Your Best Begins Here

AGRIBUSINESS DEVELOPMENT PROGRAM
FIND YOUR BEGINNING
AT RICHARDSON

The thing about beginnings is that we often don’t know we are in one until we look back. At Richardson, we have over 160 years of beginnings to look back on as we have grown to become the leader that shapes Canada’s agriculture industry.

We can promise you that once you start here, you will not stop. You are going to learn and be inspired by new places, people and opportunities. If that is what you are looking for, there is a Richardson beginning waiting for you.

START WITH OUR AGribusiness Development Program

Richardson offers a multi-dimensional program with exposure to agribusiness and agronomy. As an Agribusiness Assistant, you will have the opportunity to develop your knowledge and skillset. In this program, you will have exposure to agronomy, credit, crop inputs, transportation and logistics, quality assurance, merchandising, sales and the Richardson corporate head office.

Upon completion of the program, you will have the opportunity to continue to grow and enhance your career with Richardson. This program is designed to help graduates identify their career path in:

- Agronomy
- Grain sales and marketing
- Agribusiness
- Crop inputs
- Operations
STUDENT CRITERIA

- Graduate of an agriculture or business degree/diploma who is interested in working in the agriculture industry
- Interested in a career in agronomy, agribusiness, crop inputs or grain marketing
- Possesses a strong sense of initiative
- Has excellent customer service skills
- Possesses a strong sense of initiative
- Has strong communication and interpersonal skills
- Is a dedicated team player

At Richardson, we are committed to providing development opportunities to our program participants.

We support employee professional development in the following ways:

- Mentoring and coaching
- Funding for external education
- Industry-specific seminars and workshops

FOCUS AREA

As an Agribusiness Assistant, you will be exposed to all areas of the Richardson Pioneer business. When you begin the program, you will be directed through three main focus areas: operations, merchandising and agronomy. These focus areas will support creating a future career path for you within the company.
<table>
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<tr>
<th><strong>AGRBUSINESS PROGRAM SEASONS</strong></th>
<th><strong>AREA OF FOCUS</strong></th>
<th><strong>DEVELOPMENT AREAS</strong></th>
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</thead>
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| **SUMMER**<br> *May - August* | **Crop Inputs** | - Shipping and receiving  
- Field tours  
- Operational support (fertilizer blends, deliveries)  
- Customer service |
| | **Agronomy** | - Field scouting  
- Tissue and soil testing  
- Agronomy software management  
- Field trial and plot management |
| | **Facility Operations** | - Receiving, processing and shipping commodities  
- Facility maintenance  
- Administration  
- Customer service |
| **FALL**<br> *September - December* | **Grain Handling** | - Work closely with Plant Manager  
- Logistics coordination  
- Quality assurance  
- Grading grain  
- Blending and binning grain  
- Customer service |
| | **Facility Operations** | - Receiving, processing and shipping commodities  
- Facility maintenance  
- Administration  
- Customer service |
| **WINTER / SPRING**<br> *January - April* | **Grain Marketing** | - Merchandising and sales  
- Work with Agribusiness staff  
- Work with Zone Merchant and Transportation department in Winnipeg  
- Provide support to Merchant and Plant Manager |
| | **Operations Management** | - Business planning  
- Budgeting  
- Scheduling |
| | **Corporate** | Exposure to Richardson’s corporate and divisional offices, in the business areas of:  
- Agronomy, Credit, Crop Inputs, Transportation and Logistics,  
- Quality Assurance, Merchandising and Sales |
BEGINNINGS ARE HAPPENING ALL ACROSS CANADA

See where we work at richardson.ca/locations
“My favourite thing about Richardson Pioneer is that you get to see the full cycle of agriculture, from crop inputs to grain marketing. You get to be with growers every step of the way and help them make important decisions.”

- KATHLEEN, SALES AGRONOMIST

Hear Kathleen’s story at richardson.ca/careers