

## **(General Board Position)**

### **NOTTAWASEPPI HURON BAND OF THE POTAWATOMI TRIBAL COUNCIL ANNOUNCEMENT**

SEEKING LETTERS OF INTEREST TO SERVE ON THE BOARD OF DIRECTORS OF WASÉYABEK  
DEVELOPMENT COMPANY, L.L.C.

The Tribal Council of the Nottawaseppi Huron Band of the Potawatomi ("NHBP") is soliciting letters of interest and statements of qualifications from NHBP Tribal Members and other qualified persons to fill a seat on the Board of Directors of Waséyabek Development Company, L.L.C. The Board term would commence on approximately June 30, 2026 (or when filled) and end June 30, 2030 (or when a successor is duly seated) with opportunity for renewal terms. Waséyabek Development Company is a limited liability company, wholly-owned by the NHBP, and is organized under the NHBP Limited Liability Code. Waséyabek Development Company serves as the holding company through which non-gaming business diversification strategies by the NHBP Tribal government are planned and managed.

Waséyabek Development Company is actively pursuing the acquisition of business and commercial real estate investments intended to build revenue and asset value that will allow the Company to re-invest earnings into growth and new investments and eventually return dividends to support Tribal Government operations and programs.

**In addition to the "Required Qualifications" described below, the Tribal Council is seeking individuals whose experience will complement the current Board and Management and bring strategic insights based on at least one (1) of the following desired experience and qualifications:**

- (a) Experience managing procurement on behalf of the Department of War or successful private industry experience at the program experience involving pricing and/or DCAA accounting principles applicable to contract vehicles involving the sale of goods and/or services to the Department of War or related security agencies;
- (b) Management or Board experience significantly contributing to rapid growth in enterprise value of a portfolio company or business from \$50 Million to \$250+Million; (c) Experience or knowledge regarding economic development goals and processes involving business entities owned by Native American Nations.

Applicants who are entitled to Indian preference under the NHBP Indian Preference in Employment Code will be given weighted consideration in the review/selection process.

**MISSION AND PURPOSE OF WASÉYABEK DEVELOPMENT COMPANY/ROLE OF BOARD**

## **OF DIRECTORS**

As stated in its Articles of Organization and Operating Agreement, the mission and purpose of Waséyabek Development Company is to:

- Create and stimulate the economy of the Band;
- Generate profits to promote the growth and continuity of Waséyabek Development Company by investing to create and grow profitable companies and acquiring profitable companies and assets for the purpose of:
  - Providing future distributions of profits to the Tribal Government to fund essential government services and programs; and
  - Creating employment opportunities for Tribal members.

The Board of Directors is responsible for working with the Company's Chief Executive Officer, the NHBP Tribal Council and other management staff to develop investment strategies and development plans for the Company to further the mission and purposes of the Company. In concert with the Company's Chief Executive Officer, the Board of Directors is responsible for identifying investment criteria to drive the Company business acquisition and investment activities, authorizing investments/business acquisitions and monitoring the performance of the Company.

Funding for the activities of Waséyabek Development Company comes largely from appropriations approved by the NHBP Tribal Council, the amount of which will be guided by the Tribe's Revenue Allocation Plan. Other investment funds will come from earnings derived from Waséyabek's portfolio investments and careful use of debt to leverage cash available for investment.

The day-to-day business activities of Waséyabek Development Company is managed by the Chief Executive Officer, who also is responsible for hiring and supervising other Company personnel. The Chief Executive Officer also oversees the performance of subsidiary companies formed, or acquired, by Waséyabek Development Company, as well as the hiring of supervision of managers of subsidiary companies.

Waséyabek's portfolio holdings currently include eleven (11) commercial real estate properties, a business advisory/consulting company, four (4) manufacturing companies, an environmental consulting company and a number of companies that focus on federal contracting involving facilities support, environmental services, software products and services, and information technology. Waséyabek's current Strategic Plan has set a revenue target of approximately \$218 Million Dollars in portfolio revenue in 2026.

In 2026 and beyond, and subject to continued investment of capital by the Tribe, Waséyabek hopes to continue to aggressively deploy capital, focusing on mid-market companies with valuations between \$40 Million and \$100 Million Dollars and increasing federal contracting revenue to grow its portfolio revenues and increase EBITDA.

