



THREE AFFILIATED TRIBES • FORT BERTHOLD RESERVATION

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

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I am the MHA TERO Director and write in that capacity.

I recently discontinued the TERO Guidance - Self-Performing Preference List and Bid Opening protocol. In my view, the rationale for the guidance and protocol was and is consistent with the spirit of the law and regulations. In sum, the Nation is best served when its members are participating in business opportunities that generate employment, economic opportunities and the development of entrepreneurial skills.

Moreover, when contractors are owned and controlled by enrolled members of the Three Affiliated Tribes they shall have first preference. Therefore, TERO urges all decision makers to consider the spirit of the law and regulations when making decisions at Fort Berthold. Moreover, as the Qualified Indian Contractors are given an opportunity to compete in the marketplace they are demonstrating that they can meet and exceed the expectations of the construction and oil industries. Those opportunities should continue because it is consistent with TERO law and because the Qualified Indian Contractors competently perform their role at competitive prices.

I hope this letter clarifies TERO's position in its effort to serve the best interests of the Nation, its members and the business community.

MHA TERO DIRECTOR

Charles Foote