



Section Grower Level II

PROGRESSION OF SUPERVISORS: Point Grower, Site Manager, Director of Growing, Managing Director, Owners.

JOB SUMMARY: Correctly perform the cultural requirements needed for each crop in such a way to produce quality plants, on a consistent basis, with minimal losses, and as efficiently as possible. Independently performs all Section Grower job duties. Directly responsible for the quality of crops in larger growing areas. Trains & mentors Section Growers as assigned.

ESSENTIAL WORK HABITS:

1. Adjust schedule daily, weekly, or seasonally as directed by Point Grower. IE- willing to work more or less hours depending on the needs of the department. Works weekends and holidays as assigned.
2. Report to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
3. Demonstrates the ability to communicate effectively with all fellow employees. Communicates all relevant job related information to PLM and Site Manager as needed. Reports problems or challenges with crops without delay. Suggests solutions to crop challenges.
4. Demonstrate the ability to maintain a positive and cooperative attitude with all fellow employees. Promote positive morale in your department working effectively as a team leader.

ESSENTIAL SKILLS:

1. Scouts and identifies insect & disease problems with their crops.
2. Uses the Argus system to accurately & efficiently water crops. Correctly uses VPD to water crops using booms, flood floors, echo lines, HB lines, etc.
3. Applies PGR applications accurately as directed by PLM/Point Grower. Determines PGR rates as assigned.
4. Accurately judges watering needs of the crops independently. Accurately waters crops using hoses, booms, sprinklers or other automated devices in order to avoid the extremes of too dry or too wet for each crop.
5. Maintains crops at appropriate pH & EC levels as established by PLM. Mixes and applies correct fertilizer at correct rate consistently with minimal instruction. Correctly records work on documentation sheets.

ESSENTIAL FUNCTIONS:

1. Ability to establish priorities, work independently, and accomplish objectives with minimal supervision. IE- Performs daily walkthroughs to create and then follow daily action plans.
2. Monitor and measure EC/pH levels of the fertilizer being used on a weekly basis. Check the injectors to ensure proper calibration and operation. Troubleshoots injectors.
3. Correctly follows sanitary procedures following any virus outbreak.
4. Responsible for all spray applications that only occur within your assigned area.
5. Active member of spray team for all rotations. Mixes and applies pesticides as needed wearing all appropriate PPE including spray suits and respirators while using high pressure sprayers or other spray equipment.
6. Accurately uses the time clock to change jobs.
7. Accurately documents status of all assigned jobs independently.
8. Ensure that all work areas are kept clean.
9. Maintains the correct environmental conditions for each crop as instructed by Site Manager using the Argus computer system. Demonstrates an understanding of the desired climate by detecting & correcting equipment problems including: sensor placement and the proper operation of; exhaust fans, vents, shutters, HAF fans, heaters, heating systems and fog systems. Ensures that all equipment controlled by Argus is operating properly. Demonstrates an understanding of how environmental conditions affects plant growth by suggesting environmental changes based on crop growth and scheduled ship dates.
10. Demonstrates the ability to self-educate in order to become an expert on each piece of greenhouse equipment used in the assigned growing area.
11. Possesses the knowledge, ability and willingness to work in any area of the greenhouse.
12. Modifies action plans for crops by making notes on existing action plans so that they can be altered for improvements. Promptly shares this information with PLM for each crop.
13. Develops training resources and implements training as needed to result in competent Section Growers as assigned.

QUALIFICATIONS:

1. Two years prior experience as a Section Grower or a similar position at another greenhouse and/or a horticultural degree.
2. Possesses and maintains Michigan pesticide applicator certification.
3. Must present one professional letter of reference from previous employer.

ADDITIONAL RESPONSIBILITIES:

1. Assist shipping and production crews when they are working in your assigned area.
2. Set goals and standards for the growing team as well as yourself. Share these goals promptly with the Point Growers and regularly with the Site Managers.
3. Assist PLM's in reconciliation of product as directed by the Site Managers. This would include utilization of Picas reports, using scanners, maintain accurate inventory,

watching all crop maintenance requirements and availability to ensure that we are always shipping the highest quality material.

4. Accurately determine the proper rates and frequency of growth regulator applications on plants in their assigned area as assigned.
5. Actively contribute to the continued success of the company by expressing new ideas that can result in lower costs, improved profits, and improved efficiency. Design and implement experiments that will benefit an individual, the team, or the company.
6. All other duties as assigned.

HAZARDOUS CHEMICALS YOU MAY ENCOUNTER:

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PHYSICAL ASPECTS:

1. Bulk of the job is spent standing or walking, bending to the ground and reaching overhead, pulling carts on 4 wheel castors weighing over 200 lbs.
2. Lifting a minimum of 25 lbs.
3. Must pass respirator "fit" test.
4. Must pass medical exam to be eligible for spray team.
5. Employee will be exposed to the sun and/or high intensity lights.
6. Employee will work in a wet environment where clothes and footwear can become saturated.
7. Employee may be exposed to temperatures that can be at or 10-20 degrees above outside temperature.
8. Rolling, unrolling, and using irrigation hoses & high pressure hoses.

At Four Star Greenhouse Inc., we want to insure that you understand what your responsibilities are. If you have any questions as to what is expected of you, you are expected to discuss these questions with your supervisor. By signing this document you are demonstrating that you understand what your responsibilities are, as presented to you on this Job Description. Your signature also demonstrates that you understand that all employees of Four Star Greenhouse are employees at-will. Four Star Greenhouse has the power to terminate anyone's employment with or without cause.

(signature)

(date)

(supervisor/manager signature)

(date)