



THE SEED INDUSTRY: A GROWING FORCE IN WORKPLACE DIVERSITY





We are global. We are local. We are HM.CLAUSE.

HM.CLAUSE provides innovative vegetable products to farmers around the world. With true passion for our products, close understanding of the needs of our customers, and respect for our workforce in every location in which we operate, we are a company where “think globally, act locally” is more than just a motto.

Our Mission

Created by farmers to serve farmers, the mission of HM.CLAUSE is to develop the best vegetable seed varieties available. With a dedicated focus on research and breeding, we constantly strive to satisfy our customers by understanding their needs and by working with them to create innovative and adapted products.

Our People

We are a company that believes that every individual can grow and develop like the seeds we sell. We build an environment for each person to express their potential. We encourage mobility between jobs and departments, and our people benefit from our global presence to work short or long term in the different countries in which we operate. It is our belief that by encouraging diversified experiences, we shape our leaders and experts of tomorrow.

Our Workplace

As a worldwide company, operating on 5 continents and in 100 countries, we are in a unique position to embrace the changing global environment by incorporating skilled employees of all nationalities who understand different languages, cultures, and business practices. This international diversity allows us to improve our understanding of global and local marketplaces, to better reflect the makeup of communities, to adapt to a growing and broad customer base, and to build effective global relationships.

Cecilia Chi-Ham

Director of Innovation and R&D Strategy

“The secret to building a successful career is to find the cross-section of your skills and your passions.”

CECILIA is responsible for building R&D strategy and identifying new opportunities for innovation. Cecilia also provides direction for the UC Davis – HM.CLAUSE Life Science Innovation Center, a collaboration between the University and HM.CLAUSE that facilitates innovation by giving start-up companies the opportunity to thrive. Prior to joining HM.CLAUSE in 2014, Cecilia was Director of Science and Technology at the Public Intellectual Property Resource for Agriculture, a nonprofit organization housed at UC Davis and dedicated to the transfer of agricultural technology and intellectual property to developing countries and the private sector. Cecilia earned her BSc in Environmental Science and Organic Chemistry and a Ph.D in Biochemistry before doing postdoctoral research at Michigan State University and UC Davis.

Having grown up in Honduras, Cecilia has always been connected to the agricultural community, but her interests were piqued while at UC Davis when she had the opportunity to work with Francois Korn and Kent Bradford on developing the idea for Seed Central, a project which exposed her to the seed industry for the first time. Having worked at a university, and now working for the seed industry, what fascinates



her most is seeing how the innovations that come from public and private research complete the circle of development when they are transformed into new products for farmers around the world.

Cecilia takes pride in working for the seed industry, because it is essential to the quest to feed the planet. Coming from a developing country, she is keenly aware of the significance that agricultural productivity holds for economic growth and national security. As such, she finds it rewarding to work for a company that provides reliable and innovative seed products to farmers. Moreover, she appreciates the values of HM.CLAUSE, and the company's commitment to people.

Her advice for job-seekers is to consider a career at a company such as HM.CLAUSE that offers employees the ability to contribute to the success of the company while also facilitating professional and personal growth opportunities.

Anne Azam

Global Portfolio Lead, Solanum

“The vegetable seed business is the most fascinating industry that I know. It is clean, environmentally-friendly, very global, and absolutely colorful and diverse from a marketing standpoint.”

ANNE manages the solanum portfolio at HM.CLAUSE where she is responsible for directing the global marketing strategy for tomato and pepper. As part of this job, Anne oversees a large team of product managers who are dispersed around the world. Prior to taking on this role, Anne held several management positions in sales and product development that took her from France to the US and back again.

Anne studied Biotechnology with a focus on Molecular Biology and Genetics at IUP Bioingénierie University Paul Sabatier in Toulouse, France and went on to attain a Master’s degree in Agronomy from the École Nationale Supérieure d’Agronomie et des Industries Alimentaires. During her graduate studies, she interned with Syngenta where she gained a thorough understanding of the seed industry and liked it so well that she decided on pursuing it as her career.

