



# Cass County Jobs FAQ

## 1. How many jobs will the proposed Cass County facility support and when will they be available?

Through this project, WSP plans to invest upwards of \$100 million in Cass County, directly employing about 90 workers in new, good-paying jobs over two phases. The first phase will employ approximately 10 salaried employees and 50 hourly employees.

The hiring process will begin in the second quarter of 2020 with hiring of the Plant Manager. The process will continue with the hiring of the management team in the third quarter of 2020, and conclude with the remainder of the team by the end of the year.

## 2. When will interviews start?

Interviews will begin in the second quarter of 2020.

## 3. What types of positions will WSP be hiring that the proposed Cass County facility?

For the proposed Cass County facility, WSP will be hiring for 30 different types of positions. For additional information please visit the [WSP Career Site](#).

## 4. What benefits are offered?

WSP will offer all employees of the proposed Cass County facility competitive, above-market compensation—the average salary is expected to be approximately \$49,000 per year—and a comprehensive benefits package, including health care, dental, vision, 401k retirement, profit sharing and variable compensation, among other benefits.

## 5. What is your policy concerning new hires, including veterans?

WSP affords equal opportunity for employment to persons without discrimination on the basis of their race, creed, color, religion, age, citizenship, ethnicity, national origin, sex, disability or veteran status. As part of our compliance with these regulations, we continue our good-faith efforts to obtain the most qualified candidates through our diversity outreach programs and request priority referrals of protected veterans for job openings at all locations in which we operate.

## 6. Will respirators and full personal protective equipment be required throughout the entire proposed facility?

No, it's only mandatory as a safety measure in specific, designated areas.

**7. Does the company do blood tests for lead on all employees?**

Yes, the health and safety of WSP’s employees are some of our top priorities. All WSP employees are required to take quarterly blood tests in accordance with company policy and relevant health regulations.

**8. Has the company ever had any employees fail their blood lead test?**

No. WSP operations will not increase lead exposure in any way that adversely affects human health or the environment in Cass County. This applies to our workers as well: none of our employees have ever had to be treated for excessive lead exposure. There are no “tradeoffs” of health for jobs at a WSP facility, nor will there be for either workers or residents. Lead does not pose a threat to public health in Cass County, either today or in the future, with the addition of the WSP facility.

**9. Will the facility operate 24/7/365?**

Yes. Once the proposed Cass County facility is fully operational, it will have a continuous operation 24/7/365.

**10. Will the facility operate on 8- or 12-hour shifts?**

Maintaining a healthy work-life balance for employees is important for WSP. The company has identified 12 hour shifts to be the most attractive for both employees and their families.

**11. What kind of training is required to work at WSP?**

Each position is unique and will have a specific training program. What is most important is that each employee embrace and exemplify the DNA of company relies on Values, Safety, Respect, Leadership, Health and Environmental Stewardship.

**12. What is the philosophy of the company?**

Our philosophy is simple. We look to establish long-standing, supportive and mutually beneficial relationships with the communities and the environment we’re in, and we believe that family comes first, meaning continued development, growth and stability for our employees.

The information provided herein, including the foregoing answers are subject to change based on various contingencies, including but not limited to, changed conditions in the process, facility construction, employment law and potential manpower needs. Said information shall not be construed as final or absolute.