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Heather Peterson's
interview with Kim Peterson.

Me: This is Heather Peterson and I am interviewing Kim Peterson at his house in Ishpeming, Michigan. December 2, 1993.

Me: When and where were you born?

Kim: Marquette, Michigan. June 18, 1950.

Me: What are the names of your parents?

Kim: Roy + Elsie Peterson

Me: What did your parents do for a living?

Kim: Well, my mom was a house keeper, + then she worked often on in different places, and my dad was the manager of the ^{Gossard} Glazerd Company for many years + then worked for an engineering company till his retirement.

Me: Ok.

Me: What are the names of your brothers and sisters?

Kim: I'm an only child.

Me: Are you currently married?

Kim: Yes.

Me: If so, what is your spouse's name?

Kim: Marjorie Peterson.

Me: What are the names of your children?

Kim: Sarah, Heather, and Nathan.

Me: How long have you been working in the Iron industry?

Kim: Since 1976

Me: Why did you choose to work in the iron industry?

Kim: Because I wanted to remain in the Upper Peninsula + I also wanted a good paying job w/ benefits that I could uh, raise children here + not have to worry.

Me: Please name those relatives who have worked in the iron industry.

②

Graham?

Kim: I had an uncle Bill Gram that worked underground for many years, and I had an uncle Woody Farm that worked there, and Peter Farm still works for C.C.I. My uncle Bob Peterson worked there for many years, just retired, and my uncle George worked there for many years + who is also retired.

me: O.K., what are the names of the various mines or buildings you have worked in?

Kim: I worked at the Tilden Mine all the time, and I have worked in the concentrator, the Pellet plant, and in the Pitt. And the Lab, now I work in the Lab.
p.t

me: OK, Over the years what kinds of duties have you preformed for C.C.I.?

Kim: Started out as a laborer went into maintenance, worked in maintenance from maintenance back into laborer and then down to the Pitt, ~~now~~ controlled heavy equipment + now I work as a quality tech. in the Lab at the Tilden.

me: OK, In as much detail as possible, please describe the main duties of your current job.

Kim: My current job is keeping specification on the pellets ~~of the~~ ship to the different iron manufactures in this country + we let them know we ^{analyze} all the dirt before it comes up + before its mined, and we also keep checks on the composite
include + waste part

③ Kim continued, of the pellet so that those companies know when + where they melt + everything that has to do with a pellet, pellet

Me: OK, Did this job require any special training, or higher education?

Kim: Well, this job C.C.I has their own schooling, and this job takes about an average of a year + a half to obtain to be a quality tech 1. You start out as a quality tech 3 and as you progress through you go to a 2 + then finally you get to a 1, and that's when you can run everything there. include

is the full word technician? check with n.m

Me: Please describe any special machinery or equipment that you use in the job?

Kim: We use nuclear on-line analyzers, which run the mine, keeps all the different reagents flowing to keep things from going haywire. We also run XRF machines, which are x-ray machines. We make up things which are called a puck + we put it in there + it analyzes the dirt for whatever we haven't drawn, and ~~we use~~ I think those are made in Norway. We use computers for different things for tracking everything + then we also have ~~different~~ other types of machines there that we use for chemical analyzing, non-analyzing, floating different chemicals and things like that. *important include all this*

Me: What is the most challenging or difficult part of your job?

Kim: The most challenging is to know what all the different tests that you had to run when you're running the different types of ore

④ at the mine, because we make a hematite
+ we make a magnetite. Probably the most
challenging is learning the different tests
that you ^{have} to ~~just take~~ do w/out
looking in a book to look up to see what you
actually doing + remembering those things.

Me: Thinking back over the years, what was the
most challenging or difficult duty you had to
perform, and explain why?

Kim: Well, the most challenging was probably
working on the primary mills because it was
hard work. And also working shift work doesn't
make it any easier on you, when you keep
going from, you know if you go days to
midnight shift or something and you work
7 in a row. Plus at that time the things
they were using, were pretty ^{neither ideal} near ideal
as far as things weren't updated to
where they are today, so everything was done
by hand + crowbars, getting things fixed, +
stuff like that so where do running
heavy equipment isn't that hard to do
compared to what the old ways used to be.

Me: Do you work how many days a week?

Kim: Seven. red

Me: OK. Over the years what have you enjoyed
the most about your job?

