



JOB POSTING **CONDUCTOR**

Job Summary:

Conductors are responsible for the safe operations of trains and moving cars in a safe and timely manner that responds to the customer's needs. Place cars to facilitate loading and unloading and the makeup and breakdown on trains in a rail yard, industrial plant or similar location.

Primary Responsibilities

- Ensure compliance with all train orders, signals and railroad rules and regulations for safety, operations and the federal Railroad Administration (FRA)
- Review instructions from dispatchers and general managers and discuss with locomotive engineer and train crew
- Inspect all equipment on cars prior to departures
- Receive and transmit information by radio
- Read and understand bulletins, work orders and switch lists
- Assist and instruct train crews to couple uncouple cars, operate switches
- Work with customers to ensure accurate movement and placement of cars
- Maintain awareness of surrounding area and suspicious activity to ensure rail safety
- Comprehend color signals and systems
- Quickly respond (with hand, finger or foot) to visual symbols, signals or displays (sound, light, picture, etc.)
- Perform any other duties as assigned

Pay Rate

TBD

Minimum Qualifications

- High School Diploma (GED)
- 18 years of age or older
- Valid Driver's License
- No driving violations involving alcohol or drugs within the past 3 years

Preferred Qualifications

- Outside work experience
- CDL endorsement
- Experience operating heavy equipment (backhoe, boom truck, etc.)

Physical Requirements

- Medium to heavy work, lifting up to 50 pounds occasionally
- Reach/handle/finger/feel
- Stoop/bend/kneel/crouch/balance/climb
- Work in cramped, confined, enclosed or awkward places
- Ride on the outside of rail equipment for long periods of time
- Walk long distances over uneven terrain
- Demonstrate auditory and visual acuity

ADRIAN & BLISSFIELD RAIL ROAD COMPANY

JOB POSTING

Employment Conditions

- Work safely to prevent on the job accidents and injuries
- Wear protective equipment including, but not limited to, hearing protection, safety-toe boots, and safety glasses
- Must be able to report to work safely within two hours' notice
- Complete annual training and pass safety rules examination and any other position specific mandated training and testing
- Federal regulations require random testing for drugs and/or alcohol
- Must pass all required assessments
- Must pass a background screening
- Advance to Locomotive Engineer when required

Environmental Conditions

Work outside in all weather conditions.

Safety Commitment

Safety is a way of life at ADBF and it encompasses every aspect of company operations. Our policies were put in place to ensure the safety of all of our employees and the communities that we serve. ADBF works with the goal of preventing accidents and injuries. When a company puts safety first, everyone benefits: the employees and their families, and our customers and the communities where we work.

SAFETY IS ALWAYS THE RIGHT THING TO DO!

This is a safety sensitive position, and as such, the candidate selected for this position must successfully complete a physical as well as a drug test. The Adrian & Blissfield Rail Road Company's Policy is ZERO TOLERANCE FOR ALCOHOL OR SUBSTANCE ABUSE.

Benefits

- Employees are eligible for a comprehensive benefits package. Medical and dental insurance is offered for the employee, his/her spouse and eligible dependents. There is a benefits co-pay required for this package. Co-pay amounts are listed in the current Benefits Handbook and are subject to annual change.
- ADBF offers the employee the opportunity to participate in its 401(k) program; ADBF's match rate will be discussed at time of hire.
- Employees are subject to Railroad Retirement taxes paid at a rate equivalent to Social Security tax plus an additional percentage as computed by the Railroad Retirement Board. Employees are also covered by Railroad Retirement sickness and disability benefits, and following completion of the service requirement, employees will be eligible for Railroad Retirement pension benefits.

Reporting Location:

This position will require work on our various railroad lines located in and around south-eastern/south-central Michigan. Selected candidates, should they accept an offer of employment from ADBF, will likely have to relocate to accommodate the requirements of their new position.

This job description is not intended to be a complete list of all duties and responsibilities required for the position and, as such, are subject to review and change at any time in accordance with the needs of ADBF. Since no job description can detail all duties and responsibilities that may be required from time to time in the performance of the position, duties that may be inherent in a position shall also be considered part of the position holder's responsibility. Nothing in this job posting creates an employment contract.