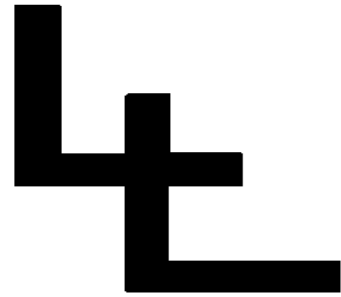


4L Grazing, LLC.

“Regenerating Tallgrass Prairie”



Statement of Purpose:

Our purpose is to be a hub of positive influence serving as stewards of the land. Through personal development we engage our community to create regenerative landscapes and produce nutrient dense foods.

Quality of Life:

4L Grazing influences our community in a positive manner through expression of servant leadership that is informed by nature creating a rich livelihood. We promote an atmosphere of learning that is a catalyst for change by embracing holistic thought in all our decisions. Those decisions honor the connection of ecology and economics giving us the freedom to explore our personal mission and interests on a welcoming homestead. Our process provides a safe harbor to express our concern for the wellbeing of all life.

Future Resource Base:

Our interactions are centered in integrity and ethics which lead to wholesome relationships. We monitor the response to our actions using adaptive processes to encourage a biodiverse and complex community of life. We recognize humans are members of a living landscape. Our soils will be covered and teeming with life and soil formation will take the place of erosion. Water will flow clear and perennially while providing the greatest potential benefit to all life forms that rely on it. Our stewardship of sunlight, soil, vegetation and water ensures that we sponsor nutrient rich, biologically diverse soils where all life begins and ends.

Position Agreement

Ranch Herdsman

Purpose:

To gain a sense of self-worth and fulfillment from improving the social, ecological and economical outcomes of the business and surrounding community through providing insight and energy that enables us to be a hub of positive influence in the realm of regenerative agriculture.

Specifically, this individual will serve as part of a larger team to assure the land, livestock and infrastructure is cared for by using their creative, individualistic approach that meets or exceeds the desired results described below.

Main Elements:

The Land

The Herdsman will be responsible for maintaining an accurate record of all grazing activities along with any other range improvement events. The person will be expected to understand, follow and adapt grazing plans set forth by the operation manager and communicate back to the operation manager their observations, adaptations to the plan and other noteworthy information.

Specific Responsibilities Include:

Moves livestock to maintain forage quantity and quality.

1. Follows Operations Manager's Grazing Schedule for livestock movement.
2. Makes non-scheduled moves if deemed necessary and informs Operations Manager after the move is completed.
3. Maintain Pasture Chart records and grazing and rainfall records on MAIA Grazing
4. Monitors forage quality and quantity on an ongoing basis.
 - a. Informs Operations Manager concerns arise about inadequate forage quantity, quality or degradation of ecosystem function and health.

The Livestock

The Herdsman will follow the production schedule for the herd(s) put under their care and be expected to meet criteria set forth by the operation manager. The health and welfare of all animals under the care of 4L Grazing takes priority over all other daily tasks.

Specific Responsibilities Include:

- A. Ensures health care of livestock.
 1. Makes routine visual assessment and notes any medical problems, i.e.:
 - a. Injuries symptomatized by lameness or limping.
 - b. Respiratory disorders symptomatized by foaming at mouth or nostrils, and shortness of breath.
 - c. Digestive disorders symptomatized by bloating or diarrhea.
 2. Provides practical vet care.
 - a. Uses ranch supplies for vet care.

- b. Uses appropriate label dosage and technique; consult doctoring protocol.
- B. Records on the Pasture Chart the total number of head treated as well as the type and total amount of medication used.
 3. Informs Operations Manager of any health problems that remain undiagnosed
 6. Assists Operations Manager as requested with routine health care processing.

- C. Completes livestock count as directed by Operations Manager.
 1. Counts number of head for each herd.
 2. Recovers any strays.
 3. Records count on Pasture Chart.
 4. Notes any dead's and cause of death in the "Remarks" column on the Pasture Chart.
 - a. dispose of carcass as outlined in "Livestock Deaths Procedure"

- D. Provides supplements for livestock.
 1. Checks Pasture Chart for type, amount and time to provide supplements.
 2. Uses supplements out of ranch inventory.
 3. Notes on Pasture Chart amount, type and day supplements were provided.
 4. Informs Operations Manager if supplements can't be provided as scheduled.

- E. Assists Operations Manager as requested with delivery and loading for shipping.

- F. Monitors condition of fences and pens on a continuous basis.
 1. Completes surveillance of all fenced areas prior to arrival of livestock.
 2. Makes repairs when fences are obviously damaged.
 - a. Repairs broken wires and replaces cracked or broken posts.
 - b. Identifies and eliminates shorts in electrical fences.
 - c. Uses ranch materials to make necessary repairs.
 3. Makes sure all legs of cell fences will carry a charge.

- G. Performs other needed maintenance duties.
 1. Performs routine maintenance on assigned ranch vehicle.
 2. Performs minor mechanical repairs on machinery.
 4. Cleans and prepares scale for use during shipping.
 6. Discards trash.

H. Completes barn chores.

1. Feeds cats and horses daily.
2. Cleans stalls, tack and vet rooms as needed.
3. Discards trash as needed.

The Infrastructure

The herdsman will maintain equipment, tools and infrastructure associated and necessary for the successful completion of responsibilities. If repairs are needed that go beyond the herdsman's abilities, then they are to report these issues to the Operations Manager.

Specific Responsibilities Include:

A. Routine maintenance of designated equipment

1. Maintain a maintenance log of all designated equipment (ATV, pick- ups, side- by- sides, etc.).
2. Make timely requests for materials needed to conduct routine maintenance and minor repairs.
3. Maintain an orderly workspace.
4. Immediately report the need for advanced repairs required of equipment to the Operations Manager.

B. Maintain tools and supplies inventory.

1. List any tools needing repaired or replaced on shop white board.
2. List supplies that need replenishing on shop white board.
3. Inventory and replenish designated vehicle tool kits on monthly basis.

The People

The growth and development of the team members of 4L Grazing is its greatest asset. All its success relies on clear communication and respect for everyone and the roles they fill within the business. Continuing education will be provided to employees based on their roles, ambitions and needs. With this education, whether formal or informal, the person will be expected to apply what they learned as it fits into the existing operation.

Specific Responsibilities Include:

A. Attend and participate in scheduled team meetings.

- a. Arrive in time or let the COO know of anticipated tardiness.
- b. Bring Employees handbook to all meetings.
- c. Have personal calendar with you for meetings.

Sign- Off Agreement:

I have read and understand the Herdsman Position Agreement. I understand if I have questions about this agreement, I am to bring them to the manager. I also understand that this document is subject to change and annual review of its accuracy between the employee and the management team.

Employee

Manager

Date

Date