

Notice of Open Positions – Ethics Board

POSITION DESCRIPTION: The Tribal Council is seeking letters of interest and resumes from Pokagon Band citizens who are interested in serving on the Pokagon Band Ethics Board. The Ethics Board has three (2) Officer positions open. The Ethics Board, a five-member Board, is an instrumentality of the Pokagon Band government created by the Pokagon Band Ethics Code ("Code") in fulfillment of Article XVII, Section 3 of the Pokagon Band Constitution. The Ethics Board is responsible for ensuring compliance with the Code by Public Officials and Public Employees of the Pokagon Band.

TIME COMMITMENT: The time commitment required to prepare for and attend Ethics Board meetings and perform the business of the Ethics Board will vary. The frequency of Ethics Board meetings varies depending on the needs of the Board, and the Board will meet as needed to address ethics complaints and other related matters. Typically, meetings are held in the evening on weekdays. Ethics Board members will be expected to spend several additional hours per month preparing for Board meetings or engaged in other Ethics Board activities. On average, an Ethics Board member can anticipate a total time commitment of approximately four (4) hours per month, outside of any travel time.

COMPENSATION: Ethics Board members are independent contractors and compensated for service to the Ethics Board at rates established by the Tribal Council, including \$50 for each hour that a Board meeting exceeds three hours in length. In addition, Board members will be entitled to reimbursement for mileage when using personal vehicles to attend meetings and for other Ethics Board business, in accordance with the Pokagon Band's Travel Policy.

QUALIFICATIONS: All person who wish to serve as a member of the Ethics Board must: (a) possess an associate's degree from an accredited college or university or five years of professional level work experience in relevant areas, such as law, law enforcement, accounting or finance, business management, regulatory and governmental affairs, with advanced degrees and certifications, such as Certified Public Accountant, Juris Doctorate, and Master of Business Administration being preferred, but not required; (b) have the demonstrated ability to review and interpret laws, regulations, contracts, and various professional level reports, including financial reports; (c) have strong interpersonal, oral, and written communication skills; (d) have demonstrated ability to act with impartiality and to deal fairly, effectively and efficiently with situations requiring fact finding and dispute resolution skills; and (e) possesses good character and, with

consideration to criminal history, civil litigation record, employment history, and prior activities, habits, and associations, has a reputation for honesty, integrity, and ethical conduct.

In addition, no person is able to serve on the Ethics Board if he or she is: (a) not a Pokagon Band citizen; (b) under the age of 21; (c) a Public Official or Public Employee; (d) employed, in any capacity, by the Pokagon Gaming Authority or Mno-Bmadsen, provided, however, that this shall not include independent contractors or volunteers of such entities; or (e) employed or otherwise serves in a position with responsibilities that create a conflict of interest or the appearance of a conflict of interest with the duties and responsibilities of the Board, as determined by the Selection Committee. This subsection does not automatically prevent a Pokagon Band citizen from being appointed.

ETHICS REQUIREMENTS: As Public Officials, Board Members and Alternate Members are subject to the Pokagon Band Code of Ethics. A copy of the Code of Ethics may be obtained from the Pokagon Band's website at www.PokagonBand-nsn.gov/Government/ Codes-and-Ordinances.

APPOINTMENT PROCESS: Appointments to the Ethics Board are made by the Tribal Council upon the recommendation of a Selection Committee (composed of the Chairperson and Vice-Chairperson of the Tribal Council and the Chairperson and Vice-Chairperson of the Elders Council). Therefore, the Selection Committee may conduct or cause to be conducted on its behalf, an initial screening of those seeking appointment, solely to determine whether the potential appointee meets the minimum qualifications for appointment to the Ethics Board. All persons recommended by the Selection Committee who wish to be considered for appointment to the Ethics Board must be present at the meeting at which the Tribal Council will review the written statements of interest and resumes, but the Tribal Council may for good cause waive this requirement. Any person recommended by the Selection Committee who believes that good cause exists to not attend such Tribal Council meeting should contact the Executive Secretary to the Tribal Council, who will share the information with the Tribal Council. Please note that the Tribal Council has not yet established the meeting date at which it will consider appointments to the Ethics Board.

TERM: The term of office for an Ethics Board member is three (3) years. There is no limit to the number of terms a member can serve on the Board.

HOW TO APPLY: Pokagon Band citizens who wish to be considered for appointment to the Board, either as a Board Member or Alternate Member, must submit a letter of interest (identifying whether you are seeking a Board Member or Alternate Member position) along with a current resume, by one of the following three methods:

Mail: Samantha Townsend, Administrative Assistant to Tribal Council

P.O. Box 180
Dowagiac, Michigan 49047

Fax: (269) 782-9625

Attn: Samantha Townsend, Administrative Assistant to Tribal Council

Email: Samantha.Townsend@PokagonBand-nsn.gov

Please note that if you have previously sought appointment to the Ethics Board pursuant to any previous posting, and you are still interested in seeking appointment to the Ethics Board, you must reapply as provided in this Notice.

DEADLINE: This position will be open for 30 days from the date of posting, or until filled.

QUESTIONS: All questions concerning the Ethics Board, or this Notice may be directed to the Ethics Board group email, Ethics.Board@pokagonband-nsn.gov. Additionally, a copy of the Code may be obtained from the Pokagon Band's website, www.PokagonBand-nsn.gov/Government/Codes-and-Ordinances.