

Assiniboine and Sioux Tribes
Fort Peck Indian Reservation
P. L. 102-477 Workforce Development Programs
P. O. Box 1027
Poplar, Montana 59255

U. S. Department of the Interior
Bureau of Indian Affairs
Office of Indian Energy and Economic Development
Division of Workforce Development
1951 Constitution Avenue, N. W.
MS-20-SIB
Washington, DC 20240

ATTN: Mr. Jack Stevens,
Acting Chief

RE: Assiniboine and Sioux Tribes
Fort Peck Indian Reservation
Annual Program Narrative, Statistical and Financial Report
Contract No. BIA A14AV00102
Federal/Tribal Program Year (PY) 2014 (Duration: 07/01/13 – 09/30/14)

Dear Mr. Stevens:

The following P. L. 102-477 Program Year (PY) 2014 (07/01/13 – 09/30/14) annual program narrative, statistical and financial report has been prepared and submitted by the Assiniboine and Sioux Tribes of the Fort Peck Indian Reservation, Montana (“Fort Peck Tribes”) to the U. S. Department of the Interior, Bureau of Indian Affairs, Office of Indian Energy and Economic Development, Division of Workforce Development. We provide the ensuing manuscript and summarized information to insure grantee (Fort Peck Tribal) compliance with specific terms and conditions of approved U. S. Department of the Interior, Bureau of Indian Affairs’/Fort Peck Tribes’ P. L. 102-477 federal financial assistance award Contract No. A14AV00102.

Our PY '14 progress report briefly summarizes and illustrates respective programmatic operational information and data which articulates the scope and extent of Program Year 2014 activity accomplishments and outcomes attained by our P. L. 102-477 program operation.

Our approved Fort Peck Indian Reservation P. L. 102-477 Native American service area is geographically confined to the extreme northeast portion of Montana. As a result of our designated physical location within the contiguous United States of America, the Fort Peck Reservation is arguably situated in perhaps the most isolated and desolate portions of the State of Montana and the United States of America. Therefore, the Fort Peck Reservation is confronted by contrasting economic 'externalities' and undesirable situations which impact aspired socio-economic progress and sustainability.

Like a majority of the Nation's federally recognized Indian Reservations, the Fort Peck Tribes, for comparable and other reasons, are experiencing substandard development. A portion of our rationale for this exacerbated scenario is supported by the following recent and summarized Fort Peck Tribal labor force and poverty based data:

An excerpt from the April, 2010 Bureau of Indian Affairs, Fort Peck Reservation's "Labor Force Estimate Report" indicated that the Fort Peck Reservation, during the noted timeframe, possessed an approximate 56.5% Native American unemployment rate. This sum, when compared to the Bureau of Indian Affairs, Fort Peck Reservation's 2005 unemployment rate of approximately 54%, portrays an approximate 5-year increase of 2.5% percent. Also, in 2005, the Fort Peck Reservation had a higher unemployment rate (53.5%) than

the average unemployment rate for all Montana Indian Reservations combined (51.5%).

Most importantly, ubiquitous and unmitigated poverty continues to plague Fort Peck Indian Reservation livelihood and growth. Data from the 2010 U. S. Census illustrated a Fort Peck Indian Reservation poverty rate of approximately 49%! Analysis of this statistic indicates that at least one in every two Fort Peck Reservation Native American residents is confronted by varying degrees and types of destitution.

Moreover, persistent and unrelenting human development dilemmas, including ever present Fort Peck Reservation economic difficulty, are distinctly and intangibly portrayed by elements such as anomie, inferior academic achievement, insufficient contemporary occupational skills training acquisition and inability to obtain employment. Furthermore, to properly illustrate this scenario, application of the Fort Peck Reservation's previously illustrated 49% unemployment rate reinforces the dubious fact that our poor Fort Peck Indian Reservation Native American residents are among the more deprived population groups within the United States of America.

In lieu of languishing Fort Peck Indian Reservation development and the scope of our currently approved P. L. 102-477 Plan of Operation designed to help measurably mitigate the two previously illustrated Fort Peck Tribal development dilemmas (unemployment and poverty), our annual narrative, statistical and financial report is primarily presented and articulated from the concept of integrated and focused "Workforce Development." Within this context, we perceive "workforce development" as a complex 'mix' of programs and funding sources which helps eligible Native American individuals develop requisite capacity and receive essential

support while preparing for, eventually procuring and maintaining contemporary employment.

The prior assistance scenario has generally emerged because area post-secondary educational systems may fail to meet the needs of many individuals not bound for college--particularly economically disadvantaged individuals who do not possess a high school diploma or GED—unemployed or underemployed Native American preadolescents and adults.

Our contemporary Fort Peck Tribal workforce development approach includes, but is not limited to: Providing opportunities for eligible Native American individuals to acquire contemporary postsecondary academic/vocational education, adult basic education, customized/short-term job training, on-the-job training, work experience training, supportive services assistance, ‘information and referral, etc. In support of these concentrated efforts, associated programmatic activities are largely concerned with offering the following five types of labor force preparation and development activities: Pre-employment education and training; Remedial training; Job development, procurement and placement; Incumbent worker training/retraining and; Provision of supportive/follow-up assistance.

To comply with general reporting requirements, our annual PY '10 Fort Peck Tribal P. L. 102-477 narrative report is generally prepared, presented and summarized in the following “Adult, Youth and Other” categorical components:

ADULT:

This portion of our P. L. 102-477 annual narrative report briefly conveys and summarizes adult (adolescent) progress achieved during our PY '14 program operational year:

Comprehensive Services Program (CSP) component.

1. Economic Development:

The Fort Peck Indian Reservation's strategic contemporary economic development process identifies, inventories and applies specific tangible and non-tangible resources, both 'Trust' and 'Tribally owned', to feasibly produce marketable good and services. To support this effort, incentives such as procurement of external economic opportunity and financial assistance are utilized. Anticipated outcomes include: Attaining measurable progress towards meeting adopted Fort Peck Tribal mission and goal statements, increased wealth and responsibility, decreased poverty and quantifiable improvement within the Reservation's substandard environments.

To further assist in meeting these Fort Peck Tribal aspirations, our P. L. 102-477 effort--in adherence to a foremost program objective and program operational recommendations—continued to periodically provide valuable economic support, analysis, human resource development assistance, etc. to existing Fort Peck tribal economic operations and entities. As a portion of this effort, we provided introductory occupational skills training, employability development assistance and procurement of employment opportunity to economically impacted and disadvantaged Native American members of the Fort Peck Reservation area labor force.

During the reporting year, the depressed Fort Peck Tribal economy continued to stagnate. Several promising Tribal economic activities failed to transpire. Therefore, anticipated new job opportunities did not occur. However, additional Tribal economic opportunity continues to be pursued and minimally obtained. Respective transactions are briefly illustrated in this portion of

our annual P. L. 102-477 narrative report.