Kim: Well it is nice working w/a variety of
people learning getting to know people working w/
different types of people, and of course the

⑤ benefits & the money that come along w/ that job.

me: O.K. what are the biggest responsibilities of your job?

Kim: The biggest responsibilities today in the lab are, being able to have people come in there & we can tell them & we don't have to worry about what we tell them because we know what we're doing is right, we've been trained right, so nobody can come in & say we don't know what we're doing & I think that's a big responsibility that comes along w/ that, and all of our numbers that we come up w/ are all shipped out to these different manufactures & to the steel mills & so forth. Nobody can ever second guess what we are doing. *include*

me: O.K. if it applies to you, describe the most dangerous situations that you have been in?

Kim: Well, one was down in the pit working pushing stuff over the edge in a dozer about 20° below zero, when stuff we were handling everything out there works off a water base. There was a lot of fog, & I couldn't see where I was going, & I couldn't even see the tracks on the dozer. As I was pushing it ended up that when I stopped, when I looked down I could see air underneath me & half the dozer *include*

⑥ was hanging out over the edge of the cliff. It was rocking on there. That's probably the scariest moment. Also working out on the Primary Mills where my partners have been hurt, things have dropped on them. A 5 hundred ^{pound} chunk of steel had hit my partners hard that, crushed his shoulder. So there has been a lot of close calls. Being able to see things like that happen, you never take safety for granted. *include*

Me: ok, have you ever been involved in any or have you ever witnessed any accidents?

Kim: Uh ha. Lots of partners getting busted fingers, + getting steel ^{richest} rickashade into them like I had too. Getting ^{shrapnel} shrapnel into them coming off of different things, or getting burned, or like I said a big chunk falling on them + hitting them, haling them off to the hospital. Right now where I work is a pretty safe environment. Plus C.C.I. has really pushed forward in the safety departments over the years + you can see that just by the ratio ~~that~~ of accidents that have happened now compared to several yrs. ago. *include*

⑦ Me: Could you describe either the most unique or perhaps humorous situations you have seen over the years?

Kim: Well humorous situations at work happen all the time, because the guys I work w/ all have a great sense of humor. So we're always ~~always~~ being able to laugh while we're at work. That makes it important, because work goes by a lot better if you have a good working relationship w/ your partners, where you can laugh at things. Unique things are when we have other people come in from different countries. We work w/ them + show them what we do + so forth. We get to explain these jobs to people from different ^(other) cultures of the world. ^(Cultures?) include

Me: OK. Please describe your working conditions.

Kim: Working conditions we work under are clean like they would be in your school, or anywhere else, quiet, temp. controlled environment, air conditioning, we have a stereo, + then we have our own refrigerator, microwave, ^{refrigerator} nice, probably the best ^{include} conditions you can find working in an area that produces iron ore, clean + there is a lot to be said about that is working outside where I've worked in the rain, snow, + mud before, experiencing everything there is like that + then being able to work in this situation makes it nice.

⑧ Me: How have safety standards changed
+ what improvements do you see are
yet to be made?

Kim: Well they're always striving
towards better safety, but right now I
think CCI is at an all time high as
basically having safety be involved with
the jobs. Right now I think that they don't
have, if they have one accident every
6 months, I think that's probably pretty
much about on par whereas before they
might have had 100 to 200 accidents
every 6 months. So everything out there
is safety related now + they have their
own safety departments. Plus there is
people who work all around that always
watch out for different things that
could happen, + turn in safety reports
on them, + make sure that people don't
get hurt. Although accidents do happen
+ people take things for granted + they
don't realize the outcome, or how serious
it could be if you do get hurt by
taking chances. Most people out there
don't take chances anymore. They
always ask for help, or make sure that
it's going to be done safely before they
do it. *good quote*

Me: OK, How have you seen the duties of
your job change over the years?

9. ^{Kim:} Well, before the lab, speaking w/ the lab, the lab used to be taken for granted + it was kind of like a cush job that they figured anybody that worked in there had it made. Really quality anywhere in the U.S. wasn't really looked at as #1, but as it becomes a world market people are being more competitive + of course people are looking towards quality. That's why they call it a quality lab now, because if we make sure that the product we make ^{is} the best product available on the market + that's why we still have jobs out there. If we didn't make such a good product, chances are these mines wouldn't be open right now + we wouldn't be working.

me: ok. Please describe what your co-workers are like.

