

Streamlining TERO Support for Compliance, Employment, Reporting

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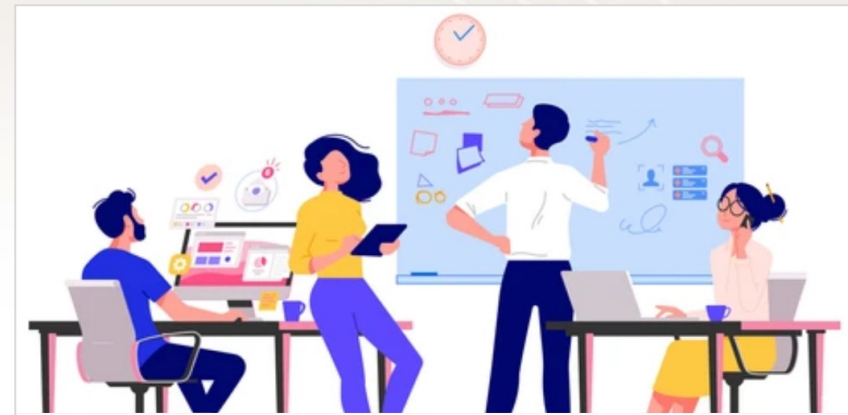
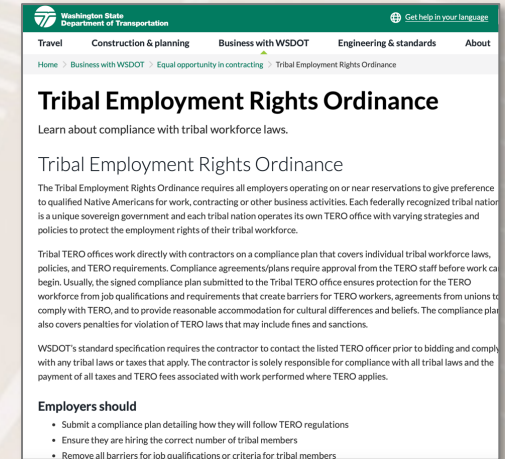
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Tribal•D™



TERO Scope for Automation and Streamlining

- Contractor Compliance with Ordinances
- Contractor and employment management
- Native hiring preference enforcement
- Training & workforce development
- Discrimination complaint resolution
- Reporting and compliance

