



**BONUS CHECKS.....**About two weeks ago I had the privilege of distributing the bonus checks from the 2012-2013 fiscal year totaling \$275,000. This bonus was equivalent to 4.75% of your compensation during the last fiscal year. This is a great benefit the board has given the employees of FSC. The next time you see one of the Directors, please let them know how much you appreciate it.



**THANKSGIVING.....**All offices and facilities will be closed on Thursday, November 28 in observance of Thanksgiving. If the holiday includes travel away from home, please have a safe and happy trip.

**FLOATING HOLIDAY.....**Please remember that you have a floating holiday which you can use between Thanksgiving and New Year's Day.

**CHRISTMAS AND NEW YEAR'S DAY.....**All FSC offices and facilities will be closed at noon on Tuesday, December 24 and on Wednesday, December 25 for Christmas. We will also be closed on Wednesday, January 1 for New Year's Day.

**EMPLOYEE MEETING.....**Our annual employee meeting is scheduled for Wednesday, January 22 at the Therkildsen Center in Harlan; the snow date is the following day. We will have a format similar to last year beginning with lunch followed by the afternoon program. More details will be available later.

**NEW EMPLOYEES.....** (below are their pictures in order- left to right)

- Sean Chapman 10/21/13 Irwin Outside Operations/ Applicator
- Nick Riessen 10/29/13 Denison Outside Operations/Applicator
- Kenny DeGroat 11/7/13 Oakland was seasonal and is now full-time Outside Operations/Applicator
- Joel Miller 11/7/13 Moorhead was seasonal and is now full-time Outside Operations/Applicator
- Dan Riley 11/8/13 Harlan Feed Mill was part-time and is now full-time in Production Operations
- Justin Strong 11/11/13 Oakland Outside Operations/Applicator



**EMPLOYMENT ANNIVERSARIES.....** The following FSC employees achieved an employment anniversary during the month of November:

Employee	Hire Date	Location	Employee	Hire Date	Location
<i>Mark Klein</i>	<i>11/3/95</i>	<i>Irwin</i>	<i>Mike Georgius</i>	<i>11/22/93</i>	<i>Denison</i>
<i>Andy Berg</i>	<i>11/14/06</i>	<i>Shelby</i>	<i>Pam Borkowski</i>	<i>11/22/99</i>	<i>Computers</i>
<i>Tom Grote</i>	<i>11/15/04</i>	<i>General Office</i>	<i>Lance Axland</i>	<i>11/27/89</i>	<i>Irwin</i>
<i>Nick Woebke</i>	<i>11/16/98</i>	<i>Irwin</i>	<i>Scott Whitfield</i>	<i>11/27/89</i>	<i>Irwin</i>
<i>Audrey Petersen</i>	<i>11/21/11</i>	<i>General Office</i>			

Thank you for your years of service to FSC!!





**SHELBY DRY FERTILIZER BUILDING**.....FSC has signed the contract with D.C.G. Peterson Bros. of Sioux Rapids for the construction of a 8,500 ton dry building to be constructed at our current Shelby site. Plans are to start on this in the spring of 2014. We'll be using our current dry building through the spring of 2014. Any FSC facilities in the southern half of our territory will be able to pull product from this facility.

**PATRONAGE REFUND CHECKS**.....will be mailed to the members of FSC around mid-December. Again this year the board will be paying 35% of the patronage refunds in cash. Approximately \$940,000 will be paid in cash.

**ANNUAL MEETING**.....This year FSC's annual meeting will be held on January 17, 2014 at the Boulders Conference Center in Denison. Details will be mailed to members in late December or early January.

**DIRECTORS**.....Both Ed Andersen and Brad Waldemar are up for election in January of 2014 and both have decided to seek re-election. Brad will be running unopposed in District 1; Ed will be opposed by Mike Fara in District 4.



Brad Waldemar



Ed Andersen



Mike Fara

**CELL PHONE USAGE**.....In December of 2011 the FSC Board adopted a policy regarding the use of mobile phones. All employees, regardless of employment status or type of license are governed by this policy.



This policy restricts drivers from using a mobile phone to conduct voice communications while the vehicle is moving. However, the use of a hands-free or speaker phone is allowed. FSC will provide employees with either a hands-free or speaker phone at no cost to the employee. If you need such equipment, please contact your supervisor. This policy was put in place with our safety in mind; let's govern ourselves accordingly. Thanks.

## BRAG BOARD

Tad and Alicia Schumate are the proud parents of Elijah Eldon born October 17<sup>th</sup>, 7 lbs. 11 oz. Elijah has a brother Tyson who is 4. Tad works at our Portsmouth location.



Here's a comparison of sales volumes.

	October 2013	October 2012
LP Gas (in gallons)	329,940	170,118
Gasoline (in gallons)	55,164	119,374
Fuels (in gallons)	707,987	904,307
Cardtrols (in gallons)	153,413	163,821
Bulk Oil (in gallons)	15,990	10,716
Feed (in tons)	3,693	3,406
Dry Fertilizer (in tons)	3,944	8,869
Liquid Fertilizer (in tons)	9	380
NH3 (in tons)	216	8
Ag Lime (in tons)	3,225	10,355
Agronomy Application (in dollars)	184,316	299,163
Grid Sampling (in dollars)	41,154	29,810
Seed Corn (in Bags)	0	0
Seed Beans (in bags)	0	0
Tires (in dollars)	148,580	126,609
Computer Sales (in dollars)	109,137	106,184

**DEMAND CAPITAL**.....The interest rate on Demand Capital Accounts and Employee Reserve Accounts is currently at 2.5%

**QUOTE OF THE MONTH.....**

*Man's mind, once stretched by a new idea, never regains its original dimensions.* Oliver Wendell Holmes, Jr.