AN ASSOCIATE DEGREE IN BUSINESS ADMINISTRATION  
NOW SERVING ON THE VESTRY OF HOLY APOSTLES CHURCH, AND AS CHAIRMAN OF THE ONEIDA UTILITY COMMISSION

AUGUST 1993

If you have an event you'd like printed in the CALENDER OF EVENTS please call the Kalihwisaks office at 869-4395 by the 1st of every month for assurance of publication.

# Calender of Events

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p><b>1</b></p>  <p>INTERNATIONAL CLOWN WEEK AUGUST 1-7, 1993</p>	<p><b>2</b></p> <p>Food Demonstration at Food Distribution Site <b>Career Center</b> Free Classes Keyboarding 9am-4pm</p> 	<p><b>3</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>4</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>5</b></p> <p>Trails Swimming 10am-3pm <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9am-12pm Quattro Pro Advance (4) 1-4pm</p> 	<p><b>6</b></p> <p>Library celebrates 25th birthday 11:00am - 5:00pm storytellers, magicians and an ice cream jamboree</p>  <p><b>Career Center</b> Free Classes Keyboarding 1-4pm</p>	<p><b>7</b></p> <p>Library celebrates 25th birthday Flag dedication ceremony at 10:00am with the veterans and Oneida Singers to be followed by a time, a pig roast and various other activities geared to the family</p> <p><i>Halfway Point of Summer</i></p>
<p><b>8</b></p>	<p><b>9</b></p> <p><b>Career Center</b> Free Classes Keyboarding 9am-4pm</p> 	<p><b>10</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>11</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>12</b></p> <p>Trails Swimming 10am-3pm <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9am-12pm Quattro Pro Advance (4) 1-4pm</p> 	<p><b>13</b></p> <p><b>Career Center</b> Free Classes Quattro Pro Advance (4) 1-4pm Keyboarding 1-4pm</p>  <p>FRIDAY 13 AUGUST <i>Friday the Thirteenth</i></p>	<p><b>14</b></p> <p><i>Middle Children's Day:</i></p>  <p>August 14, 1993. Saluting those born neither first nor last in a family.</p>
<p><b>15</b></p>	<p><b>16</b></p> <p><b>Career Center</b> Free Classes Keyboarding 9-4pm</p>	<p><b>17</b></p> <p><b>Career Center</b> Free classes Q &amp; A Intro (8) 9-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>18</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>19</b></p> <p>Trails Swimming 10am-3pm <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9-12pm Quattro Pro Advance (4) 1-4pm</p> 	<p><b>20</b></p> <p>OHC Health Fair along with AJNH 9:30am - 3:00pm <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9am-12pm Keyboarding 1-4pm</p>	<p><b>21</b></p>
<p><b>22</b></p>	<p><b>23</b></p> <p><b>Career Center</b> Free Classes Keyboarding 9am-4pm</p> 	<p><b>24</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>25</b></p> <p><b>Career Center</b> Free Classes Q &amp; A Intro (8) 9am-12pm Wordperfect Intro (8) 1-4pm</p>	<p><b>26</b></p> <p>Trails Swimming 10am-3pm <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9-12pm Quattro Pro Advance (4) 1-4pm</p>	<p><b>27</b></p> <p>Share Issuance Food Distribution <b>Career Center</b> Free Classes Quattro Pro Intro (8) 9am-12pm Quattro Pro Advance (4) 1-4pm Keyboarding 1-4pm</p>	<p><b>28</b></p>
<p><b>29</b></p>	<p><b>30</b></p> <p><b>Career Center</b> Free Classes Keyboarding 1-4pm</p>	<p><b>31</b></p>	<p><i>National Aviation Week: August 16-22, 1993. Imagine a world without air travel — how different society would be. Observed annually the week of August 19 (Orville Wright's birthday) to increase awareness and appreciation of aviation.</i></p>			

**Write to Congress About Gaming Issues**

An Open letter to all tribal members...  
 DURING RECENT MONTHS THERE HAVE BEEN A NUMBER OF MEMBERS OF CONGRESS, RICH ENTREPRENEURS (E.G. DONALD TRUMP) AND OTHERS ATTEMPTING TO CURTAIL OR EVEN PROHIBIT INDIAN GAMING!

