



Native American Preference and Native American Hiring Policies

WDC is 100% tribally-owned by the Nottawaseppi Huron Band of Potawatomi (the “NHBP”) and the NHBP invests Tribal funds in WDC, in part, to provide employment opportunities to NHBP Members and to promote the financial security of its families. Federal law permits tribally-owned entities like WDC, to give preference in hiring decisions to Native Americans under certain conditions. In such cases, employment opportunities will be extended to applicants entitled to Native American preference under NHBP law if the applicant(s) meet minimum qualifications. In order to meet “minimum qualifications”, applicants must be capable of successfully performing all essential job duties and responsibilities at the time of hire (or promotion). For those WDC portfolio companies not subject to NHBP Native American preference laws, employment opportunities will be offered to the best qualified candidate with Native American preference factors being considered along with minimum and preferred qualifications.

It is the responsibility of any applicant seeking consideration of Native American preference criteria to identify their Tribal affiliation at the time of application.

Native American preference in employment will be applied or considered as follows, to those candidates that meet the minimum qualifications for a posted job position:

- Enrolled members of the Nottawaseppi Huron Band of the Potawatomi (NHBP)
- Parents or Spouses of NHBP Tribal members; and
- Enrolled members of other federally recognized Indian Tribes