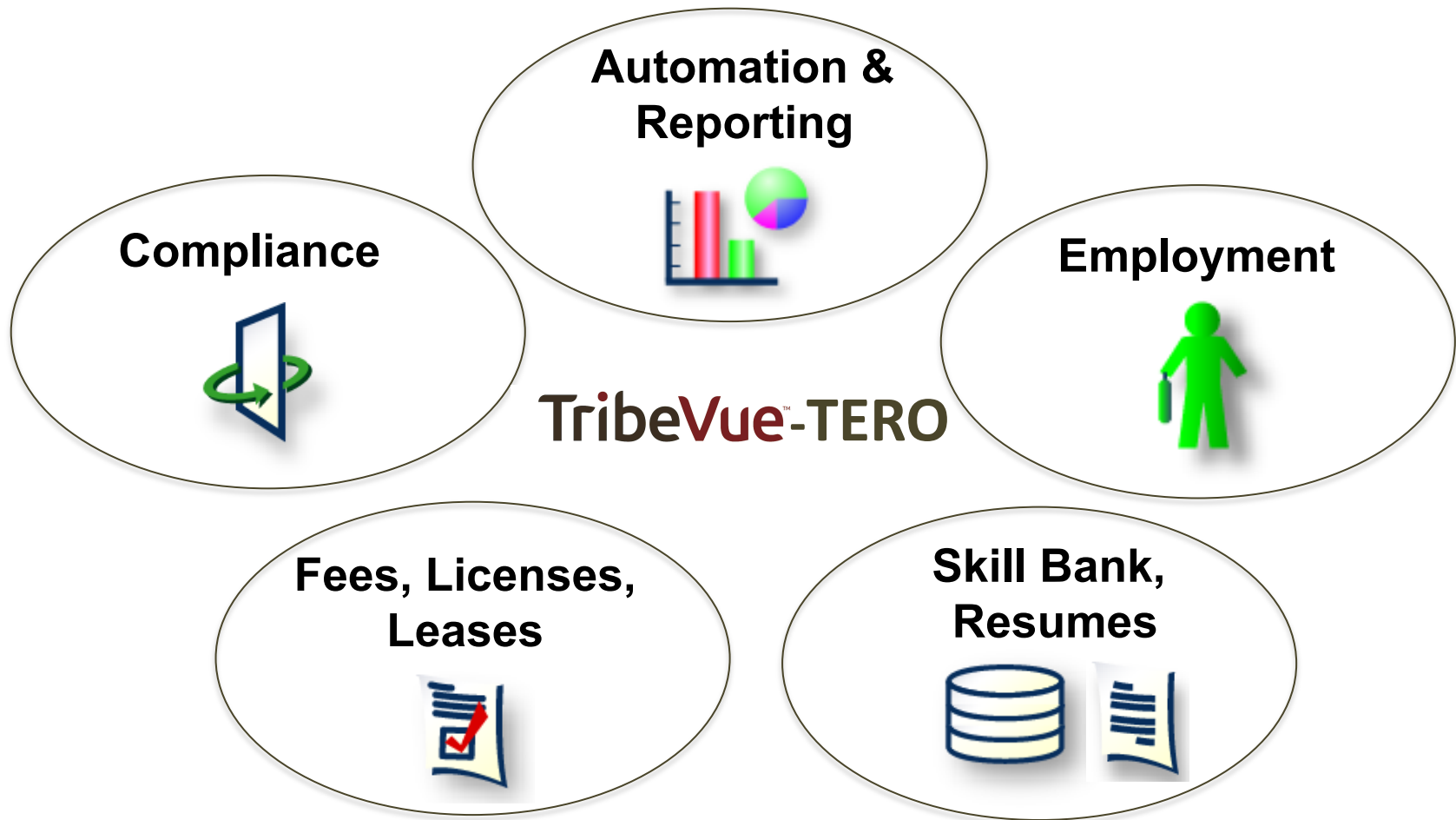


Challenges

- Paper-heavy, manual processes
- Limited visibility into hiring data
- Inconsistent tracking of contractors
- Hard to match jobs with tribal workforce
- Compliance gaps



...Using Technology for TERO Regulatory and Employment Support

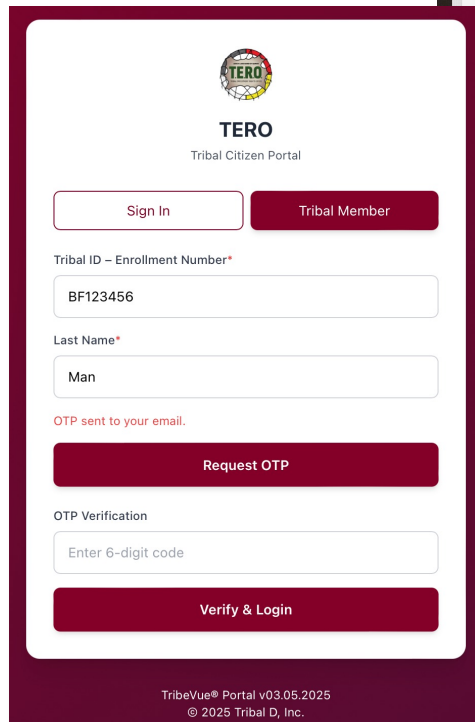


TERO Technology: Tribe Vue® - TERO

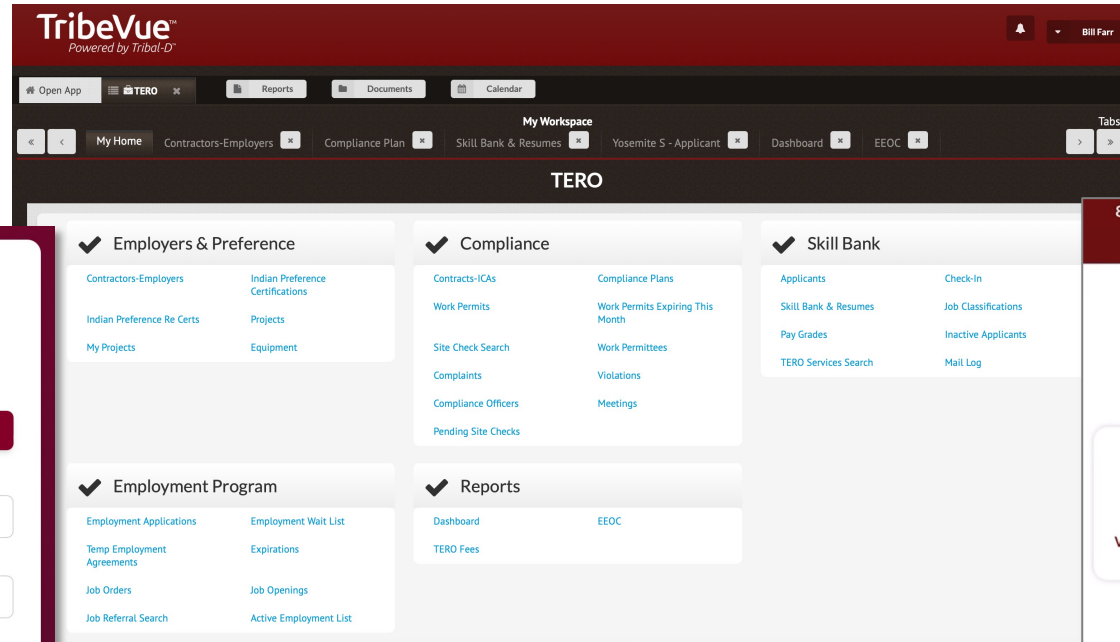
Off the Shelf Software: TERO Compliance and Employment

