Attention Tohono O’odham TERO Clients

Available Positions

2 – Landscape Technician $17.25

Needed approximately 1-3 years
Landscape Techs are responsible for trimming trees, brush and debris removal from washes and roadways and ensure work is being completed according to plans. Landscape Tech may also perform a variety of physical tasks to include operating machinery and using power tools and/or hand tools as defined by each job/project. Cut away dead or excess branches from trees and shrubs to maintain right-of-way for roads or utilities. Prune or cut down trees and shrubs using handsaws, hand pruners, clippers, and power tools such as chainsaws and gas powered weed eaters. Works off the ground or in the tree canopy and may use truck-mounted lifts. He/she assists the Foreman in developing strategies to improve efficiency and productivity.

1 – Diesel Engine/Heavy Equipment Mechanic $17.41 (4.03 fringe)

Needed approximately 1-3 years; ON-CALL POSITION
Inspects, diagnoses and repairs diesel-powered vehicles, equipment, and machines, such as forklifts, trucks, heavy equipment, and trailers. Main duties include running diagnostic tests on vehicles, replacing the vehicles’ engine, transmission, steering mechanism or braking system and test driving the vehicle to determine if they properly fixed the maintenance issue. Must have at least 3 years’ experience as a Diesel Engine/Heavy Equipment Mechanic

Company: Tactical Infrastructure Maintenance Solutions, LLC
PRE-EMPLOYMENT DRUG TEST & BACKGROUND CHECK REQUIRED

Start Date: ASAP, subject to change
Monday – Friday, 6AM-2:30PM, or as needed
Project Location – Various locations along US/Mexico Border

CLOSING DATE: - Tuesday June 14, 2022 @ 9AM
Interview date & time: TBD
Phone Interviews will be conducted
(PLEASE PRINT AND COMPLETELY ANSWER ALL QUESTIONS)

Our company ("Spencer Construction") fully subscribes to the principles of Equal Employment Opportunity. It is our policy to provide employment, compensation, and other benefits related to employment based on qualifications, without regard to race, color, religion, national origin, age, sex, veteran status, genetic information, disability, or any other basis prohibited by federal, state or local law. In accordance with requirements of the Americans with Disabilities Act and applicable federal, state and/or local laws, it is our policy to provide reasonable accommodation upon request during the application process to applicants in order that they may be given a full and fair opportunity to be considered for employment. As an Equal Opportunity Employer, we intend to comply fully with applicable federal, state and/or local employment laws and the information requested on this application will only be used for purposes consistent with those laws. To the extent required by applicable law, The Company maintains a smoke-free workplace.

COMPANY NAME: ____________________________________________________________

POSITION APPLIED FOR: __________________________________ DATE: ____________

PERSONAL DATA

Salary expectations: ___________________________________________________________

Name: ____________________________________________________________

Last       Middle       First

Street Address: _____________________________________________________________

City: ___________________________ State: ___________ Zip Code: ____________

Telephone: ________________________

If you are under 18 years of age, please specify your age: ________ (This information will be used only for child labor law purposes).

Are there any days, shifts or hours you will not work?* □ Yes □ No

If yes, please explain: _______________________________________________________

Are you available for out of town work?* □ Yes □ No

Will you work overtime, if required?* □ Yes □ No

*Note: It is not necessary for you to identify unavailability for work because of religious observance or practice or any other protected classification. Subsequent to any job offer, we will consider whether a reasonable accommodation can be made.

How did you learn of our Company? ____________________________________________
Have you ever applied or worked at our Company before? □ Yes □ No

If yes, provide dates: ________________________________________________

Are you legally authorized to work in the United States? □ Yes □ No

Will you now or in the future require sponsorship for employment visa status (e.g., H-1B visa status)? □ Yes □ No

Note: The Federal Immigration and Reform and Control Act of 1986 requires that a DHS Employment Eligibility Verification “Form I-9” be completed for every new hire and that within 3 business days of beginning work every new hire must present to the employer documentation establishing his/her identity and authorization to work. This federal requirement must be satisfied as a condition of employment.

DRIVING RECORD
(Answer only if driving is a requirement of the job for which you are applying).

Do you have a valid driver’s license? □ Yes □ No  State: ______  License No: __________________

Have you had any tickets? □ Yes □ No

If yes, please explain:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

EDUCATION
Describe any educational degrees, skills, training or experience you believe are relevant to the job applied for:

<table>
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<tr>
<th>Name, City and State of Educational Institution</th>
<th>Graduated</th>
<th>If no, Degree Credits Earned</th>
<th>Type of Degree Received or Expected</th>
<th>Major</th>
<th>Minor</th>
<th>Grade Point/ Overall GPA</th>
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<td>High School</td>
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<td>Licenses/Certification/Other</td>
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EMPLOYMENT HISTORY:

Please complete for all full-time or part-time employment beginning with most recent employer. You may include as part of your employment history any verified work performed on a volunteer basis. All applicants should start with their most recent job, include military assignments and voluntary employment and provide ten (10) years of history. (A separate sheet may be attached.) You must explain any gaps in your employment history.

