



# Monthly Update

October 16, 2018

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**UPCOMING HOLIDAYS.....**Thanksgiving– Thursday, November 22nd, FSC offices will be closed in observance of Thanksgiving. Floating Holiday– remember, this day has been approved by the Board to take any day from September 1-August 31. It 's no longer limited to between Thanksgiving and New Year's day. Visit with your supervisor about when you plan to take your day.

## PROMOTIONS AND NEW HIRES.....

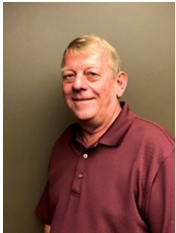


**Collin Marten** has been promoted to the Agronomy Sales/Agronomist position at the Defiance location, reporting to Bob Gubbels. Collin is a graduate from Iowa State University, with a degree in Ag Business with a minor in Agronomy. He is the son of Marty and Colleen Marten.

**David Lucht** will work as the Propane Sales and Delivery Driver for the newly acquired Halbur Fuel customers. David will have an office at the old Halbur Fuel facility and will report to Mike Evers. Prior to joining FSC, David worked for Halbur Fuel in Halbur as the fuel delivery driver. David lives in Minburn. David and his wife, Debra, have three children and five grandchildren.



**John Loeffelholz** will work as the Fuel and Propane Delivery Driver for the newly acquired Halbur Fuel customers. John will report to Mike Evers. Prior to joining FSC, John worked for Halbur Fuel Supply in Halbur as the fuel sales and delivery driver. John also worked at Halbur Implement as the Parts Manager. John and his wife, Doreen, live in Halbur.



**Chris Bylund** will work in the Feed Delivery and Mill Operations for the Harlan Feed Mill. He will report to Andy Sorensen. Prior to joining FSC, Chris worked for the City of Audubon in the Public Works department. Chris also previously worked at AMVC as the Farrowing Manager and driver. Chris lives in rural Harlan.



**Welcome to FSC!**

**EMPLOYMENT ANNIVERSARIES...These FSC employees achieved an employment anniversary during the months of September and October. Thank you for your years of service!!**

September	Hire Date	Location	September	Hire Date	Location
Scott Drake	9/1/17	Oakland	Tyler Reimers	9/19/17	General Office
Christian Jorgensen	9/1/17	Oakland	Kenny Crawford	9/21/94	Denison
Steve Nelson	9/1/92	Denison	Jay Schechinger	9/23/96	Irwin
Matt Steinkuehler	9/1/10	Energy	Andy Berg	9/24/07	Shelby
Keith Crawford	9/9/10	Denison	Vern Bruck	9/27/89	Denison
Pam Gubbels	9/12/88	General Office	Mark Schmitz	9/28/07	Defiance
Jake Young	9/15/14	Oakland	Sean Alff	9/29/14	Oakland
Krista Sporrer	9/16/14	Irwin			
October	Hire Date	Location	October	Hire Date	Location
Carrie Davis	10/2/17	Denison	Randy Davis	10/16/17	Energy
Leonard Lingle	10/6/08	Irwin	Donna Gessert	10/17/11	Harlan Elevator
Rodney Knudson	10/7/91	Energy	Steve Bruck	10/27/03	Defiance
Joe Ewoldt	10/12/15	Irwin	Nick Riessen	10/29/13	Denison
Thomas Shumate	10/14/09	Moorhead			



Pictured Left to Right:  
 Gary Jahn- 49 years, Mark Schmitz-10 years, Bob Bruck-10 years, Melissa Pope-10 years, Steve Nelson-25 years, Aaron Bauer- 5 years, Jodi Gubbels-5 years, Derek Pauley- 5 years, Dan Henkelman- 10 years, Bryce Bruck- 15 years, Andy Berg-10 years, Shawn Macha-5 years, Kevin Rutherford- 30 years, not pictured– Chris Poulsen- 5 years, Lori Weisenborn- 5 years, Dean Schwery- 15 years

## Safety Committee Minutes

September 20, 2018

Harlan, Iowa

The FSC safety committee met on Thursday, September 20<sup>th</sup>, 2018 at the Therkildsen Center in Harlan. In attendance was Tom Grote, Bob Bruck, Jodi Gubbels, Pam Borkowski, Gary Jahn, Paul Hocamp, Lance Axland, Jolene Davis, Sharon Kroger, Mike Evers, Shawn Macha, Nick Riessen, Joe Klein, Julie Funk, Joe Gubbels, Jake Young, Mark Klein, Aaron Bauer, Andy Sorensen, Chuck Leinen, Tyler Reimers, and Nate Steffen.

Tom Grote opened the meeting by thanking everyone for taking the time to attend the meeting. Tom then asked the group if anyone had any additions or changes to the meeting minutes from the March safety meeting. There were no additions or changes.

Sharon Kroger then led a discussion regarding FSC's new safety base training system, Good Days Work. Sharon demonstrated the Good Days Work website to the group and outlined different reporting options available to track training progress. The group provided very positive feedback regarding the training content and interactive training offered on the website. Gary Jahn asked the group if the current schedule of training is working. This allows employees to not be required to take the monthly training during the busy season; allowing the training to be taken during non-peak busy times. The group agreed that the current schedule is working.

Bob Bruck's work comp/auto insurance claims were distributed to the group. There were several new injuries reported to Bob since the last March safety meeting. Bob reported most of the injuries were to ankles, knees, and shoulders as a result of getting in and out of vehicles and equipment. Tom Grote also discussed the recent anhydrous incident in Shelby and how the group can learn from that accident. Tom reminded the group that wearing the proper PPE could have helped to prevent the anhydrous injury in Shelby.

Tom Grote then updated the group on various items from a recent safety director meeting he attended which includes changes to ladder safety. OSHA is changing their rules on ladders stating that platforms with railings are no longer safe. OSHA is requiring all ladders to be equipped with a harness and cable system rather than cages or platforms. Tom also referenced a presentation made by a representative from Homeland Security saying their agency needs to work with the Iowa Department of Ag so the rules and regulations are the same between the two groups.

Tom wrapped up the meeting by reminding the group that texting while driving a company vehicle is a major violation. Any employee convicted of texting while driving a company vehicle will be prohibited from driving any company vehicle for 5 years per FSC's insurance carrier, Continental Western. If an employee needs to be on a phone call while operating a company vehicle, they need to pull over or utilize a hands-free device.

The last item discussed was the use of drones within FSC. Currently, no location is utilizing a drone. Tom informed the group that FSC's insurance carrier requires licensed trained pilots to operate drones. To become licensed/certified, an individual would have to enroll in a series of classes and pass a test. A separate aviation policy is also required before a drone can be operated and insured.



Here's a comparison of sales volumes.

	September 2018	September 2017
LP Gas (in gallons)	243,832	92,089
Gasoline (in gallons)	56,587	25,870
Fuels (in gallons)	366,921	291,067
Cardtols (in gallons)	91,143	79,306
Bulk Oil (in gallons)	7,574	8,914
Feed (in tons)	1,529	1,439
Dry Fertilizer (in tons)	65	40
Liquid Fertilizer (in tons)	0	0
NH3 (in tons)	0	0
Ag Lime (in tons)	1,289	701
Agron Services & NH3 App (in dollars)	4,074	2,007
Grid Sampling (in dollars)	0	0
Seed Corn (in Bags)	0	0
Seed Beans (in bags)	0	0
Tires (in dollars)	22,224	48,358
Computer Sales (in dollars)	26,706	32,929

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

If you had time to do something twice, then you had time to do it right the first time.  
John Wooden