The following foremost Tribal enterprises, local operations or prospective entities or operations were provided with specific P. L. 102-477 support and/or assistance. Each completed effort has been classified into the following “Positive and Non-Positive” and subordinate (No Work Activity Completion or Conceptualization) outcome categories:

A. “Positive” Outcomes:

1. Fort Peck Tech Services, Inc.

In 2001, the Fort Peck Tech Services, Inc. was officially created as a “Spin Off” successor enterprise to the former A & S Diversified, Inc. Via its subsequently issued Fort Peck Tribal charter and initially acquired US Small Business Administration Section ‘8a’ Small and Disadvantaged Business status, the enterprise’s purpose was to function as a quality product contractor to complete precise machine oriented fabrication of products and components for targeted enterprises operating within the regional economic sector and the US Government.

During its initial operating years, the Fort Peck Tech Services, Inc. produced quality parts, components, assemblies, etc. for West Electronics, Inc., another Tribally owned and operated enterprise. This activity developed and stabilized the enterprise’s production capabilities.

In 2014, The Fort Peck Tech Services, Inc. with a labor force of 15 individuals, completed a 5,000 square foot expansion of its production facility and procured new significant fixed asset production machinery. Cost of these capital improvements was approximately \$1.5 million.

With these new improvements and capabilities, bolstered by positive findings from completed feasibility studies and market analyses, enterprise management proactively commenced efforts to procure available machining oriented part and component fabrication opportunities with hydrocarbon exploration and development companies completing drilling and production activities in the highly successful subsurface “Bakken” geological strata of northwestern North Dakota and Northeastern Montana.

In lieu of efforts to procure the previously noted contract production opportunities, the Fort Peck Tech Services, Inc. commenced efforts to train and prepare additional individuals for placement into introductory employment in the enterprise’s Machining occupation. To assist in preparing prospective individuals for subsequent promotion to permanent unsubsidized employment in the Machining occupation with the Fort Peck Tech Services, Inc. our P. L. 102-477 program, during the operating year, provided Classroom Training Program (CRT) assistance to six CRT participants. Each participant is scheduled to complete a structured 148 hour training curriculum in the Machining occupation, receive a Certificate of Training completion in the Machining occupation and consideration for placement into unsubsidized employment with the Fort Peck Tech Services, Inc.

2. West Electronics, Inc.

Since 1968, West Electronics, Inc., has been another established Tribally owned and operated small business enterprise. Throughout the ensuing decades of its operation, the company has continuously provided quality on-time contract production and assembly oriented services to the

US Government and private economic sectors.

Recently, the company has recently experienced decreasing economic opportunity. To address this detriment, enterprise management has commenced and obtained measurable progress towards meeting its new economic strategy for diversification and sustainability. From this effort, the following four prominent current and proposed projects are briefly illustrated and introduced:

a. The Bison Rail Project:

During the program year, West Electronics, Inc. appropriated approximately \$1.3 million to complete essential improvements, upgrades and expansion to the existing Fort Peck Industrial Park rail spur which enters into the Park from the immediately adjacent Burlington Northern Santa Fe Railroad (BNSF). During completion of noted activities, the P. L. 102-477 Program provided four (4) adult participants with allowable P. L. 102-477 assistance. The new improvements have positioned the Park to expand Tribal manufacturing/economic capabilities with an outcome of becoming a regional transload, storage and distribution center for targeted products.

This effort successfully commenced with West Electronics, Inc.'s forming of a business development relationship with Reynolds Trucking of Sheridan, Wyoming. Via rail shipments, this economic effort receives hydrocarbon based piping, stores product and transports items to end users located throughout the regional geographical "Bakken" hydrocarbon based exploration and production area. This transaction has allowed for employment of several qualified Tribal

members in the “over-the road” trucking occupation. Also and most importantly, from this effort, West Electronics, Inc. anticipates receipt of additional net revenue.

Moreover, economic forecasts for more freight and rail employees in the area is strong. It is predicted that rail volumes will continue to grow and increase as the existing rail system which traverses the Fort Peck Reservation will also continue to grow. Finally, West Electronics, Inc. is continuously exploring and pursuing compatible feasible economic opportunity with BNSF.

b. Purchase of Wolf Point Sand and Gravel:

In PY '14, West Electronics, Inc. purchased the established Wolf Point Sand and Gravel small business enterprise. This transaction help diversify the capabilities of West Electronics, Inc. and insure its economic stability. Acquisition of the new effort allows for further economic growth within West Electronics, Inc., generation of additional revenue and maintenance of Wolf Point Sand and Gravel’s labor force of approximately 15 employees of which a majority are Fort Peck Tribal members.

c. The Fort Peck Manufacturing Company, Inc:

During the program operational year, West Electronics, Inc. created the noted enterprise and obtained a Fort Peck Tribal Charter to commence a new “spin off” economic enterprise entitled the Fort Peck Manufacturing Company. With West Electronics, Inc.’s imminent loss of its Federal US Small Business Administration (SBA) “Section 8a Small and Disadvantaged Business Status, this strategy and transaction further diversifies and stabilizes West Electronics,

Inc.'s capabilities through the Fort Peck manufacturing Company's ensuing acquisition of a Federal SBA 8a status which allows for continued pursuit of and procurement of targeted US Governmental manufacturing/production opportunities.

During the program year, West Electronics, Inc. successfully completed a 10-year, \$241 million Fuel System Supply Point (FSSP) contract for the US Department of Defense. With the acquired knowledge, skills and abilities associated with this effort, the Fort Peck Manufacturing Company is targeting a similar upcoming 4-year \$40 million federal procurement contract for SBA 'set-aside' award to and completion by the Fort Peck Manufacturing Company.

This effort, upon successful procurement, will provide additional employment opportunity to the Fort Peck Tribal Labor Force, generate additional income to West Electronics, Inc. and allow for ongoing dividend payments to the Fort Peck Tribes. Within this proposed effort, the Fort Peck P. L. 102-477 Program will continue to provide assistance to the Fort Peck Manufacturing Company to help selected eligible individuals prepare for, obtain and maintain specific types of available occupational employment.

d. Rail Car Repair/Refurbishment Facility:

During the program year, representatives from West Electronics, Inc and the Fort Peck Tribes commenced reciprocal dialogue with a "Fortune 500" enterprise regarding possible construction and operation of a major rail car repair/refurbishment facility on the Fort Peck Reservation.

Establishment of an on-Reservation maintenance and repair facility would be strategically beneficial and profitable for the company. Rationale offered is that the company railcars and trains targeted for maintenance and repair have to be rerouted 1,000 miles to the nearest existing repair/refurbishment facility.

A tribal delegation is scheduled to commute to, visit, tour an existing domestic repair facility and meet with executive officials interested in implementing the proposed project with the Fort Peck Tribes. The proposed idea has a good chance of success due to the strategic location of the Fort Peck Reservation in the northern transportation tier of the US and the fact that the Fort Peck Tribes are one of the most proactive Tribes in the State of Montana.

Also, the proposed project, if implemented, would be extremely beneficial to the Fort Peck Tribal and regional economies. Many contemporary, advanced, well-paying and long-term employment opportunities will become available to the Fort Peck Tribal and area labor forces. Proper preparation of the Native American portion of the labor force will be of integral importance—an activity which the P. L. 102-477 Program is readily available to assist in completing.

Within this proposed project, P. L. 102-477 personnel have been officially included as a portion of the Tribal ‘team’ assigned to assess, possibly procure, develop and implement this extremely important and worthwhile project.

