

Great Salt Lake Brine Shrimp Cooperative, Inc. Introduction to the Harvest Season



Great Salt Lake Brine Shrimp Cooperative, Inc. Introduction to the Shore Harvest



Adult Brine Shrimp
("Artemia")



Brine Shrimp eggs



Brine Shrimp Harvest

Working on the Lakeshore

Shore Harvesters are housed in tent camps.
Facilities include:



- Large canvas tents with heaters and cots
- Sleeping bags (may bring your own)
- Kitchen tent where meals are prepared
- Separate tent for eating and relaxing
- Portable toilets
- Generators 24/7 for electricity at the camps
- Showers are located in 3 strategic areas

Working on the Lakeshore

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We use ATV's to transport product, people, tools, food, and other supplies. They are our main method of transportation on the Shore Harvest.



Working on the Lakeshore

Typical Heaters for the Tents:



**You will stay warm
inside the tents!!!**

Working on the Lakeshore

Typical Campsite During October:



Camps must be clean and organized at all times.

Working on the Lakeshore

- Up and at 'em at about 5:00 am!!!
- Hot lunch is delivered to the workers—on-site at their harvest locations
- Dinner @ about 6:00pm (long day!!!)



Working on the Lakeshore

- We have 3 strategically-located shower trailers.
- Shore Harvesters are scheduled to shower 3 to 4 times per week.



Working on the Lake Shore

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Day-off Rotation:

- Everyone is schedule for up to 1 day off per week
- You can choose to take 1 day off every 2 weeks
- You can even choose to take 1 day off per month
- Note: your day off is on the same day each week

Transportation to and from camp is provided at no charge on your day off.



Getting Around

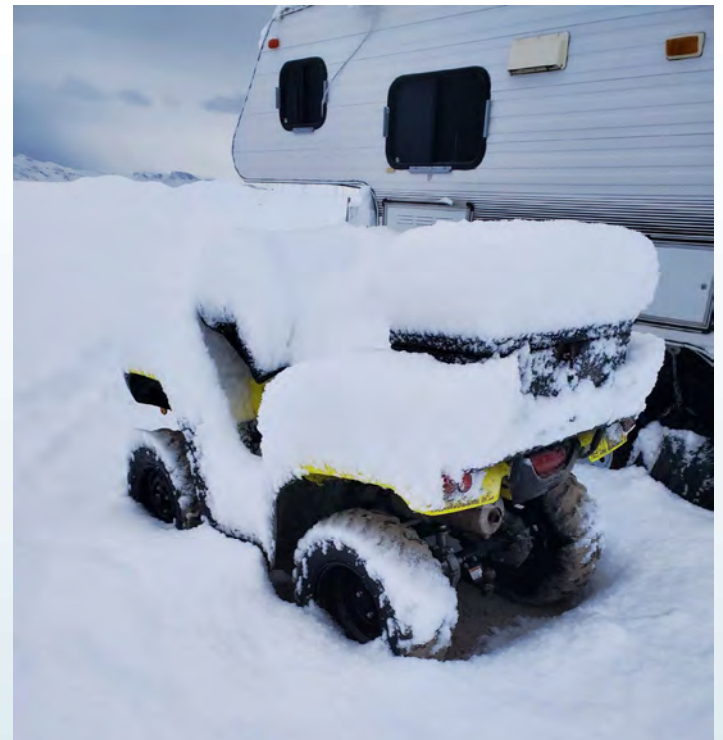
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- ATV's – our primary means of transportation
- ATV's are *tools*...not toys
- Shore Harvesters must pass an ATV Safety Course during their Orientation/Training Period
- ATV Safety is a TOP PRIORITY!



Getting Around

- Helmets and eye protection are required when riding
- Speed limits strictly are enforced
- Weather can be a huge factor!
- No horseplay or showing off
- ***Absolutely NO unsafe riding!!!***



Are you an experienced equipment operator?



We are always looking for experienced heavy equipment operators to help us each season with the SAFE and EFFICIENT operation of our tractors, all-terrain boom lifts, and forklifts.

