

Salary: Starting salary is \$43,000.00 per year paid via a weekly salary. In addition, a supplemental compensation of \$300/week will be paid during the weeks of active participation in the planting season. (A typical planting season is February 1 - April 7). Also a cost of living adjustment will be made annually on January 1 **based on COLA.**

Benefits: Simple IRA after one year of service. (Company will match employee contributions up to 3% of salary). Paid vacation after first year is 2 weeks. Three weeks paid vacation days after five years. Total paid vacation days not to exceed 3 weeks. Vacation days are pro rated based on months of service during that calendar year. Five paid sick days. All vacation days are to be used during that calendar year or by January 7 of the following year. We will reimburse up to \$300.00 monthly towards medical coverage upon receipt of a copy of your monthly billing statement.

A company truck will be provided for business purposes. All company vehicle expenses will be covered. Travel expense will be provided when required to travel out of town overnight. A computer and necessary office equipment and supplies will be provided.

Initial Goals

1. Develop marketing approach to expand our customer base.
2. Develop a relationship with the State and Federal Regulators, Coal Company Representatives, State Foresters, and University Academia involved in reforestation reclaimed mine lands.
3. Update mailing list.
4. Develop and partner with academia on research projects.
5. Put together workshops to educate industry on best reclamation practices.
6. Inspect planting sites that were implemented in the spring.
7. Work with nurseries to grow better seedlings.
8. Expand the services that we offer.
9. Work with consultants and landowners to provide TSI work on existing forested lands.

Sincerely,

Rick Williams

Williams Forestry & Associates

P.O. Box 1543, Calhoun, Ga. 30703 706-629-0353 Fax: 706-625-0134

September 9, 2005

Job description and requirements

This position is for a manager to work in the coal fields to provide reclamation services for coal operators. You will primarily work in sales to acquire reforestation contracts. You will be required to help implement and manage the planting crews during the planting season.

Candidate needs to:

Have a full understanding of all state and federal regulations regarding the reclamation of mine lands. Have a full understanding of reforestation practices on mine lands.

Be energetic and outgoing, have good people and phone skills. Be able to network and develop a relationship with the State and Federal Regulators, Coal Company Representatives, State Foresters, and University Academia involved in reforesting reclaimed mine lands.

Take initiative with daily jobs and normal planning responsibilities. Be able to work one on one with landowners to achieve the goals of the program. Conduct yourself in a professional manner and maintain a professional appearance.

Do research for job opportunities and new programs.

Provide your own quiet office space in home. Good computer skills are an asset.

This job requires 50 hours of work per week on the average. There will be times, especially during the planting season, when you will be required to work six days a week. You will be required at times to travel away from home to meet clients. You need to have good supervisory skills and be able to organize jobs, supplies, crews, etc. You will need to oversee and sometimes run planting crews. Need to know Spanish or have the willingness to learn. Must be willing to work with migrant crews and accept and respect their diversity.

You will need to obtain a Commercial Herbicide Applicators License in the state or states that you work in and help to organize the herbicide application for the landowners that we will have under contract.