Staff Database – Cloud or On Premise

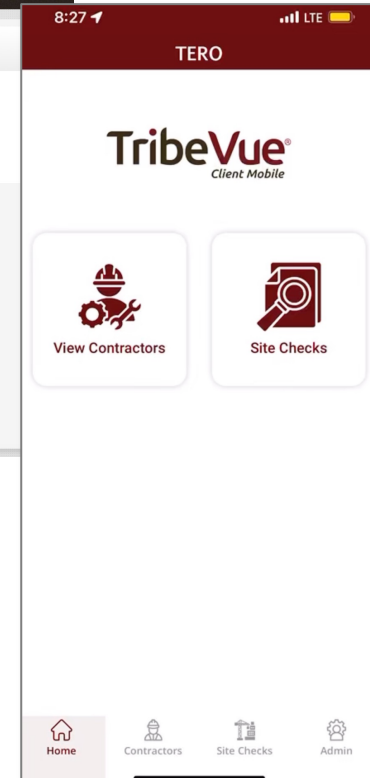
Portal App:
Contractor,
TERO Worker



The image shows the Tribal Citizen Portal app interface. At the top is the TERO logo and the text "Tribal Citizen Portal". Below this are two buttons: "Sign In" and "Tribal Member". The main section contains a "Tribal ID - Enrollment Number*" field with the value "BF123456", a "Last Name*" field with the value "Man", and an "OTP sent to your email." message. Below these is a "Request OTP" button. Further down is an "OTP Verification" section with a field to "Enter 6-digit code" and a "Verify & Login" button. At the bottom, it says "TribeVue® Portal v03.05.2025 © 2025 Tribal D, Inc."



Staff
Mobile App



Plus:

