



TO APPLY

Raker requires a written statement explaining your interest in the horticulture industry, specifically focusing on plugs / liners and C. Raker & Sons, Inc.

Please e-mail your written statement, résumé, and references to Judy Hocking (HR Team).

judyhocking@raker.com

Raker will contact qualified individuals.



C. RAKER & SONS, INC. [LITCHFIELD, MICHIGAN]



C. RAKER & SONS, INC.

INTERN PROGRAM

C. RAKER & SONS, INC.
10371 RAINEY ROAD
LITCHFIELD, MICHIGAN 49252



C. Raker & Sons, Inc. is the leading producer of grown-to-order plugs and liners in North America.

Through seed and vegetative propagation, Raker supplies over 3,000 plant varieties to customers around the planet.



C. RAKER & SONS, INC.

INTERN PROGRAM

Raker is seeking undergraduate level college students wishing to advance their academic experience. Raker positions in the horticulture industry provide qualified students a unique opportunity to acquire experience in a state-of-the-art plug & liner environment.

This experience (esp. plug-growing skills) is not included in university horticulture programs.

There are two intern tracks available:

PLANT PRODUCTION

Seed Sowing / Vegetative Sticking
Plant Germination / Propagation
Moisture Management
Fertilizer Application
Environment Control
Quality Control
Shipping / Logistics

MARKETING

Event Organization
Data Management
Purchasing
Inventory Control
Order Processing
Data Collection

In addition to the selected track, we allow flexibility so our interns can experience a wide range of supplementary business-related activities (e.g., attending Ohio Short Course).

The paid internship is located at our Litchfield, Michigan facility. Raker provides on-site lodging in a furnished, historic Michigan farmhouse (wi-fi equipped).

RAKER OVERVIEW

C. Raker & Sons, Inc. is the leading producer of grown-to-order plugs and liners in North America. Through seed and vegetative propagation, Raker supplies over 3,000 plant varieties to customers around the planet.

Our current yearly production tops 190 million plugs and liners. Of this number, approximately 65% is Annuals and 35% is Perennials. We deliver Raker plugs and liners to all 50 states and internationally



INSIDE THE RAKER FACILITY (LITCHFIELD, MICHIGAN)



2008 RAKER TRIAL GARDENS



2009 QUALITY / FIX-UP AREA RENOVATION

effectively the guaranteed number of usable plants per tray - is an example of this vision.

Raker places a high value on employee responsibility and decision-making. Polishing team leadership skills, maintaining team efficiency, and staying aware of changing production technology are demanding and time-consuming tasks.

Our approach is to share this responsibility among employees at all levels. As part of this process, there are regular meetings for Raker Teams to discuss work needs, scheduling, problems, ideas, opportunities, and concerns. We employ a full-time advisor dedicated to teambuilding, coaching, and mentoring of employees.

Raker supports 87 full-time employees, and up to 150 additional associates as each season demands. We regularly host interns from the United States and many other countries.

to Canada, Mexico, Puerto Rico, Germany, Switzerland, and the Bahamas.

Teamwork and modern technology are vital to Raker plug and liner production. Our organization strives to create an ideal growing environment with double layer acrylic greenhouses, rolling inventory benches,

computerized environmental controls, bar-code tracking technology, production automation, and custom software for order entry and production management.

Raker is constantly improving efficiency and developing new technology. The recent introduction of robotic systems for tray patching - to achieve more



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