3. Hydrocarbon Based Exploration and Development

a. Fort Worth Oil and Gas Exploration and Development.

In application of its new strategy for controlling development of natural resources located beneath Tribal Trust lands, The Fort Peck Tribes have transitioned from a passive to active approach.

Pursuing Tribal economic growth via use of the new tribal natural resource based development strategy is a primary motivating factor. Also, through this rejuvenated approach, the Tribes desire to exercise legitimate control over development of its natural resource base.

During the operating year, the Fort Peck Tribes and the Fort Worth Operating Company, through its geophysical contractor, Tidelands Geophysical Company, Inc., completed a three dimensional ("3D) geophysical survey of 106 square miles of contiguous land within the Fort Peck Reservation.

In addition, during PY '14, Global Geophysical of Missouri City, Texas and Burney & Associates of Albuquerque, New Mexico assisted in completing the aforementioned 3D geophysical assessment of the noted real property.

With the ensuing seismic results, the Fort Peck Tribes and the Fort Worth Operating Company have since developed a strategic hydrocarbon based drilling program to be completed within specific feasible portions of the assessed real estate.

Furthermore, in the opinion of Tribal leadership, proactive participation in natural resource development contains potential to provide increased economic development, diversification,

sustainability and financial benefits to the Fort Peck Tribes.

Moreover, in an associated activity, during August of 2013, Nautilus Poplar LLC commenced drilling of the first of five wells in the East Poplar Oil Field. The project will utilize a new Co2 injection technique to increase crude oil production. According to Nautilus Studies, only 10 percent of the crude oil from the field has been recovered with an estimated production rate of 600-900 barrels of recoverable crude oil per day per well to be produced by the new technique. This effort is anticipated to provide further employment opportunities to the Tribal labor force.

These combined activities have allowed the Fort Peck Tribal P. L. 102-477 Program to provide employment and supportive services assistance to eighteen (18) adult program participants.

4. Governance and Institutional Operation:

Primarily due to historical U. S. Governmental responsibility, the area's rural location, substandard human development, stagnant economy and decadent exacerbated socio-economic status, the unfortunate Fort Peck Tribal economy continues to be largely sustained by U. S. Government transfer payments.

From portions of U. S. Governmental financial assistance which are annually provided to the Fort Peck Reservation area, additional occupational employment opportunities are created and provided to the Fort Peck Reservation area labor force.

During the reporting year, our P. L. 102-477 program transacted with tribal, local governments and institutions, via periodic meetings, job search and development activities, etc. to help develop, procure and provide employment opportunities to eligible P. L. 102-477 clientele. Interested entities who expressed an interest in training and employing our eligible P. L. 102-477 participants were provided with temporary employability development assistance to insure that each individual is minimally qualified to complete respectively assigned occupational duties, responsibilities and maintain unsubsidized employment.

Within this environment, during PY '14, we provided allowable P. L. 102-477 assistance to sixteen (16) participants.

Also, during the program year, the Fort Peck Tribes allocated and expended approximately \$9.4 million in tribal funds to complete the following capital oriented projects: \$3.1 million to complete renovation of the Fort Peck Tribal Cultural Center in Poplar; \$5.1 million for construction of the new Wolf Point Community Center in Wolf Point; \$260,000.00 for renovation of the Brockton Cultural Center in Brockton and \$950,00.00 to complete "Phase III" of the centralized Fort Peck Tribal "Medicine Bear" administrative complex in Poplar. This effort provided meaningful employment and apprenticeship development opportunity to members of the Tribal labor force. In addition, towards the end of the reporting year, the Fort Peck Tribal Executive Board commenced efforts to design, procure financial assistance and proceed towards eventual construction of a new \$23 million, 84,000 square foot gaming/hotel /convention center complex. The proposed project's construction site is located in the easternmost portion of the Fort Peck Reservation, immediately adjacent to US Highway No. 2

and immediately north of the local Fort Kipp community.

Analysis of preliminary conceptual information illustrated that the proposed project, upon completion of construction and commencement of operation, will provide full-time employment opportunities to 218 individuals, including temporary employment for an additional 20 employees.

As a portion of overall efforts to conceptualize and assess the project, the Tribal Executive Board established an internal “Review Committee.” A staff official from the P. L. 102-477 Program office is included in this group. Once the Committee becomes initially aware of an anticipated commencement of operation date, the P. L. 102-477 Program intends to offer P. L. 102-477 assistance to the project for use in training eligible individuals for employment in specific occupations in the new facility. Due to the anticipated magnitude of the new employee training effort, we anticipate preparing and providing a subordinate P. L. 102-477 Program operational proposal to the BIA/OIEED/DWD for consideration and possible approval for allowable use of a pro-rata share of our P. L. 102-477 resources to help address the facility’s new employment requirements.

5. Entrepreneurship (Small Business Development):

Entrepreneurship, whether it is Tribal, Native American or Non-Indian, constitutes a foremost component of Fort Peck Reservation economic operation. Area small businesses provide essential fixed, convenience and consumer goods and services to the local population. Most importantly, evolving or identified ‘niche’ entrepreneurial opportunities often provide the

impetus for aspiring individuals to enter into, develop and operate other enterprises within the Fort Peck Indian Reservation area.

During the reporting year, we provided temporary assistance to several small enterprises. Each entity was provided with introductory P. L. 102-477 assistance to prepare P. L. 102-477 participants with minimal qualities necessary to complete specifically assigned occupational tasks.

During PY'14, the Fort Peck Tribal P. L. 102-477 Program provided, within the area small business development environment, allowable assistance to fourteen (14) participant

In PY '15, we will continue to provide tribally owned and other area entrepreneurs with P. L. 102-477 assistance which meets their respective occupational training and employment requirements. This assistance will be provided with the outcome of procuring and providing much needed new employment opportunities to our P. L. 102-477 Program participants.

6. The New Fort Peck Tribal Adult Correctional Center:

During PY '14, the Fort Peck Tribes completed construction of and presently operate a new \$19 million, 55,000 square foot adult Native American correctional center.

With federal enactment of the new Federal Tribal Law and Order Act, the Fort Peck Tribes have inherent authority to incarcerate convicted Native American offenders up to a maximum consecutive 36-months duration.

Now that the Fort Peck Tribes may legitimately incarcerate impacted and economically disadvantaged Native Americans for a 3 year duration, discussion is commencing among tribal officials as to the feasibility of providing allowable training and employability development assistance to specific eligible inmates.

In lieu of this new human development strategy, potential opportunity has been initially identified to provide specific inmates with remedial academics, creative occupational skills training and employability development activities. For example, with proposed construction of the new Fort Peck Tribal gaming complex, specific types of properly prepared culinary personnel will be required. The P. L. 102-477 Program has reviewed 2-year Montana State Culinary Arts development program which is presently offered within the State's Womens' Penal facility in Billings, Montana. Discussion completed with Montana State Department of Labor and Industry personnel—including completed onsite visits to the new facility—have determined that such apprenticeship oriented occupational development is realistically possible. During the current and ensuing program operational years, P. L. 102-477 personnel will continue to transact with individuals from the Adult Correctional Center, and others, to pursue, help develop and provide feasible creative development opportunity to a portion of the institution's incarcerated eligible Native American segment.

