

S.I.R. Tribal News



TRIBAL CHAIRMAN'S REPORT

February 2016

How mu e nanumu. Yaa tabeno pesa numu yadooana e naa tubengu, ewa'yoo mu pesa sootuhina toowasoo. Pudusoo Pesa ne hoobea kiba oonakwa kemmakwu.

On November 10, 2015 I was sworn in as your Tribal Chairman. Needless to say it has been an extremely busy time for me, trial by fire has certainly been the order of the day, and I've become quite intimate with the reality that every literal second of my day is spoken for. It is hard to believe that my time in service has not eclipsed 90 days. I have been able to learn firsthand how important it is to stay home and do the work of this office. To conduct myself otherwise would render the Chairmanship ineffective. I remain humbled by the responsibility vested in me, and stand unflinching in my dedication to this Tribe.

As I prepare this statement, I wish that I could say that the initiation of my term was without controversy. Sadly, the reality of our Tribal politics have dictated that there is a lot of work to do in regards to election reform. There is no doubt that our people are split regarding this year's election for Tribal Vice Chairman. I honestly feel that both are good men, and I will be happy to serve with either of them. However, my willingness to serve with these individuals does not translate into the strengthening we need in our election law. I believe that we must approach reform from the standpoint of making our vetting process more detailed, we should make our elections more competitive, and we need to find a way to factor in overall accountability.

There are certainly two sides to this argument, and both are equally solidified. I have announced through various forms of communication, my willingness to bring both sides to the table so that we can begin the process of debate, compromise, and finally election reform. My motivations have not been secret, I have made myself available, but sadly no one has showed up to help me get this done.

Tribal Chairman's Report	1-3
SIRCO Property Mngmt	4
SIRHA	5
Education Department	6-8
Tribe/SIRCO	9
Grants Update	9
Four Tribes Construction	10 - 11
SIRCO	12-13
All Tribes Eatery	14
Human Resources	15
Casino	16
NRD "The Dirt"	INSERT

**The next SIR General Council Meeting
is scheduled for May 7, 2016 at 1pm
845 Joaquin Street,
Joaquin Sports Complex (Gym), Susanville, CA**

I will not wait any longer. I am moving forward, because it's the right thing to do. I have talked with the Tribal Business Council about our collaboration for election reform, and they are willing to join me in getting this issue to the voters before the next election cycle. I look forward to getting this done so that the voters can have a clear path to the conclusion of next year's cycle.

Since I took over as the Chairman, we've been able to get some meaningful things accomplished. By now, you must have noticed that we are taking great strides in changing the format of our TBC/Health Board Meetings. I am quite happy to report that our meetings are child friendly, the Council is not sitting with their backs to you, and we are not eating food while we are supposed to be conducting business. With these changes, I believe that the TBC better reflects a governing body. Recently, we were able to get some actions passed that show that the Council wants to hold itself accountable. I want to personally thank the Tribal Members who attending one of our recent Community Meetings for presenting members of the TBC with their questions about our stipends. Tribal Member curiosity about our views on how the TBC is paid led to a recent vote that spells out more accountability within the leadership. Effective February 1, 2016, the TBC will now be paid based on our attendance at regular TBC Meetings, Special Meetings, and Emergency Meetings. Regarding Health Board attendance/compensation, I anticipate the same outcome when we convene for the next Health Board Meeting.

Another notable reform the Council has been successful in bringing forward is in our Sponsorship Ordinance. At a regular TBC meeting in early January, we had a young Tribal Member request a sponsorship from the Tribe. This young lady is a University Student, and is working hard to better herself. She asked the Tribe for assistance so that she could travel to Texas for a convention that would help her get a stronger grasp on the degree she is pursuing. As I read the request I was happy to support her, but I was reminded of our tribal law. Post Secondary activities were actually deemed as not covered in our Ordinance. You can imagine my frustration when I realized that we have granted sponsorships for adults to travel to basketball tournaments, baseball games, and other sporting events, yet we have to say no to Tribal Members seeking sponsorship for activities related to their studies. To me this sent to wrong message.