Kim: My co-workers are a bunch of crazy ^{characters} who have good senses of humor + can make you laugh during the day. I've worked w/ people who have short fuses + I've worked w/ all different types of people, but the ones I've got right now are good guy's + all family people. Everybody there that I work w/ is married, so we all know how to tolerate certain things, maybe a little more than others. But, again I say the best thing is to be able to go to work + laugh. We have a lot of things in common as far as the outdoors + stuff goes. So that makes it enjoyable to go there + be able to talk w/ them instead of fight.

me: ok. Do you remember any special stories that stand out about them?

Kim: About my partners. Well, there's always stories floating around about them especially at deer seasons, at camp, fishing expeditions + different things like that, cause we all

include
part

© (continued)

Kim: like to be out in the woods + we all like to, it seems like we have certain things in common, hunting, fishing, target shooting. I don't think any of us out there, don't have to much that is not in common. So, for stories, there is probably a million stories, but I don't know what type of story you really want to get into as far as things go. You know. Nothing out of the ordinary.

Me: What's the ordinary?

Kim: Well, lets see. There is lots of stories about different fishing trips where the canoe get flipped over in the waters + they get washed down. Like when we took our canoe from csh, down to Lake Michigan, going over waterfalls that weren't supposed to be there. And the DR telling us that it took us, it would take us 7 days to get there + we were there in a day + 1/2, because we took the river at flood stage. Or, going up Brooke Trout up there, staying in there for a week or so. Different things like that. That's what we do that's what we talk about. That's stories of some of the old people that used to live around here. That's about what we talk about.

Me: O.K. During your career, were you involved in any special projects or have you implemented any new programs?

Kim: Well, yes. Special projects would be like

① (continued)

Kim: when they built the CD3 pit, when I was working in the Pitt, I was making the roads down there, I also made the dam that went across one of the lakes there, and moved millions of tons of dirt to create this new Pitt up there, this ^{magnificent} Pitt that used to be just woods. To be able to sit back + look at it as just woods + the way it looks today, is a pretty ^{phenomenal} change in that. Also I was working in the field before they brought in the quality aspect of it where everything is documented on paper + hands on testing + so forth, so I've been in that since the very beginning, so I've seen a lot of changes even by being in one position in the lab from what it used to be to what it is now is, it's done a 180 as far as people coming + going there is no more of that. Like I say everything has to be taken written tests + hands on tests to prove your aptitude to be able to work there.

Me: OK. Have you ever won any awards or have you been recognized in any way for your job performance?

Kim: Yes. We have won safety awards for being accident free. Every so many months out there, when we go w/out any accidents, we get free meals catered from the Northwoods. Safety awards are different things like jackets

12) (continued)

Kim: lights, fire extinguishers, things like that, that we've had awarded to us over the years. So we get quite a few safety awards in ~~lots~~^{that} of different ways.

me: At any time have you felt like changing jobs or your career? Why or why not?

Kim: Well one nice thing at CCI is if you don't like what you're doing, you can always change + go into a different career field out there, because there is so many different careers that you can be in. You can be an electrician, you can go to maintenance, you can be operating, you can run heavy equipment. There is a variety of things, so even though you do work for CCI + have the security of having a good job, you can still change different fields. So that is always an option that is open to you which is a nice future to have w/out having to quit working there + going into something else + giving up all your rights. Your pension rights, your retirements, + still being able to make good money.

possible quite

me: if you do switch jobs do you have to take a special test for it?

Kim: Yes, some jobs you ^{have} to switch. if you go into electrical or maintenance you have to pass tests to show that you're capable of doing the job. To come into

⑬ (continued)

Kim: the law, like I say that's its own schooling. Even in maintenance or that when you go into that stuff it can go anywhere from 1-4 years. Plus schooling while its on the job, its still schooling. So thats how they work it out there.

me: How often do you ^{have} to take the tests?

Kim: Well usually there is a test that comes up every 6 months, + then you go up in pay if you pass that, if not you stay where you are until you get your journey mans position, which means that you are at the top. You are always learning something, but to get to the higher pay, the higher the pay the more you know about certain things out there. So, you can always stay as a laborer if you want to + make just say 8 pts. or you can work your way up + make 18 pts, 19 pts. ^{include}

me: What do you mean by points?

