



Centerra-Nevada-Nevada is under contract to provide security for the Department of Energy at the Nevada National Security Site.

Centerra-Nevada has a paramilitary mission to resist a threat or attack by any necessary means up to and including the use of deadly force.

UNIFORMED PERSONNEL MINIMUM REQUIREMENTS & CONDITIONS FOR EMPLOYMENT

Note: Most requirements and conditions are based upon federal law; U. S. Department of Energy and U. S. Code of Federal Regulations citations are available upon request.

1. **Application completed in own handwriting.**
2. **Must be a U.S. citizen and be at least 21 years of age (or within six months of 21st birthday). Evidence of age (birth certificate, naturalization papers, etc.) must be presented with application for security clearance.**
3. **Must be able to communicate orally and in writing in English at the high school level. A high school diploma or G.E.D. is required.**
4. **Must have been honorably discharged if served in a branch of the military service, and must provide DD Form 214.**
5. **Must be emotionally stable and mentally alert. Will be required to take and pass a psychological examination. Please note attached mental qualification description.**
6. **Will be required to submit to a medical examination and physical fitness evaluation.**
 - 6.1 **See attached medical and physical qualification requirements.**
 - 6.2 **Drug and Alcohol screen will be performed.**
7. **Must have valid civilian driver's license at time of job offer and a good driving record. Employees are subject to local and state traffic laws while operating motor vehicles in the course of their assigned duties.**
8. **Must abstain from present illegal use of prescription/non-prescription substances and/or alcohol abuse.**
9. **Must not have any felony convictions or other serious offenses that would prevent issuance of a security clearance to do armed security police officer work.**
10. **Must advise the company Human Resources internal security/Human Reliability Program staff verbally within two days and in writing within three days thereafter, of any arrest, charge, or detention by any law enforcement authority for any violation of any laws, regulations or ordinances (excluding traffic violations with fines of less than \$300).**
11. **Must have work and character background that would permit Centerra-Nevada to obtain a security clearance for you. A signed consent to release personal information must be submitted with employment application. Reference checks must be complete before submission for security clearance.**
12. **Must be willing to use deadly force, if necessary, in defense of your life, the lives of others or to preclude the theft or sabotage of a nuclear weapon.**
13. **Must be able to adapt to adverse work conditions encountered by security personnel including, but not limited to, inclement weather, solitary duty in desolate areas and underground work stations.**
 - 13.1 **Normally scheduled shift is 12 hours and may be 13-16 hours per day and usually averages four shifts per week.**
 - 13.2 **Will be required to work additional hours during emergency requirements over which the company has no control. Will be expected to volunteer for overtime work during high staffing requirements and will be required to do so when there are insufficient volunteers.**
 - 13.3 **Will be required to work days, nights, weekends, and holidays.**
 - 13.4 **Must be willing to work at the Nevada National Security Site, located 65 miles north of Las Vegas.**

14. **Must be able to qualify with Glock 9mm, M-4 rifle, M240 machine-gun, and HK69 grenade launcher.**
15. **Must have the ability to pass the work-related examinations given during the training period with an average of 75% or better.**
16. **Must satisfactorily complete the 24-week probationary period.**
17. **Must keep the company informed of any changes in your personal status (e.g., home address, telephone number, marital status, dependents)**
18. **Must supply a telephone number where you can be contacted during off-duty hours for operational work requirements.**
19. **Must be mentally alert and capable of exercising good judgment, implementing instructions, and assimilating necessary specialized training. All uniformed employees must be capable of reading and comprehending security orders written or spoken in English. Emotional and mental stability is essential for the effective performance of uniformed duties. Uniformed personnel duties routinely require contact with the public, they carry firearms and, under emergency situations, they may work long periods without relief. Absence of detectable neurotic or psychotic conditions that would adversely affect a uniformed employee's ability to handle firearms safely or to act safely and effectively in emergency conditions is a necessity.**

CENTERRA-NEVADA EMPLOYEE BENEFITS

- **Weapons, tactical equipment, uniforms, and laundry service**
- **Semi-annual Weapons Proficiency Pay (must qualify)**
- **Annual Tactical Proficiency Pay (must qualify)**
- **Vacation, sick leave and holiday pay**
- **Overtime pay**
- **Matching 401(k) plan**
- **Medical, dental, vision, short-term disability, long term disability, employee life/ADD and dependent life insurance coverage options**
- **Distinguished Performance awards paid quarterly and annually**
- **Paid gym membership to maintain physical fitness level**
- **\$5.00/day paid for each day worked for employees duty stationed at NNSS**
- **NNSS accommodations for employees only; dormitories are available for a fee**
- **Low cost bus transportation is available in most cases**

We realize that all potential questions may not be answered. If you have additional questions, please feel free to contact us at (702) 295-1600.

