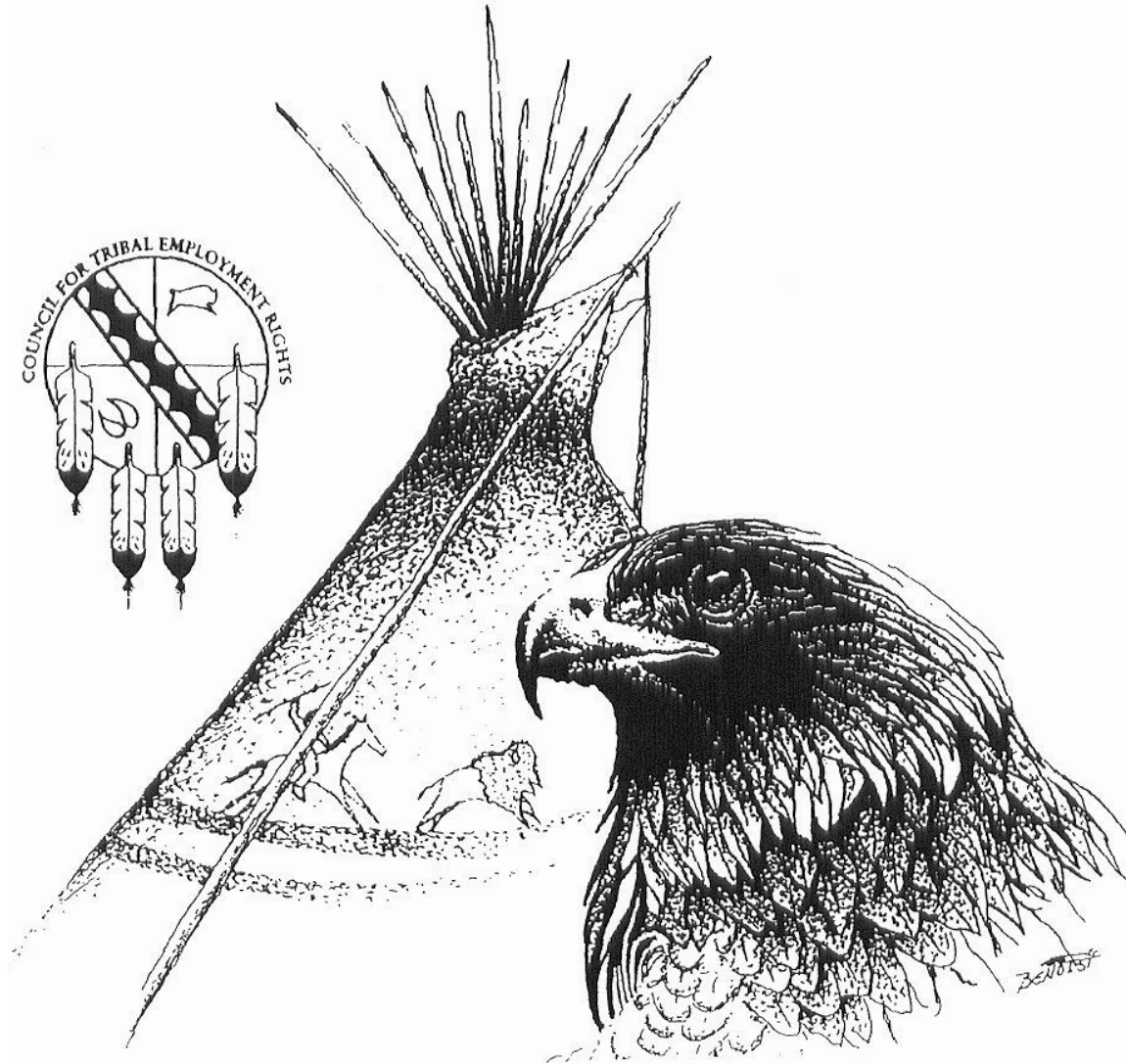


COMPREHENSIVE TRAINING
FOR
TERO COMPLIANCE OFFICERS & COMMISSIONERS



Presented by: John Navarro
Co-Founder CTER & Former President
The Council for Tribal Employment Rights

