

## 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 Packaging Tech (PKGT) career track. This well-defined training program can propel employees from a general labor PKGTVI position up to a PKGTI position overseeing a large portion of packaging 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 operational 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 Packaging 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
- East Grand 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](http://www.crystalsugar.com)

# PACKAGING TECH

## CAREER TRACK



American Crystal  
Sugar Company

Manufacturing Expertise  
From Every Angle

# PACKAGING TECH DUTIES

## PACKAGING TECH IV \$22.78/hr

### Pre-Hire Requirements:

- ✓ High School Diploma or a GED
- ✓ Safety Screen

### Typical Duties Include:

- ✓ Perform basic equipment care
- ✓ Operate/support basic mobile equipment
- ✓ Support bulk loading and sugar screening
- ✓ Operate industrial packaging lines and support consumer packaging line
- ✓ Perform sanitation and dust abatement duties
- ✓ Perform and document food safety and food quality checks
- ✓ Provide palletizer/wrapper and sugar screening support

## PACKAGING TECH III \$25.89/hr

### Typical Duties Include:

- ✓ Assist in monitoring sugar movements in and out of storage
- ✓ Load and ship sugar and by-products into rail cars, boxcars, and trucks
- ✓ Assist in the moving of rail cars
- ✓ Operate all mobile equipment
- ✓ Perform sanitation duties as required
- ✓ Operate packaging equipment
- ✓ Perform quality rounds
- ✓ Assist stations as needed
- ✓ Perform intermediate maintenance and troubleshooting

## PACKAGING TECH II \$30.39/hr

### Typical Duties Include:

- ✓ Operate and maintain packaging lines, conveying systems, bulk loading, and all product transport systems
- ✓ Coordinates with supervisors to ensure proper configuration
- ✓ Control the flow of all sugar
- ✓ Assist shipping and logistics when needed
- ✓ Instruct others in the operation of the lines
- ✓ Inspect all incoming paper and packaging products
- ✓ Coordinate the activities of other packaging employees
- ✓ Perform various lab tests and analysis

### Skills/Knowledge Required to Promote to PKG Tech III:

- ✓ Sanitation and product disposition
- ✓ Food safety/food quality
- ✓ Consumer and industrial packaging line support
- ✓ Maintenance and equipment care
- ✓ Yard support and rail switch operation
- ✓ Bulk loading support and operations
- ✓ Product flow and control systems
- ✓ Warehouse operations and product loading
- ✓ Mobile equipment and maintenance
- ✓ Remelt and finished product toting

### Skills/Knowledge Required to Promote to PKG Tech II:

- ✓ Finished product, storage, and screening operations
- ✓ Brown blending and screening
- ✓ Advanced maintenance, Op Ex, and mechatronics
- ✓ Control systems and computers
- ✓ Food safety equipment
- ✓ Shipping and logistics
- ✓ Consumer and industrial packaging maintenance
- ✓ Leadership

## PACKAGING TECH I \$37.82/hr

### Skills/Knowledge Required to Promote to PKG Tech I:

- ✓ Successful on-the-job experience
- ✓ Completion of Packaging Tech I Assessment

### Typical Duties Include:

- ✓ Setup, operation, and maintenance of packaging lines, conveying systems, bulk loading, and support systems
- ✓ Coordination with supervision to meet production goals and standards
- ✓ Training other packaging employees
- ✓ Ensures all packaged products are correct weight, correct appearance and properly coded
- ✓ Complete various packaging reports

# PACKAGING TECH DEVELOPMENT