7. The Sidney Sugars Project:

In August of 2014, P. L. 102-477 Program staff and partnership officials from the Fort Peck Tribal Employment Rights Office (TERO) met with representatives from the Sidney Sugars of

Sidney, Montana.

The purpose of the meeting was to present and discuss the possibility of the Fort Peck Tribes providing manpower to assist Sidney Sugars to maintain operation. Rationale offered for necessary labor was that the entity is experiencing difficulty in procuring and maintaining a stable labor force due to many of the enterprise's employees resigning to accept higher paying employment in various "Bakken" based hydrocarbon based exploration and service types of employment throughout the region.

After completing dialogue, it was determined that the Fort Peck Tribal labor force was readily available to assist in meeting the employment needs of Sidney Sugars. After completion of a two-day on-Reservation "Job Fair," approximately 160 tribal members applied for employment with Sidney Sugars. From this sum, Sidney Sugars offered good paying employment opportunities to 54 members of the Tribal labor force.

Also, in an associated effort to assist Sidney Sugars and those individuals who were employed, the Fort Peck Transportation System provided daily 24-hour round trip transportation from the Reservation to the Sidney Sugars operation in near-Reservation community of Sidney, Montana.

Most importantly, this successful effort results in generation of a monthly gross payroll of approximately \$125,000.00 for the Fort Peck Tribal economy.

Within this effort, several P. L. 102-477 adult participants were employed and provided with allowable P. L. 102-477 assistance. However, since provision of assistance was completed in the

ensuing program year, it is not reported in this annual plan narrative.

8. Health Care

During the reporting year, our P. L. 102-477 Program contributed an integral role in assisting local health care institutions to address and provide opportunity associated meaningful occupational skills training and employability development opportunities which offer potential 'career pathway' employment to interested portions of our eligible adolescent P. L. 102-477 Program participants:

The Fort Peck Tribal health care environment is perpetually confronted by a shortage of properly prepared employees, particularly as the demand for quality health care increases for our aging and disabled Native American population. Within this environment, potential economic opportunity for our economically disadvantaged clientele is becoming available, particularly in residential oriented Home Health Services.

Employment opportunity in on-Reservation home health services (Home Health Aides, Personal Care Attendants and Home Care Assistant) is growing dramatically. Also, the Fort Peck Reservation is experiencing a cultural transition towards in-home health care. We have determined that increasing numbers of Native American people with health problems are choosing to receive assistance outside of traditional hospitals and institutions. This trend is not only occurring within our elderly population, but also with people who possess debilitating disabilities. In addition, Native American individuals recovering from injuries and illness often feel more comfortable in their own homes. Most importantly, there is a empirical perception that by residing in an in-home environment and receiving health care helps patients quickly recover.

Of particular importance to this portion of our annual report, Personal Care Attendants and Home Care Assistants directly assist designated clientele in performing many of their everyday tasks which they would otherwise be unable to independently complete. Additionally, Personal Care Attendants and Home Care Assistants serve as companions to their assigned clients. Daily records regarding conditions of designated clientele are maintained and provided to technical supervisory clientele. Any changes in respective clientele conditions are reported to supervisory personnel on a timely basis. The designated supervisor is generally a Registered Nurse (RN,) physical therapist or social worker.

Personal Care Attendants or Home Health Assistants perform some or all of the previously illustrated duties, including additional basic services. Examples of other associated activities completed include checking of clients' pulse/respiration rates and taking of bodily temperatures. In some instances, advanced attendants or assistants with specialized training may also instruct and help their clients in proper use of medical equipment, such as ventilators. In this scenario, they complete specific tasks under the supervision of a medical professional who is generally a nurse.

Personal Care Attendants and Home Care Assistants are required to possess a recognized Personal Care Attendant (PCA) Certificate or provide proof of at least one year of acceptable experience as an agency-based caregiver. To earn and possess a PCA Certificate, an individual is required to complete a sixteen hour training course and pass a final exam. Home Care Assistants are required to take and pass a state-approved Certified Nurses Aide (CNA) training program. Within these occupations, no specific educational level is required for attainment.

However, it is recommended that the individual possess a high school diploma or alternate General Education Diploma (GED) certificate.

Based upon the current success of Personal Care Attendants and Home Health Care Assistants in the Fort Peck Reservation home health care environment, we have determined that home health service jobs may be ideal for those economically disadvantaged/unemployed individuals who are responsible, highly social and enjoy helping impacted needy people.

The P. L. 102-477 program continues to maintain working relationships with the Fort Peck Tribal Health Promotion Disease Prevention Program (HPDP) and the Northeast Montana Health Services. This ongoing effort particularly focuses on training and preparing eligible interested individuals for employment in the Personal Care Attendant (PCA) occupation. Within this scope, we are experiencing significant interest in the PCA occupation from our female clientele base.

Most importantly, we are beginning to receive interest from near off-Reservation areas and institutions for filling vacant health care occupations with properly prepared and qualified Native Americans.

B. "Non-Positive" Outcomes:

1. The Fort Peck Tech Services, Inc.

Although the Fort Peck Tech Services, Inc. completed significant capital improvements to its facilities and operations, the enterprise has experienced difficulty in procuring additional contract

manufacturing opportunities. This scenario may be partially attributed to the loss of its tenured General Manager and non-use of its SBA 8a Small and Disadvantaged Business Status to procure feasible federal contract production opportunity. Most importantly, due to expiration of federal incentive use participatory timelines, the enterprise is scheduled to forfeit its SBA 8a status in the immediate near future.

2. Tribal Small Business Operation:

During the year, the Fort Peck Reservation economy continued to experience loss of small Tribal member owned and operated business enterprises. These unacceptable transactions were primarily the result of a persistently stagnant local economy which has not experienced opportunity for measurable growth. With this loss of a portion of the Reservation's small convenience and consumer goods and services enterprises, the area economy has also been deprived of economic growth and continued provision of essential employment opportunities.

C. Other Occupational Skills Training Activities and Service Providers:

During the reporting year, P. L. 102-477 assistance was also provided to eligible program participants who since enrolled in and completed local or off-Reservation institutional over-the-road Trucking and Health Based occupational skills training.

Our P. L. 102-477 program continues to transact with the Fort Peck Community College of Poplar, Montana and the Sage Technical Services Corporation of Billings, Montana to assist specific participants in obtaining skills training, Certificates of training Completion and local or

area employment in various heavy duty Trucking occupation.

Also, through previously noted partnership with the on-Reservation Northeast Montana Health Services (NEMHS) institution, we continue to help specific P. L. 102-477 clientele procure and maintain permanent unsubsidized employment in the Certified Nurses Aide (CNA,) Nurses Aide and Housekeeper occupations with NEMHS campuses located in Wolf Point and Poplar, Montana.

Within this effort, we provided allowable P. L. 102-477 assistance to five (5) adult participants.