Kim: Points. One point equals about 20¢ an hour. So if you have a base pay of say \$10 an hour that would equal 2 points. So then if you made 18 pts. that would be like \$10.00 + oh say 40¢ \$10.50 an hour. Then if you keep going up by 20¢ 25¢ a point so that would be your base pay. ^{include}

me: OK. What do you think the future holds for the Tilden + Empire mines?

⑭ Kimi: Well to see there is probably another 20 or 30 years of work there the way its running right now. Then again its just like any other mine, when the ore runs out thats the end of the mine. So its not something thats going to be there forever, but Im sure CCI is looking into other aspects + other ways of using things. These are big places. You know, I dont know if you've ever come out there on a school trip or that, but its a 1/2 a mile long + 1/4 mile wide, the Tilden is so its a big place + it takes a lot of money to run these places. So.

Me: OK. What does the future look like for the iron + steel industry in general?

Kimi: Well the iron + steel industry is not as big as the Nintendo industry, which is hard to believe, but even though this countries backbone is steel + iron its not as big as Nintendo does. The government as much as it should help out it doesn't. There could be a lot of better things done w/ using the government if they would step in + help this, because everything in this country is built out of steel or iron + lots of other countries want to dump their steel here, because they don't have the industrial background that the U.S. has got. So hopefully things will keep going on where other people can come out there + work + so forth, keep jobs up in this area.

Me: OK. What do you feel must be done in the future for CCI. to remain competitive?

include Kimi: There again they're looking at it ^{as} being cost competitive + also to produce a quality product that nobody else can produce in this country. Thats whats going to make them survive.

15 (continued)

Kim: They're going that way right now as far as cost reductions, hours, man hours put into a job to get something done, + to reduce the cost per ton of pellets that are sold on the open market + sold around the world. Even though they might sell to one company, they are traded off + some company might take them, whether its some of the pellets might be used for hobby bikes, or it might go down to Ford steel, or for making cars down there, it might go down to Gary Indiana for structural steel. So everywhere it goes, no matter where it goes its got to be a quality product, or they dont want it. That's the bottom line.

include quote

Me: OK, what do you think has been the key to the success of CCI where other companies have failed?

Kim: I think CCI has realized that you dont need as many people to operate as what other companies did.

purple

the success to CCI, over other ore companies is that CCI owns the mineral rights + for every ton of dirt that they take they get a % royalty per ton. ~~Not~~ only do they get paid for making their pellets, they get paid for using their dirt. Most places dont have the benefit of doing that, so that's probably what's done it.

include

Me: O.K. Looking far into the future how do you think history will remember the Cleveland Cliffs Iron Company + its workers?

Kim: Well I think that it will look at it as they had a conscientious work force. And I think that it will also be looked at as the people that worked at CCI were paid for their services, but I think if they look around here at some of the old ghost towns + the way some of it was left its kind of like they dont put back into the communities like they could or maybe they are doing now. I think alot of people that come through this area look up through Republic, Humbolt + places like that + they see that all the old piles + things that are rock + they dont understand why they are not

16 (cont inced)

Kim, put back into, or made to half to
put the earth back to the way it was
instead of leaving all this stuff laying
around. I think in the future I think
people will look at CCI as doing things like
that & how they got away w/ it.

include
environmental
aspect

Me: Ok. How has the role of women changed
in the iron industry, & what direction do you
think it will take in the future?

Kim: How has the movement changed?

Me: How has the role of women changed?

Kim: Oh well it was unheard of not that
long ago to ever see a woman working.

Most women were supposedly mad to stay
home & take care of the families, but because

there is more single families now you
start seeing more & more women in the work

place. I think as time goes on your starting
to see women working at CCI now & as time

goes on you'll probably see 40 to 50% of the
workforce will be women instead of men.

So I think that's what the future is going
to hold & every where you go now I think

you see women going into different jobs,
whether its running heavy equipment, or

doing laborious jobs. If they can do the job
they should be there. That's all. No cut & dried

way of looking at it except equal rights &
equal pay. *good quote*

Me: What direction do you think it will take in
the future?

Kim: Well I think that you'll probably see
1/2 the work force at CCI becoming female. *possible quote*

future

17 (continued)

Kim: in places that they can. There's certain places out there that you just won't see women working, but there is a lot of places out there that a woman can do their work the same as a man. I think they realize that too. So, I think you will see a lot of women working for CCI as the years go on.

