

Seasonal Employees

Matt Hinshaw

Risk Management and Capital Projects Manager

Prairie Central Cooperative

Prairie Central Cooperative

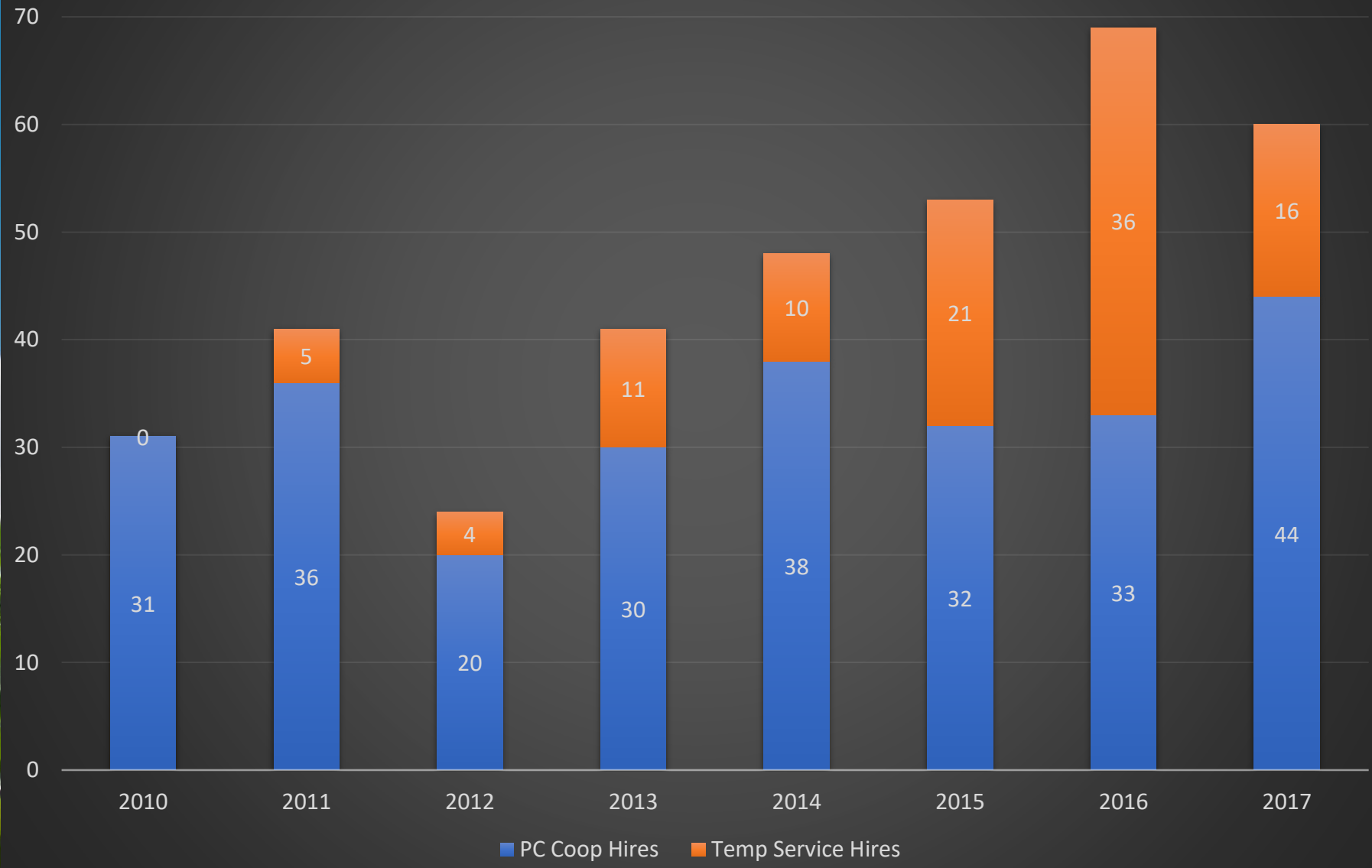
- Grain-Only Cooperative
- 10 Locations in 20 mile radius
- Seasonal Harvest – 40 days



