

Realistic Job Preview

Human Resource Vision

RoyOMartin will continue to distinguish itself as an employer of choice, resulting from a safe, committed, competent and contributing workforce. We will develop the maximum potential of each employee, strengthening individuality while growing team success. RoyOMartin is an Equal Opportunity Employer.

Safety

The safety of our employees is a core value at RoyOMartin. We believe that all accidents can be prevented and that preventing injuries is good business. Operating exposures that have injury potential must be eliminated or safeguarded by barriers or operating procedures. While the leadership team is ultimately responsible for preventing injuries, each team member is expected to accept responsibility for their personal safety, as well as the safety of their coworkers. We are also committed to training employees to work safely from new-hire orientation through ongoing job-specific safety training. Each location maintains designated safety and occupational-health professionals. In 2008, RoyOMartin's entities celebrated the best overall safety performance in history.

Work Environment

All RoyOMartin facilities are smoke free. Manufacturing plants are not climate controlled and are representative of working conditions commonly associated with other industrial workplaces. Employees working outdoors may encounter rain, wind and other elements. Good housekeeping is expected in all areas. Due to production requirements, much work is fast-paced. In all situations, employees are expected to wear appropriate personal protective equipment (PPE) and follow all safety requirements for his/her workstation. No job is so important that it cannot be performed safely.

Schedule

Most production facilities operate 24 hours a day, 365 days a year. Most production team members are required to work a 12-hour shift. Individuals must be able to work rotating shifts (including holidays) and must be available for scheduled and unscheduled overtime as conditions of employment.

Team Member Profile

Successful team members demonstrate:

- Safe work attitude
- Self-motivation
- Effective communication skills
- Strong problem-solving skills
- Attention to detail
- Passion for excellence
- Dependability (must come to work)
- Ability to work as a team member
- Eagerness to learn and grow
- Ability to work in a fast-paced environment