Centerra-Nevada-Nevada is an **EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**. We offer employment opportunities without regard to race, color, religion, sex, national origin, age, marital or veteran status, disability, sexual orientation, gender identity/expression for those who meet our stated requirements.

MINIMUM PHYSICAL STANDARDS FOR DOE UNIFORMED EMPLOYEES

Note: Title 10 US Code of Federal Regulations Part 1046, Appendix A, Subpart B, paragraph E, identifies several disqualifying physical conditions.

FACTOR EXAMINED	UNIFORMED EMPLOYEES
GENERAL QUALIFICATION	Shall possess mental sensorial and motor skills as required to perform safely and effectively on all assigned job duties.
EYE SIGHT	Total blindness in one or both eyes is medically disqualifying.
Distant Vision	Uncorrected: Acuity of no less than 20/200 in better eye. Corrected: At least 20/30 in better eye and 20/40 in other eye. If uncorrected distant vision in the better eye is not at least 20/40 must carry an extra pair of corrective lenses.
Near Vision	Corrected or uncorrected vision of at least 20/40 (14/28 smaller) in the better eye.
Field of Vision	Not less than 140 horizontal median.
Depth Perception	Adequate as measured by stereopsis.
Color Perception	Able to distinguish red, green, yellow.
MOUTH AND THROAT	Clear and audible speech as required for effective communication on the job.
NOSE	Able to detect odor of products of combustion and of tracer and marker gases.
HEARING	Hearing loss in the better ear not to exceed 30 db average at 500, 1000, and 2000 Hz, with no level greater than 40 db in any of these frequencies if hearing aid is required.
CARDIORESPIRATORY	
Respiratory	Capacity and reserve to perform physical exertion in emergencies at least equal to the demands of the job assignment and ability to use respiratory protective filters/air supply masks when required.
Cardiovascular	Normal configuration and function. Capacity for exertion during emergencies. Normal resting pulse; regular pulse. Full symmetrical pulses in extremities and neck. Normotensive, with tolerance to rapid postural changes. Evidence of significant cardiac arrhythmia, murmur, enlargement, hypertension, hypotension, or other cardiovascular abnormality may require additional testing and evaluation.
ENDOCRINE/ENDOCTRINAL NUTRITIONAL/METABOLIC	Adequate to meet stresses and demands of assigned normal and emergency job duties. Able to change work schedules or delay meals with potential or actual incapacity.
VITAL ORGANS AND SKELETAL FORM	
Musculo-Skeletal	Normal symmetrical structure, range of motion, and power.
Abdomen and Viscera	No clinically significant abnormalities of blood that could be expected to affect safe and effective performance.
Hematopoietic	Normal function. Freedom from disorders which may interfere with the safe and effective performance of assigned job duties.
Lymphatic	Normal
Neurological	Normal. Central and peripheral nervous system functions.
LABORATORY	
Hemogram	No clinically significant abnormalities.
Urinalysis	Absence of proteinuria and glycosuria, unless the absence of a disqualifying systemic or genitourinary condition and the absence of significant microscopic abnormality has been demonstrated.
Chest X-ray and Electrocardiogram	Normal
SKIN, HEAD, FACE, NECK AND SCALP AND ABILITY TO WEAR REQUIRED EQUIPMENT	Able to wear necessary equipment, including belt, holster, revolver, respiratory protective filter, protective clothing, air supply and gas masks. No significant intolerance to chemical, mechanical or other physical agents or decontamination procedures.
MENTAL AND EMOTIONAL	Normal mental status and an absence of neurotic or psychotic conditions which would affect adversely an ability to handle firearms safely or to act safely and effectively under normal and emergency conditions.

U. S. Department of Energy Physical Fitness Test

Candidates must meet the Offensive Combative Physical Fitness Standard established by Title 10 U. S. Code of Federal Regulations Part 1046, as described below:

Prior to job placement the applicant must demonstrate his/her ability to run the distance of one mile in 8 ½ minutes and to complete a 40 yard prone-to-running dash in 8 seconds.