Anne gets a lot of joy and satisfaction from working in the seed industry because she finds the work to be extremely diverse, very global and good for



the environment. What she enjoys most about her role at HM.CLAUSE is team management because she likes building productive working relationships, establishing mutual trust and understanding, identifying individual talents, and developing skills and potential in people. She has worked for HM.CLAUSE for 11 years and over the course of her career, Anne has held seven different positions, each time being the first woman to serve in that role. Anne’s experience with working either alongside or above mostly male colleagues often placed her outside of her comfort zone. Ultimately this challenge pushed her to grow and taught her the importance of being a good role model. As a mother of three, she values the flexible and supportive work atmosphere offered by HM.CLAUSE that allows her to continue to advance both personally and professionally.

Carla Bronson

Research Station Manager, Florida

“Working for HM.CLAUSE affords one the opportunity to interact with people from all over the planet, to experience different cultures and to develop a truly world view.”

CARLA oversees all farm and greenhouse operations for the research station in Florida, as well as administrative responsibilities relating to staff management and safety. She also manages station spending and works with department heads to develop annual operating budgets and investment proposals. Prior to joining HM.CLAUSE, she worked as an agricultural chemical sales representative, managed a citrus grove, and also served as a state agricultural inspector. Carla holds a Bachelor's degree in Environmental Science from Rollins College.

Carla's love for agriculture and her professional relationships with people in the industry led her to her current career. She always envisioned doing work that makes a positive impact and she likes that the seed industry helps improve food security for future generations.

Carla enjoys that she is constantly surrounded by fascinating developments in the industry. Whether it is the introduction of a new variety, the discovery of advances in cell biology, or seeing the impact of



molecular sampling, there is always something new that keeps the job exciting. Carla is proud to be part of a company whose top governance represents a cooperative of farmers who are committed to developing long-term, sustainable solutions to meet growing global food challenges. It is clear that profits and the bottom line on the balance sheet are not the only factors driving the company. In addition, she values that the company encourages global collaboration and teamwork, giving her the opportunity to develop a truly world view through both interaction and international business travel.

Her advice to females considering a career in the seed industry is to go for it. The tide has shifted and it is no longer a male-dominated industry.

Michelle Curtis

Breeding Coordinator, Vietnam

"My work in vegetable breeding is never boring. There is greenhouse, field and lab work to split up the days. There is also plenty of opportunity travel to new countries for plant evaluations and international meetings."

MICHELLE oversees three breeding programs for the Vietnamese market: cucumber, bitter melon and pumpkin. Her job is to carry out the R&D strategic plan for her area, which aims to create innovative and competitive varieties. She does this by using her experience to train breeders, coordinating efforts across a family of species, and integrating new technologies to optimize breeding schemes.

Now based in Vietnam, Michelle started in Davis, CA as an associate breeder for hot pepper with a focus on the Mexican market. She held this position for 11 years, during which time she frequently traveled to Mexico and South America for trial and nursery evaluation. Prior to joining HM.CLAUSE, she held several positions at ornamental nurseries and also worked for the Tomato Genetic Resource Center at UC Davis.

Michelle earned her Bachelor's degree in Plant Biology with an emphasis on genetics and breeding at UC Davis. Later, with the support of HM.CLAUSE, Michelle returned to UC Davis to complete her Master's degree in Genetics with a focus on Plant



Breeding while still working full-time for the hot pepper program.

Michelle's favorite part about working at HM.CLAUSE is the job variability. Not the type to enjoy sitting behind a desk all day, Michelle naturally took to the life of a breeder where no day is the same. She enjoys that her days take her from the greenhouse, out to the field, and into the lab on a regular basis.

Michelle appreciates working at HM.CLAUSE because the management principles that guide the employees - Teamwork, Accountability, Collaboration and Transparency - are ones that she feels are important for a company to focus on. She also finds it exciting that there are so many different scientific fields working together toward a common goal - to help their customers around the world succeed.

