

**Warm Springs
Tribal Employment Rights Office Commission
(TERO)**

4 POSITIONS

Section 6.01 Establishment of Commission

The Tribal Employment Rights Office Commission is hereby established to perform the duties and responsibilities set forth in this code.

- A. Membership-the commission shall be comprised of 5 members appointed by the Tribal Council. The members shall hold office for a period of 1 and 2 years, terms to be determined by the Tribal Council. There is no limitation on the number of terms a member may serve.
- B. Qualifications-any Indian 18 years and older who works or resides on the reservation is qualified to be appointed to the commission.
- C. Commission Chairperson-The commission shall elect annually a Chairperson from its membership. The chairperson shall preside at all meeting of the commission and shall be authorized to sign required documents in accordance with the powers of the commission.
- D. Duties and Powers-The commission shall be responsible for conducting hearings on Tribal Employment Rights matter in accordance with this code. In addition to all specific powers set forth in this code, the commission shall also have the following powers:
 - 1. Review contractor applications to certify that applicant is eligible for inclusion in Indian Owned business directory.
 - 2. Certify on-the-job training hours as recorded by office staff for tribal apprenticeship programs.
 - 3. The commission may conduct on-site visits if such visits are a part of their investigation for the decision making process for appeals.
 - 4. Develop procedures necessary to implement the provisions of this code that are consistent with this code.
 - 5. Conduct an annual review of the code.
- E. The Commission will hold regular monthly meetings. Times and procedures for hearings will be set as necessary, when an appeal is filed on a sanction or decision of the Program Manager.
- F. The commission will be afforded annual training on hearing procedures and decision making techniques.

Letters of interest & Resumes' of applicants interested in serving on the **WARM SPRINGS TRIBAL EMPLOYMENT RIGHTS OFFICE (TERO) COMMISSION**, submit **BY 5:00 PM ON MONDAY - JUNE 16, 2025.**

-Drop off at Tribal Administration Building addressed to Secretary-Treasurer/CEO

-By Mail send to: Secretary-Treasurer/CEO, PO Box 455, Warm Springs, OR 97761

PLEASE SIGN A CRIMINAL AND CREDIT BACKGROUND CHECK. FORMS CAN BE EMAILED OR MAILED TO YOU. INFORMATION WILL BE SUBMITTED CONFIDENTIALLY TO THE S-T/CEO.

**CLASS II - TRIBAL MEMBER & NON MEMBER
(2 POSITIONS)**

Section 1. General Powers. WSCP, subject to any restriction contained in the Constitution & laws of the United States, the Compact, or in the Corporate Charter, Constitution, Bylaws, Referendums, Ordinances & Regulations of the Tribe, or in this Plan of Operation, shall do & perform every act & thing whatsoever which it shall deem necessary, expedient or advisable to carry out the purposes & objectives of WSCP & the provisions of this Plan of Operation. Without limiting the generality of the foregoing, WSCP shall have the power to obtain capital from the Federal Government & from one or more responsible financial institutions or individuals or entities, & to negotiate & enter into security agreements with such financial institutions, individuals, entities & the Federal Government for repayment thereof; to negotiate & execute contracts for management services; to construct, or cause to be constructed, to purchase, or cause to be purchased, to equip, or cause to be equipped, & to operate, or cause to be operated, an industrial complex suitable to the manufacture & distribution of diatomaceous earth based products & related products. To exercise such further powers, not inconsistent with law, as may be necessary to the conduct of the business of WSCP. In the event the Board of Directors is uncertain as to any power of WSCP, it may seek the interpretation & guidance of the Council.

ARTICLE IV. BOARD OF DIRECTORS

Section 1. Initial Board of Directors. The business & affairs of WSCP shall be managed & controlled by a Board of Directors.

Section 2. Number. The Board of Directors shall consist of five directors. The number of directors of WSCP may be increased or decreased from time to time by amendment to this Plan of Operation. No decrease in the number of directors shall have the effect of shortening the term of office of any incumbent director. The Board of Directors shall, at all times, be comprised of a majority of tribal members.

Section 3. Classification & Term of Office. The Board of Directors shall be divided into three classes, designated Class I, Class II & Class III, as follows:

- **Class I** shall consist of one individual who shall be either a member of the Tribe or a nonmember of the Tribe who is interested in the economic & social development of the Tribe & its membership & who possesses expertise in marketing, management, manufacturing, finance, banking or some other field which would benefit WSCP. The Class I director shall have an initial term in office expiring December 31, 2025, or until a successor is appointed & takes office.
- **Class II** shall consist of one individual who shall be either a member of the Tribe or a nonmember of the Tribe who is interested in the economic & social development of the Tribe & its membership & who possesses expertise in marketing, management, manufacturing, finance, banking or some other field which would benefit WSCP. The Class II director shall have an initial term in office expiring December 31, 2027.
- **Class III** shall consist of one individual who is a Tribal member & one individual who is a nonmember, who are interested in the economic & social development of the Tribe & its membership & who possesses expertise in marketing, management, manufacturing, finance, banking or some other field which would benefit WSCP. The Class III directors shall have an initial term in office expiring December 31, 2025, or until a successor is appointed & takes office.