Multi-Cultural Event

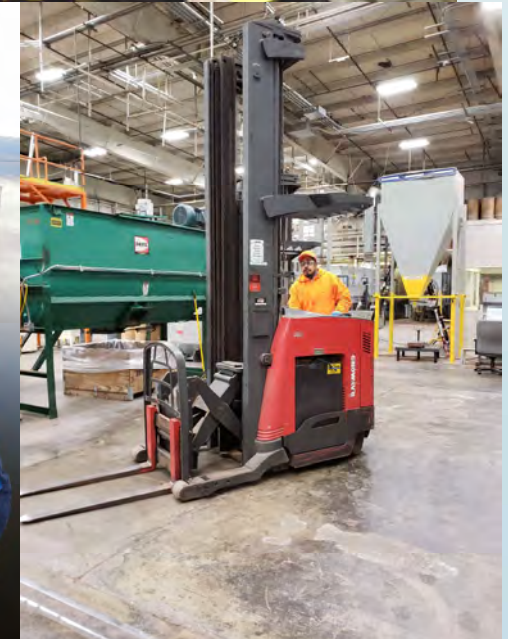
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- Our people work and live in very diverse teams in remote settings.
- Getting along with others from different cultural backgrounds is a must.
- Learning from other cultures can be a blast!



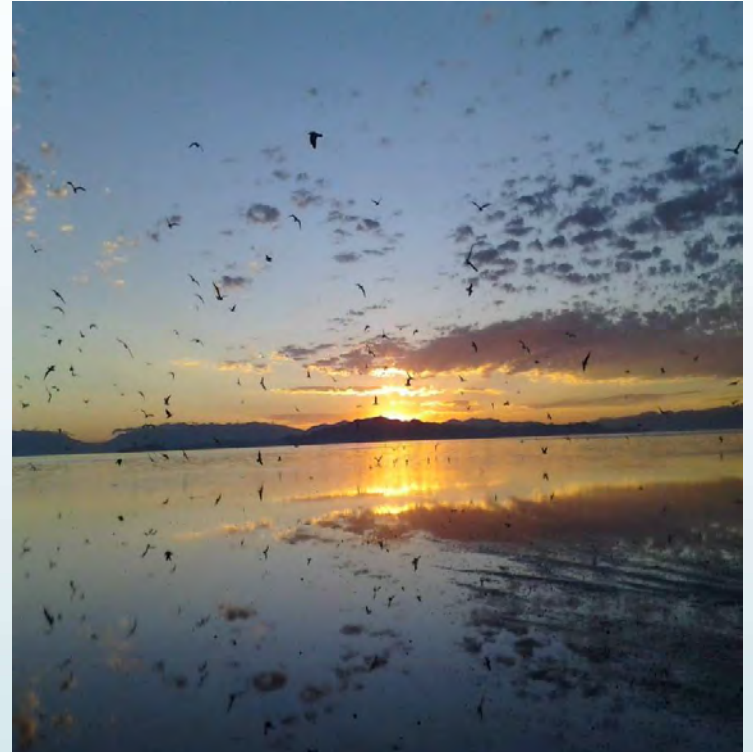
Who Can Do This Job???

- Males and Females, younger and older are all encouraged to apply for these Shore Harvester Positions.
- Additionally, some of our most successful Harvest Workers are more “seasoned” than others!
- That said, it is a very physically-demanding job for anyone—and it will require some stamina and will power.



How's the Weather out There?

- Sept. – Oct.: Weather in Northern Utah is usually pretty mild—cooler in the evenings and early mornings and then warmer in the daytime.
- It does tend to rain during this time of year, so bring your rain gear.



How's the Weather Out There?

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- Nov. – Jan.: Weather in Northern Utah can be very cold! We typically see the temperatures drop around Thanksgiving, and **rain**, **snow**, and **ice** are very much a part of daily life during these months!
- Temps can dip into the single digits in these months!



Be Prepared!

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► Sep. – Oct.:

- Several pairs of work pants
- Rubber boots—knee-high
- Comfortable camp shoes
- Plenty of socks and underwear
- Shirts—mostly long-sleeved
- Hat
- Pillow
- Blanket
- Hoodies/sweatshirts/sweaters
- Rain gear
- Sunscreen and bug repellent
- Toiletries: soap, shampoo, toothpaste and toothbrush, etc.

