

Genetic Alternatives

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3MG North Open House September 23rd!

3MG North is celebrating its one year anniversary with an open house. We are opening our doors to the public and you are invited! We will serve hors d'oeuvres and beverages and maybe a little humor. This is an event where you can get to know the people who make 3MG run, see our facilities and to learn more about our company. We hope that you attend and we look forward to seeing you there!

Date: September 23, 2014

Time: 1:30pm to 5:00pm

Where: 3MG North

2710 West Lincoln Ave

Olivia, MN 56277



3MG Caribe Prepares for Client Visits.

Travel Assistance Available!

- Flight Booking
- Hotel Accommodations
- Restaurant Recommendations
- Driving Directions



It is that time of year when we welcome clients from all over the world to our Caribe Facilities. One of the services we offer is travel assistance. We help our visiting customers with everything from air travel arrangements, hotel accommodations and restaurant recommendations. We have secured corporate discounts with various local hotels. We have been trying local restaurants (it's a dirty job but someone has to do it) and we are well versed in finding air travel to suit each client's needs. We look forward to seeing all of you and making your travel to Puerto Rico a pleasant one. If you require assistance, please call our office or put in a request through our website. We are here to help!

From the Corn Capital: Moving to Seed Row (and out of Grandma's Basement)

It's been a whirlwind of excitement and activity since 3MG North became official last year. We have hired some new people, moved into a real office building (we couldn't fit in Grandma's basement anymore) with a seed lab (no more tripping over boxes of planting packets to get to bed) and a cold room (which is not home to the boogey man...unlike the basement closet).

With the new facility, we found things to keep us busy during the winter months last year: processing small lots of foundation seed, custom shelling and color-sorting with our new-used Satake color-sorter, and tropicalizing our new office space with fresh paint. As a result, I experienced my first full-time winter in Minnesota last year since the winter of '96-'97... *that* was a mistake. I'm already planning this winter's trip to PR, so if you're looking for a travel buddy, let me know.

"Our small group has a pretty diverse background and varied skill set. We can do a lot of different things, and that dynamic has been interesting to watch and fun to experience."

We have maintained a mostly bilingual atmosphere in our new office between visiting PR staff and local part-time help, which has been great. Keeps my Spanish sharp, and I get to learn new words for things because no, Spanish is not the same wherever you go. You know that whole soda vs. pop vs. soda pop vs. what-kind-of-coke? thing we have in the US in English? Same thing. But I digress...

These are a few of the new names you should know:

Wade Roemeling: General Manager/Chief, Cook, and Bottle-washer. He's the guy you talk to about business-y type things.

Jared Winkelmann: Agronomy and Equipment Manager. He's made some pretty awesome equipment modifications that fall in the realm of "yeah, that can't really be done..."

Matt Grund: The New Guy. We keep sending him on the road, but he keeps coming back, so I guess we'll keep him.

Our small group has a pretty diverse background and varied skill set. We can do a lot of different things, and that dynamic has been interesting to watch and fun to experience.

Even though we've been here for a year now (and survived two planting seasons!), we're still evolving. We added soybean yield trials, silage trials, and isolated crossing blocks this year. We're modifying our cold storage and seed processing areas to be more efficient for our needs. Despite the fact that we have the largest seed lab I have ever worked in (!!!), we were full to the brim with seed this last spring, which was awesome...and now has us using this gap between pollinating and silage chopping to make space-efficiency changes.

We're having an open-house the afternoon of Sept 23rd. If you have time, you should stop by. If you don't have time, you should stop anyway: we will have beverages.

Raechel Baumgartner

First Science Officer

3MG North



From the President's Desk by: Ed Baumgartner

I would like to thank you for taking time from your busy schedule to read our newsletter. We hope that you will enjoy the information presented and hopefully learn a little about how we operate, too.

We have been open for business over 9 years now, which sounds like a much longer time than it feels. The excitement of that first contract and questions of how we were going to make it happen as the Nitro sprayer was still in transit are still fresh in my mind. We are at a threshold for our business this year, turning one company into three as we discussed in the last 3MG Genetic Alternatives. We have been blessed with many good customers and very good employees who want to do an even better job for you.

"The people who work here are the core of our business. We know that you have entrusted us with your high priority projects. We respect the trust you have in us to do the job."

We decided that we cannot guess on what we need to improve on anymore and decided to formally survey our customers. Many of you have been contacted by either Erin or Juan and asked to provide feedback, both good and bad, to us about our performance for the 2013-14 season. We believe that an honest conversation is much more important than a mailed survey to give you a chance to speak your mind rather than have to write it. Based on our survey information, you graded us a B+. We want to be rated A+, so we have a bit of work to do to get there. If by chance you were not contacted and would like to participate in our survey, please call Erin (787-845-4600) at your earliest convenience. We are addressing each of the concerns raised during the survey as well as enhancing the positive areas.

We are currently going through summer boot camp with all of our full time staff. Everyone is involved in re-training and cross training ourselves to have fuller understanding of what each team member's job contains. By doing this we will improve our total understanding of our business across all functions, which will improve our service to you. One of the high points for me of the survey was your consistent recognition of our knowledgeable and friendly staff. The people who work here are the core of our business. We know that you have entrusted us with your high priority projects. We respect the trust you have in us to do the job.

We are addressing several of the concerns raised through the survey too. We have missed on reasonable response times to some of your questions. This will improve. Insects and weeds were mentioned several times. These are battles that we wage everyday, and we look for new answers everyday. These concerns do make us go back to the beginning and look at our procedures for equipment calibration, mixing of chemicals, loading the sprayer, product combinations, application rates, application timing and machine operation. When we are sure these are correct then we move on to understanding the level of pesticide resistance by the various pests and how to deal with those issues.

