



Weekly Newsletter for July 17 – August 3rd

Flyers are to be delivered each weekend by 4pm Sunday evening.

Didn't receive your newsletter this weekend?

Please call Kristy Boucher at 623-9543 ext.217 or

info@fwfn.com with your questions or concerns.

Finance Information Page For:

- **Direct Deposit Forms for Member Distributions**
- **Youth Turning 18 – Direct Deposit Forms**
- **Late Banking Information – Annual Member Distributions**
- **Are You Making a Payment?**

Is now on Page 2 of our Weekly Newsletter

Stay informed, follow us on:



@fortwilliamfirstnation



@FWFN1

NOTICE TO ON RESERVE HOUSEHOLDS WITH DOGS

Letting your dog run loose, puts them and the community members in danger.

It is up to the pet owner to control their pets, and protect others from them. Pet owners can be held accountable if their pet hurts someone.

Please be advised that Flyer Carriers have the right to refuse delivery to the household in they encounter a dog or dogs in the area that makes them feel unsafe.

Direct Deposit Forms for Member Distributions

Please keep your banking information up-to-date with Finance. If you change your financial institution or have not yet provided any banking information to Finance, the following options are available to submit your Direct Deposit Information:

1. Mail in a sample VOID cheque from your chequing account that has your current address information on it. Please enclose a brief note such as **“Please update my direct deposit information”, sign and date** this note and provide your phone number in case we need to contact you.
2. If you have online banking, you can print out your own Direct Deposit form that is pre-populated with your name and bank account information already on it, **sign and date it**, print your address and phone number on it and mail it to FWFN Finance. Finance will not process a manually filled out/hand-written direct deposit form that is not bank-stamped and bank-dated by your branch.
3. You can also visit your financial institution and have them fax FWFN Finance directly at (807) 623-5190 your direct deposit form after you signed and dated it. The fax must be faxed from the financial institution and cannot be faxed from a third-party fax number. Please note, some financial institutions provide this fax service and some do not. In the event they do not, you will need to mail this direct deposit form to us, as we will require your **original signature**.
4. Please note – Finance does not process any banking updates by e-mail or pictures or hand-written account information.
5. If you are providing your banking information for FWFN employee payroll purposes, you will need to consent to release this information from FWFN Payroll to share this information to FWFN Accounts Payable and you will need to sign and date this form along with FWFN Payroll sign off.

Youth Turning 18 - Direct Deposit Forms

Please provide your direct deposit information as noted above at least 1-week in advance of your birthday to the attention of Finance to release FWFN youth funds held in trust. In addition, as the Specific Claim Housing Trust administers the remaining balance of youth funds, please also contact Michael Pelletier Jr, CEO directly at cell (807) 629-0471 to arrange any payment of these youth funds due to you, you will need to provide your banking information to them directly.

Late Banking Information – Annual Member Distributions

Any revised direct deposit information received after a member distribution will be processed on the 3rd – Friday of each month thereafter. Please provide no later than the Wednesday before the 3rd Friday to ensure any amounts owing to you are processed on the 3rd Friday. Otherwise, your payment may not be processed until the following month's 3rd Friday.

Are You Making a Payment? ****NEW UPDATE Effective June 3, 2020****

Any member or customer making a payment (rent, ice rental, arena gym memberships, hall rental, hunting/fishing licenses, craft tables, Health Fair, Good Food Box, Pow Wow vendors, any other payments), Fort William First Nation Reception (2nd Floor of Band Office) must issue you an official pre-numbered FWFN receipt.

****Effective June 3, 2020**** FWFN can accept payments by autodeposit/e-transfer from your personal smartphone banking app. You can register FWFN as a recipient by adding our Accounts Receivable email: accountsreceivable@fwfn.com. Please include a brief message before sending your payment such as: rent, ice rental (include organization name if applicable), invoice IVC#. A receipt will then issued to you by mail.

