



**FLSA Status:** Non-Exempt  
**Pay Grade:** H-1  
**Revision Date:** 10/1/14  
**Revision Number:** 1

**Title:** Finesse/Rework Operator  
**Department:** Manufacturing  
**Reports To:** Team Leader, Assembly/Finesse/Rework

**Purpose of Job:**

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Inspects parts and identifies all areas that need to be sanded and/or buffed.

**Essential Job Functions and Performance Standards:**

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- Finesses or reworks parts as required
- If finessing, wet sands all defects; buffs with wool pad until sand marks are gone; uses pad to remove all haze/swirl marks; cleans part with micro fiber cloth
- If reworking, sands part using grit sanding paper; uses DA to remove defects if necessary; scuffs entire part; wipes with dry cloth to remove sanding dust
- Re-inspect parts to insure conformance to customer quality expectations
- Moves all finished parts into appropriate finished goods container
- Cross-trains in other areas as required
- Complies with safety regulations and maintains clean and orderly work areas
- Assists with additional projects as directed
- Follows and supports all processes and procedures



## **Work Environment:**

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The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Exposed to manufacturing floor elements such as noise, dust, odors, fumes, varying temperatures
- While performing the duties of this job, the employee is regularly exposed to vibration

## **Requirements:**

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### **Education:**

#### **Preferred**

- High School diploma or GED

**Licenses/Certificates:** N/A

### **Experience:**

#### **Minimum**

- 1-2 years of manufacturing experience

#### **Preferred**

- 2-3 years manufacturing experience
- 1-2 years finesse/rework experience

### **Skills:**

- Ability to handle multiple tasks
- Ability to read, write and follow instructions in the English language
- Must be detail oriented and organized
- Must be able to work independently & with a team



**Physical Demands:** The Physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly uses hands to manipulate tools
- Required to regularly walk, stand, bend, reach with hands and arms out and move continually during work hours
- Occasionally climbs, balances and stoops
- Occasionally lifts from floor level to heights of up to 36 inches
- Occasionally lifts objects up to 50 pounds

*The above statements are intended to describe the essential functions and related requirements of persons assigned to this job. They are not intended as an exhaustive list of all job duties, responsibilities and requirements. Nothing in this job description should be construed to limit the power of the company to repeal or modify any part of this job description at any time. This document is not intended to create a contract between American Autocoat and its employees.*

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Supervisor Name

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Employee Acknowledgment (signature & date)

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Supervisor Acknowledgment (signature & date)