

COSTA FARMS

2010

Internship Program

The objective of this program is to provide full-time practical work experience in the Horticulture industry.

Costa Farms

INTERNSHIP PROGRAM

Introduction to Costa Farms | one

Costa Farms was founded in 1961 by Jose A. Costa Sr. The business began with a few acres and is now a 3rd generation family business with over 2,200 employees spread over 2,600 acres.

Along with thriving foliage and bedding plant divisions, Costa Farms operates merchandising and transportation companies as part of their infrastructure with operations domestically in South Florida and North Carolina, and abroad in Dominican Republic and Costa Rica.

Foliage Division

The Foliage division grows all of Costa's indoor and landscape plants encompassing approximately 1,150 products and is located on 1100 acres in South Florida. Costa ships foliage plants throughout North America, Canada, and the Caribbean.

Bedding Plant Division

The Bedding Plant division grows all of Costa's bedding plant varieties comprised of over 2,500 products and operates on 130 acres in South Florida, 60 acres in Pipersville, PA and 65 acres in Asheville, NC.

Overseas Operations

Costa has facilities in the Dominican Republic and Costa Rica which primarily grows "starter" plant material that is shipped to the US and finished for sale.



Internship Details | two

LOGISTICS

Location: Costa Farms, Miami FL

Housing: Assistance provided.

Transportation: Not provided. Interns are responsible for getting to and from work each day.

Hours: Monday – Friday; 7:30 am – 5:00 pm

Duration: 3 month minimum

Hourly Wage: Variable depending on previous experience. Minimum = \$8.50/hr

OVERVIEW

An internship at Costa Farms is intended to be dynamic and offer interns the opportunity to learn many different aspects of a very diverse business. During the 2010 year we will be offering three internship tracks depending on interest and availability. The three tracks are Research and Development, Growing (Bedding Plant Focus), and Growing (Foliage Plant Focus).

CORE PROGRAM

Internship projects are initiated through the Research and Development department. The first week of the internship program is designed to be an introduction to the different components of the business; the intern will spend time with individuals from sales & marketing, transportation, operations, and production. This week will be the same regardless of the track chosen. The second week the student will begin his/her specialized program track.

Internship Tracks | three

RESEARCH AND DEVELOPMENT



Description: The department of Research and Development oversees trials throughout the entire company. The main facility is located at Costa Farms Bedding Plant Division in Miami FL. Trials are divided into 5 classifications, (1) Cultural Trials, (2) New Product Trials, (3) Variety Comparison Trials, (4) Sustainability Trials, and (5) Post-Harvest Trials.

Program: The intern will select an experiment from a list of existing or pending trials that he/she would like to be responsible for. Responsibilities would include developing a trial protocol, data collection, summarizing and writing a report of the results at the end of the trial and presenting the results at the monthly Research and Development meeting to the company.

Additional Responsibilities: In addition to having his/her own project the student will also be involved in other trials and projects occurring in the Research and Development department. The intern will have the opportunity to be a part of: evaluations of Trial Garden plant material, database resource development, involvement in R&D production decisions pertaining to growing, plant care and maintenance, and integrated pest management (IPM).

Potential Career Track: Students who are interested in a career in the Horticulture industry doing Research and Development, Technical Support or continuing on to Graduate School will gain important career skills through this internship track.

GROWING: BEDDING PLANTS



Description: The bedding plant division at Costa Farms is divided into two locations, Miami FL and Asheville, NC. The majority of our bedding plants are started at the Miami location in the Plug and Propagation facility. Finished crops are divided into three main sections: annual bedding plants, specialty flowering plants, and Florida perennial plants.

Program: The intern will have the opportunity to work one week in each growing area starting with plug and propagation and then rotating between each of the 3 finished production areas. Upon completion of those 4 weeks the student will select a growing area in which he/she would like to spend additional time in. At this point working with the Head Grower of that area and the Department of R&D, a project will be developed. For example, should the student choose bedding plants a related project may include researching options for a biological spray program for the vegetable and herb crops, setting up a spray trial, and then making a report and recommendation to the growing team based on the results.

Additional Responsibilities: In addition to having his/her own project the student will also be involved in the daily growing of the crops within the growing area. The intern will have the opportunity to be a part of: scouting the plants for insects and disease and subsequent spray decisions based on thresholds, watering plants, plant maintenance, and making decisions on when to apply growth regulators.

Potential Career Track: Students who are interested in a career as a Grower, Head Grower or Production Manager of a nursery or greenhouse operation will learn valuable skills through this internship track.

GROWING: FOLIAGE PLANTS

Description: The foliage plant division at Costa Farms is divided into multiple locations throughout Florida, however the main location is in Miami. The foliage plant division produces two main types of crops indoor foliage plants, landscape plants, and succulents and cacti.

Program: The intern will have the opportunity to work one week in each growing area. Upon completion of that rotation the student will select a growing area in which he/she would like to spend additional time in. At this point working with the Head Grower of that area and the Department of R&D, a project will be developed. For example, should the student choose indoor foliage plants a related may be evaluating post-harvest performance and sell-through of new production items.

Additional Responsibilities: In addition to having his/her own project the student will also be involved in the daily growing of the crops within the growing area. The intern will have the opportunity to be a part of: scouting the plants for insects and disease and subsequent spray decisions based on thresholds, watering plants, plant maintenance, and making decisions on when to apply growth regulators.

Potential Career Track: Students who are interested in a career as a Grower, Head Grower or Production Manager of a nursery or greenhouse operation will learn valuable skills through this internship track.

Application | four

Deadline: One Month Prior to Intended Start Date

Full Name: _____
Last *First* *M.I.*

Address: _____
Street Address *Apartment/Unit #*

_____ *City* _____ *State* _____ *ZIP Code*

Home Phone: () _____ Alternate Phone: () _____

E-mail Address: _____

University: _____ Major: _____

Anticipated Graduation Date: _____

Details

Please specify when you will be able to start this program and the desired duration.
 Please note the minimum is 3 months and the application should be submitted 1 month prior to start date.

What internship track would you like to be considered for?

Briefly describe your career goals after college

List any special skills, interests or training.

Background or Experience (Place an 'X' next to areas with previous experience)

_____ <i>Insect Identification</i>	_____ <i>Spray License</i>	_____ <i>pH and EC Calibration</i>
_____ <i>Pour-Through Test</i>	_____ <i>Saturated Media Extract Test</i>	_____ <i>Data Collection</i>
_____ <i>Spanish Speaking</i>	_____ <i>Plant Care/Growing</i>	_____ <i>Environmental Control Systems</i>

Attachments

Please submit the following as part of your application packet:

Resume: Attach a resume in which you list relevant coursework, work experience, and other experience that relate to the internship track for which you are applying.

Personal Statement: On a separate sheet of paper, please write a short proposal stating why an internship at Costa Farms and the specific internship project for which you are applying, relate to your academic and career goals. If you are applying for more than one project, please prepare a statement for each project. Please keep the statements to one page.

Letter of Recommendation: Provide one letter of recommendation from a current or former professor or employer in a sealed envelope. Indicate in this application if the letter is included or will be sent separately.

Please return completed application and attachments via mail or email to:

Kate Santos, Director of Research and Development
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f. 305-971-7751
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