

## Students encouraged to join Kah-Nee-Ta summer leadership development program

Kah-Nee-Ta High Desert Resort and Casino this summer is providing opportunities for young tribal members to gain workplace experience, career exposure and personal development.

The program assists tribal member high school and college students in planning for and securing future employment, while earning hourly wages.

Sponsored by the Tribal Member Program of the Human Resources Department, the student leadership development program begins June 15.

Students who meet the following criteria are eligible to enroll in the program:

Enrolled Warm Springs tribal member;

In good standing academically;

The student must be in the process of obtaining a high school diploma, GED, college degree, or willing to obtain;

Show motivation in being ready to start and finish the program, putting forth a positive effort towards the plan;

Complete the pre-employment drug test required by Kah-Nee-Ta High Desert Resort and Casino, and be in compliance with random drug testing thereafter;

Students must be between the ages 14-25, and law abiding citizens.

### Student Responsibilities

Students are required to comply with all Kah-Nee-Ta High Desert Resort and Casino Employee handbook policies. These include:

Initiate active role towards own success, shouldering the majority of responsibility for being successful;

Acquiring good work habits and ethics is an important part of being a successful future



employee;

Compliance with the Drug Free Policy;

Work on professionalism at all times;

Dress appropriately for the type of work responsibilities placed in, with emphasis on cleanliness and proper grooming;

Accepting and following direction in a positive manner from the department trainer/supervisor;

Be customer service driven; Be accountable to yourself and program for doing your overall job well;

Communicate and coordinate with your departments on a regular basis;

Maintain strict confidentiality dealing with worksite information, departmental business and personal matters;

Learning and using established chain of command for problem resolution;

Being punctual to work every scheduled day is important to the success of you personally and Kah-Nee-Ta;

Practice safety at all times;

Refrain from behavior or conduct deemed offensive or undesirable.

### Parent/guardian responsibilities

The following basics will benefit your children in succeeding in the Kah-Nee-Ta student leadership development program, and in becoming what they want to be:

Instill in your child the importance of education before job/career;

Help your child understand that "affective communication" is a key component of everyday life at work and home;

Support your child being on time by arriving at least 10 minutes early for work;

Reinforce having a great work ethic with your child;

Be a positive role model;

Take time to listen, share, encourage and stay involved with your child's work and schooling during the year;

Attend school and work functions in support of your child;

Give praise to your child for their accomplishments, even for the smallest ones;

Communicate with your child about what it takes to be a good employee by taking pride in work and how important it is to make good decisions.

### Hours and Wages

The Student Leadership Development Program will begin June 15. Each student in the program is allowed up to but not guaranteed 12 weeks per season.

#### 14 and 15 year olds:

When School is in session, three hours a school day, eight hours on non-school days, 18 hours per week maximum;

Only between 7 a.m. and 7 p.m. Working is not allowed during school hours.

When school is not in session, eight hours per day, 40 hours per week maximum; from June 11 through Labor Day, 7 a.m. to 9 p.m.

#### 16 and 17 year olds:

Federal law does not limit either the number of hours nor the time of day that children 16 years of age and older may work.

Youth ages 16 and 17 may perform any job not declared hazardous or detrimental to the well-being of minors.

Youth ages 18 or older are not subject to restrictions on jobs or hours. Student Leadership Development Program will not allow overtime, unless the student is at least 16 years old and the department wants to utilize its own budget.

The Participants rate of pay is based on the grade level of education they are attending that current year.

High school freshmen and sophomores: \$7.80 an hour.

High school juniors: \$8.05 an hour.

High school seniors: \$8.30 an hour.

College students: \$9.30 to \$12 an hour, based on experience.

A shuttle from Warm Springs to Kah-Nee-Ta and back will be available seven days a week.

For more information or concerns, please contact Human Resources at 553-1112.

## Scholarships offered

Kah-Nee-Ta High Desert Resort & Casino is accepting applications for the 2007 male and female Scholarship Award.

This opportunity is for Warm Springs tribal members who are choosing to further their education at an accredited secondary learning institute as a full- or part-time student.

