



PATHWAYS

QUARTERLY UPDATE

Each day's work is a step for tomorrow.



ALL NATIVE GROUP MOVES TO LARGER, D.C. AREA OFFICE

All Native Group opened its newest office location in Fairfax, Virginia, and celebrated with an Open House and ribbon cutting in February.

All Native Group is the company's largest division and rapidly growing. The relocation from Alexandria to much larger spaces in Fairfax allows the group continued growth and more stability for customer support.

This office, in addition to the newly opened offices around the United States, allows All Native Group to better manage federal customer contracts and provide more diverse services.

"This new office location hit our major goals: it's great for our customers, our employees and our continued growth," said Heath Rist, CEO of All Native Group. "We're excited about the opportunity to expand and what this will mean for our customers and our team."

The new office is one of four regional facilities. In addition to the Fairfax location, All Native Group has office locations in Huntsville, Alabama; Colorado Springs, Colorado; and Winnebago, Nebraska.

All Native Group services the federal government both domestically and internationally.

They support a breadth of government agencies like Department of Defense, Department of State, Department of Interior, and more – offering solutions in training, integrated health services, IT, telecommunications, staffing, professional services and program management services.

All Native Group and its subsidiaries are a government services division of Ho-Chunk, Inc., the economic development company owned by the Winnebago Tribe of Nebraska.

All Native Group's continual growth allows them to proactively advance life on the Winnebago Reservation by improving tribal education, employment, housing and health.



A PLACE FOR ART

The Ho-Chunk Centre in downtown Sioux City, Iowa, is now home to nearly 30 local artists.

Two new artist-run gallery and studio spaces – Gallery 103 and Art SUX Gallery – opened on the main level of our 10-story office building last year. The location offers high visibility, easy public access and new opportunities.

“We’re trying to not just have our own space to paint in but try to create a community here,” said Debra Knealing, who specializes in fantasy-themed paintings.

In their new space, the artists are able to support each other and offer more events and activities. A number of the local artists were looking for new studio spaces after two downtown buildings were sold. Something they didn’t want to lose, though, was their connection to each other.

“If you’re not inspired when you come – just the conversations with the other artists and seeing their work – you’re inspired by the time you leave,” said Mary Sterk, a mixed media artist.

The artists are a welcome addition to the growing mix of tenants in the Ho-Chunk Centre.



SHARING OUR STORY

Leaders of tribes, nonprofit organizations and other community programs frequently visit Ho-Chunk, Inc. and the Winnebago Tribe of Nebraska to learn about our approach to economic and community development.

We recently welcomed a group of special guests.



Over their spring break, eight students from the Indian Legal Program at the Sandra Day O’Connor College of Law at Arizona State University visited Winnebago.

They took the course “Contemporary Issues in Tribal Economic Development” from our CEO Lance Morgan, with support from Ann Marie Bledsoe Downes, who is vice president of our community impact and engagement division and a founding faculty of ASU Law’s new Indian Gaming and Tribal Self-Governance programs.

Morgan shared stories and statistics about political, legal, economic, structural and cultural issues faced by tribes when they are trying to develop their economies.

The seminar focused on helping identify and implement creative tribal-based solutions – as evidenced by the successes of Ho-Chunk, Inc. and the Winnebago Tribe of Nebraska.

The Kiewit Foundation provided a grant to the Indian Legal Program to fund travel costs for the students.





DEVELOPING WOMEN IN LEADERSHIP

Nurture your strengths. Find your voice. Practice gratitude.

Ann Marie Bledsoe Downes of Ho-Chunk, Inc. shared these insights and more in a panel discussion called "60 Leadership Lessons in 60 Minutes" at the Women Lead Change 2020 Siouxland Conference.

Women make up the majority of Ho-Chunk, Inc.'s executive leadership team, and the company was the presenting sponsor for the event. Over 20 of our employees were able to attend.

The theme was "Connecting Leaders. Uniting Allies," inspired in part by the 100th anniversary of women winning the right to vote. (Some states barred Native Americans from voting until 1962.)

The day included a workshop about developing skills and practices to live and work happier, led by drama researcher and *New York Times* best-selling author Cy Wakeman.

The keynote was given by Beth Shelton, CEO of Girl Scouts of Greater Iowa, describing how to transform workplace culture.

MORE LESSONS FROM ANN MARIE

Grow other leaders. Know when to follow. Give team members a chance to test their skills.

Embrace your weaknesses. Don't spend your time fixing every weakness. Instead, nurture your strengths. You and your team will be better for it.

Your ancestors outnumber your fears. Trust you are right where you are supposed to be. If the fear doesn't go away, do it afraid.

KEEPING OUR EMPLOYEES SAFE & ENGAGED

When many of our employees began teleworking in the wake of COVID-19, we found a way to bring everyone together.

Twice a week, we're hosting a video chat series featuring company leaders.

This is part of an innovative employee communications effort. The goal is to transparently and proactively provide our workforce with actionable information for their wellbeing.

During the first session, CEO Lance Morgan provided insights into how we're keeping the business running and our employees well.

"You're part of our family," he told hundreds of employees who joined the live stream. "We will do everything we can to make sure we balance your livelihood with the overall health and success of the company."



ZOOM HANGOUTS

IN THE COMMUNITY



Our employees consistently play an active role in the Winnebago community. In January, they handed out 500 free hot dogs at a Winnebago Public School basketball game and raised funds for the Winnebago Public School Foundation during our annual Fan Appreciation Night.



YOUTH OUTREACH

Several of our employees volunteered to read to children ages 1-4 at Educare Winnebago.

Felicia Masquat, pictured left, is our education and youth coordinator. She welcomed the opportunity to participate in Educare's Community Helper Reading Program.

"To be able to see my long-term goal of planting the seed early unfold is so exciting," she said. "It all starts with educating the youth and having your presence in their classrooms."

Education and youth are among the priorities that we share with the Winnebago Tribe of Nebraska.

Educare promotes school readiness by enhancing the social and cognitive development of children ages 5 and under.

CONTACT US FOR MORE INFORMATION

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