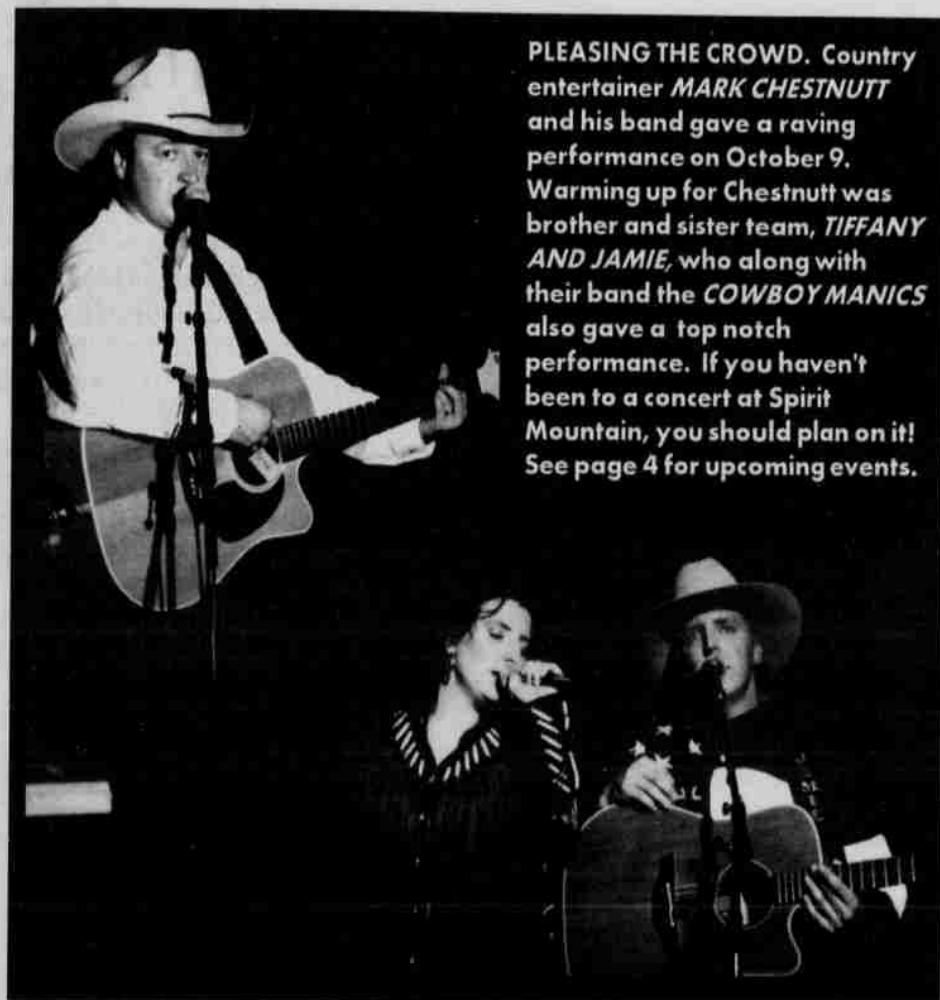




PLEASING THE CROWD. Country entertainer **MARK CHESTNUTT** and his band gave a raving performance on October 9. Warming up for Chestnutt was brother and sister team, **TIFFANY AND JAMIE**, who along with their band the **COWBOY MANICS** also gave a top notch performance. If you haven't been to a concert at Spirit Mountain, you should plan on it! See page 4 for upcoming events.

Employee Spotlight

Friends — old and new — are a favorite part of Jerry George's job

By Tracy Dugan

Jerry George was raised in Grand Ronde, but only recently returned home. His work and military experience has taken him all over the world — from the Southwest to Washington State, Asia, and back again. Most recently he moved back to Willamina after sixteen years and got hired on at H.R. Jones Lumber Company. He also enrolled in Linfield College, where he is a Senior majoring in History and Education. Last year Jerry was the recipient of the Eula Petite Memorial Scholarship for Education majors.

Hired on at the Casino as a Uniform Services Attendant prior to Grand Opening, Jerry was promoted to Uniform Services Supervisor in June. He is responsible for ordering all the uniforms for every department, shipping and receiving, keeping in contact with all the Casino's suppliers, inventory, and getting every new employee fitted with a uniform for his or her particular position. He supervises a crew of ten.

This is a new type of position for Jerry, who has held a wide variety of jobs. He



began his career in the Air Force, where he was a firefighter, and stationed all over the world.

"After the military, I worked as a security officer in Kent, Washington, and graduated from the Security Guard class offered through the Tribe," he said. I thought security was

the field I wanted, but being a full-time student, I couldn't make the hours work."

Jerry said he really enjoys the job he has now, and he's going to school part time, so it all worked out for the best.

"I really enjoy the people I work with," he said. "We all get along well, it's a fun environment, and every staff member tries really hard to live up to the Casino's mission. We just have a great work atmosphere here."

Jerry said he also likes the fact that he works with so many family members and old friends he grew up with, now that the Casino has opened so many employment avenues for people in the community. After being out of Oregon and away from Grand Ronde for so long, Jerry is busy reacquainting himself with everyone he used to know.

HR focuses on jobs for tribal members

By Tracy Dugan

The Casino's Human Resources (HR) Department has launched a plan of action for providing tribal member job applicants with the best employment services possible.

An assistant for the department has been hired — Camille Mercier — who works with a team of HR staff to help tribal members who wish to become Casino employees. She works with the Human Resources staff to recruit tribal members for positions, meet with them about openings and their interests, and refer them to other areas for additional training or education if needed.

"Our goal is to meet with every tribal member who comes through the door," Camille said. Tribal members with

applications on file receive job posting notices in the mail, and if they are interested in a position, they can call or stop by the office to let HR know. Currently, Camille and Sarah Harvey are setting up meetings with tribal members after they express their interest in a job opening. The meeting is designed to discuss qualifications, and what type of career they see for their future. If the tribal member has the qualifications for the job, they will be called for an interview; and if they don't possess the necessary qualifications, Human Resources will refer them to another area for further training such as the Education Division or Vocational Rehabilitation.

"We want to make every effort to find out where an interested tribal member might best fit in the organization," said Camille.



Camille Mercier

The Casino's Human Resources department is open from 7 a.m. to 7 p.m. Monday through Friday, and from 8 a.m. to 5 p.m. on Saturday to accommodate the needs of those who work odd hours or can't stop by in the middle of the week.

"If a tribal member is interviewed and

isn't offered the job, we communicate with them about why they weren't selected, and what they need to do to become qualified for the position."

Recently, the Human Resources Department began working on a data base of tribal member applicants which will allow for a more speedy process of notifying applicants when jobs become available, and will allow HR to have member files right at their fingertips.

Camille says the best part about her job is working with tribal members, as well as meeting those members who are new to the area.

"It is nice to be able to get to know other tribal members whom I haven't met before," she said. "I am proud that this community is benefitting from a good employer."

SPIRIT MOUNTAIN CASINO



**Tribal Member
Job Fair**

**Sunday, November 17
10 am to 7 pm**

**Legends Restaurant
Banquet Room**