

SIGNATURE SEAFOODS

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Dear Applicant,

Thank you for inquiring into employment opportunities with Signature Seafoods for the summer salmon season. We hope the following information will help you decide if this company is the right place for you. Please take a moment to read the information below before you complete an employment application.

The **M/V OCEAN FRESH** is a 225 foot processing vessel, which will operate in Bristol Bay and Petersburg, Alaska. The Ocean Fresh will remain stationary while processing salmon. The fish are delivered on small boats, in refrigerated sea water. The fish are separated by species; headed and gutted, washed, graded, frozen, and boxed for shipment.

The **M/V OCEAN FRESH** accommodates up to 109 people. The accommodations are dormitory style, two person to twelve person rooms. The cafeteria serves four full meals per day, usually two entrees per meal. There is a TV in the galley to watch movies.

Job Requirements: You must be 18 years old, speak and read enough English to follow safety instructions and supervisors instruction to be in compliance with Coast Guard regulations the Company must follow. You **MUST** provide original documents to prove your eligibility to work in the United States at contract signing. You will be required to show a stable work history and provide a minimum of two references that will provide a positive employment recommendation. (*If you are just out of high school and have no work history, please provide two personal references that are not family members*), **pass a drug test**, criminal background check must not have any felony violent crimes and be physically fit to meet the essential functions of the job. You may be asked to take a pre-employment physical at the Company expense. All jobs are offered on a conditional basis, which means you must successfully complete the the pre-employment process and there must still be openings available. No job is guaranteed until you sign a contract. A normal shift is twelve hours on and twelve hours off, seven days a week. During days of peak production, you may be asked to work additional hours at the discretion of Signature Seafoods. **There are NO guaranteed hours!**

Health: It is essential that each employee be in excellent health to endure the rigorous physical demands, long hours, and adverse working and living conditions. Emergency medical care is not immediately available and depending on the weather can be hours or days away. Only basic first aid is provided at the work site. If you are made a conditional job offer, you will be required to complete a medical questionnaire and/or take a physical at the companies expense. Any misrepresentation on the medical history form will be grounds for termination.

Work Environment: The work sites are not near towns, and have no regular mail service and no scheduled air service. Working conditions may be cold, wet, and monotonous. The job requires long hours, hard work, teamwork, and self discipline. It is important for your success and the success of the organization that you are agreeable and get along with everyone in a diverse working environment. You will be working with people of many races, religions, ages, national origins, and speaking many languages; and you are expected to interact in a positive, considerate and respectful manner. You must be able and willing to follow directions and rules and to work extremely hard to achieve production goals and product quality standards.

Length of Contract:

M/V OCEAN FRESH - The contract will begin approximately June 12th. The ending date is approximately August 28th.

Rate of Pay:

\$9.80 per hour \$14.70 OT

Entry level Processor rate is \$9.80 per hour. Overtime is paid in accordance with Federal and State of Alaska wage and hour regulations. All raises are given by your supervisor based upon performance, position, and experience.

You are required to be ready and willing to work as directed at any job that needs to be done. During peak production, work may be 7 days per week and up to 16 or more hours per day. Between production times or during slow seasons, there may be days with **NO WORK** at all. There are **NO** guaranteed hours. **There is a \$15.00 per day charge** for room and board. **Upon successfully completing your contract** you will be reimbursed **100% of the ROOM & BOARD CHARGE**.

No Alcohol! No Drugs! No Knives/Firearms! Signature Seafoods reserves the right to inspect baggage and other personal possessions at any time. Signature Seafoods has taken a decisive stand against the use of alcohol and drugs or substances by any employee, unless prescribed by a physician. We are committed to a safe work environment; consequently, any violation will be grounds for immediate termination. Any illegal activities are subject to prosecution.

Drug Tests are a pre-employment requirement. At-will, for cause, post accident and random drug testing as a continued employment requirement. If your lifestyle conflicts with this rule, please withdraw from the application process. This may also include a pre-employment physical.

If after reading this information letter you can accept these job conditons without reservations and if you are strongly motivated, physically fit and not afraid of hard work, please complete the attached application.

PLEASE VISIT OUR WEBSITE: WWW.SIGNATURESEAFOODS.COM