



# Fuyao FAQ

Glass America Inc.

Frequently  
Asked  
Questions

- Q.** Is Fuyao willing to employ people who do not have strong English skills?
- A.** Reading and writing skills are generally more important than speaking skills. Fuyao supports a diverse workforce and will work with service agencies that support applicants that are not native speakers.
- Q.** How many shifts is Fuyao planning to run?
- A.** Three.
- Q.** What is the Pay?
- A.** There will be many job categories with varying pay scales. Prospective employees will receive more details at the interview.
- Q.** Will Fuyao hire women and older workers?
- A.** Fuyao is an Equal Opportunity Employer.
- Q.** Would there be opportunities to transfer to China?
- A.** Yes, absolutely, and not just China, also Russia, throughout the United States and anywhere that Fuyao has facilities.
- Q.** What is it like to be a Fuyao employee?
- A.** Fuyao treats its employees like they are part of a family. They invest in the training and development of the workforce and promote from within.
- Q.** Will workers be required to wear protective equipment?
- A.** Yes. The equipment will vary depending on the job and will be provided by Fuyao.
- Q.** When do the jobs start?
- A.** Interviews will be held in January. Training for the first hiring phase will begin March 2, 2015.
- Q.** How far back will background checks go?
- A.** 7 years
- Q.** Will there be drug testing?
- A.** Yes, there will be a hair follicle drug screen.
- Q.** What will be required in the pre-employment physical?
- A.** The candidate have to demonstrate the ability to physically perform job duties.
- Q.** Will Production Associates be able to go into skilled trades?
- A.** Yes, eventually there will be a program to identify candidates to train for skilled positions through Sinclair. This will not be available day 1.
- Q.** What does Fuyao mean?
- A.** It represents two Chinese characters. The first stands for the Chinese Province where Fuyao was started and the second means "shine".
- Q.** Are you hiring salaried workers?
- A.** Yes. All positions are posted on OhioMeansJobs.
- Q.** When will plant operations start?
- A.** June 1, 2015 the plant is expected to be producing quality product.
- Q.** What type of benefits will Fuyao offer?
- A.** Fuyao will offer standard benefits including medical insurance, a 401K and vacation pay.



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