As you are aware, our gaming revenue is still the backbone of the tribal economy. With our current chair Rick Hill serving also as the chairman of the National Indian Gaming Association, we have been in a rare position to help form the coalition of tribes and affect the Indian response to fight off these anti-Indian attacks. We have made significant progress, but there is cause for caution.

Senator Daniel K. Inouye (D-HI) has initiated a process involving negotiations of representatives from the National Governors Association, the National Association of Attorneys General, and the Tribal leaders. The outcome of that process will involve some form of legislation to be introduced before the August Congressional recess. Pro or Con, hearings will begin once Congress is back in session in the fall. Whatever is reported out of the committee will be up for vote on the floor of the Senate and the House understand what is at stake.

**YOU CAN HELP!**

Most members of Congress know very little about the gaming industry and know even less about American Indians. They respond to peer pressure and letters from their constituents and tavern owners who contact their Congresspersons about these issues, but the Indian counter-point often does not get heard. Many members do not feel that they have an Indian constituents to respond to.

I am writing to ask that you consider being a person willing to write letters to the Senators and the Member of the House in whose district you reside expressing your views on Indian gaming and the provisions of any legislation that would affect Indian country. If you are interested, please contact me at your earliest convenience. I will add you to a mailing list that will include you on information about gaming and other issues facing us. You will be provided with the names and addresses of these people as well as information about issues, timelines, etc.

Members of Congress use a formula to determine how many of their constituents are concerned about any given issue. They base their decisions on the number of letters they receive. If we are organized in this process, we can make a difference. Please consider becoming involved.

I am hopeful that we will be able to identify tribal members in each congressional district in Wisconsin...and others wherever they may be. If we also contact other Indian and non-Indian people who would help in this effort, we could establish a truly meaningful network to make positive change and diminish these unwarranted attacks.

If you are willing to devote a little time and a few stamps to this very important effort, please contact me as soon as possible and we can get started, Yaw^ko for your consideration.

**Bill Gollnick, Director of Legislative Affairs  
 Oneida Tribe of Indians of Wisconsin  
 Post Office Box 365  
 Oneida, WI 54155  
 (414) 869-2214 Extension 351**

**Old Oneida Has A Farm-Trouble is it's Name'o**

The four letter F\_\_ word in the Oneida community is FARM.

Whenever it's mentioned it triggers an alarm.

I'm not quite sure why everyone is so afraid. Even old Willie Nelson supports Farmer's Aide.

It seems to me and many will agree that Tribal members, as Tribal business aren't treated equitably, or fair, nor do some care.

Does it matter, or maybe it's not known that we use \$800,000 plus dollars

a year, to supplement the Nursing Home Printing and ORTEK haven't quite made it yet.

The Oneida's Hotel with have an accrued 15 million dollar debt.

Now the mention of Gaming and retail that makes you smile even though they spend money, like its going out of style.

They are a great boost to the Nation's growth necessary spending controls must be practiced by both.

All should know that for any business to survive

they must have proper staff, machinery, and finances to keep them live.

For the Farm and Printing that has not been the case. They've had one heck of a time

to stay in the race. Machinery was mismatched that was the word Not enough cattle for a rotating herd.

If the Farm were to get the resources to come through in near future it will support you.

Would the mention of Farm sound an alarm? If they had a better understanding?

The attention on the FARM wouldn't be so demanding! There would be no need to howl and wail, If some members

knew the head of a cow from its tail. Will it be alright, cease the alarm,

if the same person that runs the Hotel would run the pig pen, the FARM?

Would that make it right eliminate the fright? In this Community that's a real disgrace your not recognized for what you can do

or what you are but who. So what do we do? what do we face?

Unfair, Unequitable, consideration a tragic reality of this Oneida Nation.

