



Tribal Employment Rights Office Mille Lacs Band TERO

TERO Contact Person: Lori Trail, TERO Director

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Phone: 320-630-2617

TERO Office Location: 43500 Migizi Drive, Onamia, MN 56359 ~ TERO Mailing Address: 43408 Oodena Drive, Onamia, MN 56359

TERO COMPLIANCE PLAN & CONTRACTOR CONDITIONS

TERO Compliance Plans must be submitted **10 DAYS** prior to the expected work start date for TERO Director to review and approve.

And any updates that need to be made to an approved plan, will require an immediate update be made directly to the TERO Director.

Name of project: _____

Location of project: _____

Scope of work: _____

Expected start date of project: _____

Estimated completion date of project: _____

Company name and business address: _____

Name of company owner: _____

Company's designated Project Manager: _____

Phone: _____ Fax: _____ Email: _____

Tribal Designated Project Manager: _____

Phone: _____ Fax: _____ Email: _____

CHECK ONE: General Contractor: _____ Sub-Contractor: _____

(General Contractor Only)

(General Contractor Only)

Total Contract Value: _____ TERO Fee (1.5%): _____

Total number of employees onsite (including core crew and non-core crew with TERO): _____

CORE CREW EMPLOYEE DESIGNATION

The core crew shall NOT exceed 25% of the total employees of the project/jobsite.

Core Crew Definition: "A permanent regular full-time employee of the contractor or subcontractor's crew who is also in a supervisory or other key position, such that the employer would face a serious financial loss if that task were assigned to a person unknown to the employer."

The approved Core Crew shall be exempt from the 50% Indian Preference requirement.

Core Crew Member Name:

Job Classification:

Tribal Member (TERO): Yes / No

NON-CORE CREW EMPLOYEE ROSTER

Non-core crew is subject to 50% Indian Preference.

Priority for Indian Preference: 1. Mille Lacs Band Member 2. Mille Lacs Band Direct Descendant 3. Other Federally Recognized Tribes

Non-Core Crew Member Name:

Job Classification:

Tribal Member (TERO): Yes / No

Commencing work on lands under the jurisdiction of the Non-Removable Mille Lacs Band of Ojibwe Indians obligates you to comply with Tribal Employment Rights Office (TERO) regulations according to **Mille Lacs Band Statute; Title 15 Independent Agencies, Chapter 4 Tribal Employment Rights Office**. If any changes need to be made once this plan is approved, it is your responsibility to update the TERO office immediately at Lori.Trail@millelacsband.com with an updated TERO compliance plan for review & approval. Failure to keep your compliance plan updated will result in non-compliance and you will be subject to TERO sanctions (\$500 per crew member/per day) until the matter is resolved.

Contractor Signature

TERO Director Signature

Date

Date

_____**APPROVED**

_____**DENIED**