



ISELI NURSERY, INC.

**30590 SE Kelso Road
Boring, Oregon 97009**

INTERN PROGRAM

Company Overview

We are wholesale growers of rare and beautiful dwarf conifers, Japanese maples, Living Art[®] and other ornamental trees and shrubs. 99% of the product grown here is produced in our own propagation facilities, primarily as rooted cuttings or grafts. Plants are marketed in containers ranging from 3" liners through 36" and even larger cedar tubs. Field grown products are marketed as B&B from 36" to 12'+ trees, or as field potted plants in anywhere from a 6 gal up to 36 gal container. Our



production consists of over 1800 cultivars sprinkled among 22 conifer genera and over 25 broad-leafed genera. We are dedicated to producing the finest quality landscape plants and making them available to consumers through quality garden center retailers and professional landscapers throughout the United States and Canada.

The late Jean Iseli and his brother, Andre, established Iseli Nursery in 1975. Since that time, the nursery has grown from a scant 10-acre operation with about six employees to the beautiful nursery it is today. Nestled on over 400 acres of rich Willamette Valley soil in the shadow of Mt. Hood, today the nursery employs close to 200 production personnel.



Training Overview

Iseli Nursery is committed to providing learning opportunities, which promote professional development with a commitment to create the atmosphere and the means to pursue excellence. Practical training with the company will impart to the trainee, quality work-experience in the nursery industry through theory and participation in a wide diversity of areas related to plant production and nursery management.

Hands-on experience in all aspects of ornamental and landscape tree production in Oregon is at the heart of the Iseli Nursery Intern Program. The hands-on work experience and training we provide will supplement the previous education and experiences of specially selected horticulture students. The sequence of training and experience will depend on the time of year the trainee enters the program and on the needs of Iseli Nursery. Interests and qualifications of trainees will be considered

when practicable. Our training program is designed for a full year's operation of the nursery, although shorter or longer periods may be facilitated. Generally, at the beginning of training a schedule will be provided that indicates the dates to be worked in each department. This in effect is a schedule of rotation amongst the various production departments. If time allows after completion of the rotation, the trainee may request extra time in areas of particular interest. In addition to the hands-on experience, trainees will also spend time with the manager of each division. This will provide opportunities for learning more detail about the year-round activities of that department, more detail about the management processes, and general interaction to obtain more knowledge about production techniques. Operation of machinery/equipment is allowed only after being trained by a Division Manager. We maintain an aggressive attitude about safety and this includes all workers.



Skills to be Acquired:

Trainees will have the opportunity to learn about a wide variety of plant materials and production methods. By the time the trainee leaves, they will have had the opportunity to perform tasks in the following production divisions:



- **Preproduction/propagation**

Learn techniques for starting new plants through collection and rooting of cuttings and/or grafting. Follow development of crops from initial propagation, through successful rooting, transplanting of rooted crops and finishing as liners. Through these processes experience management techniques of timing of crops, and maintenance of crops in greenhouse, shade and other environmentally controlled structures.

- **Dwarf Conifer Canyon Production**

Two separate departments (one at each location), both growing plants in #1 through #6 containers, but each producing differing genus/species with corresponding differences in cultural techniques. While in these areas, interns have the opportunity to observe and participate in: cultural care practices to develop the highest quality finished product, production cycling to fulfill company marketing goals, crop winter protection, providing best crop growing environments, organizational structure and cooperation amongst production departments.

- **Boxyard Production**

Growing of the larger, specimen grade conifers and broadleaf trees. Container sizes range from #10 container through 36" and even larger cedar tubs.



- **Broadleaf Shrub & Broadleaf Tree Canyon Production**

Offer many of the same opportunities as Dwarf Conifer Canyon Production. In addition, each provides its own particular cultural and production management challenges – unique to the type of product or size of product.

- **Field Production**

Observe and participate in the cycles of planting, culturing, and harvesting the product lines intended for final marketing as either B&B or field potted plants.

- **Living Art[®] Production**

Living Art[®] is a phrase coined at Iseli Nursery to represent plant sculpturing (spirals, tiers, pompons, Hindu-pan, whimsical topiary, etc.), multi-generic grafting, multiple plantings and other plant creations.



- **Pest Monitoring and Management**

Work with the staff horticulturist in such areas as monitoring of pest populations, determining timing and type of controls, record keeping techniques and requirements, plant health inspection, management of soils and water quality, fertilizer management, and other aspects of general plant health.