**Shirley Hill**

**Know Your Candidate**

Election time is in full swing. Promises are made and double talk sweeps the reservations. How will we know what is really good for us?

For me, it's easy. I'm not torn between voting for this candidate or that one. I'm very sure of my vote. A candidate's track record and a little common sense are the ingredients I will be using to create the best team of candidates for the governing body of the Oneida Tribe.

It was not long ago that I remember talk of scams, credit cards specially, travel abuse, poor job performance backstabbing, nepotism, and all sorts of unethical political turmoil.

I would like to thing we have the power to elect officials who will bring cohesiveness to the tribe as well as a "we" concept, not "I". It occurs too often where one candidate says "We'll , I did this for the Oneida's", or if it wasn't for me, they wouldn't have .... Get the idea?

I'm hoping for change and I hope that we can bring that concept to the tribe TOGETHER by making wise and CONSCIOUS choices.

Let's not worry about a trivial politician's re-election bid. If they're worth re-electing the people will know it.

Please know your candidate: trackrecord, experience and VALUES.

**GET OUT AND VOTE  
 Maraget King-Francour**

*Note: Guest articles and editorials that are printed in the Kalihwisaks are not necessarily the views or opinions of the Kalihwisaks Staff, Editorial Board or the Oneida Tribe of Indians of Wisconsin.*

**PUBLIC HEARING NOTICE**

**PURPOSE: Phase II - Water & Sewer Project**

Areas to be served for Phase II sewer project includes Site II, Rolling Hills, Ridgeland and the area around Cty Trk's E, EE, & H (Outagamie County). This expansion will include both Tribal and non-Tribal properties.

**WHERE: Norbert Hill Center - Auditorium**

**WHEN: 6:00 P.M. - NHC - Auditorium**

**Invitation to the Oneida Community**



For the past 25 years the Oneida Community Library, through the efforts of volunteers and eventually the Oneida Tribe, has provided our community a full range of programs and educational assistance, not to mention materials such as books, audio recordings, VCR players, videos, projectors, as well as an "interloan" borrowing privileges. Our literacy and tutoring programs have helped a number of students raise their grades. Workshops in traditional and non traditional art have been available.

To celebrate the past years successes we are inviting you and your families to come and join us on **Friday, August 6th and Saturday August 7th.**

**Friday** is reserved for storytellers, magicians and an ice cream jamboree, beginning at 11:00 and running and 5:00.

**On Saturday** we are planning a flag dedication ceremony at 10:00 with the veterans and Oneida Singers, to be followed by a time a pig roast and various other activities geared to the family, please come and join us. **All activities and food is complimentary.**



**Oneida Library's 25th Annaversity**

The Oneida Tribe of Indians of Wisconsin does not discriminate on the basis of race, color, national origin, sex, religion, age, and handicapped status in employment or the provision of services. However, individuals of Indian ancestry will be given preference by law in initial employment or re-employment.

**APPLICATIONS/RESUMES SHALL BE SUBMITTED TO:**

Personnel Office  
Oneida Tribe of Indians of Wisconsin  
P.O. Box 365  
Oneida, WI 54155

**ONEIDA TRIBAL EMPLOYMENT**

**Domestic Abuse Services Director**

**Location:** Kani'Kuhli-yo Family Center/Social Services Division Norbert Hill Center

**Salary:** Grade 9 \$10.81/Hour (Negotiable dependent upon training and experience)

**Proposed Start Date:** As Soon As Possible

**Closing Date:** August 6, 1993

**Position Summary:** This position is responsible for planning, developing, coordinating and implementing community education on Domestic Abuse awareness prevention services, in-service and providing training to community groups, tribal program, tribal employees and departmental staff. This position reports to the Director - Counseling Services. Continuation of position is contingent upon funding allocations.

