



2015 GRADUATES.....Graduation is right around the corner. If you have someone who will be graduating from high school or some other institution of higher education this spring we'd like to recognize them. Please send that information to Pam Borkowski as soon as possible so we can include them in future newsletters.



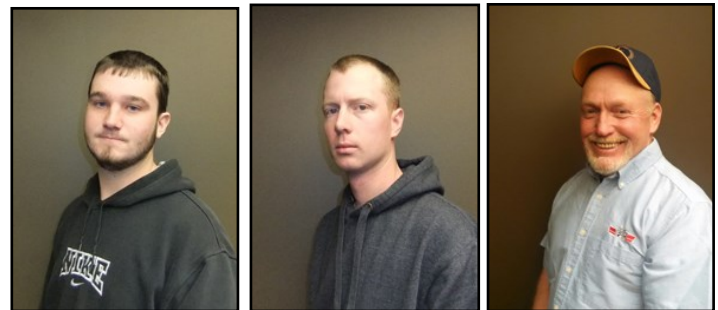
DEFIANCE LIQUID FERTILIZER STORAGE.....Preparations are under way to start the construction of a 1 million gallon liquid storage tank at Defiance. The bed for the tank needs to be prepared first as well as the road. Providing cooperation from the soil conditions and the weather, we'd like to have that completed so the tank company can start building the tank around May 15. Our goal is to fill this tank during the summer months. We also have plans for the construction of a chemical building.

IDEAS FOR FUTURE EMPLOYEE MEETINGS.....In the last couple of years I've tried to make some changes to the Annual Employee Meeting we have in January of each year. I need to provide you with the financial results of the fiscal year we've just ended and distribute employee service awards but I also want to add other subjects that are of interest to you, such as a speaker, Greg Runyon from Co-op Retirement, Eric Andersen to review the 401K program, etc.

If you have ideas on other speakers, topics, or whatever, please let me know. I appreciate your input. Thanks.

NEW HIRES..... Welcome to FSC!

- Tyler Schaben 3/9/15 Harlan Elevator Feed Truck Driver/Feed Mill Operations
- Lawrence Rasmussen 3/9/15 Energy Bulk LP/Fuel Truck Driver
- Daniel Perkins 3/12/15 Transportation Truck Driver



EMPLOYMENT ANNIVERSARIES..... The following FSC employees achieved an employment anniversary during the month of March. Thank you for your years of service to FSC!!

Employee	Hire Date	Location	Employee	Hire Date	Location
<i>Keith Crawford</i>	<i>3/1/10</i>	<i>Denison</i>	<i>Tami Wright</i>	<i>3/15/12</i>	<i>Shelby</i>
<i>Jacob Gubbels</i>	<i>3/3/14</i>	<i>Denison</i>	<i>Steve Nelson</i>	<i>3/16/92</i>	<i>Denison</i>
<i>Scott Schiltz</i>	<i>3/3/97</i>	<i>Denison</i>	<i>Ron Stitz</i>	<i>3/16/92</i>	<i>Shelby</i>
<i>Kevin Rutherford</i>	<i>3/7/88</i>	<i>Agronomy</i>	<i>Dustin Clark</i>	<i>3/17/14</i>	<i>Moorhead</i>
<i>Jan Applegate</i>	<i>3/8/82</i>	<i>GO</i>	<i>Gary Jahn</i>	<i>3/17/69</i>	<i>GO</i>
<i>Brian Baxter</i>	<i>3/13/14</i>	<i>Shelby</i>	<i>Dan Schmitz</i>	<i>3/17/11</i>	<i>Portsmouth</i>
<i>Lyle Obrecht</i>	<i>3/14/94</i>	<i>Harlan Feed Mill</i>	<i>TJ Keane</i>	<i>3/30/09</i>	<i>Portsmouth</i>
<i>Nathan Steffen</i>	<i>3/15/10</i>	<i>Atlantic</i>			





SAFETY TRAINING UPDATE by Tom Grote.....For the past few years, FSC has implemented the Lezage Training for our safety training requirements. Lezage is a Michigan based company that was established in 2003. The principal of Lezage has over 30 years of insurance, safety, loss control and risk management experience. This company works with our insurance company LMC and many others to create unique, cost effective, value-added client service solutions.

