

Before Work Begins



Submit your TERO Compliance Plan before mobilizing.



Coordinate hiring needs and referrals with the TERO Office.



Be aware that the TERO **fee** is now **1.5%**.



Keep TERO informed of crew changes and project updates.



Use the Contractor Requirements sheet for full details.



Need help getting started?

Contact TERO before your pre-construction meeting or project start.

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About TERO

The Tribal Employment Rights Office (TERO) helps protect Indian Preference, supports fair employment practices, and works with contractors and subcontractors on projects within the Mille Lacs Band of Ojibwe reservation. Our goal is to help projects start right, stay compliant, and connect qualified Native workers to opportunity.



For full project requirements, refer to the Contractor Requirements handout.

Lori Trail

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TERO CONTRACTOR OVERVIEW

A quick introduction for construction contractors and subcontractors



Building compliance, communication, and opportunity on Mille Lacs Band projects.

FY2027

FY 2027 | Contractor Overview

Mille Lacs Band of Ojibwe TERO

What TERO Means for Your Project

TERO helps contractors and subcontractors understand project expectations, supports Indian Preference, and promotes fair employment practices on covered Mille Lacs Band projects.

Early communication with the TERO Office can help keep your project on track from pre-construction through completion.



Project guidance
before work begins



Workforce referrals
and communication
support



Compliance monitoring
throughout the project

Working with TERO

1



Connect with TERO early.

Reach out to discuss your project, timeline, and TERO requirements. We're here to answer questions and provide guidance.

2



Submit your Compliance Plan.

Provide your TERO Compliance Plan before mobilizing to ensure a smooth start.

3



Coordinate hiring and referrals.

Work with the TERO Office on hiring needs and receive referrals of qualified Native workers.

4



Keep us updated as your project moves forward.

Communicate crew changes, subcontractors, and project updates throughout the project.



TERO is here to support clear communication, fair opportunity, and successful project coordination.



For full requirements, fee details, and crew expectations, please refer to the **Contractor Requirements Handout**.

Workforce & Training Pipeline

The TERO Office works with trusted training partners and union-connected pathways to help build a qualified workforce for construction projects. Ask us about current availability of workers and recent training graduates.



General Labor



Skilled Trades Referrals



Cement Masons Training



Highway Heavy Carpenter Training



CDL Training Graduates



Heavy Equipment / Operator Pathways



We may be able to help connect your project with qualified Native workers who are ready to work.