Again, I thank you for your confidence in us and we look forward to working with you again this season. Please contact us with any questions you may have. May God Bless each of you with health and happiness.

Ed Baumgartner

President

3rd Millennium Genetics LLC



Employee Spotlight

Devon Inman



Pest Control Operator

Devon has been an employee of 3MG for since 2007. He is responsible for various operations associated with pest control including spraying, field preparation and chemical preparations. Although he currently works in pest control, he is a licensed Emergency Medical Technician. (Just another reason we are lucky to have him in our employ.) We asked him to tell us more about himself and this is what he said.

Q. What do you like most about working here?

A. Everything. The thing I like about working here is that I do a bit of everything.

Q. What has been your favorite project while working at 3MG?

A. I have enjoyed them all because I enjoy my work.

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

A. Be responsible. You are entering a company that has a good reputation and it is important that we do all we can to maintain that reputation.

Q. Do you have a family of your own?

A. Yes I have a son who is 7 years old .

Q. What are your hobbies?

A. I am an athlete, I enjoy running marathons. For example, I ran the San Blas Marathon in Coamo, Puerto Rico.

Q. Where do you see yourself in five years?

A. I would like to keep growing and improving as an employee and I would like to run in the Boston Marathon.

Elsy Rodriguez



Maintenance

Elsy has been with our company for five years and to be frank, we cannot imagine the office without her. She studied business administration at the Inter-American University in Ponce, Puerto Rico and is a grammar whiz (really helpful to have around). Elsy wears many hats at 3MG, she is responsible for maintaining a clean office, she plans all of the company events and she assists our agronomists in what ever they may need. We wanted to know more about this multi-faceted woman and this is what she said.

Q. What do you like most about working here?

A. I really enjoy the personal interaction that working here allows me.

Q. What has been your favorite project while working at 3MG?

A. I enjoy planning the company events for the visiting clients so that they take a good impression of our company with them and I enjoy the camaraderie of my coworkers at these events.

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

A. Your mission should be to work responsibly so that you have the opportunity to work season after season and to demonstrate your abilities.

Q. Do you have a family of your own?

A. Yes a big one! I have my husband of 23 years and 4 children of which 3 are currently in the university and the youngest is about to graduate high school. (I am very proud of my family)

Q. What are your hobbies?

A. Arts and crafts I enjoy using recycled materials to make something new and beautiful. I do event decorations for all types of events and I also plan class reunions.

Q. Where do you see yourself in five years?

A. If the opportunity arises, I would like to expand my responsibilities within the company and to take on different tasks. I would like contribute to the growth of the company and I am willing to learn to do so. I would also like to buy my own home someday and have the good health so I might enjoy the 50 grandkids that are on the way. (she winks)



“We asked our clients to rate their experience with 3MG and identify areas that need improvement.”

“We now have the right people and the right setup, and I am confident that the product processed through the Satake will be of high quality without an excess waste of precious seed.”

The 3MG Advantage

What sets 3rd Millennium Genetics apart from other companies? In a word, service. Whether you are contracting nursery services at 3MG Caribe or doing agronomic testing at 3MG North, our dedicated staff and customized approach to each project gives our company a competitive advantage. Each project is assigned a project leader who manages the project from its inception to its completion. This innovative approach to agriculture allows us to not only to cater the specific needs of our clients, but it also allows us to provide each customer with the hands on assistance that sets 3MG apart from the competition. Consequently, time, energy, expenses & labor are all utilized to the maximum benefit and to provide a timely turn around on each project. We are a premier provider of agronomic services and by being organized, reliable and professional we rise above the competition.

3MG Thanks our Customers for Their Feedback

In July of this year 3MG embarked on a mission of improvement. We asked our clients to rate their experience with 3MG and to identify any areas that need improvement or areas that we did particularly well. Right now, we have an 88% customer satisfaction rating. Our goal is to obtain 100% customer satisfaction and we are on our way. We are grateful to our customers who took time out of their busy schedule to complete the survey. Furthermore, we are extremely appreciative of the honest feedback and constructive criticisms that you all provided. We listened. We are implementing these improvements to better serve you, our customers. THANK YOU!

News Alert!!!

The Satake Color Sorter has been installed and is functioning well. This piece of equipment was finally taken out of the box and put to use. I know it has been too long from purchase to installation. An asset like this should have been functioning some time ago, but I needed the right local people to install and operate it. Nothing is easy to accomplish on an island, but it does get done with perseverance. I also received some good advice from one of our customers on improving our design for product flow to complete the installation. We now have the right people and the right setup, and I am confident that the product processed through the Satake will be of high quality without an excess waste of precious seed. Anthony Irrizarry and Sylvia Oquendo will be the owners and the operators of our seed processing system.



We are on the web!

www.3mgpr.com



Established in 2005, 3rd Millennium Genetics LLC is a multi-faceted company that is dedicated to providing our customers with improved genetic alternatives through diverse products and excellent service programs. Our company has two locations that enable us to take advantage of distinct climate and environmental factors in order to offer a wide range of services that result in better products and more comprehensive research results. We take pride in offering our customers the highest quality products and superior service required to make your projects successful, sustainable and prolific.

3MG Remembers William De Jesus

In August of this year 3rd Millennium Genetics mourned the death of one of our most dedicated employees, William De Jesus. Mr. De Jesus worked with our company since our doors opened in 2005. He was known for his ever present smile, work ethic and for singing on his tractor as he plowed the fields. He was quick with a smile, slow to anger, and dedicated in his labors. Although we lost a friend, employee and skilled worker, he will forever be in our hearts and memories. Our condolences are with his family as they endure this difficult time. Rest in Peace Willie.



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