



Pride of the Ojibwe

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REQUEST FOR LETTERS OF INTEREST

Odaawaa Zaaga'igan Anishinaabeg, Inc Board of Directors **FIVE (5) Vacancies**

Posting Date: July 24, 2026
Closing Date: Open Until Filled

About the Corporation:

Odaawaa Zaaga'igan Anishinaabeg, Inc. (OZA) is a newly tribally chartered corporation of the Lac Courte Oreilles Band of Lake Superior Chippewa Indians. The Corporation manages tribal business enterprises and economic development activities on behalf of the Tribe. Board members play a critical role in providing governance, strategic oversight, and fiduciary accountability for the Corporation's operations.

Term Length & Meeting Requirements:

Board members serve terms as determined by the Tribal Governing Board. The Board meets regularly (typically monthly) and members are expected to attend in person when possible; remote participation may be accommodated. This position may include a stipend; details will be provided to selected candidates.

Qualifications of Board of Directors:

To be eligible for appointment, each candidate must meet ALL of the following qualifications:

- 1) Each Board member shall possess the level of business experience and expertise determined by the Tribal Governing Board to be necessary to carry out the duties of a Board member and to contribute to the Corporation. Candidates should highlight relevant business, management, financial, legal, or industry experience in their letter of interest.
- 2) No person who has been convicted of a felony shall sit on the Board.

- 3) No person who has ever been convicted of any crime involving theft, conversion of money or property, or moral turpitude, as identified by the Tribal Governing Board, shall sit on the Board.
- 4) No employee of the Corporation or of the Bureau of Indian Affairs shall be eligible to serve as a Director during the time of such employment.
- 5) No more than one-half (1/2) of the Board members may serve concurrently on the Board of the Corporation and on any other board of a corporation or enterprise of which the Tribe is a majority Member or owner, with the exception of boards of a corporation or enterprise in which the Corporation has an ownership interest.
- 6) No more than two (2) members of the Tribal Governing Board are eligible to serve as a Board member of the Corporation at any one time, not including an ex-officio Board member as stated in Article XI(B).
- 7) No more than one (1) Board member may be a non-member of the Tribe.
- 8) Must be able to pass a background check.
- 9) Must be able to pass a drug screen.

Duties of Board of Directors:

The Board shall manage the general affairs and business of the Corporation. The Directors shall in all cases act as a Board, regularly convened, by a majority vote, and they may adopt such rules and regulations for the conduct of their meetings and the management of the Corporation as they may deem proper, not inconsistent with the Charter, the Bylaws of the Corporation, and applicable Tribal or federal law.

A Director shall perform the duties of a Director in good faith, in a manner the Director believes to be in the best interests of the Corporation and with such care as an ordinarily prudent person would use under similar circumstances in a like position. In performing such duties, a Director shall be entitled to rely on factual information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by:

- 1) One or more officers or employees of the Corporation whom the Board member reasonably believes to be reliable and competent in the matters presented;
- 2) Legal counsel, public accountants, or other persons as to matters which the Board member reasonably believes to be within such person's professional or expert competence; or
- 3) A committee of the Board upon which the Board member does not serve, duly designated in accordance with a provision of the Bylaws, as to matters within its designated authority, which committee the Board member reasonably believes to merit confidence; provided, however, that a Board member shall not be considered to be acting in good faith if the Board member has knowledge concerning the matter in question that would cause such reliance to be unwarranted.

Application Procedure & Requirements:

1. Complete LCO Employment Application, including Release & Authorization Form
2. Cover Letter of Interest
3. Resume
4. ~~(3) Three letters of Referral (Recommendations)~~ No longer required.
5. Other supportive documents
6. Tribal Member applicants must provide a signed official document from a Federally recognized Tribe acknowledging enrollment.

MAIL, FAX OR EMAIL ALL DOCUMENTATION TO:

Lac Courte Oreilles Tribal Government

ATTN: Human Resource Department

13394 W Trepania Road

Hayward, WI 54843

HR Fax (715) 699-1209

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***Tribal preference will apply to qualified applicants in accordance with the
Lac Courte Oreilles Policies and Procedures Manual.***