



Our Mission: Providing Quality Feed for Quality Food

Delegation & Empowerment

F. Barry Shaw

We all have been put on this earth to take what was given to us and to multiply it and share it with others. This follows the philosophy of stewardship in “managing (and multiplying) ones’ assets with the proper regard for others.” It doesn’t take long to realize one cannot do this alone. That is the essence of this message—delegation and empowerment.

“Leading well is not about enriching yourself—it’s about empowering others.”

-John C. Maxwell

We soon learn we can’t know and do everything alone no matter how small the objective may be. True leaders are the ones who have the good judgment to choose high-quality individuals who have an enhanced grasp of the situation and do what needs to be done. As the organization continues to

grow, it becomes obvious you will need help or you will slow the organization’s future growth. You need to empower others and delegate responsibilities to others or the organization will begin a downward slide and the competition will be there to pick up the missed opportunities. This doesn’t mean you delegate and empower and not stay in-tune to what is happening. You need to know what is going on overall if the organization is going to be successful (make sweet music). Someone once said “It is like playing a violin—you can’t make sweet music if you don’t keep the strings tight.”

At the same time, you need to know that the people you are empowering have the ability to take on the additional responsibilities. If you are promoting from within the organization, it is crucial that the individuals are capable of handling what will be expected of them. One of the keys to empowerment is being able to accept the fact that there are multiple successful ways to accomplish a given goal. It doesn’t make one better than another, it just may mean it is different. However, there are times when you need to step in and make the critical decision.

Your capacity to grow and achieve is determined by your ability to know when to empower others. You need to have confidence in yourself to delegate and empower others to be successful. Successful companies have leaders who have learned they can gain more authority by giving it away.

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Organic Feed: How is it different?

Wenger Feeds is committed to providing its customers with the feed they need including specialty rations like organic feed. We offer organic feeds for poultry and swine at our Hempfield and Shippensburg milling locations.

Organic products are regulated by the United States Department of Agriculture's National Organic Program (NOP), which develops, implements, and administers national production, handling, and labeling standards for all organic products. The NOP also accredits certifying agencies who inspect organic operations.

Wenger Feeds contracts with a third party agency to inspect and certify the two milling locations and the soybean processing plant where the company's organic feed and organic soybean meal are manufactured. This agency inspects the facilities annually to ensure Wenger's is manufacturing to the

USDA's organic standards. In addition, any changes to the manufacturing procedures, feed formulation, ingredients or ingredient suppliers must be submitted and approved by the certifying agency as they occur throughout the year.

Organic feed must be made with organic grains. Land used to grow organic grain must have had no prohibited substances applied to it for at least three years prior to the harvest of an organic crop. Soil fertility, crop pests, weeds, and diseases must be managed primarily through physical, mechanical, and biological controls. Any synthetic substances used are in accordance with The National List of Allowed and Prohibited Substances. In addition, organic seeds must be used.

Other ingredients used in the manufacture of organic feed must be from an approved list submitted by the manufacturer and approved by the certification agency in accordance with NOP requirements. Manufacturers must document steps to prevent the commingling of organic and non-organic ingredients. At Wenger's organic locations, most of the organic line is completely separate, and any shared equipment is flushed between orders. In addition, specific procedures for the receipt and handling of organic ingredients and the production and transportation of organic feeds have been established as part of the company's ISO certified production system.

If you're interested in organic feed, please see your Account Leader for more details or contact us: 1-800-692-6008 or <http://www.wengerfeeds.com/contact.html>.



HOW CAN ACRE HELP YOU?

In 2005, Act 38, also known as 'ACRE,' went into effect to ensure that ordinances adopted by local governments to regulate normal agricultural operations are not in violation of state law.

How can ACRE help you?

An owner or operator of a normal agricultural operation may request that the Attorney General review a local ordinance that the owner or operator believes to be unauthorized. The Attorney General is authorized to file a lawsuit in Commonwealth Court to invalidate or enjoin the enforcement of the ordinance. If the

Attorney General decides not to file a lawsuit, the owner or operator still can

An owner or operator of a normal agricultural operation may request that the Attorney General review a local ordinance that the owner or operator believes to be unauthorized.

file a lawsuit in Commonwealth Court to challenge the ordinance.

How do you request a review of an ordinance? Requests for review should be sent, in writing, to the follow-

ing address: PA Office of Attorney General, Attn: ACRE, 15th Floor, Strawberry Square, Harrisburg, PA 17120. Request for review should include a copy of the ordinance, a short explanation of the objection the farm owner or operator has to the ordinance, and any other materials that will aid the Attorney General's review.

For additional information, please visit: www.attorneygeneral.gov.

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Wen-Crest Farms Recognized for Environmental Excellence by USPOULTRY

Environmental Stewardship is important to Wen-Crest Farms LLC in Lebanon, PA, and the farm's owners extraordinary efforts were noticed in January by the U.S. Poultry & Egg Association (USPOULTRY). Wen-Crest was one of five farms across the United States to receive USPOULTRY's Environmental Excellence Award, which recognizes "exemplary environmental stewardship by family farmers engaged in poultry and egg production."