Carole Desbois-Vimont

Global Seed Technology Research Director

“There is a sense of community that encourages people to be open-minded and collaborate internationally on behalf of local interests.”

CAROLE is responsible for coordinating the seed technology related research activities for HM.CLAUSE and helps to develop tools and methodologies that improve germination and seed quality. She works to define the short, medium and long term strategy for this activity and oversees a team of nine researchers, technicians and analysts who are located in both California and France. Carole also represents HM.CLAUSE at industry meetings concerning seed treatment legislation on both the national and international level. Her previous experience includes working as a breeder in Australia and conducting public research on seed physiology in South Africa. She earned a Master’s degree in Seed Physiology from Pierre & Marie Curie University in Paris and a second Master’s in Horticulture from the French National Institute in Angers, France.

Carole was inspired by the passion shown by several of her more well-known college professors who taught her to love the science behind seeds. With their support, Carole was able to travel abroad and gain experience in both public and private research



labs. These experiences cemented her desire to pursue a career in the seed industry.

What she enjoys the most about working in the industry is that her days are always interesting because each one brings new challenges. Her favorite part about working for HM.CLAUSE is the sense of community that encourages people to be open-minded and collaborate internationally on behalf of local interests.

Michelle Fossi

Cell Biology Research Assistant

“The seed industry is a fast-growing and innovative field that gives you the feeling that your work is going to make a difference.”

MICHELLE oversees breeding support and research and development activities in the cell biology laboratory. She joined HM.CLAUSE in 2010 after completing her Biological Sciences degree at UC Davis with an emphasis in Molecular and Cellular Biology. Prior to her current role for the cell biology lab, Michelle was first a research assistant for the hot pepper breeding program and was later promoted to overseeing the breeding support activities for the Cucurbitaceae program. Michelle is a member of the advisory committee for AgSTART, a division of Sacramento Regional Technology Alliance (SARTA), which strives to promote innovative agricultural technology by supporting local startup companies. With the support of HM.CLAUSE, Michelle is currently working to earn her Master's degree in Plant Biology with an emphasis in Cell and Developmental Biology.

Michelle was exposed to agriculture from a young age through family experiences. Her father owns a vineyard and her grandparents had orchards and raised cattle. Through her background and exposure while studying at UC Davis, Michelle developed a stronger interest in plant biology. Her work experiences at the toxicology lab and the botany lab



while an undergraduate student strengthened this passion and prepared her for work at HM.CLAUSE.

Michelle enjoys working in the seed industry because it is a fast-growing and innovative field that makes her feel that her work is going to make a difference. She likes being part of HM.CLAUSE because the company has been very supportive of her career ambitions by providing her with management training, computer skills courses and now the ability to pursue her graduate degree. Michelle describes HM.CLAUSE as having a positive and collaborative environment that offers a small company feel with big company perks.

She encourages those seeking work in the seed industry to get involved as early as possible through internships or volunteerism. By mixing both academic and industry experience while you are in school you can position yourself to be well-prepared for a fascinating career.

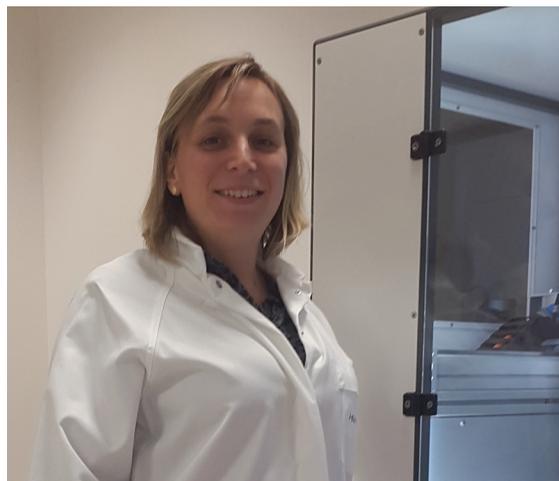
Sandra Gigliotti

New Technologies & Development Group Leader

"HM.CLAUSE provides me with the opportunity to work with many different people from all over the world, all of whom possess different skills and competencies. This kind of exposure helps generate new, innovative ways of thinking."

