



**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

3- Laborer/Trainee \$20.00

Assist in the installation of solar light systems, including solar panels, batteries, controllers, and light fixtures, following established procedures and safety guidelines.

Prepare worksites by clearing debris, digging trenches, and setting up scaffolding or ladders as required. Carry and transport equipment, tools and materials to and from worksites. Assist in the assembly and installation, troubleshooting, maintaining a clean and organized work area, ensuring safe work environment, communicating effectively for efficient completion, following instructions from supervisors, and performing other related tasks.

Company: [Lenea Corporation](#)

Start Date: July 27, 2026

Estimated: 2-week project

Project Location – Hanam Ke:k Gym & Anegam Subdivision

CLOSING DATE: Monday, July 13, 2026 at 1030am

INTERVIEW DATE: July 17, 2026

Interviews will be held virtually



Application for Employment

Temporary Construction Workforce – TERO Projects

Personal Information

Full Name			
Address			
Email		Phone	
Are you 18 years of age or older?	<input type="checkbox"/> Yes <input type="checkbox"/> No		

Position Information

Position Applied For	e.g., Construction Laborer – Solar Light Installation		
Project / Job No.		Work Location / Village	
Employment Type	<input type="checkbox"/> Temporary / project-based	Date Available to Start	
Desired Hourly Wage	Wage may be set by the applicable project wage determination.		

TERO Referral & Native American Preference (Voluntary)

Completing this section is voluntary. The information is used only to apply the Native American employment preference required by the applicable Tribal Employment Rights Ordinance and federal law (ISDEAA § 7(b)), and is kept confidential.

Were you referred by a TERO office?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
TERO Office / Tribe		Referral / Skills-Bank No.	
Do you wish to claim Native American preference?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, Tribe / Nation		Enrollment Status	
Documentation you can provide	e.g., Tribal enrollment card, Certificate of Degree of Indian Blood (CDIB), TERO certification		

Role Requirements

This position involves physical, outdoor construction work (lifting, digging, material handling, tools/equipment), sometimes in remote locations. Can you perform these duties, with or without reasonable accommodation?		<input type="checkbox"/> Yes <input type="checkbox"/> No
Valid driver's license?	<input type="checkbox"/> Yes <input type="checkbox"/> No	License No. / State

Educational Background

Degree / Certification	Institution	Year

Work Experience — list recent jobs, duties, and skills used or learned.

Company Name	Job Title	Responsibilities / Skills	Dates

Background

Have you ever been convicted of a crime?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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A conviction does not automatically disqualify you. The Company considers the nature of the offense, how recently it occurred, and its relationship to the position. If yes, please explain below.

Applicant Acknowledgment

At-will employment. In exchange for consideration of my application by Lenea Corporation (the “Company”), I agree that neither this application nor any later employment creates a contract of employment or alters the at-will relationship, which can be changed only by a written agreement signed by the Company’s President/CEO. Either I or the Company may end the

employment relationship at any time, with or without cause or notice. If employed, I understand the Company may change its benefits, policies, and procedures at any time.

Accuracy and authorization. I certify that the information in this application is true and complete. I understand that any misrepresentation or omission is grounds for rejecting this application or for dismissal at any time. I authorize the Company to verify this information and to contact schools, prior employers (unless I have noted otherwise), and references, and I release them and the Company from liability arising from giving or using this information.

Drug- and alcohol-free workplace. I understand the Company maintains a drug- and alcohol-free workplace; that pre-employment and post-employment testing may be required; that consent to and compliance with that policy is a condition of employment; and that continued employment may depend on passing such testing and any job-related physical examination.

Consumer reports. I understand that, as part of processing this application, the Company may obtain a consumer report or investigative consumer report about my background, character, and qualifications, and that on written request the Company will provide the nature and scope of any such report, as required by the Fair Credit Reporting Act.

Temporary / TERO positions. I understand that if I am hired for a temporary or project-based position — including work referred through a Tribal Employment Rights Office (TERO) — my employment is temporary, tied to the duration of the project, and at-will, and is governed by my written offer and classification acknowledgment and by the Employee Handbook, including its TERO policies (Sections 3.14 and 3.15).

Signature of Applicant

Date

Lenea Corporation is an equal employment opportunity employer. Employment decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other status protected by law. On projects subject to a Tribal Employment Rights Ordinance or to ISDEAA § 7(b), the Company applies the Native American employment preference required by the applicable ordinance and contract, as permitted by federal law (Title VII § 703(i)). Your opportunity for employment depends on your qualifications and any applicable preference.