



The science behind the solutions.

## EMPLOYMENT FACT SHEET

Momentive Performance Materials  
260 Hudson River Road  
Waterford, NY 12188

### CHEMICAL OPERATOR

Momentive Performance Materials seeks chemical plant operators. Excellent wage & benefits. HS diploma or GED required. 2 Yrs mfg/industrial or chemical experience preferred. Continuous shift. Req'd to work evenings & W/E's. Women & minorities are encouraged to apply. EOE.

#### CHEMICAL OPERATIONS

Chemical Operator and Site Services Laborer

#### EDUCATION

High School Diploma or GED required.  
Applicant must pass a Skills Test (writing / reading/ mathematics) and a Pre-Employment Basic Competency Course and Test.

#### WORK EXPERIENCE

Preferred:

- Two years steady work experience in a manufacturing / industrial environment.
- Shift work experience
- Chemical knowledge/experience
- Post high school education/training
- Strong mechanical skills

#### CONDITIONS

Working conditions are typical of large industrial/chemical plant environment. Moderate physical effort. May work with hazardous chemicals.

#### WORK SCHEDULES

Continuous shift:

7 consecutive days, 1 day off (starts on Friday)

7 consecutive afternoons, 3 days off (starts on Saturday)

7 consecutive midnights, 3 days off (starts on Tuesday)

Cycle begins again

One weekend off per month – Must work holidays if within scheduled work week.

#### TRAINING

New hires will receive classroom training during their first two weeks of employment and other relevant training upon placement in the work area.

#### BENEFITS

Full benefit package (Pension, 401K, Medical, Dental, Flexible Spending Account, Educational Assistance).

#### TRANSPORTATION

Must drive own vehicle or be driven or car pool to plant. No public transportation is available on back shifts. Due to rotating shift schedules, it is preferred that employees have reliable access to a

vehicle.

## SELECTION PROCESS

### **1. Interview Screen:**

Momentive Performance Materials personnel will screen applicants for qualifications.

### **2. Operator Assessment/Basic Skills Test:**

Applicants that meet the work experience criteria will be asked to take the Operator Skills Test. The applicant must successfully complete the Operator Skills Test that is typically an evaluation of the candidate's writing, reading and mathematical skills.

### **3. Interview at Momentive Performance Materials:**

Those candidates that successfully complete the above requirements will be invited to Momentive for a half hour on-site panel interview.

### **4. Pre-Employment Course:**

Candidates that successfully complete all of the above will then take part in a basic chemistry pre-employment course at Momentive. The course is on the candidate's own time, there is no compensation from the Company. This course consists of a review of chemical operations, basic plant science and instrumentation and control. A test will be administered an evening the week following the course. The passing grade is 80.

## EMPLOYMENT POOL

Upon satisfactory completion of all of the above criteria, candidates will be **eligible** for a job offer at Momentive. Eligible hires are placed in an employment pool (for up to one year) to be considered for a job offer as suitable openings become available. **Being placed in the job pool is not a guarantee of employment.**

Following an offer of employment, the below applies:

### **PHYSICAL**

Individual will be required to undergo an extensive medical exam, including drug screen and physical fitness evaluation. Men are to be clean-shaven due to our Respiratory Protection Policy.

### **BACKGROUND CHECK**

Background checks will be completed on all potential new hires that have been offered employment. Investigations will include a review of prior employment record, education and criminal court records.

### **PAY RATE**

Chemical Operator has a rate of \$14.86 per hour.  
Site Services Laborer has a pay rate of \$14.35 per hour.



**MOMENTIVE**  
performance materials

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[www.momentive.com](http://www.momentive.com)