I was able to work with staff in proposing changes to the Ordinance that now say we will cover requests like hers for the foreseeable future, and we have also fixed how the Tribe covers sponsoring sporting events. I want to thank the Council for supporting this action, as I believe it sends the right message to our people. They are doing good work.

For far too long, those that live within our tribal borders have had to endure through various community safety issues. In some cases it seems as though we have become prisoners in our own community. Last week I was notified that an elderly Tribal Member had his home broken into. The Police had responded, and Councilmember Joseph had already come down to assess the situation and ask a few questions. I stood in the parking lot of Elder Springs with some Tribal Members talking about the foot traffic at night time on Joaquin Street. As we were discussing these issues, groups of hooded men seemed to be lurking from north and south end of the street. They did not notice us, and we were able to see what looked like hand exchanges. Once we were noticed they walked out of the area quickly. I am no expert on this sort of thing, but what was happened was obvious to me.

Let me be clear, drug sales/abuse, act of vandalism, and home invasions are acts of violence against our community. It is my belief that we as a people cannot accept this anymore. The time for action is now, because all of us deserve safe and clean streets in our community.

Recently a family that lives on the Rancheria had to experience a home invasion that could have taken a turn for the tragic. What has been reported as a non-Indian male in his 20's, made entry into this home in the early morning. The mother was at work, her eldest at school, and her youngest (13 years old) lay asleep in her room, because she felt too ill to go to school. This man went through the house searching for things to steal. The young lady awoke, and thankfully did not alarm the intruder. She pretended to be asleep while he went from room to room. He stood in her doorway and watched to see if she was awake. After a short while he continued to ransack the house, and after a while he finally left.

I want all of you to think about that. What could have happened to this young girl is unspeakable. But the scar he left on her will last for a lifetime. As a parent, I feel a sense of rage, violation, and fear that I know her mother must be feeling. Our homes are supposed to be our sanctuaries. We should never feel unsafe in our community. But we do. While I am thankful that the person took money and did not physically harm the young girl, I am still very concerned about what could have happened. We have a duty to protect her, and all other vulnerable members of our Tribe.

In response to the event I've just described, we called for Special TBC Meeting, and met with members of our Indian Community. Much to my horror, I learned that break-ins are actually quite common on the Rancheria. This must stop now. The community has also informed me that they are very well aware of drug problems on our local streets, and a multitude of issues that have negative impacts on the health and safety of our people. After those talks we have formed a Neighborhood Watch, and the Tribe will do everything it can to support the efforts of community monitoring. We are also in the process of looking into the cost of home security systems for the homes on our Trust Land, perimeter fencing, surveillance, and even establishing security officers. We may not be able to get all of this done, but we will make a serious effort to show our people we care about their safety and well being.

The bottom line is that we can no longer sit still and let those that seek to assault us continue unabated. If you are a Tribal Member that is taking part in any action that would constitute violence against your community, I want you to know that we will do everything in our power to hold you accountable. You are not above criminal law, and you are most certainly not above tribal law. If you are a Tribal Member that is bringing outsiders into our community, and those people are committing acts against us, we will do everything we can to hold you accountable, and to ensure that they cannot be allowed to return.

We have a lot of work to do. Our community should always come first, and our laws must reflect that priority. As we move into the future, I remain hopeful that we will continue to improve upon how we work with each other, and how we can secure a better future for the next generation. Good policy, community involvement, and integrity in how we conduct tribal business can go a long way towards changing things for the better. I certainly hope you will join me in these efforts. It is and will remain an honor to serve you as the Tribal Chairman. Thank you for taking the time to read this short report.



**1120 Lassen Avenue
Herlong CA 96113
Phone: 530-387-5088
Website: www.sircopm.com**

93 units are currently occupied out of 107 Units.

The occupancy rate for our housing has increased by a large margin. We plan on refurbishing a three bedroom unit, since we need to have more units available for renting.

