



## COMPENSATION AND EXPECTATIONS FOR MANAGER

- This position is a full-time, year-round salaried position with seasonal hours.
- Spring and Fall hours worked are likely to be 50-55 hours per week. Flex time in summer, and especially winter should more than make up for the additional hours worked in Spring and Fall.
- As part of the compensation package, a 3-bedroom, 2 bath home at the farm on 56 acres is provided. You are expected to keep up on maintenance items and keep the home clean and in good repair. All utilities are your responsibility.
- If housing is not needed the house will be rented out. Salary would be increased by an appropriate amount. You will be responsible to coordinate any maintenance and repair items needed with the property.

## Current staff

- one full-time employee with 44 years experience at this farm
- one full-time employee with 2 years experience at this farm
- one high school senior with 2 years experience at this farm
- all current employees are well-versed in running all equipment
- OWNER, Dan Riddle, lives two hours away and is at the farm weekly in spring and fall for at least 2 days. Dan also visits as needed during the year for training, scouting and problem solving as needed. Dan currently does all accounting payroll processing and reporting. Sales and marketing also handled with help from Jane Riddle. Purchasing for the farm is split with farm manager

## Customer Base

- Currently, we are wholesale only and occasionally sell to local neighbors.
- We do not typically hold trees for customers beyond spring unless they are presold.
- Opportunities exist to expand both retail and re-wholesale areas if it makes sense to management.

## Goal for Manager

- Gradually reduce the amount of hours spent by current owner to allow him to be an absentee owner/consultant in five years.

## Compensation

- Compensation range including value of housing is \$52,000 to \$60,000 per year starting wage, with potential to increase with profit sharing and increased responsibilities. Future ownership is also a possibility for the right person.
- Health insurance is not provided.