



**TOHONO O'ODHAM NATION  
TRIBAL EMPLOYMENT RIGHTS OFFICE**  
P.O. Box 40 Sells, Arizona 85634  
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Fax (520) 383-2781 Email: [tero@toua.net](mailto:tero@toua.net)



## **Attention Tohono O'odham TERO Clients**

### **Available Positions**

#### **2- Screw Hand \$20.75**

3-5 years experience in running a screed on paver for asphalt paving.

#### **3- Raker/General Laborer \$17.20**

2 years' experience as a Laborer, helping rake and perform general duties for asphalt paving.

#### **2- Roller Operators \$16.24 (fringe 1.42)**

3-5 years' experience in operating a roller for asphalt paving.

Company: [PAP, LLC.](#)

Start Date: April 27, 2026

Estimated: 5 days

7am-5pm

**Project Location – Pisinemo Subdivision**

**CLOSING DATE: Wednesday, April 22, 2026 at 430pm**

**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!

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PAP, LLC

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

Employment Application

Applicant Information

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Last First M.I.

Address: \_\_\_\_\_ Apartment/Unit # \_\_\_\_\_  
Street Address  
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: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



\_\_\_\_\_  
\_\_\_\_\_

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: \_\_\_\_\_

\_\_\_\_\_