Me: How old do you half to be to work in CCI?

Kim: Well you should be 18 years old + graduate high school at least. I think that's a national labor rule to as far as that goes.

Me: What skills do the young people of today need to develop if they plan to work for CCI someday?

Kim: Well CCI is going more + more into computers so it would help anybody that is in high school to definitely be computer oriented. To be able to read right. Do the certain things that you should do to be able to get in there. Of course the more you know the more its going to help you to get a better job no matter where you are. So the more effort you put into your schooling for the more you learn, the more its going to help you out in your future to make more money. The bottom line is as you get older your going want more toys + its not fun to be poor by any means. So, you do want extra things in your life + if you dont have a good job - you dont get these. If you want a nice car, if you want a good job, if you want your expensive toys, you half to earn these things. One way you earn them is a good education. Thats what you need.

Me: Im a related question, what advice could you give in general to the students of today?

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w/ Kim
Cm change
& include

18 Kim: Don't take school for granted & don't take it for a, as its something that's bad, but its only there to help you. You might not realize it now but as time goes on & you want that good job, or you want that good car, or a good 4 wheel drive or whatever, you want to live, you want to have a good house. Probably the best thing you can do is ~~you~~ get good guides & to prove that you're capable of doing a good job.

Me: OK, are you now or have you ever been a member of the steelworkers union?

Kim: Yes its mandatory that you become a member of the steelworkers union when you work for an iron or steel company. So, I think its thirty days after you are there you start paying dues into that. So, its taken out weekly I know, I think its about \$10 a week to be a member.

Me: Have you ever experienced being on strike? If so, how many times?

Kim: Well lots see we were on strike in 1977, then 1980 we didn't go on strike, '83 there was a strike & then there wasn't a strike until a couple years ago, lets see we went on strike in 1990 for 180 days, & then we went on strike this year for about 1 month & 1/2. So I've experienced some strikes.

Me: OK, how does a strike actually begin?

Kim: Well they take a vote they see what the company has to offer & all the union members get together & they vote whether to give their head of the union authorization to strike & which actually happens. That way if the board that meeting w/ the company doesn't get that its alright or something's not right there

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(continued)
Q Kim: they will say that they are going to go on strike w/ all the members voting in favor of it to give them the authority, we go on strike.

Me: OK so you go on strike if you want more things, if the workers want more things.

Kim: Well, not necessary so, but sometimes if certain things aren't worked out ahead of time + negotiated where things seem to be full of improvements are made in different areas, like your medical or health, or wages, or more working conditions, then that might warrant a strike + that's usually what the main causes are.

Me: OK How many employees does a strike usually involve?

Kim: Well, the strike not only involves the employees all of them it also involves their families, because if the person that's working there is on strike they don't have any money + of course that falls right back into the family so that everybody in the family suffers from a strike.

Me: OK what is the purpose of a picket line + describe what happens there.

include
Kim: The purpose of a picket line is to keep everybody, keep the company locked up so that they can't continue to do business. It doesn't allow anybody from outside the ~~business~~ company to come in + service that or let any other work be performed while we are on strike. And the picket line makes sure that nobody does cross it + keeps everything squared up so that both sides have to go by what's being decided, which

Q (continued)
Kimi! is the strike. People are there + get together + talk, put in usually 4 hours a week + because of that they get strike benefits, which up here equals about \$60 a week while you're on strike which is ~~is~~ about 1/5 of your work pay per week but it helps out a little bit while you're on strike anyway.

Me: So you get paid while you're on strike?

Kimi! We don't get paid by the company, but all the dues that we pay in every week ~~we~~ like to put \$10 ~~in~~ a week into the strike fund + 50 cents. And what we call dues we get that back if we're on strike that \$10 a week or whatever. Sometimes it might start out at \$75 a week + then get \$10 + you continue to get that until your strike is over, + hopefully the strike doesn't last too long, but if you are out 100 days that is a long time. That's 4 months, that's a long strike, so you have to save + you have to be prepared for a strike because there is one.

Me: Do you know of any interesting stories about an incident on a picket line?