Applications will be available at the Warm Springs Education Building and Kah-Nee-Ta's Human Resources Office.

Applications must be received by the deadline of July 16.

Of those applicants meeting the deadline, one female and one male will be selected to receive a \$1,000 scholarship and a laptop computer.

Mail Scholarship Application Packet to:

Kah-Nee-Ta High Desert Resort & Casino

Attn: Donation Committee

P.O. Box 1240  
Warm Springs, OR 97761.

## WES' FLOOR COVERING



873 SW Hwy 97  
Madras, OR 97741  
475-3723

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### Child care providers needed

Are you interested in becoming a family child care provider for the Warm Springs community?

If so, please call NeighborImpact, Child Care Resources at:

548-2380 ext. 118 to find out how.

### Perfect Look

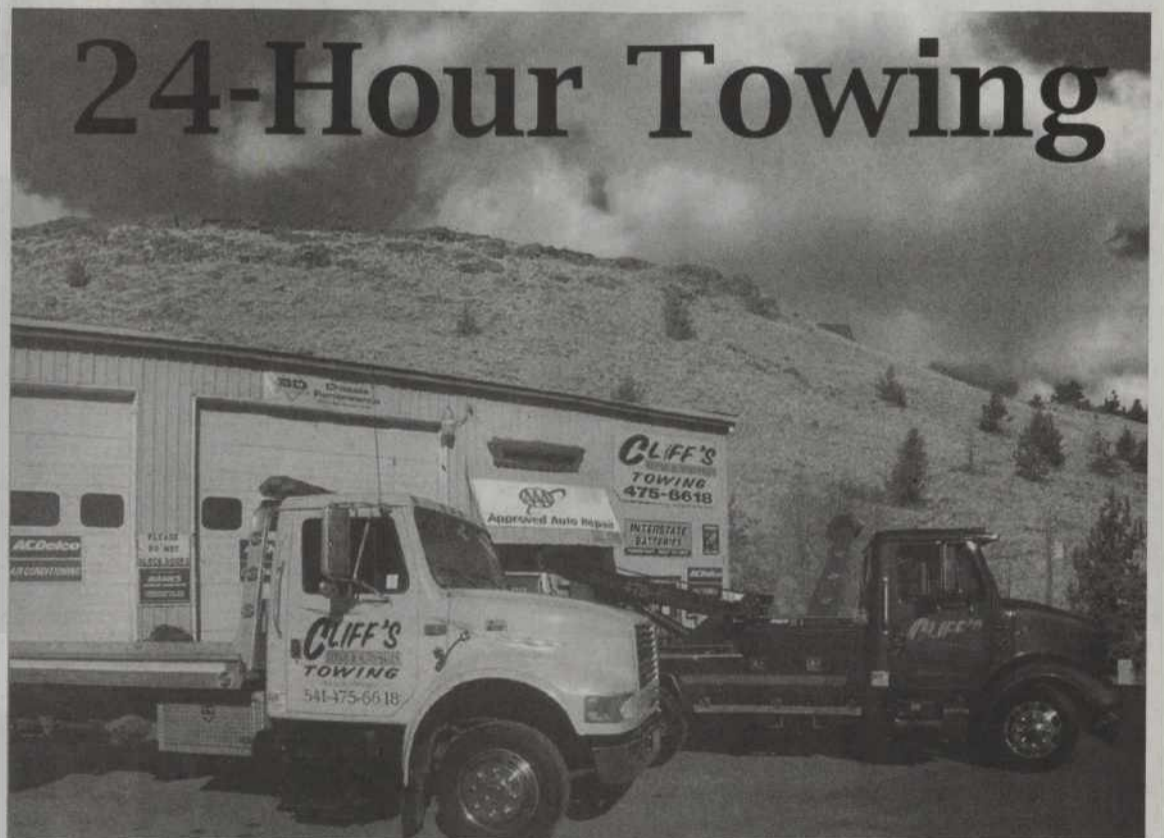
Hairstylist Cheryl Taylor is working at Perfect Look in Redmond (next to Fred Meyers) Sunday through Wednesdays.

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