The applicant should not attempt to meet this physical fitness requirement until he/she has been medically cleared to do so by the U. S. Department of Energy Site Occupational Medical Director. (Applicants are encouraged to consult their personal physician before attempting this test or entering any strenuous exercise program.)

Title 10 U. S. Code of Federal Regulations Part 1046, Appendix A, Subpart B, Paragraph E, states that the following conditions could be disqualifying.

E. Medical Disqualification Standards

- (1) *Freedom From Incapacity.* The examinee shall be free of any condition, habit, or practice that could reasonably be expected to result in sudden, subtle, or unexpected incapacitation.
- (2) *Conditions for Medical Disqualification.* The presence of any of the following conditions shall disqualify the examinee from employment as a security police officer.
 - (a) *Respiratory.* Significant pulmonary pathology or decrease in pulmonary function that could interfere with the safe and effective performance of assigned job duties.
 - (b) *Cardiovascular*
 1. Ischemic Heart Disease
 2. Myocardial Infarction
 3. Coronary Insufficiency
 4. Angina Pectoris
 5. Heart Failure
 6. Significant Arrhythmia
 7. Arterial Aneurysm
 8. Significant Peripheral Vascular Insufficiency
 9. Corrective Heart Surgery
 10. Corrective Arterial or Great Vessel Surgery
 11. Prosthetic Valve
 12. Artificial Pacemaker
 - (c) *Endocrine/Nutritional/Metabolic*
 1. Any endocrine, nutritional, or metabolic condition that would not allow the examinee adequately to meet the stresses and demands of assigned normal or emergency job duties.
 2. Inability to accommodate to changing work schedules or to a delay in meals without potential or actual incapacity.
 3. Inability to tolerate prolonged use of wearing of protective garments such as respirator masks, air masks, or bullet-resistant garments.
 4. Diabetic mellitus requiring the use of insulin. Uncontrolled diabetes, ketoacidosis, or diabetic coma within the previous two (2) years.
 5. Obesity of such degree that it would interfere with the safe and effective performance of normal and emergency job duties.
 - (d) *Skin.* Recurrent severe dermatitis or hypersensitivity to irritants or sensitizers sufficient to interfere with wearing required personal protective equipment or likely to be aggravated by or interfere with established or required decontamination procedures.
 - (e) *Hematopoietic Dysfunction.* Clinically significant hematopoietic disorders that may interfere with the safe and effective performance of assigned job duties.
 - (f) *Malignant Neoplasms.* Malignant neoplastic disease.
 - (g) *Neurological.*
 1. History of epilepsy or other convulsive disorder.
 2. History of any disturbance of consciousness or neurological disease or any other presently existing condition that may interfere with the safe and effective performance of assigned job duties.
 - (h) *Eyes.* Total blindness in one or both eyes.
 - (I) *Mental and Emotional.* An established history or clinical diagnosis of any of the following:
 1. Any psychological or mental condition that could cause impaired alertness, judgment, or motor ability. A history of clinically significant emotional or behavioral problems shall require thorough clinical evaluation, which may include, but not necessarily be limited to, psychological testing and psychiatric evaluation.
 2. Attempted suicide or an expressed threat of suicide.
 3. A condition in which a person's intake of alcohol is sufficient to damage his or her physical health, job performance, personal functioning, or when alcohol has become a prerequisite to his or her daily functioning.
 4. A condition in which a person is addicted to or dependent on drugs as evidenced by habitual use or a clear sense of need for the drug.
 5. The use of prescribed or otherwise legally obtainable medication taken in such a dosage that a temporary delay in taking such medication might result in unacceptable incapacity. Examples of such medications are certain dosages or requirements for steroids, anticoagulants, antiarrhythmics, sedatives, and tranquilizers.



**TO: Centerra-Nevada
P.O. Box 96027
Las Vegas, NV 89193-6027**

**SUBJECT: ACKNOWLEDGEMENT OF REQUIREMENTS AND CONDITIONS OF
EMPLOYMENT**

I hereby acknowledge receipt of the **Requirements and Conditions of Employment** and the **Physical and Mental Requirements** for Centerra-Nevada. I certify that these requirements and conditions have been carefully read and are fully understood by me.

Name (Please Print)

Signature

Date