1. **Name of Internship Host:** Kreher Farms

2. **Host Background Information:** Our Upstate New York family farm is owned and operated by the third and fourth generation of family farmers (six who have degrees from Cornell). On our three farms we have approximately 250 employees, 2 million hens and pullets (or “1.5 million hens”), and we process nearly 1.2 million eggs every day. In order to keep up with demand, we are experiencing rapid expansion, building new state-of-the art pullet and layer houses, and we just completed building a new processing facility. We have the largest organic crops operation in New York State, cultivating 3000 acres of organic crops, as well as 2000 acres of conventional crops. At Kreher Farms, our mission is to produce the finest, freshest food the land can produce. Our products meet the highest quality assurance standards, and every aspect of production is constantly monitored and managed. We have the Eggland’s Best franchise for the majority of Upstate and Western New York. We pride ourselves on our family farm legacy and our ability to work together to serve our customers and our community beyond their expectations. We are not your grandfather’s farm. Our company motto is:

   “We’ll Never Stop Growing”

3. **Internship Position Name/Title:** Innovation & Growth Intern

4. **Internship Position/Project Context:** We want you to help us design your internship based around the intersection of your interests and our needs. We will work together to design a project in one of the functional areas of modern egg or crop farming. We’ll make the work exciting, fun and productive for both you and us. The primary focus of the internship will be in one of the following functional areas of our egg farm:
   a. Organic crop farming
   b. Composting/fertilizer production
   c. Egg production (pullets/layers)
   d. Quality Assurance
   e. Human Resources and Organization Development
5. **Internship Position Description:** The details of the roles and responsibilities of this internship position will be defined more clearly with the help of the intern. This intern will work alongside experts in the field to gain knowledge, insight and experience in modern day farming. We will define specific goals and objectives for the internship, ensuring that there is win-win value for both the intern and Kreher’s.

6. **Basic Qualifications and Preferred Experience:** We prefer an intern who is studying a field related to one of the above functional areas:
   a. Organic crop farming – Crop & Soil Sciences, Agricultural Sciences (or related studies)
   b. Composting/fertilizer production – Agricultural Sciences, Soil Science (or related studies)
   c. Egg production (pullets/layers) – Animal Science, Agricultural Sciences, Biology, Food Science, Nutritional Sciences (or related studies)
   d. Quality Assurance – Agricultural Science, Food Science, Nutritional Sciences (or related studies)
   e. Human Resources and Organization Development - Dyson School of Applied Economics and Management, Industrial and Labor Relations (or related studies)

7. **Internship Schedule:** CALS NYS Internship program is designed to devote 80% of the time commitment (32 hours/wk) on the host company project, and 20% (8 hours/wk) on a project in the community. We understand and support this concept, and can be flexible with the design of the work schedule.

8. **Expected Outcomes (for intern):** The expected outcomes will be defined together with the intern. However, we are committed to ensuring that we take advantage of the intellect and creativity of the intern to help us to look at what we do through a fresh lens. We expect that the intern will gain valuable experience and skills that can be used in many facets specific to agriculture and in the work world in general. In return, we hope to gain some insight and innovative ideas through forward thinking that we may be able to adopt moving forward.

9. **Location of Assignment:** We are located at 5411 Davison Road, Clarence, New York 14031. Clarence is a suburban community just northeast of Buffalo, approximately 40 minutes from either the summer activities of the downtown Lake Erie waterfront, or from Niagara Falls.

10. **Other:** None