SANDRA is responsible for managing the Molecular Technologies & Development group, which is part of the Molecular Genetics department. The role of this group is to develop and implement new molecular technologies on the genotyping platform and to propose innovative strategies for the Molecular Genetics and Pathology departments. As a group leader, Sandra manages the project portfolio and the team, but as a molecular biology expert, she is also called upon to recommend innovative solutions for the company. Prior to taking this role, Sandra worked in the Breeding Application Group as an application and technologies coordinator where she managed the team responsible for genotyping analyses. Sandra earned her Master of Sciences degree in Molecular Biology from Montpellier University in France.

After her initial work experience with researching potato-fungi interactions to find and breed potatoes that were naturally resistant to pathogens, Sandra became very interested in working for the seed industry. She was keen on seeing the results of her work when applied to specific needs and being



instrumental in creating new vegetable varieties that reduce the use of chemical inputs and phytosanitary treatments.

Sandra finds joy in the diversity of her work. The seed industry offers exposure to people in many different fields, such as scientists, breeders, farmers, and sales & marketing professionals. She feels it is a very enriching and rewarding industry because everyone is working toward the same end-goal of improving the quality of food. Sandra is proud to be a part of HM.CLAUSE because it is a very collaborative company that brings her in contact with people from all over the world with different areas of expertise. She appreciates that HM.CLAUSE values open-mindedness and exchanging ideas not only internally, but through strategic collaborations with industry associations, universities and other research organizations.

Caroline Leterrier

General Manager, India

*“The seed industry is a very interesting world.
Being a female is not at all a disadvantage.”*

CAROLINE is responsible for managing all aspects of subsidiary activity including research, production, processing, marketing and sales for HM.CLAUSE India. She served as deputy manager of the India subsidiary for one year prior to becoming manager, and before that she spent five years as the regional sales manager for northern Asia where she covered China, Hong Kong, Japan, Korea and Taiwan. Before that, she was based in France and spent two years as the International Area Manager for China, Japan, Albania, Bulgaria and French speaking countries in West Africa. Prior to joining HM.CLAUSE in 2005, Caroline spent five years as Marketing & Development Manager for the vegetable seed company Technisem SA. Caroline earned her Master's degree in Engineering with a concentration in Agronomy & Environment at the Institut National Agronomique Paris-Grignon (INA P-G).

Initially, Caroline was interested in a career in medicine, however she took an interest in biology, which then steered her towards agronomy. When she began to look for a job, she knew she wanted to be out in the fields, as opposed to behind a desk, and chose to join a seed company where her work involved routine evaluation of trials in the field.



Caroline likes that the seed industry offers a lot of diversity in terms of job roles and career paths. She also appreciates that the work is very complex, depending not only upon her own performance, but on outside factors such as the environment. This keeps the work challenging and interesting on a daily basis. Caroline has been with HM.CLAUSE for the past 10 years and is proud to be a part of the evolution and growth of the company during this time. She likes that the company is deeply respectful and encouraging of its employees to share their ideas, and that its international scope provides plenty of opportunities for career advancement.

Caroline's advice to women seeking work in the seed industry is not to fear that being female is a disadvantage. More and more women are entering the field and they are represented at every level.

Geeta Sanjeev

Pathology Lab Manager

“The seed industry offers a diverse array of opportunities, from field production for those who like the outdoors, to cutting edge technology in the labs.”

GEETA has worked at HM.CLAUSE for more than seven years as pathology lab manager where she is responsible for implementing and managing all seed pathology testing activities in the America Pacific region. She works closely with the team to implement the quality assurance system. As a part of International Seed Health Initiative (ISHI- Veg), she collaborates with scientists from different companies and countries and has participated in validating seed health test methods. She previously served as the chair of the Cucurbit Technical group and helped coordinate seed health test development with ISHI. Additionally, she works with external agencies and helps HM.CLAUSE keep abreast of the latest techniques in seed health testing and emerging disease concerns.

