



## “What’s it like to work as a production or maintenance team member at RoyOMartin?”

We are often asked this question, and the answer may vary slightly, depending on the type of facility. What we can offer you, as a potential employee, is lots of opportunity for growth and development. **Great starts here.**

### Safety

Employee safety and wellbeing is RoyOMartin’s #1 priority. Through our “I Believe in Zero” philosophy, we believe that all accidents can be prevented. Our team members are trained to work safely, from new-hire orientation through ongoing job-specific safety training, and each location has designated safety and occupational-health professionals.

### Work Environment

Manufacturing is a highly technical and fast-paced industry, requiring a constant focus on safety and housekeeping. Like similar workplaces, our manufacturing plants are not climate controlled. As such, team members working outdoors may encounter rain, wind, and other elements. As part of our commitment to employee wellness, all RoyOMartin facilities are tobacco free.

### Schedule

Our production facilities operate 24/7, with most maintenance team members working 12-hour shifts that begin at 7 a.m. (days) and 7 p.m. (nights). Individuals must be able to work rotating shifts (including nights, weekends, and some holidays) and be available for scheduled and unscheduled overtime as conditions of employment. Shift schedules like ours, with a 2-2-3 rotation, offer a work/life balance. Team members have 14 days off with every 28-day rotation and a 3-day weekend every other week. Four shifts ensure 24/7 coverage.

Sample Shift Schedule

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Days	Days	Off	Off	Days	Days	Days	Off	Off	Days	Days	Off	Off	Off
Day	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Nights	Nights	Off	Off	Nights	Nights	Nights	Off	Off	Nights	Nights	Off	Off	Off

Days  
 Nights  
X Off

# Production & Maintenance Preview

## Ready for a career you’ll love?

You deserve a place where talent is recognized and rewarded. When your strengths meet our opportunities, great things can happen. We’re now hiring team members who meet the below criteria. If you have what it takes, let’s talk.

- Commitment to safety
- Eagerness to learn and grow
- Excellent interpersonal communication skills
- Self-motivation with a sense of urgency
- Ability to work independently, as well as with a team
- Ability to prioritize and multitask
- Dependability (must come to work)
- Ability to grasp complex quickly
- Problem-solving skills
- Detail orientation
- Willingness to work rotating shifts



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