MILLER POULTRY

Evisceration Employee
Job Description

Department: First Processing

Job Status: Full Time

Reports To: 1st Processing Supervisor

Grade/Level: High School Graduate (or equivalent) preferred

Work Schedule:
Monday-Friday 5:00 AM - 3:00 PM (Varies)
Some Saturday's req.

POSITION SUMMARY
Work in a slaughtering establishment performing precision functions involving the preparation of chicken. Work may include specialized slaughtering tasks and cutting premium cuts of chicken for further processing.

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)
- Cut, trim, skin, sort, and remove viscera of slaughtered chicken to separate edible portions from offal.
- Trim carcases of slaughtered chickens.
- Tend assembly lines, performing a few of the many cuts needed to process a carcass.
- Hang birds
- Trim and sever or remove parts of chicken.
- Understand and follow plant GMP's
- Follow all plant rules
- Understand our reconditioning procedures
- Know how to correctly follow Standard Operating Procedures
- Be able to correctly label salvage parts, gizzards, and livers
- Follow proper hygiene practices
- Know and understand our animal welfare policy
- Know Miller Poultry emergency evacuation procedure
- Properly report any injuries or illnesses while working
- Know and follow knife safety policy
- Follow proper stacking guidelines for salvage tubs

POSITION QUALIFICATIONS

Competency Statement(s)
- Adaptability - Ability to adapt to change in the workplace.
- Diversity Oriented - Ability to work effectively with people regardless of their age, gender, race, ethnicity, religion, or job type.
Energetic - Ability to work at a sustained pace and produce quality work.
Honesty / Integrity - Ability to be truthful and be seen as credible in the workplace.
Initiative - Ability to make decisions or take actions to solve a problem or reach a goal.
Reliability - The trait of being dependable and trustworthy.
Responsible - Ability to be held accountable or answerable for one’s conduct.
Safety Awareness - Ability to identify and correct conditions that affect employee safety.
Tolerance - Ability to work successfully with a variety of people without making judgments.
Working Under Pressure - Ability to complete assigned tasks under stressful situations.

**SKILLS & ABILITIES**

**Experience:** No prior experience necessary

<table>
<thead>
<tr>
<th>Physical Demands</th>
<th>Lift/Carry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stand</td>
<td>C (Constantly)</td>
</tr>
<tr>
<td>Walk</td>
<td>F (Frequently)</td>
</tr>
<tr>
<td>Sit</td>
<td>N (Not Applicable)</td>
</tr>
<tr>
<td>Handling / Fingering</td>
<td>C (Constantly)</td>
</tr>
<tr>
<td>Reach Outward</td>
<td>F (Frequently)</td>
</tr>
<tr>
<td>Reach Above Shoulder</td>
<td>O (Occasionally)</td>
</tr>
<tr>
<td>Climb</td>
<td>N (Not Applicable)</td>
</tr>
<tr>
<td>Crawl</td>
<td>N (Not Applicable)</td>
</tr>
<tr>
<td>Squat or Kneel</td>
<td>N (Not Applicable)</td>
</tr>
<tr>
<td>Bend</td>
<td>O (Occasionally)</td>
</tr>
</tbody>
</table>

N (Not Applicable) Activity is not applicable to this occupation.
O (Occasionally) Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)
F (Frequently) Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)
C (Constantly) Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

**Other Physical Requirements**

Vision (Near, Distance, Color) 
Ability to wear Personal Protective Equipment (PPE) (bump cap, safety glasses, earplugs, cut glove, chain glove)

**WORK ENVIRONMENT**

Temperatures vary from cold to very hot depending on the seasons. Wet and damp. Strong odor of chlorine. Loud machinery.

Human Resources: ________________________________ Date:____________

Employee Signature:______________________________ Date: __________

Employee Print: ________________________________

Translator: ________________________________ Date: __________

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.