

# Internship Program

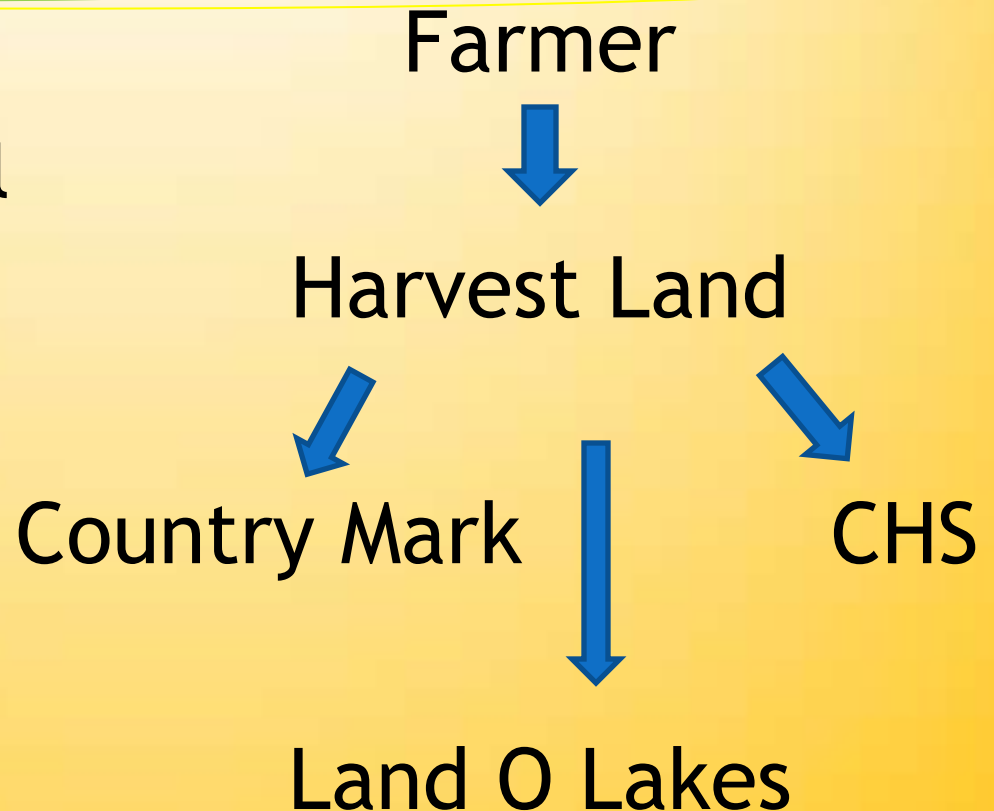


"Opportunities in  
your backyard"



# The Cooperative System

- Co-op hierarchy
  - Members own local co-ops
  - Local co-ops own regional co-ops



# Who We Are

- Owned and controlled by nearly 6000 local stockholders
- Began as a local county cooperative in the late 1920s
- Today, represents more than 30 former co-ops, other businesses



# Co-ops Are Different

- Co-ops are a bit different than other companies. They are located in your backyard, but have a world of possibilities. Because local co-ops are connected with larger, regional co-ops, possibilities can be endless.