We recently changed to a different phone company. By doing so, we have new office phone numbers and a new fax number:

**Main Office: (530)387-5088
Jean: (530) 387-5155
Fax: (530) 302-3603**



Our Staff:

Administrative:
Jean James, General Manager
Cheri Kessler, Admin Assistant

Maintenance:
Stephen Morrow, Maintenance Supervisor
Ben Owens, Maintenance Worker
Gary Mitchell, Maintenance Worker



Susanville Indian Rancheria Housing Authority

P.O. Box 970

870 Joaquin Street #G

Susanville, CA 96130

(530) 257-5033

(530) 257-5035 fax



The Susanville Indian Rancheria Housing Authority recently hired a Program Manager. His name is Marlowe Cassadore and he is a member of the San Carlos Apache Tribe of Arizona. He comes with many years of experience in working in the field of Housing and in program management and development. He looks forward to working with all of the tribal departments and from hearing from the community members on how to better serve you with housing assistance and services. Other staff members in the SIRHA office are Felicia Burriel and Jessica Bernardino.

There was a change in the officers for the Board of Commissioners for the Housing Authority. Wanda Brown is now the chairperson, Amelia Luna the vice-chairperson and Ashley Dyer remains to be the treasurer/secretary. The two other members of the Board of Commissioners are Erma Hart and Robert Joseph. The meeting of the Board of Commissioners are held on the second Monday and the last Monday of the each month and these meetings are open to tribal members.

Five new houses were constructed and completed with selected applicants moving in late last year. Four houses were funded by the HUD Indian Community Development Block Grant and one with the NAHASDA Indian Block Grant.

SIRHA plans to have a series of meetings/sessions to develop long range plans which will include: strategic plans and applying for Low Income Tax Credit funds. We hope to see community members join us for this to let us know how they would like the Housing Authority to address future housing needs and services.

Our office is located at 870 Joaquin Street and we are open Monday to Friday from 8:00 a.m. to 5:00 p.m. and our telephone number is 530-257-5033.



SIREC Programs include Academic Year After-school tutoring program, Child Care Voucher Program, Library and Summer Youth Enrichment programs

Staff:

Director-Anna Pasqua

Admin. Assistant-Michelle Lent

Tutor-Twila Alokoa

Tutor-Jeremy Melton

Tutor-Vacant

Driver/Tutor-Rodd Burt

Driver/Tutor-Vacant

On-call Driver-Kurt Merino



Dates to remember:

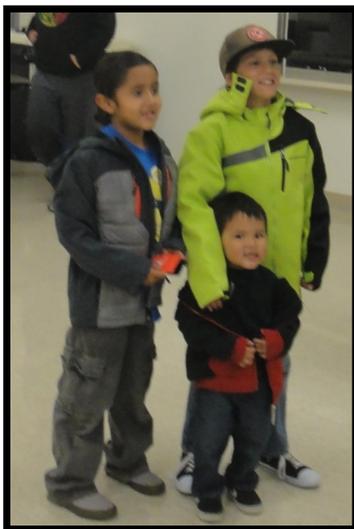
- **End of Trimester-March 4,2016**
- **Minimum Days-March 16th-18,2016**

After-School Program

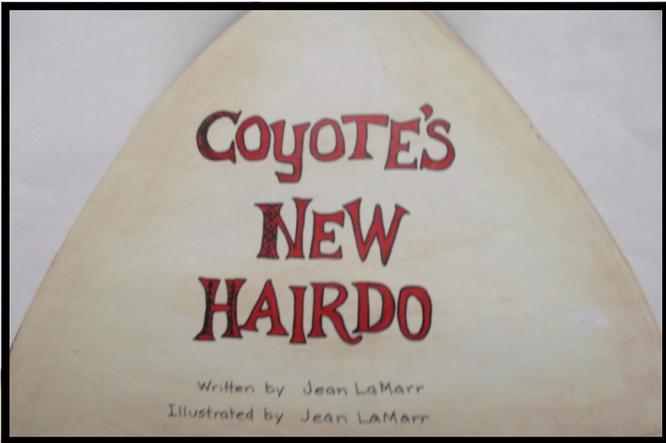
We have 40 kids enrolled in our after school program. With a daily average of 29 students. We are still accepting applications.

