National Telecommunications and Information Administration (NTIA)
Middle Mile Grant Program
Bi-Annual Performance Report

Note: Form instructions and definitions will be created to support the report. Instructional guidance and training will be developed. Numbering to be updated based on final approved form.

RECIPIENT NAME: Omaha Tribe of Nebraska

OMB Control No. 0660-0052
Expiration Date: 4/30/2026

Middle Mile Grant Program Bi-Annual Performance Report

A. GENERAL INFORMATION

1a. Recipient Organization:	Omaha Tribe of Nebraska	1h. Award Identification Number:	31-40-MM447
1b. Recipient Street Address:	101 Main St	1i. Report Date (MM/DD/YYYY):	10/30/2023
1c. City, Sate, and Zip Code:	Macy, NE 68039-3000	1j. Final Report:	Yes ☐ No ☑
1d. Unique Entity Identification (UEI) Number:	MQS9HLF9TWQ4	1k. Report Period Start Date (MM/DD/YYYY):	7/1/2023
1e. Award Start Date (MM/DD/YYYY):	7/1/2023	1l. Report Period End Date (MM/DD/YYYY):	9/30/2023
1f. Award End Date (MM/DD/YYYY):	6/30/2025		
1g. Name of Person Completing Report:	Theresa Rachel		

B. PROJECT NARRATIVE

Please use the section below to provide a project narrative of the project(s).
This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal.

2a. A brief description of the recipient's organization and scope of work/project priorities:	The Omaha Tribe of Nebraska, the"Tribe," as contemplated in our application, has executed two Subrecipient Agreements, one each with Quick Current-Nebraska LLC and Quick Current-Iowa LLC. Each of these entities is owned 80% by the Tribe and, with the exception of the "to be built" building in Carter Lake, each entity will own and operate the assets/networks in their respective states. Combined, we expect these Subrecipients to utilize more than 85% of the grant proceeds. As further detailed in the initial 6-month budget, until funding is capable of being accessed, which did not happen prior to September 30, the Tribe and the Subrecipients will be unable to hire and train the direct employees of the Subrecipients and will rely upon consulting services provided by the 20% owner of the Subrecipient, Evolve Cellular Inc.. Evolve services and the persons doing the work is as described in the Application and the six month Budget at the rates established in the Application. When complete, approximately 750 route miles of fiber will have connect access points to 34 communities and 98 anchor institions to data center locations in the cities of Omaha and Sioux City. Our application will support last mile providers services to an estimated population of 28,094.
2b. An overview of the significant outputs and outcomes to be accomplished in the project:	Our project will provide Middle Mile services to 98 anchor institutions and 34 communities between the cities of Omaha Nebrasksa and Sioux City Iowa. Accordingly, last mile service providers in these communities will be able to cost effectively access backbone internet and transport services. Importantly, our project is focused on providing such infrastructure to Tribal Lands and adjacent areas in Nebraska and Iowa. In total this project should enable service providers to reach 10,929 households.
2c. How would the project meet the recipient's business and/or administrative need(s)?	The Tribe historically has suffered from lack of quality service providers and has also been in a state of persistant poverty. Our long term goal is one of Tribal Digital Soverty, whereby the Subrecipient entities will become both sustainable employers and network operators in the region, and specifically on our Tribal Lands and to benefit our Tribal citizens in the region whereby benefiting non-tribal residents on the reservation and surrounding area.
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	We have identified and negotiated with key providers of IRUs, Collocation, and Building Lease, to executable contracts pending availability of funds. We have begun both the detailed engineering and environmental elements of our project and have developed a work force plan for the Subrecipients. We have also identified sources of supply for Vehicles and fiber, conduit inventory.
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	The inability to access funds to date is a significant roadblock as our project does not have any "matching fund" sources. As such, a lack of access to funds creates the possibility of delay of the overall project.
2f. Provide any barriers to improving job quality experienced during this reporting period.	Not applicable as the lack of access to funds has delayed the ability to hire people as contemplated under our 6 Month Budget.

C. INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

Please use the chart below to provide the start date and end date of your project.

