

Why Bowery

Culture

- Your voice is important - we have several ways that farmers can provide us feedback. For example, we host monthly farmer roundtable discussions and we have a voice of the farmer board where you can leave your feedback for supervisors.
- You have the chance to shape the Bowery culture (if you want!) by joining the Bowery Culture committee. This team helps to plan fun events throughout the year.

Career Growth

- Great career opportunities to move into other roles! We have many jobs on the Bowery team and we encourage our team members to explore those opportunities in Food Safety, Agriculture Science and even leadership positions.

Pay

- Starting hourly rate of pay is \$15 and for the night shift there is a .50 differential. We have a competitive wage scale in place, so you will receive an increase every 6 months after your start date.
- **Note:** for Team Lead roles the starting rate is \$16.75 (+\$.50 differential for night shift)
- **We operate 365 days, that means that we work all Holidays.** Any hours worked on a Holiday are paid at 1.5X rate (OT rate); in addition you're eligible for 80 hours of vacation & 40hrs of sick pay paid at straight time (depending on what quarter they start in). (Example: you worked 11 hours on 7/4; you'll get paid for those 11 hours at the OT Rate + you'll receive an additional 11 hours paid at the regular rate)

Benefits

- You're eligible for benefits on day one. We have medical, dental and vision plans. As well as a 401(k) plan, life insurance, & stock options.

Time Off

- Bowery offers 80 hours of vacation time for the calendar year. Vacation hours are prorated based on the quarter that you start. For the rest of this year, you'll have 40 hours of vacation and 40 hours of sick time. At the start of next year, your bank of time resets to 80 hours of vacation and 40 hours of sick.

Schedule

- We operate on a three / four schedule. What does that mean? Every two weeks - one week you'll work 3 days (33 hours) and the next week you'll work 4 days (44 hours) a week. So, the week that you work 4 days, you receive OT which compensates for the week that you only work 3 days. So, in your bi-weekly paycheck your hours equal out to 80hrs.
- You have the option to choose, what we call our Front Half and Back Half Shift:
- We work 12 hour shifts and offer our farmers a one hour break for lunch.

Week 1 4/5-4/11	SUN	MON	TUE	WED	THU	FRI	SAT	Days worked	Hours scheduled	Days off
Front Half	●	●	●	●				4	44	3
Back Half					●	●	●	3	33	4
Week 2 4/12-4/18	SUN	MON	TUE	WED	THU	FRI	SAT	Days worked	Hours scheduled	Days off
Front Half	●	●	●					3	33	4
Back Half				●	●	●	●	4	44	3
Week 3 4/19-4/25	SUN	MON	TUE	WED	THU	FRI	SAT	Days worked	Hours scheduled	Days off
Front Half	●	●	●	●				4	44	3
Back Half					●	●	●	3	33	4
Week 4 4/26-5/2	SUN	MON	TUE	WED	THU	FRI	SAT	Days worked	Hours scheduled	Days off
Front Half	●	●	●					3	33	4
Back Half				●	●	●	●	4	44	3

Hours

- Days: 7:00am - 6:30pm
- Nights: 7:00pm - 6:30am

Some things to keep in mind about the role

These are things that we have to make sure you are comfortable with before joining Bowery.

- It's a cold environment (sub 35 degrees) so you have to like working in a cold pack environment. We do provide you with a coat and hand warmers but it's always recommended to bring extra layers of your own, such as a light jacket, hat or gloves.
- There is repetition in the tasks, so making sure they are aware and are comfortable.
- You'll be on your feet for 11 hours.
- We have a strict attendance policy. We use a system called Kronos. You have to punch in when you arrive for work and when you leave to go home at the end of your shift. If you are late or do not show up to work without advanced notice, you receive points. If you exceed a certain amount of points - unfortunately, you would be terminated. So, this is something you must be comfortable with.

What your day-to-day will look like in this role:

- We grow different types of leafy green and herbs on our vertical farm. We're growing produce indoors without having the need to use pesticides. In addition, we are able to use less water. This allows us to grow produce 365 days out of the year in a controlled environment!
- Directly on the other side of our vertical farm is our production floor which is where this role takes place.

- On the production floor there are several tasks that our Farmers are responsible for - these include:
 - Seeding: Using a machine, we add seeds to a germination flat. The plants make a stop in the germination zone before heading into the Bowery grow room.
 - Transplanting: The plants are transplanted into a larger raft so they can continue to grow.
 - Harvesting: Once fully grown, they come out of the grow room and are harvested using an auto harvester machine.
 - Quality Check: During quality check we review the leaflets to make sure they are in spec and are good to eat!
 - Packaging: This is where we pack our product and ship it off to our customer. This is a cold room, so it's good to be prepared with an extra hat, gloves and layer if you get cold easily.
 - Each of these tasks have 4 quarterly goals throughout the day that you complete with your fellow co-workers, including your Team Lead and Operation Supervisor. It is a fast paced environment with a lot of teamwork with quality and safety top priority.