What Education Center has been doing

- **In October, 19 new computers were installed in the Education Center for student use.**
- **The 5th Direction distributed over 80 new free coats to tribal youth at the Education Center on November 16, 2015.**

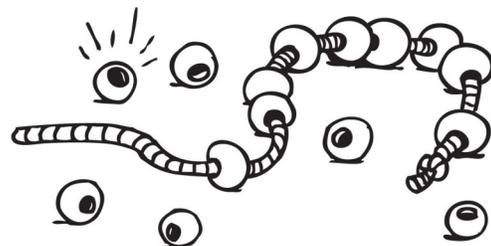


S.I.R. Education Center



What Education Center has been doing:

- On December 11, 2015, Nationally Recognized Artist Jean LaMarr came to the Center to share her illustrated Coyote story and SIREC students drew images from her story.
- Student drawings of Coyote were displayed at the Tribal Cultural Day on December 12, 2015.
- Students made cards and a banner for the Tribal Elders Day on November, 19th
- Parent Advisory Committee (PAC) Meeting Nominations and Elections got moved to January 21, 2016 due to the storm last Friday.
- On January 15th students were taught how to make necklaces.
- More Cultural Activities TBA
- On January 26th Brandy McDaniels will conduct a hands-on Native Art Activity with the SIREC Children.



We are looking for a Tutor/Driver, please contact our HR department if you are interested



Childcare Vouchers

*Are you Native American and in need of childcare?

*Are you a low income parent/guardian whos working or going to school?

If so...Susanville Indian Rancheria has a childcare voucher program for you. Voucher program referrals are for low income parents who are working or going to school and in need of childcare. Please contact the Education Center at (530)252-1658 to receive a referral and for more information.





The Susanville Indian Rancheria Corporation (SIRCO) was pleased to present the Tribal Business Council with its first dividend check on January 5, 2016.

Grants Update

The SIR continues to work diligently seeking grant funding to complete additional activities and begin new programs. This year we are focusing on identifying and applying for more grants for health care activities.

In this quarter, we were awarded our annual Diabetes Prevention and Treatment grant. This cycle we were awarded \$114,413, and we will continue to receive these funds for the next 5 years. In Year 1 of the program, we are focusing on diabetic patients receiving the Hepatitis B vaccination. If you are a diabetic patient at the clinic, please contact them to schedule an appointment to receive this important vaccination!

This upcoming quarter will focus on grant applications for continuing programs in the Natural Resources Department. These grants will include environmental planning and stewardship, and language preservation activities.



FOUR TRIBES CONSTRUCTION SERVICES

2015 Year End Newsletter

SBA 8(a) Certified • Tribally Owned • Bonded • General Contractor
WWW.FourTribes.com

[Doyle Lowry, CEO](#)
301 212-4145
Dlowry@FourTribes.com

2015 A VERY GOOD YEAR

Four Tribes Construction Services, LLC (Four Tribes Construction) has just finished its fourth year of operations and we are proud to say that we have built ourselves into a credible general contractor. Four Tribes Construction has a reputation of professionalism, high quality, a commitment to safety, and reliability. We have proven to be problem solvers and most importantly, we are fair and honest. All of our completed projects have been finished either on-time or early. The best demonstration of our good reputation is that we received **\$21,481,332** in contracts for the fiscal year of 2015, with a majority of them being repeat business, coming at the end of the 4th quarter. We also just received two more contracts for 2016; one for \$3,354,772 and the other we are in still in negotiations. All this plus we still have two active contracts from 2014 for total of \$6,808,389. The total current active contracts awarded to Four Tribes Construction are \$31,644,493

OVER
\$20 Million
in New Contracts



The number 1 goal of this company is to provide economic opportunities for the Susanville Indian Rancheria

