SEP 22 2020

WARM SPRINGS CREDIT BOARD OF DIRECTORS

1 POSITION (CLASS 1 - NON MEMBER)

ARTICLE IV
BOARD OF DIRECTORS

Section 1. Establishment of the Tribal Credit Enterprise Board of Directors. There is hereby established a Tribal Credit Board of Directors consisting of five (5) members to be appointed by the Tribal Council in accordance with the provisions of this Charter. All credit activities of The Enterprise will be under the supervisory review and direction of this Board of Directors.

Section 2. Classification and Terms of Office of the Board of Directors.

(1) The members of the Board of Directors shall be divided into three classes, designated Class I, Class II, and Class III as follows:

(a) Class I shall consist of two directors. One director shall be an enrolled member of the Tribes. The other Class I director shall be a non-member interested in the social and economic development of the Tribes, and who has expertise in the field of credit or related professions

(b) Class II shall consist of two directors. One director will be an enrolled member of the Tribes. The other Class II director shall be a non-member interested in the social and economic development of the Tribes, and who has expertise in the field of credit or related professions.

(c) Class III shall consist of one member who shall be an enrolled member of the Tribes.

(4) Members of the Board of Directors must have a reputation for industry, dependability, honesty, and integrity. It shall be an initial and continuing qualification for members of the Board of Directors that they have no loan with the Tribes that is in a delinquent status.

Section 6. General Powers. The business and affairs of The Enterprise shall be managed and controlled by the Board of Directors.

Section 7. Regular Meetings. Regular meetings of the Board of Directors shall be held quarterly for the purpose of reviewing the preceding three months' operations, making plans for the ensuing three months' operations, and the transaction of such other business as may come before this meeting. The first regular meeting in each fiscal year shall also be the annual meeting of the Board of Directors. The Board of Directors shall review the preceding year's operations, elect officers and transact such other business as may come before the meeting. The regular meetings shall be held at the time and place specified by the President of the Board in the notice of the meeting. If the day fixed for a regular meeting falls on a legal holiday in the State of Oregon, or is otherwise inconvenient or unsatisfactory in the opinion of the Board of Directors, or the President of the Board, the Board of Directors or the President of the Board may fix another date in lieu of the regularly scheduled meeting date.

Section 8. Special Meetings. Special meetings of the Board of Directors may be called by the President 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.

Letters of Interest and Resumes' of applicants interested in serving on the Credit Board of Directors, submit to the following address **NO LATER THAN MONDAY – OCTOBER 19, 2020**

Michele Stacona, Secretary-Treasurer/CEO
P.O. Box 455
Warm Springs, OR 97761

Authorizations may be picked up, or will be mailed to all applicants for a criminal and credit background check to be completed & returned to the S/T's office. Information will be submitted confidentially to the S/T.

TELCO BOARD OF DIRECTORS

1 POSITION - NON-MEMBER - CLASS II

SEP 22 2020

IV. POWERS

Section 1. General Powers. The Company, subject to any restriction contained in the Constitution and laws of the United States, the Constitution and Bylaws of the Confederated Tribes, the Corporate Articles of Incorporation, or these Bylaws shall do and perform every act and thing whatsoever that the Board shall deem necessary, expedient, or advisable to carry out the purpose and objective of this enterprise and the provisions of the Articles of Incorporation and these Bylaws.

V. BOARD OF DIRECTORS

The business and affairs of the Company shall be managed by a Board of Directors. The Board of Directors consist of at least five and no more than seven directors ("Directors").

Section 1. Classification and Term of Office.

(1) The Board of Directors shall be divided into four classes, designated Class I, Class II, and Class III and Class IV. Class I, II and III directors are required classes. Class IV Directors are discretionary, in the judgment of the Tribal Council.

