



## 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.

**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.

**MERRY CHRISTMAS AND HAPPY NEW YEAR EVERYONE!**

**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 ELECTION**....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.

**HEALTH INSURANCE MEETINGS**.....A series of health insurance meetings will be held on Tuesday, December 18th; a letter has been mailed to each of your homes with the details. The High Deductible Plan will again be reviewed at these meetings. 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 3.

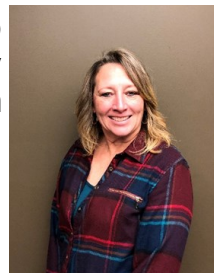
**NEW ADDITIONS**.... Jolene Davis was blessed with 2 grandsons this year: John Joseph Bartello IV (JJ) was born July 29 and Kingston James Davis was born December 2. Congratulations Jolene!



## **NEW HIRES..... Welcome to FSC!**



Jim Fleshman will work as the Feed Delivery/Mill Operations for Harlan Feed Mill and will report to Andy Sorensen. Prior to joining FSC, Jim worked for Douglas County Corrections in Omaha, as a Records Technician; Minact Job Corps in Denison as Lead Security, Advisor and Driver and Shelby County Sheriff's office as a jailer. Jim is a veteran of the U.S. Navy. Jim and his wife, Shari, live in Harlan.



Pam Hipnar will work as the Agronomy Office Accounting Assistant for Denison. Pam will report to Joe Klein. Prior to joining FSC, Pam worked for Franck, Sextro & Blazek, PLC in Denison. Pam and her husband, Dave, live in rural Vail.

Employee	Hire Date	Location
<i>Randy Jensen</i>	<i>12/1/88</i>	<i>Denison</i>
<i>Joe Gubbels</i>	<i>12/21/15</i>	<i>Moorhead</i>
<i>Mike Evers</i>	<i>12/30/99</i>	<i>Energy</i>
<i>Joan Bruck</i>	<i>12/31/01</i>	<i>General Office</i>

## **EMPLOYMENT ANNIVERSARIES...**

**These FSC employees achieved an employment anniversary during the month of December.**

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



Here's a comparison of sales volumes.

	November 2018	November 2017
LP Gas (in gallons)	1,365,852	809,905
Gasoline (in gallons)	143,406	73,304
Fuels (in gallons)	1,265,289	1,278,344
Cardtrolls (in gallons)	277,554	261,729
Bulk Oil (in gallons)	19,792	22,142
Feed (in tons)	4,665	4,340
Dry Fertilizer (in tons)	9,674	8,586
Liquid Fertilizer (in tons)	299	287
NH3 (in tons)	4,423	11,685
Ag Lime (in tons)	13,950	10,484
Agron Services & NH3 App (in dollars)	465,966	403,183
Grid Sampling (in dollars)	106,090	104,060
Seed Corn (in Bags)	0	0
Seed Beans (in bags)	0	0
Tires (in dollars)	95,065	114,433
Computer Sales (in dollars)	86,674	87,566

*Gary*

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

Difficult roads often lead to beautiful destinations.