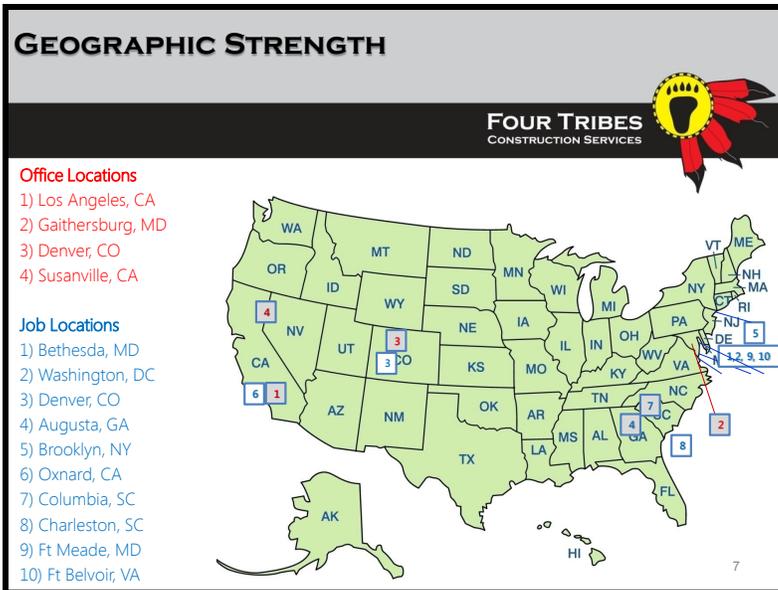


WHATS IS IN THE FUTURE

The future of Four Tribes Construction is bright one. We set out with a simple goal and that is to provide financial security for the Susanville Indian Rancheria (SIR). The first few years were hard but with the support of TBC and Four Tribes board, plus Bold Concepts' financial support; we are at closer to achieving that goal. But we are just one part of the bigger picture of financial independence of the Tribe.

It is clear that if we continue to grow as we are, Four Tribes Construction will graduate out of the SBA 8(a) program well before 2020. Therefore, we are going to create our next company in 2016 and start the process to get it SBA 8(a) certified by 2017, at the latest. We want to make sure that there is a smooth transition between the companies.

Who are we working with:



- National Institutes of Health, NIH, MD
- US Capital, Rayburn Building, DC
- US Corp of Engineers, Charleston SC District
 - Baltimore, MD District
 - Savannah, GA District
 - Omaha, NE District
 - LA, CA District
- US Army,
 - Fort Belvoir, MD
 - Fort Mead, MD
 - Fort Jackson, SC
 - Fort Gordon, GA
 - Aberdeen Proving Grounds, MD
 - Fort Carson, CO
 - Fort Huachuca, AZ
 - Army 81st Regiment 5 locations
- US Coast Guard, Alameda, CA
- US Navy
 - Venture County Base, CA
- SPAWAR
 - Joint Base Charleston, SC
- US Marines
 - Marines Reserve Center, Brooklyn, NY
- Defense Information Systems Agency (DISA) Scotts AFB, IL

Our Goals for 2016

Eastern US Area

This area, which includes the Southeast, has been very productive for Four Tribes Construction. We will continue to foster our relations with our current agencies to develop more projects. We have a great relationship with both the Charleston and Baltimore Districts of the U.S. Army Corps of Engineering (USACE), which we will continue to develop. The USACE, Savannah District just gave us our first two (2) projects this year and we feel we will get more.

New areas we are looking into are the U.S. Naval facilities in Norfolk, VA and Jacksonville, FL. The contract we have with the 81st Regiment will allow us to work on five (5) sites located in Southern states which will expose us to new prospects in that area.

With our biggest project so far in Brooklyn, NY, at the Marines Reserve Center, we see great opportunities for us in Northeast, plus there are other centers throughout the country.

California Area

We are still committed to expand in California. In the south we have met with the USACE Los Angeles and San Diego Districts, the U.S. Navy, U.S. Air Force, and the U.S. Marines. All have shown interest in giving us projects in 2016. We are doing a great job at U.S. Navy Base Ventura and looks like we will get more projects with the U.S. Navy. In the North, we spoke with the USACE in Sacramento, CA. They are very interested in doing business with us, because we (SIR) is in there region. They also are looking for projects for us in 2016. We may have to open an office in Northern California, because this will make it easier for them to give us projects.

Southwest Area

With our new project in Fort Huachuca, AZ, we are going to double our efforts in Arizona and New Mexico.

Midwest Area

We are working with several companies in Denver, CO and Omaha, NE, various locations in Texas to help us market ourselves in those areas. We were a subcontractor on a contract at Fort Carson, CO. We hope to expand this to other projects in the Denver area.



