

# CROW TRIBAL EMPLOYMENT RIGHTS OFFICE

## TERO

P.O. Box 159, Bacheeitché Avenue  
Crow Agency, Montana 59022  
Phone: (406) 638-3834  
Fax: (406) 638-



### COMPLIANCE PLAN PRIME CONTRACTOR/SUB-CONTRACTOR

This compliance is entered into between \_\_\_\_\_  
and the Crow Tribal Employment Rights Office on this \_\_\_\_\_ day of \_\_\_\_\_, 2015

1. Name of contact person: \_\_\_\_\_
2. Contract number: \_\_\_\_\_
3. Amount of award: \_\_\_\_\_ T.E.R.O. fee of 3%: \_\_\_\_\_
4. Identify permanent and personnel (core crew):

<u>CORE CREW</u>	<u>TITLE</u>	<u>HOURS</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

5. Number of man hours by craft and skill on this project, positions to be filled by TERO.

<u>NAME</u>	<u>CRAFT</u>	<u>HOURS</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

6. ALL NON-PERMANENT KEY POSITIONS SHALL BE FILLED ON ACCORDANCE WITH THE PREFERENCE PRIORITY SET BY THE CROW TERO DEPARTMENT.
7. EACH CONTRACTOR SHALL BE REQUIRED TO HIRE A 90% MINIMUM OF INDIAN PREFERENCE EMPLOYESS FOR EACH CRAFT OR SKILL.
8. PRESENTLY, THE EMPLOYER HAS \_\_\_\_\_ POSITIONS AVAILABLE AND WILL FILL \_\_\_\_\_ POSITIONS WITH TRIBAL ENROLLED MEMBERS/LOCAL INDIANS REGISTERED/INDIANS IN GENERAL.

9. TRAINING LIST TYPE OF TRAINING CONTRACTOR WILL PROVIDE:

\_\_\_\_\_  
\_\_\_\_\_

10. THE TRIBAL EMPLOYMENT RIGHTS OFFICE WILL MONITOR EMPLOYEE AND EMPLOYER OBLIGATIONS.

11. EMPLOYMENT REFERRAL REQUEST MUST BE MADE TO THE TRIBAL EMPLOYMENT RIGHTS OFFICE.

12. IF A REDUCTION IN FORCE OCCURS, THOSE POSITION(S) CURRENTLY HELD BY INDIAN EMPLOYEES WILL BE THE LAST POSITIONS LAID OFF AND THE FIRST TO BE REHIRED IF A VACANCY OCCURS.

13. THE CROW TRIBAL EMPLOYMENT RIGHTS OFFICE SHALL HAVE THE RIGHT TO INSPECT OR REQUEST EMPLOYERS RECORDS TO INSURE THAT CROW TRIBAL MEMBERS ARE EMPLOYED.

14. ALL NON-MEMBER EMPLOYEES WILL BE REQUIRED TO REGISTER WITH THE TRIBAL EMPLOYMENT RIGHTS OFFICE. ALL NON-INDIAN EMPLOYEES MUST SECURE WORK PERMITS.

15. EMPLOYERS/CONTRACTORS/PRIME CONTRACTORS/SUPPLIERS AGREE TO PAY THE TERO FEE OF 3% ACCORDING TO THE FEE SCHEDULE ESTABLISHED IN THE TERO REGULATIONS. ANY VIOLATIONS WILL BE SUBJECT TO PENALTIES AS PER WORKFORCE PROTECTION ACT.

16. EMPLOYERS SHALL GIVE PREFERENCE IN THE AWARD OF SUBCONTRACTS TO TRIBALLY/INDIAN OWNED BUSINESSES.

17. EMPLOYERS WILL ADHERE TO ALL TRIBAL EMPLOYMENT RIGHTS OFFICE REGULATIONS AND GUIDELINES.

18. EMPLOYERS WILL FURTHER ADHERE TO ALL CROW TRIBAL LAWS WHILE CONDUCTING BUSINESS ON THE CROW RESERVATION.

THE FOREGOING COMPLIANCE PLAN IS FULLY ACCEPTABLE ON BEHALF OF: \_\_\_\_\_

AND THE CROW TRIBAL EMPLOYMENT RIGHTS OFFICE

\_\_\_\_\_  
DIRECTOR/COMPLIANCE OFFICER  
CROW TRIBAL EMPLOYMENT RIGHTS OFFICE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
NAME OF COMPANY

\_\_\_\_\_  
OWNER

DESCRIBED AND SWORN TO BEFORE A NOTARY PUBLIC THIS \_\_\_\_\_  
DAY OF \_\_\_\_\_, 2014.