



Land O'Frost Internship Opening for Summer 2015

Title: Quality Intern

Department: Quality Assurance—Madisonville, KY or Searcy, AR

Qualifications: Major in technical area such as Food Science, Meat Science, Quality, Animal Science, Sensory, etc. Familiar with Microsoft Word, Excel, Access, and Share Point. Must be proficient in written communication and have the ability to multi-task.

Job Duties: Current 7 point scale for evaluations of the Premium ham finished product (meat) has more focus on the negative end of the scale (6's or 7's) and needs to be revised to consider consumer feedback for finished product. A revised scale should encompass variable data that represents consumer and LOF expectations. Use of VOC (voice of the consumer) data will be used to identify the measurable variables that the consumer is sensitive to. Land O'Frost will provide the intern with VOC data previously collected thru panel studies, survey's and consumer reports.

To remain competitive, we need to utilize an objective measurement system that allows data collection for development of internal specifications and ease in comparison to our competitor products. SOP variability based on raw material resources and costs require better understanding to the impact that formula has on finished products. Raw materials resource, supplier, age, color, temperature (fresh vs. frozen), and cook all have an impact on the finished products. The scope will focus on identifying variables that the consumer is sensitive to.

Title: EHS Intern

Department: EHS—Madisonville, KY

Qualifications: Pursuing a Bachelors of Science Degree in Safety Management. Must have good computer skills.

Job Duties: This position will have two projects for the summer. One is OSHA's Hazard Communication Standard Revisions (with Global Harmonizing System). This position will be responsible for replacing our MSDS sheets with SDS sheets and assisting in relabeling all chemical containers with the new labeling requirements based on the SDS format. The second projects is to work on the conversion of our training data into our new ERP (IFS) program.

Title: Quality Intern

Department: Quality Assurance--West Point, NE

Qualifications: Major in technical area such as Food Science, Meat Science, Quality, Animal Science, Sensory, etc. Familiar with Microsoft Word, Excel, Access, and Share Point. Must be proficient in written communication and have the ability to multi-task.

Job Duties: Verify the effectiveness of functions within IFS that support the components of the Quality Management System (QMS). Various QMS components, such as Cost of Quality, Internal Auditing, Manufacturing Operating Procedures and Standard Operating Procedures will be managed within that system through scanning and data entry transactions by various people. This person will evaluate those transactions for accuracy, to determine if the training for the system was effective, and to identify changes needed to increase efficiency and effectiveness.

Will gain a well-rounded experience in operations by taking on some supervisory type tasks in the packaging department. Will assist with training of employees on new ERP system.

Title: Project Coordinator

Department: Operations Formula Mgt Team—Lansing, IL

Qualifications: Major in Food Science, Meat Science, Chemistry, or Microbiology. Project Management coursework or previous internship experience a plus.

Job Duties: Four potential projects include NLEA-Based Optimizations (4 PFF optimizations and 4 fat optimizations), Frozen Meat Thawing Improvement (Evaluate different times, temperature set points, and methods to maximize frozen meat yields), Spice Reductions, and Binder/Water Enhancements (Binders refer to modified corn starch and carrageenan).

Title: Industrial Engineer Intern

Department: Engineering—Location To Be Determined

Qualifications: Major in Industrial Engineering or Mechanized Systems. Attention to detail. Time study trained. Project Management courses. Willingness to travel.

Job Duties: The purpose is to recommend workflow, equipment or other changes based on analysis to improve material flow, storage and processing capacity, cycle time, yield rate and productivity. Will perform complete IE study of the current way we begin productions across multiple lines. Make recommendations to improve start-up of the packing lines to provide improved utilization. Work with plant supervision in Madisonville to develop MOPs and SOPs with the installation of the second tray pack line in Madisonville. Work with automation teams in either Madisonville or West Point on automation projects. Perform time studies on Raw Side jobs and make recommendations to plant management to improve utilization.

Title: R&D Intern (2 positions)

Department: R&D—Lansing, IL

Qualifications: Successfully completed a minimum of 2 years of a 4 year college/university in a Food Science, Animal Science, Meat Science Curriculum.

Job Duties: Managing a specific project(s) from assignment to completion with R&D guidance. Training with the R&D Food Scientists and Techs in the Pilot Plant. Will bring fresh, new ideas to the R&D department, enhance innovation, and enhance our “speed to market” on new products.

Title: Food Safety Intern (2 positions)

Department: Food Safety—Lansing, IL and Searcy, AR

Qualifications: QA/Food Safety. Majors in technical areas such as Food Science, Meat Science, Quality, Engineering, Chemistry, and/or Microbiology.

Job Duties: The purpose of this position is to improve the application of training materials and more effectively engage employees in the process, thereby positively affecting their commitment in day to day sanitary operating conditions. Improve our GMP training to improve engagement to drive us in having better control of our in-plant processes in regards to cross-contamination. Will work with our HACCP Coordinator.

Provide research needed by LOF on extended runs. Complete research project evaluating factors that contribute to extended lag phase in Alternative 3 lunchmeat projects. Will give us additional study of the stress response exhibited by microorganisms under extended run conditions to help us improve our extended run management practices.

Title: Human Resource Intern

Department: Human Resources—Lansing, IL

Qualifications: Seeking a degree in Business Related Field. Must have taken some Human Resource courses. Experience in understanding and administering HR policies and laws. Would prefer a previous internship “Generalist” in an HR Office.

Job Duties: Work with HR Manager in all plants to update/create salaried job descriptions. Work with HR Managers and plant nurses to enhance our Wellness Initiatives. Assist with identifying “Best Practices” and obtaining congruency in our policies/procedures across LOF. Will be based out of Headquarters but will travel to each of the plants.

We have plants located in Lansing, IL (Head Quarters); Searcy, AR; Madisonville, KY; and West Point, NE. All Land O’Frost internships are paid internships and will provide housing assistance.