



Compensation:
 Competitive Salary
 Health Care
 Dental
 Vision
 401(k)
 Variable Compensation

	Job Position	Phase 1	Phase 2	Total	Salary Range	Brief Summary	Tentative Start Date (Phase 1)
Salary Positions	Plant Manager	1		1	\$130,000-\$182,000	Responsible for the entire operations of the plant from administration and manufacturing. This includes the management and coordination of daily activities to ensure high performance and production at all times. Also, for leading a strong safety culture, and producing high quality products. Other duties include ensuring company policies and procedures are followed.	20-May
	Accounting Manager	1		1	\$75,800-\$106,200	Managing and overseeing the daily operations of the accounting department. Monitoring and analyzing accounting data and produce financial reports or statements. Establishing and enforcing proper accounting methods, policies and principles.	3Q'20
	HR Plant Manager	1		1	\$77,300-\$108,200	Developing and implementing HR strategies and initiatives aligned with the overall business strategy. Bridging management and employee relations by addressing demands, grievances or other issues. Also, managing the recruitment and selection process.	3Q'20
	Facility & Bldg Mgr	1		1	\$62,500-\$87,500	Ensure overall security of the company's properties, employees and interests. Be responsible in keeping good relationship between the company and it neighboring communities.	4Q'20
	Purchasing Agent	1		1	\$47,200-\$66,100	Monitoring and expediting orders. Verifies receipt of items by comparing items received to items ordered; resolves shipments in error with suppliers.	4Q'20
	Accountant	1		1	\$51,600-\$72,200	Responsible for providing accounting support to accounting supervisors and other managers. Register daily worksheets in the general ledger system, ensures files are complete and maintained as needed, handles accounts payable duties, and assists accounting personnel.	4Q'20
	Buyer	1		1	\$47,200-\$66,100	Responsible for negotiating with vendors for the purchase of all materials, supplies, equipment and services. Also, responsible for buyer planning and procurement of goods and services to facilitate manufacturing while ensuring cost, quality, and timely delivery.	4Q'20
	Maintenance Manager	1		1	\$69,300-\$97,000	Coordinate and follow up maintenance programs, preventive, predictive and corrective, in mechanical, electrical, instrumentation, mobile equipment and general services areas. Monitor the program of renewal of equipment and control of critical parts of equipment related to production processes, promoting continuous improvement in the activities and processes in order to correct, reduce or prevent machinery failures.	3Q'20
	Process Engineering Manager	1		1	\$77,200-\$110,000	In charge of the design and implementation of manufacturing processes, equipment, or plants. Responsible for the smooth running of all production lines and the quality of output. Additionally, ensure an efficient and productive manufacturing process that meets customer requirements.	3Q'20

