

AG

Careers.com



**Your Online
Connection to the
"Best in the Field"**



A member of the **Farms.com** family.



Connecting the Best in the Field

For over ten years, AgCareers.com has been committed to 'Connecting the Best in the Field.' Through a targeted online career portal, AgCareers.com has helped bring together thousands of employers and candidates within the agriculture, food, natural resources and biotechnology industries. Creating a platform for job seekers to find their next dream job and employers the opportunity to find highly qualified talent is AgCareers.com's passion.

The AgCareers.com concept was developed by industry peers years ago and has been followed through to fruition by a very dedicated team who is continually focusing on ways to improve our products, customer service and business relationships. It is because of this level of commitment and innovation that AgCareers.com has continued to grow and proudly offers our clients a variety of human resource products and services including the career portal and beyond.

A wide array of offerings and networking within the industry has allowed AgCareers.com to develop a significant community of agricultural enthusiasts. This audience includes employers, job seekers, college and university faculty, students, social media followers, and partner organizations.

From the Compensation Benchmark Review™ to the AgCareers.com Ag HR Roundtable, and much more, AgCareers.com offers a well-rounded portfolio of products to assist human resource professionals, managers and business leaders within the agribusiness arena. It is with great pleasure that we offer you further details about a variety of the AgCareers.com products within this brochure.

We appreciate our clients' support and look forward to working together in the upcoming years as we add even more talented individuals to this great industry.

Eric Spell
President

Serving from strategic locations around the world.



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AG
Careers.com

About AgCareers.com

AgCareers.com is the leading online career site and human resource service provider for the agriculture, food, natural resources and biotechnology industries. AgCareers.com serves employers, recruiters and talented professionals throughout North America and abroad. AgCareers.com is a member of the Farms.com family of companies.



AgCareers.com Career Portal

The AgCareers.com focus is our internet career site. Beyond job postings, visitors can also find educational articles, employer and job seeker tools, news and product information on the site.

More employers are posting their available jobs on AgCareers.com and the variety of jobs is part of the appeal for our job seekers. Jobs are posted throughout the United States, Canada and internationally from small to large companies, non-profit organizations, educational institutions and recruiters. Full-time, part-time, consulting and internship opportunities are all part of the job offerings on AgCareers.com.

Jobs posted range in industry type, such as agronomy, biotechnology or equipment and

machinery in a variety of career paths, from sales and marketing to research and production. It is important to note that non-specific agriculture jobs also do well on AgCareers.com, such as accounting, customer service and human resources.

Candidates use the AgCareers.com site and its many services at no charge. They can browse jobs and apply directly to positions they find of interest.

The majority of applicants on AgCareers.com have a bachelor's degree or higher. However, the segments of job seekers with high school or technical diplomas have been increasing rapidly. The site is not only a resource for new college graduates, but also professionals who have a more established career history. Nearly 60 percent of candidates have more than three years of experience.

The site also features a 'Recommend this Job to a Friend' program, where over 12,000 job postings are forwarded to family and friends each year.

AGCAREERS.COM STATS

- 800,000 page views each month
- More than 3,500 jobs posted each month
- Nearly 8,000 applications submitted each month
- More than 1,000 jobs recommended to family & friends each month

ABOUT AGCAREERS.COM



Signup For The E-Newsletter At AgCareers.com



E-Newsletter

AgCareers.com is focused on attracting active job seekers as well as passive through our e-newsletter that is distributed to more than 142,000 industry subscribers in North America each week.

Each newsletter includes an educational article providing tips for employers and/or candidates.

Alternating partnership employers are featured in the newsletter with links to their current job openings. The newsletter also showcases a variety of positions presently posted on AgCareers.com.

Enhanced Resume Database

AgCareers.com employer clients can search the talented pool of potential employees on AgCareers.com. The resume database has about 5,000 recently updated resumes at any given time. The process is simple using the following search fields:

- Job Title
- Years of Experience
- Location
- Skills/Keywords
- Last Updated
- Education Level
- University/College
- Candidate Name
- Salary Range
- Industry Type/Career Type
- Relocation Potential

A list of candidates fitting the search criteria is produced and their names can simply be clicked to view their full resume and additional details. Results can also be filtered further to refine the search. Candidates resumes can be saved, commented on or forwarded via email. Employers' activity with a specific resume is logged and can be referenced for compliance documentation.



SEARCH THE RESUME DATABASE

Purchase access alone or with posting packages. Visit www.AgCareers.com and click on the 'Employer Tools' link for details and pricing information.