**Qualifications:** Bachelors degree in Social Work or closely related field is required. (See \*\*Note below) Three (3) years of previous experience in domestic abuse field is required. Two (2) years of previous administrative/supervisory experience is required. Knowledge of the history, dynamics, social and economic impact of, family violence, alcoholism, human growth and behavior, human relationships, group dynamics and the effect of these problems in families, individuals and the community. Must be dependable, possess initiative, be self-motivated and able to work independently with minimal supervision. Must maintain strict confidentiality in all Social Service Division matters. Knowledge of available AODA and Domestic Abuse treatment services, welfare and health resources and ways in which these resources may be made available to clientele. Ability to plan, organize and prioritize program objectives and responsibilities. Ability to interact with the public with objectivity, empathy, respect, courtesy, tact and maturity. Ability to inform and communicate orally and in writing in diverse and challenging situations. Ability to successfully cope with stressful conditions and situations. Knowledge of Indian Cultural traditions and values. Must be able to work Flexible hours including evenings and weekend hours. Must possess a valid Wisconsin drivers license, reliable transportation and insurance. Must be certified as eligible to operate a personal passenger vehicle under the Oneida Tribe's Vehicle Drivers Policy. Must maintain drivers certification as a condition of employment. (A copy of this Policy is available from the Human Resources Department.) A TB test is required prior to employment and annually thereafter. This work can be done at no cost to the employee at the Oneida Community Health Center; if this work is done elsewhere, the employee may be responsible for the cost. \*\*NOTE: Applicants whose education is below the stated qualifications will be expected to formulate, aggressively pursue and complete a training plan within a specified period of time as approved by the Director - Counseling Services.

**General Accountant**

**Location:** Accounting Department - Norbert Hill Center

**Salary:** Grade 9 \$10.81/Hour (Negotiable dependent upon training and experience)

**Proposed Start Date:** As Soon As Possible

**Closing Date:** August 6, 1993

**Position Summary:** This position reports directly to the Controller and requires technical skills in accounting, analytical skills and problem solving skills. This position will respond to a variety of requests for assistance with special projects and provide training on an as needed bases to Program Directors and Enterprise Managers. Continuation of position is contingent upon funding allocation.

**Qualifications:** Bachelors Degree in Accounting with two (2) years of Accountant level experience or an Associate Degree with four (4) years of Accountant level experience is required. Personal computer knowledge, to include word processing and spreadsheet preparation, is required. Ability to develop internal accounting policies and procedures is required. Ability to inform and communicate orally and in writing and develop and maintain effective working relationships environment is required. Ability to work effectively under stress due to multiple requests and strict deadlines is required. Must possess excellent organizational skills with the ability to plan, organize and prioritize effectively. Ability to maintain strict confidentiality in all departmental matters required. Must be bondable under the Tribe's fidelity insurance bond. A background security check will be performed on all applicants. Must maintain bonability as a condition of employment. (Applicants may request a copy of the conditions of this requirement from the Human Resources Office.) Limited local travel is required. Must possess a valid Wisconsin drivers license, reliable transportation and insurance. Must be certified as eligible to operate a personal vehicle under the Oneida Tribe's Vehicle Drivers Policy. Must maintain drivers certification as a condition of employment. (Applicants may request a copy of this policy from the Human Resources Office.) A TB test is required prior to employment and annually thereafter. This work can be done at no cost to the employee at the Oneida Community Health Center; if this work is done elsewhere, the employee may be responsible for the cost.

**Coat Check/Beverage Host**

**Location:** Oneida Bingo & Casino

**Salary:** Grade 1 \$5.26/hour

**Proposed Start Date:** ASAP

**Closing Date:** Pool Position (on going recruitment)

**Position Summary:** This position will perform the functions of beverage host, and coat check for the Oneida Bingo & Casino. Coat Check Host will organize and keep accurate track of customers coats and jackets. Beverage Host will provide soft drinks and coffee in a efficient and friendly manner to patrons. Assist customers in any assistance they may need. Position has been designated as an entry level position. Continuation of position is contingent upon funding allocation.

