

2014 COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

37^{TH} ANNUAL NATIONAL TERO CONVENTION AUGUST 3^{RD} TO AUGUST 6^{TH} , 2014 COEUR D'ALENE CASINO RESORT HOTEL, IDAHO

"TERO in 2014: Building the Native Workforce"

PROGRAM AGENDA

Saturday, Aug	ust 2, 2014		
8:00 a.m. to 5:00 p.m			
Sunday, Augus	st 3, 2014		
9:00 a.m. Re 10:00 a.m. Teo	e – Time Co - Host	: Colville Tribe	Circling Raven Golf Course fames Nilson, TERO Director
10:00 a.m to 5:00 p.m.	•••••••••••••••••••••••••••••••••••••••	_	R Board of Directors, Volunteers
EVENING PROGRAM: WELCOME FEAST & HONORING CEREMONY			
5:30 p.m	WE	ELCOME FEAST &	t HONORING CEREMONY
Grand Entry/ Posting of Colors: Cheyenne River Sioux Tribe (Veterans Group) Host Drum: Coeur d'Alene Tribe			
Fe	east & Dinner Blessing: J	eannie Louie, Triba	l Elder, Coeur d'Alene Tribe
Н	ost Tribe Welcome:	Chief Allen, Cha	nirman, Coeur d'Alene Tribe
Host Region Welcome: Gary LaPointe, Northern Plains Coalition TERO Region			

CTER Board of Directors

Welcome Feast: Hosted by: MHA Three Affiliated Tribes TERO

TERO Memorial & Honoring Ceremony: Lee Adolph, President, CTER

Host Drum: Coeur d'Alene Tribe

8:30 p.m. RETIRE COLORS & CLOSE EVENING PROGRAM

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PROGRAM AGENDA

Monday, August 4, 2014

7:00 a.m. CONVENTION REGISTRATION CTER & TEROS Exhibitors and Vendors set-up CTER & TEROS

7:00 a.m. CONTINENTAL BREAKFAST: HOSTED BY: Elevator International

Work Preservation Fund

8:30 am 1st GENERAL ASSEMBLY

Grand Entry/ Posting of Colors: Cheyenne River Sioux Tribe Veterans Group

Host Drum: Coeur d'Alene Tribe

Invocation By: Ernie Stensgar, Vice-Chairman, Coeur d'Alene Tribe

Convention Welcome: Larry D. Ketcher, Chairman, CTER Board of Directors Council for Tribal Employment Rights

Official Welcome: Chief Allen, Chairman, Coeur d'Alene Tribe

Welcome to the Coeur d'Alene Casino Resort Hotel: Francis SiJohn

Opening Remarks / Convention Theme: Lee Adolph, President of CTER

9:30 am Historical Perspective of CTER: John Navarro, Co-Founder of CTER

CTER Present & Future: Michael Felts, Cabra Group (Consultant)

10:00 am KEYNOTE/FEATURE SPEAKERS:

Dan Press, CTER General Council, Legal Issues & Developments

Nancy Frost and Alex John, U.S. EEOC, EEOC/TERO MOU Agreement

Patricia Shui, Director, OFCCP, Washington, D.C. and

Theresa Lujan, DOL - OFCCP, CTER/OFCCP MOU Agreement

John Navarro, Co-Founder of CTER – Using Sovereignty to Focus on Job Creation & Maximizing Tribal Access

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PROGRAM AGENDA

Monday, August 4, 2014 (CONTINUED)

12:00 pm HOST LUNCHEON: Co- Hosted by: Wormer & Associates, Spokane, WA.

& Carpenters Union

2014 Itche Shikakke Scholarship Award Luncheon

Welcome & Remarks: Lee Adolph, President, CTER

Scholarship Award Presentation: Larry D. Ketcher, Scholarship Committee

Chairman

Dan Press, CTER Legal Council

1:30 p.m. Regional Updates: Regional Panels to provide synopsis of highlights and areas of concern in their respective regions.

- ➤ Alaska Region
- ➤ Eastern Region
- ➤ Great Lakes Region
- Northern Plains Coalition Region
- > Pacific Northwest Region
- > Rocky Mountain Region
- > Southern Plains Region
- > Southwest Region

3:30 p.m. BREAK

3:45 p.m. Workgroups (Concurrent Sessions)

Workgroup – I Compliance Officers: Kimberly Turnipseed, Facilitator

Workgroup -II Tribal Leaders: Lee Adolph, Facilitator

Workgroup - III TERO Directors: Ronald Toulou, Facilitator

Workgroup - IV EEOC Investigation Techniques: Alex John, Facilitator

Workgroup - V TERO Issues of Concern for Tribal Attorneys: Alice Kastala, Attorney, Nez Perce Tribe, Facilitator

5:00 p.m. RECESS (Day 1)

