



MILLE LACS BAND OF OJIBWE
Tribal Employment Rights Office

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Onamia, MN 56359

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TERO COMPLIANCE PLAN AND CONDITIONS FOR CONTRACTORS

PLAN SHOULD BE SUBMITTED 10 BUSINESS DAYS PRIOR TO EXPECTED START DATE OF PROJECT

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: _____

MLB/MLCV/GCML/GCH designated Project Manager: _____

Phone: _____ Fax: _____ Email: _____

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

Total Contract Value: _____ TERO Fee (0.5%): _____
(General Contractor Only) (General Contractor Only)

Total number of employees for this project (including core crew and crew with TERO): _____

CORE CREW DESIGNATION

No more than 25% of the total crew may be designated as Core Crew. Definition of Core Crew: "A member of the employer/contractor/subcontractor's crew who is a regular, permanent employee and 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 fact that the employee had worked for the employer on previous projects shall not qualify that employee as a regular, permanent employee."

<u>CORE CREW NAME</u>	<u>JOB CLASSIFICATION</u>	<u>American Indian (TERO): Yes / No</u>

NON-CORE CREW EMPLOYEE ROSTER

List ALL workers that will be on-site for this project

<u>NON-CORE CREW NAME</u>	<u>JOB CLASSIFICATION</u>	<u>American Indian (TERO): Yes / No</u>

***** Any employer NOT submitting an acceptable Compliance Plan may be denied the right to commence or continue doing work on lands under the jurisdiction of the Non-Removable Mille Lacs Band of Ojibwe Indians. I understand Mille Lacs Band Indian Employment Rights (Mille Lacs Band Statute; Title 15, Chapter 4) and will uphold my duty as an employer to be in TERO compliance. I will notify the TERO office at least 10 business days before starting this project and will re-submit another TERO Compliance Plan for approval if any changes are needed to my TERO Compliance Plan. *****

Contractor Signature

TERO Director Signature

Date

Date

_____ Approved _____ Denied