



GOLF COURSE MANAGEMENT

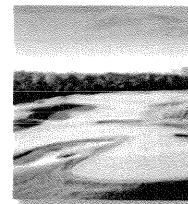
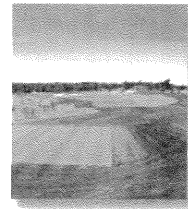
2011 INTERNSHIP PROGRAM

Site of the PGA TOUR's Turning Stone Resort Championship

Turning Stone Resort and Casino is proud to offer an exceptional Internship opportunity to qualified students looking to further their knowledge in the areas of Golf Course and Turf Management. Students currently enrolled in an accredited program are eligible to apply for this seasonal opportunity.

Our Signature Courses Include:

- Tom Fazio design
- Site of the PGA TOUR's Turning Stone Resort Championship
- Host of 2006 National Club Pro Championship
- Ranked as one of the **world's** finest new courses by the *Robb Report*
- Listed by *Golf Digest* as one of "America's 100 Greatest Public Courses"
- Robert Trent Jones, Jr. design
- One of *Golf Digest's* "Best New Upscale Courses"
- *Golf Magazine's* "Top 10 New Courses You Can Play"
- Audubon International Certified Signature Sanctuary Course
- Rick Smith design
- Ranked as the #1 conditioned public course in the country in *Golf Digest's* 2002-2003 "Best Places to Play"
- Listed by 2010 *Golf Digest* as one of "Top 100 Best Resort Courses"
- Audubon International Certified Signature Sanctuary Course



Highlights of Our Program Include:

- Paid Internship
- Rent Free Housing (minimal fee included to cover expenses for TV Cable, Internet Connection, Phone, and Utilities)
- Uniform Provided
- Employee Cafeteria

This is truly a unique opportunity to gain real-world experience at a world-class golf resort. Students will be involved with and included in departmental meetings, training sessions, and managerial decisions. **Turning Stone hosts the PGA TOUR's, an annual event, nationally televised Turning Stone Resort Championship. This is a great opportunity for students to gain experience preparing a championship course for a major tournament. All interested students, please visit our website at www.turningstone.com/jobs to complete an online application.** For more information, contact Amil Catovic:

Human Resources Department
2037 Dream Catcher Plaza
Oneida, NY 13421

Phone: (315) 829-8740
Fax: (315) 829-8937
Email: amil.catovic@turningstone.com

Turning Stone Resort
An Enterprise of the Oneida Indian Nation

WHO WE ARE:

The Oneida Indian Nation is a Sovereign nation working toward economic self-sufficiency. The business ventures that are undertaken by the Oneida Indian Nation have given the Oneida people the resources to rebuild their community and preserve their culture.

WHERE WE ARE LOCATED:

Turning Stone Resort is conveniently located near the New York State thruway, between Syracuse and Albany (exit 33), in the town of Verona, NY.

The Oneida Indian Nation is a major employer in Central New York State. We currently employ close to 5,000 Team Members.

WHAT WE CAN OFFER:

We, at Turning Stone Resort, offer many opportunities for the serious golf course and turf management student. Our **INTERNSHIP PROGRAM** will offer successful candidates a unique glimpse of one of the premier golf destinations in the country. Time spent at our facility will expose the intern to the many operations that are associated with an upscale, championship Golf Resort.

* ~ Refer to "Highlights of Our Internship Program" for further details ~ *

We have several golf facilities, including three championship courses:

- Atunyote – Tom Fazio design – Site of the PGA TOUR's Turning Stone Resort Championship
- Kaluhyat – Robert Trent Jones, Jr. design
- Shenendoah – Rick Smith design
- Pleasant Knolls – Nine-hole recreational course
- Sandstone Hollow – Challenging, upscale par-3 executive course, Rick Smith design
- Sports Pavilion – Indoor Golf and Tennis dome with state-of-the-art technology
- Practice Range – Beautiful driving range complete with target greens

OTHER AMENITIES INCLUDE:

