



Position: Electrical/Computer Engineer
Employment Type: Full-time
Employment Class: Salary
Benefit Package: Full
Supervisor: Albert Popp, Engineering Manager

Job Description

- Write software for SureFire products.
 - C, C++ embedded programming for control systems.
 - Android and IOS programming for smart phone and tablet apps.
 - SQL, basic understanding of SQL queries.
 - Web Page design for embedded products using PHP, Javascript, AJAX, JSON, etc.
- Hardware design including schematic design and PCB layout.
- Hardware troubleshooting and debugging.
- Design wire harnesses and support SureFire Electronics wire harness manufacturing.
- Create operator manuals for SureFire products that include schematics, screen shots, SolidWorks drawings and full textual explanations as necessary.
- Create sales and service support material. Examples include schematics of wiring harnesses, electrical test instructions, and base equipment information.
- Field Support and Troubleshooting when a problem can't be solved by the Sales & Service team or when an opportunity to learn exists.

Other Duties

The position will have other duties not specifically defined above that are essential for the overall success of SureFire Ag Systems, Inc.

Location

This position will be located at SureFire Ag Systems, Inc. in Atwood, KS.

Skills and Abilities Vital for Success

- Work Hard
- Learn SureFire processes
- Learn SureFire Ag Systems' products and services
- Ability to gain knowledge through experiential learning
- Problem-solver— Ability to evaluate a situation, determine possible solutions, and implement the solution determined to be the best course of action.
- Self-starter
- Embrace a dynamic and constantly changing workplace

How to Apply

Submit resume and letter of intent to: SureFire Ag Systems, Inc.
Cathy Domsch, Human Resources Manager
9904 Highway 25
Atwood, KS 67730

Questions can be directed to Cathy at 785-626-3670 or cdomsch@surefireag.com.



About SureFire Ag Systems

SureFire Ag Systems was established August 2007 in Atwood, Kansas. At that time, GPS technology was being rapidly adopted by many farmers. Along with the GPS technology, an opportunity existed to help producers more precisely apply fertilizer, chemical, seed and other crop inputs.

SureFire Ag specializes in providing solutions for the control and application of liquid and dry fertilizer, seed, and chemical the SureFire way.

We believe in looking beyond convention to be an innovating leader in a dynamic industry. Our team brings experience in equipment engineering, crop input application and customer service to your field. Our products and services have reached customers across the United States and internationally.

SureFire Electronics is a wholly owned LLC of SureFire Ag. Frustrated with sub-standard quality, delivery dates not being met and poor communication, SureFire Electronics was established in July 2012 with the goal to bring high-quality wire harnesses and electronics into the precision ag market. SureFire Electronics was an immediate success and has not only improved the SureFire Ag product, but expanded into several other markets in the region.

SureFire is an employee owned company that practices open book management. We believe our people are our greatest asset at SureFire. Employee ownership and open book management let us tap into every employee's enthusiasm, intelligence and creativity to build an enduring business.

We created our Employee Stock Ownership Plan (ESOP) in 2010. An ESOP is an employee-owner program that provides an ownership interest in the company to its employees. In 2012, the ESOP included 14 employees. Today the ESOP includes 33 employees who own 15.68% of SureFire companies.

Open Book Management is a concept that helps SureFire compete in the marketplace by encouraging all employees to act and think like owners. Employee Empowerment, Teamwork, Honesty and Open Communication are just a few of our Core Values that we live by.

Check out our company websites and Facebook for more information on our company and products.

www.surefireag.com

www.surefire-electronics.com

<https://www.facebook.com/surefireag/>

We hope you consider being part of our team!



Employee Benefits for Salaried Employees

Unless otherwise stated, salaried employees are eligible for all benefits on the first day of the month after employment begins.

SureFire Ag Systems Health & Dental Plan

- **Medical Insurance** – SureFire pays 100% of an employee's health premium, and 80% of dependents. SureFire Ag Systems Health Care Plan is a self-funded high deductible health plan with a \$3,000 individual /\$6,000 family deductible.
- **Dental Insurance** – SureFire offers a dental plan, paid 100% by the Employee.
- **Health Savings Account Match** - The high deductible major medical plan listed above is designed to use a Health Savings Account (HSA). Dollars contributed by SureFire to the employee's HSA are tax free. SureFire will match each employee's contribution, dollar for dollar, up to \$1,000 per year. This account is owned by the employee, and any unused funds will carry over from year to year indefinitely.

Disability and Life Insurance

SureFire pays the full premium for a short-term disability and term-life insurance policies for the employee and dependents.

401(k) Retirement Plan

After one year of service, SureFire will match each employee's 401K contribution up to 4% of the gross salary for each pay period. The employee may contribute more each pay period up to the current IRS maximum allowed.

Employee Stock Ownership Plan (ESOP)

Employees become participants in the ESOP on June 30 after they have completed one full year of service. The ESOP uses company profits to purchase SureFire stock for permanent employees. The program's intent is to allow employees to benefit financially from long term growth in SureFire's stock price.

Paid Time Off: Vacation Leave Family & Sick Leave

SureFire has a generous, flexible Vacation and Sick Leave Policy.

Bonus

SureFire Ag Systems offers all employees bonuses based on the performance of the company. The maximum bonus is 20% of the employee's base salary. Past bonuses to-date have been paid out at 5-10% of the employee's base salary.