Partnership Package

Organizations can purchase single job postings, but companies that would like additional exposure or have many opportunities should consider the Partnership Package. The additional customer service provided at the partnership level creates time efficiencies and real results for organizations.

The standard 12-Month Partnership Package includes: Unlimited job postings, unlimited resume database access, customer service and applicant reporting by a dedicated account manager, access to market research, discounts and participation options and customization through additional packages, such as:

> Employer Branding

Maximum brand and job exposure, including: featured employer listing on the homepage, employer partners page, and employer e-newsletter; corporate logo rotation on the site and distinction of job listings during searches; featured branding on interstitial ads viewed by job seekers upon login; and employer branding opportunities through media stories, events and sponsorships.

> Social Media Employer Branding

Take advantage of AgCareers.com's network of established social media followers. This package includes branded employer page and company jobs featured on the AgCareers.com Facebook page; option to tweet select jobs to candidates; featured article as a supplement to the e-newsletter; video branding through ability to post company videos on AgCareers.com's YouTube Channel. Additional premium options also available.



"By partnering with AgCareers.com, The Scouler Company has gained access to a viable new source of talent. The AgCareers.com team has done an exceptional job of managing our account, demonstrating a high level of responsiveness to our questions and concerns as well as working alongside us to generate new ideas to hone our recruiting efforts."

- Nancy Todd, The Scouler Company

> Targeted Outreach Campaign

This tailored option allows an organization to select from a variety of offerings, including:

- Access to the Faculty Contact Database of more than 2,000 contacts at 2-year, skilled & 4-year schools
- Representation at trade shows and university career fairs
- Exposure in collegiate mailings like the internship flyer and collegiate newsletter
- University Relations customer care consultation
- Participation in two web seminars
- Participation in the AgCareers.com internship survey
- Participation in the Campus Ambassador Program of student on-campus promoters

PARTNERSHIP PACKAGE

2011 AgCareers.com Partnership Clients

- ABS/PIC/Genus Americas
- ADM
- AGCO
- Agrium Advanced Technologies
- Agrium, Inc.
- Agrium Wholesale
- AgReliant Genetics
- AgVenture
- Alltech
- BASF
- Bayer
- Bunge
- Cargill
- CGB, Inc.
- CHS, Inc.
- Crop Production Services
- Deep South Equipment Dealers Association
- DTN
- Farm Credit
- Farm Credit Canada
- Growmark
- Helena Chemical Company
- Hormel Foods Corp.
- Interag
- JBS Five Rivers Cattle Feeding LLC
- J.R. Simplot
- Land O'Lakes
- Midwest Equipment Dealers Association
- Monsanto
- Muscatine Foods
- Neogen
- Nutreco
- Pioneer Hi-Bred
- POET, LLC
- Richardson International
- South Eastern Equipment Dealers Association
- Southern Equipment Dealers Association
- Southwest Ag Partners, Inc.
- Southwestern Association
- Stine Seed Company
- Syngenta
- The Climate Corporation
- The Maschhoffs Inc
- The Scoular Company
- Trouw Nutrition USA, LLC
- Tyson Foods
- Valent
- Viterra
- Wilbur-Ellis

Contact agcareers@agcareers.com for more information on becoming a Partnership Client.

COMPENSATION BENCHMARK REVIEW

COMPENSATION BENCHMARK REVIEW™

(CBR) is AgCareers.com's agribusiness salary survey. This innovative online tool is designed specifically for the needs of the agribusiness industry. The CBR provides meaningful salary and benefits data on a wide array of positions. Data is available in multiple reporting formats to easily benchmark and compare data.

Clients can focus on general agribusiness trends or sector specific reports such as Ag Chem, Seed, Fertilizer, Commodities/Biofuels, Cooperatives, Production and many more. Information is also reported by location (region/state/city), urban vs. rural, and company size.



How to use the COMPENSATION Benchmark Review

Employers use the compensation data as a cost effective method to help guide their recruiting and retention efforts:

- Benchmark company compensation packages against specific industry sector and the agribusiness industry as a whole
- Construct compensation packages for new hires and new positions
- Examine a position to identify comparable positions across the agribusiness industry
- Confirm company position descriptions match roles they are benchmarked against
- Develop salary ranges and identify areas of improvement for company structure to help retain employees

Data is confidential and collected once per year. The online format ensures that data is accessible year-round, 24 hours a day, 7 days a week. Our customer care staff provide complimentary training, on-going customer support, and customized reporting per request. Each year 150-plus agribusiness employers across North America participate.

