

EMPLOYMENT

Kūlōlio Ranch, LLC. – Maui, HI

Alexander & Baldwin, Inc.

January 2017 – Present

Ranch Manager

- Within a year of company creation, built and managed the personnel and infrastructure to support a 1000+ head cattle operation, on 5000+ acres of grazing land
- Worked closely with Hawaii agriculture stakeholders, such as the UH Manoa College of Tropical Agriculture, to develop grazing plans, forage selection, and forage establishment practices based on agronomic data collected, historical data collected at HC&S over the past many decades, cattle industry input, and guidance from the incumbent GM.
- Converted and maintained a complex water transportation and irrigation system to support cattle drinking supply and future irrigated pastures
- Managed the hiring, onboarding, training, daily operational direction, and communication of overall project and corporate objectives to multiple employees.
- Developed (in close coordination with the A&B legal team) and managed the contracts of multiple vendors, often at the same time.
 - Individual contracts range from \$5k - \$200k
- Participated in the commercial contract agreement language development and negotiations between A&B and Maui Cattle Company (Haleakala Ranch Co., Ulupalakua Ranch, Hana Ranch, etc.)
- Ensure business metrics are measured regularly, and core business functions are performed properly to maintain business model grows into a sustainably profitable operation.
 - At steady state, this agribusiness' core business conservatively projects to generate between \$1.2 and \$1.4 million on an annual basis
- Assisted in developing and implemented business model finance assumptions, during and after initial CER and LLC creation.
- Developed RFP for ongoing contract security services, reviewed applicants, worked collaboratively on contract language, and assisted in the overall development of service expectations with current security contract (TKH) management personnel.
- Maintained a close working relationship with partner ranches, agricultural operators, key former HC&S personnel, politicians (local, state, and federal), and other relevant entities to ensure that accurate information is being conveyed to the Maui community.
- Continuously work to develop and evaluate concepts for potential operations (agricultural, agro-tourism, ecotourism, etc.) that fit within A&B's overall objective for their land holdings in the Central Valley of Maui.

Hawaiian Commercial and Sugar Co. – Puunene, Maui, Hawaii

Alexander & Baldwin, Inc.

December 2013 – January 2017

Human Resource Specialist

- Managed all human resource, labor relations, and safety related matters during final 6 months of 2016 harvest season
 - This increase in responsibility came as a result of the unexpected departure of the HR Manager for HC&S, in the midst of the shutdown and mass layoff of nearly the entire workforce
- Played major role in implementing Kronos Timekeeping System to over an operation of over 700 employees. Transitioned payroll from a handwritten operation to a fully automated cloud based system.
 - Personnel cost savings for FY15, according to our VP / Ag Group Controller at the time, was north of \$1 million
- Investigated employee grievances, potential disciplines, concerns, and other work related issues, prepared documentation and recommend appropriate avenues for equitable resolutions in a union environment
- Interpreted and utilized labor contract language, Memorandums of Agreement (MOA's) and Memorandums of Understanding (MOU's) as well as State, Federal and County Laws
- As necessary, served as department's representative in various appeal and adjudicative forums.
- Developed policies and procedures on topics relating to operational efficiencies, EEO, ADA, FMLA, etc.
- Maintained metrics, tracking data in various HR Logs
- Headed various initiatives to help better the operations of the company, not related to job description, including:
- Managed all human resource, labor relation, and safety related matters during final 6 months of 2016 harvest season

Imua Family Services – Wailuku, Hawaii

August 2012 – December 2013

Human Resource Administrator & Volunteer Coordinator

- Solely responsible for all of Imua Family Services' day to day human resources administration.
- Performed staffing duties such as dealing with under-staffing, terminations, and administering disciplinary procedures
- Provided employees with information regarding policies, job duties, working conditions, wages, opportunity for promotion
- Handled all FMLA administration and benefits administration, including health insurance, 401(k) retirement accounts, workman's compensation, and temporary disability insurance.
- Understood and ensured OSHA compliances throughout the agency. Provides safety training for employees.
- Recruited, interviewed and selected applicants with appropriate agency directors (when necessary)
- Conducted and organized new employee orientation
- Demonstrated sound judgment in dealing with employee relations issues
- Strong organizational, communication (written and oral) and interpersonal skills
- Maintains confidentiality when handling personnel information
- Played major role in business planning and development related to new facility, relocation and expansion.

EDUCATION & AWARDS

Gonzaga University - Spokane, Washington

BA in Business Administration

University of Hawaii at Manoa

Master of Business Administration in Progress

To be completed 2020

Agricultural Leadership Foundation of Hawaii

Agricultural Leadership Program – Graduate, Cohort XV

May 2015 – October 2016

Holistic Management in Practice

Facilitated by rangeland consultant and educator Kirk Gadzia.

- 6 day course in holistic resource management, financial planning, biological/ grazing planning, and land development planning completed.

February 2016

Waiakea High School – Hilo, Hawaii

Graduate

Alexander & Baldwin – Exemplary Awards Program

Recognized for extraordinary performance by C. Benjamin, CEO of A&B

2015

- Nominated by HC&S General Manager for commitment to excellence, leadership, and initiative that resulted in significant impact on company's operation.
 - *"The intersection of Jacob's personal passion for agriculture and livestock with his professionalism in servicing the company's human resources responsibilities has created a unique and valuable position for Jacob as HC&S transitions to a diversified agricultural model. He has done a tremendous job of balancing his HR "day" job and "night" job as unofficial HC&S ranch manager, installing fences and troughs and moving livestock on 150 acres of pasture trial. As a ranch owner, his experience, knowledge and extensive set of industry contacts are invaluable assets for HC&S."*

Father Dussault Scholarship Recipient

Gonzaga University Dean's List Recipient (multiple) – Spokane, Washington

SERVICE INVOLVEMENT & ACTIVITIES

Agricultural Leadership Foundation of Hawaii

March 2018 – Current

- Board Member

Maui United Way

July 2017 - Current

- Board Member

Hawaii Cattleman's Council

July 2014 – Current

- Chairman – Government Affairs Committee

Maui Cattleman's Association

July 2014 – Current

- Director

State of Hawaii, Legacy Land Conservation Commission

October 2016 - Current

- Governor Appointed Commissioner

USDA NRCS Soil and Water Conservation Board: Olinda-Kula District

September 2014 – Current

- Director

References
