



PATHWAYS

QUARTERLY UPDATE

Each day's work is a step for tomorrow.

TRIBES HELPING TRIBES REACH SELF-SUFFICIENCY

In 1910, Congress passed the Buy Indian Act, which in its best form, promotes the federal procurement of goods and services from Native American-owned businesses, thereby supporting economic development in Indian Country. But it took more than a century for this legislation to become enforceable. Until 2013, there were no rules adopted for implementing it.

To make this successful, further implementation measures are needed and that includes passing the **Indian Community Economic Enhancement Act of 2019** (S. 212, H.R. 1937). The additional legislation would empower tribes to create solutions for themselves and spur economic development across Indian Country.

WHY SUPPORT ECONOMIC ENHANCEMENT LEGISLATION?

- 1** It helps tribes help themselves in contracting work throughout the Department of the Interior.
- 2** It reauthorizes the Social & Economic Development Strategies (SEDS) grant program administered by the Administration for Native Americans.
- 3** Contracting participation has direct and significant impacts to quality of life for the Winnebago Tribe of Nebraska and others.



As part of one DEMD contract, Flatwater Group worked with mineral geologist Amanda Irons in New Mexico to formulate high-performance adobe bricks and plaster. The homebuilding materials are made from locally available resources such as pumice stone, gravel or sand. This benefits the community's sustainable housing efforts and local economy.

Through the Division of Energy and Mineral Development (DEMD) contract, Flatwater Group – one of our federal contracting divisions – is helping tribes develop their natural resources and move closer to self-sufficiency.

Because of disparities in Native American communities, this work became more urgent and faced bigger challenges this year with COVID-19.

Flatwater Group relies on in-person meetings and on-the-ground teams for many projects related to solar, biomass and geothermal energy. With limited interactions and access to work sites, those ground to a halt.

The DEMD, Division of Capital Investments and Flatwater Group looked for ways to continue serving these communities. Now, they are laying the groundwork to help tribes buy back or start running oil and gas wells on Native

American land. That is happening in Montana, Wyoming and with the Navajo Nation in Utah, Arizona and New Mexico.

"Tribes that have oil and gas on their reservation should control it," said Rocky Mireles, project manager at Flatwater Group. "Right now is a good time to buy in because prices are low. But they don't have the infrastructure or expertise to run them. Flatwater Group is helping them bridge that gap."

Contracts awarded through the Buy Indian Act provide great value to government clients, create economic opportunity and promote tribal self-sufficiency.

Additional legislation through the **Indian Community Economic Enhancement Act of 2019** would take these benefits to the next level, increasing reach and impact.

CARES ACT CRITICAL TO COMPANY, COMMUNITY RESPONSE

A number of risk factors increase the dangers of a public health crisis in Winnebago, including higher rates of poverty and unemployment, pre-existing health conditions, crowded multigenerational housing, and limited access to health care and food. In response, the Winnebago Tribe, Ho-Chunk, Inc. and other tribal entities are coming together to advance projects and activities, creating conditions for immediate relief with long-lasting effects.

Share of population tested positive for COVID-19



1 IN 9
Winnebago
Nebraska

Source: State & Local Data as of October 6, 2020

Through the Coronavirus Relief Fund, the CARES Act provides payments to tribal governments navigating the impacts of the COVID-19 outbreak. These funds are critical to the Winnebago Tribe's ability to respond and is saving lives.

As the tribe's economic engine, Ho-Chunk, Inc. and its subsidiary companies are serving key roles – providing labor, resources and expertise – in several current projects.

We also worked hard to keep our convenience stores safe and open to provide essential products and services that would otherwise be unavailable.

HOUSING

The Winnebago Tribe has a serious housing shortage. In some households, "staying away from grandma" isn't an option.

Crowded multigenerational housing puts tribal families at a greater risk of getting and spreading COVID-19. People need places to quarantine.

