



# CAST7

*At **CAST7**, our employees are our greatest assets. As such, we believe in providing a **competitive, high quality, and affordable benefits package** in a stimulant and safe work environment*

## WHO WE ARE

Mined materials are the backbone of our modern world, providing the raw materials necessary for countless essential goods and services that we rely on every day. From the roads we drive on, to the hospitals we depend on for healthcare, to the homes we live in and the gadgets we use to stay connected, mined materials make it all possible.

And at the heart of this vital industry stands Group M7, a true leader in the processing of natural resources with its 4 business units, including us at Cast7. With a passionate commitment to innovation and sustainability, we play a key role in bringing these valuable materials from the earth to the factories and workshops where they're transformed into the products, we all depend on.

From the skilled engineers and geologists who explore new deposits and design innovative extraction techniques, to the dedicated workers who operate the heavy machinery and refine the raw ores into usable materials, we are a force to be reckoned with in the world of mining and resource processing.

With a keen eye for efficiency and a deep understanding of the complexities of the mining industry, we are constantly pushing the boundaries of what's possible in this crucial field. And with unwavering commitment to ethical practices and environmental stewardship, we work hard at setting an example for the rest of the industry to follow.

So, the next time you drive on a smooth, well-maintained road, or turn on your computer to connect with friends and family across town, the state, the country and even the world, remember the vital role that mined materials and us, at Cast7 and Group M7, play in making it all possible.

**It's a story of passion, dedication, and innovation.**

## HOW ABOUT BECOMING PART OF IT ?

### What we offer

#### Career Growth

We create a variety of career paths that facilitate movement up and through the organization.

#### Meaningful work

We develop job rotation options.

#### Appreciation

We show appreciation, and we recognize the good work/attitude.

#### Work-Life Balance

We offer a range of programs and practices that support our employees' personal needs.

#### Strong leaders

We employ approachable leaders who provide many opportunities to interact with employees at all levels and areas of the organization.

#### Fairness

We survey salary and wages against competitor, industry, and regional benchmarks to ensure that the total compensation is at or above market averages.

#### Transparency

We share industry news, organizational updates, etc. with employees before the information is shared externally.

#### Positive Reputation

We keep our promises to all stakeholders and get in front of issues early, openly, and honestly.



## BENEFITS AT A GLANCE

### Starting Salary

\$18 hr/paid bi-weekly.

Employees who regularly work a minimum of 40 hours per week are eligible for group insurance benefits the month after 60 days on the Cast7 payroll.

### Medical

Cast7 offers two medical plans to choose from – one High Deductible plan (with an HSA account) and one Traditional plan. The plans are administered by Medica. Coverage options include Employee Only, Employee + Spouse or Child (ren), and Employee + Family.

### Dental

A voluntary plan is available through Ameritas. Coverage options include Employee Only, Employee + Spouse or Child(ren), and Employee + Family. Pediatric dental (18 and under) is mandatory.

### Group Term Life/AD & D Insurance

Voluntary supplemental plans are available through Colonial Life.

### Short Term and Long-Term Disability

Voluntary supplemental plans are available through Colonial Life.

### Employer Covered Life Insurance

\$50,000 employer covered life insurance.

### CIP- Cast7 Incentive Program

Quarterly incentive bonus

### Pay For Skill Program

When a full-time employee joins the Cast7, they are assigned to a specific work area initially. There are nine work areas in total, and mastering each one can result in a pay increase. The first time an employee learns a new work area outside their initial location, they earn an additional \$1.00 per hour. Every subsequent work area mastered results in an additional increase of \$0.50 per hour.

### Employee Referral Program

\$1000 referral bonus – no limit

\$250 paid to you when an employee is hired.

\$750 paid to you after 6 months of continuous employment.

### 401(k) Retirement Plan

Employee participation is voluntary.

Cast7 will contribute 3% of the employee's wage automatically.

### Time Off Benefits

Cast7 currently provides various time off benefits to eligible employees including PTO, 9 paid holidays, and other paid time for funeral leave, jury duty, etc. Cast7 also provides one week of paid parental leave to new parents.

### Other Benefits

- Safety glasses program, safety shoes reimbursement.
- Uniforms are provided but optional.

INTERESTED IN LEARNING MORE OR  
BECOMING PART OF OUR STORY?  
CONTACT US [HR@CAST7.COM](mailto:HR@CAST7.COM)