OVERALL PROJECT	PROJECT DURATION	3a. PROJECT START DATE	3b. PROJECT END DATE
	730	July 1, 2023	June 30, 2025

Please provide the duration for each milestone category of your project. The duration should be based on the start and end dates of each category. For example, if you expect to complete a particular milestone within two weeks, fill in the total days (14) in the duration field.

Please use the table provided to indicate your EXPECTED percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please write "0" in the duration field if your project does not include an activity. If necessary, please insert additional milestones at the end.

ANTICIPATED PROJECT MILESTONES				Year 1 Baseline		Year 2 Baseline		Year 3 Baseline		Year 4 Baseline		Year 5 Baseline	
3c. MILESTONE CATEGORIES	3d. DURATION (Days)	3e. START DATE	3f. END DATE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
Overall Project	730	July 1, 2023	June 30, 2025	3%	25%	55%	83%	100%					
Environmental Assessment	258	July 1, 2023	March 15, 2024	10%	40%	100%	100%	100%					
Network Design	258	July 1, 2023	March 15, 2024	15%	40%	100%	100%	100%					
Rights Of Way	730	July 1, 2023	June 20, 2025	5%	40%	60%	80%	100%					
Construction Permits And Other Approvals	462	March 15, 2024	June 20, 2025	0%	20%	40%	80%	100%					
Site Preparation	472	March 15, 2024	June 30, 2025	0%	40%	60%	80%	100%					
Equipment Procurement		November 1, 2023	June 30, 2025	0%	30%	60%	80%	100%					
Network Build (all components - owned, leased, indefeasible Rights of Use, etc.)	607	November 1, 2023	June 30, 2025	0%	10%	40%	80%	100%					
Equipment Deployment	411	May 15, 2024	June 30, 2025	0%	10%	40%	80%	100%					
Network Testing	365	June 30, 2024	June 30, 2025	0%	0%	10%	70%	100%					
Status of Procurement	730	July 1, 2023	June 30, 2025	2%	20%	60%	80%	100%					
Other (please specify):													

Please use the table provided to indicate your ACTUAL percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please provide a brief description of the primary activities involved in meeting each milestone (a single description should be provided for each milestone, covering all periods in years one through N). Please write "N/A" if your project does not include an activity. If necessary, please insert additional milestones at the bottom of the chart. Please add additional milestones as applicable.

ACTUAL PROJECT MILESTONES		Year 1		Year 2		Year 3		Year 4		Year 5	
		Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
4a. MILESTONE	4b. DESCRIPTION	Actual Milestone Completion (Cumulative)									
Overall Project	Overall Project	3%									
Environmental Assessment	Environmental Assessment	10%									
Network Design	Network Design	15%									
Rights Of Way	Rights Of Way	5%									
Construction Permits And Other Approvals	Construction Permits And Other Approvals	0%									
Site Preparation	Site Preparation	0%									
Equipment Procurement	Equipment Procurement	0%									
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	Network Build (all components - owned, leased, Indefeasible	0%									
Equipment Deployment	Equipment Deployment	0%									
Network Testing	Network Testing	0%									
Status of Procurement	Status of Procurement	2%									
Other (please specify):											

List of Subrecipient(s) that received a subaward or subcontract from the eligible entity and a description of the specific project for which grant funds were provided.

Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date.

5a. Project Name	5b. Project Description	5c. Subrecipient	5d. Minority Business Enterprise (MBE)	5e. Women's Business Enterprise (WBE)	5f. Labor Surplus Area Firm	5g. Awarded Funds	5h. Expenditures to Date	5i. Remaining Grant Balance	5j. % of work complete
MMQCN	Development of workforce and network deployment in Nebraska	Quick Current - Nebraska LLC	Yes ☑	Yes ☐	Yes ☐	$25,255,197.52			
MMQCI	Network deployment in Iowa	Quick Current - Iowa LLC	Yes ☑	Yes ☐	Yes ☐	$6,313,799.38			
			Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				

D. INFRASTRUCTURE BUDGET EXECUTION DETAILS

Please provide details below on your total budget and total fund expended to date for each budget element, including detailed disbursements of both matching funds approved and federal funds obligated from project inception through end of this reporting period. Figures should be reported cumulatively from award inception to the end of the applicable reporting period.