So far this fiscal year, over 75% of all FSC employees have taken their required annual safety training. I would encourage you to finish up the training on rainy days or as time allows at your location. As you are aware this training is web based and can be accomplished from any computer. We have had a number of employees who have taken the training in the comfort of their own home as well.



This year we added the HAZMAT Employee Safety Training through courses offered from Lezage. There are 3 courses for employees to take and 1 course for the Division and Location Managers. This training only needs to be completed every 3 years, but it is not a bad idea to brush up on this training as there are many changes coming with the new Globally Harmonized System of Classification and Labeling of Chemicals (GHS).

SMV signs for all NH3 nurse tanks have arrived at the shop in Harlan. If you haven't picked yours up or need more, please let Tom Grote know and he can order them from our preferred supplier. Another reminder that tanks must not be pulled faster than 35 MPH.

Please take your time this spring and remember to work in a safe manner. If you are not sure how to operate something or need clarification on how to do something, please ask your supervisor or location manager for more training on the task.

FSC RECRUITING AT HIGH SCHOOLS by Chris Behrens.....The past five years FSC has spent time traveling to colleges and universities in search of talented young people. Now that search has been expanded to younger levels of education, primarily High School students.

Working with high schools is nothing new for FSC. 4H and FFA organizations were the main groups we worked with. Most of the involvement revolved around having students' tour facilities and agronomy locations. This new focus involves giving presentations to all students, not just the students in Agricultural based classes.

The goal is to inform students that good careers can be obtained close to home. Many of those good paying, rewarding careers don't require a four or two year degree. The benefits of a presentation are not all about getting a new employee hired. Each student that learns about FSC becomes a reference for future interactions and technical questions. Even if the student is not ready to start working for FSC today, they may in the future.

Please contact Chris Behrens in the General office for more information about this program.

BILL RODENBORN FSC SCHOLARSHIPS.....A reminder that applications for the Bill Rodenborn / FSC Memorial Scholarships are due by April 15, 2015. The scholarship was established as a living memorial to the late Bill Rodenborn, past FSC general manager. The purpose is to provide scholarships to children of FSC employees and / or FSC stockholders. The students must be planning on attending any certified college or university in the state of Iowa offering a two or four year academic program. Several scholarships are usually awarded each year. The scholarships will be awarded in the spring of the recipient's senior year of high school. The scholarship will then be payable to the college of the recipient's choice at the billing time for the second term of their freshman year. To apply for one of these scholarships, complete an application that can be obtained from your high school guidance counselor, by contacting Joan Bruck at the General Office, or go to www.fscoop.com .





Here's a comparison of sales volumes.

	February 2015	February 2014
LP Gas (in gallons)	1,279,129	1,598,733
Gasoline (in gallons)	134,438	144,391
Fuels (in gallons)	1,624,735	1,506,492
Cardtrolls (in gallons)	398,526	435,510
Bulk Oil (in gallons)	43,403	44,176
Feed (in tons)	11,343	11,581
Dry Fertilizer (in tons)	25,697	35,430
Liquid Fertilizer (in tons)	358	166
NH3 (in tons)	7,098	11,173
Ag Lime (in tons)	44,721	69,378
Agronomy Application (in dollars)	1,596,563	2,079,134
Grid Sampling (in dollars)	342,314	283,454
Seed Corn (in Bags)	666	0
Seed Beans (in bags)	0	0
Tires (in dollars)	234,393	431,616
Computer Sales (in dollars)	306,067	364,427

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

QUOTE OF THE MONTH.....

Always keep learning, it keeps you young.