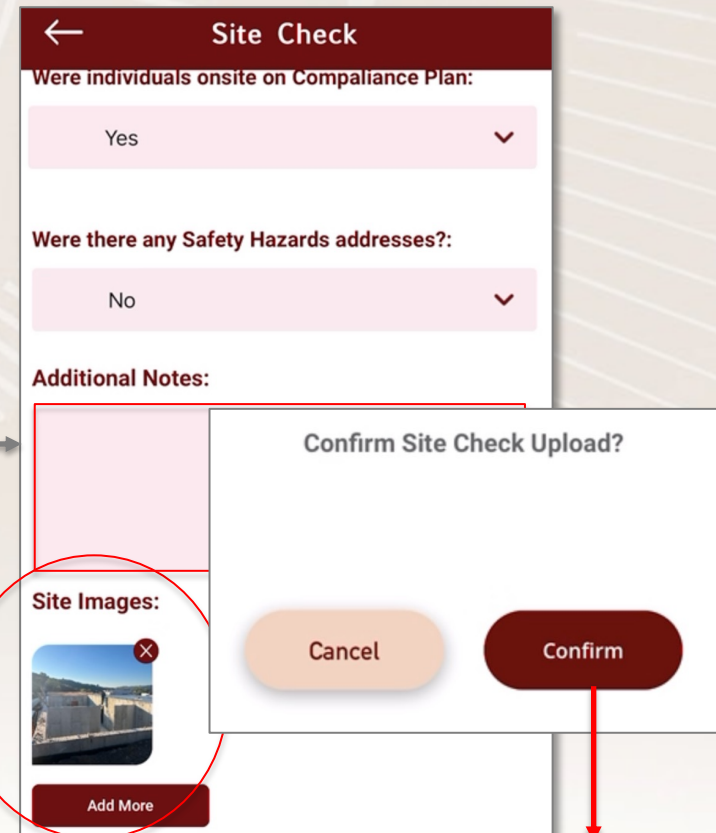
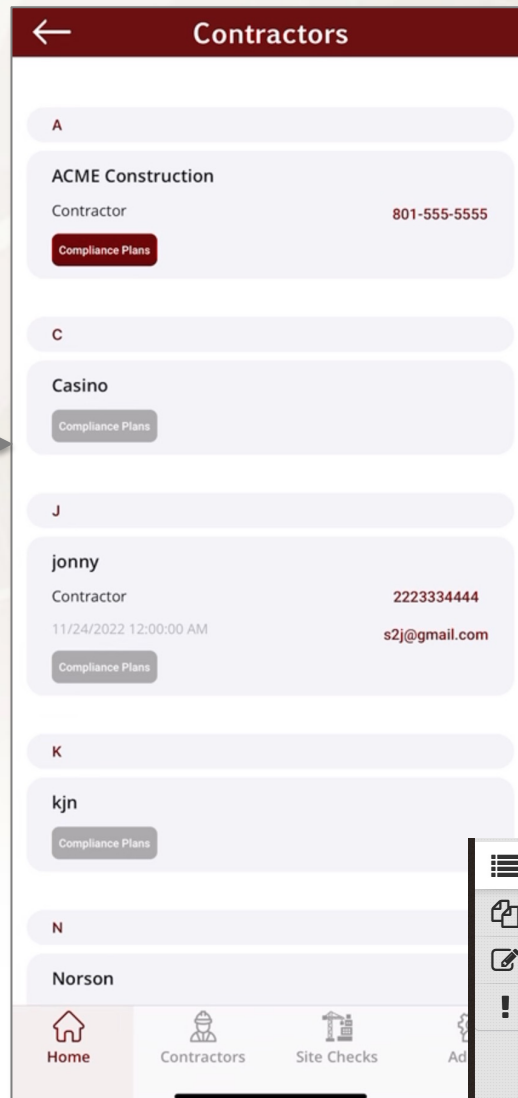
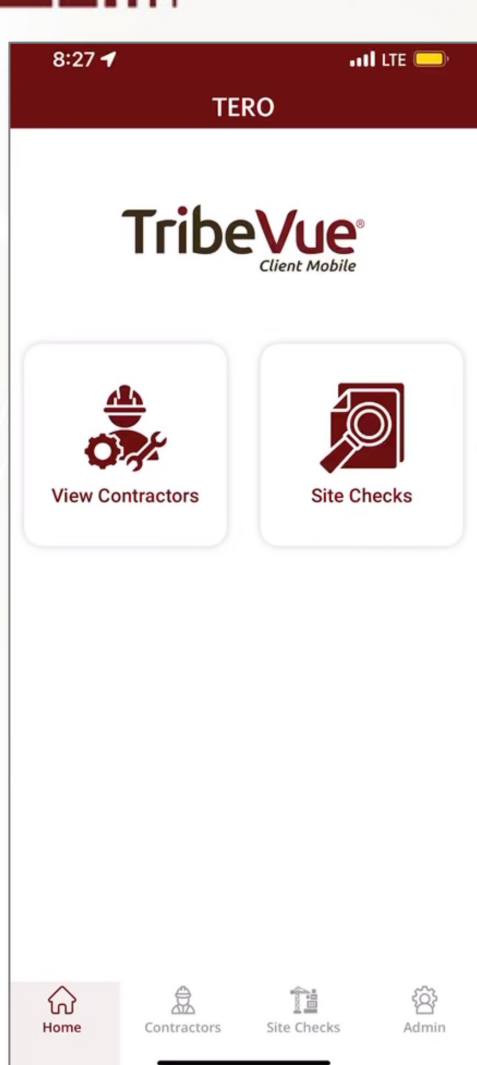
- Database Automation
- SMS text - reminders
- Google Maps
- e-Signatures
- Auto Dashboards
- AI