6a. Projected Budget Element	6b. Federal Funds	6c. Non-Federal Funds	6d. Total Project Budget	6e. Total Federal Funds Expended to Date	6f. Total Non-Federal Funds Expended to Date	6g. Total Funds Expended	6h. Percent of Federal Funding Expended to Date (Cumulative)
Administrative and legal expenses	$ 799,000.00	$ -	$ 799,000.00	$ -	$ -	$ -	0%
Land, structures, rights-of way, appraisals, etc.	$ 5,562,600.00	$ -	$ 5,562,600.00	$ -	$ -	$ -	0%
Relocation expenses and payments	$ -	$ -	$ -	$ -	$ -	$ -	0%
Architectural and engineering fees	$ 1,550,000.00	$ -	$ 1,550,000.00	$ -	$ -	$ -	0%
Other architectural and engineering fees	$ 120,000.00	$ -	$ 120,000.00	$ -	$ -	$ -	0%
Project inspection fees	$ 384,000.00	$ -	$ 384,000.00	$ -	$ -	$ -	0%
Site work	$ 39,000.00	$ -	$ 39,000.00	$ -	$ -	$ -	0%
Demolition and removal	$ 400,000.00	$ -	$ 400,000.00	$ -	$ -	$ -	0%
Construction	$ 21,645,997.00	$ -	$ 21,645,997.00	$ -	$ -	$ -	0%
Equipment	$ 2,536,000.00	$ -	$ 2,536,000.00	$ -	$ -	$ -	0%
Miscellaneous	$ 31,400.00	$ -	$ 31,400.00	$ -	$ -	$ -	0%
Subtotal	**$ 33,067,997.00**	**$ -**	**$ 33,067,997.00**	**$ -**	**$ -**	**$ -**	**0%**
Contingencies	$ 3,306,800.00	$ -	$ 3,306,800.00	$ -	$ -	$ -	0%
Totals	**$ 36,374,797.00**	**$ -**	**$ 36,374,797.00**	**$ -**	**$ -**	**$ -**	**0%**

E. COMMUNITY BENEFIT AGREEMENT

As stated in the MM Grant Program NOFO a Community Benefit Agreement (CBA) is an agreement signed by community benefit groups and a developer, identifying the community benefits a developer agrees to deliver, in return for community support of the project.

Please use the fields below to state the Community Benefit Group and Developer Name and describe the activities in how this partnership has supported with the Middle Mile Infrastructure project (i.e. wage agreements, targeting hiring of apprentices and disadvantaged groups in labor marker, education and training opportunities, sub-contracting to local small business for construction, services, and supply chain needs).

Description of Community Agreement

7a. Community Benefit Group Name: Please provide the name of the Community Benefit Group

The Omaha Tribe of Nebraska and Iowa

7b. Developer Name: Please provide the name of the Developer

N/A

7c. Community Benefit Group and Developer Partnership: Please describe in the space below the nature of the partnership and how the MM grant funds being used are assisting to provide community support for the infrastructure project.

The application was by the Tribe which is the group being benefited.

F. CLIMATE RESILIENCE

CLIMATE RESILIENCE

Recipients must demonstrate that they have sufficiently accounted for current and future weather and climate related risks to new MM infrastructure projects. At present, weather and climate related risks to broadband networks include wildfires, extreme heat and cold, inland and coastal flooding, and the extreme winds produced by weather events such as tornadoes, hurricanes, and other weather events. Because retrofitted and new infrastructure for broadband might be expected to have a lifetime of 20 years or more, recipients must account not only for current risks but also for how the frequency, severity, and nature of these extreme events may plausibly evolve as our climate continues to change over the coming decades.

Climate Resiliency Risk Mitigation

This purpose of this section is for the recipient to demonstrate that they have sufficiently accounted for current and future weather and climate-related risks to new MM infrastructure projects. In particular, each recipient should demonstrate how they've addressed the known and identifiable risks of current and future projected weather and climate conditions through measures such as (but not limited to) choice of a technology platform suitable to the climate risk of the region, reliance on alternatives siting of facilities (i.e., underground construction where appropriate), retrofitting, or hardening of existing assets, and use of network redundancy to safeguard against threats to infrastructure.

