



GENETIC ALTERNATIVES



YOUR NEWSLETTER ABOUT THE LATEST ON SEED RESEARCH

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3MG: A Family Company

We live in a time when family owned companies are becoming less and less prevalent. At 3MG we believe that being a family owned and operated company gives us a competitive edge. You may ask, what difference does it make? It makes a huge difference. There are several advantages to this type of organization. Working with family carries with it an inherent trust. We know that we are united in a common goal and dedicated to that goal and to each other. We love each other, and that bond extends beyond the work place.

We take the long view. Although 3MG is a young company, we are thinking in the long term. It is our desire that future generations of the Baumgartner family will carry on the work and the legacy that has been laid down before them. Just as our president Ed Baumgartner teaches his daughters all about corn, the next generation is beginning that same education.

We have a flexibility that often is not found in large corporate structures. We can tailor our company to be consistent with our values and vision in a way that is not always possible when one is beholden to public share holders or faceless multi-nationals.

Our family extends beyond blood relations. Our employees are family too. We are conscientious of the fact that we are a group of people who depend upon one another to prosper and grow. Each member of the 3MG family is integral, and their contributions are valuable. As we grow as a company, we are increasingly dependent upon the unity of our work force. By creating and maintaining a family dynamic, we are able to promote a positive atmosphere that is conducive to collaboration, innovation and expansion.

The qualities that distinguish us from other corporations are a source of great satisfaction for us. We are certain that the trust we have fostered with one another will extend to our customers. We anticipate that the flexibility we have developed will prove to be an asset to our long-term growth. Finally, we know that our company family will continue to be united in providing our customers with excellent services and products.

Season's Greetings from the President

by: Ed Baumgartner



I would like to wish each of you and your families a very Merry Christmas and a Happy New Year! The Christmas season lasts through the 14th of January in Puerto Rico. We also have a holiday on the 6th of January known as Three Kings Day. This celebration is in honor of the Three Kings who traveled far to bring gifts to the Baby Jesus. There are plenty of celebrations to take part in around the Island with one of the largest near us in Juana Diaz. If you are on the Island at this time, it would be worth your time to go and participate. Our office will be closed on January 6th.

The New Year always brings resolutions with it on how we want to improve our lives. I am

still working on mine as this newsletter goes to press. However, at 3MG we have resolved this year to continue to improve our operation and communication to our customers. It sounds easy to do, but in practice it is difficult. As I had mentioned before we have commissioned a group of programmers to write software to assist us with managing and tracking your projects. It has been continuously tested on the go and rewritten for improvements since November 2014. It helps us manage tasks and the employee hours required to make it happen. We are integrating our iPhones into this system. We can record information from the field live into the database. This will include the pictures and emails we send to you. We do not quite have the photo feature functioning the way we want it yet. The idea behind this project is to have at our fingertips all of the activities that are to be done and those completed at a moment's notice by any of our managers to better field your call to answer any questions about your project.

We are in the middle of a good season for the crops this year. Our boot camp from this summer is continuing to pay dividends. The group is very excited about the results so far, and our early-planted project owners have been happy with the agronomics and the personnel assisting them. We have a long way to go to complete this season, but I have confidence in our staff to do well and finish the season on a high note.

At 3MG North we are gearing up for the New Year by reviewing everything we did last year and looking for what areas we need to improve. We had a good season when I look back at it from an operating standpoint, but what a battle with the weather it was. The group did a good job up there keeping up:

applying the extra nitrogen on the corn plots after the June monsoon season along with the Soy Green and aphid insecticides for the soybean plots. The highlight for me was the genetic supplier plot in Olivia. It was a very nice presentation and we were able to put together both the corn and soybean suppliers in one plot to maximize plot day traffic for both groups. This plot will be in the same location year after year, and it is close to Olivia. We have hired Susan Johnson to start January 4th and expand our team. She has nearly 15 years of soybean breeding and yield trial experience from Iowa State. Please join us in welcoming Susan to our staff in Olivia.



EMPLOYEE SPOTLIGHT



Jose Torres is the Assistant Project Manager for the rice project. He has a degree in Marine Biology from the University of Puerto Rico, Humacao. He has been with 3MG since 2011. He has proven to be an integral part of the 3MG team. He is quick with a smile and always ready to help his coworkers. We are grateful for his dedication and work ethic.



Q. What have you gained from working at 3MG?

A. I have gained experience as a leader and supervisor. In agriculture I have gained the ability to work with a variety of crops and people. It has also given me the opportunity to travel and see farming in different climates.

