



PATHWAYS

QUARTERLY UPDATE

Each day's work is a step for tomorrow.



Winnebago Public School volleyball players spoon kernels off traditional Indian corn harvested by Ho-Chunk Farms in 2020.

THE PEOPLE'S COMPANY

The traditional name for the Winnebago people is Hochungra, often shortened to Ho-Chunk. Our name is: "The People, Incorporated."

The Winnebago Tribe started Ho-Chunk, Inc. in 1994 to help its people by creating jobs and diversifying the Tribe's revenue. Our mission has since evolved to create both an economy and middle class on the reservation – measurably improving life in less than a generation.

The approach is now a standard of modern self-determination and followed by numerous tribes on their paths to social advancement and economic self-sufficiency.

OUR APPROACH

We operate subsidiary companies across the U.S. in a range of industries, from federal contracting to farming, real estate development and more. We are also a leading employer and economic driver in the tri-state region of Nebraska, Iowa and South Dakota.

Profit helps people 3 ways:

- Re-invested into growing Ho-Chunk, Inc.
- Returned to the Winnebago Tribe's government as a dividend
- Used to fund programs, partnerships and donations

1,500
Employees total

\$308m
2020 Revenue (est.)

\$609m
Annual economic impact
Goss & Associates data for 2017

PANDEMIC RESPONSE

In the Winnebago community, disparities and other risk factors heighten the danger of a public health crisis.

As the tribe's economic engine, Ho-Chunk, Inc. and its subsidiary companies continue serving critical roles in the Tribe's coordinated response by providing labor, resources and expertise.

Tribal vaccination efforts are creating hope but COVID persists in the small rural community as vaccination lags in nearby population centers.

Tested positive for COVID-19

1 IN 4
Winnebago
Nebraska



1 IN 19
Dakota County
Nebraska

1 IN 13
Woodbury County
Iowa

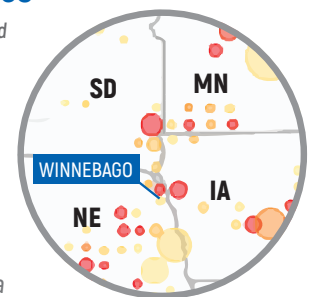
1 IN 11
Thurston County
Nebraska

Regional vaccination lags, spread continues

Population having received one or both doses:

35%
Winnebago, Nebraska

4.2%
Woodbury County, Iowa



Source: Tribal, State & Local Data as of Feb. 12, 2021

TRIBAL-FEDERAL PARTNERSHIPS

SOLVING PROBLEMS, BUILDING HOPE



The pandemic and its effects highlighted the value of true federal partnerships. Ho-Chunk, Inc. and the Winnebago Tribe both worked with the Federal Government in ways that were critical to the community's survival in 2020.

We fully support President Biden's Memorandum on Tribal Consultation and Strengthening Nation-to-Nation Relationships.

We look forward to working with Congress and the new administration on innovative approaches to job creation and other shared priorities.

Here are several ways to start:



TRIBAL CONSULTATION

President Joe Biden issued a memorandum reaffirming the administration's commitment to American Indian and Alaska Native Tribal Nations and directing the heads of executive departments and agencies to reinvigorate the consultation process with Indian Tribes.

The memorandum directs the executive departments and agencies to complete the following:

1 Submit to the Director of the Office of Management and Budget (OMB) a detailed plan of actions the agency will take to implement detailed tribal consultation action plans (Executive Order 13175).

2 Designate an agency official to coordinate the implementation of the plan and preparation of progress reports required by the memorandum.

3 Submit to the Director of OMB annual progress reports on the status of each action included in the agencies plan, including any proposed updates to the plan.

4 For the OMB Director, in coordination with APDP, within a year from the date of this memorandum, submit a report to the President on the implementation of Executive Order 13175.



REMOVE CATEGORY MANAGEMENT

Government contracting is a key driver of Ho-Chunk, Inc.'s mission to provide economic development and self-sufficiency to the Winnebago people, and Category Management represents a true and direct threat to this undertaking.