8a. Were any geographic areas identified for **this reporting period** subject to an initial and/or updated hazard screening for future weather and climate related risk? If so, please provide **the date of the screening and provide related documentation as an attachment to this report.**

No

8b Climate Resilience Category	8c. Date of Most Recent Hazard Screening	8d. Name and Title of Representative Completing Most Recent Hazard Screening	8e. Date of Report Completion!!
Relatively Moderate	**Apr-23**	**Lowell Feldman, Manager of QC Nebraska (Subrecipient)**	23-Apr

8f. Identified Risk: For your MM project, what are the potential weather and climate hazards that may be most important to be addressed that could impact the resiliency of the middle mile infrastructure deployed (i.e. wildfires, extreme heat and cold, inland and coastal flooding, extreme winds: tornadoes, hurricanes and other weather events)?

Temperatures are expected to rise in both Nebraska and Iowa, and this could result in changes in both flooding and drought conditions and intensity as well as an expansion of some types of invasive species.

8g. Weather and Climate Hazards: Were any significant climate or weather hazards experienced during this reporting period (i.e., floods, tornados) impacting infrastructure buildout or service? Briefly describe how you monitored for weather and climate caused issues for the reliability of the system. If so, please provide the date of the disaster, location and backup documentation related (i.e., news articles).

No

8h. Risks to Deployment of New Infrastructure: Has the team identified any risks impacting the deployment of new or repaired infrastructure due to current and future weather and climate-related threats during this reporting period?

Yes. The following is our assesment. We will protect Indoor Equipment, which will operate inside controlled environments. This equipment will be subject to constant monitoring and protection. Indoor equipment will have power backup, as well as temperature and moisture protection.

8i. Risk Mitigation: How will the project avoid and/or mitigate the risk identified? If not applicable, please explain why.

To mitigate risk, much of the new network will be underground. Fiber that is buried is some of the most reliable and environmentally resilient. We will intentionally avoid pole deployment in favor of burried cable to ensure maximum resiliency. Our technical staff will be trained in fiber testing and fiber replacement. Fiber will be tested annually and repaired on a regular course of business. Additinally when and where we deploy outdoor equipment, it will be deployed out of doors in protected enclosures. This equipment will be designed for extreme weather conditions and is expected to operate at very high and very low temperatures.

8j. Additional Information: Is there any additional information you would like to share during this reporting period that the grant team should be aware of regarding the management of sustainable climate resiliency for your MM project?

8k. Additional Resources
Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources?
2018 National Climate Assessment
NOAA's 2022 State Climate Summaries
NOAA Disaster and Risk Mapping Tool
NOAA's Storms Event Database
NOAA Climate Explorer and Digital Coast
FEMA National Risk Index
Consulted FEMA-approved Hazard Mitigation Plans prepared by states in which they propose to build middle mile infrastructure to help identify key risk and hazards

2018 National Climate Assessment, NOAA National Center for Environmental Information 2022 Iowa State Climate summary, NOAA National Center for Environmental Information 2022 Nebraska State Climate summary, FEMA National Risk Index, and NOAA Disaster and Risk Mapping Tool.

G. Workforce

DAVIS-BACON ACT CERTIFICATION

For projects receiving over $5,000,000 (based on expected total cost), as determined by the U.S. Secretary of Labor by subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing.

Davis-Bacon Act Certification

9a. Does the recipient have access to the information requested (all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing?)	**Yes** ☐	**No** ☑	

LOCAL HIRE PRIORITIZATION AND IMPACT

Local Hire Prioritization and Impact

Local hiring is a goal or requirement to hire people who live close to the place of work. This aim is often more specifically structured as a requirement for contractors awarded certain types of publicly funded projects to recruit a certain proportion of the people working on the project from a particular area. Please **provide all direct hires and contractors supporting** the MM Infrastructure project.

