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|------------------------|----------------------------------|----------------------|-----------------------------|
| Position: | Warehouse Associate - Day | Department: | Day Warehouse |
| Classification: | Non-Exempt/Hourly | Reports To: | Warehouse Supervisor |
| Date Created: | 5/11/2012 | Last Revised: | 5/9/2023 |

Job Overview:

The Warehouse Associate – Day Shift position, under the supervision of the Warehouse Supervisor, is responsible for performing any and all warehousing functions including, but not limited to the following: receiving, unloading, sorting, replenishing, dock clerk, pulling and loading freight, picking orders, replenishment of product, loading pallets, building and wrapping pallets. Specific areas of specialty may also apply. Warehouse Associates will also complete general warehouse and housekeeping tasks as necessary or required.

Essential Functions:

1. Receives, unloads, sorts, replenishes, pulls and loads freight.
2. Accurately handles freight to maintain warehouse management system data integrity.
3. Safely handles product in compliance with Ginsberg's Foods Food Safety Program.
4. Minimizes freight damage and waste to maximize product quality control.
5. Maintains a safe, organized and clean workplace throughout every scheduled shift.
6. Complies with company, warehouse and food safety rules at all times.
7. Practices a "Clean As You Go" approach to their work by working cleanly to maintain an inspection-ready facility at all times.
8. Sorts pallets, bins, trash, cardboard and plastic into appropriate locations.

Additional Responsibilities:

1. Supports the functions of the Dock Clerk when necessary.
2. Cross-trained to support all functions of the position.
3. Uses an automated voice pick system to pick orders from the Dry, Cooler and Freezer sections of the warehouse.
4. Replenishes product in the appropriate pick slots.
5. Loads pallets of product onto trucks using warehouse rolling stock.
6. Builds and wraps pallets in a manner that allows for safe transport of the product.
7. Other duties as assigned by the Warehouse Supervisor or other company leadership.

Knowledge, Skills, and Abilities:

1. Ability to use sound judgment and maturity when dealing with unexpected issues.
2. Ability to perform multiple tasks in a fast-paced, team-driven work environment
3. Ability to follow written and verbal instructions.
4. Ability to understand documented best practices and operate according to the same.
5. Ability to perform all job functions in various temperatures, including subzero temperatures.
6. Ability to attain established productivity standards for each function.
7. Ability to observe all safety, product handling and security guidelines and participate in the daily stretching program.
8. Ability to lift/move 80 pounds of product.
9. Ability to satisfactorily complete ongoing training requirements.
10. Basic computer knowledge highly desirable.
11. Possesses a customer service, team-oriented attitude.
12. Good organizational abilities, follow-up skills, and attention to details both in their work and when communicating with the team.
13. Strong English language aptitude, including the ability to communicate effectively verbally and in writing.
14. Punctual and dependable.
15. Courteous and tactful.

Education/Experience (Preferred Minimum Qualifications):

1. Possession of a High School Diploma/GED

Licenses/Certifications/Special Requirements:

1. OSHA Forklift Certification required or must be able to obtain.
2. Must be able to pass a pre-employment drug screen.
3. Subject to random and reasonable suspicion drug testing.
4. Subject to a pre-employment background check.

Physical Requirements:

| Requirement | 8 Hour Schedule | 10 Hour Schedule | As % of Time |
|--------------|-----------------|------------------|--------------------|
| Limited | 0 – 1 hour | 0 – 1 hour | Less than 1% |
| Occasionally | 1 – 2 hours | 1 – 2.5 hours | Equals 1% to 25% |
| Frequently | 3 – 4 hours | 2.6 – 5 hours | Equals 26% to 50% |
| Repeatedly | 5 – 6 hours | 5.1 – 7.5 hours | Equals 51% to 75% |
| Continuously | 7+ hours | 7.6 + hours | Equals 76% to 100% |

| Activity | Duration |
|---|---------------------|
| <i>Sustained Postures</i> | |
| Sit: | <i>Limited</i> |
| Stand: | <i>Continuously</i> |
| Walk: | <i>Frequently</i> |
| <i>Intermittent Activity</i> | |
| Bend: | <i>Repeatedly</i> |
| Kneel/Squat: maybe limited | <i>Frequently</i> |
| Climb Stairs: | <i>Limited</i> |
| Crawling: | <i>Limited</i> |
| Overhead Reach: | <i>Frequently</i> |
| Typing/Keyboard | <i>Limited</i> |
| Vehicle Operation: | <i>Continuously</i> |
| PPE/Special Clothing: (boots, gloves, etc) | <i>Continuously</i> |

| Activity | Duration |
|---|---------------------|
| <i>Repetitive Use of Hands/Wrists</i> | |
| Grasp: | <i>Continuously</i> |
| Push/Pull: | <i>Continuously</i> |
| Fine Manipulation: | <i>Continuously</i> |
| <i>Material Handling</i> | |
| | <i>lbs.</i> |
| Lift: | <i>0 - 80</i> |
| Carry: | <i>0 - 80</i> |
| Push: | <i>0 - 80</i> |
| Pull: | <i>0 - 80</i> |
| <i>Miscellaneous</i> | |
| Exposure to Heights: | <i>Frequently</i> |
| Exposure to Packaged Chemicals*: | <i>Frequently</i> |
| Exposure to Temperature Contrasts: | <i>Continuously</i> |

*MSDS available for all chemicals handled.