**Qualifications:** High School Diploma, HSED or GED is required, (within one year after employment). Employees must be enrolled in a Ged program prior to end of probationary period and provide documentation to the Gaming Human Resources Department for employee personnel file. (Applicants age 50 and over are excluded from this requirement). Must be 18 years of age. Previous experience in customer service, waitress or food service worker is preferred. The

**EMPLOYMENT**

ability and willingness to work nights, weekends, and holidays. Must represent the Oneida Tribe in a professional manner at all times. Must be willing to work with a variety of people in a friendly, courteous and helpful manner. The ability and willingness to obtain additional customer service training. Must be able to stand for an eight (8) hour shift. (Will be required to complete a Self-Disclosing Physical Questionnaire). Must be bondable under the Tribe's fidelity insurance bond. Must meet the criminal and security employment criteria in accordance with the Tribal/State compact and the Tribal Gaming ordinance prior to and during employment. (A background and security investigation will be performed on all applicants prior to employment and an on going criminal and security check will be conducted on all employees. (A copy of the criminal and security employment requirements is available from the Gaming Human Resources Department). A Tuberculosis (TB) test is required within the first ninety days of employment and annually thereafter. This work can be done at no cost to the employee at the Oneida Community Health Center; if this work is done elsewhere, the employee may be responsible for the cost.

**Food Service Worker**

**Location:** Oneida Bingo & Casino

**Salary:** Grade 3 \$6.24/hour

**Proposed Start Date:** ASAP

**Closing Date:** Pool Position (on going recruitment)

**Position Summary:** The function of the Oneida Bingo & Casino Food Service is to prepare and serve snack food items and refreshments to the patrons and employees of the Gaming Operation. The person selected for the Food Service Worker position should have experience in food preparation and customer service. He or she must be physically fit and able to occasional heavy lifting and moving of foodstuff and supplies, as well as, stand and walk for long periods of time during a regular eight (8) hour shift. All Food Service workers must be neat and clean in appearance and be willing and able to provide prompt, friendly and courteous customer service. This position has been designated as an entry level position. Continuation of position is contingent upon funding allocation.

**Qualifications:** High School Diploma, HSED, or GED is required within one (1) year of employment. Must be enrolled in a GED program prior to end of probationary period and provide documentation to the Gaming Human Resources department for employee personnel file. Applicants age 50 and over are excluded from this requirement. Must be neat, clean and well groomed in personal appearance and be a team player in working with fellow workers to achieve management's goals and objectives. A person with a pleasant personality with a good work ethic, and highly motivated to provide the best customer service is required. Must be able to follow directions and instructions and fully understand and comply with the rules, regulations and safety precautions relating to safe food handling and personal safety prescribed by the Oneida Environmental Health Department, the Security Department, and the Food Service Manager. Experience in the fast-food industry, especially in food preparation and customer service is highly desirable. Must be able to learn cash register operation and perform cash register operation with a high degree of accuracy and speed. Must be able to work nights, weekends, and holidays. Must meet the physical requirements of the position such as, ability to lift up to 50lbs., stand for an eight (8) hour shift, stoop, and bend. Must complete a "Self Disclosing Physical Questionnaire". Good communication skills are required. Well developed interpersonal skills are required. Previous customer service experience is preferred. Must be bondable under the Tribe's fidelity insurance bond upon and during employment. Must meet the criminal and security employment criteria in accordance with the Tribal/State compact and the Tribal Gaming Ordinance upon and during employment. (A background security check will be performed on all applicants prior to employment and ongoing criminal and security check will be conducted on all employ-

**EMPLOYMENT**

ees). A Tuberculosis (TB) test is required within the first (90) days of employment and annually thereafter. This work can be done at no cost to the employee at the Oneida Community Health Center; if this work is done elsewhere, the employee may be responsible for the cost.

