



## Job Posting Full-Time Retail Associate Positions

Schmidt's Meat Market, located in Nicollet, is just 15 minutes from Mankato, New Ulm and St. Peter. Schmidt's is Southern Minnesota's largest and most complete meat center that has been serving the area since 1947. We are looking for motivated and energetic people to fill Full-Time Retail Associate positions. If you're looking for a position that offers a fast-paced environment with lots of variety and customer interaction, this is the job for you.

Our store hours are 7:30 a.m. to 5:30 p.m. Monday – Friday and 7:30 a.m. to 4:30 p.m. on Saturdays. We require all our employees to work a minimum of every 3<sup>rd</sup> Saturday. (There is clean up after the store closes, but most are clocked out by 5:30 p.m.) We are closed on Sundays. Note that during the months of November and December (our busy season), there is opportunity to work on Sundays as well. Our full-time retail staff works split shifts, working 7:30 a.m. to 4:00 p.m. or 9:00 a.m. to close. The split shift rotates weekly.

### Responsibilities:

- Customer Service – assisting customers at the counter and on the phone.
- Stocking – filling bunkers, freezers and shelves with product.
- Filling Special Order Requests
- Other responsibilities as assigned.

### Skills Needed:

- Excellent customer service skills – polite, friendly, knowledgeable
- Self-motivated and solution oriented
- Ability to communicate effectively with others and convey enthusiasm
- Ability to work well with others (team player)
- Ability to lift 50 pounds
- Ability to be on your feet 8 to 10 hours a day
- Ability to use a calculator
- Ability to use a cash register
- Ability to count back money

### Pay Rate:

Starting at **\$18.50** per hour or more depending on experience.

### Full-Time Benefits:

- Medical Insurance through PreferredOne – **Company pays 80% of employee premium and 50% of dependents' premiums** for base plan
  - The Medical Insurance includes a Health Savings Account – **Company contributes \$600.00 per year** (\$150.00 per quarter) to the account
- Dental Benefits – **Company pays 80% of employee premium; 50% of dependents' premiums**
- Vision Benefits – a plan is offered; employee pays premium
- 401(k) Retirement Plan – must be 21 years old.

- **Company contributes 3% of the employee's earnings** every pay period following the probationary period
- **Profit Sharing Plan** – must be 21 years old, completed 1,000 hours in the current plan year and must be employed on December 31<sup>st</sup>. Vesting is 20% per year.
- Paid Vacation – **10 days per year**. New employees accrue .2 days for each week worked starting with their first week following the probationary period
- Paid Sick Time – **7 days per year**. New employees accrue .14 days for each week worked starting with their first week following the probationary period
- Paid Birthday
- Paid Holidays – **6 major holidays** (New Year's Day, Memorial Day, Independence Day, Thanksgiving Day and Christmas Day)
- High Season Bonus – November and December – based on number of hours worked (minimum of 150 hours per calendar quarter), extraordinary work and effort and support to other aspects of the business.
- Employee Purchase Program – **15% discount** (starts first day of employment)
- Accidental Death & Dismemberment (AD&D) Plan
- \$50,000 Term Life Insurance Policy
- Supplemental Insurance – employees may purchase their own benefits via a cafeteria plan through AFLAC – must work a minimum of 24 hours per week

If interested, please apply online, in person at Schmidt's Meat Market (319 Pine Street in Nicollet) or contact Mark Gudmundson at 507-232-3438.