



**Total commitment to safety is a requirement of all positions at the Whites Cove Quarry. Bilcon will provide safety training, equipment and inspections on an on-going basis. All employees will actively participate in creating a safe work environment.**

#### **Ground Men / Labourers**

These are entry level jobs. Experience in construction / quarrying is desirable but not required. These positions will be filled during the construction phase and continue on into the operational phase. Ground Men / Labourers must be physically capable of doing manual labour. As skill and experience builds, individuals can advance to higher-paying positions, when qualified, and when available, such as Welder / Repairman, Mechanic B, Fueler Greaser, or Truck Driver. Training will be available both on site and away for interested individuals who want to advance.

#### **Water Truck Drivers**

These positions are entry level jobs that require only some truck driving experience. Individuals must be capable of climbing in and out of the truck and doing manual labour when it is raining or other times when the water truck is not required. These positions will be filled during the construction phase and continue on into the operational phase. Training will be available on site.

#### **Fueler Greaser / Mechanic B**

This position is an entry level job for a person with some truck driving experience and mechanical aptitude. Training will be available on site as to how to service and fuel the equipment. This person must be physically capable of climbing on and servicing the heavy equipment. As skill and experience builds, individuals can move to better-paying positions, when qualified, and when positions become available. This position will be filled during the construction phase and continue on into the operational phase.

### **Quarry Truck Drivers**

These positions are entry level positions that require only some truck driving experience. Drivers must be physically able to climb in and out of the trucks and do occasional physical labour if the plant or the trucks are not operating. These positions will be filled during the construction phase and continue on into the operational phase. Training will be available on site to instruct individuals in correct driving and maintenance procedures of trucks.

### **Quality Control Technician**

Educational requirement is High School and some college. No prior experience is required. Strong commitment to long-term residence and the Company is required, because of the length and cost of training. Bilcon will train the Quality Control Technician either on or off site. This position will be filled during the construction phase and continue on into the operational phase. The Technician will be required to monitor the quality of the product being manufactured, take water samples, monitor noise levels, monitor the blast vibrations, take dusts samples, and keep accurate records.

### **Office Clerk**

The Office Clerk must have a valid driver's license. The individual needs experience in accounting and record keeping. The Office Clerk must be able to maintain a smooth-running office operation. Computer skills required. This position will be filled during the construction phase and continue on into the operational phase.

### **Welder / Repairmen**

These positions will require individuals who can weld and have experience in plant repair. All welder / repairmen must pass a welding test before starting work. Individuals must be physically able to work as a welder / repairman. Training will be available on site on an on-going basis to update and enhance the individual's skill and knowledge. These positions will be filled during the construction phase and continue on into the operational phase.

### **Heavy Equipment Operators B**

These positions require some equipment experience. These pieces include skid steer loaders, small 3 yd loader, 6 yd loader, 8 yd loader, small dozers and excavators, and other equipment on site. Operators must be physically capable of climbing on the equipment and doing occasional manual labour if their piece of equipment is not operating. These positions will be filled during the construction phase and continue on into the operational phase. Training will be available on site to update and enhance operator ability.

### **Heavy Equipment Operators A**

These positions require heavy equipment experience (12 yd front-end loader, D9R size dozer, crane, and 90 ton excavator) on the type of equipment they will operate. Heavy Equipment Operators must have any licenses that are required. Operators must be physically capable of climbing on the equipment and doing occasional manual labour if their piece of equipment is not operating. These positions will be filled during the construction phase and continue on into the operational phase. Training will be available on site to update and enhance operator ability.

### **Plant Operators**

These positions will require quarry experience. Plant Operators must understand the plant material flow. These positions will be filled during the construction phase and continue on into the operational phase. Individuals must be experienced working with the computer controls. Training will be available on site. Plant Operators must be physically able to climb on the crushing plant and do occasional physical labour when the plant is not operating.

### **Electrician**

This position will require a licensed individual with experience in heavy industrial electrical work. The Electrician will be responsible for keeping operational and well maintained, all electrical systems on site. The Electrician must be able to trouble shoot and repair all electrical equipment on the plant. The Electrician will be hired during the construction phase of the project and continue on into the operational phase.

### **Heavy Equipment Mechanic A**

This position will require an individual who is experienced and capable of maintaining and repairing late model heavy equipment. The Heavy Equipment Mechanic must have own tools for work and must be able to do some rebuilding on site. Knowledge of electronics is a plus. Recent training and certifications are desirable. This position will be filled during the construction phase and continue on into the operational phase.

### **Shift Foremen**

These positions will require quarry experience. Shift Foremen will be required to be able to backup the Plant Operators and operate the ship loader. Foremen must also be physically capable of doing occasional manual labour. These positions will be filled during the construction phase and continue on into the operational phase. Training will be available on site. Individuals must be knowledgeable in heavy equipment, crushing, and maintenance.

#### ***Other issues not covered:***

***Bilcon will supply uniforms at Bilcon's cost. Uniforms must be returned upon termination of employment before receiving last paycheque.***

***Bilcon will reimburse each employee for two pairs of steel-toed safety shoes, up to 250.00 (two hundred and fifty dollars) per year.***



<b>Position</b>	<b>Hourly Rate</b>
Ground Man / Labourer	\$13.75
Water Truck Driver	\$14.00
Fueler Greaser/Mechanic B	\$15.00
Quarry Truck Driver	\$15.00
Quality Control Technician	\$15.25
Office Clerk	\$15.25
Welder / Repairman	\$17.15
Heavy Equipment Operator B	\$17.35
Heavy Equipment Operator A	\$18.15
Plant Operator	\$18.50
Licensed Electrician	\$19.30
Heavy Equipment Mechanic A	\$19.30
Shift Foreman	\$20.00
<b>Second Shift Premium</b>	<b>\$ .50 / hour</b>

*Positions include medical and dental benefits, retirement plan, and paid vacation.*