TERO Process Tracking



Compliance Officer App

Site Inspections: Photos, Notes, Uploads

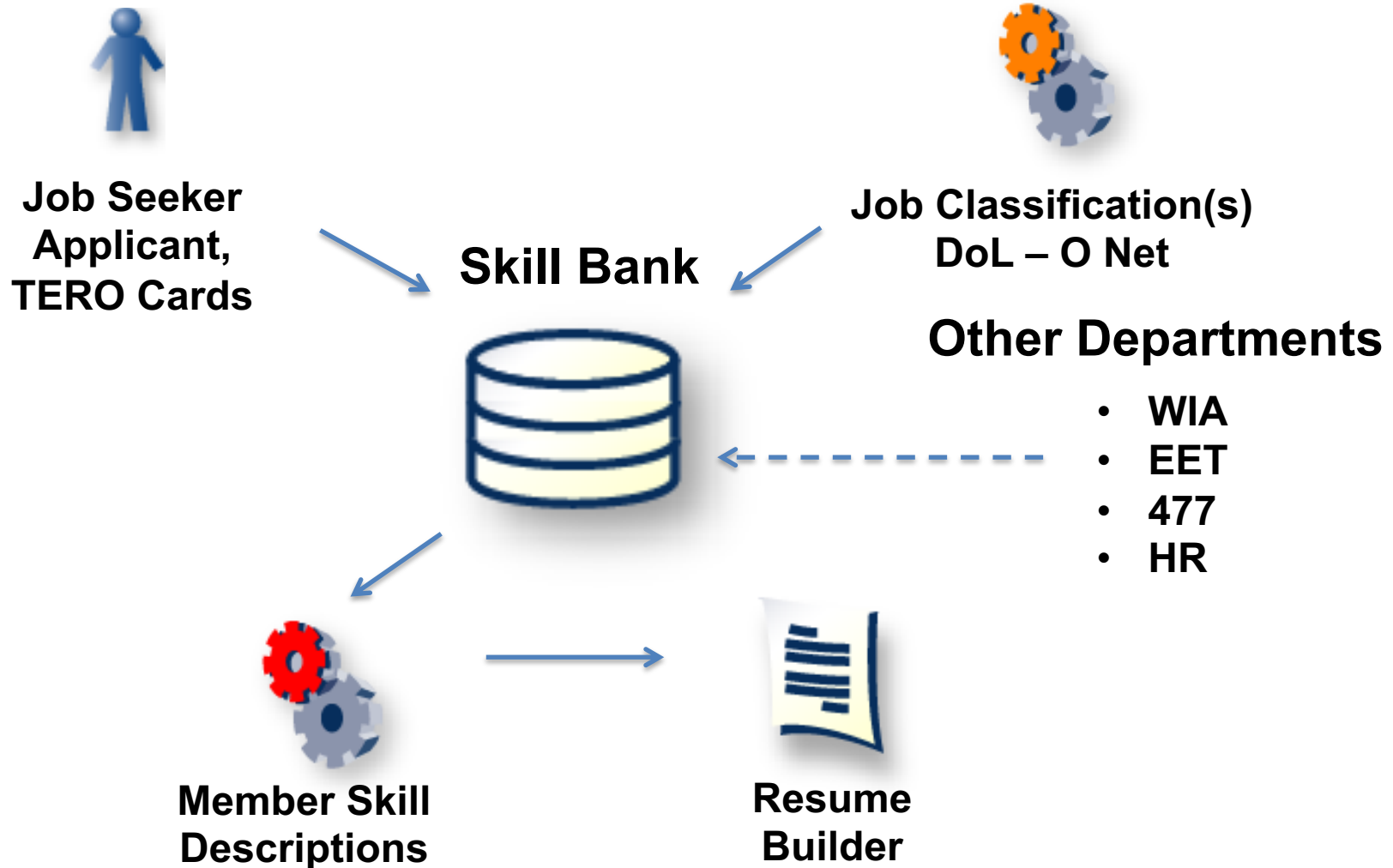


The screenshot shows the "Site Check Properties" table. It has a title bar "Site Check Properties" with a back arrow and an "Insert Violation" button. The table is divided into two sections: "Data Properties" and "Site Check Properties". The "Data Properties" section contains the following data:

Data Properties	
Site Check Number:	857
Date and Time of Visit:	4/9/2025 12:00:00 AM
Status:	Complete
Compliance Plan No.:	259
Name of Contractor:	Geos paint and finish
Text Name of Contractor:	Geo paint

Workers Skill Bank and Resume Builder

Auto-Match People-Skills with a Job



Skill Bank Database

Skill Bank List

Refresh

Export 83 records to Excel


Showing 83 records

Skill Bank ID	Person	Applicant TERO Status	Job Title 1	Job Title 2	Job Title 3	Job Title 4	Job Title 5	Job Title 6	Job Title 7
185	12/4/1997		Carpenter	Carpenter Finisher	Siding	Framer	Roofing	Flooring	HVAC
174	Tester,Johnny, 5/5/1985	Active	Carpenter	Carpenter Finisher	Siding	Framer	Roofing	Plumber	Electrician
163	test only 2 , test only, 4/15/2010		Carpenter	Carpenter Finisher	Plumber	Carpet Layer	HVAC	Concrete Laborer	Laborer
176	Test Form 2, Test Form, 12/16/1992		Carpenter	Carpenter Finisher	Framer	Roofing	Electrician	Carpet Layer	HVAC
193	12/4/1997	Active	Carpenter	Forklift	ASV/Bobcat				

Skill Bank

Labor Match


Skill Bank Metrics



292

Members

Total Number of Members



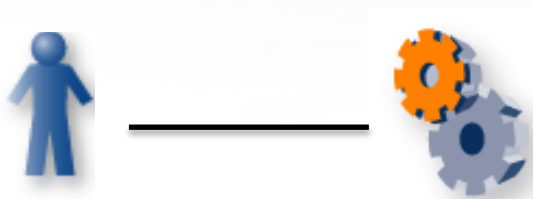
193

Job Titles

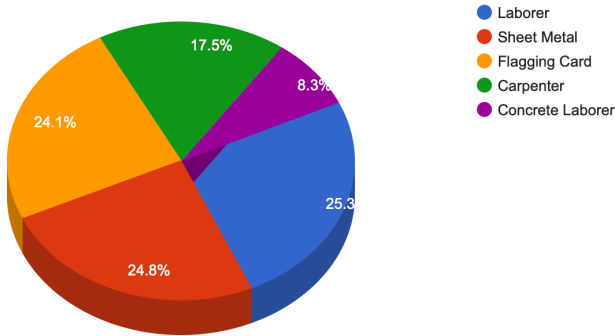
Total Number of Unique Job Classifications