(a) Class I shall consist of two individuals each of whom shall be a member of the Tribe who is interested in the economic and social development of the Tribe and its membership and possesses experience in telecommunications, private industry, finance, banking or some other field which would benefit Company. Class I Directors shall have an initial term of office set forth in the appointment resolution, or until their successors are appointed and take office

(b) Class II shall consist of two individuals who shall be non-members of the Tribe, each of whom is interested in the economic and social development of the Tribe and its membership and possesses experience in the telecommunications or related industry. Class II Directors shall have an initial term in office expiring December 31, 2022 or until their successors are appointed and take office.

(c) Class III shall consist of one individual who shall be a member of the Tribe and who is interested in the economic and social development of the Tribe and its membership and possesses experience in telecommunications, private industry, finance, banking or some other field which would benefit Company. Class III Directors shall have an initial term of office set forth in the appointment resolution, or until their successors are appointed and take office

(d) Class IV shall consist of (i) two individuals, one of whom shall be members of the Tribe and one of whom shall be a nonmember of the Tribe and each of whom is interested in the economic and social development of the Tribe and its membership and possesses experience in telecommunications, private industry, finance, banking or some other field which would benefit Company. Class IV directors shall have an initial term of office set forth in the appointment resolution, or until their successors are appointed and take office

(2) After the expiration of the initial term of Class I, Class II, Class III, Class IV 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 and take office.

(3) Directors shall be eligible for reappointment.

(4) A majority of the Directors on the Board shall be members of the Tribe

Section 3: Duties and Powers. The Board of Directors shall have control and management of the business and affairs of the Company. The Directors shall in all cases act as a Board, regularly convened, and in the transaction of business the act of a majority present at a meeting, except as otherwise provided by law, shall be the act of the Board provided that a quorum is present and that at least one of the Directors present shall be a tribal member. The Directors may adopt such rules and regulations for the conduct of their meetings and the management of the Company as they deem proper, not inconsistent with law, the Corporate Articles of Incorporation, or these Bylaws.

Section 4: Regular Meetings. A regular meeting of the Board of Directors, for the purpose of electing or appointing officers and for the transaction of any business which may come before the meeting, shall be held during the first week of the months of February, May, August, and November. The first regular meeting of the calendar year shall be the Annual Meeting of the Board of Directors.

Section 7: Quorum. A majority of the number of duly appointed Directors shall constitute a quorum for the transaction of business at the regular or special meeting, provided that a least one Director present shall be a Member. The act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required. If less than a majority of the Directors are present at any meeting, a majority of the Directors present may adjourn the meeting until a quorum is present.

Section 12: Compensation. Directors shall receive a stipend per meeting as may be established by the Board of Directors, for their services on the Board of Directors. Expenses for attendance, if any, may be allowed. Nothing herein contained shall be construed to prevent any Director from serving the Company in any other capacity and receiving compensation thereof.

Letters of Interest and Resumes' of applicants interested in serving on the TELCO BOD, submit to the following address **NO LATER THAN MONDAY - OCTOBER 19, 2020**.

Michele Stacona, Secretary-Treasurer/CEO
P.O. Box 455
Warm Springs, OR 97761

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WARM SPRINGS COMPOSITE BOARD OF DIRECTORS

1 POSITION – NON MEMBER - CLASS III

Section 1. General Powers. WSCP, subject to any restriction contained in the Constitution and laws of the United States, the Compact, or in the Corporate Charter, Constitution, Bylaws, Referendums, Ordinances and Regulations of the Tribe, or in this Plan of Operation, shall do and perform every act and thing whatsoever which it shall deem necessary, expedient or advisable to carry out the purposes and objectives of WSCP and 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 and from one or more responsible financial institutions or individuals or entities, and to negotiate and enter into security agreements with such financial institutions, individuals, entities and the Federal Government for repayment thereof; to negotiate and 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, and to operate, or cause to be operated, an industrial complex suitable to the manufacture and distribution of diatomaceous earth based products and 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 and guidance of the Council.