SIRCO Federal Services Inc. 2015 Year End Newsletter

SIRCO Federal Services, Inc. or SFSI, is wholly owned by the Susanville Indian Rancheria. It is a holding company that is used to manage 8(a) federal contracting companies that compete, primarily in the services industries.



SFS Global, or SFSG, is the most mature of the SFSI portfolio companies. SFSG's primary contract is with the Marines at the Barstow Production Plant. SFSG employees work on up to 25 different vehicle lines performing depot level refit, reset and repairs on HMMWV's, MRAPs, Dump Trucks, LAV's and other tactical vehicles.

On the shop floor, SFSG provides autoworkers, electrical techs, vehicle HVAC techs, Heavy Mechanics, Painters, Upholstery workers, machinists and welders.

SFSG also employs supply personnel who track parts and assemblies and ensure they get where they're needed on the shop floor. In April of 2015, SFSG was awarded a \$20 million sole source follow-on contract to its original contract. This means that the government was so satisfied with SFSG's performance on the original contract that they awarded the follow-on contract without competition. This contract has given SFSG the credibility or "past performance" to compete on other larger contracts in the future.



SFS Global Joint Venture

SFS Global entered into a Joint Venture or "JV" with Tiburon Associates Inc. pursuant to an SBA-approved Mentor-Protégé Agreement.

The SFS Global/Tiburon JV LLC bid on and won a slot on the TACOM TS3 ERS contract. This is an extremely large "IDIQ" contract. There were 20 awardees, two of which were small businesses. The SFS Global/Tiburon JV was one of the small business awardees.

Since the initial award, the JV has bid on several task orders and recently won its first task order for 2 Field Service Representatives based in Albany, Georgia.



What's a Mentor Protégé Agreement?

A Mentor-Protégé Agreement or "MPA" is a formal document approved by the Small Business Administration (SBA) that describes the assistance a large business will give to a small business. In return for this assistance, the SBA waives "affiliation" allowing the two businesses to work together and compete in both the 8(a) marketplace and the small business marketplace. This is a powerful tool, because you can use the credibility or "past-performance" of the large business to help you get new contracts.



What is an IDIQ?

An IDIQ stands for indefinite delivery, indefinite quantity and is a type of contract where you bid once and the government can award you several task orders based on that one bid. Sometimes this is called a "Beauty Contest," meaning that now we've been selected, we only compete with the other "beauties" when a task order is issued. When a small business task order is issued, we only compete with one other business, since only 2 small businesses were awarded slots on this IDIQ.

SIRCOMed LLC

SIRCOMed is the second company in the SFSI portfolio to gain its 8(a) certification. SIRCOMed's primary business is medical staffing and it is still in the start-up phase of its growth. However, as with all 8(a) companies, you are allowed to self-certify your secondary business areas. SIRCOMed has been working with one of the leaders in the Corrections industry to develop a Mentor-Protégé relationship so that, once approved, it can compete for government contracts in the corrections and guard industries. SIRCOMed is also working with an industry leader in the Education & Training Industry also to work toward a Mentor-Protégé Agreement so that it can compete on Job Corps contracts and other federally-funded training and education opportunities. SIRCOMed expects at least one of these MPA's to be approved in 2016 so that a Joint Venture can be formed and ready for business prior to the end of the Government's fiscal year end (30 September).

Other SFSI portfolio start-up companies:

Exigent LLC: Logistics Management, currently working to get subcontracts with commercial logistics companies.

SIRCO IT: Information Technology and Facilities Management, currently working to get subcontracts with a Major Government Prime in Huntsville, Alabama



The Tribal Eatery is open and is serving lunch for the elders on Mondays and Wednesdays from 12:00 pm to 1:00 pm. Shelf meals are provided for Tuesdays and Thursdays. If the elder eats at the Eatery on Monday **and** Wednesday, they will receive a coupon worth \$10 towards a meal at Diamond Mountain Casino for Friday of the same week. CIMC is funding the Eatery for all tribal members that are living in Lassen County and 60 years of age and older. The SIR TBC is supplementing the program to include all Native Americans living in Lassen County between the ages of 55 and 59 and the non native spouses of those eating at the Eatery. Tribal member Anne Hart is the cook and she is serving tasty and healthy hot meals.

