

MONSANTO



HUXLEY CORN BREEDING

We want you to work for Monsanto! We are looking for crew members for the summer to assist in a variety of essential tasks in our breeding and research program.

POLLINATING CREW

Pollinating season starts in the beginning of July. Pollinations will all be done in Huxley, IA. Monsanto will provide transportation for this season which includes bus pick up at centralized locations. Pollinating hours vary greatly upon the weather. A normal work day will begin with busses leaving their respective locations at 6:30 AM and usually returning no later than 4:00 PM. Starting wage is \$10.00/hr. *The minimum age requirement for pollinators in Iowa is 14 years.*

REFERRAL PROGRAM

Monsanto does have a referral program. Tell your friends Monsanto is looking for summer crew members. For each friend that comes to work, Monsanto will give you a gift card. Your friend must be new to Monsanto and work the entire season. If you need more applications do not hesitate to call or email.

WORK HOURS AND BREAKS

The length of the work day and work season is uncertain due to the impact of weather conditions. Employees need to be flexible, especially at the beginning of the season. Normal working hours are **6:30 AM to 4:00 PM, Monday through Saturday**. Please note Saturdays are mandatory for pollinating.

PICK UP AND DROP OFF SERVICES

Depending on where we receive the most applicants for our pollinating crew, Monsanto will determine a centralized pick up location traditionally in Ankeny, Ames, and Huxley. More details will be given closer to orientation.

ORIENTATION AND SAFETY TRAINING:

Employees are required to go through orientation and will be compensated for their time. Orientation consists of two portions, Safety/Personal Conduct and Field Training. The first half covers all the policies Monsanto has on safety and personal conduct while working for Monsanto and the second half will be hands on training on the different processes employees will perform during their tenure.

Orientations for the pollination crew are offered on two dates for the season, only one need be attended. Training will start at 8:00 AM and last until approximately lunchtime. Lunch will be provided. Dates for training will be announced in late May or early June, and are commonly held in late June.

Are you interested in joining the team? If so, please read the attached pages and complete the forms requested. Then mail, email, or drop the application off in person to:

Cody Lawrence
1551 Highway 210
Huxley, IA 50124
cody.m.lawrence@monsanto.com

Applications are due by June 1. Please return as soon as possible.

Please retain this page for your information.

Contact Information:

Cody Lawrence
1551 Highway 210
Huxley, IA 50124
cody.m.lawrence@monsanto.com
515.597.5867

Referred by: _____

MONSANTO



SEASONAL EMPLOYMENT APPLICATION – Huxley Corn Breeding

This application does not imply or guarantee your hire.

Name: _____
Last First Middle

Mailing Address: _____ City: _____ State: _____ Zip Code: _____

Phone: (____) _____ Cell Phone :(____) _____ *Check box to indicate # preferred*

Due to laws applicable to hiring of minors, if applicant will be under 18 years of age on June 1st of this year, please indicate your date of birth* _____ (MM/DD/YYYY)

**Note: You will be asked to provide proof of age prior to your first day.*

If you are a student, please indicate school attending _____

Do you have reliable means of transportation to get to and from work? _____ Yes _____ No

Have you been employed by Monsanto before? _____ Yes _____ No

If so, at which station did you work and who was your supervisor? _____

Have you ever processed or packaged seed? _____ Yes _____ No If so, how many seasons?

Have you ever planted seed? _____ Yes _____ No If so, how many seasons?

Have you ever pollinated? _____ Yes _____ No If so, how many seasons?

Have you ever harvested seed? _____ Yes _____ No If so , how many seasons _____

What crops? _____

Pollinating Orientation Date: To be determined – Late June. Communicated upon selection.

APPROVAL OF PARENT OR GUARDIAN, IF UNDER 18:

I have read the **conditions of employment** (listed on back) regarding work for which my son/daughter/ward is applying and hereby give my consent that he or she so be employed. Also, I verify that the above information is correct. The employer will make every attempt to contact the parent or guardian listed on emergency contact sheet in the event medical treatment is necessary. I further agree that the employer may direct medical care for my son/daughter/ward during the work period if I cannot be contacted.

PARENT OR GUARDIAN please sign here: _____ Parent/Guardian
Circle One

Employee: please sign here: _____

In case of emergency, who should be contacted? (Name, address, phone & relationship)

Return to Cody Lawrence, 1551 Highway 210, Huxley, IA 50124 -- cody.m.lawrence@monsanto.com

CONDITIONS OF EMPLOYMENT

1. Pay rate and pay periods will be announced at the time and offer of employment is made.
 2. Hours worked per day will vary.
 3. Shoes must be in good condition. Open toed shoes or worn out shoes will not be allowed. High top shoes provide good stability for your ankle and are strongly encouraged.
 4. You may be required to work in the hot sun, rain, irrigation, water or mud.
 5. An information line is available to call prior to reporting for work when weather may prevent work. Should adverse weather prevent field work, the message will be updated as necessary. You will be given instructions and phone number on your first day of work.
 6. While on a bus, in a company vehicle, or at work in the field, you will be under the supervision of field personnel and you must follow his/her instructions.
 7. You will be expected to conduct yourself properly at all times.
 8. Lunchtime is not considered part of the work period.
 9. You will be exposed to pollen, sun, heat, and insects. This exposure could be a health problem for individuals with allergies or asthma.
 10. The employer is **not responsible** for personal property lost or stolen.
 11. Use of cellular phones is **NOT** permitted in the field.
 12. Transportation will be furnished from the office to the field and back.
 13. On the first day of hire, you will need to complete Part 1 of the Form I-9; by the third day of employment you must bring approved documents to provide verification of your eligibility for employment. Listed below are common forms of identification that establish identity and employment eligibility. Other documents listed on the I9 form may also be provided to establish employment eligibility:
 - GROUP A: Permanent Resident Card or Alien Registration Receipt Card (Form I-551)
A U.S Passport **OR** One EACH from Group "B" and "C"
 - GROUP B: State Drivers License or ID card with photograph
UNDER AGE 16: School record or report card, clinic, doctor or hospital record, school ID card with photograph
 - GROUP C: Original Social Security card, original or certified copy of a birth certificate.
 14. Parents or guardians of minors are to contact the Employer directly if any problems arise.
 15. Because of Federal, State, and Company regulations, certain behaviors and situations are not allowed and **violations can result in immediate termination**. Some examples include:
 - NO tobacco use for minors
 - NO alcohol or illegal drugs on Monsanto's property
 - NO guns, knives or other weapons allowed on Monsanto property.
 - NO vulgar language
 - NO speeding or reckless driving on Monsanto property. This includes personal vehicles entering or existing the workplace.
 - NO fighting or horseplay, including any throwing of items or shooting paperclips with rubber bands.
- Because of the potential for injury, any such behavior will result in immediate termination.**
16. Please call to report each absence due to illness or emergency **prior to the start** of the work day.
 17. Do you understand the conditions of employment? ____Yes ____No

I have read and understand the conditions of employment.

Employee Name: _____ **Date:** _____