

DATE: March 1, 2025

TO: To Whom It May Concern

SUBJECT: PRE-HIRE FACT SHEET

Badger Foundry is a producer of gray & ductile iron castings, which range from approximately 50 to 4000 pounds.

The plant is unionized and the employees are represented by the United Steel Workers, Local 63B AFL-CIO-CLC. After a 45-day working day probationary period, a \$100.00 union initiation fee is levied and monthly union dues are a percentage (%) of gross pay plus (+) 2cents (.02) per hour for each hour paid are deducted in part on a weekly basis.

The work week consists of five, eight-hour days with time and one-half being paid for hours over 40 hours per week. Two – fifteen minute breaks are allowed each shift. Shift times are six a.m. to two p.m. for 1st shift, two p.m. to ten p.m. for 2nd shift, and ten p.m. to six a.m. for 3rd shift.

Everyone starting work at the foundry is required to complete a 45 working day probationary period. During this time your work will be evaluated and a decision will be made as to your ability to perform required work. After passing probation, you will be required to join the union.

Vacation periods run from July 1 to July 1. Starting upon completion of probationary period, you will receive three (3) days of vacation. After one year of employment, you are eligible for one week of vacation. There are vacation increases throughout the years until you reach 20 years when you are eligible for 5 weeks of vacation.

The foundry annually shuts down for maintenance and vacation for 1 to 2 weeks. Normally this occurs during June through August time frame.

Holidays – ten paid holidays per year, eligible after probation is passed.

Insurance- Effective May 1, 2024 the Company will pay up to 87% of the insurance premium for either single or family coverage. Dental insurance is provided with employer paying 50% of the premium cost, eligible after passing probation. \$3200/\$6400 deductible 80%/20% co-insurance, with HRA reimbursement. \$350.00 per week sickness and accident coverage. \$40,000 group life insurance. These figures change according to labor contract terms.

A 401K savings plan is also available after eight (8) months of employment. The Company will pay 16.6% match of employee contribution up to \$416.00 per year. Also, \$.40 (40 cents) per hour of all compensated hours

Safety – must wear steel-toed shoes with metatarsal guard and safety glasses with side shields in all areas of plant. Safety equipment furnished by the company consists of department P.P.E., safety glasses, and company pays \$100.00 towards the purchase of safety toed shoes.

Starting wage as of 3/1/25 is \$23.31 Premium pay of \$.50 per hour is paid for 2nd shift employees, \$.75 for 3rd shift. The starting wage changes by labor contract.

Physical requirements for starting job includes lifting up to 50 pounds, use of sledgehammer, use of overhead hoists, grinders and chippers. Ability to read and understand process control sheets and basic mathematical concepts. The ability to work in wide temperature ranges is absolutely necessary because of the foundry use of molten metals and the radiant heat associated with casting cooling. Also, the casting knockout areas are not heated in the winter and require the ability to work in a cold atmosphere. Beginning jobs are often physically demanding, requiring strength in back and arms.

After completion of interview, you may receive a conditional job offer. The prospective employee must fill out the I-9 form along with the Badger Foundry new hire paperwork. Once completed you must pass E-verify employment eligibility and company paid physical which includes drug testing.

This fact sheet is written to answer some of the more common questions asked about our company and starting jobs. It is in no way intended to carry a promise of employment, or to, in any way, initiate or modify any company policies or management – union contractual agreements.

Please do not call us before or after your initial interview. We will contact you if we wish to continue the hiring process.