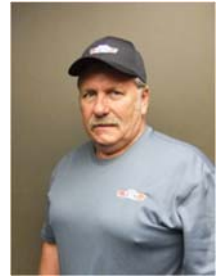




IN MEMORIUM.....Tom Henrich, who worked at the Feed Mill in Harlan, suddenly passed away on October 20. Tom started working for FSC in May of this year, and quickly became an asset to the Harlan staff; he will be greatly missed. Tom was also an Emergency Responder and member of the Earling Fire Department for many years. He was the Earling Fire Chief for the last 10 years. We extend our condolences to the Henrich family.



UPCOMING HOLIDAYS.....

Floating Holiday– remember, this day has been approved by the Board to take any day from September 1-August 31. Visit with your supervisor about when you plan to take your day.

Thanksgiving.....Thursday, November 22nd, FSC will be closed.

Christmas Eve.....since this falls on Monday in 2018, the FSC Board has graciously made an exception to the holiday policy this year. Employees will be given the entire day of Monday, December 24th, as our Christmas Eve holiday. Please remember to thank the Directors for this extra holiday perk!

Christmas Day.....FSC will be closed on Tuesday,, December 25th.

New Year's Day– Tuesday, January 1st, FSC will be closed.

FSC'S ANNUAL MEETING.....will be held on Thursday, January 17 at the Therkildsen Center in Harlan. Coffee and rolls will be served at 9:00 a.m. with the business meeting starting at 9:30 a.m. The meeting format will be similar to past years.

DIRECTOR ELECTIONS....will again be held at the Annual Meeting in January. Declan Gross from District 2 will be seeking re-election and will be running unopposed.

NEW ADDITION.....Tyler and Cassie Reimers, are the proud parents of Madison Marie, born November 5th. Maddie joins her older sister, Lexi. Congratulation to the Reimers!

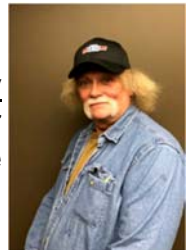


NEW HIRES..... Welcome to FSC!



Jay Templeton will work as the Agronomy Sales/Agronomist for Atlantic and will report to Nathan Steffen. Prior to joining FSC, Jay worked in sales with Horizon Equipment in Avoca and Lindeman Tractor in Atlantic. Jay and his wife, Kristen, live in Atlantic with their two children, Dayton and Kylie.

Jim Andresen will work as a Custom Applicator and Agronomy Outside Operations for Moorhead and will report to Joe Gubbels. Prior to joining FSC, Jim worked for a private farmer, as well as Empire Land & Cattle in Dunlap. Jim lives in rural Ute.



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

Employee	Hire Date	Location	Employee	Hire Date	Location
<i>Jodi Gubbels</i>	<i>11/2/12</i>	<i>Defiance</i>	<i>Audrey Wohleber</i>	<i>11/21/11</i>	<i>General Office</i>
<i>Chris Poulsen</i>	<i>11/2/12</i>	<i>Atlantic</i>	<i>Pam Borkowski</i>	<i>11/22/99</i>	<i>Computers</i>
<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>Tate Denker</i>	<i>11/4/11</i>	<i>Denison</i>	<i>Lance Axland</i>	<i>11/27/89</i>	<i>Irwin</i>
<i>Bret Steinkuehler</i>	<i>11/6/17</i>	<i>Energy</i>	<i>Scott Whitfield</i>	<i>11/27/89</i>	<i>Irwin</i>
<i>Tom Grote</i>	<i>11/15/04</i>	<i>General Office</i>			



HEALTH INSURANCE MEETINGS.....A series of health insurance meetings will be held on Tuesday, December 18th; a letter will be mailed to each of your homes with the details. It is imperative that we have all employees attend one of these four meetings, as we need to have employees pick up the enrollment form for the plan which begins February 1, 2019 or sign a waiver indicating they do not want health insurance. Also, if you need to take the form with you and visit with your spouse, we ask that you return your forms to Pam Gubbels by January 2.

