

SUMMERS MANUFACTURING COMPANY, INC.
POSITION DESCRIPTION

POSITION TITLE: Welder
IMMEDIATE SUPERVISOR: Fabrication/Welding Lead
SUPERVISION RESPONSIBILITIES: No

DEPARTMENT: Production
FLSA: Non-Exempt

1. GENERAL SUMMARY OF RESPONSIBILITIES:

Perform various spotting, welding, clean up and related operations as required in the construction of weldments, sub-assemblies and machine units. Work is planned and supervised by Welding Lead.

2. SPECIFIC JOB RESPONSIBILITIES:

- A. Perform all welding operations according to instructions, established procedures and simple drawings.
- B. Fit, flame cut, grind and align parts and assemble units in jigs or fixtures by clamping or holding in prescribed position.
- C. Spot weld parts, checking for fit or conformance to basic dimensions.
- D. Complete welding of parts by depositing smooth, uniform beads or spots in proper locations.
- E. Properly stack pieces on pallet.
- F. Keep an accurate count of the number of pieces spotted and welded.
- G. Detect and report faulty operation, defective material and any questionable conditions to the Welding Lead.
- H. Perform other production tasks when necessary.
- I. Keep work area clean and free from obstructions.

3. JOB SPECIFICATIONS:

- A. Education/License/Certification Requirements
 - 1. High School diploma or equivalent, required.
- B. Experience Requirements
 - 1. Knowledge of, and experience with, various shop tools, required.
 - 2. Basic mechanical ability required.

3. Minimum three (3) years manufacturing welding experience, preferred.

C. Physical Requirements

This position will involve that physical exertion found in a metal fabrication company making agricultural equipment and will include stooping, climbing, lifting and other such exertion necessary to become and remain familiar with plant type work.

1. Ability to walk and stand for long periods of time, throughout the work day, required.
2. Ability to stoop, bend and/or reach over head occasionally during the day may be required.
3. Ability to kneel or crawl occasionally during the day may be required.
4. Ability to climb and balance occasionally during the day may be required.

D. Lift and Carry Requirements

1. This position requires lifting and carrying of machine parts, weighing up to 50 lbs. in the following situations:
 - a. Lifting parts from machinery while working on a machine.
 - b. Carrying raw materials short distances, up to 50 feet.
2. This position requires frequent lifting and carrying of machine parts, weighing over 70 lbs. using hoist or forklift or hand truck.

E. Equipment/Tools Requirements

1. Ability to utilize forklift, hand truck or hoist, required. All employees must be trained and licensed before they can operate a forklift.
2. Ability to utilize tools such as hand drill, air wrench, metal grinder, etc., required.
3. Ability to utilize welding equipment including grinders, cutting torches, side cutters, etc., in a safe and efficient manner, required.

F. Environment Requirements

This position involves work inside and outside the plant, where conditions may get dusty, hot, cold, noisy and smoky and may involve exposure to some odors:

1. Ability to work around fumes and chemicals, required.
2. Ability to work around moving parts, required.

3. Ability to work outside, required.
4. Ability to work in adverse weather conditions, required.
5. Ability to work around loud noises, required. Hearing protection is mandatory in certain situations.

G. Communication Requirements

1. Excellent communication skills, required.
2. Ability to work as part of a team, required.

By accepting a position within Summers Mfg. you will become part of a team which comes with the responsibility of promoting a culture that ALL employees are accountable to. This culture is defined as:

- * Ensuring a safe workplace by always being aware of potential hazards and following all safety rules.
- * Fostering the company values in communications and decisions made every day by being respectful and promoting a team environment.
- * Accepting and Supporting the challenge to participate in the continuous improvement efforts by actively contributing in identifying and eliminating waste within the company; by identifying problems, finding solutions, and being an active participant in sustaining those solutions.
- * Smile every day!

This job description does not list all the duties of the job. Your supervisor may make an assignment of other duties or instructions from time to time.

This assignment of duties or instructions will be within your knowledge and skill base to ensure performance of the assignment in an adequate manner.

Management has the right to revise this job description at any time.

This job description is not a contract for employment, and either you or the firm may terminate employment at any time, for any reason.

JOB DESCRIPTION ACKNOWLEDGMENT

I acknowledge that I have received a copy of the updated job description for my position with Summers Manufacturing. I have read this job description (or had it read to me) and I completely understand all my job duties and responsibilities. I am able to perform the essential functions as outlined, with or without reasonable accommodation. I understand that my job may change on a temporary or regular basis according to the needs of my location or department without it being specifically included in the job description. I understand that it is my responsibility to ask my supervisor or human resources for more clarification should I have any questions about my job duties and responsibilities or require a reasonable accommodation.

I understand, and have received a copy of my updated job description.

Signed: _____ *Date:* _____

Supervisor Signature

Date

Employee or Supervisor comments:

Return this form to Human Resources.