	Job Position	Phase 1	Phase 2	Total	Salary Range	Brief Summary	Tentative Start Date (Phase 1)
Hourly Positions	Production Engineer	1		1	\$65,000-\$91,000	Responsible of the evaluation, analysis, and control of all chemical manufacturing processes and assisting in maintaining company compliance to all applicable by law and regulations.	3Q'20
	Production Supervisor	1		1	\$53,000-\$70,000	Support for production activities through the overall management of all processes, equipment, and workers at the site.	3Q'20
	Operations Supervisor	4		4	\$53,200-\$74,500	Responsible to safely supervise the production and maintenance crew as assigned by management. Ensure that all company's policies are followed at all times for the immediate crew. Also, responsible for all environmental, health, safety, production, reporting, record keeping, and maintenance issues during the shift.	3Q'20
	Furnace Operator	4	4	8	\$17-\$22/hr	Responsible for safe productive control of plant operating equipment and processes. Make adjustments to plant process controls and interface with management in order to meet expected production and product quality rates in a safe manner. Additionally, the operator assist in the collection of data and reporting as directed.	4Q'20 / 1Q'21
	Furnace Operator Helper	4	4	8	\$14-\$19/hr	The operator helper will assist the Operator. The helper must also be able to interpret data and react correctly to keep the process under control at all times.	4Q'20 / 1Q'21
	Crane Operator	4		4	\$22-\$29/hr	Operate crane under general supervision and following all safety protocols.	4Q'20 / 1Q'21
	Maintenance Helper	4	4	8	\$13-\$16/hr	Ensures that safe productive process flow and continuity is achieved at all times by assisting other plant positions as required. The primary responsibilities are loading/unloading railcars and keeping plant production areas clean.	4Q'20 / 1Q'21
	Machine Operator Cone	2	2	4	\$16-\$21/hr	Manufacturing the pellets of EAFD for Kiln. Also, ensures the operations of the pelletizer cone, including safety, equipment operation, monitoring, machine set up and cleaning.	4Q'20 / 1Q'21
	Machine Operator Pelletizer	2	2	4	\$16-\$21/hr	Support for the operation of pellet process facilities during manufacture of pellets.	4Q'20 / 1Q'21
	Cleaner transportation vehicles	2		2	\$13-\$15/hr	Management of raw materials warehousing, waste removal, and overall cleaning of the factory.	4Q'20 / 1Q'21
	Mechanical Engineer	1		1	\$73,300-\$95,000	Assist Maintenance Manager in working day to day activities for all mechanical equipment including Rotary Kiln, Air compressor, Belt conveyor, Over Head Crane, etc. for proper plant operations.	4Q'20 / 1Q'21
	Electrical Engineer	1		1	\$73,100-\$94,500	Assist Maintenance Manager in working day to day activities for all electrical equipment including instruments for proper plant operations.	4Q'20 / 1Q'21
	Mechanical Bldg Maint Supervisor	1		1	\$55,000-\$76,900	Responsible for the supervising the mobile equipment department by maintaining, repairing heavy equipment and performing mechanical work.	4Q'20 / 1Q'21

Mechanic	4	4	8	\$18-\$25/hr	Responsible for maintaining, repairing heavy equipment, and performing mechanical work.	4Q'20 / 1Q'21
Utilities Superintendent	1		1	\$64,200-\$84,000	Brings specialized knowledge and experience in executing projects for his or her specialty area.	4Q'20 / 1Q'21
Electrician	3	3	6	\$23-\$29/hr	Plan, organize, perform corrective and preventive electrical jobs, install, inspect and correct electrical installations including but not limited to: electric motors, starters, Lights, conduit and cable try's, and any device involve with electric power. Install, test, maintain, program and calibrate control equipment and instruments including but not limited to: PLC's, network devices, thermocouples, transmitters (pressure, temperature, flow, etc.).	4Q'20 / 1Q'21
Security Guard	2		2	\$14-\$18/hr	Maintain safe and secure of employees and facility. Check the identity of all the visitors and their vehicles, traffic of the vehicles when coming/leaving the company, facilitating guidance.	4Q'20 / 1Q'21
Laundry Commerical Worker	2		2	\$13-\$15/hr	Responsible for cleaning the general office, restrooms, laboratory, locker rooms, showers, break room, windows, and general office building complex. Cleaning and laundering soiled clothing in an environmentally safe manner. Empty garbage cans, waste paper baskets, and dispose of miscellaneous empty boxes. Ensure that the parking lot and entrance to the complex remain free of any and all debris and are in clean presentable order. Additionally, responsible to water, weed, and maintain plants and shrubs as directed.	4Q'20 / 1Q'21
Receiving/Shipping/Inventory Cle	5	2	7	\$17-\$22/hr	Keep files and documents organized for the company. Inventory clerks work with both paper documents and electronic files, and do routine tasks like answering the phone, data entry, organization, cross-referencing, receive packages, scanning,shipping, copying and retrieval.	4Q'20 / 1Q'21
QC Inspector	4	2	6	\$17-\$22/hr	Ensures the gathering and testing of materials throughout the plant process, and timely delivery of all data.	4Q'20 / 1Q'21
Safety Specialist	2		2	\$53,300-\$74,600	Assists the E,H & S Administrator/Assistant Plant Manager as a primary function. The E,H & S specialist continually researches environmental, health and safety concerns, laws, and changes to help ensure that company's policies remain in compliance with the same. Make recommendations to management upon review of the same. In addition, the E,H & S Specialist will help to document, plan, assist and train all employees as directed by management. The main focus of this position can and will change as dictated by any current circumstances.	4Q'20 / 1Q'21
Total Positions	63	27	90			