## BUILD YOUR CAREER WITH TRIDENT SEAFOODS

### ALASKA

#### Plant Contracts

<table>
<thead>
<tr>
<th>Location</th>
<th>Contract Duration</th>
<th>Season</th>
<th>Fish/Shellfish</th>
</tr>
</thead>
<tbody>
<tr>
<td>False Pass</td>
<td>3 months</td>
<td>Jan - Dec</td>
<td>Salmon</td>
</tr>
<tr>
<td>St. Paul</td>
<td>6 months</td>
<td>Jan - Jun</td>
<td>Crab</td>
</tr>
<tr>
<td>Akutan</td>
<td>6 months</td>
<td>Jan - Jun</td>
<td>Alaska King &amp; Snow Crab, Alaska Pollock, Pacific Cod, Alaska Pollack, Crab, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollack &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod</td>
</tr>
<tr>
<td>Kodiak</td>
<td>6 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod</td>
</tr>
<tr>
<td>Sand Point</td>
<td>6 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollack</td>
</tr>
<tr>
<td>Kodiak</td>
<td>3 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock</td>
</tr>
<tr>
<td>Ketchikan</td>
<td>3 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock</td>
</tr>
<tr>
<td>Petersburg</td>
<td>3 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock</td>
</tr>
<tr>
<td>Wrangell</td>
<td>3 months</td>
<td>Jan - Jun</td>
<td>Salmon, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock, Pacific Cod, Alaska Pollock &amp; Pacific Cod, Alaska Pollock</td>
</tr>
<tr>
<td>Bountiful</td>
<td>A - Season</td>
<td>Winter</td>
<td>Bering Sea, Chukchi, &amp; Bering Sea, Pollock &amp; Pacific Hake</td>
</tr>
<tr>
<td>Island Enterprise</td>
<td>A - Season</td>
<td>Winter</td>
<td>Bering Sea, Chukchi, &amp; Bering Sea, Pollock &amp; Pacific Hake</td>
</tr>
<tr>
<td>Seattle Enterprise</td>
<td>A - Season</td>
<td>Winter</td>
<td>Bering Sea, Chukchi, &amp; Bering Sea, Pollock &amp; Pacific Hake</td>
</tr>
<tr>
<td>Starbound</td>
<td>A - Season</td>
<td>Winter</td>
<td>Bering Sea, Chukchi, &amp; Bering Sea, Pollock &amp; Pacific Hake</td>
</tr>
</tbody>
</table>

### Bountiful

- A - Season: Winter - Bering Sea, Pollock & Pacific Hake
- B - Season: Fall - Bering Sea, Pollock & Pacific Hake

### Independence

- A - Season: Winter - Bering Sea, Pollock & Pacific Hake
- B - Season: Fall - Bering Sea, Pollock & Pacific Hake

### Island Enterprise

- B - Season: Fall - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod

### Kodiak Enterprise

- A - Season: Winter, Summer - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod
- B - Season: Fall - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod

### Seattle Enterprise

- A - Season: Winter, Summer - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod
- B - Season: Fall - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod

### Starbound

- A - Season: Winter, Summer - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod
- B - Season: Fall - Bering Sea, Pollock & Pacific Hake, Alaska Pollock & Pacific Cod, Alaska Pollock & Pacific Cod

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**Human Resources**  
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Fax: (206) 782-5595  
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[http://www.tridentseafoods.com/Join-Our-Team](http://www.tridentseafoods.com/Join-Our-Team)

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THANK YOU FOR YOUR INTEREST IN WORKING WITH US IN ALASKA.

Here are a few things to remember:

WE ARE HIRING SEAFOOD PROCESSORS!
- Covers a variety of positions
- Other application/interview process required for other openings
- Room and board paid
- Transportation paid

$15.85 STARTING WAGE
$23.77 OVER TIME

WORKING CONDITIONS
- A transfer may be required
- Up to 16 hrs/day 7 days/wk
- Overtime after 8 hours in one day, and after 40 in the week
- Cold, wet, and noisy
- Repetitive
- On your feet for long hours
- Very diverse workforce

NO GUARANTEE OF HOURS

WORKING LOCATIONS & SEASONS
- Shoreplants (on land)
- Floating processors (on a boat)
- Factory trawlers (on a boat)
- 6 week—6 month work agreements depending on season and catch

WE ARE FLEXIBLE
Assigned Work Location
- Apply to preferred location
- Ultimately, work where we need you

Assigned Contract Signing Date
- Limited dates are available

Length of Contract
- Depends on the fish

Possibility of Location Transfer
- We need you to work where the fish are. Trident does not guarantee any specific location, employees may be transferred according to business needs.

