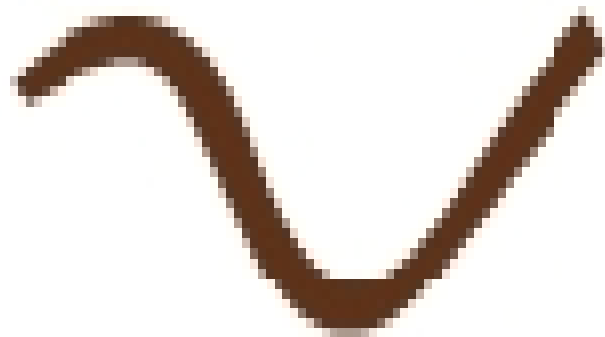


MATADOR RANCH



50

About Matador Ranch

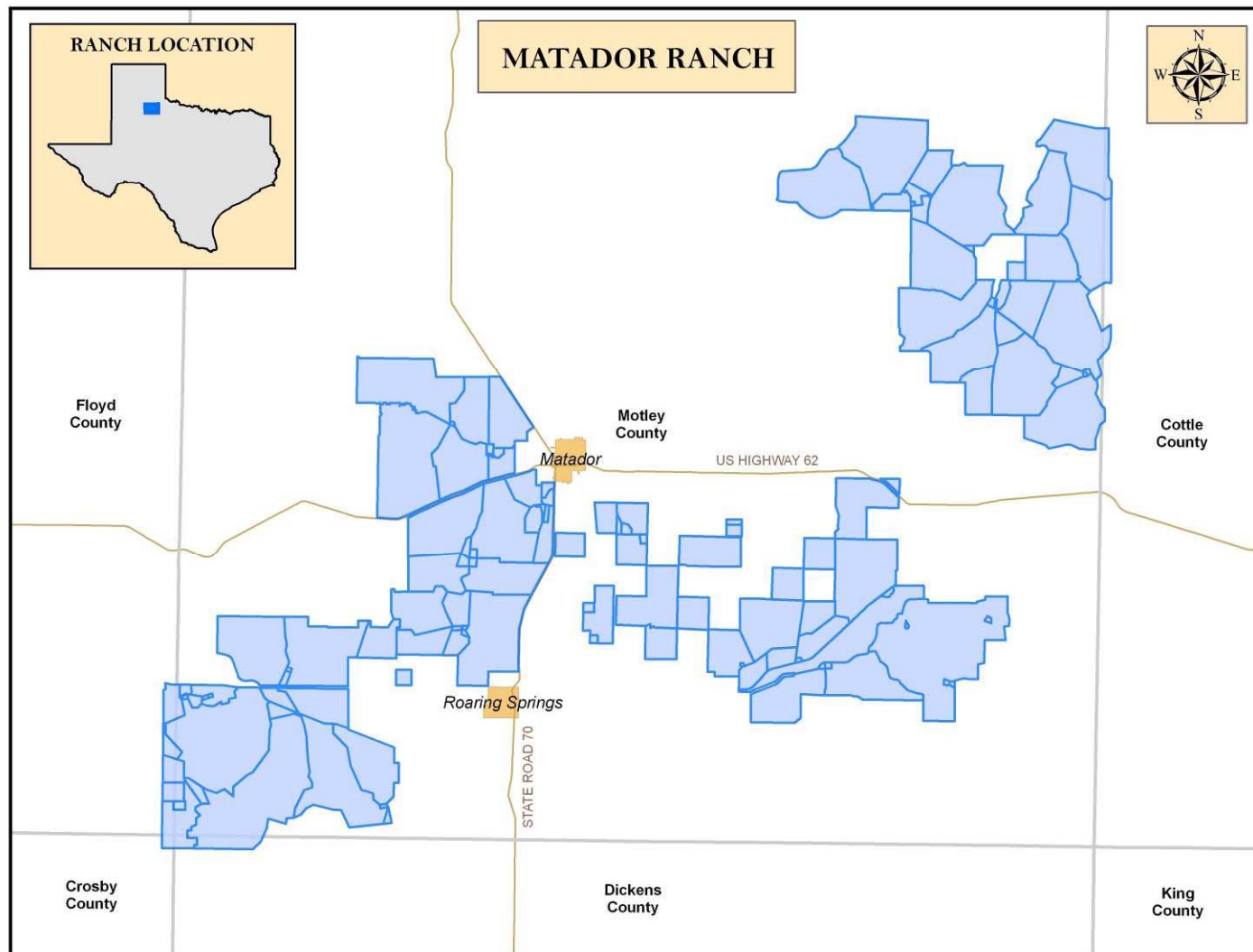
Roots in 1879

**Acquired by Fred C. Koch in 1953
(Koch heirs own the subsidiary
today)**

130,000 acres

**One of three ranches operated by
The Matador Cattle Company**

Map of the ranch



History of Koch companies

1940-53



1941 – Acquires first of several ranching properties

1953 – Matador Ranch is acquired

1961



Charles Koch joins Koch Engineering

1968 – Company is renamed Koch Industries, Inc. in Fred's honor

2002



Beaverhead Ranch in Montana becomes first ranch in the U.S. to earn Wildlife Habitat Council certification

