

FULL TIME OPPORTUNITIES



BARTLETT &
COMPANY

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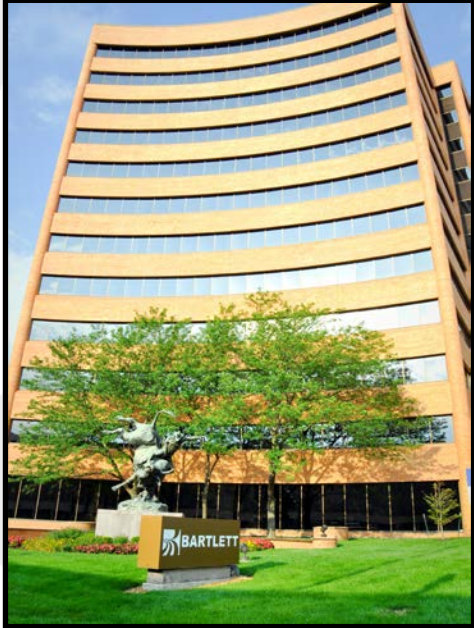
ABOUT BARTLETT

Bartlett and Company is a diverse, growth-oriented agri-business company. Our principle businesses are grain merchandising, flour milling, and feed manufacturing. Headquartered in Kansas City, Missouri, we have facilities and offices in 9 states and Mexico. We are more than 100 years old and still family owned and managed.

At Bartlett, we are committed to providing our customers superlative service and finding ways to meet their business needs. Our market expertise and logistics capabilities enable us to connect producers in the most efficient and cost effective ways possible. We are dedicated to delivering quality products on time, every time.

Integrity always has been a fundamental part of Bartlett’s culture – it stands behind our commitment to our customers and to our employees. Honesty and reliability underlie all of our business relationships.

Bartlett is financially strong and highly disciplined. Forbes ranks us among the largest private companies in the U.S.



SUMMARY OF BENEFITS

PAID VACATION AND HOLIDAYS

Paid Holidays – Bartlett observes seven paid holidays each year.

Personal Floating Holiday – Each employee receives an annual floating personal day.

Paid Vacation – New employees automatically begin accruing paid vacation from their date of hire.

Vacation benefits increase with years of service, to a maximum of four work weeks. You will be eligible to take your accrued vacation after 60 days of employment. Some vacation can be carried over from year to year.

HEALTH CARE COVERAGE

Health Plans – Bartlett provides a number of health plan choices and deductible options. Bartlett shares the premium cost, and currently contributes up to 100% percent of the total costs for medical coverage depending on coverage chosen. Health insurance is available for no monthly premium costs to an employee (for employee only, high deductible coverage). If you choose a different health plan option, such as a lower deductible or family coverage, Bartlett pays between 74% and 81% of the premium cost.

Pharmacy Plan – All Bartlett Health Plans include a subsidized pharmacy program through Express Scripts.

Dental Plan – Bartlett pays up to 50% of the total costs for dental coverage.

Vision Plan – Bartlett offers a vision plan (through VSP). Bartlett pays 100% of the part of the Vision Plan that includes an annual vision exam. An employee may also choose to purchase additional voluntary coverage for discounted frames and materials coverage.

LIFE INSURANCE RELATED BENEFITS

Basic Group Life Insurance - The Group Life Plan provides life insurance based on the employee's salary. Bartlett will reimburse you for the entire cost of premium for basic life insurance in an amount equal to one times (1X) your annual salary.

Voluntary Supplemental Group Life Insurance and Dependent Life Coverage – You may also elect supplemental group life insurance coverage in amounts equal to one times (1x), two times (2x) or three times (3x) your annual pay. Your contribution (premium cost will be determined by your age and pay. Bartlett also offers a Dependent Life Insurance plan, which is designed to provide financial protection for you should an eligible member of your family die while you are participating in the plan.

DISABILITY RELATED PRODUCTS

Voluntary Group Long-Term Disability Insurance – This plan

provides an eligible employee the opportunity to purchase coverage to ensure a regular income during periods of prolonged disability due to illness or injury. If you choose to enroll in Long-Term Disability coverage, you will be eligible to receive monthly benefit from the plan after you have been continuously disabled (according to the plan provisions) for 180 consecutive days. A benefit would continue to be paid monthly as long as you remain continuously disabled (generally to age 65).

Short Term Disability Coverage – Short-term disability (STD) provides partial (60%) replacement of income in the event of an illness (including maternity) or non-work related accident which prevents you from working for a limited period of time. The plan begins benefit payments after an absence of 14 consecutive calendar days and continues for up to 24 weeks.

Voluntary Accidental Death and Dismemberment (AD&D) Coverage – You have the option of selecting voluntary AD&D insurance coverage to provide benefits for you and your family in the event of accidental death or dismemberment.

SAVINGS AND RETIREMENT PLANS

The Bartlett 401(k) Savings and Investment Plan – A 401(k) plan is a full-service, tax-deferred savings and investment account that features a variety of investment options. New Bartlett employees are eligible to enroll in the program immediately following employment. For every dollar that an employee defers in this plan, Bartlett will contribute, or "match" an additional 50 cents (up to the first 4% of eligible compensation deferred by an employee). Employees "own" their own paycheck deferrals immediately, and generally fully vest in the company "match" after six full years of employment from date of hire.

The Bartlett and Company Profit Sharing Plan and Trust – Full-time employees are eligible to participate in the Bartlett Profit Sharing Plan upon compliance with plan requirements. This program allows employees to directly benefit in the company's success. Once a year, Bartlett may make a discretionary contribution into an employee's tax-deferred profit sharing "account". This plan, over time, can provide a significant additional source of retirement income.

