

EXHIBIT 2.6 *Sample Job Description*

Job Title: Shift Supervisor

Position Purpose: The purpose of this position is to maintain a safe and efficient plant operation through directing the activities of the operation's personnel and providing a management support function for the plant superintendent.

Typical Job Duties:

1. Directs the activities of the operations personnel and coordinates the activities of the maintenance personnel.
2. Issues written communication to employees concerning personnel policies and operational concerns.
3. Administers a maintenance request program through collecting requests, scheduling, and recording maintenance activities.
4. Administers the plant tagging procedure.
5. Conducts the training and safety programs for shift employees.
6. Schedules shift assignments to reflect workload and vacation schedules.
7. Performs administrative tasks such as recording workers' time, maintaining records concerning operational activities, and updating written procedures.
8. Prepares annual budget for assigned plant area and maintains the inventory level on these items.
9. Appraises performance of shift employees annually.
10. Counsels employees on disciplinary problems and job-related performance.
11. Assumes plant superintendent's duties when assigned.

Physical Requirements: Walking and climbing stairs

Working Conditions: Good, some noise

Equipment and Machines Used: CRT, spectrometer, PH meter, conductivity meter

Reporting Relationships: The shift supervisor reports directly to the plant superintendent. The shift supervisor directs the control room operator, two or more utility operators, trainees, and other assigned personnel, and coordinates the activities of the maintenance personnel present on shift.

Qualifications:

Education: Associate degree or equivalent training (e.g., management training classes) OR five (5) years of management experience.

Related Experience: Minimum of three (3) years as a control room operator for a coal-fired boiler operation.

Job Knowledge/Skills Required:

1. Comprehensive understanding of plant systems.
2. Fundamental understanding of electrical systems and motor control centers.
3. Thorough knowledge of boiler chemistry.
4. Comprehension of flow, logic, and electrical prints.
5. Ability to perform elementary mathematical and algebraic calculations.
6. Communication and human relations skills.
7. Ability to operate CRT, spectrometer, PH meter, and conductivity meter.
8. Managerial skills.