



KOLBERG-PIONEER, INC.
Position Description

POSITION: PAINTER and/or SHOTBLASTER
LABOR STATUS: FULL-TIME / HOURLY / DIRECT LABOR
REPORTS TO: DEPARTMENT SUPERVISOR
REVISED: FEBRUARY 14, 2019

Basic Function

Under the direction of the Department Production Supervisor and in cooperation with the Team Leader, safely perform a variety of tasks related to the preparation, painting, and finishing details in the production process of heavy and large mechanical products, per specifications and in accordance with the production schedule, making independent decisions with minimal direct supervision given appropriate instructions. Paint systems include air-assisted airless spraying and electrostatic powder coat, using two-part urethane, epoxy, acrylic enamel, and/or other types of paints, involving a wet-on-wet painting process with two-part primer and two-part topcoat.

Duties and Responsibilities

1. Set up and operate shotblasting equipment to prepare and shotblast produced parts and/or equipment.
2. Adjust, monitor, and inspect equipment to include blast pot, hose, nozzles, air compressor, and ventilation system to ensure proper and efficient operation in accordance with manufacturer's and Company's operating procedures.
3. Prepare surfaces of manufactured parts and/or equipment for the application of protective coating. This includes referencing color sheets, work orders, and daily dispatch reports.
4. Verify routing on the work order to ensure parts or components are ready for painting.
5. Operate or use various hand, power, and air tools including brushes, scrapers, grinders/sanders, wrenches, hammer, etc.
6. Apply masking tape over parts and areas that are not to be coated.
7. Mix and prepare paint materials for use.
8. Transport and set-up parts and equipment to be painted, which can include use and operation of overhead cranes and hoists with associated rigging equipment, and a forklift.
9. Paint surfaces of produced parts and/or equipment with protective materials correctly using a spray gun and in accordance with work order specifications. This involves correctly using wet mil gauges to verify paint mils. Fill cavities and dents with putty to attain smooth surface when needed.
10. Prepare product decals and serial number plates, and affix to the products.

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Position Description for **PAINTER and/or SHOTBLASTER**, cont.

11. Keep shotblasting and painting equipment and booths operational by completing preventive maintenance requirements, follow manufacturer's instructions, troubleshoot malfunctions, call for repairs, and complete daily check sheets.
12. Assist in estimating shotblasting and/or paint requirements and inventory control of shotblasting and paint-related products and supplies. Prepare or maintain department records on supplies usage.
13. Maintain and use personal protective equipment and other safety supplies and equipment per OSHA and Company requirements.
14. Use a computer mouse to access and open/close computer documents.
15. Perform data entry in Company's ERP software.
16. Participate in production process and/or product development or improvement programs, teams, and focus groups.
17. Maintain a safe, organized, and clean working environment following the Company's 5S guidelines and Hazardous Waste Management programs.
18. Complete work tasks as necessary to meet safety, productivity, and quality specifications. Perform work to the utmost of one self's ability at all times. Continuously strive to improve one self's work-related skills, efficiency, and the quality of output.
19. Fulfill work requirements according to Company quality standards determined for the assigned work tasks, including incoming and outgoing quality checks, and other quality inspections as required. Document actions by completing production and quality forms.
20. Conserve Company resources by using time, equipment, and supplies as needed to accomplish work tasks.
21. Use Company property with care and respect, help maintain it in good working condition, and retain it on Company premises.
22. Interact with fellow employees, customers, and management in a cooperative, supportive, and courteous manner; comply with Company policies, procedures, rules, and regulations, and uphold KPI Core Values.
23. Perform or assist in other assigned duties as qualified and trained.

Essential Functions of the Job (with or without reasonable accommodation)

1. Perform work standing on concrete a minimum of 8 hours and up to 12 hours per day, and a minimum of 3 days up to 7 days per week.
2. Willingness to train/work during hours outside of regularly-scheduled core shift.
3. Flexibility to work additional hours beyond and/or consecutively with core work schedule when needed.
4. Willingness to cross-train and perform the work of any job tasks or positions within the Company as assigned, outside of, or in addition to primarily-assigned position, work area, and/or department.
5. Willingness to assist with training and mentoring co-workers.
6. Regular and reliable attendance for work, appearing on time for each scheduled work day and working all the scheduled work hours.
7. Perform work safely in accordance with all Company safety policies, procedures, and Personal Protective Equipment (PPE) requirements.

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Position Description for **PAINTER and/or SHOTBLASTER**, cont.

