

MACC Presentation Outline

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Controller

Harvest Land Co-op, Inc.

- I. Beginning of Career at Harvest Land
 - A. How I came into the company
 - B. Trust factor
 - C. Possible doubts
- II. Harvest Land tactics to get me acclimated
 - A. Facility tours
 - B. New Director orientation gave insight as to who we were, what we do, and where we came from
 1. History of a cooperative
 2. Type of business we are
 3. How many different co-ops made up what we were
- III. Learning Experience
 - A. On the job training learning from experienced personnel who wanted me to learn
 - B. Asked many questions
 - C. Still use one of those individuals even though he has retired
 - D. Some policies it would have been helpful to understand up front
- IV. Differences between other investor-owned companies in competition
 - A. The more business you do, the better the possibility of a good patronage refund
 - B. You get out of your coop what you put into it
 - C. One member, one vote...nobody's stock counts any more than any other's
- V. Success in bringing in a good, new accountant to the cooperative system
 - A. Educate right from the beginning
 - B. Process is the same, but in my case, I am always doing something different
 - C. Don't necessarily have to be specialized in one area
 - D. Advantage of experience around you
- VI. Generational Expectations
 - A. Contribution and accomplishment
 1. Importance of work
 2. Work not to go unnoticed
 3. Input in decision making when appropriate
 - B. Be Challenged
 1. Don't want the work that no one else wants to do
 2. Lack of importance can lead to looking elsewhere
 3. Strong self-confidence
 - C. Be a part of a successful, winning organization