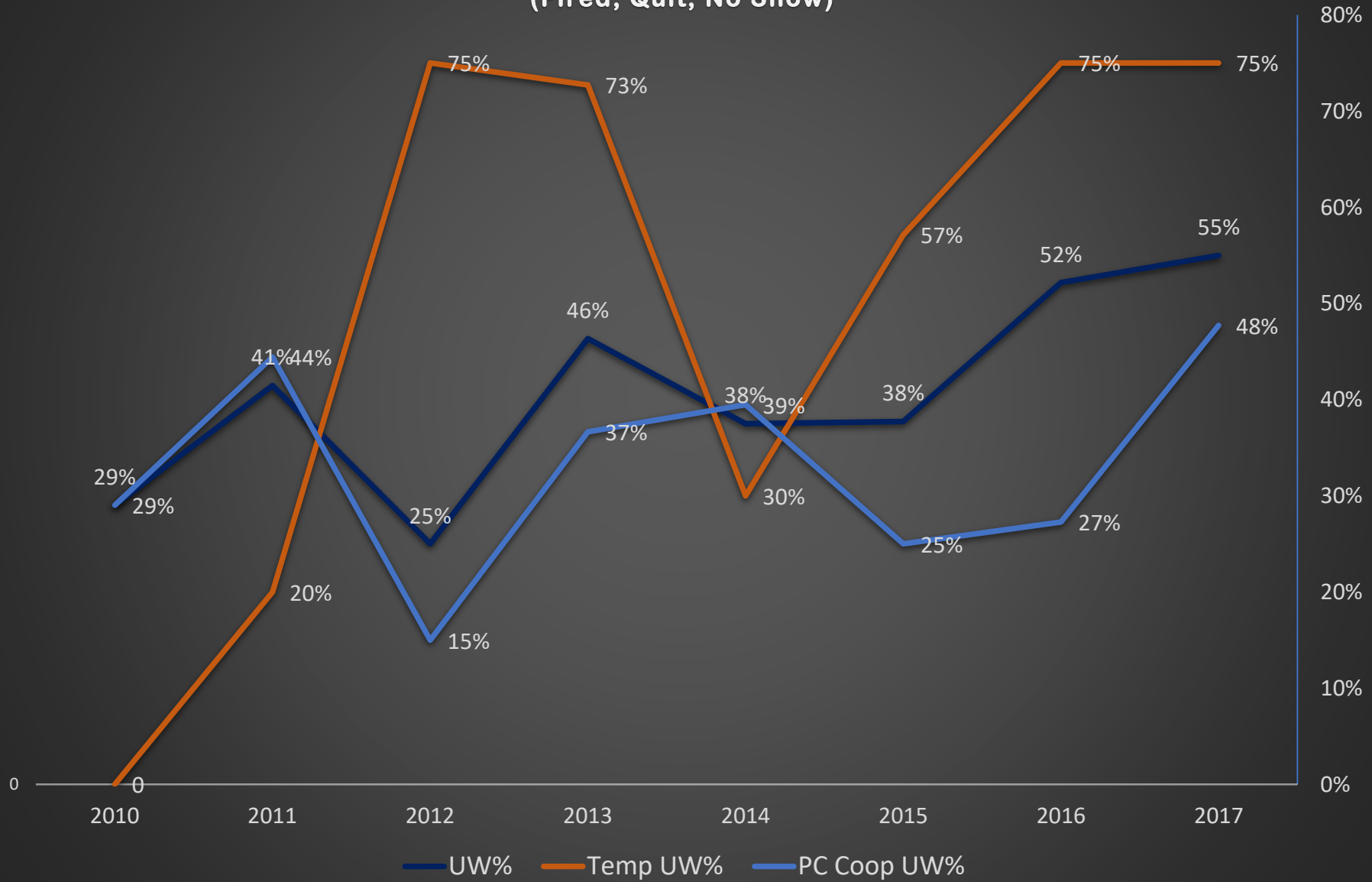
Challenges to Labor Pool

- **Low Unemployment**
- **Unable to get to work (no license, no ride)**
- **Rural work locations, travel times**
- **Unable to physically do the work**

Prairie Central Coop Seasonal Hires



Seasonal Hires Unwanted Loss Rate (Fired, Quit, No Show)



Keys to Success with a Temp Agency

- **Preseason meeting with the agency or agencies**
 - How your company operates at harvest
 - What the agency expects from you
 - How communication will work between the two companies
- **Train your employees on how to supervise temp labor**
 - Different safety requirements. Heights, confined spaces, tractors, etc.
 - Different time cards
 - Possibly different requirements for weekends or hours worked
 - Incident reporting, termination

Keys to Success with a Temp Agency cont.

- **Train the temporary worker before sending them to work**
 - Needs to be fast but thorough
 - It is likely they have low skill level and no background in agriculture.
 - Simplify most important company policies
 - Ask John Lee about training videos
 - Take pictures or video of someone unloading semis, trucks, and wagons
- **Hands on training to help them and to ensure they can handle the job requirements.**



Comments or Questions

Email: mhinshaw@prairiecentralcooperative.com