

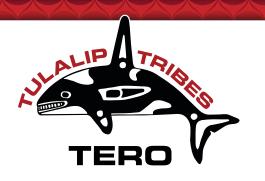
CONTRACTOR OBLIGATIONS

TERO's Authority

The Tulalip Tribes Board of Directors finds that employment discrimination against Indians persists despite a large number of Indian and non-Indian owned businesses employing skilled and non-skilled workers. The Tulalip Tribes Board of Directors further finds that jobs in businesses and other economic opportunities on or near the Tulalip Indian Reservation are important to which Indians have unique preferential rights and therefore, to implement the unique employment rights of Indians, establishes a Tribal Employments Rights Commission and Tulalip Tribal Employments Rights Office to achieve its goals and policies. (The term Indian hereafter shall be referred to as "Native American.") Under this code, The Tulalip Tribal Employments Rights Office, (hereafter "TERO") operates as an employment hiring agency. TERO provides preferential employee dispatch, referral services, and skills training. TERO also has the authority to regulate and enforce preference in employment, contracting. And economic development opportunities in this Code. **TERO will implement, Monitor & enforce NAOB preference in Contracting.**

- 1. Fill out a TERO Compliance Plan
 - Meet with TERO Compliance Officers to negotiate the workforce; with the exception of a maximum of 20% for key employees or core crew; hereafter "key employees".
 - Listing the specific positions that will be utilized on the project; the names, level, positions, trade, wages, including all unfilled positions.
 - Notify TERO of all job vacancies. All available TERO Clients shall be considered first before any non-Natives are considered for employment and training.
 - TERO Clients have preference in retention of employment from the beginning to the end of the project;
 TERO shall be informed of any lay-offs prior to occurrence. All TERO dispatches are the last to be released from the project.
 - If there are employee issues TERO will be notified to allow for informal counseling for job retention.
 - All contractors shall identify their key employees with their, expertise, time with the company, position and wage rate. Key employees have to be on the company payroll for one year continuously in a supervisory capacity or be an owner of the company, or have a specialized craft to qualify. An employee who is hired on a project by project basis shall not be considered a key employee.
- 2. The Contracting Agency or General Contractor shall pay 1.75% TERO Fee on the total aggregate cost on all construction projects over 10k
- 3. Submit a TERO Compliance Plan with a minimum of three days prior to start date of the project.
- 4. Notify TERO of contractor construction trade affiliations.
- 5. Comply with Compliance on site inspections and investigations.
- 6. Provide copies of certified payroll reports to the TERO office upon request.

Certification of Services	: "DO NOT SIGN UNTIL AFTER YOU HAVE MET W	ITH TERO"
I,	duly swear that I have been provide	ed the Contractors obligations of Indian Preference as a
contractor conduc	ting business on the Tulalip Tribes Reserv	vation. I attest to the fact that the TERO representative
whose signature b	elow did in fact explain these specific ob	ligations and allowed for an opportunity to represent
questions, comme	nts, or discussion on these requirements re	elated to this contract.
Company Signatu	re	Date
PROJECT NAME		TERO Official



COMPLIANCE PLAN

Date	Recvd':		
Intake	Sig:		
Processed Date:			

PROJECT:					
PROJECT LOCATION:					
CONTRACTING AGENCY:	CONTACT NAME/PI	CONTACT NAME/PHONE:			
COMPANY:		PHONE:			
_		THORE.			
☐ Sub Contractor For:					
OWNERS					
PM/SUPERINT Name:		PHONE:			
CONTACT PERSON(S):					
ADDRESS:					
CITY/STATE:		ZIP:			
E-MAIL:					
SCOPE OF WORK:					
START DATE:	COMPL	ETION DATE:			
PROJECT COST: \$	TERO F	TEE: \$			
PARTY RESPONSIBLE FOR PAY	MENT:				

TERO FEE: The Owner/General Contractor is responsible to pay a TERO fee at 1.75% on the total aggregate cost of all construction over \$10,000. TERO needs to be notified of any project increase or decrease to adjust the TERO fee accordingly.

EMPLOYEES (LIST ONLY THE WORKERS ON SITE)

TERO Official Approval

I understand that at any given time after Approved Compliance Plan if an experience equivalent TERC)
worker is available, TERO may negotiate any already approved position/workers, over the duration of	the
project. 9.05.190 (Add additional sheets if needed)	

Name	Position		Wage/Fringe		Hire Date		Native Y/N	
			\$		1	/		
			\$		1	1		
			\$		1	1		
			\$		1	1		
			\$		1	1		
			\$		1	1		
TRIBAL HIRI	NG HALL *Request for	workers						
	y not employ any non-TE		ker unt	til TERO ha	s been s	given 72		
	and refer a qualified loca							
Positions	Number of each	Wage			Star	t/End da	te	
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		\$ \$		1	/			,
				,				,
		\$		/	/		/	1
CONTRACTI	NG & SUBCONTRACTI	NG (Add additiona	sheets	if needed)				
Sub-Contracto	rs Contact Pe	erson Pl	one				Nati	ve Y/N
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		()	-				 /
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Contractor/B	usiness Acknowledgme	ent						
	low, I declare that all t							
	he best of my knowledg							
	nce Plan and I will abio							
	I understand that untr							cause fo
denial of my	application and may su	ibject me to enfor	emen	t violations	and sa	anctions	5.	
				1 1				
Company Rep	resentative(s) Signatu	ire		Date				
Agency Plan	1			☐ Yes		□ No		
Compliance	Dlan			☐ Approv	_{zed}	☐ Disa	nnra	nved
Compilance	. 1 1411			□ 'xbbro'	- Cu		·bhr	, , cu
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TERO Compli	ance Officer			Date				
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				1 1				

Date