



GENETIC ALTERNATIVES



YOUR NEWSLETTER ABOUT THE LATEST ON SEED RESEARCH

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From the President's Desk

by Ed Baumgartner



I would like to thank all of you for supporting us over the past 10 years. Now that the anniversary has come and we actually made 10 years, I would like to reflect a little in this issue of Genetic Alternatives on what I have learned in the last ten years and then look forward.

It really is important to listen to people that you trust and value their opinions on difficult decisions like starting your own business. I would like to first thank Yoav and Menashe for being my business partners in this venture. Without them this company would not have happened. They helped me to decide that starting 3rd Millennium Genetics would be a good business bet and they have been correct. Their support, encouragement, knowledge and vision are incredible assets.

My family has as much blood, sweat and tears in this company as I do. They have made the same sacrifices as I have to get it rolling and keep it rolling. We can never completely separate family life and business life. They always exist together. I actually think it is a good thing. If you keep the best interests for your family and the business together in the forefront of decision-making, both benefit. One should not ever benefit without the other. The girls still remind me of our first project and that it required their constant hand weeding, a lot of it on their hands and knees. They are all still willing to go out and pollinate or pull weeds or other jobs as necessary. Nothing worthwhile is easy to do. We will continue to be persistent.

Our employees are our #1 asset as well as becoming part of our family. Many of you have watched them grow and take on new responsibilities. They truly control our destiny and need to live the mission. People talk a lot about company culture and how important it is in a business for its success. We are now able to meet on a regular basis about various issues and successes we have in our company. It has been 10 years now and we can see what we have developed and how to continue shaping it for the future. It became very clear to me on our customer surveys how much you like our staff. (I like them too!) They treat you respectfully and are very accommodating. They make you feel welcome and at home. Their knowledge is growing each year on how to handle your projects. I am very proud of these comments and will work with our staff to continually improve in all areas of their functions. We do not always get it right, but we will strive to get it right every time for and with you.

From the President's Desk (from page 1)

Customers are our best source of advertising. About 95% of our business comes from word of mouth. Nothing sends you a new customer like a happy one. In this industry new customers are hard to find. Several of our newest customers were actually our customers with a previous company. Social media and other forms of media will help you along the way but we are committed to be customer focused person to person. We want our service to be something you are excited about too! Your feedback is very helpful to us. You need to be successful for us to be successful. We examine all of the comments Erin collects and try to put ourselves in your position. Many of you have become good friends of ours in the process of business. This is a tremendous blessing for us. We value our friendships as an important gift. We do not want to disappoint our friends, ever.

There is nothing easy about growing a crop in the tropics. Some days can cause you to wonder why we fight this battle. I know there are easier ways to make a living, but if it was easy, anyone could do it. We hope to be innovative each year to solve the issues that come up and prevent them from happening again. Pest control has been an issue for us (Puerto Rico in general) from the beginning and continues to be one. Many of you remember the 20"-40" planting pattern that we used for a couple of years. That solved a couple problems for us but it also created some unexpected ones so we went back to 30" rows. We continued to have issues regarding rows run over and ruts in the field this past season, even with all of the changes made in the past we could not completely resolve all of them. We made gains but not enough. When you need to pass through the field more than 25 times in a growing season with the sprayer, things can happen with the best of operators.

All it takes is one bad night and it can leave a mark against us. We had to make some type of change this year to try and address these issues in a different way. We will be eliminating two rows out of each 24 rows (a sprayer width is 24 rows), widening the sprayer wheel track and eliminating the drip tape from those rows. That will provide us with a few potential benefits; a bit more room for error to actually drive between the rows, reduce the possibility of ruts since there will be no drip tape next to the sprayer wheels, eliminate the compaction next to the rows which can reduce yield and the possibility to irrigate longer at each irrigation without conflicting with the spray schedule. One of the big issues for us has been that we could irrigate in the morning, have an afternoon rain shower and not be able to spray because it was too wet to drive through the field. That's the double whammy for us. The residual from the previous spray is washed off and we cannot get a new application done for 24 hours because we have to work in the field again in the morning. That little window can help the insects get ahead of us and then it is difficult to get things back under control. Several of our corn nursery customers experienced that last season. It is our hope that with this small change that it can dramatically improve results for us.

