

Genetic Alternatives

Happy Thanksgiving!

Thanksgiving marks the beginning of the holiday season as well as the end of the harvest season in the northern hemisphere . This is a time when families come together in a spirit of gratitude and celebration for the bounties which we enjoy. The 3MG family is no exception. We are grateful for you our customers, the dedicated labors of our staff and for the land that feeds us. As we go forward into this holiday season we would like to extend our well wishes to each of you. We hope that your holiday season is filled with much joy, love and peace. Happy Holidays from 3MG!

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“There is an appointed time for everything. And there is a time for every event under heaven-- A time to give birth and a time to die; A time to plant and a time to uproot what is planted.” Ecclesiastics 3:1-2



From the President's Desk by: Ed Baumgartner

It is our hope that all of you are having a fruitful harvest season in the northern hemisphere and a successful planting season in the southern hemisphere. We have now entered into our main planting season at 3MG Caribe and look forward to seeing many of you over the next few months. We still have space available for planting. Our specialty is helping you with those pleasant, data driven surprises when you realize that you need more seed for spring planting.

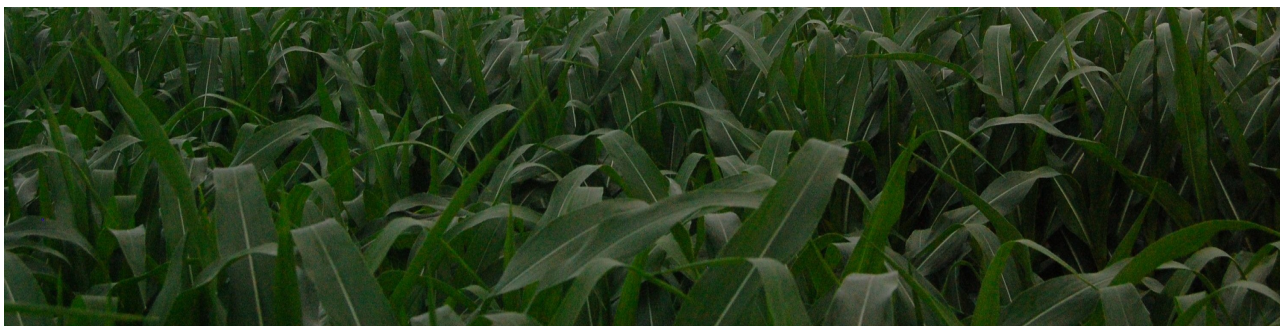
We understand the importance to you of each project that we grow on your behalf, and we want to do our best to maintain the genetic purity of the project through our performance standards. Thank you for trusting us.

I am very happy with the results of our summer boot camp for our staff to date. All of us have developed a new understanding of each other's job and role in the cropping cycle. The staff communication between all of the activities that must take place to have a successful crop has never been better. We are looking to take our communication to an even higher level. We have commissioned a new group of software developers to write a custom program to track all of our projects and all of the activities within a project from quotation to seed shipment. Some you are thinking that I have said this before, and you are right. We have attempted this twice now without the performance level that we wanted from the software. The group we are working with now has actually worked in a continuous nursery environment and understand what we are trying to achieve. While working with the software group to develop the various cropping templates, I am still amazed after 17 years of working in Puerto Rico at all of the activities it takes to grow a temperate crop in the tropics. Then you can add in the special activities such as leaf sampling, pollination and data collection to complete around re-entry times. What this all boils down to is that we can get a list of everything that needs to be done each week, coordinate activities across projects to improve efficiency, and track who did what and when.

Our audit for re-certification in the Excellence Through Stewardship program went very well in September. This is an important component of our business to ensure the integrity of all of the various projects we grow, whether they are regulated or not. We understand the importance to you of each project that we grow on your behalf, and we want to do our best to maintain the genetic purity of the project through our performance standards. Thank you for trusting us.

If you are attending the ASTA meetings in Chicago this year, please stop by our booth #505 in the Exposition Hall to "shoot the breeze" for a bit. Wade, Raechel, Erin, Rebekah, Debbie and I will be there.

May God Bless each of you with health and happiness!



From the Corn Capital: Chopping, Hand-harvesting, and Combining—Oh my!

As always, Mother Nature delivered on her promise this year that no two growing seasons will ever be alike. This has me really excited about next year, because we don't have to repeat this one!