The CBR is only available to those that supply data thus enhancing the resource's integrity and credibility. Contact compensation@agcareers.com to obtain user information, confidentiality agreement and pricing.



Available Positions

Accountant	Environmental Manager	Occupational Health Safety & Environment Coordinator
Accountant - Assistant	Environmental Technician	Occupational Health Safety & Environment Manager
Accountant - Clerk	Executive Assistant	Occupational Health Safety & Environment Officer
Accountant - Management	Farm Manager	Operations Manager
Accounting Manager	Farm Supervisor	Payroll Manager
Accounts Payable/Receivable Manager	Farm Worker	Payroll Officer
Accounts Payable/Receivable Officer	Farm/Intensive - Director	Plant/Terminal Manager
Administration Manager - Business	Farm/Intensive - Manager Trainee	Pressure Washer
Administration Manager - Site	Farm/Intensive - Production Manager	Product (Brand) Manager
Administration Officer	Farm/Intensive Livestock Nursery Worker	Product Development Manager
Agronomist - Manager	Farm/Intensive Livestock Worker	Project Manager
Agronomist Field I	Farm/Intensive Nursery/Finishing Farm - Manager	Purchasing/Supply Manager
Agronomist Field II	Farm/Intensive Sow Farm - Assistant Manager	Purchasing/Supply Officer
AI Technician	Farm/Intensive Sow Farm - Manager	Purchasing/Supply Supervisor
Analyst - Business	Farm/Intensive Sow Farm - Supervisor	Quality Assurance Manager
Analyst - Commodity	Feed Mill Manager	Quality Assurance Officer
Analyst - Logistics	Finance Manager	Quality Assurance Supervisor
Area Manager - Commodity	Financial Controller	Receptionist
Auditor	General Manager	Regulatory Affairs Associate
Branch Manager - Assistant	Human Resources Business Partner	Regulatory Affairs Manager
Branch Manager - Retail/Wholesale	Human Resources Manager	Research & Development Manager
Breeder - Plant	Human Resources Officer	Research Assistant
Business Development Manager	Human Resources Specialist	Research Scientist I
Business Manager	Intern	Research Scientist II
Chief Executive Officer	Inventory/Stocks Officer	Research Scientist III
Chief Financial Officer	Inventory/Stocks Supervisor	Sales Agronomist (0-2 years)
Clerk	IT Analyst/Programmer	Sales Agronomist (2-5 years)
Commodity Trader	IT Business Manager	Sales Agronomist (5+ years)
Communications/PR Manager	IT Network Administrator	Sales Coordinator
Communications/PR Officer	IT PC Support	Sales Manager - General
Company President	IT Programmer	Sales Manager - Product
Credit Controller	IT Systems Analyst	Sales Manager - Regional/State
Credit Manager	IT Systems/Network Engineer	Sales Representative/Account Manager (0-2 years)
Custom Sprayer	Key Account Manager	Sales Representative/Account Manager (2-5 years)
Customer Service Coordinator	Laboratory Manager	Sales Representative/Account Manager (5+ years)
Customer Service Officer	Laboratory Supervisor	Sales Trainee
Customer/Service Manager	Laboratory Technician	Seed/Crop Production Manager
Data Processor	Laboratory Worker	Service Representative - Nursery/Finishing Farm
Director	Labourer	Service Representative - Sow Farm
Dispatch/Stock Control Clerk	Legal	Shipping Coordinator
Electrician	Logistics Coordinator	Shipping Manager
Engineer	Logistics Manager	Shipping Officer
Engineer - Ag Systems	Logistics Officer	Site Operations Area Manager
	Maintenance Manager	Supply Chain/Operations Coordinator
	Maintenance Supervisor	Supply Chain/Operations Manager
	Maintenance Worker	Technical Officer
	Manufacturing/Processing Manager - Site	Technical Representative
	Manufacturing/Processing Operations Manager	Technical Services - Vet Technician
	Manufacturing/Processing Operator	Technical Services Manager
	Manufacturing/Processing Planner	Technical Services Vet
	Manufacturing/Processing Supervisor	Technical/Development Manager
	Marketing Assistant	Traders Assistant
	Marketing Coordinator	Training and Development Manager
	Marketing Manager	Treasury Manager
	Mechanic	Truck Driver - Feed
	Merchandise Salesperson	Truck Driver - Live Haul
	National Marketing Manager	Truck/Van/Forklift Driver
	National Sales Manager	Warehouse Manager
	National Supply Chain/Operations Manager	Warehouse Supervisor
	Nutritionist	Warehouse Worker

Employer Guide

Ag & Food Employer Guide for Students & Professionals

The Ag & Food Employer Guide is an annual resource developed for students and professionals that features profiles on leading agriculture companies as well as helpful articles to assist with internship and job search strategy.