We will continue to develop our ATS (Advanced Tracking Software) System by adding in more smart phones and iPads to collect more data in real time, as well as continued employee training on how to use the system. The intent is that this will reduce the time from data collection to data delivery to you. It will also develop a one-stop place for all of the information gathered on your project. We worked last season on ATS labor tracking by field and farm in the field. It also provided us with activity notifications for each project. The staff reviews the task list each week allocating resources to ensure we can complete everything properly. This helps us get all tasks done on time for your project as well as a record of when they were completed. It will also help us track special labor requests and supplies, which will speed up our invoicing process too.

I would like to conclude by saying that I am more excited about the next 10 years than I was about the first 10 years. Debbie and the girls are excited as well. We have been blessed by God to be able to chase our dreams and hope to pass those blessings along to you.



Reflections on a Decade

By: *Raechel Baumgartner*

Not many people at 3MG today remember the first field, planted in July of 2005. It was a small corn nursery, and the plants did not like the heat or the insects. The herbicide further stressed the plants, and afraid of further damaging the very first project as the weeds came back, Dad did about the only thing a man can do when strapped for cash and starting a new business: bring in the cheap labor, also known as your wife and three daughters. The four of us weeded that field on our hands and knees while Dad made the pollinations. We ate a lot of trail mix that summer, so much that my youngest sister still will not touch the stuff. Dad was also selling mangoes at the time, so we ate a lot of those, too. Before the field was harvested, I went back to college, but as the story goes, Mom painstakingly picked through each of the harvested ears for the best kernels to replant, one by one. It was not a beautiful or easy start for a new business, but ten years later we are still here.

In August, I reached six years of working full-time with 3MG. That's a lot of fields! As much as I love my dirty boots, problem-solving, and data analysis, my favorite part of my work is the people: both clients that have become friends and co-workers that have become family. We just finished a six-week grind through pollinating and detasseling at 3MG North. For three of those weeks, we had five people up from 3MG Caribe to help us. We also have a pretty solid base of people here in our North office. When we celebrated the end of a record-breaking season (83,204 pollinations!), we had a party. Watching the crews come together, everyone smiling and laughing, with a few family members joining the fun—all those things kept me smiling all week. Our crew was and is full of positive attitudes, a willingness to work together and do what needs to be done, and the ability to keep laughing when things get hard. That is how we are still here ten years later. I feel incredibly blessed to be able to spend my work days with good people, both current coworkers and past coworkers who have moved on. Thank you. And thank you to our clients, who make all of this possible.



EMPLOYEE SPOTLIGHT



Juan Negrón

Juan is the assistant mechanic in our repairs shop. He is a native of Ponce, Puerto Rico where he studied industrial mechanics. Among the many contributions he makes to 3MG are general mechanics, forklift operation, combining, and tilling. He has been with 3MG for seven years and we are fortunate to have such a dedicated worker as part of our team. He is one of the men who keep the machinery in this company up and running- this is an important job, although it is one that is not always visible. Juan has a positivity that is infectious. He always has a smile and warm greeting to everyone he comes into contact with. He is greatly appreciated by his fellow workers. Consequently, he has been nominated several times for the workers choice award.

Q. What does a typical day look like?

A. I arrive at work around 6:45, as I arrive I see what work is waiting for me in the garage and I go from there. My days change all the time so there is no "typical day." I have to see what comes up during each one.

Q. In what discipline did you get your certification?

A. Industrial Mechanics

Q. What advice would you give a prospective employee?

A. Be responsible and ready to work in all areas of the farm.

Q. Tell us about your family.

A. I have a very tight knit family who are wonderful- controversial but wonderful. My father is the best in the world and is very special to me. I also have one son who is 11 years old. I love him very much.

