

## TeleCo Corner

## Variety of jobs will be filled in coming months

by **Marsha Spellman**  
Marketing & Regulatory  
Director, WSTC

Last issue, we introduced you to our first full time employee, Jose Matanane, operations manager for the Warm Springs Telecommunications Company.

Jose filled the first of 19 positions that will be created. These jobs will be added as we steadily build out the company.

We are looking to hire more key staff members in the next few months.

Since the question of jobs has become the number one question that we are now getting, let me give you some idea of what these jobs are and what kinds of skills are we going to look for in filling these positions.

## First management jobs

First, we knew that there was no one from Warm Springs that had the technical and operational expertise in the telephone industry that Jose brings to the table.

In fact, having Jose agree to move to Warm Springs was a dream come true. He is exceptionally experienced, and has a strong technical background as well as having been a general manager for many years in another tribal telecom company.

As he will oversee the installation of the network, the technical side of the business, he is perfect for this job. Being a tribal member (although not from Warm Springs) he also brings an understanding that we didn't think we would find in an operations manager.

However, as we continue to hire new staff, we are committed to hiring people from Warm Springs.

The first jobs that we will hire are the next management positions. This includes the customer service manager, the controller (financial overseer) and the information technology manager.

While telephone company experience is not going to be required, people who are interested in these positions will have to have relevant experience.

## Inside, outside jobs

After this, we will start hiring jobs that can be categorized as two types of positions. Those that are "inside" jobs, and those that are "outside" jobs.

The inside jobs are more office based, while the outside jobs are more technical. Again, we will be hiring slowly, as we build out the network and connect more and more customers that will justify bringing on the new staff.

**Outside jobs:** These jobs will be those that will maintain the communications network and install phones and internet service to the customer premises.

This includes an outside plant supervisor, service techs and installers. These people will report to the operations manager, Jose, who is responsible for the technical plant and central office.

**Inside jobs:** Those people working in customer service, accounting, sales and marketing, and information technology (IT) will be the "insiders."

Since we will be a small company, we expect that some of these positions will be combined, so that some of the staff will be expected to do a wide range of activities.

In larger companies, each position does only one thing. However, having people with different skill sets will make it more fun and interesting for the staff.

In all cases, "the company will promote one philosophy, that of customer service," says Adam Haas, general manager. "We will go out of our way to ensure that tribal members, government employees and businesses are 100 percent satisfied with our service."

To this end, he said, "all employees must be enthusiastic and do their job with the customer in mind. Motivation and commitment is the number one requirement for future staff."

"We are not hiring at this moment," says Matanane. "We are now working on a workforce development plan that will not only determine the type of employees to be hired, but it will also identify the types of skills that are going to be needed immediately, and into the future... We will be looking at ways of training for these skills, especially for technical jobs. This includes potential jobs with local colleges, as well as apprenticeship programs with other small telecos."

Haas emphasized that, "Jobs will be posted so all who are interested can apply when they are available. Check the normal means for posting tribal positions."

Jobs will be listed in the Spilyay when they become available. The Warm Springs Telecommunications Company is a tribally chartered enterprise whose mission is to bring advanced broadband services to the Warm Springs tribes, including voice, data and video. The start-up company expects to begin delivering services in the fall of 2011.

## Senator hosting town hall meeting Saturday

Senator Jeff Merkley will hold a town hall meeting in Jefferson County on Saturday, May 21, at the Jefferson County Senior Center in Madras, 860 SW Madison.

"Traveling across Oregon and meeting residents in every county is crucial to helping me advocate for all Oregonians," Merkley said. "I invite all residents of

Jefferson County to come and discuss how we can create jobs, strengthen Oregon, and put America on the right track."

Merkley, a Democrat, will give an update on his work in Washington, D.C., and answer questions and invite their suggestions about how to tackle the challenges facing Oregon and America.

## EPA announces tribal consultation policy

EPA has released its final policy on consultation and coordination with Indian tribes.

The agency says it is among the first of the federal agencies to finalize its consultation policy in response to President Obama's first tribal leaders summit in November 2009, and Executive Order 13175, to establish regular and meaningful consultation and collaboration with tribal officials in the development of federal policies.

EPA Administrator Lisa Jackson said, "EPA is dedicated to strengthening our collaboration with tribes and ensuring that they have a voice and a seat at the table on the issues that touch their health and their economy."

The final policy is intended to strengthen tribal partnerships by establishing clear agency standards for the consultation process, and promote consistency

and coordination.

The policy established a new, broader standard for the types of actions that may be appropriate for consultation and makes clear the two-way nature of government-to-government consultation by inviting tribes to request issues for consultation.

Actions that may be appropriate for consultation include developing standard, guidance, policies, permitting decisions, and activities under international agreements.

The policy also establishes a management, oversight, and reporting structure that will help ensure accountability and transparency by identifying responsible individuals in each office and requiring EPA program and regional offices to identify actions appropriate for consultation at least twice per year.

## Diabetes Prevention Profile

## Councilman encourages program participation

By **Montell Elliott**  
Diabetes Prevention Program

Scott Moses completed the 16-week course curriculum about a year ago, and continues with follow up care and monthly coaching to help him maintain lifestyle changes to help prevent diabetes.

Scott is a Tribal Council member and the Housing Authority executive director.

Scott joined the diabetes prevention program at the suggestion of his doctor.

To be eligible, a participant must be diagnosed with pre-diabetes. Pre-diabetes means blood sugars are higher than normal and the person is at higher risk of developing diabetes.

Scott accepted the invitation to be a participant so he could gather more knowledge. He wanted to educate himself on diabetes since it is part of his



Scott Moses

a weekly basis to be consistent with the teachings. He thought it was good to see others in the class, and has enjoyed talking with those interested in learning more about the Diabetes Prevention Program.

He credits the Diabetes Prevention offices flexible hours and workout facilities along with the education, information and tools in helping him reach his goals.

His favorite part was the upbeat staff along with the class materials, educational tools and guest speakers.

The biggest success for Scott? Completing the class and getting the coat!

He says it gets embarrassing if you have to admit to not getting or following part of the plan. He wants to encourage those that start to stick with it.

Since joining, Scott now has exercise back as part of his lifestyle. He also says he imple-

mented the positive self talk teachings into his life.

So what would he say to you? "Get involved with the program. Ask a participant—They are where you are at now, or where you want to be."

He also encourages the community to educate themselves and have an open mind to lifestyle changes to prevent diabetes so we can all live longer.

## AFFORDABLE TIRES



## NEW -N- USED

304 MADISON ST., SUITE 102  
MADRAS, OR. 97741



ISAAC  
541-693-3742

HECTOR  
541-693-3386

## CALL FOR VOLUNTEERS FOR

SPRING  
CLEAN UP

May 21<sup>st</sup>, 9am-3pm

Where: Volunteers will meet at the ECE Parking lot to be given safety procedures and instruction. Clean up will start on Hollywood Boulevard and lead up to Tenino Apartments Area. A BBQ lunch will be provided for Volunteers

Why: This is a chance to proudly support your Elders and children in helping to keep our community beautiful.

For more information please contact:

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Confederated Tribes of Warm Springs, Oregon  
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Warm Springs, OR 97761  
(541) 553-2204  
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The next deadline to submit items for publication in the Spilyay Tymoo is Friday, May 27.

Legal Aid Services of Oregon provides free assistance to low-income Oregonians in many civil cases. Speak with an attorney during drop-in hours 1 to 4 p.m. on the first Monday of the month at the Family Resources Center in Warm Springs. Or call 385-6944 Monday through Thursday between 9 a.m. and 4 p.m. (at lunch from noon-1 p.m.)