D. Client-Oriented Services & Linkages:

During PY '14, P. L. 102-477 program staff successfully completed reciprocal consultation with other local and areawide Native American/Non-Indian human resource service providers. This effort was primarily completed through consultation with our area Community Management Team (CMT) consortium and regional 'one stop' (Northeast Montana Job Services) employment and training center. Respective 'information and referral' tasks generally included: referral of or receipt of individuals who need assistance, specialized occupational/aptitude testing, sharing of economic data, receipt of on or near-Reservation employment opportunity information, etc.

E. Summary of Relevant Adolescent Services Provided and Associated Results:

During PY '14, we provided an array of employment, occupational skills training and employability development assistance to 67 adult program participants. Of this sum, 57

were terminees. The remaining 10 individuals have been 'carried forward' into our P. L. 102-477 PY '15 program operational year.

The following categorical and illustrated compendiums of Classroom Training, Tribal Work Experience and Supportive Services assistance which were provided to respectively terminated individuals are presented and briefly recapitulated as follows:

a. Classroom Training (CRT):

During the reporting year, we provided specific classroom training program assistance to ten (10) P. L. 102-477 clientele.

b. Tribal Work Experience (TWXP):

During the reporting period, a total of fourteen (14) participants received subsidized introductory P. L. 102-477 Tribal Work Experience (TWXP) assistance. Of the sum, six (6) individuals were terminated for specific reasons by their designated worksite employer from completing the remaining duration of their approved sum of TWXP assistance, six (6) individuals completed their designated TWXP activities and subsequently placed into permanent unsubsidized employment with their respective worksite employers while the remaining two (2) participants chose to return back to school.

Local employers who provided Tribal Work Experience sites and preparatory occupational development opportunity to our Tribal Work Experience participant included the Fort Peck Irrigation Project, Silverwolf Casino, Associated Cleaners, Slaters Wood Caskets, Fort Peck

TERO, Fort Peck Tribal Court, Main Street Grocery, Fort Peck Diabetes Program, Fort Peck Tribal Court and the Fort Peck Housing Authority.

Finally, respective occupations enhanced by TWXP assistance, either positively or negatively, included, but were not limited to: Irrigation Systems Operator, Casino Floor Attendant, Asbestos Remediation Worker, Fabricator, Assembler, Secretary, Clerk, Administrative Assistant, General Laborer, Health Wellness Diabetes Technician, etc.

c. On-The-Job Training (OJT):

During our annual PY '14 program operational year, we did not receive any requests for or provide any On-The-Job Training (OJT) assistance to area employers. We attributed this transaction to be associated with very marginal area economic growth which resulted in minimal new job creation. Most importantly, new economic opportunity anticipated to occur during the reporting year within the operations of West Electronics, Inc. and the Fort Peck Tech Services, Inc. were perhaps the foremost factors impacting provision of OJT assistance.

d. Supportive Services (SUS):

During PY '14, we continued to provide eligible clientele with allowable Supportive Services (SUS) assistance. Within this timeframe, a total of eighteen (33) participants received P. L. 102-477 SUS assistance. Of this sum, a total of thirty (30) participants utilized respectively provided assistance to obtain and maintain permanent unsubsidized employment. The remaining three (3) SUS participants who received temporary SUS aid were unsuccessful in their efforts to procure unsubsidized employment.

Associated and assisted SUS occupational procurement efforts, both successful and unsuccessful, included: Seismic Worker, Hydrocarbon Exploration and Development Oriented “Roughneck,” Asbestos Abatement Worker, Motor Vehicle Detailer, Carpenter, Railroad Construction Worker, Highway Construction Laborer, Housekeeper, Certified Nurses Aide, Bank Teller, Secretary, Clerk, etc .

Also, supportive services assistance which was provided assisted respective SUS participants in procuring, developing and maintaining unsubsidized employment with local entrepreneurs and institutions such as: The Fort Peck Irrigation Project, Silverwolf Casino, Key Energy Services, Associated Cleaners, United Parcel Services, Fort Peck Housing Authority, Slaters Wood Caskets, Burney and Associates, R & R Contracting, Northeast Montana Health Services, Independence Bank, Fort Peck Tribal Court and the Fort Peck Diabetes Program.

Examples of minimal supportive services assistance transactions which were completed with respective clientele included, but were not limited to: Purchase of essential items of required indoor and adverse outdoor weather work clothing, minimal motor vehicle repair, minor items of essential hand tools, purchase of corrective eyewear, payment of initial monthly rental expenses, etc.

e. Analysis and Explanation of Specific Adult Program Outcomes and Performance Standards:

Interpreted information, obtained from within the accompanying “Public Law 102-477 Statistical Report” provided the following annual summarized categorical information:

Terminee information is based on the following two categorical outcomes: (A) Total with Employment Objective, and (b) Total With Educational/Training Objective.

During the Reporting Year, fifty seven (57) terminees received P. L. 102-477 assistance. From this sum, forty nine (49) participants possessed an "Employment Objective." Within this sub-total, thirty eight (38) individuals "Entered Unsubsidized Employment," while the remaining eleven (11) participants did "Not Achieve Their Employment Objective." Also, as shown, the associated "Earnings Gain" was \$10.18 per hour.

Within the following "Educational/Training Objective" portion, a total of seven (7) terminees received P. L. 102-477 assistance. Within this subcategory, one (1) Individual "Attempted and Attained a Degree or Certificate," two (2) individuals received an "Other Education Outcome" While the remaining four (4) individuals did "Not Achieve their Education Outcome."

Also, in the "Miscellaneous Objective Achieved" category, one (1) participant positively achieved their aspiration.

Finally, in the remaining "Other (Non-Positive)" category, no participants were placed.

In further analysis and presentation of summarized adolescent data for the reporting year, our P. L. 102-477 program operation attained an approximate 74.00 percent (74%) positive termination rate. Most importantly, of the forty two (42) participants who obtained a positive outcome, thirty eight (38) individuals, or approximately ninety percent (90%), successfully procured permanent unsubsidized employment opportunity.

Most importantly, our designated annual P. L. 102-477 program performance standard for welfare reduction performance indicates that at least one-third (33%) of our adolescent terminees should be able to transition from public assistance. In lieu of our designated thirty three percent (33%) welfare reduction performance standard--of the thirty eight (38) participants who entered unsubsidized employment—thirteen (13) individuals who received cash assistance, or approximately thirty four percent (34%,) were empowered with basic economic capacity to commence transition from lengthy reliance on public assistance. From interpretation of this data, we exceeded our applicable performance standard which requires the Fort Peck Tribes to assist a portion of our adult program participants to commence relinquishment of dependency on public assistance.

f. Summary of Other Adolescent Services Provided:

During the reporting year, a variety of allowable non-monetary P. L. 102-477 program assistance was provided to area employers, institutions and entrepreneurs. Pertinent assistance included, but was not limited to: Help in recruiting potentially eligible individuals for possible placement into available occupational skills training, development and employment; Maintenance and provision of an internal jobs bank register; Completion of aptitude testing for respective individuals, assistance in analyzing and developing respective occupational skills training curriculums (ie., Personal Care Attendant (PCA) training, Machining,) Ongoing dialogue with area entities regarding availability of P. L. 102-477 economic assistance and properly prepared clientele to assist in meeting specific respective economic requirements.

