

**SHOSHONE-PAIUTE TRIBES  
TRIBAL EMPLOYMENT RIGHTS OFFICE  
TERO COMPLIANCE PLAN**

1. General Information

Employer/Contractor:			
Address:			
Telephone:		Fax:	

2. Authorized Contract Representative

Name:		Title:	
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3. Description of overall construction activity contract to be conducted on the Reservation:

4. Key Personnel, please list permanent staff, their positions and wages, that will work throughout the duration of this contract (*Section 3.11 of Shoshone-Paiute Tribes' TERO Ordinance, No. 96-SPO-05*):

Name	Position Title	Wages



Phase 3 Description

Position Needed	Wage/Scale	Name ( <i>To be completed by TERO</i> )

6. **PURSUANT TO THE SHOSHONE-PAIUTE TRIBES’ TERO ORDINANCE, NO. 96-SPO-05**, the employer/contractor agrees to notify the TERO Office for referrals for any employment positions which may occur on this job/project, whether or not such positions are presently included in the Compliance Plan.
  
7. **Each employer/contractor (including sub-contractors) must submit a monthly report to the TERO Compliance Officer, indicating the following:**
  - a. **Number of Indians in their workforce**
  - b. **How close they are to meeting their goals**
  - c. **All persons hired or fired during the month (specifying the job positions involved)**
  - d. **Other information that may be required by TERO**
  
8. Section 17 (Employment Administrative Fee) of the Shoshone-Paiute Tribes’ TERO Ordinance, No. 2022-SPO-01 (amendment to Ordinance No. 96-SPO-05) states:

***17.1, Contractors: Every Contractor conducting business on the Duck Valley Indian Reservation and with a contract of \$25,000.00 or more shall pay a one-time Employment Administrative Fee of 3 percent (3%) of the total amount of the contract, per each contract. Said fee shall be paid prior to commencing work on the Reservation. However, where good cause is shown, the fee may be paid in installments over the length of the contract, if approved by the Commission.***

Total Contract Amount:	\$
Total, 3% Employment Administrative Fee:	\$
Method of Payment:	<input type="checkbox"/> Total Sum Payment <input type="checkbox"/> Installments
Reason and schedule for installments:	

9. **EFFECTIVE DATE:** This TERO Compliance Plan is in full force and effect, beginning on \_\_\_\_\_, and for the duration of the job/project, or until both parties mutually agree to renegotiate a negotiable item.

Employer/Contractor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

TERO Compliance Officer Signature: \_\_\_\_\_ Date: \_\_\_\_\_