

<b>Job Title:</b> Caster	<b>Date:</b> April 2020
<b>Work Grade:</b> Hourly	<b>Department:</b> RM
<b>Reporting To:</b> Rotomolding Supervisor	

**PRINCIPAL DUTIES AND RESPONSIBILITIES:**

1. Be actively engaged in all Lean Activities.
2. Maintain a clean and organized work environment by implementing 6-S principles.
3. Measure and weigh raw material.
4. Load molds with raw materials.
5. Ensure selection of proper mold part numbers including graphics and inserts.
6. Remove finished products from molds and move to secondary operations as needed.
7. Work in a safe manner at all times, especially when operating overhead cranes and mold platforms.
8. Other duties as required.

**PERFORMANCE EXPECTATIONS:** Quality, accuracy, timeliness, reliability, and thoroughness of work performed; ability to gain the trust and respect of fellow employees; ability to communicate effectively and develop good working relationships; ability to work with and through others is essential to accomplish goals and objectives of Dutchland Plastics.

**KNOWLEDGE, SKILLS AND ABILITIES:**

1. Extensive understanding of the rotational molding process. Has completed the following training classes at Dutchland Plastics
  - a. Basic Mold Care
  - b. Venting 101
  - c. Intro to materials used in Rotational molding
  - d. Mold Release. What to use and when to use it
  - e. The basics of 6-S
2. Ability to troubleshoot rotational molding situations.
3. Good organizational and communication skills.
4. Ability to use basic quality control tools and to read blueprints.

**REQUIRES SKILLS IN:** Ability to read and write, interpret orders, and understand SOPs.

**REQUIRES ABILITY TO:** Plan and organize work effectively and simultaneously; analyze problems, propose reasonable solutions, make logical decisions, carry out decisions made, and follow-up with feedback where appropriate. Ability to apply common sense understanding to carry out instructions furnished in written and oral form.

**PHYSICAL JOB REQUIREMENTS:** This is a physically demanding position; employees must possess the physical qualities necessary to perform the following job requirements: Machine Operators are continuously required to stand; walk; carry; grasp/grip; and lift up to 50 pounds. The position frequently requires the ability to reach above your head, climb, step up and down, bend/twist, push, and pull.

**WORK ENVIRONMENT:** Manufacturing plant environment with warmer temperatures near ovens.

**WORKING CONDITIONS:** Plant Environment

**ACCOMMODATIONS:** Applicants with disabilities may contact Dutchland Human Resources via telephone, fax, e-mail, and other means to request and arrange for accommodations. If you need



assistance to accommodate a disability, you may request an accommodation at any time. Please contact the Human Resources Department at 920-564-3633 or [HR@Dutchland.com](mailto:HR@Dutchland.com).

Dutchland is an Equal Opportunity Employer and uses E-Verify; satisfactory completion of a drug screen for all new hires is required.

**Physical Job Requirements and Work Environment:**

Frequency	Letter Code	Defined as
Never	N	
Infrequent	I	Up to 1 hour per day
Occasionally	O	1 to 2 hours per day
Frequently	F	2 to 5 hours per day
Continuously	C	6 + hours per day

Physical Task	Frequency	Reason for Physical Actions
Stand	C	
Sit	N	
Walk	C	
Bend/Twist	F	Bending to mold/demold
Push	F	Pushing clamps closed on molds
Pull	F	Pulling open clamps on molds
Climb (stairs, ladders)	O	Stepping on/off of oven platform
Reach	I	Reaching for molds while on hoists
Lift	C	Lifting parts under 50 lbs. out of the molds
Carry	C	Carrying parts off of the oven to the secondary areas
Grasp/Grip	C	Opening and closing mold claps
Repetitive Motions	O	Process is similar but differ with different parts
Kneel/Crawl	N	
Run	N	
Jump	N	
Rapid work speed	N	
Finger movement	I	
Other:		

**Weight Lifted**

Amount	Frequency	Reason for Action
Up to 10 pounds	C	Product, and buckets of resin

Up to 25 pounds	C	Product, and buckets of resin
Up to 50 pounds	O	Lift assist provided for parts weighing over 50 lbs.
Up to 100 pounds	N	Lift assist provided for parts weighing over 50 lbs.
More than 100 pounds	N	Lift assist provided for parts weighing over 50 lbs.

**Working Conditions/Exposures**

Condition	Frequency	Reason for Working Conditions/Exposures
Heat	C	Warmer temperatures near oven
Cold	N	
Temperature changes	N	
Humidity	C*	*Pending on outside temperature
Noise	C	Hearing protection provided
Vibration	N	
Heights	F	Fall protection provided
Confined spaces	N	
Moving objects	N	
Dust	C	Dust from resins
Dirt	N	
Fumes/Vapors/Mists	I	No harmful fumes/vapors/mists
Gases	N	
Work alone	N	
Work with others	C	
Other:		

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 Employee Name/Print

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 Employee Signature

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 Date