

General Information

- Position: Ranch Hand
- Enterprise: Twodot Land and Livestock Co. (TDLL)
- Scale: ~12,000 acres
- Size of Crew: 3 full-time employees
- Location: TDLL is 10 miles south of Harlowton, MT. Headquarters is located 2 miles east of Hwy 191 on the American Fork creek.

Description of the Enterprise

- E.C. Baxter started TDLL in 1908. E.C. was Zachary's dad's, dad's, mom's, dad. The entire ranch is 24,000 acres. Bob and Adam Jones (father and son) manage half the ranch as their own whole under management and Stuart, Kathleen, and Zachary manage the other half but the ranch is contiguous in one block. The American Fork, a perennial stream, flows through the center of the ranch, fed by numerous springs that originate on the ranch. The terrain is primarily flat or gently rolling but many grass covered ridges and broad basins create numerous small watersheds. The ranch is well suited for a year-round livestock operation given adequate winter shelter on the creek (cottonwood and willow trees) and other shelter found out in some sparsely timbered rough broken country. Annual precipitation averages approximately 13.5 in. and the bulk of that is received April, May, and June, perfect for reliable high quality cool-season growth.
- TDLL relies predominantly on custom grazing outside cattle and has a small herd of owned cow/calf pairs that we sell 2yo grassfed cattle from. Two separate herds of cattle are run from May to December, and a single mob from December thru April. One herd will be made up of 655 pairs that combine mother cows from both Yellowstone Grassfed Beef Ranches J Bar L (570 pairs) and TDLL (85 pairs). Calving will take place in pasture and begin around May 1st and last for 60 days. The second herd is made up of 50 yearlings and 10-40 2yo fats that will be harvested through the summer/fall for Yellowstone Grassfed Beef. Fats are selected/sorted in pasture and hauled 10 hd at a time to Stillwater Packing in Columbus, MT. J Bar L calves will be weaned and shipped in late November, with pregnancy checking following that. TDLL calves will not be weaned, and run with their mothers through the winter. After weaning J Bar L calves, all classes will be run as one mob thru the winter/early spring. We utilize intensive grazing through the winter with a small emergency stockpile of hay on hand for bad winter storms. We also feed hay as a protein supplement during the 3rd trimester.

Opportunities

- Continue to grow your personal skills within our holistic context.
- Build upon your ranching experience on a large scale, holistically managed cow-calf and grass finishing operation.
- Step into a generational ranch with a very low barrier for entry when it comes to contributing and being listened to at the daily and strategic level.
- Help cultivate TDLL's triple bottom line by adding resiliency to our financial, ecological, and social resource bases. We continue towards this goal through:
 - Developing a multi-generational herd of beef cattle, running continuously together, culled directly for food, that through intensive grazing practices improve the overall health of the soil and maximize sustainable profit per acre.

- Supporting Yellowstone Grassfed Beef to become a thriving local market for our triple bottom line resources—primarily high integrity grassfed beef. More than just beef, our ranch provides the story YGB sells to consumers passionate about regenerative, delicious, local food. TDLL is the bridge that connects those consumers to the land and the food they eat.
- Creating new viable enterprises through multi-species grazing to improve pasture utilization, create sustainable weed management practices, and increase stocking rate overall.

Your responsibilities revolve around day-to-day operations on TDLL. You will work in collaboration with TDLL managers. Core responsibilities include:

- **Cattle:** Assist in managing two herds through our intensive grazing system.
 - Prioritize the health and well-being of the cattle under our care: treat them as our co-workers.
 - Utilize low-stress livestock handling techniques and see every interaction with our cattle as an opportunity to improve our stockmanship.
 - Monitor cattle performance: observe cattle behavior and temperament, note changes in manure and BCS.
 - Monitor cattle health: doctor cattle when necessary and keep diligent records.
 - Assist in feeding hay when necessary: balance with grazing options, record consumption, and observe cattle performance to monitor/replan feeding program
 - Supply mineral/salt and record consumption.
- **Fencing:** Intensive grazing requires intensive fencing.
 - Put up and take down temporary electric fence.
 - Build new permanent electric fence.
 - Check and fix existing fences—electric and hard.
- **Grazing:** Be knowledgeable and engaged in the ranch's Holistic Grazing Plans.
 - Help monitor and record grazing observations: % utilization, species palatability, actual vs planned harvests, rate of regrowth, amount of litter.
 - Be actively involved in adjusting grazing duration and density based on cattle and grass observations.
 - Take part in grass assessments and grazing re-plans throughout the season..
- Help maintain clean and organized work spaces in the shops and barns.
- Complete routine maintenance checks and servicing of trucks, ATVs, tractors, and other equipment.
- Help complete long term ranch infrastructure improvement projects.
- Meet weekly with ranch managers to plan the week's work schedule and provide updates in our morning check-ins.

Other Responsibilities

- Care deeply for yourself, your friends and family, your community, and the ranch.
- Be honest and genuine to those around you and those you come in contact with.
- Feed your passion.
- Face each day with positive energy, an open mind, and a solid work ethic.
- With utmost discipline, take the time, break inertia, and identify and address root

causes to presented symptoms.

- Be organized and take pride in creating an efficient work environment. Make sure we are getting our tasks and projects effectively completed.
- Ask questions and continuously look for ways the management and landscape of TDLL can improve.

Terms

- **Contract Period:** September 1st but open to later start dates and ending April 15th with opportunities for year round employment
- **Gross Income:** Starting salary \$1,800/month, negotiable based on experience
 - Taxable Salary: \$1,300
 - Mess Stipend: \$300 monthly mess stipend, non-taxable income
 - Health Insurance Stipend: \$200 monthly included in taxable salary or deposited in a health savings account (HAS) as decided by employee.
- **Ranch Beef:** Side of beef per year. Value of \$1,400
- **Housing:** Housing will be provided on TDLL at The Camp. The Camp is a 900 sq ft studio style cabin with full kitchen, wood stove, indoor bathtub/shower, and outdoor toilet and shower. Furnished with table and chairs; couch; queen bed; rugs; dresser; tableware and utensils; pots, pans and other kitchen stuff all provided by TDLL.
- **Utilities:** Electricity and internet are provided and paid for by TDLL. Firewood is provided for heat that the employee splits and stacks.
- **Workman's Compensation:** If you are injured while working, you will be covered via TDLL's policy with Montana State Fund.
- **Vehicle:** The ranch provides shared pickups and ATV's for work. Employees will not be required to use your personal vehicle for ranch use. No vehicle provided for non-work related trips.
- **Work Hours/Schedule:** Typical work week is from 7am to 5pm Mon-Fri and 7am to 12pm on Saturday. Saturday afternoons and Sundays are off. Ranch work requires being flexible with those hours and working longer days/weeks when necessary. However, we value time off and see it as a very important component to a creative and fulfilling work environment and strive to make sure adequate time off/vacation time is provided.
- **Vacation:** 20 days of paid time off (includes vacation, personal, and sick days) per year will be allotted. The following Observed Holidays (New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, Christmas) are additional paid days off. However, although we make an effort to decrease works loads around these Holidays, depending on our work schedule the actual day may not be allocated time off. If the employee works on those Observed Holidays, they are able to count an additional day off of their choosing. Employees are able to substitute a different Holiday for any of the Holidays listed above. Paid time off is allowed to accrue year to year.
- **Horse Pasture:** Two personal horses can be kept on the ranch and grazing will be provided. If being used consistently for ranch work, the ranch will pay to shod horses every 8 weeks, any supplemental feed (hay, oats) deemed necessary by management, and de-worming twice per calendar year. Employees are responsible for all other personal horse vet and feed costs.