

WHAT MAKES AMERICAN CRYSTAL IS WHO MAKES AMERICAN CRYSTAL

American Crystal Sugar Company is committed to becoming the most innovative sugar producer in the world. We do this by providing capable people with distinct paths for advancement.

For our factory employees, we've developed a Boiler Tech (BT) Career Track. This well-defined training program can propel employees from a general labor BT6 position up to a BT1 position overseeing a large portion of factory operations. For each level achieved, employees expand their sugar processing skill set through classroom learning, test outs, and on-the-job experiences. In addition, advancements are rewarded with higher pay, more responsibility, and a greater opportunity to impact factory performance.

Every day, American Crystal's people are working harder, thinking smarter, and putting ideas to work that move our business forward. It's the way we've always done it and it's the way we always will.

Keep reading for more information about how to advance your career through our Boiler Technician program.

We're helping go-getters go further.

WE ARE INNOVATORS, LEADERS, COWORKERS AND TEAMMATES

Sugar manufacturing is a dynamic and exciting business to be part of. To keep our competitive edge, American Crystal embraces change and rewards responsible, action-oriented employees.

Even though we work in a fast-paced, quality-driven environment – one that keeps employees challenged and growing from day one – no priority is higher than the safety of our workforce. At American Crystal, we're a team committed to treating everyone with dignity and fairness. We respect each other's roles and support each other's growth. Our values include mutual respect, open two-way communication, and trust. Our people are passionate about what they do and engaged in making us the leading sugar company in the world.

Factory Locations

- Crookston, MN
- Drayton, ND
- Grand East Forks, MN
- Hillsboro, ND
- Moorhead, MN

Technical Service Center

- Moorhead, MN

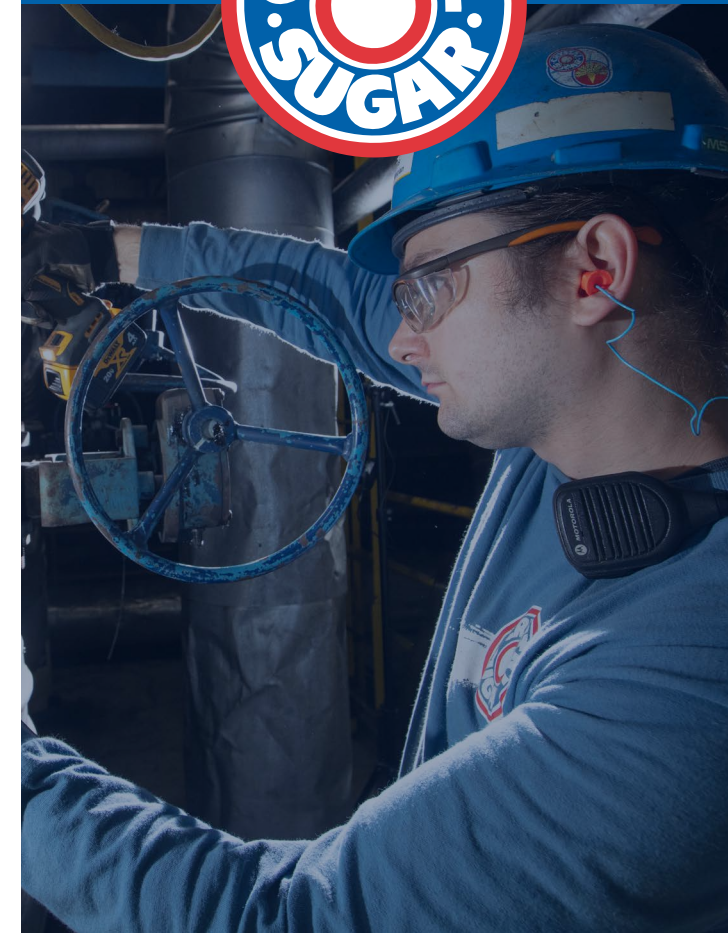
Corporate Headquarters

- Moorhead, MN

To learn more about our company and our career opportunities, look us up online at www.crystalsugar.com

American Crystal Sugar is an equal opportunity employer.

BOILER TECHNICIAN CAREER TRACK



American Crystal
Sugar Company

**Manufacturing Expertise
From Every Angle**

INITIAL BOILER TECHNICIAN DEVELOPMENT

BOILER TECH 6 \$24.75/hr

- **Pre-Hire Requirements**
 - ✓ High School Diploma or GED certificate is required
 - ✓ Must pass pre-hire mechanical aptitude and basic skills tests
 - ✓ Individuals are required to successfully pass a Safety Screen
 - ✓ Must be able to reference, read and understand how to use SDS information.
 - ✓ Must be able to obtain forklift certification.
- **In addition to demonstrating proficiency of duties and safety at each level:**
 - ✓ Mn Special Prep
 - ✓ Module - 1, 2, & 4 Book & Checklist
 - ✓ Mn Special License

BOILER TECH 5 \$30.07/hr

- **Pre-Place Requirements**
 - ✓ Same as BT 6
- **In addition to demonstrating proficiency of duties and safety at each level:**
 - ✓ Module - 3, 6, & 7 Book & Checklist
 - ✓ MN 2A Exam Prep
 - ✓ Nalco Water Class
 - ✓ LIMS Training
 - ✓ Use of Steam Training
 - ✓ MN 2A License

BOILER TECH 4 \$32.88/hr

- **Pre-Place Requirements**
 - ✓ Same as BT 6
- **In addition to demonstrating proficiency of duties and safety at each level:**
 - ✓ Module - 5 Book & Checklist
 - ✓ Maintenance Training
 - ✓ PIMS Training
 - ✓ MN 1A Exam Prep
 - ✓ MN 1A License

BOILER TECH 3 \$34.49/hr

- **Pre-Hire Requirements**
 - ✓ Successful completion of BT 4 Boiler Technician Program level or similar level of complexity & scope of industrial work experience or training
- **In addition to demonstrating proficiency of duties and safety at each level:**
 - ✓ SAP Training
 - ✓ Process Explorer
 - ✓ Ability to Lead
 - ✓ Title V Permit Training
 - ✓ ACSC Leadership Training

BOILER TECH 2 \$36.11/hr

- **Pre-Place Requirements**
 - ✓ Successful completion of all requirements of BT 3 level of Program
- **In addition to demonstrating proficiency of duties and safety at each level:**
 - ✓ MN Chief-A License
 - ✓ Ability to Lead
 - ✓ Ability to Troubleshoot Environmental Equipment
 - ✓ Environmental Operation
 - ✓ Emergency Response
 - ✓ Training Support
 - ✓ Direct Maintenance

BOILER TECH 1 \$39.14/hr

- **Pre-Place Requirements**
 - ✓ Successful completion of all requirements of BT 2 level of Program

ADVANCED BOILER TECHNICIAN DEVELOPMENT