

Tonawanda Coke Corporation

Job Descriptions and Employment Suitability

(Condensed Characteristics for Each Position.)

Due to the nature of operations and logistics within the plant, it should be noted that the broad 'Employment Suitability Characteristics' described here are a guide to each position and are a condensed indicator of the aptitude an applicant should display to be considered for a role.

General Labor Role

- In general terms, an applicant would be considered for this role when they have demonstrated an aptitude to perform demanding physical work while working outside in testing weather conditions, without having a specific skillset for any of the other roles within the facility.
- This position is the one with the broadest application. In order to ascertain an applicant's most useful skillset, an individual may be assigned to any department within the plant with a view to train and be qualified to work in any position with the appropriate training and experience. An individual usually spends between 1 and 8 weeks at this level depending on the difficulty of the specific task assigned.

Heavy Equipment Operator (End Loader)

- This position requires an applicant to have had first hand, practical experience operating an industrial sized End Loader (or equivalent). The greater and more recent the experience an applicant has in this field the greater the likelihood of employment consideration within the field. Experience centered around heavy industrial plant use with an End Loader would be considered most favorably.
- OSHA based certified training related to Heavy Machinery or Heavy Industrial Operations would also assist in favorably consideration. (Note: Fork Lift trained is not considered appropriate experience).

Boiler House Operator (Stationary Engineer: Chief or First Class Level)

- This position requires documented, current, valid qualifications as either a Stationary Engineer, Chief or Stationary Engineer, First Class. An applicant currently holding a Stationary Engineer License (Second Class 'actively pursuing' a Stationary Engineer, First Class License) may be considered.
- Active, current hands-on experience within this field would be extremely advantageous.
- OSHA based certified training related to any aspect of this field would also assist in favorable consideration.

Diesel Mechanic (Standard and Heavy Equipment)

- Significant experience with diesel mechanics a must, with an emphasis on heavy industrial machinery and equipment a preference.
- Certified industry based qualifications within the field would be preferred.
- An ability to troubleshoot and diagnose would be looked at favorably.
- OSHA based certified training related to any aspect of this field would also assist in favorable consideration.

Electrician (Electrical Shift Repairman)

- Certification as an Electrician would be a great advantage but is not a specific requirement to the role.
- Practical, proven and preferably current experience within the role is a must.
An aptitude test is conducted during the interview process. This is to test technical knowledge, operational understanding and troubleshooting potential of a candidate.
- The predominant emphasis within the plant is on knowledge, understanding and troubleshooting abilities with D/C electricity, however, due to the varied applications within the facility, an opening may exist for a candidate that may be more experienced with A/C electricity.
- An understanding of, and practical experience with Lock-Out-Tag-Out procedures is a must.
- Having a methodical, detail based persona would be considered optimal for the positions available.
- OSHA based certified training related to any aspect of this field would also assist in favorable consideration.

Electrician-Supervisor (Salaried Position)

- Certification and proven practical experience as an electrician is a must for this role.
- Significant experience in the role of Electrical Supervisor would be preferred.
- An aptitude test is conducted during the interview process. This is to test technical knowledge, operational understanding, troubleshooting potential and the ability to prioritize.
- The predominant requirement of an applicant would be on demonstrating their knowledge, understanding and troubleshooting abilities with AC/DC electricity along with their ability to prioritize tasks and manage others.
- An up to date understanding of, and practical experience with Lock-Out-Tag-Out procedures is a must.
- Having a methodical, detail based persona would be considered optimal for the positions available.
- OSHA based certified training related to any aspect of this field would also assist in favorable consideration.
- **Note:** This would predominantly be a daytime position, Monday to Friday, with 'On-Call' potential.

Weighmaster/Security (Salaried Position)

- An ideal applicant for this role should possess a valid, up to date, NY State, Armed Security Guard License. The minimum requirement would be if the applicant possessed a current NY State Pistol Permit and was willing to obtain a NY State, Armed Security Guard License with the intent for work related carry.
- The applicant would be given favorable consideration if they had current, or recent experience within the security industry, with an emphasis on working at restricted vehicle entrance and exit points and the ability to be firm, friendly but assertive when required.
- Experience within a Weighmaster environment would also be looked on favorably, with special emphasis on accurate documentation relating to scale tickets and border documentation.
- Any experience in a 'dispatch' role would also be an asset. The ability to coordinate incoming calls, 2-way radio communication, CB radio communication along with vehicle and pedestrian traffic is essential.
- Experience in conflict resolution would be an asset in this role.
- **Note:** This is a specific 3-week shift rotation position as follows:
 - ⊕ 7 afternoon shifts starting on a Tuesday and ending on a Monday (Weekday shifts start at 4pm and are 8hrs, weekend shifts start at 12pm and are 12hr shifts).
 - ⊕ Then three consecutive days off during the week (72 total hours off until next shifts).
 - ⊕ Then 7 midnight shifts starting on a Friday and ending on a Thursday (weekday shifts start at Midnight and are 8hrs, weekend shifts start at 12am and are 12hr shifts).
 - ⊕ Then five consecutive days off over the weekend (128 total hours until next shift).