During FY 2026 and beyond, the Board of Directors will be continue work with Waséyabek's Chief Executive Officer to implement a strategic plan to pursue SBA 8(a) and other Small Business-based contracting opportunities, continuing Waséyabek's business development initiatives by identifying and acquiring profitable businesses, supporting the growth of Waséyabek's business holdings through strategic investment, and improving the financial management and reporting procedures for the Company.

### **REQUIRED QUALIFICATIONS FOR APPOINTMENT**

All persons appointed to the Board must possess the following qualifications (as verified by an extensive background investigation and interview) to be considered for appointment.

- Must be at least twenty-five (25) years of age; and
  - Possess a high school diploma or a General Equivalency Diploma; and
  - Have either:
    - A minimum of ten (10) years successful work experience in management, business administration, public administration or law, in one or more of the industries in the Company's portfolio or identified in the Company's current five (5) Strategic Plan; or
    - A minimum of five (5) years work experience in management, business administration, public administration or law and a bachelor's degree in accounting, finance, or business administration, in one or more of the industries in the Company's portfolio or identified in the Company's current five (5) Strategic Plan;
- provided, however, that not less than one (1) Board members shall be a financial professional (i.e. Certified Public Accountant, Financial Analyst or Management Accountant) or experience as business operations (i.e. CEO, COO, General Manager); and
- Must not, through current occupation or obligation, be conflicted out of providing business advice, market knowledge, or contacts that would be beneficial to the Company(s); and
  - Have demonstrated working knowledge of Tribal economic development strategies, including knowledge of Tribal sovereignty as it relates business development strategies; and
  - Have demonstrated history of personal and professional integrity, financial responsibility, and honesty and adherence to high ethical standards; and
  - Have the ability and willingness to provide detailed personal financial information to the Small Business Administration (for 8(a) Certification) and other agencies necessary to obtaining various business certifications; and
  - Have a willingness to commit to understand the Company, its Annual Strategic and Operating Plans, investment goals and strategies; and
  - The ability to devote 2 days to attend quarterly Board meetings, ancillary board meetings/calls, and meetings of the Tribal Council and General Membership meetings on the Pine Creek Indian Reservation when needed. Quarterly Board meetings are typically held in Grand Rapids or Battle Creek, Michigan on Monday/Tuesday of the 4<sup>th</sup> week of the 2<sup>nd</sup> month of each Calendar Quarter; and
  - Have the ability and willingness to provide detailed personal and financial information, submit to extensive background investigation and interview, and pass a drug screening; and
  - Must not, within the preceding ten (10) years, have been convicted of, or pled guilty or no contest to, any crime involving theft or fraud, any crime involving violence against

persons, including sex offenses, or any felony or other crime punishable by a prison term of one (1) year or longer.  
Persons who are proven subject matter experts in business who have understanding and demonstrated management or other high-level understanding and experience in managing business operations and/or the financial or marketing initiatives associated with growing businesses are preferred.

### **TERM OF OFFICE/COMPENSATION**

**Term:** The individual appointed will serve an approximate four (4) year term of office ending approximately June 30, 2030 but will be eligible for re-appointment to subsequent four (4) year terms.

**Compensation:** Members of the Board of Directors will receive a monthly stipend of \$2,000 for attendance at meetings and participation in conference calls/planning activities to be undertaken by the Board. Board Members are also eligible for reimbursement of travel and other expenses incurred in furtherance of Company activities in accordance with a Budget to be developed for Waséyabek Development Company.

**LETTERS OF INTEREST, TOGETHER WITH A RESUME OR STATEMENTS OF QUALIFICATIONS DESCRIBING HOW AN APPLICANT MEETS THE "REQUIRED QUALIFICATIONS" AND SOLICITATION-FOCUSED EXPERIENCE CRITERIA, MUST BE RECEIVED VIA REGULAR MAIL OR EMAIL TO THE FOLLOWING ADDRESS NO LATER THAN 12:00 P.M., JULY 17, 2026:**

Nottawaseppi Huron Band of the Potawatomi  
c/o Bianca Beerman  
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Fulton, Michigan 49052  
ATTN: Waséyabek Development Company, L.L.C.  
[bianca.beerman@nhbp-nsn.gov](mailto:bianca.beerman@nhbp-nsn.gov)

Any questions regarding this announcement can be made with:

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