As a supplement to the September *AgriMarketing* magazine and through AgCareers.com relationships with universities and colleges across North America, the Ag & Food Employer Guide reaches more than 20,000 students via the print version, and even more via the online version. Advertisers help select targeted universities or colleges and also receive print copies for distribution. Both a U.S. and Canadian version are produced.

AgCareers.com creates social media promotions to target the student audience. Facebook contests and QR codes are examples of how social media promotions have been and will be integrated into the guide.

Employers use their full-page, full-color advertorial to highlight their organization's entry-level and internship opportunities as well as the benefits, culture and reasons why a student should

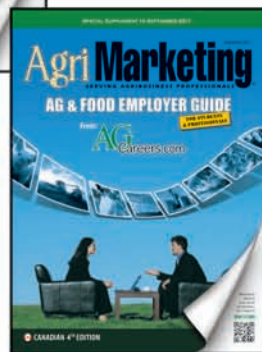
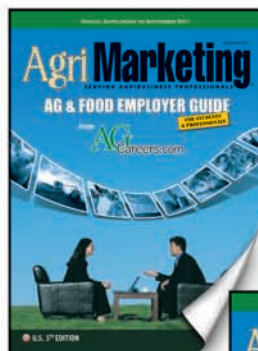
Contact agcareers@agcareers.com to find out how your business can be featured in the next Employer Guide.

consider working for their business.

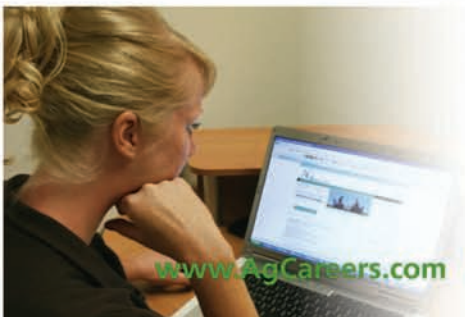
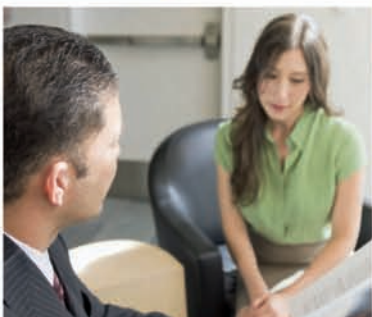
The helpful articles keep students referencing the guide throughout the year and beyond.

Examples of past articles include, 'Social Media: A Double-Edged Sword' and 'Resumes: From Good to Great.'

The employer guide also features those universities that participate in our University Partners Program. The University Partners Program showcases and shares information about educational advancement opportunities in agriculture and food for our users.



View the latest digital copy of the Guide under the 'Suite of Products' section on www.AgCareers.com





Past/Present Advertisers:

- ADM
- AGP
- AgriVenture
- Alltech
- BASF
- Bayer CropScience
- Becker Underwood
- Bunge
- Cargill
- Central Valley Ag
- Channel Bio
- CHS
- CNH
- ConAgra Foods
- Country View Family Farms
- Co-operative Retailing System
- CPS
- CSTA/ACCS
- CWEDA
- DeLaval
- Dow
- DTN
- DuPont
- FCC
- Federated Coop
- Greenstone FC
- Growmark
- Helena Chemical Company
- Hog Slat
- IAEA
- Interag
- Land O'Lakes
- Monsanto
- Muscatine Foods Corporation
- Navajo Agricultural Products Industry
- Novariant
- Nuhems
- Nutreco
- Osborn & Barr
- Partners Advantage
- Pioneer
- Purdue University
- Raven
- Richardson International
- Scoular
- Semex
- Simplot
- SK Ministry of Ag
- SWA
- Syngenta
- The Andersons
- The Friesen Group
- The Maschhoffs
- The Scoular Company
- Valent
- Wilbur-Ellis

Additional Student Outreach Opportunities Available:

- Campus Ambassador Program
- Faculty Contact Database
- Career Fair Representation
- Collegiate Mailings
- University Relations Consultation



Events & Training

While the online job board remains AgCareers.com's main focus, we are also committed to providing continual education to our human resource clients and their employees through conferences, workshops and online seminars. Continued education is important to stay up-to-date on the ever-changing agriculture industry to maximize recruiting and retention efforts.