Category Management is excluding large numbers of small businesses from contract awards.

Congress needs to exempt specific small business contracts from category management contract vehicles.

ENHANCE BUY INDIAN ACT

Contracts awarded through the Buy Indian Act provide great value to government clients and promote tribal self-sufficiency. Participation has a direct and significant impact on quality of life for the Winnebago Tribe of Nebraska and other Native communities.

To make this successful, the Biden Administration needs to prioritize implementation. Ho-Chunk, Inc. and its subsidiary companies are ready and intent on working with agencies.

>>>

Federal partnerships are critical to our development model. Together, we are creating sustainable change today and for the next seven generations. The pandemic and our community's response continues to show the effectiveness of partnerships and our overall approach.

EFFECTIVE PARTNERSHIPS: CARES ACT & PPP

The CARES Act funded much-needed housing, infrastructure and other projects. The Paycheck Protection Program allowed Ho-Chunk, Inc. to continue serving the Winnebago community and its U.S. Government missions.

HOUSING

The Winnebago Tribe has a critical housing shortage. Crowded multi-generational housing puts tribal families at a greater risk of getting and spreading COVID-19. Ho-Chunk, Inc.'s homebuilding and construction companies are expanding critical quarantine housing.



Our company Dynamic Homes built the units that were set by our construction group.



20 HOUSING UNITS have been set up in Winnebago to help families impacted by the pandemic. The units will continue as a long-term investment toward 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 HCl Construction. Our auto dealership – Titan Motors – has secured 10 campers to date.

PPP: STABILIZING A COMMUNITY

The Winnebago Tribe's ability to protect its people hinged on Ho-Chunk, Inc. maintaining employee safety and operations. Delays in Tribal CARES Act funding would have crippled the Tribe's response.

Critical U.S. government missions also depended on our federal contracting divisions to continue operating and overcome extraordinary circumstances.

We were able to:

- Maintain employment at locations across the U.S. despite financial and operational uncertainty
- Continue to operate critical retail business at a loss to ensure tribal access to food and fuel
- Worked with customers to adapt for pandemic conditions on contracts
- Help keep tribal members employed and out of government safety nets

LESSONS LEARNED

The program has been critically beneficial but we have encountered some challenges we'd like to share:

- Forgiveness applications have been flagged and put on hold because of affiliations issue
- 1st Draws are not being forgiven
- We have 4 applications currently pending with the SBA for over 120 days
- 2nd Draws cannot be approved because of all of the above

TRI-STATE INVESTMENT

Ho-Chunk Capital – our real estate and investment division – recently broke ground on Flatwater Crossing’s newest mixed-use building.

Flatwater 367 will feature 43 apartments and 6,700 square feet of commercial space. It’s scheduled for completion in 2021.

This is the latest addition at Flatwater Crossing, our \$75 million master planned community along the Missouri River in South Sioux City, Nebraska.

Flatwater Crossing will add a total of 1,000 new housing units to the Sioux City tri-state area.

Ho-Chunk Capital’s real estate investments help generate sustainable, long-term revenue to fund Ho-Chunk, Inc.’s mission.



Ho-Chunk Capital CEO Dennis Johnson answers reporters’ questions during a ribbon-cutting event at Flatwater Crossing in South Sioux City, Nebraska.



FOOD SOVEREIGNTY

Ho-Chunk Farms, our agriculture subsidiary, harvested a record 5,400 acres of reservation farmland in fall 2020. This year, that is projected increase to about 6,300 acres with spring planting.

That total includes almost all of the Winnebago Tribe’s farmable land and a large portion of allotted land, plus 231 acres purchased by the ag company last winter.

Ho-Chunk Farms started in 2012. Since then, it has changed the dynamics of reservation farming and increased farmland values for the Winnebago Tribe and its members.

Ho-Chunk Farms is a key partner in the community’s food sovereignty efforts and the revitalization of Indian corn.



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

Sam Burrish, Ho-Chunk, Inc. Communications Manager
sburrish@hochunkinc.com · 712-266-6452
www.hochunkinc.com