Spring planting was slow, wet, and cold. After a massive deluge in Renville county mid-June, the weather dried up...and we had no more rain until mid-August. The season has been cool, the growing season slow. Everything—silage chopping, hand-harvesting, and combining—has been later than the calendar says it should be.

We survived our first year of silage chopping. It didn't go quite as smoothly as we would have liked, but considering that none of the five of us involved (ok ok, I'm only the data monkey—the other four guys get all the credit of getting the actual work done) had never done this before, were using a new-used piece of equipment, and had some major out-of-our-control changes made to our plans right before we started chopping...we didn't do too badly. Is there room for improvement? Yes. Will we continue running silage plots? You betcha, if we can find enough business (that's right—I'm talking to you. We have experience now, you know).

Moving on, this year had to be the loooooongest hand-harvesting window I have ever experienced. We started on September 5th in a customer nursery, and I harvested the last of our breeding selections on October 21. The bulk of the hand-harvesting was done from the 6th of October to the 14th of October, which seemed so crazy when I came across a tag from our last day of harvest in 2012, which was dated Oct 4th. The craziest part? We were still harvesting corn at 50% milk line.

Soybean combining went great! Other than being later than normal on the calendar, it was efficient and relatively uneventful (my favorite kind of harvest).

We just started combining corn plots on October 21 around Olivia. With two combines, 4 operators, and good weather, we were able to finish all three sites around Olivia on the 25th. I know it seems late, but we were still pulling out some 20-30% moisture corn (as well as some 15% also). It is interesting the amount of variability we are seeing this year, not only in our plots but across the fields in Renville county. The weather conditions this year have magnified *everything*. Sorting through data is going to be fun!!

Last but not least, I would like to thank everyone who was able to come to our open house and all the well-wishers who were unable to be there. We had a great turnout!

Raechel Baumgartner

First Science Officer

3MG North

“It is interesting the amount of variability we are seeing this year, not only in our plots but across the fields in Renville county”



Still Growing: A Biographical Sketch of Dianne Ortiz By: Erin Rodriguez

Dianne is the Assistant General Manager at 3MG Caribe. She has been with the company for eight years and she holds a Bachelors of Science in Agronomy and a Masters degree in phyto-pathology from the University of Puerto Rico. She started out as the Project Manager for our parent seed department with a focus on experimental hybrids. Her value to the company quickly became apparent and her position and responsibilities increased accordingly. Currently, she oversees various aspects of the daily operations on the farm. She ensures the success of each project by allocating the proper resources and manpower to each one. She oversees human resources by conducting evaluations, training and recruitment. Finally, she manages quality control, regulations compliance and audits. Yes, she is a very busy woman.

“I have witnessed many changes at 3MG over the years. I have watched the dedication of the staff grow. I have seen the diversification of crops, new facilities built and the expansion of the company as a whole.”

As a child, Dianne was passionate about two things; science and music. Her natural curiosity about the world around her inspired her to spend long hours with her siblings exploring nearby rivers and creeks. She would spend extended amounts of time watching insects, tadpoles and other wildlife or she would dissect plants trying to see what made them work. When she was not exploring her surroundings, she could be found playing teacher to her siblings and reading math books. Needless to say she was not your average little girl. Dianne inherited her family’s love of music and as a teenager her own passion for music began to manifest itself. She taught herself how to play the guitar and would accompany her sisters as they sang in the church choir. This combination of scientific curiosity and musical creativity proved to be an effective combination that would ensure her success later in life.

Dianne’s approach to management is an extension of her life philosophy. She is a self-described sentimentalist who loves what she does. She places a high value on honesty and tries to be fair and correct in both her business dealings as well as her personal life. This is evident to anyone who has had the opportunity to work with her. She is constantly working towards her goal to create an environment where both employees and clients enjoy a pleasant atmosphere while continually improving.

Over the years she has both witnessed and contributed to the evolution of 3MG. As she has said, “I have witnessed many changes at 3MG over the years. I have watched the dedication of the staff grow. I have seen the diversification of crops, new facilities built and the expansion of the company as a whole. It has been a very exciting process to watch and one that helps me grow both personally and professionally.”

Dianne’s attention to detail and creativity continues to be valuable assets to 3MG. She is persistent in her labors and is continually improving the processes, environment and products of our company. Thankfully, she did not choose a career in music because her contributions to 3MG are invaluable.



