



## Job Description

### Full-Time Retail Associate Positions

#### Who we are:

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. on Saturdays.) We are closed on Sundays. Note that during the months of November and December (our busy season), there is the 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.

#### Why you'll love working here:

At Schmidt's Meat Market, you'll find a team of hard-working, energetic and helpful people. They pride themselves on the exceptional service they provide to our customers and are eager to sell the unique and widely popular products that we make. Managers and owners not only manage, you will often find them working alongside you.

#### Typical Day in the life

As a Retail Associate a typical day will always include helping our customers. They are our number one priority. When not helping customers, you will fill the bunker and freezers, price product, fill special order requests and a variety of other tasks. There is a wide variety of responsibilities that make for a day that is far from routine and there is never a shortage of something to do.

#### The skills we are looking for include the following:

- Excellent customer service skills – polite and friendly.
- 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 Point of Sale system
- 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 – **Company pays 80% of employee premium; 50% of dependents' premiums.**
  - 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.
- Accidental Death & Dismemberment (AD&D) Plan
- Life Insurance Policy
- Paid Vacation – **10 days per year** (increases to 3 weeks upon tenure). 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)
- 401(k) Retirement Plan – must be 21 years old.
  - **The Company matches 3% of the employee's earnings** every pay period following the probationary period.
  - **Profit Sharing Plan** – benefit is for eligible employees.
- **Bonus** paid to eligible employees at year end.
- Employee Purchase Program – **15% discount** (starts first day of employment)
- Supplemental Insurance – employees may opt in via a cafeteria plan through AFLAC.

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.