

4L GRAZING, LLC.

“Transform, Harness and Enrich”

Beaumont, Kansas

Ranch Foreman Position — Recruiting & Hiring Process

Purpose

4L Grazing is in search of a Ranch Foreman to join a progressive team focused in calf backgrounding and yearling grazing in the Flint Hills of Kansas. This document outlines the process and timeline for that search, providing applicants with a clear understanding of each step in the selection process, expected timeframes, and what to anticipate throughout.

Process Overview

The hiring process moves through seven steps. All timeframes listed begin upon completion of the prior step. Applicants will receive a clear decision at each stage before any next step is scheduled.

Step	Timeframe	Action	Who
1	Ongoing	Submit application Cover letter and resume	Applicant
2	Within 5 days of receipt	Application review Notification sent, or phone interview scheduled	Management
3	Within 7 days of step 2	Phone interview Candidate background, experience, and fit	Both parties
4	Within 5 days of step 3	Post-interview decision Notification sent, or references requested & in-person interview scheduled	Management
5	Within 10 days of step 4	In-person interview & ranch tour One full day; references also contacted during this period	Both parties
6	Within 10 days of step 5	Final decision Notification sent, or formal job offer & benefits package extended	Management
7	Within 7 days of offer	Offer review & decision Candidate reviews offer; negotiations and final decision made	Applicant

Process Details

Step 1 — Application Submission

Interested candidates should submit the following materials to 4L Grazing management:

Resume:

- An up-to-date resume including all past work experience
- All relevant education for the position
- Three professional references

Cover Letter (one page):

In your cover letter, please address the following:

- Why are you interested in the Ranch Foreman position as described in the supporting documents?
- How do you see yourself contributing to 4L Grazing in the near term and long term in this role?
- What experience, knowledge, and strengths would you bring to this position and our team?

Step 2 — Application Review (Within 5 Days of Receipt)

Management will review all submitted application materials within five days of receipt. Candidates will receive one of the following:

- A notification if the application does not meet the position requirements
- A scheduled phone interview if the candidate is selected to move forward

Step 3 — Phone Interview (Within 7 Days of Step 2)

Selected candidates will participate in a phone interview scheduled to occur within seven days of notification. This conversation will cover the candidate's background, experience, and general fit for the Ranch Foreman role at 4L Grazing.

Step 4 — Post-Interview Decision (Within 5 Days of Step 3)

Within five days following the phone interview, management will contact the candidate with one of the following outcomes:

- A notification if the candidate is not selected to continue

- A request for professional references and a scheduled in-person interview if the candidate is advancing

Step 5 — Reference Checks & In-Person Interview (Within 10 Days of Step 4)

The in-person interview will be scheduled to occur within ten days of the Step 4 notification. During this same period, management will contact the candidate's provided references prior to the interview date.

The in-person interview is a one-day visit to 4L Grazing in Beaumont, Kansas and will include:

- A formal interview with management
- A guided tour of ranch operations

Step 6 — Final Decision (Within 10 Days of Step 5)

Following the in-person interview, management will have ten days to notify the candidate of a final decision:

- A notification if the candidate is not selected
- A formal job offer including a full benefits package

Step 7 — Offer Review & Decision (Within 7 Days of Offer)

The job offer and benefits package will remain valid for seven days from the date the offer is extended. During this period, the candidate may enter into negotiations with management. A final employment decision is expected from the candidate within the seven-day window.

How to Apply

Interested candidates should submit application materials to 4L Grazing management. Additional details regarding the position — including responsibilities, qualifications, and compensation — are available in the Ranch Foreman Position Description document.

All resumes and cover letters are to be submitted to John Wagner at the following email address:

jwagner@ferrellranch.com

4L Grazing is seeking to fill this position with a target start date of September 21. The position will remain open until filled. Qualified candidates are encouraged to apply promptly.

4L Grazing is an equal opportunity employer.

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