We can also debit/credit card (Visa, MasterCard, American Express, and Discover). You may also mail in your cheque payment to the address noted below. Please reference your invoice number or rental unit address for rental payments. **During the pandemic we are not processing any cash deposits.**

FWFN Arena can process receipts if you are paying for your ice debit or credit card. The Arena no longer processes cash. FWFN Arena customers can now set up accountsreceivable@fwfn.com to send in an autodeposit/e-transfer payment – please include a brief reference to your organization if applicable and invoice IVC#.

Fort William First Nation – 2nd floor, Suite 200 at 90 Anemki Drive – for mailings.

Questions regarding the above can be addressed to Lori Payne, CPA, CA – A/Director of Finance.

COVID-19 – Update from Finance

The health and safety of our people, partners, families and community are our priority. In response to the COVID-19 pandemic, we have temporarily closed our offices to the public. We are operating at minimum essential services only and will be working remotely, our response time to you may be delayed regarding non-essential inquiries and services and we ask for your understanding and patience as we work through these difficult times.

For up-to-date information on COVID-19, please visit:

- Ontario Ministry of Health's website: <https://www.ontario.ca/page/2019-novel-coronavirus>
- Public Health Services Canada website: <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>

You may also visit Fort William First Nation's COVID-19 Action Plan web page at: <https://fwfn.com/covid-19-action-plan/>

If you are an individual, business or industry – you may qualify for support under Canada's COVID-19 Economic Response Plan. For more information about Canada's plan, please visit: <https://www.canada.ca/en/departement-finance/economic-response-plan.html>

Any emergency calls to the Band Office reception should be redirected to essential services staff or FWFN Emergency Response Call Centre at (807) 698-0415 or by email at COVID19@fwfn.com. The COVID-19 Action Plan web page includes an Important Contact Information area also.

In addition to being a part of the COVID-19 pandemic team, Finance will be onsite regularly to assist with business continuity such as checking mail and responding to COVID-19 needs as our primary focus in addition to doing our best to administer all of our Finance functions such as our payments.

Are you trying to make a payment on your account?

****Autodeposit/e-transfer**** options now available **effective June 3, 2020** – see previous page for details.

Payments to our suppliers

During this interim period, we will continue to make our supplier and member-contractor payments as scheduled to the best of our ability, however, we are committed to responding to our COVID-19 priority needs first and foremost in order to serve our Community to ensure their health and safety during this time.

If you are a member-contractor with no current banking information on hand for EFT direct deposit payment, we will be mailing your payment by cheque to you. All regular supplier payments will be processed by cheque and mailed. There will be no picking up of cheques for personal delivery in order to uphold the physical distancing requirements by public health officials. Alternatively, you may want to set up direct deposit, if so, please refer to the previous page for the correct format to submit this information to us.

Banking updates – direct deposit forms

During this interim period, Finance will only be accepting direct deposit information by mail and by fax direct from your financial institution. Please see the previous page on the correct format.

Bingo Balls

Bingo Balls applications received up to the point of the Bingo operations shutdown due to COVID-19 effective March 12, 2020, will be processed by Friday March 27, 2020. Any applications received after the Bingo Operations shut down will not be processed. Once Bingo operations resume and reopen, applications will need to be resubmitted at that time and will be processed thereafter.

Meegwetch – Stay safe and well – We are all in this together, in kindness – Your Finance Team



SUMMER STUDENT EMPLOYMENT

ATTENTION FORT WILLIAM FIRST NATION STUDENTS AND MEMBERS

As you are aware, due to the Covid19 Pandemic, a decision was made to cancel the Summer Student Program for 2020, in order to protect the health of our Youth, employees, and other members in the community.

Please be advised that Fort William First Nation will be implementing a more comprehensive Summer Student Program for 2021, which will endeavour to be more responsive to individual student career goals. There will be much planning and development dedicated to this endeavour between now and the summer of 2021.

Intake for next year's program will commence in the fall (from mid-August to September 2020), so that plans can be undertaken to develop an effective plan for students for the Summer of 2021.

More information will follow in the coming weeks.

Miigwetch for your patience and support!

