



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**
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Attention Tohono O'odham TERO Clients Job Opportunities

8- Universal Paving Operator 3: \$22.00 Rate+ \$7.48 Fringe= \$29.48

See attached job description

Pre-Employment Drug Screening Requirement

Start Date: 11/18/2025 Schedule M-F Start Time: 5:00AM-1:30PM
(All are Subject to change)

Duration: 5 Days (Subject to change)

Contractor: Ricor, Inc.

Project Location: Desert Diamond Casino
9431 West Northern Ave.
Glendale, Arizona 85305

CLOSING DATE: MONDAY, NOVEMBER 17, 2025 @ 3:00PM

INTERVIEW DATE:TBD

Interviews will be conducted via Telephone



Universal Paving Operator 3

Universal heavy equipment operator needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. Applicants for the Universal Paving Operator 3 position must have the ability to operate all equipment listed in the classification below safely and with skill and expertise:

Universal Paving Operator III (UPO3) – can efficiently operate the following equipment:

SCRAPER - Cat 637, 623, 613

LOADER - Cat 980, 966, 950, 938, 928

WATERPULL - Cat 10K, 8K, 5K

DISC TRACTORS - Case 9370

GRADE TRACTORS - Cat 414, JD 210

WATER TRUCKS - All sizes

PAVING MACHINE - Blawknex Laydown Machine 3172

ASPHALT ROLLERS - Cat 224, 334, 534, 634,

WATER TRUCKS - All sizes

ASPHALT RAKERS

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment equipment operation evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment equipment operation evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system. No Per Diem is available for this position

ATTACHMENT G - RICOR, INC. APPLICATION



License Numbers
A-General – 070794-001
B-4 – 45525-009

INITIAL APPLICATION FOR EMPLOYMENT

Date: _____

Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

TYPE OF EMPLOYMENT

Superintendent _____ Foreman _____ Operator _____
Mechanic / Shop _____ Laborer / Pipelayer _____ Other _____

PERSONAL INFORMATION

Name: _____

Address: _____

Telephone Number(s): _____

Are you a current Arizona resident? YES () NO ()

Do you have a current drivers license? YES () NO ()

If so, from what state? _____

Do you have a dependable means of transportation to work? YES () NO ()

Do you currently have an alcohol or substance abuse problem? YES () NO ()

Do you agree to undergo a pre-hire substance abuse screening? YES () NO ()

Do you currently have any physical or medical problem that might impair your ability to perform the tasks commonly associated with this type of occupation? YES () NO ()

Are you willing to undergo a task specific, confidential physical if offered an employment opportunity? YES () NO ()

Previous Employers	Start	Finish	Job Duties



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What is your desired minimum hourly wage? _____

List heavy equipment/machinery that you can operate with a **HIGH** skill level: _____

List heavy equipment/machinery that you can operate with a **MODERATE** skill level: _____

References	Company / Occupation	Phone	Relation

Brief Educational Background: _____

Additional Comments: _____

Failure to provide accurate and truthful information on this employment application may result in your being deemed ineligible for employment at Ricor, Inc. and/or terminated if inaccuracies are discovered after acceptance of employment.

Signature: _____

OFFICE USE ONLY – COMMENTS: _____
