



YEAR-END INVENTORY.....will be happening on Monday, August 31st. Please make sure you've reviewed the instructions Audrey Smith issued earlier to ensure an accurate inventory count. If our count is incorrect, it affects not only this year but next. Also, the auditors' role is to observe how we take inventory, not to take it for us.



LABOR DAY.....All FSC offices and facilities will be closed on Monday, September 7th in observance of Labor Day.

PLOT TOURS AND CUSTOMER APPRECIATIONA couple of plot tours and customer appreciation events are planned in August and September. Here are the locations, dates, and times:

Oakland Aug 27th 5-8 pm Defiance Sept 11th 11-1:00 Portsmouth Sept 11th 5:30-7:30

FSC OUTING.....The fun is kicking off Saturday, September 5th, in Ames at the ISU vs UNI football game. The FSC tent will open at 2:00 pm with food and refreshments greeting tailgaters. Attendees are welcome to arrive anytime and stay right up to Kick-off at 7:00 pm. Everyone that returned a "yes" RSVP, will be receiving event information at your location next week. Tickets and bussing assignments will also be included in that packet. Feel free to contact Sharon Kroger, Jolene Davis or Chris Behrens with questions or concerns. We want everyone to have a fun, relaxing and safe time.



SAFETY DATA SHEETS... Remember that you now have a shortcut on your desktop to the Safety Data Sheets. Once you gain entry into the folder the products are listed alphabetically. You can find the product you are looking for by scrolling or the search bar above.

4-H INCENTIVE PROGRAM.....Again in 2015 FSC supported young adults who take their projects to the fair. This year there were over 78 participants in the program who received over \$4100. FSC also contributes over \$4,000 for trophies which are purchased at the County Banquets and also makes donations to the county fair boards and fair shows. In addition, we have a lot of employees that donate their personal time for a variety of duties at their local fair. Thanks to all those employees on behalf of FSC.



STOCK REVOLVEMENT..... At their July Board meeting the FSC Board approved the retirement of Class B and C Preferred Stock to living stockholders. The board will have paid approximately \$60,000 to estates by the time we reach the end of this fiscal year. In addition, the Board approved approximately \$275,000 which will be paid to living stockholders, for a total of \$335,000 of deferred patronage being returned to the members of FSC in this fiscal year. Also, this deferred patronage is being paid to stockholders of all ages if they have deferred patronage from 1987 or prior with FSC. They have already paid the income tax on this amount so will not need to report it as income this year.

EMPLOYMENT ANNIVERSARIES..... These FSC employees achieved an employment anniversary during the month of August.

Thank you for your years of service to FSC!!

Employee	Hire Date	Location
Bryan Blum	8/1/96	General Office
Jordan Young	8/6/14	Oakland
Randy Davis	8/12/14	Energy
Kenny Crawford	8/15/94	Denison
Adam Blum	8/20/14	Denison





WRAP UP 2015 SUMMER INTERNS..... by Chris Behrens

The new college school year is beginning and the 2015 summer internships have concluded. This past summer we had a great group of young people completing a summer internship. They worked in all different facets of the Agronomy Division.

The internships started out slow with the delayed planting and wet conditions. But once the crops started to grow, the students were off and running. The students worked in three different areas of Agronomy. Ryan Reimers, Nelson Ploen, Sam Irlmeier and Joe Gubbels worked as crop scouts, Todd Muell and Zack Powley worked in agronomy operations and Maggie Thomas worked predominately in administration.

The crop scouts monitored fields throughout the spring/summer growing season. After scouting the field, they produced a written report for their manager and grower. The operational internship consisted of assisting the FSC facility in agronomy operational tasks such as delivery, application, tendering, storage, and maintenance. The administration internship dealt with office accounting, field mapping, work orders and customer service.

The interns were: Ryan Reimers, ISU junior from Defiance (Defiance location)
Nelson Ploen, NWMS senior from Harlan (Irwin location)
Sam Irlmeier, NWMS senior from Gray (Denison location)
Maggie Thomas, ISU junior from Moorhead (Moorhead/Denison location)
Joe Gubbels, NWMS senior from Defiance (Moorhead location)
Zack Powley, Iowa Western CC sophomore from Portsmouth (Portsmouth location)
Todd Muell, DMACC sophomore (Portsmouth location)

We will start recruiting for the 2016 summer Internship Program in October. If anyone has a student that may be interested in this program, please forward me their information at the General Office.

