



Internship Program Book

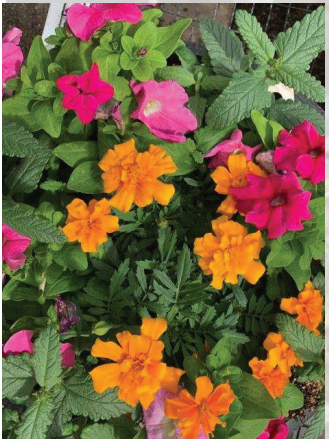
2026 Internship Program
Tagawa Greenhouse Enterprises, LLC





Table of Contents

- ▶ Why Intern with Tagawa?
- ▶ Tagawa History
- ▶ A Day in the Life of an Intern
- ▶ Preparing to live in Colorado
- ▶ Six Month Rotations
 - Seeding / Sticking
 - Production & Growing
 - Operations
 - Bedding Plants / Big-box Retail
 - Garden Center
 - Management, Office, and Admin



Why Intern with Tagawa?



We GROW:

Amazing Plants, Extraordinary People and Relationships that Last!



PLANTS

For a plant to be **AMAZING** it must be the best quality, give high levels of enjoyment, and be grown in a sustainable way.

Our passion and core business is to be innovative in creating new ways to grow Amazing Plants.



PEOPLE

Working with Tagawas means you are joining our **EXTRAORDINARY** team of hard working, talented, and diverse individuals.

We are committed to growing our careers, always continuing to learn, and understanding the importance of taking care of yourself and others.



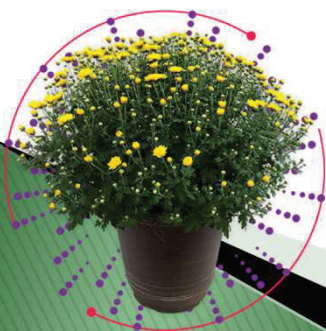
RELATIONSHIPS

With over 55 years of business experience, we have learned that the **RELATIONSHIP** you build with others is the foundation of an enjoyable and effective organization.

We strive to be leaders in our fields through open and honest

At Tagawa Greenhouses, we believe that future of our industry depends on the future generations. This is why we have hosted dozens of both domestic and international students over the past 30 years.

Our internship program gives students experience in all areas of the business and is perfect for those aspiring to become future business leaders, owners, horticulturalists/growers, or entrepreneurs in our field.



During our 6-month internship (January through June) students get a complete, hands-on overview of our entire business. This includes a horticultural focused rotation where students work with the greenhouse production team to grow a crop (propagation, plugs, and finished) under the supervision of our production staff.



History

Tagawa Greenhouses started in 1967 with Frank Tagawa and his 5 sons producing vegetable transplants for their truck farming operation. During the 70's through the early 90's, the family grew rose and carnations. However as cut flower production moved offshore to Central and South America, bedding plant plugs became a major part of the business. Growing plugs and other young plants exclusively for Ball Seed, Tagawa Greenhouses continued to add greenhouse space both at home in Brighton as well as in Golden and New Mexico. What started as a vegetable farm now is a multi-facility operation with over a million square feet of greenhouse growing plugs, liners, pre-finished, and finished bedding products for growers, garden centers, and retailers across the United States.





A Day in the Life of a Tagawa Intern

To understand and become prepared to manage teams in our industry, interns benefit from working alongside greenhouse teams, experiencing the same challenges, and learning to lead by example.

Because of this, interns are assigned the same schedule as workers in the department during each rotation.

The typical workday starts at 7:00AM.



Each department ends at different times depending on workload.

Although not every department works on weekends, there will be some weeks where Saturdays and Sundays are required.

Interns can expect to have 1–2 days off each week. Interns typically work on average 35–50 hours per week depending on the rotation.

