

# **ALASKAN HIRE**

## *begins before the job does*

### **AT ARCO,**

construction contracts are awarded on a competitive basis, and a contractor's Alaskan-hire goal is one of the factors considered when we compare project bids. Each bidder must respond to a specific question:

**"What are your goals for hiring qualified Alaskan residents, including natives and minorities?"**

When ARCO awards a contract, we publicly declare the Alaskan-hire goals pledged by the successful bidder. At the end of each

project, the contractor gives ARCO a summary of the percentage of work performed by Alaskans.

Contractors who fail to honor their commitments to hire Alaskans are penalized in future ARCO bid evaluations.

Since 1983, we have examined our contractors' hiring policies. We have questioned contractors about the size of their Alaskan labor pool, and asked whether the contractor has provisions for training Alaskans.

Currently, our contractors are responding well. They are pledging and achieving Alaskan-hire goals of 90% or more. We expect our future contractors to make the same strong commitment.

We have seen an improvement, and increasing interest, in hiring Alaskans. And we believe that our own hiring history has favorably affected the policies of our contractors.

At ARCO, we're doing our part to make sure that Alaskans work.



**ARCO Alaska, Inc.**