► Nov. – Jan.:

- Same as Sep. – Oct....**PLUS**:
 - Winter coat(s)
 - Thermals
 - Insulated rubber boots
 - Insulated gloves
 - Warm hat and facemask
 - ***The key is to dress in layers!!!

Examples of some of the gear you will need

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If these items are not available where you live, try purchasing them through [amazon.com](https://www.amazon.com) or other retail websites.

You are responsible for providing your own cold weather clothing and gear.

So... How Much Money Can I Make?

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- Shore Harvesters are paid a minimum of \$130.00 per day (1st Year Harvester). Harvest operations continue 7 days a week. If you took NO days off, here's what you could earn (*before taxes*):

30 days x \$135 = \$4,050

60 days x \$135 = \$8,100

90 days x \$135 = \$12,150

120 days x \$135 = \$16,200

- Because we provide food and lodging at no charge, you can save a lot of money in a short time!

Payroll

- Shore Harvesters are paid a daily rate of **at least** \$130.00
 - Food, lodging, and transportation are provided
- ➡ Payroll is paid bi-weekly
 - ➡ Payroll is paid by either a check or direct deposit
 - ➡ You are responsible for checking the accuracy of your time sheet and reported hours



Working at the Wash Plant



- You may be assigned to work at the Wash Plant, located at the north end of the lake. Here, Brine Shrimp Eggs harvested on the lake and shore are washed before being sent to storage.
- The Wash Plant operates much like a production area, but outdoors.
- Conditions can be muddy, wet and slippery.
- Wash Plant workers live in portable trailers at the worksite.

Drug and Alcohol Policy

For your safety, and the safety of all our employees, ALCOHOL and ILLEGAL DRUGS ARE NOT ALLOWED in the workplace. This includes:

- Camps
- Planes
- Harvest Sites
- Trucks
- Boats
- Processing Facility

In short...

ANY PLACE WHERE YOU ARE AN EMPLOYEE!!!



Scheduling and Time Off

A typical workday is about 12 hours. You may take a day off every 1-2 weeks... just remember, you will only be paid for the days you actually work, or are ready and available to work.

- ▶ Sometimes work is cancelled due to bad weather. When that happens, you will still be paid if you are at the camp ready to work.
- ▶ If you need to request additional time off, please contact your Team Leader or Manager to schedule your leave.



Safety

- It is extremely important that all employees **MAKE SAFETY THEIR #1 PRIORITY!**
- It is your responsibility to ensure a safe environment for both yourself and those around you.
- Safety rules are there for YOUR protection – all employees are expected to know and observe the safety rules.



This Job is Physically Demanding

- Candidates must be in good physical health/condition and be able to work and live in a remote setting where medical attention may be up to several hours away.
- Harvesting is not fast-paced work, but it is steady and requires stamina – you must be able to work long days (approx. 12 hours), and be able to tolerate cold, wet, and windy conditions.

This Job Requires Preparation

- Candidates must have appropriate clothing for working outdoors in all kinds of weather.
- Candidates selected for these positions will receive a comprehensive “gear list” so each person can be prepared for the weather conditions.
- Please refer to this list, and please trust us that you WILL need all of these items in order to be able to live and work comfortably in Utah’s cold, wet winter weather.

This Job Requires Commitment

- Harvest Workers are expected to commit to at least 60 days of employment.
- Harvesters must be able to arrange their personal affairs (pay bills, care for family members, pets, etc.) so that they can be away from home for extended periods.
- Harvesters will be given a list of items and clothing to bring, and are expected to provide their own protective outdoor clothing.
- The Company will provide all needed safety gear and equipment.

This Job Requires Teamwork

- Candidates should be prepared to live and work with people of different races, backgrounds, languages, cultures, religions and customs - and be committed to treating all persons with respect.
- Candidates should have a “CAN-DO” attitude, and be a team player!

Our People in Action...



Our People in Action...



Our People in Action...



Our People in Action (Having Lunch)...



The Great Salt Lake Has Its Own Unique Beauty...



The Great Salt Lake Has Its Own Unique Beauty...



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