



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**

P.O. Box 40
Sells, Arizona 85634
Tucson Line (520) 547-8160 · Direct Line (520) 383-3304
Fax (520) 383-2781 · Email: tero@toua.net



**APPLICATION FOR AN EXEMPTION
FROM REGULATION 1.5-COMPLIANCE PLANS
FOR:**

(Project Title/Entity)

If a covered employer, including a primary contractor or subcontractor, wishes to be granted an exemption from compliance with Tribal Employment Rights Ordinance ("TERO") Regulation 1.5-Compliance Plans, such employer must submit this completed application to the Tribal Employment Rights Office ("Office") at least ten (10) business days before the employer intends to engage in a business activity within the Nation's reservation boundaries. The Office will review this application and either, in writing, grant an exemption or deny the exemption application. If an exemption is denied, full compliance with Regulation 1.5 is required.

PLEASE BE ADVISED, that a covered employer shall not engage in a business activity within the Nation's reservation boundaries until an exemption from Regulation 1.5 is granted or Regulation 1.5 is complied with in full in the event an exemption is denied.

All of the below questions **MUST BE** answered on this application and any documents requested shall be attached to this application. Failure to complete this application fully or attach any requested documents will result in a delay in processing this application.

FAILURE TO COMPLY WITH THE TERO MAY RESULT IN CIVIL PENALTIES.

The applicant hereby certifies that for the proposed project, which is titled above, that the entity, covered employer, contractor or sub-contractor will engage in a business activity on the Nation primarily for non-construction purposes such as one or more of those selected below in number 1.

- 1. DELIVERY INSTALLATION/CONFIGURATION OF EQUIPMENT OTHER TANGIBLE GOODS (Software or Hardware)
- 2. NAME OF COMPANY _____
- 3. ADDRESS _____
- 4. OFFICE TELEPHONE _____ FAX _____
- 5. PROJECT MANAGER/SALES REP/MARKETING MANAGER _____
- 6. CELL TELEPHONE _____ EMAIL _____
- 7. LOCATION OF PROJECT/BUSINESS _____
- 8. WORK TO BE PERFORMED _____

*The applicant hereby designates the following company official to monitor all employment, training and contractual related activities to ensure that the company is in compliance with the TERO. **The TERO Liaison will work closely with Tribal Employment Rights Office.***

- 9. TERO LIAISON _____
- 10. LIAISON CONTACT NUMBER _____ EMAIL _____
- 11. PROJECT NUMBER _____
- 12. CONTRACT/P.O. NUMBER _____
- 13. TOTAL AWARD _____

14. NAME OF CONTRACTING OFFICER _____
15. START DATE (Contract/P.O date) _____
16. DATE OF COMPLETION/DURATION (Contract/P.O date) _____

17. NUMBER OF EMPLOYEE(S) REQUIRED FOR PROJECT/BUSINESS _____

18. LIST REGULAR, PERMANENT OR KEY EMPLOYEES. **(Use separate sheet if needed and attach hereto.)**
 The applicant hereby certifies that the employees who will be engaged in the business activity on the Nation are regular, permanent, or key employees of the entity, covered employer, contractor or sub-contractor and no additional employees will be hired to complete the work proposed for the project.

	<u>EMPLOYEE NAME</u>	<u>POSITION/TITLE</u>	<u>INDIAN</u>	<u>NON-INDIAN</u>	<u>Date of Hire with Company</u>
A.					
B.					
C.					
D.					
E.					

ATTACH THE FOLLOWING:

19. Copy of executed contract/agreement or issued purchase order
20. Copy of Certificate, if required
21. Legible copies of identification card, tribal card, driver's license for EACH employee listed in #18.
22. Work Schedule or Delivery Schedule
23. Copy of Transaction Privilege Tax License for this Project. If NOT valid for this project, contact the Treasury Office at 520 383-1800 Ext., 2457.

The applicant is required to inform the Tribal Employment Rights Office of any change to the contract or agreement, purchase order or services.

The Tribal Employment Rights Office Director or Compliance Officer have the right to make on-site inspections and conduct compliance investigations at all sites where services are taking place under the provisions of the TERO and its Regulations.

I hereby certify by my below signature that I am authorized to submit this application on behalf of the entity seeking the exemption, that such entity shall comply with all the rules and regulations set forth in the TERO and that all the answers provided herein are correct, true and accurate.

COMPANY REPRESENTATIVE	
Print Name	Title
Signature	Date