



Mille Lacs Band of Ojibwe Indians

Executive Branch of Tribal Government

Office of the Chief Executive

Via E-mail

February 27, 2026

Sheldon Boyd, Speaker of the Assembly
Carolyn Beaulieu, District I Representative
Wendy Merrill, District II Representative
Harry Davis, District III Representative

Re: Nomination Letter for Adam Valdez to Serve as Commissioner of Corporate Affairs

Dear Band Assembly:

Aaniin. Under 4 MLBS § 6(b) and 16 MLBS § 2, I hereby nominate Adam M. Valdez, CPA, M.S. (Taxation) to serve as Commissioner of Corporate Affairs for a term ending January 1, 2029.

Adam is a seasoned executive leader with more than thirty years of experience, including nearly two decades devoted exclusively to Indian Country. He is a former Commissioner of Finance for the Mille Lacs Band and a nationally respected financial strategist whose career has centered on building strong enterprises, protecting tribal assets, and positioning organizations for long-term economic success. Adam brings financial discipline, strategic foresight, operational oversight, and a deep understanding of tribal governance. Adam is a fantastic fit to guide Mille Lacs Corporate Ventures (“MLCV”) as we strengthen our gaming operations, revamp our non-gaming portfolio, and pursue responsible economic diversification.

Adam founded The Paragon Consulting Group in 1994 and has also served as its Managing Consultant during that entire period. For more than three decades, he has advised tribal governments, gaming enterprises, Fortune 500 companies, and financial institutions in the areas of taxation, corporate finance, enterprise restructuring, employee benefits, and strategic planning. Through this relentless work, Adam has built a nationally recognized consulting practice grounded in accountability, operational excellence, and measurable results.

Adam previously served as the Band’s Commissioner of Finance from 2015 to 2019. In that role, Adam acted as Chief Administrative Officer for the Office of Management and Budget and was responsible to all three branches of government for budgets, treasury functions, grant oversight, audit compliance, debt management, and financial reporting. Adam developed many meaningful and lasting relationships across the Band during this time, based on trust, competence, and professional courtesy.

During his tenure as Commissioner of Finance, Adam oversaw government-wide budgets funded by grants and net gaming revenues, managed relationships with commercial and investment

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banking institutions, evaluated investment strategies and asset allocation models, and ensured compliance with GAAP standards and regulatory requirements. He also strengthened financial controls; oversaw audits and specialty audits; and worked collaboratively with Band Assembly, the Chief Executive, and the Corporate Board to provide transparent and timely financial reporting.

Adam's experience has fully prepared him for the responsibilities of the Commissioner of Corporate Affairs. He understands that gaming is a mature market and that maximizing operational efficiency, cost management, and customer experience must remain a priority. At the same time, Adam recognizes that the Band's long-term prosperity depends on thoughtful diversification. Adam has led feasibility analyses, evaluated acquisitions, restructured underperforming assets, and identified new opportunities in real estate, renewable energy, technology, and health care. He brings both caution and vision to protect what the Band has built—while responsibly pursuing growth.

Throughout his career, Adam has shown strong negotiation skills and the ability to manage complex contractual and regulatory environments. As a Certified Public Accountant with a Master of Science in Taxation, he possesses deep technical expertise in financial reporting, tax strategy, compliance, and risk management. He has overseen debt financing for major economic development projects, strengthened internal control systems, and implemented performance measurement frameworks with clear accountability standards.

Beyond his financial and operational expertise, Adam deeply values being a servant leader. He has consistently emphasized the mentoring and development of staff, maximizing the potential of professional and administrative teams, and fostering a culture of accountability and respect. He understands that Band member workforce development, succession planning, and adherence to Tribal Employment Rights statutes are central to the Band's sovereignty and long-term success. Adam also maintains a strong professional network across Indian Country and the national business community. He has served on Native non-profit boards and remains committed to advancing tribal economic self-determination. He approaches leadership with cultural sensitivity and strategic discipline.

The Commissioner of Corporate Affairs must provide strong executive leadership, ensure GAAP-compliant financial reporting, maintain proper internal controls, oversee business development initiatives, and regularly report to Band Assembly with sufficient detail to support informed decision-making. Adam performed these functions well during his tenure with the Band, and he has continued to build upon that experience at the highest professional levels ever since.

I respectfully nominate Adam Valdez for Commissioner of Corporate Affairs and am confident he will serve the Mille Lacs Band with integrity, vision, and dedication to the well-being of our people. He understands our governance structure and respects our sovereignty. I firmly believe he is the type of person we can trust to grow and strengthen MLCV.

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Miigwech for your consideration,



Virgil Wind
Chief Executive

CC:

Caleb Dogeagle, Solicitor General
Danielle Smith, Parliamentarian/Clerk of the Band Assembly
Jared Miller, Legislative Counsel

Enclosures:

1. Adam Valdez's Resume
2. Adam Valdez Letter of Interest