The Internship Wage is: \$17.84/hour (2025 rate)*

**Note: This is an agricultural position that meets the Agricultural Exemption under the FLSA and would receive overtime only if working more than 56 hours in a week. We pay interns for all hours worked and reimburse for mileage and arrange an reimburse for travel if required.*



Preparing to live in Colorado



Brighton, CO

Altitude: 4987 feet

Average temp. in January: 44° / 15°

Average temp. in June: 84° / 52°

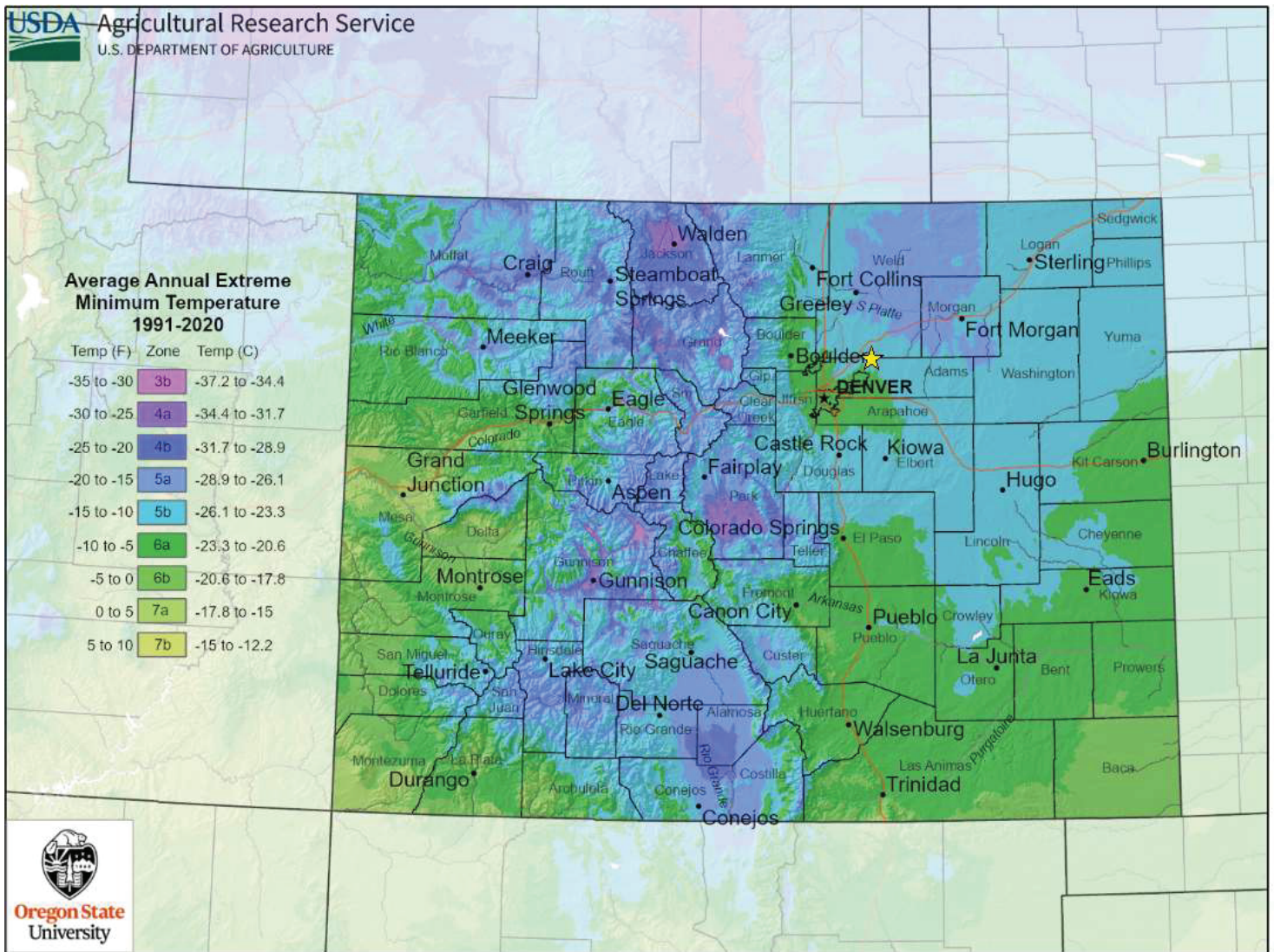
Hardiness zone: 5b / 6a

Housing is provided to interns within 30 minutes from our greenhouse facilities while interns are working in the program, free of charge (including basic utilities).

You may be placed with other interns of the same gender in the same housing unit.

Housing is furnished with basic amenities (bed, blanket/pillow, table, chairs, cooking & eating utensils, vacuum/mop, and toilet paper)





There are 9
Planting zones in
Colorado from
Zone 3b to Zone
7b, as per the
latest USDA data.



Intern Field Trip: In June, interns join our retail teams to tour the CSU Trial gardens in Fort Collins, CO and the Denver Botanic Gardens.