Respectfully,

Shannon Crews
Ontario Works Manager



F O R T W I L L I A M F I R S T N A T I O N

JOB POSTING

Position Title: Human Resources Pandemic Coordinator
Term Position – Six (6) Month Contract

Position Description: The Human Resources (HR) Pandemic Coordinator will report to and be supervised by the HR Pandemic Coordinator. He or she will assist with the development and implementation of pandemic related policies, training, health and safety and other areas as directed. This position will also provide support as requested by management, which can include screening procedures, performance management, policy and procedure writing as well as participation in departmental meetings when needed.

Major Responsibilities:

- Provide resolutions to employee issues with regard to pandemic policies (e.g. accommodation requests and refusals to work).
- Oversee adequate orientation and training within the organization as related to pandemic policies.
- Provide general information and assistance internally and externally over the phone, electronically and in person.
- Draft general forms, letters, reports, signage and memos as necessary.
- Assist with the conduct of disciplinary action.
- Assist with the development of all Fort William First Nation policy and procedures.
- Help to ensure organization wide compliance with pandemic related policies, procedures and applicable regulations.
- Complete other duties and projects as assigned

Qualifications:

- Post-Secondary Degree or Diploma in Human Resources or a related field.
- CHRP designation or actively working towards the Designation would be considered an asset.
- Experience in the Human Resources field would be preferred.
- A full qualification list can be found in the job description, available upon request.

Salary: To be negotiated.

Job Posting Closing Date: Applications, consisting of a cover letter and resume with three (3) references, must be received by **4pm on Tuesday, August 4th, 2020**. Please direct your application to the attention of:

Donna Mullen, Human Resources Assistant
P: 807-623-9543 ext. 806, F: 807-623-5190
E: donnamullen@fwfn.com

When hand delivering; ensure that your application is date stamped and a copy provided to you.

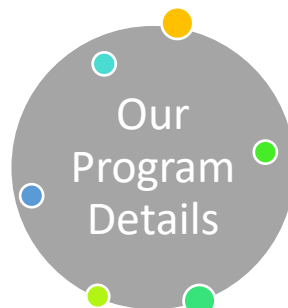
We appreciate all applications. Only those selected for an interview will be contacted.




AUGUST 2020

YOUTH & SOCIAL DEVELOPMENT UPCOMING **20** EVENTS **20**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Anishnaabemowin	2	3	4
5	6	7	8 Anishnaabemowin	9	10	11
12	13	14	15 Anishnaabemowin	16	17	18
19	20	21	22 Anishnaabemowin	23	24	25
26	27	28	29 Anishnaabemowin	30	31	



- Anishnaabemowin 

Online Zoom Elder Guest Speaker

Every Wednesday 6pm-9pm

Must Contact : gailrbannon@fwfn.com

(Indigenous Language Teachings & Storys)



Michelle Yantz & Family
2020 FAMILY FUN CHALLENGE
 7th WEEK'S PHOTO ENTREE WINNER



How the winner was picked?

Visit our Youth & Social FB

Page

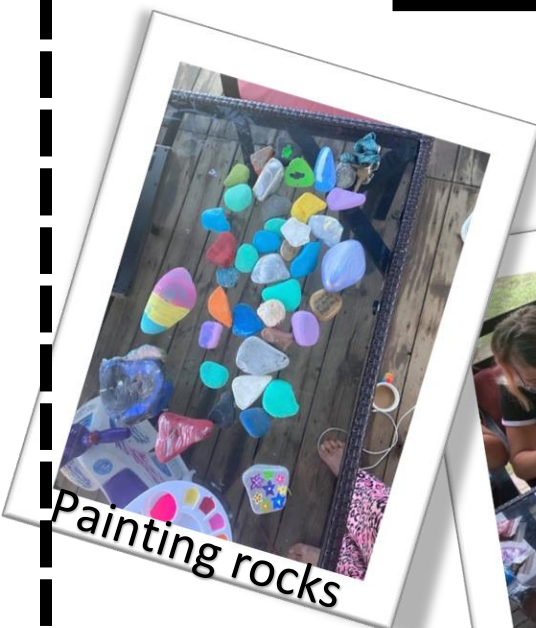
Need more info?

