



American Crystal Sugar Company

SWEET BENEFITS STARTING DAY ONE

Pension & 401(k) with 3% match

Paid dental, basic life insurance

Paid short-term disability

Voluntary long-term disability

Medical, life & vision insurance

HSA & Flex Spending accounts

PTO, sick leave, & holidays

Paid parental leave

DUPONT SCHEDULE

	MON	TUE	WED	THUR	FRI	SAT	SUN
WK 1	DAYS	DAYS	DAYS	DAYS	OFF	OFF	OFF
WK 2	OFF	OFF	OFF	OFF	NIGHTS	NIGHTS	NIGHTS
WK 3	NIGHTS	OFF	OFF	OFF	DAYS	DAYS	DAYS
WK 4	OFF	NIGHTS	NIGHTS	NIGHTS	OFF	OFF	OFF

4 Week Rotating Schedule

Day Shift: 8:00 AM - 8:00 PM Night Shift: 8:00 PM - 8:00 AM

FACTORY LOCATIONS

Minnesota Factories — Crookston, East Grand Forks, Moorhead

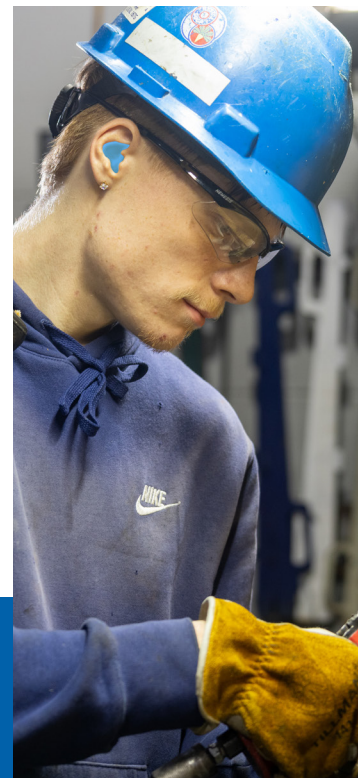
North Dakota Factories — Hillsboro, Drayton

APPLY ONLINE or **TALK TO OUR TEAM**

🐭 crystalsugar.com/careers ✉ careers@crystalsugar.com

SWEET CAREERS GROW HERE.

CAREER TRACK TRAINING PROGRAMS



JOIN A CULTURE THAT MOVES YOU **FORWARD.**

Fast-Paced and Full of Opportunity

Sugar manufacturing moves fast... and so do we! At American Crystal Sugar Company, we embrace change, reward initiative, and empower employees who take action.

A Team That Has Your Back

From day one, you're part of a team that values growth and puts safety first. We treat everyone with dignity, fairness, and respect, no matter their role, no matter their seniority.

Collaboration Comes First

We believe in open communication and building trust across the board. Our people are passionate, engaged, and proud to help lead the way in sugar production.

Grow With a Career Track

Career tracks guide you from general labor to a highly skilled team member. At each level, you'll build new skills through classroom learning, testing, and hands-on experience. Advancement means higher pay, greater responsibility, and more opportunity.

Pre-Hire Requirements

- ✓ High school diploma or GED
- ✓ Successfully pass a safety screening
- ✓ Be able to obtain a forklift certification
- ✓ Pass a Mechanical Aptitude & Skills Test
(Applicable to Boiler & Environmental Tech Programs)

CURRENT PROGRAMS

BOILER TECH PROGRAM

- 6 different progression levels
- Starting wage of **\$27.50**, progressing to **\$42.77**
- Obtain MN Boiler Operating Licenses up to MN Chief-A License
- Develop your skills in boiler operations
- Grow your leadership skills

ENVIRONMENTAL TECH PROGRAM

- 3 different progression levels
- Starting wage of **\$29.42**, progressing to **\$37.96**
- Build your skills in the environmental compliance area of sugarbeet processing
- Develop an understanding of state regulations
- Grow your leadership skills

PACKAGING TECH PROGRAM

- 4 different progression levels
- Starting wage of **\$24.71**, progressing to **\$40.20**
- Sharpen your skills in automated packaging and bulk loading of sugar and sugar byproducts.
- Develop automation maintenance and programming skills
- Grow your leadership skills

PROCESS TECH PROGRAM

- 6 different progression levels
- Starting wage of **\$24.71**, progressing to **\$37.84**
- Master the 14 functional areas of sugarbeet processing
- Understand and troubleshoot how quality variations in beets affect our final products
- Grow your leadership skills