2007



Charles Koch's "The Science of Success" is published, describing his Market-Based Management® business philosophy

2010



Matador Ranch honored with three stewardship awards

Market-Based Management®

**Long-term success comes from
creating real, sustainable, superior
value for customers and society**

Market-Based Management®

Five Dimensions:

- **Vision**
- **Virtue and Talents**
- **Knowledge Processes**
- **Decision Rights**
- **Incentives**

MBM[®] Guiding Principles

Integrity

Compliance

Value Creation

Principled Entrepreneurship[™]

Customer Focus

Knowledge

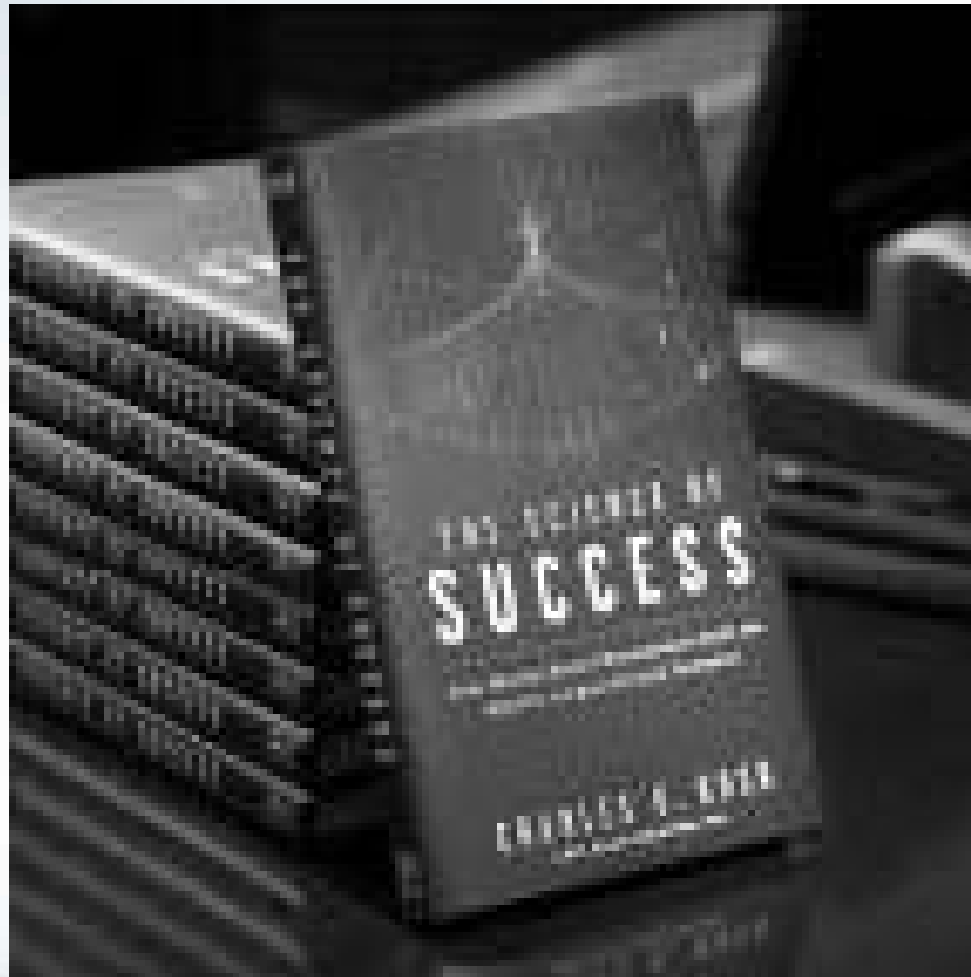
Change

Humility

Respect

Fulfillment

The Science of Success



Importance of hiring the right people

Hire once, hire right



Where do we start

Create a Job Description

Definition helps to put you/prospective employee on same page for interview.

Require Application and Resume.

Put a time limit on accepting applications.

Post the Job

Notify public
www.kochcareers.com

Advertise

Word of mouth



Selection Process

Review the applications and resumes

Look at attributes you value

SBOs

- **Situation**
- **Behavior**
- **Outcome**



Have multiple people interview a candidate

Role, Responsibilities & Expectations

Role: description of position and the functions performed by an individual. Will vary in number and types.

Responsibilities: clearly define the products, service, assets or processes.

Expectations: focus on desired outcomes not activities to produce outcomes. Must also be open-ended/challenging to expand employee's vision of contribution.

Develop the employee

Coaching & Feedback



Retaining employees

**Treat with respect/have
opportunity**

**Competitive compensation
& benefits**

Incentives



Success

“Good judgment comes from experience, and a lot of that comes from bad judgment.”

