The qualifications for the Kahoka Service Technician are listed below.

A. Employee must be willing to report to work and will live in a NEMR served area within 30 miles of the Kahoka Central Office Building.

B. Employee will be required to handle satisfactorily the following work assignments:

1. All installations of all types of telephone, IP and video terminal equipment and associated plant according to RUS specifications and company policies. Employee will be required to service and maintain all such equipment above stated, including modems, routers, video set tops, key systems, and PBX's.

2. Employee will be required to install and maintain all types of station and subscriber carrier, both analog and digital.

3. Employee will be required to become familiar with, install and maintain all types of telephone, IP, internet and video services.

4. Employee will be required to install, service, maintain and splice all types of cable.

5. Employee may be required from time to time attend schools to become familiar with equipment and maintenance procedures.

6. Employee will be required to isolate central office equipment troubles.

7. Employee will be required to maintain and correct all cable, station, and plant records in an accurate and neat manner within the covered exchanges, along with maps and schematics.

8. Employee will be required to install and maintain television service in residences.

9. Employee will from time to time be required to assist other Service Technicians in other areas or central office men when needed.

10. Employee may be required to work overtime and/or be on skeleton crew work on Saturdays and off on Mondays as is annually scheduled by the Plant Superintendent.

11. Employee will be required to complete other tasks and duties as required by management.

C. Employee will be under the direct supervision of the Plant Superintendent, or in his absence a supervisor in a higher position.

D. The Company will give consideration based on qualifications, ability, rank, and seniority – qualifications and ability prevailing.

E. Appointment will be made after all applications have been reviewed. The appointee will be required to qualify within six months time limit as specified in Article IX, Section 12 of Union Contract.