Please use the table below to describe how the project prioritizes local hiring.

Hires by Race, Ethnicity and Gender	Number of Hires																					
	Race/Ethnicity																					
	9b. Hispanic or Latino			9c. Non-Hispanic/Non-Latino																		Totals
				9c-1. Men						9c-2. Women						9c-3. X						
	9b-1. Men	9b-2. Women	9b-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Number of Local Direct Hires	0	0	0																			0
Number of Non-Local Direct Hires																						0
Percentage of Local Direct Hires on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Number of Local Subcontractors	0	0	0																			0
Number of Non-Local Subcontractors	0	0		3						1				1								5
Percentage of Local Subcontractors on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

DAVIS-BACON WAGES

Davis-Bacon Act Wages

Please confirm if wages are at least prevailing*

*As stated in the MM NOFO as determined by the U.S. Secretary Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State (or the District of Columbia) in which the work is to be performed.

10a. Are wage rates at least the Davis-Bacon prevailing wage for all laborers?	**Yes** ☐	**No** ☑	10c. Are wage rates at least the prevailing wage for all mechanics?	**Yes** ☐	**No** ☑	
10b. Please cite your source of how this information was gathered (for 10a).	N/A No laborer yet		10d. Please cite your source of how this information was gathered (for 10c).	N/A no mechanics yet		

10e. If you answered "No" to either 10a. or 10c., please provide an attachment reporting the wages and benefits of workers on the project by job classification, and whether those wages are less than the prevailing wage.

WORKFORCE DEMOGRAPHICS

Workforce Demographic Data

Jobs by Race, Ethnicity and Gender	Number of Jobs																					
	Race/Ethnicity																					
	11-a. Hispanic or Latino			11b. Non-Hispanic/Non-Latino																		Totals
				11b-1. Men						11b-2. Women						11b-3. X						
	11a-1. Men	11a-2. Women	11a-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Jobs Created	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Jobs Retained	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

UNIONIZED WORKFORCE

12-a. Does this project include some workforce elements that are unionized?	**Yes** ☐	**No** ☑	12-c. Does your MM project utilize a project labor agreement?	**Yes** ☐	**No** ☑	
12-b. Are workers provided access to union educators/organizers on employer property or during the work day?	**Yes** ☐	**No** ☑	12-d. Did workers receive additional information or training about their workplace rights in addition to already required notice postings?	**Yes** ☐	**No** ☑	

H. Workforce Continuity Plan
National Labor Relations Act (29 U.S.C. 158 (f)

As stated in the MM NOFO, if a recipient has not provided a certification that a project either will use a unionized project workforce or included a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158 (f)), then the recipient must provide a project workforce continuity plan.

Workforce Continuity Plan

13a. Please describe the steps taken to ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure construction is completed skillfully throughout the project's life (as required in Section III.B of the MM NOFO). As stated in the MM NOFO, the middle mile grant recipient is capable of carrying out the proposed project in a competent manner, including a plan to attract or retain an appropriate skilled and credentialed workforce.

For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.

Has the team offered any of the following resources to assist with maintaining a sufficient supply of appropriately skilled labor force for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Professional Certifications
In-House Training
Registered Apprenticeships
Labor-Management Partnerships
Partnerships with entities like unions, community colleges, or community-based groups?!

We are limited in our ability to hire and train a workforce until we are able to access funds. Nevertheless, we have made progress. The Subrecipient Quick Current-Nebraska LLC has leased out a building at 106 S Tollman, Walthill Nebraska which is on the Omaha Reservation. This will be our headquarters where employees and contractors will report. We have created job descriptions and have worked with the Tribe's TERO office to recruit workers. We have also attended Tribal Meetings and events to inform members of the availability of jobs and have reached out to local community colleges and highschools to do the same. While waiting for funding, the Tribe provided 4 scolarships to a fiber training class to Tribal members who have shown an interest in working in Outside Plant ("OSP") construction. We have also identified sources of the necessary machines to install fiber, and have identified two sources of inventory of necessary fiber, conduit and splicing materials to train with. We have also reached out to neighboring fiber companies, several who have expressed an interest in providing "ride-along" training on their current projects not related to Middle Mile. We have also obtained the necessary insurance quotes to be able to provide workers necessary protection and have filed for permission from each State (Nebraska and Iowa) to be able to access the ROW. Once funds may be drawn down, we intend to quickly interview candidates and offer employment to fill the necessary positions to operate a Middle Mile network. We will follow existing Tribal proceedure in such hires and will encourage formal training of our employees once hired.

