

TULALIP TRIBES

OFFICE OF THE RESERVATION ATTORNEY



TULALIP TRIBES OFFICE OF RESERVATION ATTORNEY REQUEST FOR PROPOSALS

PROPOSAL DUE DATE: Friday, October 23, 2026 at 2:00 PM
PT

CONTACT PERSON: Cyena Fryberg, Executive Assistant
Office of the Reservation Attorney
Tulalip Tribes
(360) 716-4532

EMAIL PROPOSALS TO: cyenafryberg@tulaliptribes-nsn.gov

A. Scope of Work:

The Tulalip Tribes Office of Reservation Attorney (“ORA”) is responsible for providing legal counsel to all departments and entities of the Tulalip Tribes, a federally-recognized Indian Tribe located on the Tulalip Reservation in Washington State. As part of its duties, ORA provides legal advice and counsel to the Tulalip Tribes and each of its subentities, including the Quil Ceda Village, Tulalip Gaming Organization, Tulalip Tribal Federal Corporation, Tulalip Police Department, and the Tulalip Health System.

The Tulalip ORA department seeks solicitation for outside legal counsel to provide general advice and counsel to the Tulalip Tribes.:

The successful respondent individual will be equipped to provide legal advice at the highest ethical and professional standard, with demonstrated expertise in the following areas of law:

- **Federal Indian Law**
- **Employment**
- **Healthcare**
- **Construction**
- **Real Estate**
- **Education**
- **Intellectual Property**
- **Tax**

The list of anticipated services is intended as a general guide of the types of law the Tulalip Tribes anticipates needing additional services for, but the successful respondent should have the flexibility and depth of professionals to provide legal advice in other areas as requested.

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The successful respondent shall be prepared to advise the ORA on an as-needed basis, as well as provide directed legal counsel to the Tulalip Board of Directors as requested. The successful respondent may also be eligible for additional engagements beyond the scope identified herein if such services arise from legal counsel provided under this contemplated engagement.

The proposed scope of work will have a term of three years, with annual Professional Services Agreements in a Not to Exceed Amount of \$280,000.

Any questions related to the RFP shall be submitted by no later than October 9, 2026. Questions and Answers shall be posted on the Office of Reservation Attorney website.

Proposals must be received by email by the Office of Reservation Attorney no later than 2:00 PM PT on Friday, October 23, 2026. NO LATE PROPOSALS WILL BE ACCEPTED.

B. Qualifications

Interested firms should submit a brief statement addressing the following:

1. **Relevant Experience:** Proposals shall include a description of relevant firm experience, including but not limited to examples of tribal representation, counsel provided to Indian tribes, or work related to Indian Country.
2. **Capacity:** Demonstrate the firm's ability to provide timely, comprehensive services to the Tulalip Tribes on the matters identified above.
3. **Key Personnel:** Identify primary attorneys who would serve the client.

Proposals shall include a description of relevant firm experience, including but not limited to examples of tribal representation, counsel provided to Indian tribes, or work related to advising government agencies.

C. Fees

Describe in detail the hourly rate or other basis by which you would bill the time of the professionals assigned to this scope of work. Also, describe your timekeeping and invoicing practices.

D. Conflicts:

Your firm should make an affirmative statement as to whether its former or current representation of clients presents any conflict of interest which might bar you from undertaking the responsibilities of these services. Describe the precise nature of any potential conflict. A conflict of interest may include whether you or your firm currently represent any other tribes, individuals or private interests that may impact the Tulalip Tribes.

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E. Preference

In awarding an Agreement under this RFP, the Tulalip Tribes shall give preference to Native American Owned Businesses (NAOB Status).

F. Consideration of Proposals:

The Office of Reservation Attorney shall review and consider the responses to this request for proposal on behalf of the Tulalip Tribes. All responses will be scored as follows:

Description	Evaluation Points
Qualifications/Expertise of the Proposed Team/Firm	30
NAOB Status	10
Capacity to Perform the Scope of Work	30
Demonstrated Experience with Indian Tribes	10
No Conflicts of Interest	10
Cost Proposal and Value	10

The Office of Reservation reserves the discretion to interview respondents prior to scoring. Final selection must be approved by and shall be at the sole discretion of the Tulalip Tribes' Board of Directors. The Tulalip Tribes reserve the right to select any responsive and responsible proposer they determine.