In 1993, after obtaining her undergraduate degree in Agriculture and her graduate degree in Plant Pathology from Bangalore, India, Geeta worked as the assistant plant breeder and pathologist focusing on pepper and tomato for Pioneer Vegetable Genetics, which was acquired by Sun Seeds in 1996 and then by Nunhems in 1998. She immigrated to the US in 2001 and worked as an assistant lab



manager and plant pathologist for a bulb grower until joining HM.CLAUSE in 2008.

As an employee of HM.CLAUSE for the last seven years, Geeta finds it a very fair and compassionate place to work. The aspect of the company that she enjoys the most is the diversity and the very international nature of the workforce. Also, meeting and learning from colleagues who come from different parts of the world and different cultures has enhanced her outlook and enriched her experiences. Geeta believes that people are what make a company a great place to work, and that HM.CLAUSE has wonderful people who share common values and make working for the company very rewarding.

The seed industry offers a diverse array of opportunities, from field production for those who like the outdoors, to cutting edge technology in the labs. There are many fascinating options to pursue in the seed industry for people interested in plant sciences.

Axelle Stahl

Regional Product Manager, Asia

“While once a male-dominated industry, there are definitely more and more women entering the field and taking management positions.”

AXELLE is based in Bangkok, Thailand where she is responsible for Asia’s tomato, hot pepper and cucumber product range. In this role, she works closely with Research & Breeding, Sales & Development and Supply Chain to help gear product development efforts toward local markets. Prior to taking this position, Axelle held two sales positions with HM.CLAUSE, one based in France and the other one in the UK. She has a Bachelor’s degree in Biotechnology from Lille University and earned her Master’s degree in Plant Breeding and Technology from Angers University.

In her youth, Axelle wanted to become a teacher, however her interest in science led her to study biotechnology in college, where she met a professor with previous experience in the seed industry. This set her on a path to pursuing a career in the industry, and her first internship as a tomato breeder at Syngenta further encouraged her to continue this trajectory.

Axelle enjoys the fact that she works on a product that people use every day because it offers her a strong sense of satisfaction and personal gratification. She likes working outdoors and building relationships



with farmers in order to better understand what products are best for their needs.

What Axelle appreciates most about HM.CLAUSE is that the work environment is very dynamic. She works with people across many departments with diverse backgrounds who all have different areas of expertise. She feels that HM.CLAUSE truly cares about people and likes being a part of a company that tries to provide the best products for their customers, but that also cares about the development of its employees. Her advice to graduates seeking good employment opportunities is to consider the seed industry. As evidenced by her own path at HM.CLAUSE, a career in the seed industry offers a good opportunity for promotional development and international travel. She also notes that while it once was a male-dominated industry, there are definitely more and more women entering the field and taking management positions.

Elisabetta Vivoda

Discovery Pathology Project Manager

“Find out what your passion is, and know that the seed industry is a multifaceted industry with job opportunities in many fields that draw from a variety of skill sets.”

ELISABETTA manages discovery projects at HM.CLAUSE that are aimed at the identification of genetic resistance to diseases that have an economic impact on vegetable production. She has been with the company in the pathology department for 25 years and earned her Master’s in Plant Pathology at UC Davis.

Elisabetta’s interest in working for the seed industry was borne out of her desire to apply her knowledge of plant pathology to help produce improved commercial products and also to help farmers reduce the use of chemical pesticides. For Elisabetta, working in the seed industry is meaningful because she is helping provide people with high quality fruits and vegetables.

Elisabetta is proud of the worldwide growth that HM.CLAUSE has seen over the years, and is especially proud to be a part of the team that has helped to expand its markets and increase its



product offerings. Her favorite part about working for HM.CLAUSE is that, as a global company, employees have the opportunity to interact with people from a variety of different cultures and to travel often to new places. She wants people to know that the seed industry is a multi-faceted industry with job opportunities in many fields that cater to a variety of skills.

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