Hotel Tempe- Phoenix Airport
1651 W. Baseline Road, Tempe, AZ 85283
480-897-7900
February 14-16, 2012

PROGRAM OBJECTIVE & OVERVIEW:

Objective is to provide TERO officers, commissioners and the program's administrative staff with information that will enhance their knowledge, understanding, commitment, and their ability to successfully perform their job responsibilities. The program will present the latest concepts and strategies for TERO enforcement and compliance effectiveness. It will also provide the latest in tribal and federal employment/contracting law. Featured during the program will be presentations by several leading TERO specialists in the field of human resource utilization.

Program will contain 8 major components:

- A Basic Introduction to TERO & Tribal Employment Law;
- A Comprehensive review the vital provisions in TERO Ordinance;
- Specific Roles, & Responsibilities for TERO admin staff;
- Specific Roles, responsibilities, powers and administrative guides for Commissioners;
- A full review of Federal Indian preference and EEO Laws;
- TERO program administration and enforcement processes & procedures;
- General Knowledge and useful information;
- Desirable personal attributes for TERO compliance officers and commissioners.

AMONG CRITICAL TOPICS/ISSUES:

Compliance Monitoring	Conducting Preconstruction Meetings
Pro-active Compliance Strategies	Drafting Effective Compliance plans
Basic TERO Communication Skills	Charge Processing and Complaint intake
Developing an Investigating Plan	Conducting an Investigation
Refining Allegations	Writing an Investigative Report
Charge & Conflict Resolutions	Commission hearings, rulings, decisions

THIS PROGRAM IS A MUST FOR TRIBAL:

- TERO Directors & Compliance staff
- TERO Commissioners
- Councilmen, Program Mgrs.
- Tribal Legal Departments
- Housing Authority Staff
- Employment & Training Mgrs.
- Casino/Industry HR Mgrs
- Personnel / Human Resource Depts.
- Indian Businessmen & Contractors
- State & Union Representatives

** Program is highly recommended for anyone doing business with tribes or on Indian Reservations / Alaska Native Villages.

WHAT YOU WILL RECEIVE:

- An upgraded TERO officer quick reference tool kit manual containing valuable and relevant information, helpful guides and useful tips.
- A CTER certificate of successful TERO training course completion;
- Continuing Education College Credits (Northern Washington Indian College)

*** Session will provide all participants with excellent opportunities to make beneficial contacts and networking opportunities***

WHEN:

Dates: 2/14-16, 2012
Time: 8:30 AM - 4:30 PM
Wednesday – Friday

WHERE:

Hotel Tempe Phoenix Airport
1651 W Baseline Road
Tempe, AZ 85283
1-480-7900

CONFERENCE FEE:

\$395.00

HOTEL CONFERENCE RATES

Sun–Thur. \$84.00+Taxes King or Queen
Room includes; Continental Breakfast &
Refreshment hour

HOTEL REGISTRATION NUMBER

1-480-897-7900
(Ask for CTER conference rate)

*Cut Off date is 1-20-12. Important note: Seating for conference and hotel rooms filled very quickly last year so register early.
** Call hotel for airport pickup.

.....

Registration Form

Name:	Title:	
Tribe/Organization:		
Address:		
City:	State:	Zip:
Telephone:	Fax:	
Payment Enclosed:	Number Attending:	

** Please make checks payable to:
The Council for Tribal Employment Rights

**** Note: Because of the late date please phone or email registration to:**

John Navarro, CTER
2710 E. Windmere Dr.
Phoenix, AZ 85048
Phone # 480-759-6007
*Cell 480-529-1298
Jnavarrocter@q.com

or

Jim Sloan, CTER
1227 S. 284th St
Federal Way, WA 98003
Phone # 253-709-453
Fax # 253-529-2677