Kimi! Well not so much around here, but I know there is different areas around where there's been actual gun shots fired where people have tried to go in or the companies tried to break through the picket line + things like that. But up here it's been pretty respectable on both sides so that there is no flare up or anything else like that. CCI realizes that if you're on strike they are not going to continue to perform duties. The members also know that people will certainly ~~not~~ ~~be~~ ~~to~~ ~~get~~ ~~in~~ ~~the~~ ~~line~~ ~~is~~ ~~pretty~~ ~~good~~ ~~because~~ ~~it~~ ~~is~~ ~~a~~ ~~good~~ ~~thing~~.

21 (continued)
Kim: working relationship around here between the union + the company.

Me: O.K. In general what is the most interesting or unique story that you can remember from any time the workers were on strike?

Kim: Well I would have to say how they over the period of strikes that I've been at it seems like they have had certain rallies where everybody has gotten together + rallied together to let you know that you are not alone in your ~~plight~~ ^{plight} your not the only one that doesn't have the money coming in + it's not an easy time for anybody. You see them get together + encourage everybody + hold rallies + so forth. It seems like it kind of helps to lift everybody's spirits up a little bit + to let everybody know what's going on + when the strike is going to be resolved + that so, that's probably it. Unique stories, ~~there is probably~~ there is not to many things happen around the picket lines, except that info. is passed around about what's going on in Cleveland or wherever they happen to be meeting in Delaunoy or wherever.

Me: O.K. what takes place at a union meeting or union rally?

Kim: Well union rallies are just when we are on strike usually + like I say people get together + try to encourage each other that it will be over w/ soon + to hang in there. ~~Union meetings~~ What was the other part? Union?

Me: Union meetings.

Kim: Union meetings are where they you get your updated on things happening where there was grievances filed, or ~~got~~ ^{is} what the union + the company are working on proposed different ideas + so forth + its to keep members updated as far as things that happened in work related areas that you around all the time.

Me: In your opinion, why is the steelworkers union so important to the workers?

Kim: Well the steelworkers union is what keeps track of everything that's happening + makes sure that safety is there involved + makes sure that wages are paid out accordingly to that your holiday pay + your working hours + the union is what set up your 8 hour workday.

include

Me: Kim, where as before in history some people worked 12, 14, 16 hours a day every day + now you know if you work over 8 hours a day you get your overtime pay, your guaranteed your days off + 20 fourths, so the unions are really important as far as labor relations go.

Me: OK. Please describe what you enjoy doing in your spare time.

Kim: My spare time I like to fish, hunt, shoot pistol, rifle, spend time on my farm, we have horses, we have adopted mustangs, puts around w/ them a little bit, I have a Harley Davidson I ride often on, go for walks in the woods, enjoy the UP. Like most yappers do.

Me: If you had to do it all over again would you make the same career choice? Why or why not?

Kim: Well that is hard to say, but if I had to look back on it now I'd probably end up being, I mean most people don't know what they are going to be when they are 18 any way, so if I had to look back on it again I now I'd probably go in + be a vet or something where I'd be working for myself + not half to answer to anybody else, I live by anybody else's standards.

Me: Looking back over the years, what impressions stand out most in your mind concerning your association w/ C.I.?

Kim: Well, I say looking back over the years I'd half to say that seeing how some people work + live up here + for the wages they have made + I've been into some jobs that you work super hard + you get paid very little, looking back over it I'd probably half to say that C.I. is probably the best employer that I've worked for up here because they treat their employees more than fair, they pay them excellent for this area + they seem to stick up for their employees when it seems they might have a problem as far as insurance or something else. I'd half to say that they are probably one of the best employees you could have if you want + live in the Upper Peninsula. [good job]

Me: OK. Before we end this interview is there anything else that comes to mind that you would like to add?

③ Kim: Well, I'd have to say thanks for the interview.

Me: Your welcome.

Kim: Its sometimes its nice to be able to think back over things that you have done + that you dont normally do. Its nice to see your school being able to use this info. + put it forward into book form or whatever you're going to do w/ it. Like I said thanks.

Me: Ok, thank you to for letting me do this interview.

This can be
an excellent story.
Concentrate on
the quality. Try
con. 10%.

- 3. Safety - [orange highlight]
- working conditions - [pink highlight]
- main duties - [red highlight]
- 2. Strikes + union meetings - [dark red highlight]
- enjoy most - [green highlight]
- most challenging - [red highlight]
- doing these relations - [teal highlight]
- future - [blue highlight] [purple highlight]

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~~working conditions~~
~~main duties~~
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~~enjoy most~~
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~~future~~

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