13b. Please describe below, the steps taken to minimize risks of labor disputes and disruptions that would jeopardize the timeliness and cost-effectiveness of completing the MM project.

WORKFORCE CONTUNITY PLAN
NATIONAL LABOR RELATIONS ACT

Even though the Recipient and Subrecipients are non-union, it is still important to have a plan in place to minimize the risks of labor disputes and disruptions. If a labor dispute does arise, it is important to resolve it quickly and fairly. By working together, employers and employees can usually find a solution that is acceptable to both parties. Recipient and Subrecipients plan to follow the steps outlined below to create a workplace environment where employees feel valued and respected. We believe this will help to prevent labor disputes and disruptions, and it can also lead to a more productive and profitable business.

Here are planed steps the company management is taking:
•Establish a strong relationship with your employees. We will created a culture of open communication and trust, providing opportunities for employees to participate in decision-making, and recognizing and rewarding employee contributions.
•We treat employees fairly and with respect. This includes providing fair compensation and benefits, creating a safe and healthy work environment, and addressing employee concerns promptly, fairly, and consistently.
•We will have a clear and fair grievance procedure in place. We will create an employee handbook where we will provide employees with a way to resolve their concerns without fear of retaliation.
•We negotiate with employees in good faith. If a labor dispute does arise, the Recipient and Subrecipients ares willing to negotiate with employees in an attempt to reach a resolution.
•We provide employees with opportunities for professional development and advancement. This helps employees to feel valued and respected, and it will also make them less likely to seek employment elsewhere.
•We will create a diverse and inclusive workforce. This helps reduce the risk of discrimination and create a more positive work environment.
•We will offer flexible work arrangements. This can make the company more attractive to a wider pool of candidates and help to improve employee morale.
•We will provide employees with a good work-life balance. This helps to reduce stress and burnout, and it makes employees more likely to be happy and productive.
•We will be proactive in communicating with employees. We keep employees informed of changes to the company, and seek their feedback on important decisions.
•We are respectful of employees' time and efforts. We avoid overworking employees, and give them adequate time to complete their tasks.
•We will be fair and consistent in your treatment of employees.
•We will try and create a positive work environment. We encourage employees to support each other, and celebrate the company's successes together.
•We are willing to compromise. If a labor dispute does arise, we are willing to work with employees to find a solution that works for everyone.
•Managers will be trained on how to resolve conflict effectively and fairly.
•Employees will be kept informed about important changes to the company, such as new policies, procedures, or restructuring.
•Managers will hold regular meetings with their teams to discuss feedback and suggestions.
•Employees will be paid a fair wage for their work, and they have opportunities for advancement.
•The Subrecipients will offer competitive benefits, such as health insurance, paid time off, and retirement savings plans.
•Employees will be recognized for their hard work and dedication.
•The Subrecipient will offer rewards, such as bonuses, promotions, and public recognition.
•We strive to be proactive in addressing employee concerns and abiding by the The Omaha Tribe of Nebraska TERO statute regarding employment rights.

13c. Please describe below the steps to ensure a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities.

A safe and healthy workplace is essential for the well-being of employees and the success of the company. We are committed to maintaining a safe and healthy workplace for all employees. This plan to maintain a safe and healthy workplace is based on the following principles:
•Prevention: Focus on preventing workplace injuries and illnesses by identifying and eliminating hazards.
•Employee participation. Involve employees in all aspects of our safety and health program.
•Continuous improvement. Regularly review and improve our safety and health program to ensure that it is effective.

The following individuals will be responsible for implementing and maintaining this plan:
•Manager: The Manager is responsible for developing and implementing the company's safety and health program.
•Supervisors: Supervisors are responsible for ensuring that their employees are trained on safety procedures and that they are following those procedures.
•Employees: All employees are responsible for working safely and reporting any hazards they see.

