



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**
P.O. Box 40 Sells, Arizona 85634
Direct Line (520) 383-3304 Tucson Line (520) 547-8160
Fax (520) 383-2781 Email: tero@toua.net



Attention Tohono O'odham TERO Clients

Available Positions

1- Laborer/Pipelayer Helper \$17.65

Physical ability to rake, shovel, check grade, maintain personal self-safety.
Able to check grade for pipe, chlorinate pipe, and pressure tests.

1- Water Truck Driver \$17.20

Processing dirt for back fill of water trench.

1- Universal Operator \$25.00

Ability to operate the following: Scraper, Skip Loader, Roller, Excavator, Blade, Gannon/Loader and other equipment needed for earth work and prepping for underground utilities.

Company: [PAP, LLC](#).

Start Date: ASAP

Estimated: 1–2-month project, per site

Project Location – Topawa & Pisinemo Subdivisions

CLOSING DATE: Thursday, May 1, 2025 at 10am

INTERVIEW DATE: TBD

Interviews will be held virtually



Welcome to PAP, LLC!

Here you will find your application, W-4, I-9 and a direct deposit form. Please fill out and return to us promptly. We will also need a copy of your Driver's License and Social Security Card. For direct deposit we will need a voided check or a form from your bank.

Payroll is every Friday at PAP. You are paid a week behind. In other words, when you work Monday-Friday one week, you will be paid for that work period on the following Friday. Overtime is paid when working over a 40 hour period which runs from Saturday through Friday. Time tracking is your soul responsibility by user of the FREE Time Works app on your phone. Instructions and training for the Time Works app will be provided to you. If you do not do this and you are missing time on your payroll, it may be paid on the next payroll.

Please feel free to call us at the office with any questions or concerns regarding your employment with us @ 970-884-0180.

Thank you!



PAP, LLC

P.O. Box 758
Bayfield, CO 81122
970-884-0180

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email: _____

Date Available: _____ Social Security #: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES ☐ NO ☐ If no, are you authorized to work in the U.S.? YES ☐ NO ☐

Have you ever worked for this company? YES ☐ NO ☐ If yes, when? _____

Have you ever been convicted of a felony? YES ☐ NO ☐

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES ☐ NO ☐ Diploma: _____

List Certifications
associated with position: _____

List valid licenses and
Numbers, drivers license
/state and number; CDL;
Etc.

References

Please list three professional references.

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES ☐ NO ☐

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____