# Harvest Land's Area

- Ohio & Indiana

50+ properties

~Petroleum

~Feed

~Crop Nutrients

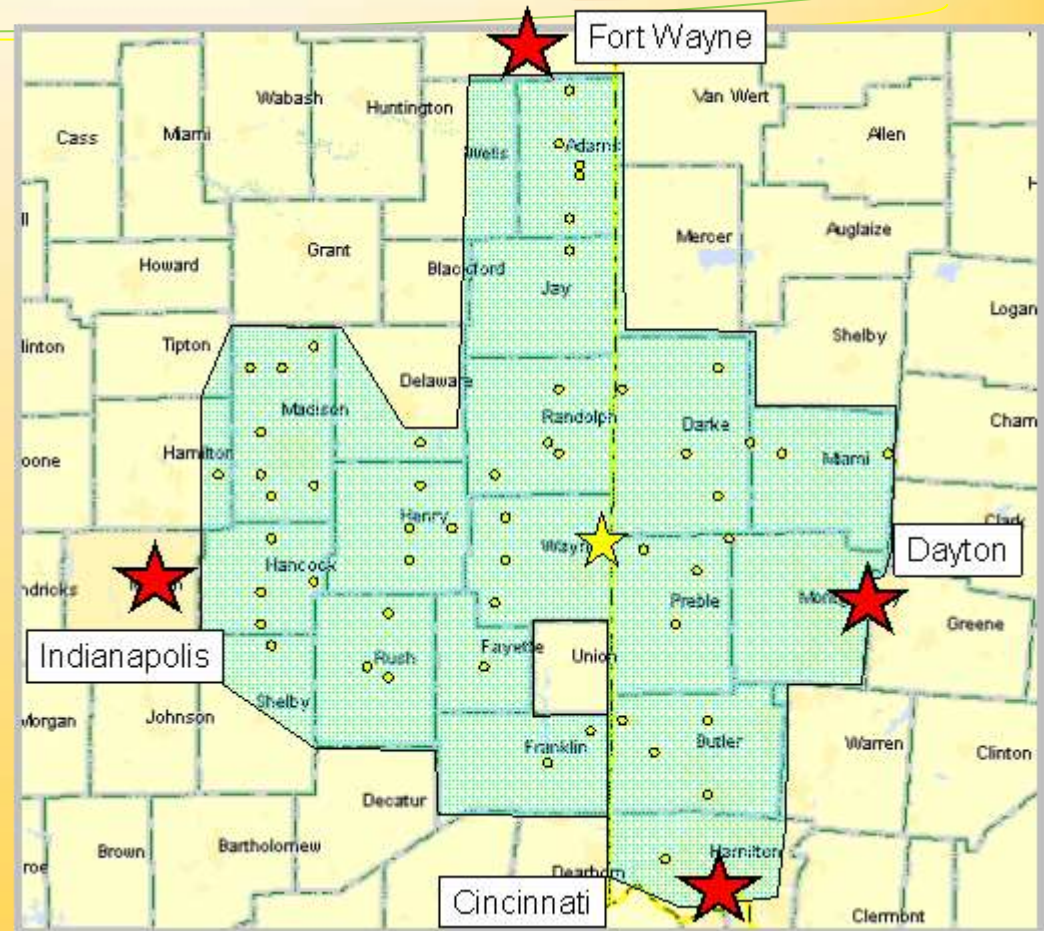
~Seed

~Propane

~Crop Protection

~Grain

~Precision Ag





# Harvest Land Distinctions

- Recently, Harvest Land was selected in the Top 10 U.S. Ag Retailers in the Crop Life 100 Survey

- Harvest Land Co-op is one of Land O'Lakes Top 12 Co-ops Nationally



# Cultivating Communities



In 2011 our Board of Directors set four strategic goals to guide our organization into the future. The first goal is to provide leadership and be an influential organization to stay positioned to meet member needs. In an effort to meet this goal and make an impact in the communities that we live and work, Harvest Land launched “Cultivating Communities”

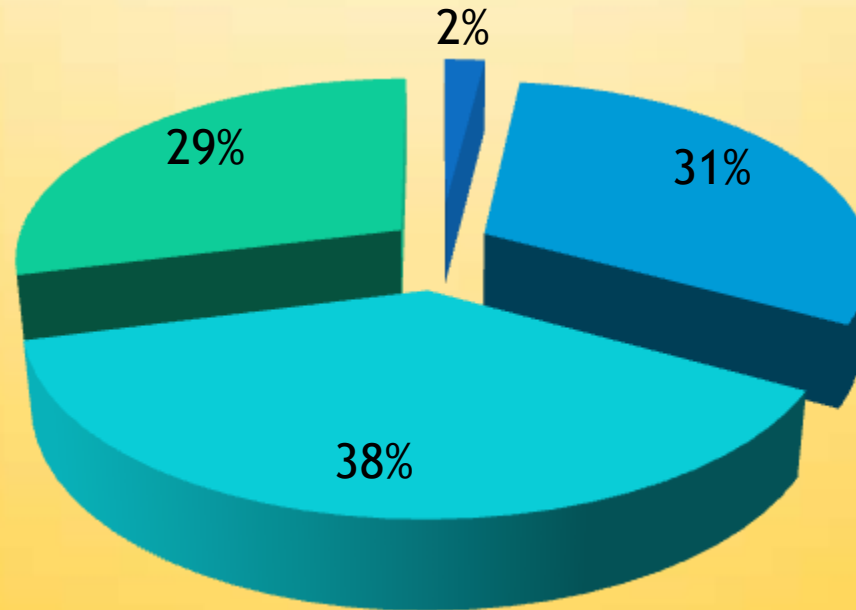
**125 Employees gave 2700+ hours of service to community organizations**