Job Seeker
Applicant,

Job
Classification(s)



Top 5 Job Classifications



Resume Builder from Skill Bank

Properties

Files

Notes

Member Skills

My Resume

Skill Bank Properties

Data Properties	
Skill Bank ID:	146
Person:	Sam, Yosemite, 05/05/1955
Applicant TERO Status:	Active
Job Title 1:	Welder
Job Title 2:	Carpenter
Job Title 3:	Carpenter F
Job Title 4:	

Resume For: Yosemite Sam

YOSEMITE SAM

123 Sesame Street, DUNBAR PA 68248 | (777) 888-9999 | ysam@acme.comX | Tribe: Ute Mountain Ute

OBJECTIVE

To find employment that best fits my skill sets.

EXPERIENCE

Skill Title: Carpenter

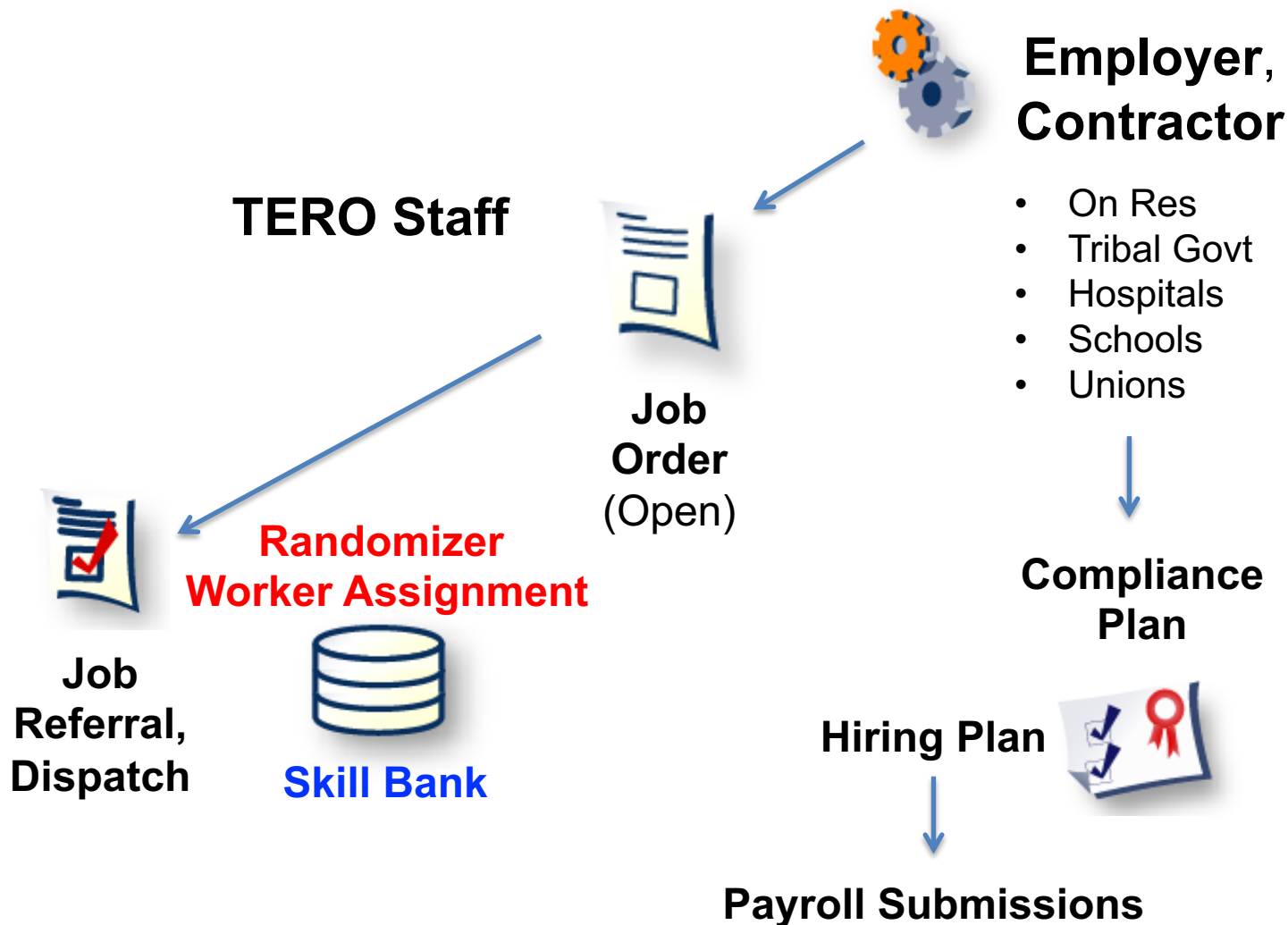
Skill Information

- Objective: Obtain a job as a carpenter
- Years/Hours Skill Experience: 10
- Training:
- Level: Master
- Certification(s): Other
- Skill Description:
- Reference:

