

Tribal Subcontract and Direct Hire Opportunities Frequently Asked Questions

- Is there a goal on tribal owned business subcontracting?

Kiewit has a non-mandatory goal of 5% of its contract price to be subcontracted to TBE Firms.

- How will Kiewit determine if a person or company qualifies as a tribal person or tribal member owned company?

In KRRC's contract with Kiewit, a Tribal Business Enterprise, or an TBE Firm, is defined as a business that is at least 51% owned by an Indian tribe or by Indian tribe members (see the definition below).

"TBE Firms" means any tribal business enterprise that is at least 51% owned by an Indian tribe or by Indian tribe members. For the purposes for this definition, as **"Indian tribe"** means any Indian tribe, band, nation or other organized group of community of Indians, which is recognized as eligible for the special programs and services provided by the United States to Indians because of their status as Indians or is recognized as such by the State in which the tribe, band, nation or community resides.

- Is there a preference for tribes local to the Klamath Basin over other tribes?

Firms will be evaluated on their qualifications, and there is no contractual preference for subcontracting to those companies owned by Klamath Basin tribes over those owned by tribes outside of the Klamath Basin. However, we are made a specific effort to reach out to Klamath Basin tribal owned businesses about potential opportunities and scopes, which inherently provided an advantage to local tribes getting work on the project.

- Is there a goal on tribal direct hiring?

While Kiewit has a non-mandatory goal of 5% of its contract price to be subcontracted to TBE Firms, Kiewit does not have a goal on tribal direct hiring. Even so, providing opportunities to the local tribal members is important to Kiewit and to KRRC. Kiewit Infrastructure West Co. worked with its union partners to directly hire as many tribal members as possible for the project.

- Do tribal members get a preference in getting hired on the job?

Yes. Hiring local and giving back to the communities we serve is important to Kiewit and to KRRRC. Because of this, we have worked with our union representatives to arrange for a hiring preference for tribal members.

- Is it true all tribal members must come into the union as an apprentice, rather than a journeyman?

If a tribal member is a skilled, experienced worker joining the union for the first time – and he or she can provide proof of experience – the union will honor that experience. In other words, if a tribal member can prove that they have worked enough hours equivalent to journeyman status, that person will be brought in as a journeyman.

- Is it true there are “specialty scopes” for the project that tribal members are not allowed to complete for?

No. Tribal members and TBE Firms have no restrictions on the type of work they can do or bid on, as long as they are skilled, qualified, and part of the union.