Please Email :

marniegreenwald@fwfn.com



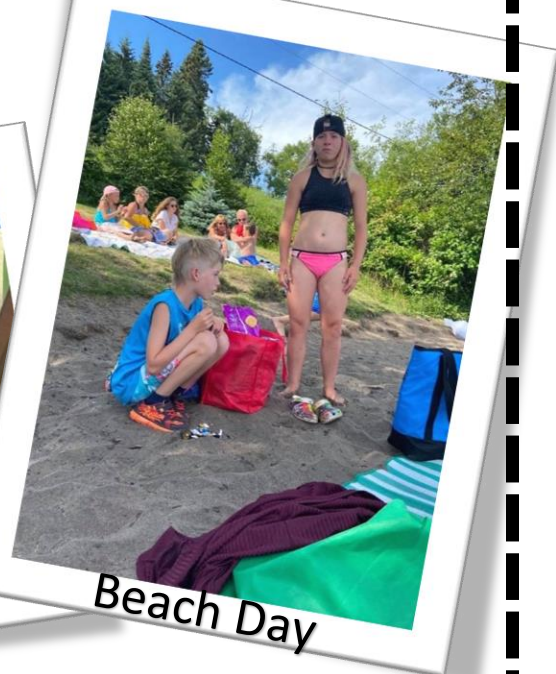
THANK YOU
 Everyone for Participating
 More Weekly Prizes to come



Painting rocks



Yard Fun



Beach Day

Their Families Photo Entrie's

ATTENTION ALL FORT WILLIAM FIRST NATION BUSINESS OWNERS, THE ECONOMIC DEVELOPMENT DEPARTMENT IS LOOKING FOR YOU!!

WE ARE LOOKING FOR ALL FWFN BUSINESSES WHOSE INFORMATION WE DON'T CURRENTLY HAVE SO WE CAN ADD YOU TO OUR LIST FOR ANY UPCOMING EMPLOYMENT OPPORTUNITIES!



IF YOU OWN YOUR OWN BUSINESS PLEASE REACH OUT TO MICHELLE GALONI (MichelleGaloni@fwfn.com) OR CHERYL ST. JAMES (CherylStJames@fwfn.com) WITH THE FOLOWING INFORMATION:

- 1) ALL CONTACT INFORMATION (BUSINESS NAME, CONTACT PERSON/PEOPLE, MAILING ADDRESS, PHONE NUMBERS AND EMAILS)
- 2) EQUIPMENT LIST (TYPE, MODEL #, AGE AND HOURS OF OPERATION)
- 3) DRIVERS (HOW MANY, CERTIFICATIONS AND CONTACT INFORMATION)
- 4) SERVICES (PLEASE NOTE 'SPECIALIZATIONS')

ALL BUSINESS TYPES WELCOME!



Be BearWise AT HOME

Six At-Home BearWise Basics



Never Feed or Approach Bears

Intentionally feeding bears or allowing them to find anything that smells or tastes like food teaches bears to approach homes and people looking for more. Bears will defend themselves if a person gets too close, so don't risk your safety and theirs!



Secure Food, Garbage and Recycling

Food and food odors attract bears, so don't reward them with easily available food, liquids or garbage.



Remove Bird Feeders When Bears Are Active

Birdseed and grains have lots of calories, so they're very attractive to bears. Removing feeders is the best way to avoid creating conflicts with bears.



Never Leave Pet Food Outdoors

Feed pets indoors when possible. If you must feed pets outside, feed in single portions and remove food and bowls after feeding. Store pet food where bears can't see or smell it.



Clean & Store Grills

Clean grills after each use and make sure that all grease, fat and food particles are removed. Store clean grills and smokers in a secure area that keeps bears out.



Alert Neighbors to Bear Activity

See bears in the area or evidence of bear activity? Tell your neighbors and share information on how to avoid bear conflicts. Bears have adapted to living near people; now it's up to us to adapt to living near bears.