YOUTH:

The following portion of our annual P. L. 102-477 program report briefly presents and articulates progress achieved during the operation of our PY '14 Supplemental Youth Services Program (SYSP) component.

In adherence with approved provisions for operating and expanding our approved P. L. 102-477 Fort Peck Indian Reservation service area Plan of Operation, we are cognizant of the fact that we may operate our SYSP program component on a year-round basis.

In our opinion, a viable, thriving, prosperous and sustainable Fort Peck Tribal economy would allow for meaningful provision of this allowable activity. However, in lieu of the significantly exacerbated, stagnant and negative state of the Fort Peck Reservation economy, a majority of our economically impacted Native American youth possess significant unaddressed personal economic impediments. To help address this dilemma, we continue to utilize our SYSP program, during out-of-school summertime months, to provide eligible youth with temporary introductory work experience employment opportunities.

Quantified outcomes associated with providing introductory SYSP work activities to our eligible disadvantaged Native American youth participants are briefly presented throughout the following "Fort Peck Tribal Youth Work Experience Component and Assessment" narrative:

b. Fort Peck Tribal Youth Work Experience Component and Assessment:

During the reporting year, seventy two (72) economically disadvantaged Native American preadolescents received assistance from our Supplemental Youth Services Program's work

experience component. Throughout our Fort Peck Indian Reservation service area, each participant was empowered with the opportunity to acquire and become basically familiar with individual occupational environments and responsibilities associated within the “world of work.”

While completing individual tribal work experience activities, each youth participant was temporarily placed with a local governmental, private sector employer or entrepreneur in introductory occupations which included, but were not limited to: Cashier, Administrative Support, Receptionist, Geriatric Worker Assistant, Child Care Worker Assistant, Program Aide, General Laborer, Custodian Assistant, Waitress, Cook Helper, Secretary, Clerical Worker, etc.

During our annual SYSP program operation, we did not encounter any extenuating circumstances or achieve any notable ‘best practice’ outcomes.

c. Presentation and Explanation of Youth Program Outcomes:

During the program operational year, our SYSP program component provided much-needed economic introduction, awareness, basic work experience and personal capacity building opportunity to each of our SYSP participants.

Presentation, analysis and explanation of our PY ’14 SYSP program operational year accomplishments are as follows: Of our 72 youth participants/terminees who possessed an employment objective, none were placed into unsubsidized employment, 57 preadolescents successfully completed their respective tribal work experience activities, while the remaining 15 youth participants failed to complete their temporary SYSP activities.

During the reporting year, our SYSP program experienced a positive termination rate of approximately seventy nine percent (79%.) Most importantly, of our 72 youth participants, sixty nine (69) participants, or approximately 96% of these individuals, proceeded to continue completion of respective academic activities during our ensuing P. L. 102-477 program operational period. Of particular importance is that the noted 96% statistical sum exceeds the approved Federal performance standard for our Fort Peck Tribal SYSP program which is to have at least seventy five percent (75%) of our youth participants return to school at the end of each summer.

OTHER:

a. P. L. 102-477 Economic Development Activities:

The Fort Peck Tribes are cognizant that we may apply for approval to utilize approximately 25% of our P. L. 102-477 finances to complete allowable economic development activities. During the reporting period, we did not develop and submit an alternate economic activity for consideration for allowable alternate use of P. L. 102-477 financial assistance which supports completion of sustainable Fort Peck Reservation economic development and meaningful occupational skills training activities for our economically disadvantaged clientele.

b. Barriers to Success Confronted by Individual Participants:

Perhaps the foremost barrier to success confronting virtually all of our program participants continues to be the emaciated substandard state of the Fort Peck Reservation economy. Also, individual “unpreparedness” constitutes a significantly important and unresolved impediment.

Also, due to the exacerbated state of the Fort Peck Indian Reservation economy and its continual dependence on governmental financial “transfer payments” to the area, meaningful and additional well-paying contemporary employment opportunities are simply not presently available throughout the Fort Peck Indian Reservation.

Stagnant wages, stubborn poverty and discouraged workers are preventing the Fort Peck Indian Reservation from growing to its maximum potential. Although 2014 domestic indicators showed a generally recovering US economy, the Fort Peck Reservation economy and its working age population have been left out.

As a result, pervasive joblessness, widespread unemployment, available physical capacity and an abundance of unskilled Native American labor are predominant throughout our P. L. 102-477 service area. The ubiquitous negative human state of the Reservation is supported by recently published and available Fort Peck Agency, Bureau of Indian Affairs economic data which illustrates a dramatic 50%+ Native American unemployment rate throughout the Fort Peck Indian Reservation.

In addition, since the advent of the 2008 domestic economic recession, a slow domestic economic recovery with high unemployment, lost jobs to the overseas economy, stagnant wages, an increasing “void” between low-wage and high-skilled jobs, external impacts on the tribal economy for which they have not control, uncontrolled substance and alcohol and drug abuse by the Tribal labor force, no new contemporary on-Reservation economic activity, etc. played big roles.

Finally, of particular importance is that economists say, in today's distressed economy, just having a job may no longer be enough for self-sufficiency. On the impoverished Fort Peck Indian Reservation and within the employed portion of its labor force, predominant low-wage jobs are often supplemented with public assistance—a situation which is becoming more common among the Reservation's working poor who are fortunate enough to be employed.

To assist in resolving this scenario, it is imperative that the disadvantaged portion of our tribal labor force, particularly our P. L. 102-477 clientele, continue to be provided with assistance and opportunity to acquire and apply contemporary occupational skills and abilities. These personal qualities assets are extremely essential to helping prepare for and procure well-paying career oriented employment opportunities.

Moreover, it is our opinion that a quality labor force is an essential ingredient to building and providing capacity associated with procuring and maintaining high quality "knowledge based" economic opportunity for the Fort Peck Indian Reservation economy and labor force.

In a renewed effort to stimulate contemporary economic development, the Fort Peck Tribes are actively considering, pursuing and commencing various 'resource based' economic activities. For example, the Fort Peck Tribes recently dissolved their hydrocarbon based "Fort Peck Energy Company" joint venture development effort in lieu of one which is devoted to strategic development of other 'trust' land resources in the easternmost portion of the Reservation.

c. Programmatic Barriers:

In lieu of the opportunistic and transitioning on and near-Reservation economies, a pressing and unmet need exists to develop, implement, operate and maintain a contemporary public/private economic oriented alliance. This necessary partnership, of which may be entitled to “Fort Peck Skills Panel,” would be created among various Fort Peck Reservation/regional economic entities, business, labor, institutions, service providers, etc.

A primary purpose of the new collaborative effort would be to actively work together to analyze, improve and provide required technical skills training needs to targeted individuals/segments with the outcome of providing quality labor which improves and sustains contemporary Fort Peck Reservation and area development.

Also, the proposed new coalition would periodically meet and collaborate to identify, procure and provide assistance to help employees/individuals acquire improved skills, jobs and access to career opportunities/pathways; Improve employer efficiency, reduce turnover and attain higher productivity/profitability; Expand skill standards necessary to meet employer needs and growth; Assess, develop and provide improved educational and occupational skills training programs which address key economic needs, opportunity and preparatory/on-the-job training requirements; Integrated academic/workplace based learning opportunities; Local and other information about employers’ skills needs and opportunities; Policy recommendations based on ‘real-time’ information, etc.