"Excellent meeting and logistics! Thank you AgCareers.com for another job well done. You have a great team and it shows!"



Ag HR Roundtable

The largest of AgCareers.com events is the Ag HR Roundtable. This annual conference is open to all North American human resource professionals, managers, career services staff and relevant association representatives within the agriculture, food science, natural resources and biotechnology industries and is an excellent networking opportunity.



"This was my first conference. I truly loved every minute of it. I was warmly welcomed as a newbie. I will be back next year."

This informative meeting addresses high interest topics in recruitment and retention for the agribusiness industry.

Nearly 200 participants on average come together each August to network, discuss and challenge how to improve human capital aspects within the industry. The conference provides exceptional educational opportunities and a one-of-a-kind networking experience found nowhere else.





Webinars

AgCareers.com hosts hour-long educational webinars frequently to provide insight on a range of hot topics in the HR industry. This cost-effective continual education offering allows multiple attendees to gather in one location to access the webinar, thus saving travel expenses and time. 'Strategies for Increased Employee Engagement,' and 'Integrating Social Media into Your Recruitment Strategy' are examples of some past topics.



Workshops

While online training is convenient, we understand the need for more in-depth training. Workshops are hosted by AgCareers.com throughout the year at various locations across the country. A variety of topics are discussed, such as 'Creating an Internship Program that Yields Talent' to 'Building Effective Compensation Strategies for your Organization.'

Training/Consulting

The HR experts at AgCareers.com and our network of professionals can also assist with your training and consulting needs.

AgCareers.com offers on-site training courses tailored to your organization:

- Leadership Enhancement
- Generational Differences
- Recruiting Best Practices
- On-Campus Employer Branding Strategies
- Building a Pipeline of Employees through Effective Internships

"PIC has participated in multiple Leadership Enhancement training programs offered by AgCareers.com. The facilitators are talented, especially given their background and understanding of the agriculture industry. The course design is very effective at identifying areas for improvement and providing the tools necessary for effective leadership. The content is delivered in a manner that helps participants retain and apply the knowledge and skills gained at various levels of our organization."

– Tony Thomas, PIC

AgCareers.com offers the following consulting services:

- Employee Satisfaction Survey
- Building Internship (Summer Work Experience) and Trainee Programs
- Campus Ambassador Program Development

Other options are available, and topics can be adjusted specifically for each organization. Typical audiences include managers, HR professionals, recruiters, hiring managers, owners, intern mentors and coordinators. Contact agcareers@agcareers.com for more information and to tailor a program to meet your organization's needs.

Resources

Market Research

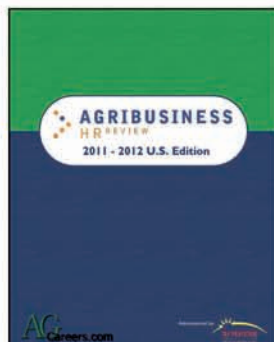
AgCareers.com is committed to providing up-to-date and useful information pertaining to recruitment and retention within the industry to assist our clients. Therefore, AgCareers.com conducts a variety of market research projects throughout the year. Data is collected from both employers and job seekers to create reports that can be used to shape human resources practices.

AGRIBUSINESS HR REVIEW

The AgCareers.com AGRIBUSINESS HR REVIEW™ provides a range of human resource best practices relevant to North American agribusinesses over the last twelve months. Information is captured via direct communication with clients through an online survey and then collated and presented in both tables and graphs to best capture and display the information. The document provides key findings, analysis commentary and detailed results in separate U.S. and Canadian editions published each fall.

Topics covered include:

- Salary reviews
- HR management practices
- Management performance schemes
- Benefits and salary packaging
- Recruitment practices
- Retirement trends
- Branding practices



This data helps employers keep up to date on what is happening in the agriculture industry to help them plan their human resource practices.

Survey Excerpt



*Sample from 2011-2012 U.S. HR Review

Ag HR Top Trends: This research report utilizes information from human resource professionals in the ag industry and addresses how companies can use these trends for strategic HR planning. Observations and advice from the AgCareers.com HR experts help companies shape salary increases and future growth.

Internship Benchmark Survey: This two-part survey allows participating companies to seek out anonymous feedback about their internship programs from their own interns as well as an industry report to help benchmark their program against others in the industry. One survey is conducted at the beginning and the second at the end of the student's internship.