Learn More:
BearWise.org



Helping People
Live Responsibly with Black Bears



Job Posting
DISABILITIES COORDINATOR
Full-time Term Contract ending March 31, 2021
Thunder Bay, Ontario

The Nokiiwin Tribal Council is a not for profit organization that provides advisory services to member First Nation communities within the Robinson Superior Treaty area. Now entering the fifth year of our Disabilities Initiative, Nokiiwin is seeking an experienced, knowledgeable, self-motivated **Disabilities Coordinator** under the Disabilities Initiative funded by Indigenous Services Canada.

The Disabilities Initiative Coordinator will provide much needed support for community members living on reserve that suffer from various forms of disabilities. Health Canada reports that “nearly one-quarter of First Nation adults living on-reserve reported having at least one disability.” In addition to this, Health Canada specifically affirms that “the numbers of First Nation individuals with disabilities increase with age.” As a result, 50% of elders (age 60+) in First Nation communities report having a disability.

The successful applicant will serve persons with disabilities in our member communities through:

- Relationship development between communities and service providers
- Knowledge transfer, support letters and application navigation
- Research focus on intergenerational needs of persons with disabilities
- Reconnecting to the Land
- Connecting members to workplace opportunities
- Research, training and services for elder care

KEY RESPONSIBILITIES:

- Assists individual members and their representative with staying current on overall project timelines, workplans and budgets in accordance with funding agreements
- Undertakes special research, communications, and developing briefs/reports as necessary
- Works with Steering Committee to develop summary reports as required
- Assists in developing capacity to prepare specific reports when required by the Steering Committee
- Liaises with funding sponsors on required reports formats timing and analysis.
- Drafts project submissions on behalf of the Committee such as progress reports and annual budget submissions
- Contacts and liaises with project partners and researches and secures possible supports
- Searches for other specialist supports and tools for Committee consideration
- Works with school contacts, IT suppliers and specialists to ensure data system capacity is developed and entries being made properly
- Works to develop local capacity in all areas before the Project Coordinator moves to half time contract position
- Manages overall project budget, approval of allocations, and maintenance of appropriate documentation

KNOWLEDGE AND SKILLS:

- Excellent knowledge of federal and provincial legislation and policies that affect First Nation government, and a sound knowledge of contemporary public and private sector operating systems and procedures are required;
- Must be innovative and decisive with high-level organizational, managerial, research and analytical skills;
- Must demonstrate the ability to work with a high level of tact and discretion;
- Must demonstrate results-oriented policy and business management and implementation skills;
- Must possess excellent Project Management skills and must be able to establish and effectively achieve measurable objectives within directed work plans.

MINIMUM QUALIFICATIONS:

1. A university degree or college diploma in a related field with a minimum of three (3) years of related work experience.
2. Must have experience working with First Nation organizations, First Nation Government, First Nation communities and other levels of government. A keen appreciation of the Nokiwin Tribal Council member First Nation cultures and community aspirations is required.
3. Must have proven well-developed communication, staff/public relations and negotiating experience; must be highly self-motivated and able to work well independently or as a team member.
4. Must have excellent computer skills, proven experience with word processing, spreadsheet, database, presentation and publishing software preferably in a Microsoft Office Suite environment.
5. Demonstrated experience and ability in policy, planning and program development and implementation.
6. Must have valid Ontario Driver's License and access to reliable transportation.
7. Satisfactory Criminal Records Check including Vulnerable Sector Screening Check upon job offer

Please send your cover letter, resume, and 3 work-related references by:

4:00 p.m. Monday, July 27th, 2020 to:

Hiring Committee, Nokiwin Tribal Council
384 Fort William Road, Thunder Bay, ON, P7B 2Z3

E-mail: hr@nokiiwin.com

Fax: (807) 474.4238

Only candidates who meet the qualifications and are granted an interview will be contacted.

Nokiwin is an equal opportunity employer and is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.