EDUCATION

5 - Not Attending School, H.S., GED Graduate

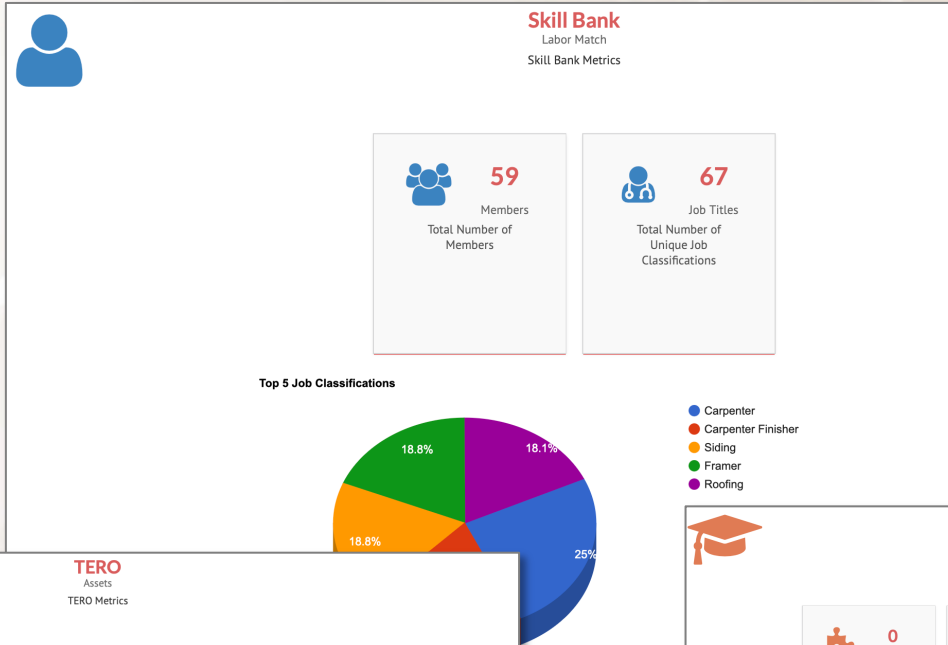
Job Referrals with **Random** Assignment