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

A. I like to dance and enjoy life but sometimes I can be serious. However, if I am serious, you know there is a problem.

Q. What are your hobbies?

A. Horses. I have ten Paso Fino Horses.

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

A. Salmon w/ Mofongo (mashed Green Plantains) with a Corona. No dessert but an extra Corona.



Susan Johnson

Susan is our soybean specialist at 3MG North. She holds a Master's degree in plant breeding from Iowa State University and has 15 years of experience in plant breeding and variety development. Many of those years were spent working on projects for her former employer on the farm in Puerto Rico. Although she has been with the company for a short time, she has quickly become an integral part of our team. She is a faithful worker with a passion for growing things. She also has an impish sense of humor that makes working with her fun. We are pleased to have her working with us and we look forward to working with her for many years to come.

Q. How long have you worked for 3MG?

A. Since February, 2015

Q. What does a typical day look like?

A. Right now pollinating ALL day. I dominate my day.

Q. What advice would you give a prospective employee?

A. Keep your head down, work hard and have fun. Enjoy what you do.

Q. Where do you see the company in another 10 years?

A. Growing and dominating the non-GMO seed market

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

A. I might be quiet, but I have a wicked sense of humor and I can sing in the car- not well but enthusiastically.

Q. What are your hobbies?

A. Golf, riding bikes, working out, and gardening.

Q. If you were stuck on an island, what three things would you bring?

A. Golf clubs, Diet Pepsi, & my kindle.

3MG Celebrates 10 Year Anniversary!

By Erin Rodriguez

We are fortunate to work at 3MG. Where else can you find a boss that will take the entire workforce to the beach to celebrate its 10th anniversary? I venture to say that the list is quite short. We work hard. However, we also play hard - as you will see from the photos below. There were fierce domino games, wild banana boat rides, bar-b-que, beer, swim races and good natured shenanigans. It is safe to say that a good time was had by all. What was most impressive was the spirit of cooperation that permeated the day. It felt like a family outing and why wouldn't it? That is what we are at 3MG, family.

The employees of 3MG would like to thank Ed & Debbie Baumgartner for creating this company and making it a wonderful place to work. We thank each of our fellow employees who collectively comprise 3MG for all of their labors these past 10 years. We thank you- our clients- for giving us the opportunity to serve you this past decade. We could not have made it this far without each and every one of you. Happy 10th Anniversary 3MG!



It was fun to listen to the most senior employees tell stories about the beginnings of 3MG.



Never mess with Nelly while she is cooking- even though she is smiling!



Bryan and Mickey held down the BBQ, and it was delicious.



3MG can also add lovely ladies to its list of bragging rights. Sylvia, Stephanie and Ariadna.



Jose a.k.a Batman getting ready to jump in the water.



Anacelia getting her groove on.



The boys take their dominos seriously.



Dianne and Jose kicked butt in dominos (notice the victory fist bump and sad look on Luis' face).



Juan is strong like a bull!



The lovely Elsy modeling for the camera.



Domingo, Anderson and Juan Jose enjoy a



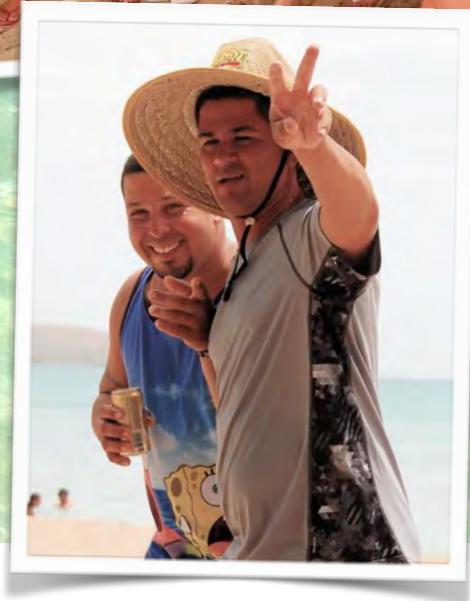
Either Eddie's feet were burning or he was really excited to go swimming!



Dianne, Stephanie, Juan and Bryan on the banana boat. Good Times.



Ed & Debbie enjoying a walk along the beach.



**Happy 10th Anniversary,
3MG!**

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

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