



THREE AFFILIATED TRIBES • FORT BERTHOLD RESERVATION

Mandan, Hidatsa and Arikara Tribes
TRIBAL EMPLOYMENT RIGHTS OFFICE (TERO)

P.O. Box 488, New Town, North Dakota 58763
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15 Aug 2019

To: All Awarding Entities

From: Charles Foote, TERO Executive Director *DYB*

As you recall, MHA TERO has announced that the method by which the order of Indian Preference is determined under the TERO Recodification effort has been implemented. The method of grading services is focused on the elimination of “fronting” and MHA TERO has the determination to promote Certified Indian Contractors that invest their time, talent and capital resources back into their company. By design, those Indian Contractors with minimal ownership and minimal involvement in day to day operations will have a much lower preference than those Indian Contractors who have ownership and involvement in providing the service.

Therefore, with the new Indian Preference Process in mind, MHA TERO is requesting that you develop relationships with our Indian Contractors and allow them to illustrate their capacity to provide a Service(s). We ask that you be aware of the highly utilized services which are essential to your company’s day to day operations. MHA TERO is certainly moving in this direction and Indian Contractors who have the ownership and management/control in the day to day operations within the specific services be given preference over those who do not.

MHA TERO is always striving to promote and advance our Certified Indian Contractors while rigorously enforcing Indian Preference. Your compliance with the MHA TERO Ordinance and Regulations is essential. Thank you for your cooperation and efforts as we continue to advance and support our Indian Contractors. Your cooperation and consideration in progressing towards this goal of MHA TERO will be greatly appreciated and demonstrate your commitment as an Industry Partner.

If you have any questions please call if you have any questions, please call Kelcey Packineau, Indian Contracting Director at (701) 421-1803 and by email to: 007tero@mhanation.com.