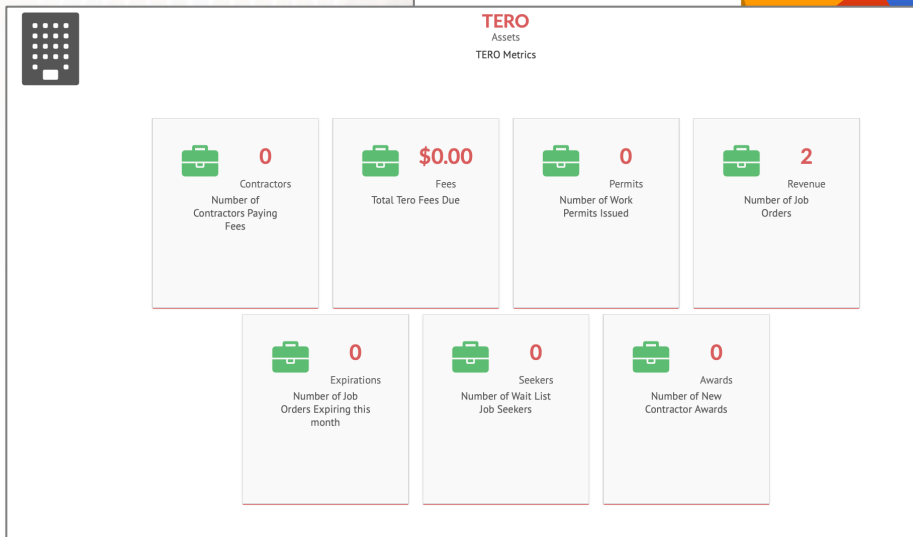


Automated Reports / Dashboards

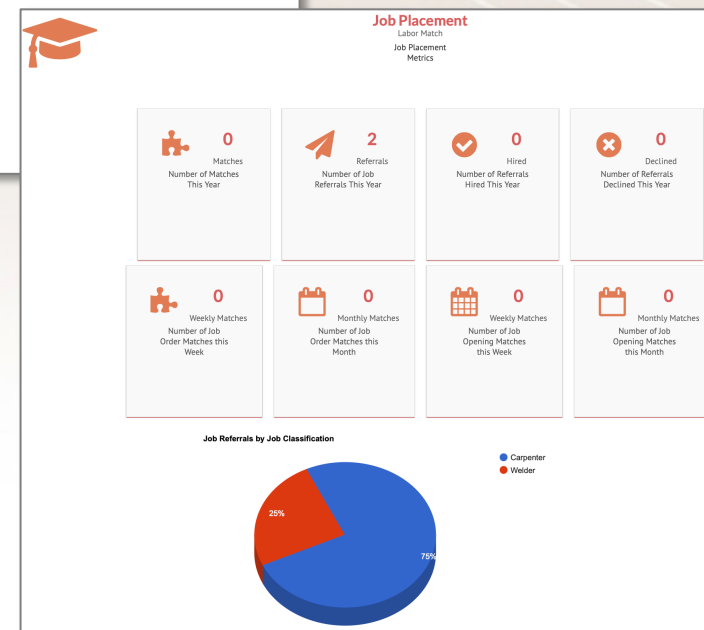
Skill Bank, Availability



TERO Fees



Job Placement



Reporting: EEOC and other Stats

Automated EEOC Report

Complaints

Indian Preference

Site Checks

Meetings & Events

Job Referrals

[Export to Word](#)
[Export to Excel](#)

U.S. Equal Employment Opportunity Commission

I. Grievances, Discrimination, Charges and Complaints Processed					Number
a.	In Quarter, Total number of complaints filed				0
b.	Name of Charging Party	Description of Charge	Date Filed	Method of Resolve	Date Resolved
c.	In Quarter, Number aggrieved by EEOC Statutes				0
d.	In Quarter, Number aggrieved by TERO Ordinance				0
e.	In Quarter, Number aggrieved by other employment related actions or inactions				0
f.	In Quarter, Number of charges forwarded to EEOC				0
g.	Year-to-Date Charges filed & conciliated with local zero				1

II. Indian Preference Agreements					Number
a.	Number of contractors On Reservation				1
b.	Number of contractors Near Reservation				1
c.	Number of contractors on-reservation who do not have compliance plans				0
d.	Number of contractors off reservation who have compliance plans				1
e.	Number of contractors with Indian Preference Agreements with Compliance Plans				2
f.	Number of meetings concerning the implementation of Indian Preference Agreements				0
g.	Year-to-Date Compliance Plans				2

III. Compliance with Preference Agreements & On-site Inspections					Number
a.	In Quarter, Number of site checks				1
b.	Year-to-Date Site Inspection/contacts conducted				3

IV. Training Session Activities					Number
a.	Number of training sessions held				0
b.	Requesting Party	Nature of Training	Date Held	Number of Participants	
c.	Year-to-Date training participants				1

V. Skill Development Activities					Number
a.	Number of skill development sessions held				0
b.	Requesting Party	Nature of Training	Date Held	Number of Participants	
c.	Year-to-Date training participants				1

VI. Referrals for Employment					Number
a.	Number of Referrals				0
b.	Number of referrals for permanent employment				0
c.	Number of referrals for temporary employment				0
d.	Number of hires				0
e.	Average rate of pay				
f.	Year to date Referrals				2

TERO – Part of Tribe Vue® Suite of Modules: 30+ Workforce Development and Compliance

Tribe Vue® Modules

Tribal Citizens, Enrollment

- Enrollment
- Voting (Delegates)
- Citizen Portal

Human/Social Services

- 477 EET reporting
- TANF, FTANF reporting
- GA Benefits, FASSR reporting
- GA-Burial Assistance
- Voc Rehab, RSA metrics
- Higher Ed-Scholarships
- Financial Assistance
- Mobile app-Case Worker

Natural Resources

- Water Resources
- Land Use, Permits
- Fish & Wildlife
- Permitting
- EPA: TERC, WQX, AQX

Courts

- Tribal Courts Enterprise
- Child Support Enforcement HHS IVD

Tribal Family and Youth Services

- OCS referral to Initial Assessment (IA) cases;
- DoJ CTAS
- ICWA Notifications
- ICWA Cases, 1076 reporting
- Tribal Child Welfare Cases
- Foster Care IVE
- Elders Services, Title VI reporting
- Elders Emergency Services
- Clinical Services
- Three Sisters – Domestic Violence
- Rural Child Welfare (RCWS)
- Child Care - CCDF, 477 reporting
- Group Events
- Diligent Relative Search
- Recidivism Reduction Initiative – GAINS tracker

Employment

- **TERO**
- TERO – Employer Portal
- Mobile app-Compliance Plan Site visit

Housing Assistance

- Home Loans, Rent, Repairs

Law Enforcement

- Police RMS

Tribal Government & Admin

- Contracts & Grants
- Taxes and Taxpayers
- 638 Self Governance Report
- Accounting Interface (MS CRM)
- Accounting Interface (Sage)
- Mobile app- Check in, Case Mgr
- Dashboards



Tribal Cannabis Operations
Cultivation, Processing, Retail, Reporting



Tribal Opioid Response
SUD/ODU Recovery and Treatment



Community Wellness
Incentivized Behavior Programs



TribeVue™

TERO Regulatory and Employment Support

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