Employees begin vesting after two years of service and fully vest in their account after six years of service.

FLEXIBLE SPENDING PLAN

Medical & Dependent Care – Employees may choose to defer part of their income into a **Flexible Spending Account (FSA)**. This money is taken out of the paycheck before tax deductions are which lowers your tax liability. You then submit receipts for medical or dependent care expenses in order to be reimbursed.

GRAIN MERCHANDISING TRAINEE

Bartlett Grain Company is seeking highly motivated candidates wanting to compete in a fast-paced environment.

Candidates must possess strong analytical and communication skills with the ability to adapt in an ever-changing environment.

This position will have a primary focus on grain origination along with the transportation and logistics of moving grain from one location to another by truck and rail car. Bartlett is looking for those individuals who have successfully demonstrated the attitude, aptitude, and work ethic to succeed in their previous experiences.



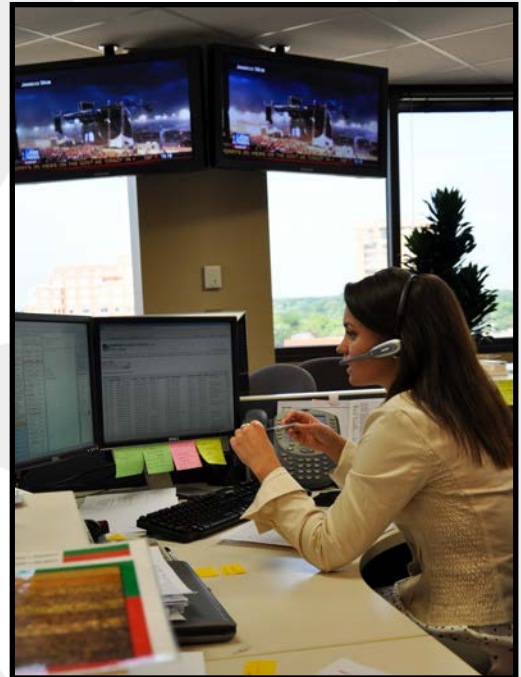
ABOUT BARTLETT GRAIN COMPANY

Bartlett Grain Company is a grain merchandising company that operates principally in the U.S. and Mexico. Our network of facilities spreads through the heartland of U.S. production giving us an in-depth knowledge of U.S crops and conditions. Our expertise in logistics and transportation and our extensive rail shuttle capacity enable us to link producers to end users efficiently and in a timely manner. We consider both producers and processors our valued customers.

Since 1907, we have been building a network of storage and handling facilities throughout the Midwest. This origination network gives Bartlett Grain the market knowledge, capacity and logistics expertise to manage supply chain risk effectively and to meet the diverse needs of our customers.

Bartlett is a trusted supplier of all classes of wheat, feed grains, food grade corn and soybeans. Flour millers, corn processors, feed millers and soybean processors depend on us for timely delivery of quality grains. We also provide merchandising and logistics resources to ethanol plants and end users of distillers' grains.

Bartlett's disciplined approach to risk management and hedging makes us a reliable partner in ever-changing markets. We are committed to seeking growth opportunities that can enhance our services.



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GRAIN ELEVATOR OPERATIONS MANAGEMENT TRAINEE

The duties of a Grain Elevator Operations Trainee focus on learning how to manage a high-volume grain handling facility with multiple products and services.

The initial assignment will be at any of our country elevator or terminal elevator locations. The actual location is dependent on a variety of factors such as staffing needs, construction projects, and grain movement activity.

An interest in agriculture along with a mechanical aptitude is key to the success of the candidate.



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FLOUR MILLING OPERATIONS TRAINEE

As a Milling Operations Trainee, you will be exposed to all aspects of flour milling. This includes receiving, storing, and evaluating wheat, monitoring flow and quality throughout the milling process, shipping finished product, quality control, and equipment maintenance. This position is a very hands-on experience. The long-term goal for the candidates we hire is to become supervisors and managers of one of our flour mills after spending time as millers. The preferred degree is Milling Science, but other agriculture related degrees may be considered if the candidate has other relevant experiences in the milling industry.

Mechanical aptitude required.



ABOUT BARTLETT MILLING COMPANY

Bartlett Milling produces a full line of commercial patent flours and animal feeds at our mills in the Mid-Atlantic States and the Midwest. We produce flour for bakeries, distribution centers, restaurants and institutions and for export; and we formulate and produce feed for livestock and pets. Our goal is to produce high quality products that exceed our customers' expectations. We are dedicated to and recognized for providing exceptional customer service.

Bartlett's flour milling capacity exceeds four million pounds per day. We produce both bulk and bag flour and specialize in milling custom flour blends tailored to meet our customers' specific needs. Bartlett maintains an on-site cereal chemistry lab and technical staff at each mill to monitor flour quality and test our products. And, we maintain rail and truck fleets to ensure timely delivery to our customers. Our dedication to quality and to customers is reflected in the many awards Bartlett has been given for its superior service.

Bartlett Milling produces a wide range of specially formulated feeds for dairy cattle, beef cattle, horses, swine, poultry, dogs, game birds, rabbits, deer, goats, sheep and ducks. Our dedication to quality service is demonstrated in our nutritionist, who works with industry experts on feed formulations as well as working directly with producers to address feeding issues. We deliver both bulk and bagged feed directly to customers. Our feeds also are available through retail outlets throughout the southeast.

Bartlett Milling sells feeds and other animal care products through our distribution centers in Goldsboro and Shelby, North Carolina, Florence, South Carolina, and Rustburg, Virginia

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