

Walmoore Holsteins Inc.  
Young Stock Manager Description

Employer: Walmoore Holsteins Inc

Employee:

Young Stock Manager Description

1. Purpose: Employment of Young Stock Manager at Walmoore Holsteins Inc.
2. Trial Period: The 90-day trial period which will be in effect beginning the first Day of employment is a probationary period in which the employee may be released from his/her employment without cause, reason or undertaking of any disciplinary policy.
3. Position: Young Stock Manager duties under direct supervision of General Manager,
  1. Help Walmoore Holsteins, Inc. to achieve its production, quality, and profitability goals to the best of your ability.
  2. Meet with Walt and other staff as needed to enhance communication and collaboration (for example staff meetings)
  3. Implement, manage, and monitor protocols and goals set forth by Walmoore management to maximize their effectiveness and profitability
  4. Manage Calf/Heifer Health
  5. Manage and schedule night check staff.
  6. Help to keep Walmoore clean, neat and safe and continuously improve its overall appearance to enhance neighbor relations and employee pride.
  7. Various tasks associated with heifers: bedding up hutches, move heifers from pen to pen, feeding calves, taking bloods, tagging and applying paste to heifers, washing blankets and towels, cleanliness of the calf barn, restocking supplies in calf barn, treating sick animals including pinkeyes, vaccinating heifers, load and acidify milk taxi, acidify colostrum, putting collars on and recording CIDN #'s.
  8. Breed heifers and cows
  9. Communicate with Weavers and Hoopes and coordinate moving of heifers from farm to farm
  10. Responsible for overall heifer health and growth. Measure and record growth gains of calves and heifers.
  11. Help Walmoore realize its breeding and calving age goals to the best of your ability.
  12. Make culling decisions on young stock with Walt/Bryan.
  13. Bull selection and inventory supply for young stock with Walt/Bryan.
  14. Learn daily operations at Barclay's

Walmoore Holsteins Inc.  
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(page 2)

4. Other:
  1. Assist with cropping operations – specifically silo filling
  2. Assist with miscellaneous jobs as needed including but not limited to mowing, putting tires on and off trenches, general cleanup and upkeep.
  3. Learn and perform the herd manager duties/ responsibilities in his absence.
  4. Attend educational meetings to enhance your personal and professional development as time permits.
5. Work Hours:
  - A. As scheduled. Generally 50-65 hours per week.
  - B. Time off: as scheduled with general manager, need to be willing to work weekends and half of the major holidays
6. Compensation:
  - A. Wages:
7. Fringe Benefits:
  - A. Worker's comp. insurance
  - B. Unemployment compensation.
  - C. Health insurance with pharmacy( after 90 days of employment), Employer pays 80% of premium (dental plan available at employees request, employee pays 100% of dental premium) eligibility based on full time status
  - D. \$50,000. Life Insurance policy on the employee only
  - E. Simple IRA plan available after two years of full time status.
  - F. Up to ½ of a beef per year
  - G. Farm share social security tax. (7.65%)
  - H. Use of farm swimming pool.
  - I. Barn boots and protective safety gear
  - J. Use of vehicle on farm as needed.
9. Incentive plan: Paid by Jan 10 of year following.
  - A. Mortality loss less than 2% annually - \$250
  - B. Mortality loss less than 1% annually – additional \$200
  - C. Involuntary culls (does not include for dairy and low genetic selected culls) – Less than 5% annually - \$200
  - D. Weight/growth gains average > 2 pounds per day on all “wet calves” raised at Walmoore. -\$250
  - E. Weight/growth gains average > 1.8 pounds per day on all “wet calves” raised at Weavers -\$150
  - F. Ship more than 30,000,000 lbs. of milk in 2021 - \$500
  - G. Breeding \$2.50 per heifer for every heifer confirmed pregnant to freshen at 23 months of age or younger. Plan will run from December 1 to December 1.

10. Evaluation of work done:

- A. It is agreed to discuss work performance and to consider areas for improvement and growth in the job and these discussions will normally be held once per year with supervisor.