



**HOLIDAYS.....**I know it seems like a long way off, but if you plan to travel for the holidays perhaps you'd like to know about holiday closings in advance. Obviously we'll be **closed on Thursday, November 26 for Thanksgiving.** FSC will be **closed at noon on Thursday, December 24 and on Friday, December 25 for Christmas.** We will be **closed on Friday, January 1 for New Year's Day.**

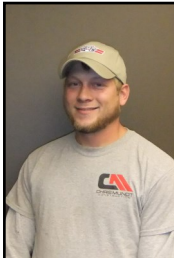
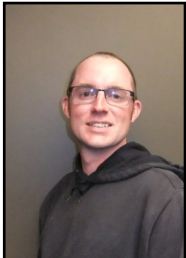
**ANNUAL MEETING.....**FSC will be holding its Annual Meeting on January 14, 2016 at the Cass County Community Center in Atlantic. The format for the meeting will be similar to last year with coffee and rolls at 9:30 a.m. and the business meeting starting at 10:00 a.m.

**DISTRICT 2 DIRECTOR.....**Declan Gross will be completing his first term as Director for FSC in January; Declan has decided to seek re-election. FSC has solicited all members in District 2 to see if anyone has any interest in running for Director. Since no one has responded to the nominating committee, Declan will be running unopposed.

**ENERGY DIVISION TAKES DELIVERY OF NEW LP TRUCK.....**In October the Energy Division took delivery of this 2016 Freightliner with a 5,300 gallon tank. This unit will be assigned to Matt Steinkuehler for LP deliveries in the northern part of FSC's trade territory. Lawrence Rasmussen will use Matt's old truck as we develop a third delivery route.



**EAP INFORMATION...** Periodically you may receive a flyer with your paycheck about a webinar that's available through our Employee Assistance Program (EAP). To access these webinars, go to [www.connectionseap.com](http://www.connectionseap.com). The employee login is fscemp, the password is eap. Click on the Training tab where you can access Online Training/Webinars. Besides current webinars there are archived webinars. Check these out; they're very informative and helpful.



**NEW HIRES.....** Eric Anderson (left) Shelby Fertilizer Facility Operator and Joe Ewoldt (right) Irwin Custom Applicator/Outside Operations. **Welcome to FSC, Eric and Joe.**

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

Employee	Hire Date	Location	Employee	Hire Date	Location
Mark Schmitz	10/1/07	Defiance	Clancy Murphy	10/15/01	Harlan Elevator
Willie Ransom	10/3/08	Harlan Elevator	Donna Gessert	10/17/11	Portsmouth
Leonard Lingle	10/6/08	Irwin	Robert Melby	10/18/10	Denison
Rodney Knudson	10/7/91	Energy	Brian Miller	10/20/97	Denison
Becky Nelson	10/8/14	Denison	Chris Poulsen	10/20/09	Atlantic
Steve Jorgensen	10/9/95	Atlantic	Steve Bruck	10/27/03	Defiance
James Briggs	10/11/13	Harlan Elevator	Nick Riessen	10/29/13	Denison
Thomas Shumate	10/14/09	Portsmouth			

**Thank you for your years of service to FSC!!**

**FORKLIFT TRAINING.....**FSC has the new training and information to comply with OSHA. Tom Grote will be assisting locations that need to get their employees up to date and certified. We have one location complete and the second location is in the process of completing this training. Some of the material covered is as follows:

- |   |  |
|---|--|
| Forklift basics (types, rear steering, turning radius, combined center of gravity and the stability triangle, load center and controls) | Inspecting your forklift               |
| Picking up, traveling with, and placing a load  | Parking a forklift                     |
| Working in a truck, trailer or railcar  | Lifting employees                      |
| Charging and refueling  | Maintenance and modification           |
| Specialized units and attachments   | Hazardous locations and forklift types |



Please let Tom Grote know when you would like to schedule the training for your location.

**ENERGY SUCCESS.....by Mike Evers.** Mark Martens (Oakland Energy sales) heard of a natural gas line which was going to be shut down due to the age and quality of the gas line. Mark knew we could convert the customers over to propane rather than letting them change to electricity. With Mark doing some ground work and searching, he has landed a lot of new customers, one being a poultry producer that uses around 30,000 gallons of propane per year. Mark is working with this customer to get a tank set and changing the orifices in his heaters to get converted to propane. He is also working with Northern Natural Gas to service other customers that are affected by the line shut down. It's not everyday that a natural gas line gets shut down. With Mark out making sales calls, he was able to increase sales and take advantage of the Northern line shut down.

**BENEFITS TO CROSS SELLING....by Tom Grote.** What hours do you work? I think a good employee needs to be working all the time. We may not be grinding feed or driving a truck after hours but we need to make sure we are promoting FSC in a positive way, no matter where that may be. An agronomy prospect questioned me on what I knew about the guys at FSC in Irwin. I told him that Irwin has a great staff with lots of years of experience. The equipment has also been updated in the past few years. He was not aware that they also put up a new Chemical shed in the past year or so. Anytime we can promote FSC, on or off the clock, whether it's feed, fuel, agronomy, tires or computers, it benefits FSC as a whole.

**IRWIN LOCATION DOES GOOD DEED.....**Recently I heard through the grape vine that FSC's Irwin location assisted in fighting a local fire. I contacted Mark Klein and asked for the specifics. Here is what Mark told me:

*"The fire started at the Kirkman Dairy on a Tuesday as our day was coming to a close. We had scheduled our Fireman walk through for that evening. We had already ordered 8 pizzas that morning from the country store to be ready at 6:30 pm. We were going to have the pizza and the fireman meeting in our breakroom that evening. As we watched the entire fleet of firetrucks leave town I asked a couple of employees to stick around for a few minutes to see if we were going to be needed for the fire. I walked over to the fire hall as a truck came back in to refill with water, I asked about the fire and they responded back that they needed assistance with a supply of water. FSC began hauling water to the fire and dumping it in the frack tanks. We hauled about 12,000 gallons of water using three trucks. When the pizza arrived Lance and I delivered the pizza and a case of cold Gatorade to the fire and all the firemen at the fire enjoyed a slice of pizza and a Gatorade. There were fire departments from every town around helping with the hay fire at the dairy. We ended our day at about 9:00 pm. Leonard Lingle, Jay Schechinger, Bryce Bruck, Lance Axland and myself were involved."*



I know this isn't the first time that Irwin has assisted in their community. I know these types of situations occur at other FSC locations also. When those happen, please let us know so we can share that information with the rest of the company.



Here's a comparison of sales volumes.

	September 2015	September 2014
LP Gas (in gallons)	43,462	87,108
Gasoline (in gallons)	29,838	39,465
Fuels (in gallons)	357,266	262,166
Cardtols (in gallons)	84,815	75,928
Bulk Oil (in gallons)	8,023	6,013
Feed (in tons)	2,063	1,887
Dry Fertilizer (in tons)	14	21
Liquid Fertilizer (in tons)	28	10
NH3 (in tons)	0	21
Ag Lime (in tons)	1,473	5
Agronomy Services & NH3 Application	6,060	938
Grid Sampling (in dollars)	26	127
Seed Corn (in Bags)	0	0
Seed Beans (in bags)	0	0
Tires (in dollars)	32,196	40,634
Computer Sales (in dollars)	38,877	45,602

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

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

*Go the extra mile. It's never crowded.*