FRANCIS
MANUFACTURING COMPANY
- Manufacturer of Aluminum Castings -

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POSITION INFORMATION

New hires typically begin employment at the "shake out" position. Shake out associates are "molders helpers" in the foundry area and work closely with the molder to assist them with creating a structurally sound sand mold and are responsible for unearthing castings from the mold after molten aluminum has been poured and solidified. After adequate training, shake out associates are provided with advancement opportunities to transition over to our "pour off" or "mold" positions. Our foundry area is where castings are created and is the heart of our business. All quality castings begin with sound foundry practices. Periodically, there may be open positions available on second shift for grinders in our Grind Department.

COMPANY INFORMATION

Francis Manufacturing Company is interested in people who care about what they do and take pride in their work. We are a family-owned business and have been in operation since 1946. We continue to be known as a company who provides high quality aluminum sand castings, with on-time deliveries, and at reasonable prices to our customers. At Francis Manufacturing Company, we have one of the cleanest foundry facilities in the United States and provide castings to a wide range of customers in various industries. We welcome all those who desire to work for a successful company that can provide steady, meaningful work and are interested in providing high quality workmanship.

BENEFITS

- **Excellent Wages & Benefits** – starting at $23.00/hour & up with $.25 increase every 4 weeks with staffing agency, $.50 every 4 weeks upon hire into FMC. Top payrate varies by position; between $25.60+/hour to $30.00+/hour
- **Shift Premiums** – for those on night/second shift (grinding room only), shift bonus premium of $.80/hour
- **Weekly Production Bonus**
- **Holiday Pay** – 8 paid holidays per year
- **Vacation Pay** – eligible after first 30 days of FMC employment
- **Profit Sharing Retirement Plan** – 100% company-funded. 15% of gross wages to those who qualify
- **Medical/Prescription/HRA/Dental/Vision benefits** – great benefit package with reasonable contribution levels
- **Company paid Life/AD&D Insurance, company-provided disability leave benefits**
- **Safety Program**
- **On the job training, no experience necessary**

WHAT WE OFFER

- Steady Employment
- Safe Working Conditions
- Overtime Opportunity
- Fair Treatment
- Valued Benefits
- Advancement Opportunities