Company Name: ______________________________ Telephone: ______________________________
Address: ____________________________________
Name of Supervisor: ____________________________ May we contact: □ Yes □ No
Dates Employed: From: ___________ To: ___________
State job titles and describe job duties: ________________________________________________________
Reason for leaving: ______________________________

Company Name: ______________________________ Telephone: ______________________________
Address: ____________________________________
Name of Supervisor: ____________________________ May we contact: □ Yes □ No
Dates Employed: From: ___________ To: ___________
State job titles and describe job duties: ________________________________________________________
Reason for leaving: ______________________________

Company Name: ______________________________ Telephone: ______________________________
Address: ____________________________________
Name of Supervisor: ____________________________ May we contact: □ Yes □ No
Dates Employed: From: ___________ To: ___________
State job titles and describe job duties: ________________________________________________________
Reason for leaving: ______________________________

Company Name: ______________________________ Telephone: ______________________________
Address: ____________________________________
Name of Supervisor: ____________________________ May we contact: □ Yes □ No
Dates Employed: From: ___________ To: ___________
State job titles and describe job duties: ________________________________

Reason for leaving: ________________________________________________

Have you ever been discharged or asked to resign from employment? □ Yes □ No
If yes, explain: ____________________________________________________

Did you receive any discipline in your last 12 months of active employment with your previous employer?
□ Yes □ No  If yes, please explain: ____________________________________

Were you given a performance evaluation within the last 12 months of active employment? □ Yes □ No
If yes, what was the range of scores used and what was your score? ________________

Have you signed any non-competition or non-solicitation agreement or any other kind of agreement with
any other employer that might restrict you from working for the Company (you will be required to furnish a
copy of the agreement if you are being considered for hire)?
□ Yes □ No
If yes, please explain: _______________________________________________

PROFESSIONAL REFERENCES (Please list three individuals unrelated to you with whom you
have worked who know your qualifications for this position.)

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<th>NAME</th>
<th>ADDRESS</th>
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MILITARY (Complete only if you served in the military.)

Branch of Service: ___________________________ Number of Years /Months of Service: _______
Rank at Discharge: ___________________________ Date of Discharge: _______________________
Describe any military skills, training or experience you believe are relevant to the job you applied for: 
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

APPLICANT'S ACKNOWLEDGMENT

I certify that the answers given herein and during the entire application process (including but not limited to information provided in resumes, attachments to this application, interviews or otherwise (if applicable)) are true and complete to the best of my knowledge.

I understand that any misrepresentations, omissions of facts or incomplete answers during the application process may disqualify me from further consideration for employment. I further understand that, if employed, any misrepresentations or omissions of facts during the application process may be cause for my dismissal at any time without prior notice.

I consent to and authorize the Company to contact my former employers, references, and any and all other persons and organizations for information bearing upon my qualifications for employment.

I further authorize the listed employers, schools and personal references to give the Company (without further notice to me) any and all information about my previous employment and education, along with any other pertinent information they may have and hereby waive any actions which I may have against either party(ies) for providing a good faith reference.

I EXPRESSLY AGREE AND UNDERSTAND THAT, IF EMPLOYED, MY EMPLOYMENT IS NOT FOR A SPECIFIC TERM, IS BASED ON MUTUAL CONSENT AND MAY BE TERMINATED BY ME OR THE COMPANY WITH OR WITHOUT NOTICE OR CAUSE AT ANY TIME. I FURTHER UNDERSTAND THAT NO ORAL PROMISE, EMPLOYER POLICY, CUSTOM, BUSINESS PRACTICE OR OTHER PROCEDURE (INCLUDING PERSONNEL HANDBOOK OR ANY PERSONNEL MANUALS) CONSTITUTE AN EMPLOYMENT CONTRACT OR MODIFICATION OF THE AT-WILL EMPLOYMENT RELATIONSHIP BETWEEN ME AND THE COMPANY. I ALSO UNDERSTAND THAT MY AT-WILL EMPLOYMENT STATUS WITH THE COMPANY MAY ONLY BE ALTERED IN AN INDIVIDUAL CASE OR GENERALLY IN A WRITING SIGNED BY THE OWNER, PRESIDENT OR CEO OF THE COMPANY.
I understand I may be required to qualify for employment based on additional employment criteria. For example, I may be required to take job-related tests; take a driver's examination or take a pre-employment drug test. If I am offered employment or start work before any required test is completed, I understand that my employment is contingent on a satisfactory result on all required tests. I authorize the release of any drug/alcohol test to any state or federal authority requesting such information and in response to a valid subpoena or other legal document. I agree to sign any additional forms necessary for drug tests to be conducted.

Signature: __________________________ Date: __________________________