

<h2 style="margin: 0;">Judicial Findings Evaluation Guidelines</h2> <p style="margin: 0;">Class A – 3 Years Class B – 2 Years Class C – 1 Year Class D – 6 Months</p>

A thorough pre-employment criminal history background check will be obtained for every candidate for employment. This information will be evaluated and, if any of the following convictions are found to exist, any conditional offer of employment will be rescinded. Eligibility for future employment will be restored as per the following guidelines.

<u>Conviction</u>	<u>Class</u>
Armed Robbery.....	A
Arson.....	A
Assault.....	A
Bribery.....	B
Burglary.....	A
Car Theft.....	A
Child Endangerment.....	A
Delivery of Narcotics / Controlled Substances.....	A
Domestic Violence / Assault.....	A
Domestic Violence / Verbal.....	B
Driving Under the Influence of Alcohol or Drugs.....	C
Embezzlement.....	A
Extortion (to obtain something by the use of threat).....	A
Forgery.....	A
Fraud.....	A
Grand Larceny.....	A
Harassment.....	B
Human Trafficking.....	A
Identity Theft.....	A
Kidnapping.....	A
Manslaughter.....	A
Murder.....	A
Offenses Requiring Registry as Sexual Offender.....	A
Possession of Controlled Substance/Possession with Intent to Distribute.....	A
Possession/Receiving Stolen Property.....	C
Promoting Prostitution.....	A
Rape.....	A
Reckless Endangerment.....	B
Theft.....	A
Vandalism.....	C
Vehicular Assault/Homicide.....	A

NOTE: Classes as indicated are for felony convictions. Misdemeanor (non-felony) convictions for any crimes listed will be reduced by one class

<u>Miscellaneous</u>	<u>Class</u>
Any Felony conviction for crimes in the past 12 months other than those listed.....	B
Any three (3) Non-Felony, Non-Traffic Convictions in past 12 months.....	C
Falsification or Significant Omission on Employment Application.....	D
Positive Drug or Alcohol Test Result.....	D
Refusal or Failure To Submit to Drug Testing As Requested.....	D
Resignation/job abandonment without 2 week’s notice.....	D
Termination From Previous Tribal Employment.....	D