



# EMPLOYMENT AT MOSA

## EMPLOYEE FACT SHEET

### QUICK FACTS

- MOSA is a proven leader in the organic certification industry.
- Our vision is to work together towards a thriving organic world.
- We value service, relationships, quality of work, and optimism.
- MOSA believes that our success is dependent upon the success of our employees.

### WHY CHOOSE MOSA?

MOSA Certified Organic is one of the largest organic certifiers in the United States, and the largest certifier of livestock and dairy. We currently certify nearly 2000 operations, including a wide diversity of farms and hundreds of organic processors, distributors, retailers and restaurants. MOSA was founded in 1999 before the National Organic Standards were yet developed and is a proven leader in the development, continuous improvement, and enforcement of these standards.

Our office is located in the small town of Viroqua, WI, right in the heart of the beautiful and unique Driftless Region. Vernon County has one of the highest concentrations of organic farms in the United States, and is home to many organic pioneers including Organic Valley.

For more information about our vibrant community, visit the City of Viroqua Official Website at: [viroqua-wisconsin.com](http://viroqua-wisconsin.com)

MOSA is a nonprofit company that offers a family-friendly work environment, remote work options, training and development, generous benefits, open communication, and commitment to a job well-done. MOSA is an equal opportunity employer.

### OUR MISSION, VISION & VALUES

#### MISSION

MOSA promotes organic integrity through practical, reliable, and friendly certification services.

#### VISION

A thriving organic world.

#### VALUES

- Service: Outstanding customer service and MOSA's leadership within the organic community are vital tenets of our work.
- Relationships: We value human connections and ethical interactions.
- Quality: We believe that integrity, professionalism and practicality lead to sound certification decisions.
- Optimism: Organic offers viable solutions to urgent global challenges. A thriving organic world must have balance; service economic justice, ecological sustainability, and the interdependent wellbeing of individuals, communities, and ecosystems.



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# EMPLOYMENT PHILOSOPHY

Employee policies at MOSA are based on principles of social justice and the belief that the success of our organization is dependent upon the success of each employee. To this end, MOSA aims to:

- Provide you with training and support to expand your knowledge, continue your development, add value to the organization, and enhance your skills through educational opportunities.
- Review your performance and provide a format to examine your work. This will usually be done on an annual or more frequent basis.
- Provide competitive salary and benefits within our industry and our community.
- Where appropriate, promote from within those employees we feel are the most qualified candidates to fill job vacancies.
- Provide a safe, efficient, and pleasant workplace.
- Encourage healthy work habits.

## YOUR ROLE AT MOSA

MOSA is a service-oriented business requiring a high level of interaction with clients, among employees, with independent contractors, and with organic stakeholders. We take pride in the quality of our customer service and we need you to, as well. Your commitment should be to:

- MOSA is a service-oriented business requiring a high level of interaction with clients, your co-workers, independent contractors, and organic stakeholders. We take pride in the quality of our customer service and we need you to as well. Your commitment should be to give high-quality service, and to treat everyone with the utmost respect, courtesy, promptness, friendliness, and cooperation.
- Do your job well. You were hired because of your abilities and expertise. We need you to be dependable, understand and perform your job well, continue to improve your skills, and creatively think of ways to do your job better.
- Help make this a good place to work. Each one of us is part of our work environment and has an impact on co-workers and how they feel about working here. By cooperating with one another, finding ways to help and support one another, knowing and respecting one another's strengths, weaknesses, work and communication styles, and treating one another with respect and courtesy, we make this a pleasant and rewarding place to work.
- Be open to giving and receiving feedback. Just as you need feedback and recognition to improve your performance, your co-workers and managers need it too. Give respectful feedback verbally, as well as using online communication and social collaboration tools available to you.

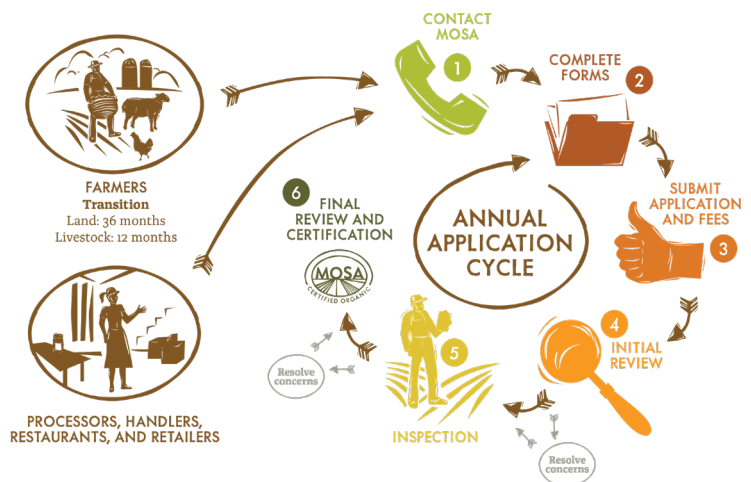


## ORGANIC CERTIFICATION

### USDA NATIONAL ORGANIC STANDARDS

Organic certification allows our clients to sell, label, handle, and process products as organic. MOSA works with our clients throughout the certification process to determine their compliance with the USDA National Organic Standards.

The organic certification process is comprised of six steps in an annual cycle:



MOSA offers USDA National Organic Program certification services for farms, retailers, restaurants, distributors, brokers, processors, and feed mills. We also offer Grass-Fed Certification as an add-on for certified organic dairy and beef producers. In addition, we offer Transitional Verification for those who need it for organic transition cost share funding.

MOSA performs a vital regulatory role to ensure the integrity of the certified organic food and fiber industry.

## RESOURCES:

**MOSA Employee Manual**

**Benefits for Employees Fact Sheet**