- **Shipping**

During the shipping season, assist in identifying and tagging saleable plants, pulling orders for shipment, check assembled loads for quality and assist in loading of material for shipment.

- **Miscellaneous**

- o Assist with annual inventory and saleability determinations.
- o Observe the evaluation, scheduling and implementation of irrigation.
- o Introduction to sales.
- o Introduction to production planning.
- o Additional opportunities for education may occur; classes on particular production procedures as requested by trainees, local professional meetings, seminars at the Farwest Trade Show, assisting in construction of our trade show display, tours of local nurseries, etc.



Chronology of Training

Many of the skills to be acquired can occur during several months out of the year. Actual months during which each trainee might participate in a particular division will therefore vary.

JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC
							FIELD PLANTING				
FIELD HARVEST									FIELD HARVEST		
			POTTING								
		CULTURAL CARE									
									WINTER PROTECTION		
GRAFTING						GRAFTING				GRAFTING	
	SHIPPING										
PEST CONTROL											
PROPAGATION											
		INVENTORY/SALABILITY									
ART-FORM PRODUCTION											
		IRRIGATION									

Training Activities

Trainees will gain most of their experience from on-the-job training. Trainees will be exposed to and trained in most areas of nursery operation. As we progress through the cycle, the work experience will move our trainees along the path of becoming successful growers and nursery managers. We try to rotate all trainees as much as possible to expose them to the wide range of operations we're involved in. Finally, they will have opportunities to discuss both what they've observed as well as their performance.

Supervision and Evaluation

Farm assignments are made by the Intern Coordinator and specific tasks assigned by the Divisional Managers. Assignments are based on the intern's abilities, interests and special skills. After-work assignments are performed that give a general overview of the operation. Interests in particular areas of production can often be arranged. Feedback and evaluation occur on an ongoing basis through interaction between the Intern Coordinator, Divisional Managers and trainee.

Notes:

There are a finite number of trainee positions available, which the most qualified applicants will be selected for. Applicants should possess or be working toward the equivalent of an Associate's or Bachelor's Degree in Horticulture or related field and have job experience working in the ornamental horticulture field. All interns must pass a drug-screening test.

Applicants should be able to:

- **Work safely**
- **Communicate effectively**
- **Exercise good judgment**
- **Prioritize work**
- **Identify plant material**
- **Understand cultural techniques**

Trainees live in company-provided housing and earn \$ 8.40/hr US (as of January 2009) while working 40 hours per week or more. The housing is provided at no cost, and each intern is responsible for his or her portion of the phone bills. It is a farmhouse shared by one regular employee and trainees. The upper floor contains the rooms and shared bathroom. Bedding is provided, as well as kitchen utensils and refrigerators for the main floor kitchen. Also on this floor are a shared living room and dining room. Washer & dryer are supplied. No smoking is allowed in the shared housing.

Location and Social Setting

Iseli Nursery is located midway between Portland and Mt. Hood. There are excellent after-hour recreational and cultural opportunities throughout the region. Portland is one of the Northwest's largest and most beautiful cities. Trainees will live in a rural setting and have many opportunities to take advantage of diverse cultural and social activities. Oregon and Washington States have a wealth of unique opportunities for outdoor recreational activities. There are also a variety of opportunities for professional development including the Far West Show, which is one of the largest garden industry shows in the United States with many seminars on a variety of horticultural topics.

For additional information on our industry and the many cultural and recreational opportunities surrounding Iseli Nursery, trainees may visit the following web sites:

Contact Information:

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Web Site: www.iselinursery.com

Industry Links:

American Conifer Society: <http://www.conifersociety.org/>

Oregon Assoc. of Nurseries: <http://www.oan.org/index.cfm>

Washington State Nursery and Landscape Association: www.wsnla.org

American Nursery and Landscape Association: www.anla.org

Boring, Portland & Oregon/Washington Information & Links

Boring: http://en.wikipedia.org/wiki/Boring,_Oregon

Portland: <http://www.portlandonline.com/index.cfm?c=25782>

OR State Tourism: www.traveloregon.com

Oregon State Parks: <http://egov.oregon.gov/OPRD/index.shtml>

Southern Oregon vacation guide: www.sova.org

WA State Parks: www.parks.wa.gov/

Mt. Hood NF: <http://www.fs.fed.us/r6/mthood/about>

Columbia River Gorge: www.fs.fed.us/r6/columbia/forest/