Q. What do you find most challenging about working at 3MG?

A. Maintaining my projects organized and running smoothly.

Q. What advice would you give to a prospective employee?

A. First, be willing to work hard and work in different projects. Be ready for long hours and finally, be dedicated and conscientious in the project you are assigned to.

Q. What does a typical work day look like for you?

A. I arrive to work a little before 7 am each day. I receive the employees and assign them their daily tasks. I then take them to the fields and supervise and assist them in any way I can. I usually leave work around 6pm.

Q. What would people be surprised to know about you?

A. I studied Marine Biology.

Q. Do you have a family of your own?

A. Yes. My wife and I are celebrating our 3 year anniversary this month. I have two beautiful and healthy children. My daughter is 2 years old and my son is 7 months old. (I am not getting much sleep) My lovely wife takes care of our children while I work and this gives me peace because there is nothing better than a mother's love when raising children.

Q. If you could be any animal, what would you choose to be?

A. I would be an ant. They work in groups and are very strong.



EMPLOYEE SPOTLIGHT



Ariadna Orench is the Assistant Project Manager for our planting preparation and shelling department. She has a degree in Agronomy from the University of Puerto Rico, Mayaguez. She has been with the company for three years. Her positive attitude and willingness to assist those she works with have proven to be very valuable

attributes. We are fortunate to have her as part of our company.

Q. How has working at 3MG helped you in your career development?

A. It has challenged me to learn different skills and areas associated with farming and this helps me do better in my own labors.

Q. What do you like most about working here?

A. The people I work with, the freedom I have to do my work and make decisions to better the company as a whole.

Q. What advice would you give to a prospective employee?

A. I would tell them to enjoy the challenges that the job offers and to be willing to learn and to be flexible.

Q. What do you find most challenging about working at 3MG?

A. The ever-changing workload and different details that each client's project requires.

Q. What would people be surprised to know about you?

A. I am an artist.

Q. What are your hobbies outside of work?

A. Painting, spending time with my friends and playing with my nephew

Q. If you were on death row, what would your last meal be?

A. Mofongo de Camarones (Mashed plantains stuffed with shrimp) and a Piña Colada.

From the Corn Capital:

Wishing you a Merry and Blessed Christmas!

By: *Raechel Baumgartner*

I have been wondering what to write in this newsletter for the last week or so. Olivia this time of year is not that exciting, as you can probably imagine. The weather keeps us inside most of the time (ok, maybe just the heat-loving, cold-intolerant people like me). We're shelling now (ICB rows, yay!), but I can't make that sound super exciting. We finished combining in November a few days after the first snowstorm of the season (finally!). Equipment is being serviced and put to rest for the long, cold (so cold) Minnesota winter. We are starting to plan and getting ready for the next year.

We had a good week in Chicago. I always enjoy catching up with everyone — customers and friends — and seeing how things are going. Thank you to everyone who stopped by our booth on the Expo floor. My only complaint: you should have taken more candy corn!!

I always seem to find a little more time right before Christmas to truly reflect on the previous year. Thanksgiving time is always so busy with finishing up harvest, sending data, reviewing yield trials results, nursery and ICB shelling, preparing for ASTA.... After our week in Chicago, I feel like I can finally take some time to reflect on our lives and everything we're doing, both business-wise and personally.

I would like to use this space to thank some of the people that make our business possible:

Thank you to our customers for sticking with us and being so understanding during this difficult growing season. We are service providers who want to be good service providers: we welcome your comments, suggestions, and feedback at any time.

Thank you to our supply and service vendors: We could not do our jobs without you, and believe me, we appreciate your knowledge and flexibility with our sometimes quirky requests. I learn so much through working with you, and I will hazard the assumption that my coworkers do also.

Last but certainly not least, I would like to thank all of our employees, both at North and Caribe. We literally could not do everything we do without you. In particular, I would like to thank four North employees that have been gifts from God this year: Jaime Amaro, Diana Díaz, Armando Cuellar, and Rebekah Baumgartner (my sister). You showed up when we needed you, and if I don't say it enough (shame on me for that!): Thank you for your hard work and dedication. It does not go unnoticed.

I wish you all a very Blessed and Merry Christmas!



News from the Field

In November of this year a group of our employees attended a training and certification for loading equipment. They are now certified to safely do donuts on the forklifts.

Our employees survived boot camp and in appreciation for all of their hard work we took the opportunity to highlight a few who surpassed expectations. (From left to right: Alex Torres, Cesar Leandry, Omar Ortiz, Nilsa Santiago and Jose Nuñez) 2 employees are not pictured because they were too busy working. They are Rey Rivera and Anderson Oliveras. We appreciate your labors and the contributions each of you make daily.



Diana Díaz has been in the Christmas spirit since October. We love her enthusiasm!

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