

# 2017 CE INTERNSHIP DESCRIPTIONS

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## HR:

The Human Resources intern is an integral part of the HR team. They will work in all areas of the department to perform basic functions like payroll and benefits as well as more complex HR initiatives such as new hire recruitment and orientation as well as dependent audits. The ideal candidate:

- has the ability to keep information confidential;
- is detail oriented;
- has great public speaking and writing skills;
- is bilingual in English and Spanish.

The Human Resources department works together in a team environment most of the time. Therefore, the intern will not be working on projects alone. This person may serve as the lead on a company-wide initiative but will always have the ability to lean on the experience of one or two full-time team members who will also be actively involved in the planning and execution of the project. Some projects that the intern may serve a leadership role would be: an audit of the dependents on CE's health plans, facilitating our yearly performance review process, preparing and presenting our safety or educational topics to all team members as well as organizing our annual companywide picnic.

## FEED MILL:

The Feed Mill intern will play an integral role in the feed mill's operational production and distribution to animals. This person will have the opportunity to observe and participate in all areas and activities associated with producing feed for livestock. The ideal candidate:

- will be highly self-motivated;
- possess basic computer knowledge;
- have good to excellent verbal communication skills
- have the desire to be involved in cattle feed production as well as feeding cattle
- is bilingual in English and Spanish.

The Feed Mill department is a highly specialized team of individuals. Therefore, the intern will not be working on projects alone. This person will be involved in activities such as: commodity receiving, grain handling, grain flaking, feed batching, feed calling, feed truck operation and may also be involved in feeding trials involving trial initiation and data collection.

## FINANCE:

The Finance Department intern will play an integral role within our Finance team. This person will work in all areas of our Finance Department and will have the opportunity to learn about and participate in Cattle Empire's robust financial accounting infrastructure. The ideal candidate for this internship opportunity:

- has the ability to keep information confidential;
- is detail oriented;
- possesses strong analytical and research skills;
- has the strong written and verbal communication skills;
- is bilingual in English and Spanish

The Finance Department often works together in a team environment to develop and exercise the financial activities that drive Cattle Empire. While the intern will work independently on projects throughout the week, this person will have two or three other full-time Finance Department employees whom will offer guidance. The Finance Department intern will focus primarily on projects touching several key areas of Cattle Empire such as: work on software conversion, cattle accounting, compiling financial statements and evaluating the efficiency of accounts payable.

## CALF RANCH:

The Calf Ranch intern will play a very important role within our team at Empire Calf Ranch. This person will have the opportunity to learn about all of the elements involved in raising a day-old Holstein calf. The intern will also participate in activities ranging from milk manufacturing to receiving and shipping calves. The ideal candidate will:

- be detail oriented;
- possess experience using Microsoft Excel;
- be able to function effectively within a team environment;
- have experience working with livestock;
- be bilingual in English and Spanish.

Empire Calf Ranch is a unique and highly specialized operation that allows Cattle Empire to verify and source every animal that cycles through the operation. As such, everyone at Empire Calf Ranch functions in a highly team-oriented environment to ensure that these calves grown in such a way that they matriculate seamlessly into our finishing yards. The Empire Calf Ranch intern will work on projects independently but do so within a team environment. That means that this person will have the opportunity to learn from two or three other full-time team members who are either working on the same project or on a related project. Activities in which this intern will be involved may include: collecting data, inputting data into the computer, participating in the milk manufacturing process as well as collecting input cost data as well as collecting grain intake data.

## RISK MANAGEMENT

The Risk Management intern will work closely with our Risk Management team members to gain real-world exposure into all aspects of Cattle Empire's operation and the way that economic risk is measure and flows to ultimately impact the company's financial position. The ideal candidate will:

- possess excellent analytical abilities;
- understand market trends;
- possess ability to understand and explain highly complex economic models;
- be able to function effectively in a team environment;
- be highly self-motivated

The Risk Management team develops and implements strategies that ultimately shape the company's approach to maximizing financial gain. Because Risk Management plays such an important role in the company, it is necessary that the department is highly team oriented. While the intern will work on projects individually, he or she will always have the opportunity to learn from two or three other full-time Risk Management team members who are either working collaboratively with the intern or on a related project. This intern will have the opportunity to learn about how those strategies are developed and how they impact the way in which Cattle Empire manage risk in what can be a highly volatile market climate. Activities in which this intern will be involved may include: testing hedging strategies on cattle

feeding, working with various data sources to create a database for attempting to tease out trends and mine for correlations in the data as well as evaluating data and correlation for best risk instrument or combination of risk instruments for hedging Dried Distillers Grains.