

September 17, 2012

Tom Pickner  
Director  
TERO Office  
PO Box 50  
Ft. Thompson, SD 57339

Mountain Movers Inc.  
628 6th St. #204  
Rapid City, SD 57701

Dear Jackie:

As director of the Crow Creek Sioux Tribe Tero Office it has been brought to my attention that Mountain Movers Construction Inc. has not paid the Employment and Contracting Rights Fees as required by Tribal Law. Moreover, I have not received payment from Mountain Movers Construction Inc. despite my notice that payment was due. Mountain Movers Construction's payment is overdue and Mountain Movers Constructions Inc. will be subject to serious penalties for failure to pay.

As I stated in my letter to Mountain Movers Inc. dated 8-29- 2012, If you fail to make full payment or a scheduled payment by the 15<sup>th</sup> day after commencing work or after date of payment due, I will file a formal charge of noncompliance and schedule a hearing with the Tribal Employment and Contract Rights Ordinance Commission. Currently, interest at 18% per annum, compounded daily, is being added to your fees as a failure to pay the fee on time.

I propose that we enter into informal settlement agreements on 09-25-2012 at 1:00 pm in my office, located at 100 Drifting Goose Rd. Ft. Thompson S.D. pursuant to Crow Creek Tribal Code § 17-1-18. This will be your last opportunity to settle informally.

If you fail to pay or we fail to reach an agreement on the date above, I will be filing a formal charge of noncompliance with the Tribal Employment and Contracting Rights Commission. At this hearing, the Commission will determine whether or not Mountain Movers In. complied with the TERO Ordinance.

A decision of non-compliance by the TERO Commission is serious and may result in additional penalties of up to 10% of the amount due. If the Commission finds non-compliance, I will immediately ask the Commission to petition the Tribal Court to enforce the Commission's decision and initiate confiscation proceedings as defined under Crow Creek Tribal Code § 17-1-29.

Sincerely,

Tom Pickner  
Crow Creek Sioux Tribe  
TERO Director

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