Six Month Rotations



The internship program lasts from January 6, 2026, through June 19, 2026.

During the program you will rotate and work between departments and different facilities according to the below schedule.

* The below is a sample schedule, subject to changes.



2025 Intern Calendar

Su	M	T	W	Th	F	Sa	Intern tentative schedule version 2024.10
JANUARY							
1			1	2	3	4	Interns able to move-in <u>anytime</u> after January 2 nd
2	5	6	7	8	9	10	New hire orientation: January 6 th & HR Training January 7 th
3	12	13	14	15	16	17	Rotation #1: Seeding & Seed Inventory Week 2-3 Schedule: Mon – Fri
4	19	20	21	22	23	24	Rotation #2: Golden Vegetative Sticking (Operations rotation) Week 4 to Week 9 (Mon-Fri/Sat based on Foothills work schedule)
5	26	27	28	29	30	31	1
FEBRUARY							
6	2	3	4	5	6	7	8
7	9	10	11	12	13	14	15
8	16	17	18	19	20	21	22
9	23	24	25	26	27	28	1
MARCH							
10	2	3	4	5	6	7	8
11	9	10	11	12	13	14	15
12	16	17	18	19	20	21	22
13	23	24	25	26	27	28	29
14	30	31					
APRIL							
14		1	2	3	4	5	
15	6	7	8	9	10	11	12
16	13	14	15	16	17	18	19
17	20	21	22	23	24	25	26
18	27	28	29	30			
MAY							
18					1	2	3
19	4	5	6	7	8	9	10
20	11	12	13	14	15	16	17
21	18	19	20	21	22	23	24
22	25	26	27	28	29	30	31
JUNE							
23	1	2	3	4	5	6	7
24	8	9	10	11	12	13	14
25	15	16	17	18	19	20	21
26	22	23	24	25	26	27	28
27	29	30					

Rotation #7: Tagawa Gardens Rotation

Business/Administration Rotations (Mon-Fri 6/9-6/25)

Intern Luncheon 6/26

Housing available for internship through July 7th but program formally ends June 27th

Young Plants

Your journey at Tagawa begins where all our plant products begin: Seeding or Sticking.



Seeded Plugs

During the first mini-rotation, interns assigned in the Seeding or Seed Room work with Paty/Nate and to help run the seeding lines. At peak, the four lines can be planting up to 40,000 trays a week to meet the seasonal demands.

Vegetative Liners

Interns assigned to the Sticking team work with Shakila to operate our hand sticking lines. Some of our top stickers can stick over 1400 cuttings per person per hour while still using a gentle touch to ensure each plant can become a rooted liner.



POWER
STARTS™

LINERS, PLUGS & PREFINISHED PROGRAMS

Production / Growing



▶ 6 Weeks Production Rotation

We love interns because many of our Production Team were Horticulture Majors when they were in school too!

During the first or second major rotation, interns work with our Production Team to see how these scientists give each plant in the greenhouse world-class care: even when it's expected for them to produce millions of plants during our winter and spring season.



NOTE: Interns working in Production will not meet requirements to obtain Colorado certifications to mix and handle chemicals (such as growth regulators, fertilizers, pesticides, herbicides, etc.) without direct supervision.

Production takes a “No-Touch” approach. This means there are less than a dozen people who maintain water and soil pH/EC, temperature, light, humidity, and chemical templates.

Operations



► 6 Weeks Operations Rotations

While Production focuses on the environments, there are so many more greenhouse jobs to be completed!

Partial trays need to be **transplanted** to make a full order or **planted** into larger containers for retail. Some require **plant maintenance** such as pruning/deadheading/pinching throughout all our **range operations**. **Quality Checks**, counts, and **Tagging** need to happen – not to mention all the **movement** from one environment to another before being **collated** onto the right rack for the right truck to leave our **warehouse team**.



For the first or second major rotation, interns are assigned to one of the Operations departments, where we quickly learn that **there's more to supervision than telling people what to do**.

