



# Oneida Nation ENTERPRISES

## Memorandum

**TO:** All Employees  
**FROM:** Ray Halbritter  
**DATE:** November 2, 2022  
**RE:** Announcing the *ONE Finance Scholarship*

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Shekólih, greetings.

With our businesses now spanning gaming, hospitality, entertainment, outdoor recreation, sports betting, military IT, retail and more, our Finance Department plays a critical role in supporting all of our daily operations. Along with this growth comes a pressing need to expand the number of accounting roles within this department. These roles are essential for addressing the increasing complexity of our organization, yet our growth comes at a time when fewer individuals are entering the accounting profession, making it difficult to fill these positions. Many Finance Department employees have gone above and beyond as we face this challenge, taking on additional duties and dedicating additional hours and efforts to their work. If you or anyone you know has a background in accounting or are currently enrolled in an accounting degree program, there are great opportunities available among a dynamic team of talented professionals at this time.

To help with recruitment for these roles, we are very excited to announce the launch of the *ONE Finance Scholarship*, a new scholarship for our Finance Department employees looking to earn an advanced degree in accounting. We believe that this scholarship program will help us further distinguish the unique opportunity we offer for accountants in our Finance Department, as well as help us recruit the most qualified and motivated professionals for our accounting positions. The *ONE Finance Scholarship* is designed for accounting students and accounting professionals working towards an Associate, Bachelor's, or Master's degree in accounting. Anyone you refer, will be eligible to participate in the ONE Finance Scholarship as soon as they are hired into the department.

The *ONE Finance Scholarship* is specifically for accounting programs, and it will run through 2027. Employees who are already enrolled and receiving the accounting scholarship by 2027 will continue to receive the scholarship benefit until they complete the program, as long as all other eligibility requirements are met.

## Announcing the *ONE Finance Scholarship*

November 1, 2022

Page 2 of 2

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The *ONE Finance Scholarship* requires employees to commit to work full-time in our Finance Department for three years following the last semester in which the scholarship was paid while earning their accounting degree and gaining valuable hands-on work experience. Specific eligibility and administrative requirements include:

- Oneida Nation Enterprises will provide a financial benefit to the employee for up to six credit hours per semester at the current SUNY tuition rate.
- Participants must be full-time employees in the ONE Finance Department at the time of scholarship application.
- If scholarship recipients leave ONE within three years of receiving a scholarship benefit, most will be required to repay a prorated portion of their scholarship.
- The *ONE Finance Scholarship* program is specifically for accounting programs only. It will run through the end of 2027. Employees already enrolled and receiving the accounting scholarship before December 21, 2027, will continue to receive the scholarship benefit until completion of program, as long as all other eligibility requirements are met.
- To be eligible for the *ONE Finance Scholarship*, employees must have a solid employee performance rating at the time of enrollment.
- Courses must be in the accounting field from a college or university with an accredited accounting program and must be pre-approved by the ONE Finance Department.
- Employees will be ineligible for the program if they had below a “C” (2.0) cumulative grade point average in prior college-level courses.
- Scholarships will be awarded on a semester-by-semester basis.
- Employees must maintain a “B” (3.0) cumulative grade point average for courses paid for by Oneida Nation Enterprises in order to be eligible for scholarship funding in future semesters. Employees will be disqualified from future participation in the program if their cumulative grade point average falls below a “B” (3.0).
- Employees must maintain a solid employee performance rating throughout participation in the *ONE Finance Scholarship* program. Employees who do not maintain a solid employee performance rating will be disqualified from future participation in the program.

If you have a background in accounting, or know someone who does, we strongly encourage you to apply for one of the scholarship-eligible positions on our Finance team at [bit.ly/ONEAcctScholarship](https://bit.ly/ONEAcctScholarship).