



POLICY & PROCEDURE

RAIL SITE SUPERVISOR/LOADER

Cooper Natural Resources is seeking a rail site supervisor to perform a variety of duties of loading Hydrochloric Acid into trailers. This position reports directly to the Logistics and Operations Manager.

Required Qualifications:

- Demonstrate the ability to perform the job with a combination of education and experience, (high school graduate, GED, etc.)
- Load trucks with strict adherence to all safety policies along with the use of all required personal protective equipment (PPE).
- Maintain documentation of receiving logs and coordination with administrative staff.
- Responsible for regular and daily equipment checks as directed.
- Perform manual tasks under all weather conditions.
- Maintain yard in a neat and tidy condition at all times.
- Ensure all safety equipment is on hand and working properly.
- Ability to establish and maintain an effective working relationship with associates, supervisors, and the general public.
- Communicate of all Energy Service Group quality control, work and safety procedures, and work instruction are paramount.
- Work independently and safely at all times.

Physical Demands:

Consists of sitting, standing, walking, climbing balancing kneeling crouching, working with hands and fingers. Ability to perform heavy manual labor, frequently lifting up to 75 pounds and occasionally up to 100 pounds with the assistance of applicable equipment or other employees. Ability to meet color and peripheral vision requirements. Must be able to work from heights with the assistance of proper safety equipment. Ability to work in all outdoor weather.

Cooper Natural Resources provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Cooper Natural Resources complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring,

placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training.

Cooper Natural Resources expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Cooper Natural Resources employees to perform their expected job duties is absolutely not tolerated.