

Team Corn & Soil Inc
14392 Lovers Lane Road
Princeton, IL 61356
(815) 875-8100

TEAM CORN - WORK AGREEMENT

How you are Paid: Each work day all detassellers are evaluated on their performance by the crew leader.
Wages fall within the ranges of:

\$7.25/hr to \$10/hr in Iowa

\$7.75/hr to \$10/hr in Illinois

Detassellers can, from day to day, move from one pay level to another depending on their work performance. Performance is based on: **Speed** - in which they complete their rows. **Quality** - of properly pulling tassels on their rows. **Helping out** - the crew as requested. The faster you pull, the better quality you show, and the more you help out the higher level you can reach.

Attendance Bonus: An attendance bonus of \$.50 cents per hour, for all their detasseling hours, for those detassellers that attend every day their crew is required to work. An attendance bonus of \$.25 cents per hour, for all their detasseling hours, for those detassellers that miss one day. This payment will be mailed within three weeks from the last day worked by the last crew.

Travel Pay: For detassellers' convenience, transportation to and from the fields is provided. There is no pay for travel time unless a crew is asked to travel outside their normal work area and that trip is longer than 90 minutes from their individual pick up site. If travel time is determined to be paid, it will be for only one way. Travel time is paid between fields during the day. If detassellers choose to drive or to ride with another, Team Corn assumes no liability in case of accident.

Timing of Pay and Work: Pay for detassellers will be issued twice a month, with pay period ending on the 15th and last day of the month and should be mailed 8 business days from the last day of the pay period. A detasseling season for a crew can be from 8 to 15 days in length (Monday through Sunday) and 6 to 8 hours per day. Crews generally start picking up detassellers at 5:30 am and return between 1:00 to 4:00 pm. The detasseling season generally starts between July 5th and 15th. No specific amount of work can be guaranteed since a season length depends on corn growth, weather, and other variables not under our control.

Other Issues: Taxes will be withheld as required by local, state, and federal regulations. Workers' Compensation insurance will be provided for any work-related injuries during the course of employment. Crews work in all conditions except overhead lightning, and are required to show up for each day regardless of early morning weather conditions. Team Corn wants detassellers to have a full and successful season. Detassellers should understand, however, that this agreement establishes an "at-will" employment relationship. Detassellers may be terminated or released for failure to satisfactorily perform the work, destructiveness, and insubordination, not following directions, sexual harassment, abusive language, underage smoking, or other reasons considered sufficient by Team Corn. Applicants must turn 12 (14 in Iowa) by the first day of work to be legally eligible to work for Team Corn & Soil, Inc.