

**Customs and Trade Compliance Analyst
The Hershey Company**

This position has responsibility for supporting the Global Customs and Trade Compliance team in areas such as HTS Classification, Schedule B, evaluation for Free Trade Agreements, Export controls, implementation of compliance programs globally as well as country of origin determination and customs manuals maintenance. Duties also include, but are not limited to, support Hersheys Global Trade System and other databases to comply with Global Trade Compliance regulations, and working with several internal and external business partners in key geographies.

Summary of major duties:

Research and assign HTS (included but not limited to MX, US, CA, BR, EU and Schedule B codes) to company's relevant items. Including, packaging, raw materials, finished goods and equipment. Classification SOP's must be followed to ensure that all relevant General Rules of Interpretation, General Notes and Customs and Border Protection Rulings are properly cited, and that records are maintained reflecting drawings, technical information or any other supporting data used to achieve a high level of classification accuracy. A review process will be followed by the Customs and Trade Compliance Specialist to insure accuracy of classifications and record keeping compliance. Perform yearly reviews to previously assigned HTS and Schedule B codes in order to update any changes to the existent codes.

Support the maintenance of Hershey's Importer Self-Assessment (ISA) program, as well as the customs compliance related sections for CTPAT status. Pull data samples and conduct quarterly post entry audits on US & CA imports. Review findings and coordinate with responsible parties on improvement plans. Monitor compliance with corrections...

Monitor and support Hershey's Import/Exports Customs Compliance Program implementation in key geographies, including documentation of shared procedures, and systems blueprints as well as supporting the imports/exports team on related projects. This will require direct communication and coordination on a daily basis with different functional areas across the organization, in multiple countries.

Help execute formal customs compliance training program for key geographic locations.

Support the Customs and Trade Compliance team in the eligibility determination, certification and record keeping of Hershey's products for Free Trade Agreements (including NAFTA, AUSFTA, CAFTA, US-Peru FTA, etc.), as well as eligibility other preferential programs such as GSP and USGR. This will require Interface with company departments on activities related to obtaining and retaining documentation to support Special Programs eligibility of manufactured and co-manufactured and purchased items, in compliance with US Customs record keeping requirements.

Support operations personnel whenever needed. Provide assistance to Customs and Trade Compliance team for any special projects.

Throughout the year monitor new products and seasonal items that will be crossing the border in order to ensure you are taking advantage of all preferential duty rates.

Research Hershey item ingredient composition and sourcing to determine Country of Origin based on applicable Rules of Origin. Support C/O training process for key locations. This requires an in-depth understanding of 19 CFR, 102 regulations as well as the specific methods (RVC, Tariff Shift and *De minimis*) to determine Country of Origin for US Free Trade Agreements.

This also requires coordination and information gathering across a variety of corporate functional areas including commodities, co-manufacturing, R&D, QRC, packaging, and others.

Maintain country of origin records in coordination with the rest of the compliance team, and monitor any applicable changes.

Support the execution of periodic risk assessments to Hershey subsidiaries and business partners on a global basis (including ISA certification for US and other similar programs on key countries), as well as compliance robustness analysis for mergers, and acquisitions and other special projects.

Support yearly reviews of customs compliance procedures and manuals to ensure that documentation is up to date.

Responsible for the maintenance of the general global duty and FTA matrix, as well as support duty analysis and support dynamic distribution and sourcing analysis as needed.

- Demonstrated HTS classification experience. Previous experience with food products, as well as equipment and/or packaging recommended.
- Detailed understanding of HTS GRI's and General Notes. Classification Certification is a plus.
- Knowledge of Customs Procedures. Previous experience with US Free Trade Agreement qualifications (especially NAFTA, US-Korea and CAFTA), as well as understanding of country of origin determination and marking regulations (i.e. 19 CFR) is required.
- Bilingual (Spanish or Mandarin) is strongly recommended; knowledge of other languages is a plus.
- Knowledge/experience with Mexican, Canadian and other countries Customs Compliance regulations is a plus.
- Computer skills including data entry, PC, Windows, Access and SharePoint
- Knowledge SAP or other ERP system. Experience with SAP's GTS is a plus.

- Interpersonal communication skills, relationship management and collaboration skills.
- Experience working with multinational companies is desirable.
- Experience with Import/Export Operations in different countries is a plus.
- Attention to detail, able to thorough analysis.
- Excellent organizational and multitasking skills.
- Effective time management/prioritization skills.
- Strong follow-up skills.
- Strong initiative and proactivity
- Strong ethical standards
- Adaptive to fast and continuous change.
- Strong oral and written communications skills.
- Analytical/math and problem solving skills.
- Due to global scope flexibility for working hours is required (conference calls and meetings will be expected during some evenings and early mornings).

<i>Education:</i>	BS/BA in Logistics, International Trade, Economics, Business or equivalent experience required. Licensed US. Customs Broker is a plus.
<i>Experience:</i>	2 to 4 years directly working in import/export compliance