



| TO BE COMPLETED BY COMPENSATION DEPARTMENT | | | |
|--------------------------------------------|--|-------------|------------|
| BENCHMARK INTERN CATEGORY: | | WAGE ORDER: | 4 |
| INTERNSHIP CODE: | | FLSA: | Non-Exempt |
| INTERNSHIP PAY GRADE: | | CLASS: | III |
| DATE EFFECTIVE: | | JOB LEVEL: | IP01 |

| INTERNSHIP DESCRIPTION | | | |
|------------------------|-------------------------------------------|--------------|------------|
| RESPONSIBLE MANAGER: | Partnership Manager or Production Manager | INTERN NAME: | |
| LOCATION: | Oxnard, CA | MENTOR NAME: | |
| | | DEPARTMENT: | Production |

INTERNSHIP SUMMARY:

The Agricultural Internship role performs a wide range of activities in a real-time production environment. The Intern is assigned mentors who provide active learning experiences and achievement objectives. Work is performed outside of classroom schedules unless the internship has been approved to occur during school hours.

There are two types of internship programs: Paid and Unpaid. These are mutually exclusive, the intern cannot participate in both types. The intent of the internship is not to fill a job vacancy, but for the sole benefit of the intern's educational experience. Internships do not replace actual jobs of the company.

Choose the type of internship below.

☒ Paid internship is offered for the following internship categories: Agricultural, Business, and Information Technology.

☐ Unpaid internship is only associated with academic credit and must meet the requirements of the approved school curriculum.

INTERNSHIP OBJECTIVES:

| PRIORITIES | INTERNSHIP OBJECTIVES | % TIME SPENT |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| 1 | On Farm Trials <ul style="list-style-type: none"> Data collection of soil improvement and production increasing trials with high focus on organic products Develop an easy to access centralized information sharing location on current applications being used with support from IT department Work with the Driscoll's breeding team to learn and share new variety information with RAC grower group | 50% |
| 2 | Partnership & Land Support <ul style="list-style-type: none"> Lead in information sharing with RAC grower group through ranch tours/visits of new cultural practices, production trends, Driscoll's new varieties and other performance enhancing practices Land support through monitoring of ranch maintenance and follow up on lease terms with subleases | 15% |



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|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| 3 | Substrate <ul style="list-style-type: none"> Learn the substrate program via an "on the job training" with hands on experience. Understand and apply lead irrigator substrate skills. Understand and apply knowledge using plumbing/electrical systems and to troubleshoot as needed. Help in gathering/creating SOP's of general substrate best practices | 15% |
| 4 | Production Support <ul style="list-style-type: none"> GPS ranches or coordinate support for mapping of production blocks with Driscoll's Update maps of production blocks into a central location Produce decision making maps referencing to water and soil traits | 15% |
| 5 | Other responsibilities as assigned | 5% |

KNOWLEDGE, SKILLS AND ABILITIES:

- Willingness to learn and apply classroom knowledge in a real-time environment
- Bilingual – English and Spanish preferred
- Ability to demonstrate leadership
- Ability to work effectively in a team-oriented environment
- Excellent verbal and written communication
- Strong decision-making/problem-solving
- Strong ability in planning and prioritizing
- Strong data analysis
- Proficiency with Microsoft Office software and/or agricultural software applications
- Internship specific technical skills and knowledge
- Valid California Driver's License

EDUCATION AND EXPERIENCE:

- Currently enrolled in an accredited college/university, pursuing a Bachelor's or Master's degree in an agricultural science or business related field of study
- No working experience required

TRAVEL REQUIREMENTS:

- Travel to production locations as assigned.



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| WORKING CONDITIONS: | |
|--------------------------|--|
| Environmental Conditions | |
| Work Hours | |
| Tools, Equipment Used | |

| ESSENTIAL PHYSICAL / MENTAL / ENVIRONMENTAL DEMANDS: | |
|------------------------------------------------------|--|
| Thinking | |
| Visual | |
| Talking | |
| Hearing | |
| Noise Exposure | |
| Standing | |
| Walking | |
| Lifting and Carrying | |
| Stooping and Bending | |
| Squatting or Kneeling | |

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|-------------------------------------------|--|
| Sitting | |
| Limb Use and Movement | |
| Fine Motor Skills (Fingers, Hands, Wrist) | |
| Pushing | |
| Pulling | |
| Reaching and Stretching | |
| Driving | |