**Groundskeeper - Gaming**

**Location:** Oneida Bingo & Casino

**Salary:** Grade 3 \$6.24/Hour (negotiable depending upon training and experience)

**Proposed Start Date:** ASAP

**Closing Date:** Pool Position (on going recruitment)

**Position Summary:** This position is responsible for the maintenance and groundskeeping of the Oneida Bingo & Casino. This position is a full-time position but will require the incumbent to be on - call at times and to work a flexible schedule. This position also performs backup duties for the division and may be called upon to perform tasks other than those specifically related to groundskeeping. This position has been designated as an entry level position. Continuation of position is contingent upon funding allocation.

**Qualifications:** High School Diploma, HSED or GED is required within (1) year of employment. Must be enrolled in a GED program prior to end of probationary period and provide documentation to the Gaming Human Resources department for personnel file. Previous experience in Groundskeeping or landscaping is preferred. Ability to bend, stoop, and lift heavy objects. (Must complete a "Self Disclosing Physical Questionnaire") Ability and willingness to work weekends, evenings and holidays. Ability and willingness to work in all weather conditions is required. Ability to operate equipment for landscaping and groundskeeping, i.e. lawn mower, weed eater, minor sidewalk repairs. Must be bondable under the Tribe's fidelity insurance bond upon during employment. Must meet the criminal and security employment criteria in accordance with the Tribal/State compact and the Tribal Gaming Ordinance upon and during employment. (A background security check will be performed on all applicants prior to employment and on going criminal security check will be conducted on all employees. A (TB) tuberculosis test is required within the first (90) days of employment and annually thereafter. This work can be done at no cost to the employee at the Oneida Community Health Center; if this work is done elsewhere, the employee may be responsible for the cost.

**Floor Director/Graphics V Operator**

**Location:** WBAY TV, 115 S. Jefferson St. Green Bay, Wi.

**EMPLOYMENT**

**Proposed Start Date:** As Soon As Possible

**Position Summary:** Looking for experience studio leader with strong floor directing skills with emphasis on working with, instructing and training other employees. Must also be skilled at character generator operation on Thomson Graphics V or a comparable unit. Other duties to include anything necessary to the professional and successful operation of the production department as determined by the production manager.

**Part-Time Receptionist/Typist**

**Location:** WFRV-TV's Valley office (Appleton)

**Qualifications:** Must be able to type 50 WPM. Knowledge of office equipment helpful. Send resume/qualifications to Paul Ladrow, WFRV-TV 1181 E. Mason St. Green Bay, Wi 54301. We are an Equal Opportunity Employer.

**Weekend Anchor/Reporter**

**Location:** WBAY-TV2 115 S. Jefferson Street Green Bay, WI 54301

**Position Summary:** Anchoring Saturday and Sunday Newscasts in addition to general assignment reporting three days per week.

**Qualifications:** One to two years' television news reporting experience desired. Strong communications skill required. Must be able to demonstrate strong story-telling abilities, a visual eye and good judgment. Good working knowledge of eng videotape editing and experience with live microwave remote reports preferred. Interested candidates should send resume, tape and references to the address above. No telephone calls please. Tapes will only be returned if requested. WBAY-TV is an equal opportunity employer and encourages all qualified candidates to apply.

**NOTICES**

**For Sale**

1978 Chevy Wagon,  
Runs Good \$300.00 435-0513  
This space could be yours!  
Call (414) 869-4395 for details.

**PERSONALS**

**Happy Birthday to**  
Roy, Crete and Mary. July 27th. Love from Loretta, Tony and Jenny  
**Happy Birthday to**  
Steve DalaRosa on July 30th. Love from Loretta, Tony and Jenny

**Bill's Sale's and Service**

*Nice Cars for sale  
Mechanics Body work  
come to the people who care  
336-0877 Anita or Bill  
1491 Red Maple Rd. DePere 54115*

**Board Vacancies**

- Personnel Committee  
3 vacancies
- Environmental Resource Board  
1 vacancy
- Oneida Enterprise Development Authority  
1 vacancy

**Deadline for filing shall be August 12, 1993**

Applications for the above vacancies can be obtained at the Tribal Secretary's Office, see Marsha Danforth 869-4362 Norbert Hill Center, 3000 Seminary Road, Oneida, Wisconsin 54155.