

Management Trainee Program for WPC Breeder Division

We are continually seeking people who have the right strengths to add value to our WPC team. Individuals with a background, training, and/or interest in agriculture are particularly desired. We encourage anyone who has, or desires to develop, strengths that are applicable to our business and that finds meaning in honorable, agricultural work to pursue our Management Training Program.

Our definition of Strengths is Skills (learned) + Experience + Talent (natural abilities).

The main objective of the program is to provide an environment for the candidates to grow within the company in accordance with their own individual interests and personal strengths.

The future management opportunities include: Farm Manager, manager over several farm complexes, Stud Farm Supervisor, Laying Farm Supervisor, Growing Farm Supervisor, Brooding Farm Supervisor, Breeder Division Assistant Manager, Company Operation Manager, and General Manager of the company. We have also technical roles that involve scheduling of the production flow and running statistical analysis to optimize the operation on a weekly basis.

Within each management position, there are multiple components of the training program. The candidates are expected to develop complete understanding of the principles of husbandry such as:

- 1) Specific barn environment and equipment.
- 2) Biological characteristics and needs of the birds at the specific location.
- 3) Programs and QC at each specific location.

Also, the candidates are expected to develop understanding of basic principles of people management. This will involve how to hire, fire, train, motivate and build a team.

Candidates will be given opportunity to spend ample time at various locations that will provide them the exposure necessary to learn how to manage a specific unit on their own. Once this stage is accomplished, candidates will be given opportunity to move onto the next stage. The speed of advancement will vary from individual to individual based on performance and desire. A typical program may look as follows:

Phase 1: Learning

- a) Two months of training on a tom stud farm learning the basic job duties, environment and equipment, people issues, and the most skilled activities such as tom milking.
- b) Two months of training on a hen egg laying farm learning the basic job duties, environment and equipment, people issues, and the most skilled activities such as insemination.
- c) One month of training on a growing farm learning the basic job duties, environment and equipment, people issues, and the most critical element such as “dark-out”.
- d) One or two months of training on a brooding farm learning the basic job duties, environment and equipment, people issues, and the elements that optimize flock uniformity and health.

- e) One to two months of training at a commercial hatchery to partake in general labor, learn the basic processes that optimize poult quality and how the breeder division impacts the final product through the hatchery.

Phase 2: Managing

- (a) This involves a process to train the individual for on-site management of a particular tom stud farm or hen egg laying farm. Depending on the individual, this period may range from a few months to a year. Some may elect to stay at this level throughout their career.
- (b) The next step is to manage a multiple (a complex) of tom stud farms or hen egg laying farms. Depending on the individual, this period may range from a year to a few years. Some may elect to stay at this level throughout their career.
- (c) The next step is a supervisory role that may include responsibility over all tom stud farms or hen egg laying farms. Depending on the individual, this period may range from a few years to many years. Some may elect to stay at this level throughout their career.
- (d) The next step is to function as breeder division assistant manager overseeing most or all phases of the breeder operation (brooding, growing, tom stud farms and hen egg laying farms). Depending on the individual, this period may range from a few years to many years.
- (e) The next step is to function as company operation manager overseeing the entire breeder division and the possibly the hatchery division.
- (f) The general manager oversees sales, marketing, the transportation process, customer contract negotiations and customer relations and is furthermore responsible for the financial performance of the company.

With significant actual growth and continued expected growth for the future, we have many openings throughout all levels of our company.

“Opportunity is missed by most people because it is dressed in overalls and looks like work.”

- Thomas A. Edison