



GILA RIVER INDIAN COMMUNITY
Tribal Employment Rights Office
ANNUAL INDIAN PREFERENCE/COMPLIANCE PLAN
FOR TEMPORARY EMPLOYMENT AGENCIES

Project & Location: _____ Date: _____
 Temp Agency: _____
 Address: _____
 City: _____ State: _____ Zip Code: _____
 Office Phone: _____ Fax: _____ E-Mail: _____
 Contact Person: _____ Direct Phone: _____ Cell: _____
 Start Date: _____ Expiration Date: _____

Employment opportunities made available in implementing this Compliance Plan
NOTE: With the exception of "Key Personnel", ALL EMPLOYERS SHALL GIVE A HIRING PREFERENCE TO INDIVIDUAL INDIANS FOR ALL OPEN EMPLOYMENT POSITIONS.

<u>Available Employment Positions:</u>	<u>Number of Positions</u>
1. Office Workers	_____
2. Skilled (Journeyman, Craftsman, & Licensed Drivers)	_____
3. Degreed/Certified Workers (Engineers, Inspectors, etc.)	_____
4. Un-Skilled/Semi-Skilled Workers	_____
5. Trainees (Apprentice, Training Programs, etc.)	_____
6. Other (Identify): _____	_____
Total Employment Opportunities:	_____

The Agency will;

- Submit a written Compliance Plan indicating how the employer will comply with the Indian Preference Requirements of Title 12 within the exterior boundaries of Gila River Indian Community.
- Maintain a database or "pool" of TERO eligible candidates to fill the customer requests
- Provide TERO with a minimum of 48 hours after receipt of a request to fill all open positions
- Provide TERO with justification if an open position on the Community is filled with a Non-Native.
- The agency will provide when available, and at no cost to TERO clients, job seeking skill workshops based on customer demands.

CERTIFICATION

This is to certify that _____ will make every effort to comply with the hiring and/or training of Native American Indians with the above Compliance Plan pursuant to Title 12, Section 12.405, at Business Address: _____ and I am in receipt of Title 12 Ordinance GR-02-09, as it may be amended by the Council from time to time.

Dated this _____ day of _____ 20 _____.

Company Official Signature

Tribal Employment Rights Director or Designee

Printed Name & Title (VP or Higher)

Date



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Temp Agency: _____ **Date:** _____
Address: _____
City: _____ **State:** _____ **Zip Code:** _____
Store Manager: _____ **Phone Number:** _____ **Fax:** _____
E-mail: _____

EMPLOYMENT POSITION

Employment Position: _____ Number of Positions: _____

Estimated Start Date: _____ Estimated Completion Date: _____

QUALIFICATION FOR EMPLOYMENT POSITION

List All Qualifications: _____

SALARY PER HOUR AND PAYROLL SCHEDULE

Employee will be paid:
\$ _____ Per Hour _____ Salary Amount Depending on Experience

Employee will receive a payroll check for the amount of hours worked:

_____ Daily _____ Weekly _____ Bi-Weekly

TIME, DATE, & LOCATION TO REPORT

Application process: _____

Report Time: _____ A.M./P.M. Report Date: _____

Reporting Address: _____

City: _____ Phone #: _____

Contact Person: _____ Title: _____

Special Instructions: _____



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Project: _____ Week Ending: _____

General: _____

Business Address: _____ City: _____

State: _____ Zip Code: _____ Email: _____

Phone #: _____ Cellular#: _____ Fax#: _____

Contact Person: _____ Phone Number: _____

Employee Name	Trade or Title	Wage	American Indian	Non-Indian	Lay-Off Date	Termination Date
1.						
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						
11.						
12.						
13.						
14.						
15.						
16.						
17.						
18.						
19.						
20.						
21.						
22.						
23.						



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Project: _____ **Date:** _____
Company: _____ **Phone:** _____
Superintendent: _____ **Phone:** _____
Date of Completion: _____

Will you continue to bid for work on the Gila River Indian Community in the future?
 Yes No If no, why not? _____

How easy was it to work with your assigned Compliance Officer? _____

Where your employer request forms filled in a timely manner?
 Yes No if no, why not? _____

What obstacles did your company experience while working on the project?

Contractors Signature: _____ **Date:** _____
Directors Signature: _____ **Date:** _____