Current Employment Opportunities

• Tutor Driver (1) \$11.00/hr	Part Time Closes 2/18/16
• Enrollment Coordinator \$15.07-\$16.39/hr	Full- Time Closes 2/18/16
• Administrative Assistant—Education \$11.50/hr	Full time Closes 2/18/16
• Senior Accountant—Special Revenue \$19.00-\$25.00/hr	Full- Time Closes 2/25/16
• On- Call Transportation Aide \$10.00/hr	On- Call Closes 2/11/16

Applications and position descriptions are available at the Tribal Office.

Please give us a call if you have any questions concerning employment.

Valerie **(530) 257-4921**
Fayrene **(530) 251-4972**
Solange **(530) 251-5161**

Welcome all of our new employees!

- - Rodney Burt—Tutor/Driver—Education Department
 - Regina Moore—Temp. Hire—Fiscal
 - Christi Choo—On Call Fitness Center Attendant
 - Michelle Lent—Temporary Administrative Assistant –Education Department
- Josh Neal—Surveillance Officer—Gaming Commission
- Eliseo Soto—On Call Snow Removal—Maintenance
- Emilio Soto—Assistant Tutor—Education Department
- Michael Preston—Tribal Youth Program Advocate
 - Keven Ormiston –IT/Network Technician II
 - Lynn Drummond—LIHC COO
- Valerie McCormick—Human Resource Manager



Want to know what's going on at your casino?

Make sure to sign up for the Diamond Club, check out our website at www.dmcah.com, & follow us on Facebook.

**JUST IN TIME FOR
TAX SEASON**

Fee Free
FEBRUARY

**GET MORE CASH
& PAY NO FEES!**

*YOUR BANK MAY ASSESS AN INTERCHARGE FEE.
NO FEE WILL BE CHARGED BY DIAMOND MOUNTAIN CASINO & HOTEL.

★ 1ST ANNUAL ★
FANTASY FOOTBALL
CHAMPION
DIAMOND MOUNTAIN CASINO & HOTEL

FEBRUARY 7TH
DURING THE SUPER BALL PARTY

GRAND PRIZE WINNER WILL
RECEIVE A CUSTOM CHAMPIONSHIP
JACKET AND \$1,500.

THERE WILL BE 9 ADDITIONAL
LUCKY CASH WINNERS

THE PICK'EM WINNER WILL
RECEIVE A 60" BIG SCREEN TV.

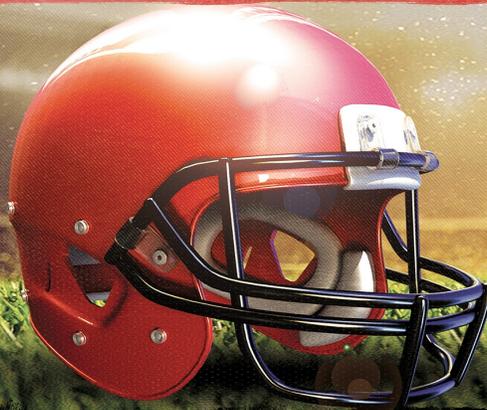
SEE CASINO FOR COMPLETE DETAILS

**GAME NIGHT
HAPPY HOUR**

THURSDAY, FRIDAY & SATURDAY
5PM TO 6PM AND 10PM TO 11PM



SUPER BALL PARTY



SUNDAY FEBRUARY 7TH • STARTS AT 2PM
WIN UP TO \$500 IN FREE PLAY!

THERE WILL BE A FLOOR WIDE DRAWING EVERY 15 MINUTES THROUGHOUT THE GAME.

WINNERS WILL GET TO PLAY THE NEW BALL DROP GAME FOR YOUR CHANCE TO WIN UP TO \$500.
JOIN US IN THE WILLOW ROOM FOR OUR TAILGATE PARTY WITH GAME STYLE FOOD AND A FULL BAR.

MAKE SURE TO USE YOUR DIAMOND CLUB CARD TO BE ELIGIBLE.