

## NOTICE

**THIS NOTICE IS BEING POSTED IN CONNECTION WITH THE FILING OF AN APPLICATION FOR PERMANENT ALIEN LABOR CERTIFICATION. ALL JOB SEEKERS SHOULD REPORT DIRECTLY TO THE EMPLOYER. ANY PERSON MAY PROVIDE DOCUMENTARY EVIDENCE BEARING ON THE APPLICATION TO THE CERTIFYING OFFICER OF THE DEPARTMENT OF LABOR. INCLUDE THE FOLLOWING ADDRESS:**

**U.S. Department of Labor  
Employment and Training Administration  
Office of Foreign Labor Certification  
200 Constitution Avenue NW, Room N-5311  
Washington, DC 20210**

**POST IN A CONSPICUOUS PLACE ON COMPANY PREMISES**

**DO NOT REMOVE**

**Table Mountain Rancheria  
HAS THE FOLLOWING JOB OPENING  
Manager Database Marketing**

(Table Mountain Rancheria has an opening in Friant, CA) Manager Database Marketing: For our casino resort, ensure database systems are optimally designed for stability, availability and performance to include: setup, maintenance, security, problem detection/resolution, and tuning of databases in a networked environment. Create and coordinate database backup and recovery plans, as well as minimizing data loss when a failure occurs. Perform database performance monitoring and implements efficiency improvements. Builds complex views, aggregation/indexing strategies, queries, and scripts to automate database functions and improve database performance. Oversee the execution of the direct mail program; analyzes direct mail and gaming data to assist in developing new products and marketing campaigns. Provide reports for analyzing response, cost and profit by segments. Develop and prepare financial and marketing queries and reports to be used to determine profitability and value of marketing programs. Ensure responsiveness to user needs and requests for services, and ensure system reliability and operating effectiveness. Manage all database marketing projects to ensure accuracy and integrity of all offers, customer lists and customer records. Evaluates and inputs all marketing customer list requests. Analyze the effectiveness of database marketing efforts and make recommendations. Assist in the development and execution of effective prospect and retention marketing programs for the casino. Keep leadership and other departments informed of status of database marketing activities by attending meetings and submitting reports. Maintain professional and technical knowledge by conducting research, attending seminars, educational workshops, classes and conferences; reviewing professional publications; establishing networks; participating in professional societies; conferring with representatives of contracting agencies and related organizations. Manage the development, design, execution, and analysis of our guests' database marketing programs on all platforms. Responsible for analyzing the effectiveness of all marketing activities, creating and analyzing reports for tracking of business results and ensuring data integrity. Statically develop revenue generating programs for the Marketing division. Responsible for list management activities to include direct mail list requests, report requests and query requests. Analyze player revenue trends, using surveys and player frequency information. Inform management of new or existing postal rules or regulations and their impact on operations. Correspond with vendors, agencies and other departments as required to complete tasks and projects. Constantly and proactively seek out ways to improve all marketing database efforts. Assist in marketing coordination throughout the property as needed. Coach and develop Team Members in the Database department. Position involves supervision and evaluation of subordinates for all database related positions. Direct Reports: All Database related positions. Access to Sensitive Areas: Marketing. Signatory Authority: Personnel related forms, as assigned by Director of Marketing. Work is generally performed in an office setting with a moderate noise level. Occasional work is performed in a Casino setting with exposure to second-hand smoke and a moderate noise level. Extended hours and irregular shifts may be required. Tight time constraints and multiple demands are common. While performing the duties of this job, the employee may be required to sit for prolonged periods, walk and stand;

use hands for dexterity of motion; stoop, bend, kneel or crouch, and have normal auditory, visual acuity, and verbal communications skills. The employee must occasionally lift and/or move up to 30 pounds. Requires Bachelors in Data Science, Statistics, Mathematics, Analytics, or related field and 2 years experience in the job offered, or related. 2 years of hands-on experience in database marketing and data analysis in a casino or gaming environment with deep understanding of slot and table games operations, loyalty programs, and player tracking systems. 2 years must also include experience with: (1) Python for data preprocessing, modeling and analysis and automating reporting workflows, including scheduled data pulls; (2) MySQL 4.1 database administration; (3) Information systems technologies, applications principles and capabilities to include: data networking and processing, IS security processes and methodologies, computer operations, and enterprise software applications; (4) Integrating Python with Excel, PDF reporting and email automation (e.g., smtplib, Outlook API) to streamline distribution of property-wide analytics; (5) Planning, organizing and coordinating information technologies and prioritizing work activities in accordance with established goals and objectives; (6) Analyzing problems, projecting consequences, identifying solutions, and implementing recommendations; (7) Dashboard/report development using Power BI, Tableau, or similar tools to support marketing, operations, and executive decision-making; (8) Preparing, reviewing, and analyzing operational, technical and financial reports; (9) SQL for querying large-scale casino databases (e.g., Oracle, SQL Server) and building data pipelines; (10) Database management; (11) Build and maintain automated scripts and ETL pipelines that support daily, weekly, and monthly casino performance reports with minimal manual intervention; (12) Introducing and implementing new methods and procedures to keep pace with rapid growth in the information services industry; (13) Managing projects according to established goals and objectives; and (14) Identifying systems, operation, technical or applications problems and to initiate and recommend appropriate corrective actions. Must be able to successfully pass a pre-employment drug/alcohol screen and background investigation. Must be able to obtain and maintain gaming license. Very minimal travel may be required (less than 5%) for conferences/training. To apply, visit <https://tmcasino.applicantstack.com/x/openings>; Select Job Title & click on "Apply Now".

40 hours per week, \$130,000.00 to \$140,000.00 per year.

This notice was posted in a conspicuous place at the offices of Table Mountain Rancheria for a period of ten consecutive business days, from 03/05/2026 to 03/19/2026. The notice remained clearly visible and unobstructed during the entire period of posting.

Signed:

Dated:03/19/2026