Job and Shift Assigned
- Plant may be running 24/7

Room Assignment
- Decided by the plant

Hours
- Be ready for anything

LIVING CONDITIONS
- Remote locations (typically)
- Dormitory style housing
- Cafeteria style food
- Limited phone & internet access
- Random room checks
- Random drug screening

IF YOU GET AN OFFER OF EMPLOYMENT

This is what happens next:

WHAT WE PROVIDE
- Transportation
  From a pre-designated HUB city near you, to your work location
- Return Transportation
  To your pre-designated HUB city upon completion of your work agreement
- Rain Gear and Boots
- Room & Board
  Meals, housing, bedding (bedding not provided on Factory Trawlers)
- Laundry
  Provided for you 1x/week
- Benefits & 401k
  (Must be eligible)

WHAT TO BRING
- Original UNEXPIRED ID and documents for the I-9 form (NO COPIES) or you may not be hired
- Unexpired TSA compliant photo ID for travel
- Direct deposit document from your bank or blank check (Cannot be hand written)
- VESSEL EMPLOYEES please bring luggage to contract signing
- SHOREPLANT EMPLOYEES please do not bring luggage to contract signing
- Warm clothes, long socks and shower shoes are recommended

ONBOARDING
- Work agreement
- W-4, tax information
- Good Manufacturing Practices
- Dental Release
- Harassment & Discrimination Policy
- Drug & Alcohol Policy

SHOREPLANT
- Onsite Covid-19 Test, Safety Training and Orientation
- Fly to Alaska!

BOAT
- Safety Training
- Bag checks

BON VOYAGE!

OUR HIRING PROCESS
- Must be legal to work in the US (eVerify)
- Complete online application
- Interview
- Pre-employment drug screen
- Criminal background check
- Complete Medical Placement Questionnaires

PROOF OF COVID-19 VACCINATION REQUIRED FOR EMPLOYMENT

Trident promotes from within!
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- Criminal background check
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BE HONEST – IT’S FOR YOUR SAFETY

NEVER RELAX – IT’S FOR YOUR SAFETY

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Boat
- Safety Training
- Bag checks

Bon voyage!
# BUILD YOUR CAREER WITH TRIDENT SEAFOODS

## ALASKA

### Plant Locations
- **False Pass**: 3 months - Salmon
- **St. Paul**: 6 months - Crab
- **Akutan**: 6 months - Alaska King & Snow Crab, Alaska Pollock, Pacific Cod
- **Kodiak**: 6 months - Alaska Pollock & Pacific Cod
- **Sand Point**: 6 months - Alaska Pollock & Pacific Cod
- **Kodiak Enterprise**: 6 weeks - Salmon
- **Ketchikan**: 3 months - Salmon
- **Petersburg**: 3 months - Salmon
- **Wrangell**: 3 months - Salmon

### Vessels
- **Bountiful**:
  - A-Season: Winter - Bering Sea, Cod & Opilio Crab
  - B-Season: Fall - Bering Sea, Cod & King Crab

- **Independence**:
  - A-Season: Winter - Bering Sea, Pollock & Pacific Hake
  - B-Season: Summer - Bering Sea, Pollock & Pacific Hake

- **Island Enterprise**:
  - A-Season: Winter - Bering Sea, Pollock & Pacific Hake
  - B-Season: Summer - Bering Sea, Pollock & Pacific Hake

- **Seattle Enterprise**:
  - A-Season: Winter - Bering Sea, Pollock & Pacific Hake
  - B-Season: Summer - Bering Sea, Pollock & Pacific Hake

- **Starbound**:
  - A-Season: Winter - Bering Sea, Pollock & Pacific Hake
  - B-Season: Summer - Bering Sea, Pollock & Pacific Hake

## Washington & Oregon Coast Line

- **Dutch Harbor**
- **Anchorage**
- **Sand Point**
- **False Pass**
- **Chignik Bay**
- **Kodiak Bay**
- **Chinook Bay**
- **Wrangell**
- **Petersburg**
- **Ketchikan**

## Human Resources
- **Tel:** (206) 782-5595
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Visit our website: [TRIDENT SEAFOODS ALASKA RECRUITING](http://www.tridentseafoods.com/Join-Our-Team)