Participation allows companies to gain insight into their internships and make changes to increase the success of their program. Reports are available for U.S. and Canada.

INTERNSHIP SURVEY SAMPLE QUESTIONS

Survey 1:

- What made you decide on this internship?
- What are you expecting to gain from this experience?

Survey 2:

- What would you suggest for improvements?
- Would you recommend this internship to a friend?

Intern & New Graduate Compensation Survey:

AgCareers.com surveys agricultural companies to produce this compilation of compensation data and trends for interns and new grads. The results can assist your company with on-boarding, program structure, compensation and benefits.

Job Seeker Perception Survey: This online job seeker survey assesses how users find out about jobs and why they choose to apply. Questions include, "How important is the company brand/image (reputation) when selecting jobs to apply for?" and "Have you used social networking (Facebook/LinkedIn/Twitter, etc) as part of your job search in the last 12 months?" among many others.

Job Outlook Report: This report is a full analysis of job posting activity and applicant trends for the previous year on AgCareers.com. Key findings from the recent report include a 23% increase in the number of jobs posted on AgCareers.com and 47% of posted jobs required a bachelor's degree or higher.

**Enrollment and Employment Report for the Agriculture, Food and Natural Resources Industry:**

AgCareers.com and AgrowKnowledge, The National Resource Center for Agriscience & Technology Education, partnered to provide this report to gauge awareness, availability and perceptions of graduates and careers within the industry. The report includes enrollment data of associate and baccalaureate degrees in the agricultural field from the past four years, a look at employment opportunities, salary outlook and results of a student perception survey.

Skill & Trade Report:

The Skilled Labor Outlook Report is also produced through a partnership between AgCareers.com and AgrowKnowledge. Information was gathered from surveys distributed to faculty at primarily two-year institutions who offer agricultural programs, agribusiness employers of individuals within this demographic, and employees who work in skilled professions.

The research conducted by AgCareers.com and AgrowKnowledge indicated an increasing need for technically trained employees; therefore the Skill & Trade e-Newsletter targeting this important job seeker segment was launched. This e-newsletter features helpful articles and current job openings in key sectors. It is emailed once per month to job seekers with an apprenticeship, high school, college/associates or technical education.



Download the most recent free reports by visiting www.AgCareers.com. Click on 'Resources & News' and then the 'Market Research' tab.



Social Media

AgCareers.com stays on top of the growing social media trend by actively participating in Facebook, LinkedIn, Twitter and YouTube with thousands of followers. AgCareers.com regularly posts and asks questions of our users to keep them fully engaged.

Facebook

The number of users that 'Like' the AgCareers.com Facebook page continues to grow with our social media promotions held at various times throughout the year, such as "Career Tuesday." The newly re-designed page has a Key Employers section for partnership clients that have selected Social Media Branding. This section includes profiles of key employers and their current job openings. There also is a section for featured job postings.

www.facebook.com/agcareer



LinkedIn

The AgCareers.com LinkedIn group interacts and shares ideas on topics relevant to the agriculture HR industry and career advancement. HR professionals, employers and candidates have joined the group which also includes sub-groups for the Roundtable and Job Seekers.

<http://www.linkedin.com/company/agcareers.com>

Twitter

AgCareers.com regularly tweets, and followers continue to grow with social media promotions throughout the year. Partnership clients with social media branding have the option to tweet select jobs to followers.

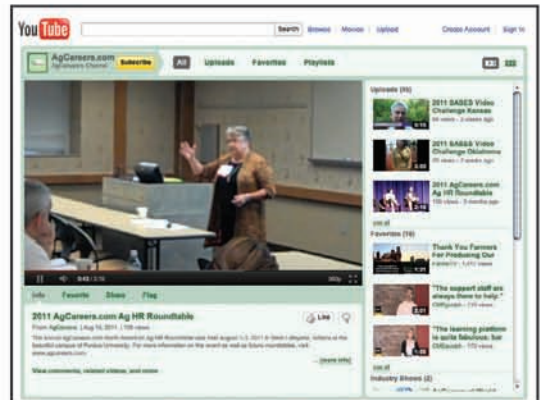
<http://twitter.com/agcareers>



YouTube

The AgCareers.com YouTube Channel features videos from industry events, advice for job seekers and educational videos for employers on topics such as employee retention strategies. Partnership clients with premium options may choose to highlight their corporate recruitment videos through the AgCareers.com YouTube channel.

<http://www.youtube.com/agcareers>





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