This critical resource will soon be available regardless of income, age, household size or other eligibility factors.



10 **QUARANTINE HOUSES** manufactured by Dynamic Homes, a Ho-Chunk, Inc. subsidiary. **Six** tiny homes and **four** long homes were set by sister company HCI Construction. These units will also be a long-term investment to address the community's housing shortage.

14 **CAMPER SLABS AND HOOKUPS** constructed at Veteran's Park for additional quarantine options. This work was also done by our company HCI Construction.



COMMUNICATIONS

The pandemic has created an urgent need to improve the community's ability to share information, especially for health and education.

- >>> A group of Ho-Chunk, Inc. interns and employees helped the Winnebago Tribe set up **600** Chromebooks – purchased with CARES Act funds – and helped distribute them to tribal households. A number of other community projects involving Ho-Chunk, Inc. employees are also in the works.



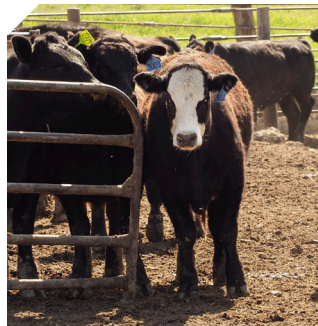
FOOD SECURITY

In recent years, there have been ongoing efforts for the Winnebago people – who once lived as hunters and gatherers – to reclaim power over how and where they get their food. The importance of food sovereignty has only heightened during the pandemic.

Expansion of Ho-Chunk Farms is supporting efforts to grow, process and store more food in the community. Tribal entities are also working to meet the immediate nutrition needs of families who are suffering economic impacts due to COVID-19.



This summer, community members tended to over **200** raised bed gardens and grew their own food. CARES Act funds helped purchase soil and fertilizer.



Ho-Chunk Farms also used its own funds to purchase **61** head of cattle. This was done to help increase the community's food security as COVID-19 cases surged at nearby meatpacking plants, causing them to close and disrupting food supplies.



About 25 producers helped revitalize the cultivation of Indian corn, growing nearly **20** acres of the traditional, handpicked crop. It is most commonly used in corn soup. Ho-Chunk Farms donates a portion of its harvest for ceremonial use, including funerals.

HO-CHUNK, INC. ACTIONS

Consistency is essential to a community-wide response. The Tribe created sub-recipient agreements to fund measures that partners are taking, including Ho-Chunk, Inc. This has allowed community entities to rapidly implement critical measures at the same time.

Ho-Chunk, Inc. used CARES Act funds for:

- PPE (masks, hand sanitizer, sanitizing stations, gloves, etc.)
- Touchless temperature screening kiosks
- HEPA filters for air purifying
- Frequent bio-fogging to sanitize work sites
- Plexiglass barriers at retail checkouts and reception areas
- Transitioning to telework

Our company leaders quickly prioritized safety and formed a COVID-19 Task Force. We also continue to participate in the Winnebago Tribe's task force, ensuring we present a united front against the pandemic.

However, maintaining employment and safe workplaces has become increasingly expensive, and the virus continues to spread.



We installed plexiglass barriers at our SweetWater Cafés, pictured, and Pony Express convenience stores. In a coordinated effort, all of our employees are required to wear masks at work, and the Winnebago Tribe instituted a community-wide mask mandate.



Our various work sites are equipped with purifiers with a high-efficiency particulate air (HEPA) filter, designed to remove at least 99.97% of dust, pollen, mold and bacteria.

As a safety precaution, our employees are required to use touchless temperature screening kiosks and sign in every workday. We also have automatic hand sanitizer dispensers at entrances and distributed throughout our workplaces.

ABOUT HO-CHUNK, INC.

Our mission is to drive the socio-economic development of the Winnebago people through a world-class tribally-owned company. Our award-winning business model reinvests in the Winnebago Tribe of Nebraska through programs including employment, housing, education and health.

CONTACT US FOR MORE INFORMATION

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