

Apprentice Contract

I. Responsibility in Accepting an Offer with Horton Road

Because we are a small farm, we are relying upon your arrival if you accept the apprenticeship. We ask that you consider your commitment seriously - it has a serious negative impact on our farm if an individual changes their mind at the last minute because they've decided to take another opportunity. It is not easy for us to fill our crew closer to the season as the best applicants have already found other placements.

- ✓ **I understand that by accepting an offer, I am making a commitment to arrive with the intention to successfully complete the season. I will not entertain other offers or opportunities after accepting a Horton Road offer.**

II. Conditions for Terminating Apprenticeship

A successful season, healthy community and fruitful learning environment all depend upon harmony in the community. We expect interns to be self-motivated, addresses conflicts as they arise, and actively seeks out support when needed. While it is natural to go through discomfort adjusting to a new group of people and challenging farm work, there are some rare situations in which ending the apprenticeship mid-season may be the best choice for all involved. We want our apprentices to know that if any of the following conditions should emerge, we will first work with you to resolve the situation. However, if we cannot come to a mutually acceptable solution within a stated amount of time, we may choose instead to part ways.

- ✓ **I am aware that there are three conditions under which an apprentice may be asked mid-season to either resolve conflicts or terminate the apprenticeship.**

These three conditions are as follows and require intervention:

(1) Serious ongoing conflict in the residential community. This kind of conflict is beyond the average irritations present in any group where we have preferences for some relationships and behaviors over others. Instead this may be a situation in which the behavior of one person disrupts the entire group in a way that cannot be resolved.

(2) Unwillingness to meet minimum standards of field work. We have particular rates of harvest that are important to make an effort to achieve. They are below many commercial standards and doable for everyone who comes here. We are skilled at this training and take a couple of months to get the group up to speed so we can function well as a team. However, in the event an apprentice is unwilling to reach these standards, it forces the rest of the community to pick up the slack. This creates conflict and resentment that is not conducive to a healthy work environment.

(3) Ongoing non-cooperation with staff. A majority of an apprentice's day-to-day experience will be interacting with the Horton Road staff. The staff have a significant work load including many responsibilities. Staff coordinate the day, teach new skills, and do field work, in addition to many other "behind the scenes" tasks like communications and sales. They understand what it was like to be an apprentice, are good at working with different "learning styles," and also are committed to an ethical code of conduct as managers. Non-cooperation means ongoing refusal to follow directives, respond to constructive criticism, or communicate in a straight-forward way.

Please know that the situations above are unusual. If you have any concerns or questions, don't hesitate to ask. Our intention with the contract is to clarify our expectations and support the health and safety of the whole community. We are committed to each person's success here at Horton Road and look forward to a rewarding and fruitful season for all involved.

With respect,

Bill, Debra, and Lisa