To implement this plan, we will take the following actions:
1.Identify hazards. Conduct regular safety inspections of the workplace to identify potential hazards and involve employees in identifying hazards.
2.Eliminate hazards. Once a hazard is identified, take steps to eliminate them. This may involve engineering controls, administrative controls, or personal protective equipment.
3.Train employees. Train employees on safety procedures and how to recognize and avoid hazards, and offer training on how to use personal protective equipment.
4.Develop emergency procedures. Develop and implement emergency procedures for fire, accidents, and other emergencies and train employees on these procedures.
5.Monitor and improve. Monitor the effectiveness of our safety and health program and make improvements as needed.
6.Provide employees with access to healthcare and wellness programs.
7.Promote a clean, sanitary and healthy workplace culture. This includes encouraging employees to take breaks, eat healthy foods, and exercise regularly, and keep the workplace clean.
8.Create a culture of open communication and feedback. Employees should feel comfortable reporting hazards and concerns without fear of retaliation.
9.Celebrate safety and health successes. This will help to reinforce the importance of safety and health to all employees.
10.Comply with all OSHA and State and local occupational safety and health regulations.
11.Display up to date State and Federal labor law posters to inform employees of their legal rights and post them in a location visible in the workspace where employees commonly gather.

13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.

Has the team offered any of the following resources to assist with maintaining a safe and healthy workplace for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Safety Training
Certifications and/or Licensure Requirements for all relevant works (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training required of workers employed by contractors)
Issues raised by workplace safety committees and their resolutions☒

13e. Please provide the name(s) below of any subcontracted entities performing work on the project, and the total number of workers employed by each entity.

13e-1. Name of Subcontracted Entity Performing Work	13e-2. Total Number of Workers within this Subcontract	13e-3. Job Categories of Workers Supporting Project within this Subcontract
Evolve Cellular Inc (Subcontract to Subrecipient QC-N)	4	Administration, Engineering, Consulting, Compliance, Accounting
NUMU Inc. (Subcontract to Subrecipient QC-N)	1	Compliance, Accounting

13f. Please describe below the steps taken to ensure that workers on the project receive wages and benefits sufficient to secure an appropriately skilled workforce in the context of the local and regional labor market.

Hourly rates charged are those approved in MM Application.

I. ANCHOR INSTITUTIONS

ANCHOR INSTITUTIONS

Please provide Anchor Institution (AI) data for the current period only (not cumulative). Please add rows as needed.

14a. Anchor Institution Name	14b. Street Address	14c. City	14d. State	14e. Type of Anchor Institution	14f. Interconnection within 1,000 Feet of AI Enabling Gig Symmetrical Service	14g. Narrative Description of how the Anchor Institution may benefit from the Grant Funded Infrastructure

J. BROADBAND ACCESS KEY INDICATOR: SUBSCRIBERS AND SPEED

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED

Please use the following table to provide anticipated key indicators with the projected totals for each beneficiary category, access type and speed category for your infrastructure service or project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period for Semi-Annual Indicators. Please write "N/A" if your project does not include this indicator.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED		Year 1		Year 2		Year 3		Year 4		Year 5	
SUBSCRIBER TYPE	ACCESS TYPE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
15a. Anchor Institutions (AIs)	15a-1. Total number of AIs passed	0	0	40	60	98					
	15a-2. Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	40	60	98					
	15a-3. Total number of AIs served	0	0	0	0	98					
	15a-4. AIs with new access	0	0	0	0						
	15a-5. AIs with improved access	0	0	0	0						
	15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	0	0	0	98					
15b. Broadband Wholesalers or Last Mile Providers	15b-1.Total number of broadband wholesalers or last mile providers served	0	0	0	0	5					
	15b-2. Broadband wholesalers or last mile providers with new access	0	0	0	0						
	15b-3. Broadband wholesalers or last mile providers with improved access	0	0	0	0	5					
	15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps	0	0	0	0	5					
	15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0	0	0	0	5					
	15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps	0	0	0	0	2					

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS

PROGRESS

Please use the following table to provide anticipated key indicators and progress of your Infrastructure project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period. Please write "N/A" if your project does not include this indicator.

