

## VOCATIONAL SCHOLARSHIP & TRAINING PROGRAM

The American Crystal scholarship covers all expenses – books, tuition, tools, and room and board – related to two-year AAS degrees in Power Generation Technology, Process Technology, Industrial Automation, Instrumentation & Control Technology, and Mechanical Maintenance Technology through Bismarck State College.

After signing the Educational Loan Agreement and Promissory Note, students enroll in the partner programs.

With program enrollment complete, students become an employee of the company, which aligns them with job shadowing opportunities at an American Crystal factory. Student job shadowing experiences occur immediately after the school year ends and in between spring and fall semesters.

When students graduate from their selected partner program, a minimum of two years of employment with American Crystal Sugar is required to complete the commitment.

The partner programs with Bismarck State College prepare students for entering our workforce in critical roles for our factories.

## *Building Careers* IN THE RED RIVER VALLEY



American Crystal offers many different career options to explore, from technical roles overseeing manufacturing processes to administrative roles leading factory teams or headquarter programs. Many individuals with long-standing careers at American Crystal first gained experience in our factories and later advanced to a variety of roles throughout the company. If you want opportunities to succeed with a career-building, locally-grown company that's highly regarded nationally and abroad, American Crystal may be the right fit for you!

**To visit with an American Crystal factory about opportunities, please contact:**

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## VOCATIONAL SCHOLARSHIP & TRAINING PROGRAM



In partnership with  
**Bismarck  
State College**

**FULLY PAID SCHOLARSHIPS**  
in your area for students pursuing  
AAS degrees in:

- **Power Generation Technology**
- **Process Technology**
- **Industrial Automation**
- **Instrumentation & Control Technology**
- **Mechanical Maintenance Technology**

LEARN MORE at [crystalsugar.com](http://crystalsugar.com) and [bismarckstate.edu/academics/programs](http://bismarckstate.edu/academics/programs)

American Crystal Sugar Company is one of the Red River Valley's most important manufacturers, supporting more than 2,800 shareholders who grow a third of the nation's sugarbeet crop.

American Crystal is the largest single sugar provider in the United States, supplying nearly 15% of the country's sugar from locations in:

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



**CHECK OUT OUR OPPORTUNITIES!**

Scan the QR code or find us online at:

<https://www.crystalsugar.com/careers/training-forward/>

**PACKAGING TECH**

Packaging Techs work on the finished product side of the factory in our Packaging & Warehouse department. Individuals in this area must safely perform equipment care, operate mobile equipment, and run industrial packaging lines while providing packaging equipment support. The tech performs sanitation and dust abatement duties and completes food safety inspections and documentation. It's also important to understand equipment operating principles and fundamentals.

**ELECTRONIC CONTROL TECH (ECT)**

Electronic Control Techs, or ECTs, are responsible for installing, calibrating, troubleshooting, and maintaining control instrumentation systems across a wide variety of beet and sugar processes in our factories. An ECT is required to work very closely with other personnel related to our factory operations. Successful ECTs bring the ability to mix conceptual skills (mathematics), communication skills (working with others, preparing reports), and mechanical skills (fixing something that might be broken). ECT positions are ideal for those with a balance across these areas and an interest in learning and using the latest technologies.

**HOUSE MECHANIC**

In this role, House Mechanics are responsible for a variety of tasks ranging from basic parts replacements and equipment refurbishment to optimizing equipment performance and advanced troubleshooting. Regular maintenance activities can include inspection, parts replacement, alignment, balancing, installation, and refurbishment.

House Mechanics are required to understand the operating principles of all equipment serviced, including the role played in processing. House Mechanics can process abstract terms, solve complex problems, and apply troubleshooting expertise for the groups and equipment they maintain.

**BOILER HOUSE TECHNICIAN**

Boiler House Technicians assist the Boiler House Foreman and Fireman in the operation of wither coal-fired or gas-fired boilers, depending on the factory location. Techs assist in monitoring and operating the ash-handling system, electrostatic precipitators, computerized control systems, and turbine operation. In this role, techs also read and monitor operating board instrumentation, such as water-level gauges. Other tasks for techs can include maintenance and repairs in the boiler house; boiler operation documentation, such as logs and checklists; as well as workstation cleaning.

**PROCESS TECHNICIAN**

Process Technicians oversee a variety of process manufacturing stations and support training for others on individual stations. In this role, techs are required to start up, operate, troubleshoot, and shut down complete stations, as well as individual pieces of process equipment, including stations from the industrial water station through the sugar conditioning station.