- The Ska:na Spa - a luxury, world-class spa experience
- A variety of gourmet dining experiences, including the Rodizio, a Brazilian-style steakhouse
- Food Court – 6 new outlets
- Luxury 585-room hotel and spa & salon, and off-site motel
- 98 All Luxury suite Hotel
- 800-seat Showroom
- 5,000 seat Special Events Center
- Full amenity Recreational Vehicle Park and campgrounds
- Several retail shops
- Two Marinas and boat rentals

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Highlights of Our Internship Program (Golf Course Management)

- **Wages**
 - \$9.78/hour for a 40-hour week. (Interns **MUST** keep pay rate confidential from other workers)
 - Overtime, if approved and worked, is paid at time and a half.

- **Background**
 - All interns are subject to a background investigation conducted by the Oneida Nation Police Department.

- **Benefits**
 - Interns are not eligible for medical benefits, retirement 401-K plan, vacation time, or benefit days.

- **Lodging**
 - The room is fully equipped with bed, dresser, lamps, air-conditioner, television, private bath, free linen, telephone line, and internet access. Rent free housing (minimal fee included to cover expenses for TV Cable, Internet Connection, Phone, and Utilities).
 - Local calls are free. Credit cards or phone cards should be used to place long distance calls. All charges for long distance calls are the responsibility of the intern.
 - Resident interns will be responsible to keep his or her accommodations clean and tidy on a daily basis. In addition, all resident interns are required to abide by the “Resident Rules”; and failure to do so may result in termination of lodging accommodations and/or employment.
 - Free use of washer and dryer, located at the accommodations, for personal items.
 - Transportation to and from your scheduled shift is the intern’s responsibility.

- **Free Uniform Issue**
 - We supply staff uniforms

- **Employee Cafeteria**
 - Employee meals and beverages are available at very reasonable prices.

- **Access to all Employee Discounts and Amenities**
 - Discounts at many of the nation-owned enterprises including, but not limited to retail outlets, Showroom events, convenience stores, and more!
 - Invitation to all scheduled Team Member events, including, but not limited to the inclusive Family Picnic, Talent Show, Golf tournaments, and more!

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The Internship Program:

Students Will Be Expected to Meet or Exceed the Following Job Requirements:

- Requires knowledge of and the ability to use hand power tools and equipment.
- General knowledge of heavy equipment usage a plus.
- Prior golf course experience in maintenance practices and repairs is a plus.
- Prior chemical, irrigation, and mechanical experience is a plus.
- Must be available to maintain flexible schedule.
- Must possess valid license to operate trucks and light motorized equipment.
- Must possess excellent oral and written communication skills and be able to adhere to safety standards.

Structure:

Prior to beginning the program, students will be required to fill out a form detailing their expectations of the internship program and their career goals. As part of the internship, students will attend a one-day orientation session.

Students will be assigned to one of the three championship courses (Shenendoah, Kaluhyat, or Atunyote), in order to maximize their exposure to the complete operation and management of a course. The student will be placed under the supervision of a Course Superintendent so that the student's progress can be monitored and to ensure the student fulfills their learning objectives. The program will also be adapted to meet each individual's needs and skill level based upon their past experience.

Students will be involved with and included in, but not limited to:

- Departmental meetings
- Training sessions
- Operational discussions

Course Superintendents will meet regularly with the student to discuss their progress and to answer any questions the student may have. The student will be provided with honest, constructive feedback regarding their job performance periodically throughout the internship, and will then be provided with a formal evaluation at the end of the internship.

- The school may provide any formal evaluation forms that are required for their specific program.

The student will also be required to fill out a questionnaire at the completion of the internship, providing Turning Stone with constructive feedback regarding our program and any suggestions for future improvements. **Turning Stone hosts the PGA TOUR's nationally televised Turning Stone Resort Championship, an annual event held each year.**

The program may be customized for interested and qualified students

The Golf Course Management program may be adapted to meet your internship needs. We can adjust the number of weeks and the type of experience each intern is looking to achieve.