

TERO FACTS

What is TERO?

TERO stands for Tribal Enrollment Rights Ordinance or Office. The TERO Ordinance was enacted to ensure that Indian people can participate in economic opportunities on and near the Klamath Tribes Reservation.

What is the TERO Skills Bank?

TERO manages a list of eligible, qualified Tribal Members and other Indians that have submitted applications. The skills bank data base is used to match applicant skills to the job requests made to TERO primarily for construction and maintenance jobs.

What Training Opportunities are Available?

For careers in the construction trades TERO coordinates with construction trades training providers. TERO ensures that Tribal Members are afforded opportunities to obtain specialized training. TERO also requires employers to provide preference to Tribal members.



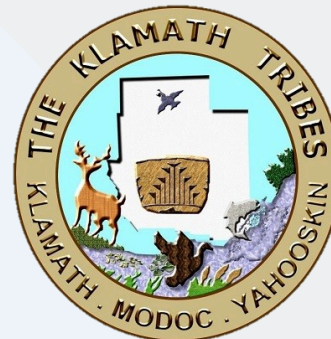
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KLAMATH TRIBES



TERO PROGRAM

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TERO AUTHORITY

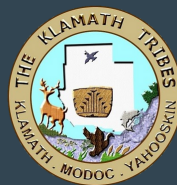
In the exercise of their sovereign authority, Indian Tribes have the right to regulate and control the employment practices of all employers conducting business on their reservation. Under federal law, Indian people have unique and special employment rights that allow Tribal Nations to establish employment preference requirements. These employment preferences apply to both on, and under certain circumstances, near their reservations.

To ensure that individual Tribal Members and other Indians fully benefit from these authorities and laws, The Klamath Tribes has enacted a Tribal Employment Rights Ordinance. The Ordinance requires all employers including Tribal government, Tribal businesses, and contractors that perform work on the Reservation to provide Tribal preference in employment, and Indian preference in contracting and subcontracting. On federal-aid highway projects near the reservation, preference applies to all enrolled Members of federally recognized Indian tribes.

ECONOMIC OPPORTUNITY

The TERO Ordinance establishes a TERO program and Commission to implement its provisions and ensure compliance. The Program's goals are to:

- Provide preference in employment and contracting
- Increase employment of Klamath Tribal Members and other Indians.
- Provide training and education to improve career and economic opportunities.



SERVICES

- TERO establishes and maintains a skills bank "hiring pool" to refer to Tribal Members and other federally recognized American Indians for available work.
- TERO Workforce Program provides clients with skills assessments and hosts career development opportunities. In addition, the program coordinates with other Tribal departments, as well as organizations outside of the Tribe, to identify resources that can be applied to provide clients with a variety of career preparation and career advancement training opportunities.
- TERO also provides trainings that prepare clients to meet qualifications for participation in upcoming job opportunities.
- TERO certifies and maintains a list of Klamath Tribal Member owned or Indian Owned Businesses (IOB). IOBs are given preference that will be applied to contracting opportunities.