Safety Committee Minutes

August 13, 2015

Harlan, Iowa

The FSC safety committee met on Wednesday, August 13th, 2015 at the Therkidsen Center in Harlan. In attendance was Bob Bruck, Tom Grote, Ron Stitz, Jodi Gubbels, Steve Hall, Pam Gubbels, Clancy Murphy, Gary Jahn, Paul Hocamp, Jake Young, Joe Klein, Lance Axland, Mark Klein, Chuck Leinen, Suzy Wear, Nick Riessen, Jolene Davis, Audrey Petersen, Sharon Kroger, Dan Schmitz, Joe Melton (RCI), and Joe Gubbels.

Tom Grote opened the meeting by thanking everyone for taking the time to attend the meeting. Tom then introduced the guest speaker Joe Melton from RCI. Bob Bruck updated the group on work comp and accident claims. During the auto accident discussion, the Oakland floater/vehicle accident was mentioned prompting Tom to remind the group he has a video on how to safely operate a floater or sprayer. Anyone interested in using this video may contact Tom. Bob reminded the group to be sure and report any and all injuries to him within 24 hours of the incident.

Tom then turned the discussion over to Joe Melton from RCI. Joe delivered a presentation on Achievement Focused Safety. Joe's message centered around pointing out and rewarding good safety practices of employees rather than only focusing on negative items or the minimum requirements of OSHA. Joe also stressed that managers must be committed to safety and must lead by example. It is the management who sets the tone for a safe work environment. According to Joe's message, creating a safe work culture is a journey that does not end and can also create indirect improvements in the workplace, such as, improved customer service, productivity, etc. Joe delivered his message in a fun energetic way with many functional and specific examples everyone could relate to.

Tom Grote then gave the group a Lezage training update. There are still locations with employees who need to complete the required training by 8/31. Tom urged the managers to remind employees to get the training done early rather than waiting until the last minute. The group also discussed the parameters for a new incentive plan for safety training in the future. This information will be published at a later date in a separate document to employees.

The group then focused on the recent anhydrous accident at the Harlan shop. Tom shared with the group his experience during the OSHA inspection including the OSHA violations as a result of the accident. Gary stressed to the group that it is very important to accurately and timely document ALL safety training as that is the very first thing OSHA will request during an inspection/visit.

The next topic discussed was pre-employment physical history/assessment for potential employees. Per FSC's employment attorney, an employer can't request a physical history report on a potential new hire. However, if an employment offer is made to an individual, an employer can request the candidate complete a pre-employment physical. FSC's HR department will be researching this as an option for potential new hires to possibly detect pre-existing physical/health issues prior to employment.

The last item discussed was CDL training. Tom informed the group that a company called Northland provides a service to train and test individuals for the type of commercial driver's license required to do their job. The laws and regulations for CDLs are changing and will impact FSC drivers. This company follows the changes and adapts specific training to help drivers get the CDL they need for the vehicle they will be driving. They have several training/testing sites located throughout the state. The next safety meeting will be held after harvest in the Dec/Jan timeframe.





Here's a comparison of sales volumes.

	July 2015	July 2014
LP Gas (in gallons)	1,636,057	1,985,212
Gasoline (in gallons)	269,149	248,014
Fuels (in gallons)	3,083,935	2,602,148
Cardtols (in gallons)	820,106	817,983
Bulk Oil (in gallons)	76,474	76,905
Feed (in tons)	20,546	19,393
Dry Fertilizer (in tons)	41,602	49,020
Liquid Fertilizer (in tons)	14,036	15,815
NH3 (in tons)	23,337	23,772
Ag Lime (in tons)	56,009	85,564
Agronomy Application (in dollars)	4,353,323	4,817,816
Grid Sampling (in dollars)	362,661	336,252
Seed Corn (in Bags)	24,371	19,925
Seed Beans (in bags)	45,659	43,693
Tires (in dollars)	413,544	616,813
Computer Sales (in dollars)	486,913	710,432

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

QUOTE OF THE MONTH.....

**You can't start the next chapter of your life
if you keep re-reading the last one.**