Our proposed new “Fort Peck Skills Panel” concept is based on the highly successful regional sector initiative (also called a ‘sector partnership’) which is presently utilized throughout the State of Washington. This exciting concept has not yet been instituted in the State of Montana. In summary, the proposed effort’s activities would target specific industries and seek to improve opportunity for low-income and unemployed individuals to find better employment. Also, the focus of the endeavor would be problem-oriented and not program oriented; addresses needs interdependently and not independently; collectively work with employers in a target industry, not as individual firms, and; develop and provide customized, accurate solutions which meet the needs of area employers in target industries.

We anticipate that, through the successful operation of the new partnership, disadvantaged area individuals, including those from within our P. L. 102-477 service area, will possess access to resources which improve personal economic enhancement and assist in developing and procuring meaningful job opportunities throughout the Fort Peck Tribal, area and regional economies,

d. Foremost Economic Conditions Confronting Our Fort Peck Reservation Service Area;

From a statistical and operational perspective, other predominant and unmitigated economic conditions which exist throughout our Fort Peck Reservation service area and impact our P. L. 102-477 Program operation are briefly illustrated as follows:

1. According to 2010 information provided by the Montana Department of Commerce, census and Economic Information Center, from 2000 to 2010, the Fort Peck Reservation population experienced a decrease of approximately 305 individuals, or 3%.

2. Approximately 39.1 percent of the Fort Peck Reservation Native American 2010 population is 0-21 years of age, thus illustrative of a relatively younger, inexperienced but readily available labor force which may be properly trained and prepared for knowledge-based employment.
3. In December of 2014, the Fort Peck Tribes possessed a total enrolled Tribal enrollment base of approximately 13,158 individuals.
4. Per capita Native American income is approximately \$7,409.00
5. Fort Peck Reservation poverty, informally perceived as disadvantaged Native American individuals possessing a 'state of being poor or lacking societally acceptable income and/or material possessions,' remains unmitigated at approximately 49%.
6. The Fort Peck Tribal economy is not properly diversified and continues to rely on receipt of governmental "transfer payments" for its livelihood. As a result, the Fort Peck Tribes do not have a contemporary, self-sustaining economy.
7. The Federal Budget Control Act of 2011 and its annual "sequestration" mandate which periodically reduces US Government discretionary spending simultaneously reduces receipt of much-needed federal revenue by the Fort Peck Tribes.
8. Manufacturing, once a foremost Fort Peck Indian Reservation economic sector, has experienced significant decline with no definite prospect for contemporary improvement. Over the past several decades, the industry, both within the private and US Government, has shed jobs, devastated communities, including the Fort Peck Indian Reservation, which historically relied on these sectors to provide stable, well-paying employment.
9. Dramatic fluctuations in the local/regional hydrocarbon based exploration and development environment convey associated "multiplier effects" upon the Fort Peck Indian Reservation economy.
10. The Fort Peck Tribal economy does not produce and market "value added" products associated with development of its natural resource base.
11. Rural (and Fort Peck Indian Reservation) development is becoming more diversified and transitioning towards service oriented, knowledge based economies.
12. Substandard employment and income growth continue to be predominant throughout the Fort Peck Indian Reservation.
13. "Self-Determination" (a means by which the Fort Peck Tribes can realize the maximum potential of their inherent sovereignty) remains elusive.
14. Perpetual change, not stability, continues to portray Fort Peck Indian Reservation livelihood and development.

e. Unmet Needs:

During the program year, other than the unfortunate difficulty in procuring and provide more meaningful and stable employment opportunity to our clientele, we were not confronted by any unusual unmet needs.

f. Limitation of Resources:

Any resource limitations are primarily financial in nature and dictated by our periodically awarded P. L. 102-477 program resources. Also, nonexistence of the new “Skills Panel” concept previously illustrated in this report represents a resource limitation in efforts to address skills deficiencies, procure additional resources and provide properly prepared labor to occupy new economic opportunity which is emerging both on an near the Fort Peck Indian Reservation.

g. Success Stories and Accomplishments of Note:

During the reporting year, we positively assisted a young, unskilled Native American adult participant to complete academic oriented training, apply for, procure and maintain permanent unsubsidized employment in a well-paying, utility-based occupation which meet the client’s adopted employment goal. Initially completed assessment with the participant revealed that the individual identified a personal need for completion of post-high school occupational skills training and receive certification in the Lineman occupation.

While completing requisite intake and assessment activities, it was determined that the individual did not possess a methodology for self-support. As a result of insufficient personal resources, the participant was unable to independently initiate and complete efforts to attain his

adopted employment goal. In an alternate effort to address and meet the participant's personal economic aspiration, the individual applied for and was subsequently determined eligible to receive P. L. 102-477 assistance. While completing intake, counseling, job determination, essential skills training and employability development activities, the client expressed an interest in pursuing and completing essential skills training on a local basis with assistance provided by our P. L. 102-477 program. From periodically completed job search and development activities, in lieu of the participant's occupational aspiration, a potential opportunity as a Lineman was identified for the client. The individual expressed interest in preparing for and eventually acquiring the opportunity. As a result of the individual's successful completion of P. L. 102-477 activities which meet the minimal requirements of the employer, the individual was successful in his efforts to acquire employment in the Lineman occupation with a local Utility-Based service provider.

h. Other Informal Comments Associated With Our Current and Ensuing P. L. 102-477 Program Year Operation:

During the current and ensuing P. L. 102-477 Program year operations, we have and will continue to assist in procuring much-needed new economic opportunity for the Fort Peck Reservation and its disadvantaged labor force.

This perpetual effort complies with a portion of the "2010 Program Review Recommendations" contained in the BIA/OIEED/DWD's Fort Peck Tribal P. L. 102-477 Program review report of October, 2012. This noted effort meets Recommendation No. 5 which states that "Finally, we recommend that the Fort Peck Tribe's Pub. L. 102-477 program

participates in and tribal economic development efforts during the early planning stages. Such coordination may assist in identifying potential workforce.”

Also, in our forthcoming PY '15 P. L. 102-477 Program operation, we anticipate occurrence of significant Fort Peck Tribal economic development activity. In a supportive effort, we will continue to actively complete economic assessment and integration efforts with the Tribe and its developmental staff/partners to insure that the following associated “2012 Program Review Recommendation(s)” Number for provided within the aforementioned October 2012, Fort Peck Tribal P. L. 102-477 Program Review Report is met; “Recommend that the Fort Peck Assiniboine and Sioux Tribe take advantage of P. L. 102-477 Sec. 9. Job Creation Activities Authorized, for the creation of employment opportunities and for the development of the economic resources of the tribal government and the amendment to the law Sec. 1103, the percentage of funds for use in economic development.”

In addition, as the Fort Peck Tribal economy may begin to experience measurable improvement, we will continue efforts to eventually operate and provide assistance from within our Supplemental Youth Services Program on a year-round basis.