Employee Spotlight



Jose Correa Shop Mechanic at 3MG Caribe



Jared Winkleman Agronomy and Equipment Manager at 3MG North

Jose has been with 3MG for seven years and has grown with the company. He is a certified welder by trade, however he learned mechanics and machining from his father who also worked in agriculture. His love of cars also proved helpful in his development as a mechanic. Jose is an accomplished and capable member of the 3MG family who does everything from welding, mechanics, machining and any other work related to farm operations. He is an integral part of our organization and we are happy to have him with us.

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

A. I have gained the opportunity to learn more about agriculture and I have had the opportunity to better develop my mechanical and machinist skills.

Q. What do you like most about working here?

A. I like that everyday is different and I learn new things all the time.

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

A. You cannot work here with a single track mind. It is important to be flexible and multifaceted

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

A. There is no typical day for me. Every day is different. Some days I have a lot of mechanical work waiting for me the minute I arrive and some days I don't even see the garage because I am busy with operational tasks in the fields.

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

A. People are often surprised by my age in relation to my skill set. People often think that I should be older. Also, people are surprised at my ability to solve problems and complete jobs using what I have on hand.

Q. Do you have a family of your own?

A. Yes, I have my wife of five years and I have two sons who are my pride and joy. The eldest is nine and the youngest is five.

Q. What are your hobbies outside of work?

A. American muscle cars. (BIG SMILE) I have a 1967 Chevy Nova that I am completely rebuilding.

Jared has been with 3MG North since July of 2013. He studied agricultural business at Ridgewater Community College. He has many functions at 3MG some of which include spraying and weed control, equipment maintenance and any other duties where he may be needed. He is a great asset to the company and has brought an innovative spirit and a can-do attitude to the table. We feel fortunate to have him working with us.

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

A. I have gained more responsibility I have also learned new skills. My background is in soybeans and I have learned how to apply chemical applications for corn— which is a different process.

Q. What do you like most about working here?

A. Ed and his family are both friendly and professional. I enjoy working with them very much.

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

A. Don't be afraid to work hard. 3MG North is a new company and we are a small group that has a lot of areas to cover. Keep a positive outlook everyday— things run better that way.

Q. Before working at 3MG what was the most unusual or interesting job you've ever had ?

A. Well, I have always been involved in agriculture , but when I was younger I worked for a public farm seed company as a farm hand. That was kind of an odd job.

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

A. It depends upon the season. In spring and fall the hours are long but in summer and winter I usually work from 8-5 unless there is a special project.

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

A. They may be surprised to know that I used to downhill ski.

Q. Do you have a family of your own?

A. Yes. I am married and have 2 children a son who is 15 and a daughter who is 19. My son has his eyes on getting his drivers license. (A quiet sigh can be heard)

3MG Prepares for the ASTA Convention

3MG is proud to be an active member in the American Seed Trade Association. Furthermore, we are looking forward to this year's convention in Chicago, IL on December 8th through the 12th. We hope that you all will stop by our booth and see all that we have to offer. Employees from both 3MG North and 3MG Caribe will be in attendance and ready to answer any questions you may have. We look forward to the opportunity to demonstrate how 3MG can serve your agricultural needs. So, if you happen to be in attendance, drop by booth number 505 for some candy corn, a smile or to make fun of the 3MG Caribe crew who, in all likelihood, will be freezing.

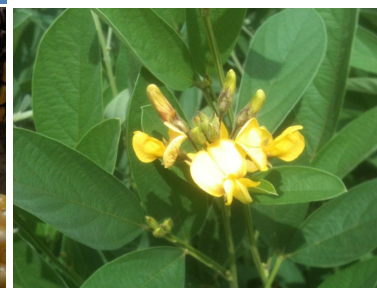
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It Is Not Too Late!

Reap the benefits of the Caribbean advantage! The prolonged planting season in Puerto Rico provides you with the opportunity to plant your winter nursery late in the traditional season. You still have time to plan your winter nursery, seed increases or research projects. Whether you are growing corn, soy, sunflowers or any of the many crops we manage, you can contact us for an estimate today. Be assured that we will respond in a timely manner and assist you in the planning of your next project.



We are on the web!

www.3mgpr.com

Photography by Lou Peña Franco

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