

NOTICE OF JOB OPPORTUNITY

SEED PLANT WORKER / MILL OPERATOR GARY, MN

Soyko International, Inc. in Gary, MN, seeks 7 Seed Plant Worker / Mill Operators for temporary, full-time employment (10/01/2026 to 07/31/2027). Duties: Workers will work at Soyko International, Inc.'s soybean cleaning, conditioning, and shipping facility. The facility receives cleans and conditions soybeans and ships them to wholesale and retail customers on trucks. Workers will perform the following duties: Clean and load soybean seed-cleaning equipment, including Grain Receiving Identity Preserve (IP) Storage Bins, destoner, Harada Belt Sorter, VDMC, Color Sorter, magnetic sorting system. Monitor operation of the soybean-cleaning equipment, mentioned above, to ensure that soybean products are cleaned and sorted based on size, shape, weight, density, and color. Ensure quality of soybean product (discard discolored, stained, or split beans). Load customer trucks with soybean and soybean-seed orders. Unload incoming trucks. Load truck containers. Ensure that all trucks are labeled with the correct contents (seeds or soybeans, and type of product). Weigh all trucks and label appropriately and correctly with type of product. Keep inventory of product that is in bins and keep inventory-tracking white boards up-to-date and accurate. Report inventory of product to office personnel on a daily basis. Package product according to customer specifications. Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment. Keep all work areas in a clean and organized condition. Clean equipment, mentioned above, thoroughly when switching varieties of soybeans. Work in a manner consistent with "Quality and Customer First." Perform any other duty or assignment as may be assigned by the supervisor.

35+ hours/week. 8-hour shifts between 8:00 am and 5:00 pm. 5 days per week, Mon-Fri. May work more than the guaranteed hours. May work overtime. OT varies and must be pre-approved.

No formal education, training or experience required. On-the-job training will be provided.

Must be able to speak basic English to take instructions from supervisor and communicate with employees. Must be able to conduct simple math problems to count and report on inventory and to label products. Able to read and write English well enough to read and understand process instructions, work orders, and other paperwork. Physically capable of loading and unloading pallets, trucks, bins, etc. Able to operate the forklift trucks. Have general knowledge of or willingness to learn seed processing methods and procedures. Able to present at least three job references. Able to lift 100 pounds. Have excellent eyesight and depth perception. Have basic mechanical ability to troubleshoot production problems or be willing to be trained in this area.

Work is primarily performed in the plant that is subject to extremes of heat in summer and extreme cold in winter, including freeze. There will be exposure to dust and high noise levels. There may be exposure to hazardous materials as well as potentially dangerous mechanical equipment.

\$23.54/hr; O/T \$35.31/hr. Workers will be paid no less than the wage listed. Employer may pay higher wage rates to workers based on seniority with employer and level of skill. Overtime hours may vary.

Depending on work conditions, the employer may offer workers performing certain tasks during certain periods of the season an opportunity to earn an incentive bonus over and above the guaranteed rate of pay set forth above. If offered, such incentive bonuses will be based on the quantity and quality of work performed and offered to all workers working on the activity(ies) and during the time period(s) when such

incentive bonuses are offered. If an incentive bonus is offered, the fact that the bonus is to be offered and the manner in which the bonus will be determined, will be explained to all affected workers before the start of any work period or activity subject to such a bonus. Incentive bonuses are offered at the sole discretion of the employer, and no bonus or opportunity to earn a bonus is promised or guaranteed.

Effective January 1, 2024, per MN State Statute, an employee will earn one hour of paid sick and safe time for every 30 hours worked, up to at least 48 hours of accrued Earned Sick and Safe Time (ESST) per year, provided the employee works a minimum of 80 hours in a calendar year.

Employer assurances pursuant to 20 CFR 655.20:

- Single work week used in computing wages due.
- Wages paid bi-weekly.
- Work tools, supplies & equipment provided without cost to employee.
- Employer will make all deductions from the worker's paycheck required by law and any non-legally required payroll deductions permitted under the law and requested by Employee.
- Employer will arrange & pay directly for transportation & subsistence from place of recruitment to place of work. Employer will issue reimbursement within the first workweek when required to meet FLSA minimum wage obligations. Upon completion of the work contract or where the worker is dismissed earlier, if the worker has no immediately subsequent H-2B employment, the employer will provide or pay for worker's reasonable costs of return transportation & subsistence back home or to the place the worker originally departed to work. The amount of transportation payment or reimbursement will be equal to the most economical & reasonable common carrier for the distances involved. Daily subsistence will be provided at a rate of at least \$16.78 per day during travel to a maximum of \$68.00 per day with receipts.
- Employer will reimburse worker in the first work week for all visa, visa processing, border crossing & related fees, incl. those mandated by the government (excluding passport fees).
- The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period.

This position is being posted in connection with a future application for H-2B workers.

Application Process: Contact the nearest office of MN CareerForce Location, 110 N Ash St, Crookston, MN 56716, (218) 281-4522 and reference: "H-2B Soyko International, Inc. Seed Plant Worker / Mill Operator." Contact mary.garcia@state.mn.us or 651-259-7513 or Soyko International, Inc. at (218) 356-8214, office@soykointernational.com or <http://www.soykointernational.com>.

NOTICE OF JOB OPPORTUNITY

Physical Posting

EMPLOYER TO COMPLETE, SIGN AND DATE ON LAST DATE OF POSTING

This notice has been posted at the following two conspicuous locations where we customarily use the means for notices to employees about terms and conditions of employment at 2493 380th Street, Gary, MN, 56545 for fifteen consecutive business days from August 14, 2026 through September 3, 2026:

- 1)
- 2)

[Name], [Title]

Date (last date of posting)

NOTICE OF JOB OPPORTUNITY

Website Posting

EMPLOYER TO COMPLETE, SIGN AND DATE ON LAST DATE OF POSTING

This notice has been posted on J&J Corporation, Inc.'s website at:
<http://www.soykointernational.com> where we customarily use the means for notices to employees about terms and conditions of employment, for fifteen consecutive business days from August 14, 2026 through September 3, 2026.

[Name], [Title]

Date (last date of posting)