Job Posting EDUCATION NAVIGATOR

Full-time Term Contract until March 31, 2021
Thunder Bay, Ontario

The Nokiiwin Tribal Council is a not for profit organization that provides advisory services to member First Nation communities within the Robinson Superior Treaty area. Nokiiwin is seeking an experienced, knowledgeable, self-motivated **Education Navigator**.

Nokiiwin Tribal Council has prioritized life-long learning in their most recent strategic plan. The Education Navigator will work closely with the education staff and leadership from Nokiiwin's member communities. The Advisor supports front line education services with governance, technical advice, information, advocacy, project support, research, data and tools.

The Navigator's primary function is to develop and deliver a set of services that helps community education officials improve the quality of First Nation education programs and services. To achieve this important goal, the Advisor must also consult on priorities, develop workplans and budgets, seek innovative solutions, pursue additional resources, measure success, build a central source of information, maintain professional networks, advocate on behalf of on-reserve systems, and assist in communications on major issues.

KEY RESPONSIBILITIES:

- Assist front line First Nation Education officials in administration, management and development of education services and programs in their community
- Assess new regional/provincial education initiatives and recommend actions
- Assist with needs assessments and design of alternative programs
- Ensure projects related to the Structural Readiness program are carried out in accordance with proposals and to the benefit of communities
- Take a lead role in development of new education initiatives and project proposals.
- Facilitate networking between Nokiiwin Education Directors
- Liaise with higher level schools, provincial school boards and departments on First Nation education interests and investments
- Facilitate training sessions and professional development for local education staff in each community
- Develop and maintain a database of education information, tools, contacts, practices, professionals and publications that can support First Nations education
- Manage overall budget, approval of allocations, and maintenance of appropriate documentation

MINIMUM QUALIFICATIONS:

- Possess a university-level education degree and a minimum of 5 years' experience in the education field
- Must have experience in an educational setting and be familiar with the context and issues facing First Nation schools in Ontario
- Must have knowledge of education programs and services within Indigenous Services Canada, Ministry of Education and outside services
- Ontario College of Teachers membership in good standing
- Valid Driver's License and current satisfactory Criminal Reference Check is required
- Ability to travel and work with Nokiiwin member communities
- Strong communications, time management and problem-solving skills
- Must be computer literate in MS Office
- Fluency in Anishinaabek, knowledge and appreciation of Anishinaabek culture and heritage are assets
- Salary commensurate with education and experience.

Nokiiwin Tribal Council is committed to providing a barrier-free workplace free of harassment and discrimination. Therefore, during the recruitment process, Nokiiwin Tribal Council will make reasonable accommodations for applicants with disabilities upon request.

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E-mail: hr@nokiiwin.com

Fax: (807) 474.4238

Thank you for your interest; however only those selected for an interview will be contacted.

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Job Posting EDUCATION SUPPORT ASSISTANT

Full-time Term Contract until March 31, 2021

Thunder Bay, Ontario

The Nokiiwin Tribal Council is a not for profit organization that provides advisory services to member First Nation communities within the Robinson Superior Treaty area. Nokiiwin is seeking an experienced, knowledgeable, self-motivated **Education Support Assistant**.

Nokiiwin Tribal Council has prioritized life-long learning in their most recent strategic plan. The Education Support Assistant will work with the Education Manager and Education Navigator to deliver Nokiiwin's education programs and build capacity in our communities in the area of lifelong learning.

The Education Support Assistant will provide logistical support to Nokiiwin education events and general administrative support to all education activities. The Education Support Assistant will also be the main staff member for the Student Nutrition Program and the Aboriginal Languages Initiative. The Education Support Assistant will work out of the Nokiiwin office in Thunder Bay.