# How Much We Do

## Product Area % Total Sales

■ Feed/Other ■ Agronomy ■ Grain ■ Energy ■





# What We Do

- Operate crop outlets, bulk petroleum plants, feed mills, country stores, and grain facilities (>10 million bushel storage)
- Supplier of residential and commercial energy, Fuels and Oils, LP, Home Heat, Retail Fuel Stations
- Provide Seed, Crop Protection, Crop Nutrients, Custom application and...



# YieldPro

- Prescription Recommendation Program tied to Precision Agriculture and good decision making



# 2012 Harvest Land Co-op YieldPro Team



# Who You Will Be Working With

- 4 Generations in the Workplace
  - Traditionalist (Loyal/Conservative)
    - 4% of Harvest Land (1901-1943) age 68+
  - Baby Boomers (Optimism/Workaholics)
    - 51% of Harvest Land (1944-1964) age 47-67
  - Generation X (Skepticism/Resourceful)
    - 26% of Harvest Land (1965-1981) age 30-46
  - Millennials (Balance/Impatient)\*
    - 19% of Harvest Land (1982-2003) \*interns included <age 30







# 2012 Harvest Land Co-op Interns



# Our Internship Program

- Our Internship program places college students in an important position
  - 20,000 acres
  - \$335,500,000 crop value touched by our interns
- Interns will also gain insight into a fulltime career



# Our Internship Program

- Grown from 1 intern in 2005.
- For 2013, seeking 35
- Begins May 6
  - three intense days are spent educating
  - Harvest Land's nationally recognized agronomists and staff



# The Internship Program



- Begins the Second Week of May

3-Day Orientation interns get tools and knowledge they will need



# Weekly Education Meetings



After the initial orientation, Field Techs meet weekly with our agronomists and agronomy team for continual education.



# Weekly Education Meetings

At the weekly meetings, topics such as emerging pests and diseases are covered as well as the proper way to identify issues in the field.





# Intern Impacts

- Approximately 440,000 total acre, inspected twice by Field Techs
- Total crop economic value = \$335.5+ million
- Each intern covered an average of 20,000 acres this summer.
- Group covered Rhode Island



# Be the Eyes and Ears



Our Field Techs play a major role in our agronomy division. They are the eyes and ears for our ag center teams and our customers.

One customer said our field techs are like risk insurance; he can go to the fair and know his fields are in good hands.





# Intern Impact

“through this internship we provide a service to the growers that provides management tools for decisions that impact not only them but all parties involved with the production of those commodities” ~ *Tim Hammond, Purdue*



# Interns Assigned To Ag Centers

- “You learn a lot, and the people you get to work with are friendly and easy to get along with as well as very willing to help if you have any issues or questions.”
- *William Harader, Purdue*





# What Our Interns Say

- “I definitely know now that I want to pursue a career in agriculture and possibly even change my major again to agronomy because I enjoyed the kind of work we had to do this summer.”

– *Darin Lucas, Ivy Tech*





# What Our Interns Say

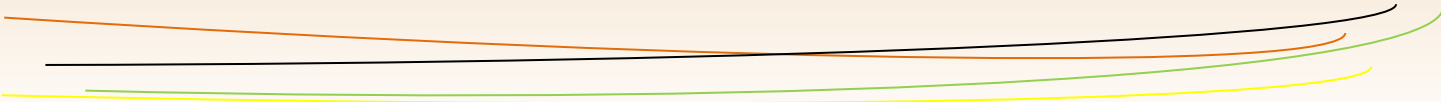
- “I learned more this summer than I did all school year!” Sarah Smoker, Wilmington College



With the Harvest Land Co-op internship experience, you can walk away with the skills and knowledge you need to succeed.



# Interested in the opportunities that await you in your backyard?



Please contact Bonnie Norris, Harvest Land Co-op's Human Resources Manager at [bnorris@harvestlandcoop.com](mailto:bnorris@harvestlandcoop.com) or 765-962-1527 to discuss the internship possibilities. This paid internship gives you an incredible educational opportunity, as well as a great experience working with professional agronomy leaders in a meaningful experience.