Furthermore, we vehemently express our wholehearted disappointment regarding the sudden and untimely removal of our former AOTR, Ms. Jody LeCompte Garrison, to our P. L. 102-477 program operation. While she completed her designated AOTR duties and responsibilities with the Fort Peck Tribal P. L. 102-477 Program, we found Ms. LeCompte Garrison to be an astute, responsible, conscientious, dependable and highly professional individual. Most importantly, Ms.

LeCompte Garrison was readily available to assist our P. L. 102-477 efforts which internally developed and operated our P. L. 102-477 program, to advocate on our behalf and procure allowable supportive/additional financial resources. While we appreciate the BIA/OIEED/DWD's temporary appointment of Ms. Yvonne Laroque as our interim Federal AOTR official, Ms. Laroque is also a permanent BIA employee with other designated full-time responsibilities. Ms. Laroque is presently employed as a Self-Determination Officer/Senior Awarding Official within the BIA's Central Office. As a result, we are of the opinion that Ms. Laroque may not be able to fully devote her time to properly complete her additionally designated AOTR duties , particularly in regards to meeting the expanded needs and requirements of our Fort Peck Tribal P. L.102-477 Program. Therefore, we are extremely apprehensive that the BIA/OIEED/DWD is returning our P. L. 102-477 Program to receipt of extremely limited AOTR assistance. We understand that Ms. LeCompte Garrison is presently on paid administrative leave and has not yet been officially removed as a federal employee. Therefore, we wish to convey a strong expression of support for Ms. LeCompte Garrison's timely reinstated as our P. L. 102-477 AOTR designee to the Fort Peck Reservation.

Finally, we wish to strongly express wholehearted disappointment regarding the ongoing continued multi-year failure of the BIA/OIEED to transfer the internal Division of Workforce Development (DWD) from within the BIA/OIEED to the Bureau of Indian Affairs (BIA) Office of Indian Services (OIS). In a Federal Register Notice of June 12, 2012, the BIA, Office of the Assistant Secretary, published a notice which proposed to realign the Division of Workforce Development (DWD) from within the BIA/OIEED to the Office of the Deputy Director—Indian

Services (OIS.) This effort is designed “to improve management efficiencies and strengthen the Public Law 102-477 demonstration project.” Over two years has passed. This much needed transition has not yet occurred. In lieu of this stagnated development, we strongly recommend that the Assistant Secretary of Indian Affairs within the BIA—which we believe to be Mr. Kevin Washburn—to finally commence and complete transfer the DWD from within BIA to its subordinate OIS operation.

Pub. L. 102-477 Statistical Report

Tribal Nation		Report Period	
Assiniboine and Sioux Tribes, Fort Peck Indian Reservation, MT		From: 07/01/13	To: 09/30/14
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	67	72	75
B. Total Terminees	57	72	72
C. Total Current Participants	10	00	003
II. Terminee Outcomes	Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective	49	72	69
1. Entered Unsubsidized Employment	38	00	13
2. Other Employment Outcomes	00	57	41
3. Employment Objective Not Achieved	11	15	15
4. Earnings Gain	\$10.18	\$	\$10.25
B. Total with Educational/Training Objective	07	00	02
1. Degree/Certificate Attempted/Attained	1/1	0/0	0/0
2. Other Education Outcome	02	00	01
3. Education Objective Not Achieved	04	00	01
4. Literacy Gain – # of participants attempted/attained		0/0	
5. Numeracy Gain– # of participants attempted/attained		0/0	
C. Misc. Objective Achieved	01	00	00
D. Other (Non-Positive)	00	00	00
III. Terminee Characteristics	Adult	Youth	Cash Assistance Recipients
A. Female	19	30	37
B. Male	38	42	63
C. Education Level:			
1. Dropout	10	01	08
2. Student	00	69	52
3. High School Diploma/GED	36	01	29
4. Post High School	11	01	09
D. Veteran	01	00	00
IV. Participant Activities	Adult	Youth	Cash Assistance Recipients
A. Employment	40	72	85
B. Education/Training	04	00	03
C. Misc. Objective/Supportive Services	42	00	33
D. Other/Service Referral	00	00	00
V. Child Care Development Activities	Adult	Youth	Cash Assistance Recipients
A. Families Receiving Child Care	00		
B. Children Receiving Child Care		00	
1. Ages 0 to 3 years		00	
2. Ages 4 to 5 years		00	
3. Ages 6 and above		00	
C. Care Received – Type of Provider		00	
1. Tribal Center Based		00	
2. Other Center Based		00	
3. Group Home		00	
4. Other Care		00	
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number	38	38	59
Report Prepared By:	Printed Name & Signature	Phone Number	Date
Rodney Miller	<i>Rodney Miller</i>	(406) 768-2447	2/2/15

**U.S. Department of the Interior
Public Law 102-477
Annual Financial Expenditure Report - Version 2**

1. Tribe/Tribal Organization: Fort Peck Assiniboine & Sioux Tribes	2. Other Identifying Number Assigned by DOI: A14AV00102
3. Mailing Address: (Provide complete mailing address) 501 Medicine Bear Road P.O. Box 1027	
4. Submission: (Mark One) <input checked="" type="radio"/> Original <input type="radio"/> Revised	5. Final Report for Plan Period: <input type="radio"/> Yes <input checked="" type="radio"/> No

6. Annual Report Period: From: <u>7 / 1 / 13</u> To: <u>9 / 30 / 14</u> (Month/Day/Year) (Month/Day/Year)	7. Plan Period Covered by this Report: From: <u>7 / 1 / 13</u> To: <u>9 / 30 / 15</u> (Month/Day/Year) (Month/Day/Year)
---	---

8. Transactions:	Column I: Previously Reported	Column II: This Annual Report Period	Column III: Cumulative/Total
a. Total Funds Available	\$ -	\$ 216,358 -	\$ 216,358 -
b. Cash Assistance Expenditures	\$ -	\$ -	\$ -
c. Child Care Services Expenditures	\$ -	\$ -	\$ -
d. Education, Employment, Training and Supportive Services Expenditures	\$ -	\$ 89,944.58 -	\$ -
<i>i. TANF Purposes 3 and 4 (non-add)</i>	\$ -	\$ -	\$ -
<i>ii. Other TANF Assistance (non-add)</i>	\$ -	\$ -	\$ -
e. Program Operations Expenditures	\$ -	\$ -	\$ -
<i>i. Child Care Quality Improvement (non-add)</i>	\$ -	\$ -	\$ -
f. Administration/Indirect Cost Expenditures	\$ -	\$ 45,701.25 -	\$ -
g. Total Federal Expenditures (Sum of lines b through f)	\$ -	\$ 135,645.83 -	\$ -
h. Total Unexpended Funds	\$ -	\$ 80,712.17	\$ -

9. Certification: This is to certify that the information reported on all parts of this form is accurate and true to the best of my knowledge and belief and that the tribe has complied with all directly applicable statutory requirements and with those directly applicable regulatory requirements which have not been waived.

a. Signature of Tribal Official 	
b. Type Name and Title Rodney Miller, Manager of Development	c. Date Report Submitted <u>2/2/15</u>
d. Questions regarding this report – Contact: (Type Name, Title, Phone #, and Email Address) Rodney Miller, Manager of Dev. (406) 768-2447	