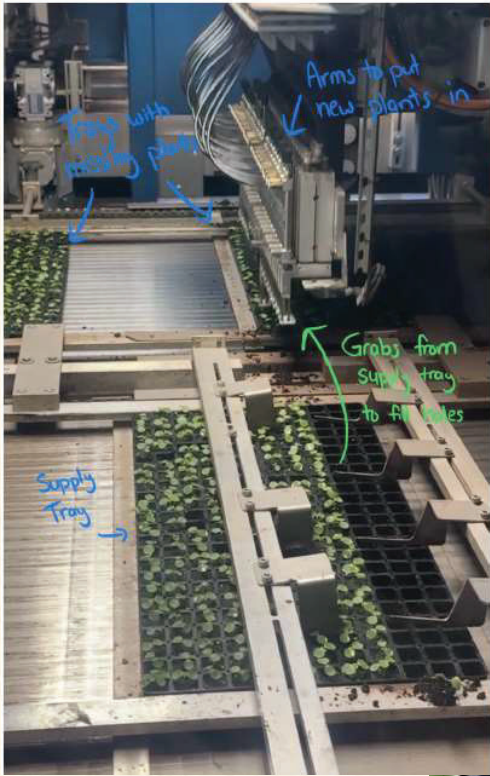


Operations Supervisors must plan, manage product, prepare reports, and gather necessary hard goods, plant material, and tools to ensure their teams are successful. This also means training new workers and promoting a positive work environment while getting the job done.



During this rotation you will work along our team of over 150 seasonal and year-round greenhouse workers and observe the supervision styles at least 2–6 different supervisors or managers.

What kind of leader do you want to become?



Bedding/Retail Sales



➤ 6 Week Merchandising Rotation (Costco)

Even after we send our product out the door, our jobs aren't done yet! For interns who are looking for a home in a finished product setting, look no further than our "InColor" Retail-Ready Teams!



90% of our Finished Bedding Plants sales occur in May, and there is no bigger weekend for us in Colorado than **Mother's Day Weekend**.

During the final major rotation, Interns travel with teams as they set stores, reset, and reset again! This team makes fast-paced marketing decisions and really showcases our products through their top-notch merchandising skills.



SUPERVISOR OPTION: Depending on timing, business needs, and an intern's performance during the first two rotations, interns may be assigned an assistant supervisor or roving position during this rotation.



TAGAWA gardens

► 1 Week Garden Center Rotation

After seeing big-box retail, the next mini-rotation is at our sister company in Centennial, Colorado: Tagawa Gardens.

While both of our companies specialized in cut flowers/carnations back in the day, as TGE moved into young plants and plug production, Tagawa Rose Farm ("Tagawa Gardens") became a full-fledged local garden center.



Since 1982 when they opened to the public, Tagawa Gardens has made themselves a place for the community to gather. From outreach and education programs to miniature fairy and gnome gardens, the Tagawa Gardens team is always there to help up and coming enthusiasts with all their gardening and horticulture needs.





Administration

- ▶ Management, Administration, and offices
Rotation: 1 hour – 1 day Rotations



By this point in the internship, you should be familiar with all the time and energy it takes to execute a plan. However, greenhouses require the coordination of all teams to make sure everything runs smoothly.

In June, you will meet with the different administration groups. This includes the variety selection and retail-ready administration requirements, both finished and pre-finished marketing, distribution, traffic, logistics, inventory, human resources, IT, accounting, and maintenance.

Intern Project: Starting in June you will also complete a project within the greenhouse to utilize the skills and observations you've acquired with us during the internship program. (*TBD*)



How to Apply / Requirements

Apply through the Vic & Maragaret Ball Scholarship



- ▶ [Click here](#) for more information about the scholarship program through the American Floral Endowment (AFE)
- ▶ We accept any scholarship recipients enrolled in a university/eligible program successfully complete an interview with the Tagawa Intern Committee

OR: Apply Directly

Requirements:

- ▶ Applicants must be currently enrolled OR have *within the last 2 years* completed a degree in Horticulture, Plant Sciences, Greenhouse Management, Landscape Design, or other relevant degree program or certification.
- ▶ Must be at least 18 years of age
- ▶ Must have work authorization to work in the United States (*visa sponsorship is unavailable at this time*)



- ✓ Submit a **resume** and **statement of interest** to humanresources@tagawas.com between September 1st and November 30th

Interns must meet the basic physical requirements of the general greenhouse worker job description with or without reasonable accommodation. For a full list of requirements please contact HR



Here at Tagawa Greenhouses, we believe the future of our industry is dependent on passing down our experience and excitement for plants to future generations.

Our Internship Program aims to give students a full understanding of how our business runs and to inspire students to become the leaders of tomorrow.

We're excited to meet and hopefully work with you in our 2026 Internship Program!

