INDIAN PREFERENCE OFFICE COMPLIANCE PLAN AGREEMENT

Every construction contractor is required to submit to the Indian Preference Office for its approval a Compliance Plan setting forth how the contractor intends to meet its obligations. No contractor shall commence work on the Flathead Indian Reservation until the Compliance Plan is approved.

General Information	tion					
Contractor Name:						
Telephone Numbe	r:		Fax No			
Street Address:						
City:	State:		Zip Code:			
Name of Project:_						
Project Number: _						
Authorized Repres	entative:					
The Contractor ide	entified above is operatir	ng as:				
() Prime Contractor	()	Subcontractor	() Owner/Operator		
start work or allow		ne project	site until the Cor	ndian Preference Office and wanted of all contractor of all contractor of all contractor of the contractor of the contractor of the contractor of the contract		
	ence Office will provide elevant Compliance Plan		tification to the I	Prime Contractor of completion	on and	
				r and subcontractor replaceme oordinator, similarly as herei		
Failure to comply with any and all conditions herein, including obtaining of required prior approvals, such as those for replacement or new personnel will constitute non-compliance hereof.						
Employment Info	rmation					
Preference Office, The Indian Prefere	each listed position is su	ubject to n turn a copy	egotiation with t	onnel list is submitted to the Inhe Indian Preference Coordinompliance plan after negotiati	ator.	
Name of l	Employee		Job Position	1 Name or Title		

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(attach additional sheets, as needed)

<u>Core Crew:</u> Core crew personnel are permanent full-time employees with supervisor responsibilities, and employees with ownership interest. Ownership interest must be supported by documents provided by the contractor, which may include individual tax returns. Certified payroll information on personnel listed above, from a previous construction season may be used to verify prior employment. All documentation submitted by the contractor and subcontractor must be determined as acceptable by the Indian Preference Coordinator.

<u>Commencement of Work:</u> Prime Contractor shall not authorize any contractor to commence work on a project until the Compliance Plan has been approved by the Indian Preference Coordinator.

<u>Subcontractor Compliance</u>: The Prime Contractor is responsible for compliance at every tier in associated subcontracts.

Reporting Protocol: The reporting protocol that the contractor will follow to document compliance shall he:

- a) Submittal of requests for applicants need to made to the Indian Preference Coordinator.
- b) Provide Indian Preference Coordinator the time duration of two day to contact the applicant and a third day for the employee to get to the job site.
- c) Provide job qualification criteria to the Indian Preference Coordinator, in writing, prior to implementation, and obtain, in writing, Indian Preference Coordinator approval and acceptance of each instance of job qualification criteria provided.
- d) Provide for Indian Preference Coordinator and employer joint determination of planned and employed personnel qualifications.
- e) Provide timely, accurate and complete data in accord with Indian Preference Coordinator request and requirement to ensure and enable monitoring for comparative purposes the Indian employee and Non-Indian employee schedule opportunities and number of work hours.
- f) Provide timely, accurate and complete data in accord with Indian Preference Coordinator request and requirement, to ensure, enable and enforce the requirement that no Indian preference employee shall be terminated when a non-Indian employee in the same job classification is still employed.
- g) Provide complete and accurate payroll reports within one week of payroll disbursement.
- h) Provide disciplinary action reports regarding Indian preference employees within two working days of taking disciplinary action.
- i) Provide promotion reports within two working days of giving any promotion.
- j) Provide layoff and RIF notices 24 hours prior to making any layoff or reduction in force.
- k) Complete and conform with all conditions of the Compliance Plan

<u>Sanctions for Non-compliance</u>: The Indian Preference Coordinator shall notify the contractor and relevant subcontractor, in writing, concerning non-compliance of Reporting Protocol items listed above.

On issue of a notification of non-compliance concerning the reporting Protocol items listed above, to any contractor or subcontractor, the Indian Preference Coordinator will initiate appropriate action to:

- a) Ensure that contractor procedures and policies will be modified to ensure compliance.
- b) Suspend contractor operations until violation is cured.
- c) Ensure other appropriate action reasonable and necessary for the purpose of enforcing the Compliance Plan.

<u>Signatures</u>		
Signed:		Date:
	Contractor Authorized Representative	
Signed:		Date:
	Indian Preference Coordinator	