

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 Process Technician (PT) Career Track. This well-defined training program can propel employees from a general labor PTVI position up to a PTI 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 Process 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

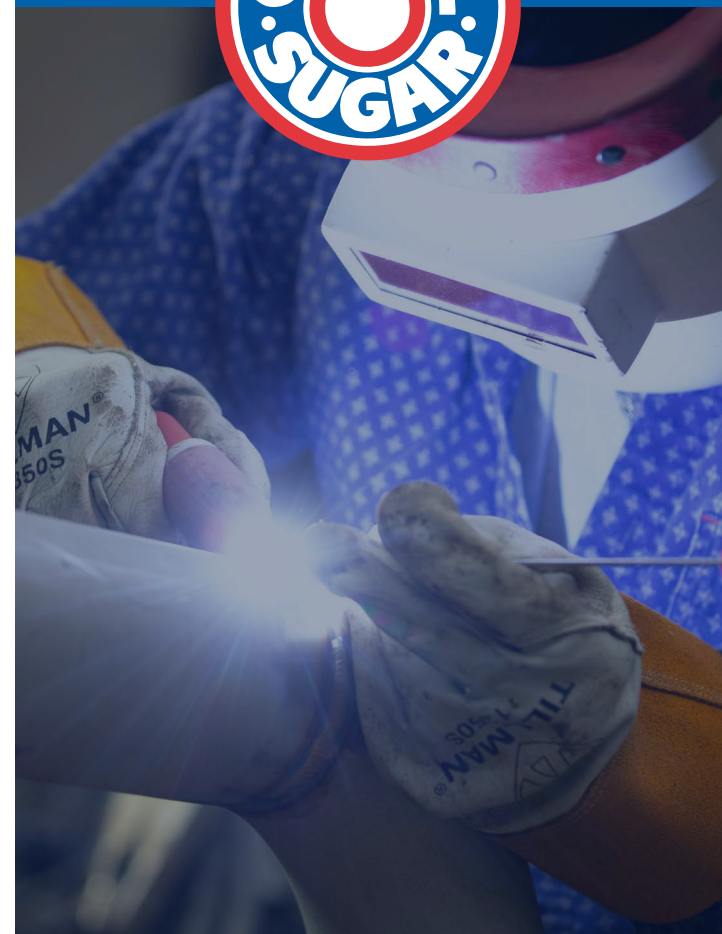
- Moorhead, MN

Corporate Headquarters

- Moorhead, MN

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

PROCESS TECHNICIAN CAREER TRACK



American Crystal
Sugar Company

**Manufacturing Expertise
From Every Angle**

INITIAL PROCESS TECHNICIAN DEVELOPMENT

PROCESS TECH VI \$21.43/hr

- **Pre-Hire Requirements**
 - ✓ HS/GED
 - ✓ Safety Screen
- **To Promote to PTV by Completing All Functional Areas**
 - ✓ General Labor
 - ✓ Beet Handling
 - ✓ One of the Following Funtional Areas:
 - PKFs
 - Lime Kiln
 - Knife Setting
 - Pellet Mills
 - Filtration
 - Centrifugals

PROCESS TECH V \$22.12/hr

- **Pre-Hire Requirements**
 - ✓ Same as PTVI
- **To Promote to PTIV by Completing All Functional Areas**
 - ✓ PKFs
 - ✓ Lime Kiln
 - ✓ Knife Setting
 - ✓ Pellet Mills
 - ✓ Filtration
 - ✓ Centrifugals

PROCESS TECH IV \$26.05/hr

- **Pre-Hire Requirements**
 - ✓ Same as PTVI
- **To Promote to PTIII by Completing All Functional Areas**
 - ✓ Carbonation
 - ✓ Maintenance Skills Enhancement (MSET)
 - ✓ OSHA 10

PROCESS TECH III \$30.07/hr

- **Pre-Hire Requirements**
 - ✓ Successful completion of PTIV Process Technician Program level or similar level of complexity & scope of industrial work experience or training
- **To Promote to PTII by Completing**
 - ✓ 50% of the PTI Functional Areas
 - ✓ PIMS & LIMS
 - ✓ Delta V
 - ✓ Process Explorer

PROCESS TECH II \$31.84/hr

- **Pre-Place Requirements**
 - ✓ Successful completion of all requirements of PTIII level of Program
- **To Promote to PTI by Completing**
 - ✓ Remaining Functional Areas

PROCESS TECH I \$34.49/hr

- **Pre-Place Requirements**
 - ✓ Successful completion of all requirements of PT II level of Program
- **PTI Can Oversee, Operate, Troubleshoot, and Train in All 14 Functional Areas of the Factory:**
 - ✓ Beet Handling
 - ✓ Clarified Water
 - ✓ Slicing/Diffusion/Pulp
 - ✓ Pressing
 - ✓ Carbonation
 - ✓ Lime Kiln
 - ✓ PKFs
 - ✓ Filtration
 - ✓ Juice Softening
 - ✓ Evaporation/Heaters/SO2
 - ✓ Pan Boiling
 - ✓ Centrifugals/Melters
 - ✓ Sugar Conditioning
 - ✓ Drying/Pellet Mills
 - ✓ Industrial Water

ADVANCED PROCESS TECHNICIAN DEVELOPMENT