CELL PHONE HOUSEKEEPING ...by Melissa Pope.

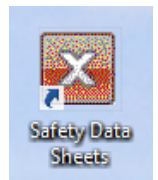
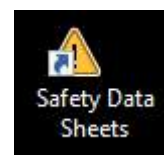
1- Just a reminder to clean up voice mail storage on your cell phones. When your voice mailbox is full, customers, coworkers, friends, and family are unable to leave you voice mails that may be urgent at times. Simply taking a few moments to remove voice mails you no longer need can ensure there is free space for new messages.

2- As our company continues to grow, so does our dependence on technology and data. FSC currently has 59 devices on our cell phone plan including phones and tablets. Farm Service Coop's plan includes a limited amount of data that is shared among all the devices on the plan. When you're not on a personal wifi connection (home or work router) please keep data usage to a minimum unless it is for FSC business. This includes streaming movies/sporting events, streaming radio/music, sending videos, and video chatting. We are currently monitoring usage and will proceed as necessary with limiting measures if necessary in the future. If you need help cleaning out your cell phone voice mail box or have questions about how to better manage your data usage, call me with your questions.

THE SEARCH FOR SUMMER INTERNS.....by Chris Behrens. Eight years ago we started asking ourselves, why hire people who've never worked at FSC? Why not hire young people as interns, teach them our business and how our company runs, and hire them when they graduate from college? An internship can be viewed as a test period, as it creates a great opportunity to test out this new working relationship and vice versa.

We have already started the search for the next group of 2019 interns. FSC has been attending career fairs at Iowa State, Northwest Missouri State, DMACC, South Dakota State University and WITCC. The prospects from those career fairs have been narrowed down and most are evaluating offers. By the Thanksgiving college break, a majority of the intern positions will be finalized.

SDS SHEETS AT YOUR FINGERTIPS.....Safety Data Sheets (SDS) are intended to provide comprehensive information about a number of products we use and sell. They are used as a source of information about hazards and to obtain advice on safety precautions. If you need access to SDS sheets, a shortcut should be on the desktop of your computer. By clicking on that icon, you can quickly find the SDS sheet you need. If this icon is not on your computer, please contact Pam Borkowski and she will see that this gets installed on your desktop.



OIL GIFT CARDS FOR GALLONS PROMOTION..... Beginning Nov. 1, end-user customers can earn one \$50 VISA® gift card for every 125 gallons of qualifying Cenex® lubricants purchased through February 28, 2019. Qualifying Cenex products include:

- | | |
|-----------------------|-----------------------|
| Superlube TMS® | Maxtron® THF+ |
| MP Gear Lube | Superlube 518® |
| Maxtron GL | Maxtron® Enviro-EDGE® |
| Cenex premium greases | Qwiklift® HTB® |
| Maxtron® DEO | |



Contact one of the Energy Salesmen of the Energy Office for more information.



Here's a comparison of sales volumes.

	October 2018	October 2017
LP Gas (in gallons)	859,968	357,404
Gasoline (in gallons)	99,830	50,387
Fuels (in gallons)	852,872	776,233
Cardtrolls (in gallons)	194,872	174,480
Bulk Oil (in gallons)	12,187	14,727
Feed (in tons)	3,105	2,907
Dry Fertilizer (in tons)	894	441
Liquid Fertilizer (in tons)	24	0
NH3 (in tons)	93	114
Ag Lime (in tons)	2,818	788
Agron Services & NH3 App (in dollars)	65,867	46,636
Grid Sampling (in dollars)	5,197	9,612
Seed Corn (in Bags)	0	0
Seed Beans (in bags)	0	0
Tires (in dollars)	59,449	85,988
Computer Sales (in dollars)	57,617	60,640

Gary

QUOTE OF THE MONTH.....

Create a life that feels good on the inside,
not one that just looks good on the outside.