8. Perform work in various physical positions including standing, kneeling, squatting, bending, and reaching (temporary variances may be accommodated based on employee's primary assignment).
9. Perform work in heavy industrial setting with exposure to heat, cold, and humidity, industrial odors, fumes, gasses, chemicals, oil, grease, smoke, dust, loud noise (hearing protection provided and required), and vibration. Work involves climbing ladders and stairs, movement of heavy objects, using pneumatic tools, working with moving machinery and equipment, working near moving mechanical parts, working in cramped quarters, and working above floor level which could include high, precarious places. There is risk of electrical shock associated with this job.
10. Ability to wear the Personal Protective Equipment (PPE) required for this position, including hearing protection, safety glasses, goggles, safety boots with metatarsal guards, face shield, chemical gloves, disposable Tyvek suit, and head stocking. A respirator may also be required. Fall protection may also be required.
11. Ability to operate or use a variety of hand, power, and air tools and devices.
12. Ability to use and read a tape measure correctly.
13. Ability to understand and read printed instructional materials for guidance and specifications in order to correctly apply protective coating(s) to produced products and/or parts in an efficient manner.
14. Ability to apply common sense.
15. Must complete and maintain forklift operation certification and be able to safely operate a forklift when necessary.

Education and Experience

1. High School Diploma or General Education Degree (GED) preferred.
2. Relevant trade school or college course work desired.
3. Heavy equipment painting experience in an industrial manufacturing production environment and/or familiarity with paint spraying devices and processes preferred.
4. Experience with an airless, air-assisted paint system and/or electrostatic paint guns preferred.
5. Computer experience desired, particularly the ability to use a mouse, and locate and open/close files.

Essential Qualifications

1. Must successfully complete a pre-employment drug screening, physical, and background check, and random drug and/or alcohol screenings throughout employment.
2. Must be dependable, dedicated to completing work assignments correctly, and use time wisely.
3. Adept at problem-solving. Adaptable to new situations and challenges. Open to changes and new ideas.
4. Ability to satisfactorily work alone with reasonable and appropriate instructions, training, and supervision, and ability to work with others respectfully and professionally in a team environment.
5. Ability to communicate clearly and completely, expressing needs, and asking questions.
6. Ability to apply commonsense understanding to carry out detailed and written and/or oral instructions.
7. Ability to handle the stress that accompanies production standards and deadlines.
8. Ability to accept constructive criticism and make subsequent adjustments, and willingness to rework incorrect tasks completed by oneself or others.

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Position Description for **PAINTER and/or SHOTBLASTER**, cont.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is continually required to talk and hear. The employee frequently is required to communicate and exchange accurate information. The employee frequently is required to walk; stand; sit; use foot/feet; use hand/foot controls; use both hands to finger, handle, feel, grip, or drive; use fine finger ability; use wrist motion; reach above/below shoulders; reach and carry with hands and arms; step up/down, climb or balance; and bend/stoop, twist, squat/crouch, kneel, or crawl. The employee occasionally will work outside the facility, encounter uneven or slippery surfaces, or work in wet conditions. Specific vision abilities include close vision, distant vision, color vision, peripheral vision, depth perception, ability to adjust focus, and hand-eye coordination.

Primary work assignment will require employees to frequently push/pull/lift from the floor to the table, and lift from table to shoulder level, up to 45 pounds. Employees may occasionally push/pull/lift below or above shoulder level greater than 45 pounds if they are physically able to do so safely. Employees are encouraged to use caution at all times when pushing/pulling/lifting. Please consider the size, shape, weight of the object to be pushed/pulled/lifted, the path and the distance you must travel along with your own physical ability. If necessary, please seek assistance with pushing/pulling/lifting tasks. Employees should never lift more than they are physically able to handle safely.

Additional Qualifications with Appropriate and Reasonable Training Time:

Painter WG-2 (Entry-level): Must be able to perform all work tasks including surface preparation, priming, and painting in a proper, standard, and consistent manner. Must be able to do general assembly work and use basic hand tools. Has some blueprint reading skills and able to read work orders. Need to be able to read a tape measure to 1/16 of an inch. Must be able to operate overhead hoists safely, as well as select proper rigging required to move parts when needed. Must be able to safely operate forklift and be able to operate Skyjack and/or manlift safely to reach elevated areas during the painting process.

Painter WG-3: Meets all requirements for Wage Group 2. Must have two years of painting experience in Paint Department. Understands the basics of our ever-changing production schedule and how it correlates with our work center dispatches. Must be able to read and work with work orders properly. Displays appropriate Company ERP system knowledge and skills, and the ability to be a project leader, train others, and lead 2-3 others to accomplish the goal. Must be able to work with, mentor, and train a variety of different personalities and skill sets. Proficiently cross-trained in multiple Company work areas.

This description is intended as a guide only. The listed duties may be changed at the discretion of the incumbent's supervisor.