EVENING PROGRAMS

5:15 pm FUN WALK / FUN RUN ACTIVITIES - Outside Convention area

Sponsor: International Union of Elevator Constructors

Sponsor for Water: Adolph Appraisals

2014 COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

PROGRAM AGENDA

TUESDAY, August 5, 2014

7:30 am CONVENTION REGISTRATION

7:30 am CONTINENTAL BREAKFAST: Hosted by: Elevators International Work

Preservation Fund

8:30 am 2nd GENERAL ASSEMBLY

INVOCATION: Jeannie Louie, Tribal Elder, Coeur d'Alene Tribe

ANNOUNCEMENTS: Craig Hansen, Vice-Chairman, CTER Board of

Directors

9:00 am Keynote/ Feature speakers:

Lee Adolph, CTER President: TPLAs & NCCI Training Institute

Dan Kowalski, Trainer, NCCI Training Institute

Ed Hensley, Trainer, NCCI Training Institute

Allan Romero, Claims Director, Am-a-ron Risk Management

The Partners: Union Representatives

- > Laborers
- ➤ Elevators
- > Carpenters
- ➤ Iron Workers
- ➤ Electricians
- > Painters
- ➤ Sprinkler Fitters

12:00 pm LUNCH: (On Your Own)

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PROGRAM AGENDA

Tuesday, August 5, 2014 (CONTINUED)

- 1:30 pm WORKGROUPS: (Concurrent Sessions)

 - Workgroup II Basic TERO: Kim Turnipseed
 - Workgroup III Guidelines for Improving Commission Performance, John Navarro, CTER
 - Workgroup IV EEOC Legal Updates: Alexander John,
 - Workgroup V MHA Three Affiliated Tribes TERO: Charles Foote

2:45 pm Break

3:00 pm WORKGROUPS: (Concurrent Sessions Repeat)

- Workgroup II Basic TERO: Kim Turnipseed
- Workgroup III Guidelines for Improving Commission Performance: John Navarro, CTER
- Workgroup IV EEOC Legal Updates: Alexander John
- Workgroup V MHA Three Affiliated Tribes TERO: Charles Foote

4:30 pm RECESS (Day 2)

2014 COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS PROGRAM AGENDA

Tuesday, August 5, 2014 (CONTINUED)

EVENING PROGRAM

6:00 p.m. CONVENTION BANQUET

Posting of the Colors: Cheyenne River Sioux Tribe Veterans Group

Host Drum: Coeur d'Alene Tribe

Invocation: Mary Souther, Nez Perce Tribe TERO Commissioner

Native American Artist Entertainment: George Montero, Union (Retired)

Opening Remarks: Larry D. Ketcher, Chairman, CTER Board of Directors

Host Region Remarks: Northern Plains Coalition TERO Region

President's Remarks: Lee Adolph, President, CTER

Awards Ceremony:

Moderator: Larry D. Ketcher, Chairman, CTER Board of Directors

- > President's Award Recognition: Lee Adolph
- **≥ 2014 CTER Convention Awards / Recognition**
 - 1. Fun Walk / Fun Run
 - 2. Golf Outing
- > Outstanding TERO Awards
 - 1. TERO Program of the Year
 - 2. TERO Staff / Commissioner of the Year
 - 3. TERO Director of the Year
- Special Recognition Presented by Colville Tribe Jack Ferguson, Tribal Council

Presenters: Larry D. Ketcher, Chairman, CTER Board of Directors Lee Adolph, President, CTER CTER Board of Directors

Closing Prayer: CTER Board of Director

2014 COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS PROGRAM AGENDA

Wednesday, August 6, 2014

7:30 am CONTINENTIAL BREAKFAST: Sponsor: Elevators International Work

Preservation Fund

8:30 am 3^{RD} GENERAL ASSEMBLY

INVOCATION: Brian Porter, Tribal Leader, Tribal Council, Swinomish Tribe

ANNOUNCEMENTS: Larry D. Ketcher, Chairman, CTER Board of Directors

9:00 am KEYNOTE SPEAKERS:

Honorable, Joseph A. Pakootas, CEO Business Enterprises, Colville Tribe & U.S. Congress 5th District Candidate

Honorable, Tex Hall, Chairman, Three Affiliated Tribes of North Dakota

Honorable, Mel Tonasket, Vice-Chairman, Colville Confederated Tribes

Honorable, Rudy Peone, Chairman, Spokane Tribe

Honorable, Darrin Old Coyote, Chairman, Crow Tribe

Honorable, Alvin Not Afraid, Jr., Secretary of the Crow Tribe

Honorable, Leroy Not Afraid, Judge, Crow Tribe

11:00 am Closing Statements: Lee Adolph, President, CTER

Larry D. Ketcher, Chairman, CTER Board of Directors

Closing Prayer: Hutch Noline, TERO Director, San Carlos Apache Tribe

Retire Colors & Convention Adjournment

Color Guard: Cheyenne River Sioux Tribe Veterans Group

Host Drum: Coeur d'Alene Tribe

12:00 pm 2014 CTER Convention Adjourns

1:00 p.m. Regional Caucuses Meetings (as scheduled by Regions)

1:30 p.m. CTER Board of Directors Meeting (Post Conference Close – out w/ Hotel Staff)

THANKS FOR ATTENDING! HAVE A SAFE JOURNEY HOME!