KEY RESPONSIBILITIES:

- Communicate and promote the work of the Nokiiwin education department to communities and other groups
- Supervise community events such as Nokiiwin Nights and Student Nutritional Program
- Provide scheduling and booking support around education events
- Assist as required in carrying out the activities of the Structural Readiness program and the Regional Education Agreements Development program
- Assist in completing quarterly and annual reports
- Supervise Aboriginal language classes held in Thunder Bay and any language camps or cafes
- Collect statistics necessary to complete program reporting
- Participates in strategic planning process
- Participates in unit meetings as required
- Participates in training and staff meetings

MINIMUM QUALIFICATIONS:

- High School Diploma or equivalent required, post-secondary education in a relevant field is an asset
- Excellent communication skills and ability to work with members of the public
- Experience working in an office environment
- Ability to accurately fill out reports and track activities
- Strong organization, communications, time management, and problem-solving skills
- Must be computer literate in MS Office
- Valid Driver's License and current satisfactory Criminal Reference Check is required
- Ability to travel and work with Nokiiwin member communities
- Fluency in Anishinaabemowin, knowledge and appreciation of Anishinaabek culture and heritage are assets

Compensation:

- \$25.00/hour

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E-mail: hr@nokiwin.com

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Job Posting
VICTIMS SERVICES SOCIAL WORKER
Full-time Term Contract ending March 31, 2021
Thunder Bay, Ontario

The Nokiiwin Tribal Council is a not for profit organization that provides advisory services to member First Nation communities within the Robinson Superior Treaty area. Nokiiwin is seeking an experienced, knowledgeable, self-motivated **Victim Services Social Worker**.

Under the overall supervision and reporting to the Access to Justice Manager, the Victim Services Counsellor will be a member of an interprofessional team, providing trauma-informed mental health assessments, counselling, workshop facilitation, delivery of specialized programs and support to community outreach efforts in both mental and physical health, all to serve families of missing and murdered Indigenous women and girls, transgendered and two-spirited individuals (MMIWGT2S) as well as all clients of Nokiiwin Tribal Council.

KEY RESPONSIBILITIES:

- Provides social work services to clients with an emphasis on trauma-informed care.
- Works closely with the Victim Services Advocate and provides support to the Family Information Liaison Unit worker to provide support for clients when required.
- Works closely with both the Community Health Programs staff and the interprofessional care team as required.
- Maintains records in accordance with professional standards of practice, and to assume full responsibility for compliance with this.
- Maintains adequate and accurate statistical data is required, and to participate in survey/research projects.
- Develops and promotes social work services and to assist in the development of program descriptions and eligibility criteria.
- Provides appropriate individual and systemic advocacy to address individual and systemic discrimination.
- Maintains general knowledge of the legislation related to the provision of mental health community services, with a strong knowledge about those provisions in the legislation affecting the mandate of the program (e.g. Mental Health Act).
- Keeps the Access to Justice Manager informed of client, staff, program and potential risk issues as they arise during the delivery of services and assist in the development of appropriate proactive responses in order to minimize risks.
- Contributes to continuous quality improvement for client centered approaches to program delivery

MINIMUM QUALIFICATIONS:

- Completion of Bachelor of Social Work or master's degree in Social Work
- 5-7 years relevant work experience in a community-based setting
- Membership in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or be eligible for registration
- Knowledge of Indigenous community and experience working with Indigenous persons
- Knowledge and experience in individual, group and family counseling, signs and symptoms of mental illness, assessment and case evaluation techniques
- Education and experience in trauma-informed care

- Knowledge of relevant legislation including Mental Health Act, Healthcare Consent Act, and Substitute Decisions Act
- Knowledge and experience in identifying community-based programs, services and resources
- Demonstrated effective crisis intervention and treatment plan development
- Ability to build and maintain effective therapeutic relations with a diverse range of individuals
- Ability to work with a high degree of independence while collaborating with the Access to Justice team
- Ability to problem solve, exercise independent judgement, assess situations and address problems efficiently and effectively
- Proficiency in computer and good keyboarding skills
- Demonstrated interpersonal, communication, problem solving and leadership skills
- Awareness and respect of Ojibway traditional healing practices
- Ability to speak Ojibway is an asset
- Satisfactory Criminal Records Check including Vulnerable Sector Screening Check upon job offer

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