

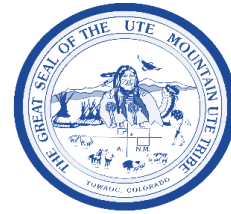


Ute Mountain Ute TERO

PO Box 234, 420 Sunset Blvd.

Towaoc, CO 81334

Phone: 970-564-5717



TRIBAL EMPLOYMENT RIGHTS ORDINANCE

ON - CALL OIL & GAS

COMPLIANCE PLAN

An Employer conducting any type of business on the Ute Mountain Ute Reservation must first comply with the Tribal Employment Rights Ordinance (TERO) as authorized pursuant to Resolution#009-144 as amended. The Compliance Plan is intended to do the following: make the employer aware and acknowledge the Tribes' Indian Preference Law; provide the Tribe with the Employers business within the Ute Mountain Ute Reservation. Failure to comply with the TERO Ordinance requirement will subject the company to Tribal civil sanctions.

Name of Company: _____

Mailing Address: _____

Physical Address: _____

Telephone Number: _____ Fax Number: _____

Cell Number: _____ EMAIL: _____

Name & Title of Authorized representative for Company: _____

Contact Number of authorizer: _____

CERTIFICATION AND ACKNOWLEDGEMENT

The undersigned and authorized representative of _____
(Company Name)

Has reviewed the foregoing Compliance Plan. Under penalty of perjury the under-signed states that the information provided on this form and any attachments is accurate and complete. Further, the undersigned agrees to comply with the Ute Mountain Ute Tribal Employment Rights Ordinance by taking the actions indicated in the foregoing Compliance Plan.

Employer Representative & Title Signature Date: _____

APPROVED: _____ Date: _____
TERO Director's Signature

OFFICE USE ONLY		
CHECK RECEIVED: _____	# ID CARDS COMPLETED: _____	COPIES COMPLETED: _____

ON – CALL OIL & GAS

Type of Business Activity (check One)

Plumbing _____ Electrical _____ Trucking _____ Vendors _____ Sales/Supplier _____
Towing _____ Small Construction _____ Other (Describe) _____

Name of entity performing work/services for: _____

TERO Fee Requirement

TERO operates on a Fiscal year, October 1st to September 30th. The yearly fee is \$500.00

Make check or money order payable to Ute Mountain Ute Tribe – TERO. Cash is not accepted.

The fee must be paid prior to commencing business on the Ute Mountain Ute Reservation.

- A. The fee shall not apply to education, health, government, non-profit employers, or Tribally Owned Enterprises (Sub-contractors are subject to TERO Fee).
- B. If an Employer trains or hires a TERO referral permanently, the yearly fee will be reduced to two hundred fifty dollars (\$250.00).

Employment Preference Requirements: Employers must comply with Chapter 2 of the TERO Ordinance. Complete job descriptions must be sent to TERO. TERO has 72 hours to refer qualified applicants. **Initials:** _____

Work Permit ID Cards - \$10.00 per card

Employers are required to obtain ID cards for their employees. Pictures and names must be submitted to TERO by mail or email. Emailed photos must be sent to each the following address:

LWhyte@utemountain.org or MLopez@utemountain.org

NAME OF CORE EMPLOYEE	JOB TITLE	HIRE DATE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

(Attach a separate sheet for additional names)

On-Call Employers are businesses that are called on throughout the year for Tribal Departments and Tribal Enterprises.

Employment Preference Requirements: Employers must comply with Chapter 2 of the TERO Ordinance. Complete job descriptions must be sent to TERO. TERO has 72 hours to refer qualified applicants. **Initials:** _____

Preference must be given to TERO certified Indian Owned Business 51% owned and operated. A list may be obtained from the TERO office.