NETWORK BUILD PROGRESS	Year 1		Year 2		Year 3		Year 4		Year 5	
KEY INDICATOR	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
16a. Total of new fiber miles (aerial or buried)	0	0	200	400	550					

NETWORK BUILD P										
16b. Total of fiber miles leased	0	100	150	150	150					
16c. Total of existing fiber miles upgraded	0	0	20	50	50					
16d. Total of new microwave links	0	0	0	0	0					
16e. Total of new towers	0	0	0	0	0					
16f. Total of new interconnection points	0	5	20	35	40					
16g. Total of signed agreements with broadband wholesalers or last mile providers	0	0	0	0	5					
16h. Total of potential agreements (i.e., agreements currently being negotiated) with broadband wholesalers or last mile providers (This Total should NOT be reported cumulatively)	0									

L. QUANTIABLE METRICS

Quantifiable Metrics - Section designed to assist with **reporting** and **audit** purpose to quantify how much progress was made and track the location of where the progress was made.

FIBER OPTIC BASED	Year 1		Year 2		Year 3		Year 4		Year 5	
17a. Fiber Optic Based	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17a-1. Is the fiber a buried/aerial or undersea application?	0									
17a-2. Number of strands deployed	0									
17a-3. Number of miles of buried fiber deployed	0									
17a-4. Number of miles of aerial fiber deployed	0									
17a-5. Estimated capacity of fiber (i.e. throughput)	0									
17a-6. Deployment cost per mile of buried fiber optics	0									
17a-7. Deployment cost per mile of aerial fiber optics	0									
17a-8. Total Spent on Buried Fiber Deployment this reporting period	0									
17a-9. Total Spent on Aerial Fiber Deployment this reporting period	0									
17a-10. Total spent on Fiber Deployment this reporting period	0									
17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)										
17a-12. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.										

MICROWAVE BASED	Year 1		Year 2		Year 3		Year 4		Year 5	
17b. Microwave Based	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17b-1. How many microwave nodes have been deployed?	0									
17b-2. How many microwave nodes are operating for reporting period?	0									
17b-3. Installation cost per microwavable node	0									
17b-4. Number of new towers built to support microwave structure	0									
17b-5. If applicable, what type of tower was constructed (a) Monopole (b) Self-Support, or (c) Guyed during this reporting period?										
17b-6. Average cost per tower installed	0									
17b-7. Total spend on Tower deployment this reporting period	0									
17b-8. Total spend on microwave deployment this reporting period	0									
17b-9. If you answered "other" to question 5a.6 or if it is a combination of multiple types, please provide a detailed narrative description detailing what type of tower or what combination of towers is used for the project and the their associated costs. (200 words or less).										
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

SATELLITE	Year 1		Year 2		Year 3		Year 4		Year 5	
17c. Satellite	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17c-1. What satellite provider is being used?	n/a									
17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?	n/a									
17c-3. What is the associated cost to use this satellite service?	n/a									
17c-4. Please provide any additional information about the Satellite deployment (200 words or less)										
17c-5. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

CERTIFICATIONS

Certifications

18. Please provide certification evidencing compliance with Federal labor and employment laws along with the requirements of Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the bi-annual period for which this report is being filed.

N/A

19. Please provide certification evidencing compliance with the Build America, Buy America Act. The Build America, Buy America Act requires that all of the iron, steel, manufactured products (including but not limited to fiber-optic communications facilities), and construction materials used in the project or other eligible activities are produced in the United States unless a waiver is granted.

N/A

MM GRANT PROGRAM BI-ANNUAL REPORT CERTIFICATION

20. I certify to the best of knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.

20a. Typed or Printed Name and Title of Authorized Certifying Official:	**20c. Telephone (area code, number and extension):**	
Theresa Rachel	**20d. Email Address:**	theresa.rachel@theomahatribe.com
20b. Signature of Certifying Official:		
	20e. Date:	**11/21/2023**