



Purpose and Objectives:

The Nottawaseppi Huron Band of the Potawatomi (NHBP), Waséyabek Development Company, L.L.C. (Waséyabek), and its Board of Directors are committed to strengthening Tribal self-sufficiency and supporting the long-term prosperity of future generations through economic development, education, and engagement.

The Rooted Immersion in Sustainability and Economic Development (RISE) Program was created to provide participants with a deeper understanding of Tribal economic development through the lens of the Waséyabek model.

RISE is designed as an immersive learning experience that helps participants understand:

- What Tribal economic development is and why it matters.
- The Harvard Model of Tribal economic development
- How sovereignty and nation-building support long-term prosperity
- The roles of Tribal Council, the Waséyabek Board, and executive management
- How investment decisions are made
- How financial performance is measured
- How Tribal enterprises create economic impact for future generations

Through presentations, discussions, case studies, and direct interaction with executive leadership and subject matter experts, participants will gain practical knowledge of how a modern Tribal holding company operates and advances the economic goals of its Tribal ownership.

Waséyabek's RISE Program

The RISE Program operates as a highly interactive weekend immersion experience designed to provide participants with a comprehensive overview of Tribal enterprise, governance, and economic development.

The program consists of:

- One weekend cohort experience (Friday Afternoon/Evening-Sunday Late Morning)
- Interactive presentations and discussions
- Industry-specific educational sessions
- Practical business case studies
- Networking opportunities with leadership and subject matter experts
- Exposure to multiple Waséyabek business sectors

Participants will leave with a stronger understanding of how Waséyabek's business activities support NHBP's long-term economic sustainability and sovereignty.

Travel and Lodging:

To support participation in the RISE Program:

- Two nights of lodging will be provided by Waséyabek.
- Meals provided during program activities will be included.
- Mileage reimbursement will be provided for up to 225 miles each way (450 miles round trip) per participant. Mileage reimbursement will be based on current U.S. General Services Administration (GSA) rates related to privately owned vehicles (POV) mileage reimbursement rates. Some additional paperwork will be required in order to process the payments.

Participants are responsible for arranging their own travel and all other travel-related expenses. No participant stipends will be offered through the RISE Program.

Eligibility

Applicants must be age 21 or older and meet at least one of the following criteria:

- Enrolled Member of the Nottawaseppi Huron Band of the Potawatomi (NHBP) (Tier 1 candidates);
- Parent or spouse of NHBP Tribal Member(s); or
- Enrolled Member of other federally recognized Indian Tribes.

Qualifications:

The RISE Program welcomes participants at all stages of their career and life who wish to deepen their understanding of Tribal economic development, governance, and enterprise operations.

Applicant Process:

Interested candidates can apply to participate in the program by submitting a completed RISE questionnaire online via the Waséyabek website within the advertised application period.

Selection Process:

Participation in the program is not guaranteed; however, our goal is to provide opportunities and exposure to all candidates demonstrating strong interest through completion of the application process. The number of available seats may vary by program offering and will be based on budget, program capacity, and availability of staff and resources. When needed, the Tribal Hiring Preference Policy will be applied to determine participant selection. Preference will be given in accordance with the established policy; if number of Tier 1 candidates exceeds program capacity applications will be considered in the order they were received. Only candidates that complete the full application process within the advertised application period will be considered for participation.

Expectations

Following these guidelines will help ensure that you will maximize your RISE program experience and serve as a positive representative of not only yourself but Waséyabek and your Tribal community. Expectations while participating in the program are:

- Act in a professional and ethical manner that exemplifies the Seven Grandfather Teachings.
- Keep confidential any and all confidential or proprietary business information about Waséyabek and its subsidiary businesses.
- Dress in an business casual manner.
- Be on time (based on the pre-determined schedule) and actively engaged when participating in the program discussions and activities.
- Participation in all sessions during the weekend.
- Do not conduct personal business during program hours.
- Complete any required paperwork, tasks, and/or projects to the best of your ability and in an orderly and timely manner.
- Transportation to and from the program site is the participant's responsibility.
- Do not use offensive or abusive language during program hours.
- Refrain from drug or alcohol use during program hours.
- Refrain from conduct that would aversively reflect on Waséyabek or your Tribal community while at program site.

Tribal Preference Hiring Practice:

Waséyabek is 100% Tribally-owned by the Nottawaseppi Huron Band of Potawatomi. The NHBP invests Tribal funds in Waséyabek, 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 Waséyabek 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. 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 Waséyabek 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

Waséyabek Native American preference practices do not diminish Waseyabek's commitment to anti-discrimination and Equal Employment Opportunity policy adherence. Each manager is expected to make every effort to identify, hire, train, and promote qualified candidates, and to ensure equal opportunity.

The legal authority for Indian Preference can be found in Title 25, United States Code (USC) 472, 472a., and 47; Title 25, Code of Federal Regulations, Part 5, the Constitution of the Band, and Title V, Ch. 1 of the NHBP Tribal Code.