ARTICLE IV. BOARD OF DIRECTORS

Section 1. Initial Board of Directors. The business and affairs of WSCP shall be managed and 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 and Term of Office. The Board of Directors shall be divided into three classes, designated Class I, Class II and Class III, as follows:

- Class III shall consist of one individual who is a Tribal member and one individual who is a nonmember, who are interested in the economic and social development of the Tribe and its membership and 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 on December 31, 2022.**

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 each class as set forth above, or until their successors are appointed and 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 and November for the purpose of reviewing the preceding three months' operations, making plans for the ensuing three months' operations, and 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 and transact such other business as may come before the meeting. The regular meetings shall be held at the time and 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 to the following address **NO LATER THAN MONDAY – OCTOBER 19, 2020**.

Michele Stacona, Secretary-Treasurer/CEO
P.O. Box 455
Warm Springs, OR 97761

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SEP 22 2020

Warm Springs Tribal Employment Rights Office Commission (TERO)

2 - 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 and Resumes' of applicants interested in serving on the TERO Commission, submit to the following address **NO LATER THAN MONDAY - OCTOBER 19, 2020.**

Michele Stacona, S/T-CEO
P.O. Box 455
Warm Springs, OR 97761

EMAIL: michele.stacona@wstribes.org
FAX: 541-553-2236

Authorizations may be picked up, or will be mailed to all applicants for a criminal and credit background check to be completed & returned to the S/T's office. Information will be submitted confidentially to the S/T

SEP 22 2020

WARM SPRINGS LOCAL HOUSING AUTHORITY
BOARD OF COMMISSIONERS

2 POSITIONS

"TRIBAL HOUSING AUTHORITY" means that body established to develop policies and procedures relating to Tribal housing, to give direction to the Housing Manager and Housing Department, and make recommendations to the Tribal Council regarding housing matters.

(a) The affairs of the Authority shall be managed by a Board of Commissioners composed of seven persons. (1) The Board members shall be appointed, and may be reappointed, by the Council. A certificate of the Secretary of the Council as to the appointment or reappointment of any commissioner shall be conclusive evidence of the due and proper appointment of the commissioner.

Section B. TRIBAL HOUSING AUTHORITY

1. PURPOSE.

The Tribal Housing Authority shall be organized and operated for the purposes of:

(a) Remedying on the Reservation unsafe or unsanitary housing conditions, that are public nuisances or hazardous to the public health.
(b) Alleviating the acute shortage of decent, safe and sanitary dwellings for families of low income;
(c) Providing employment opportunities on the Reservation through the construction, reconstruction, improvement, extension, alteration or repair and operation of dwellings.
(d) To develop policy and give direction regarding Tribal Housing matters. The policies established will apply uniformly to all housing on the Reservation, whether financed by the Department of Housing and Urban Development or otherwise, except as specifically noted in the Housing Code.

Letters of Interest and Resumes' of applicants interested in serving on the Board of Director, submit to the following address by:
MONDAY - OCTOBER 19, 2020.

Michele Stacona, Secretary-Treasurer/CEO
P.O. Box 455
Warm Springs, OR 97761

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SEP 22 2020

WATERBOARD

1 POSITION

The Tribal Council has the responsibility for managing the water resource of the reservation through the Reservation Water Management Plan. To implement this plan the following action will be taken.

1. A Water Control Board consisting of three members will be appointed by the Tribal Council. Position number one will have an initial term of one year, position two will be have a term of two years and position number three will have a three year term. Upon completion of initial terms, each position will serve three year terms. A Chairman and Vice-Chairman will be selected by Committee Members.

   Primary function of the Committee will be to review all matters pertaining to the water resource to make recommendations to the Tribal Council in regards to making the Water Management Plan function and to propose changes or improvements in water policy and the plan.

2. The Water Control Board will be concerned with all activities occurring in the watershed areas on the Reservation. Before an activity is initiated all plans will be submitted to the Board for their recommendations to the Tribal Council to ensure that neither water quality or quantity is impaired.

One position with term ending: 10/30/22

Letters of Interest and Resumes' of applicants interested in serving on the Water Board submit to the following address **NO LATER THAN MONDAY - OCTOBER 19, 2020.**

Michele Stacona, Secretary-Treasurer/CEO
P.O. Box 455
Warm Springs, OR 97761

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