After the expiration of the initial term of Class I, Class II & Class III directors, the term of office of each of said classes shall be three years from the expiration date of each class as set forth above, or until their successors are appointed & take office. Directors shall be eligible for reappointment.

Section 4. Appointment of Directors. Directors shall be appointed by council resolution.

Section 8. Regular Meetings. Regular meetings of the Board of Directors shall be held quarterly on the third Monday in the months of February, May, August & November for the purpose of reviewing the preceding three months' operations, making plans for the ensuing three months' operations, & the transaction of such other business as may come before the meeting. The first regular meeting in each fiscal year shall also be the annual meeting of the Board of Directors. At the annual meeting of the Board of Directors, the Board of Directors shall review the preceding year's operations, make plans for the ensuing year's operations, elect officers & transact such other business as may come before the meeting. The regular meetings shall be held at the time & place specified by the Chair of the Board in the notice of the meeting. If the day fixed for a regular meeting falls on a tribal holiday, or is otherwise inconvenient or unsatisfactory in the opinion of the Board of Directors, or the Chairman of the Board, the Board of Directors or the Chairman of the Board may fix another date in lieu of the regularly scheduled meeting date. The Secretary/Treasurer or duly authorized representative may be in attendance at all meetings as the Tribe's observer.

Section 11. Quorum. A majority of the directors in office shall constitute a quorum for the transaction of business at any meeting of the Board of the Directors, provided that at least one director present be a tribal member.

Letters of interest & Resumes' of applicants interested in serving on the WSCP BOD, submit
NO LATER THAN 5PM MONDAY - JUNE 16, 2025

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WARM SPRINGS POWER & WATER ENTERPRISE BOARD OF DIRECTORS

2 POSITIONS

Class III - TRIBAL MEMBER & NON MEMBER

ARTICLE III. BOARD OF DIRECTORS

- 1) Number. The Board of Directors shall consist of five (5) directors. The number of directors of WSPE may be increased or decreased from time to time by Amendment to this Plan of Operation. No decrease in the number of directors shall have the effect of shortening the term of office of any incumbent directors.
- 2) Classification and Term of Office. The members of the Board of Directors shall be divided into three classes, designated Class I, Class II and Class III as follows:
 - i) Class I shall consist of one director who shall be an enrolled member of the Tribe or non-member who is interested in the economic and social development of the Tribe and its membership and who has expertise in the field of energy or related matters.
 - ii) Class II shall consist of two directors, one of whom shall be an enrolled member of the Tribe and one of whom shall be a non-member who is interested in the economic and social development of the Tribe and its membership and who has expertise in the field of energy or related matters.
 - iii) Class III shall consist of two directors, one of whom shall be an enrolled member of the Tribe and one of whom shall be a non-member who is interested in the economic and social development of the Tribe and its membership and who has expertise in the field of energy or related matters.
- b) After the expiration of the initial term of Class I, Class II and Class III directors, the term of office of each of said classes shall be three years from the expiration date of the immediately preceding term of each class.
- c) Directors shall be eligible for reappointment.
- 3) Appointment. The members of the Board of Directors shall be appointed by the Council.
- 4) General Powers. The business and affairs of WSWPE shall be managed and controlled by the Board of Directors.
- 5) Regular Meetings. A regular meeting of the Board of Directors shall be held annually on the fourth Thursday in the month of March for the purpose of reviewing the preceding calendar year's operations, and the transaction of such other business as may come before the meeting. At the annual meeting of the Board of Directors, the Board of Directors shall review the preceding year's operations, make plans for the ensuing year's operations, elect officers and transact such other business as may come before the meeting.
- 6) Special Meetings. Special meetings of the Board of Directors may be called by the Chair of the Board or any three members of the Board of Directors. Meetings shall be held at the time and place specified by the person or persons calling such meeting.
- 7) Notice. Notice of meetings of the Board of Directors shall be given at least five days previously thereto by a writing delivered personally or mailed to each director at his or her business or by telegram. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail so addressed, with postage thereof prepaid. If notice be given by telegram, such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Unless otherwise specified in this Plan of Operation, neither the business to be transacted nor the purpose of any meetings of the Board of Directors need be specified in the notice or the waiver of notice of such meeting.

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