According to USPOULTRY, applicants were rated in several categories, including dry litter or liquid manure management, nutrient management planning, community involvement, wildlife enhancement techniques, innovative nutrient management techniques, and participation in education or outreach programs. Applications were reviewed and farm visits conducted by a team of environmental professionals from universities, regulatory agencies, and state trade associations in selecting national winners in five regions.

Owned and operated by Steve and Bonnie Wenger, Wen-Crest Farms raises broilers for Tyson Foods and produces soybeans and corn stover on 2,000 acres of land. Steve's grandfather started the business in 1944. Steve began farming in 1985 and ran the farm with his father Glenn. He later consolidated its ownership.

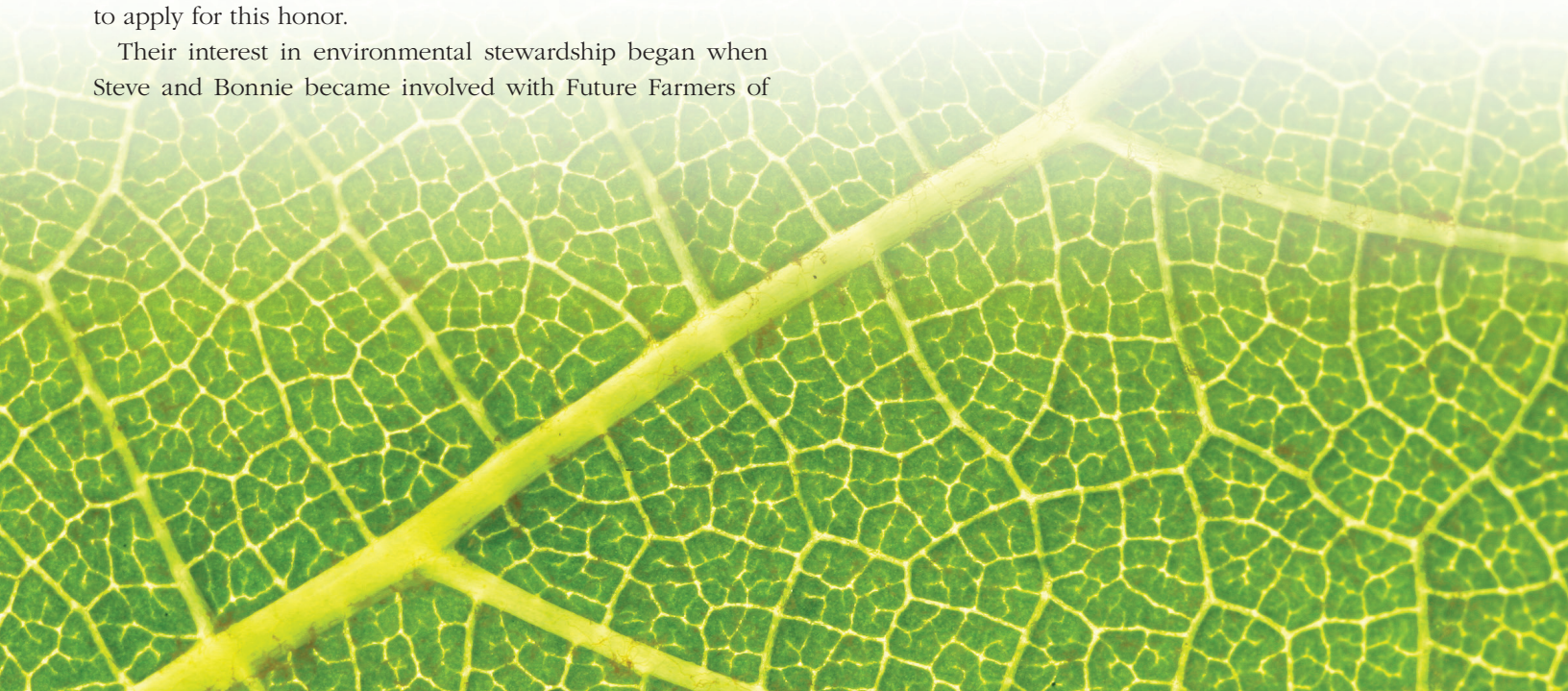
Steve and Bonnie have been working with Tyson for almost five years. The farm was recognized two years ago with a national award from Tyson, and the company encouraged them to apply for this honor.

Their interest in environmental stewardship began when Steve and Bonnie became involved with Future Farmers of



Steve and Bonnie Wenger received the USPOULTRY Family Farm Environmental Excellence Award at the International Poultry Expo, part of the 2015 International Production & Processing Expo in Atlanta. They were presented with an award to display at the entrance to their farm and a \$1,000 check by Sherman Miller (left), USPOULTRY chairman. *Photo courtesy of USPOULTRY.*

America, Farm Bureau, and legislators who are working on agriculture's behalf. Steve sees stewardship as a key to the longevity of agriculture. He has opened Wen-Crest Farms to tours for legislators to help educate the public and policy makers. He explained, "Without keeping a good environment, none of us have a future. The public is buying the product we produce, so we want to make a good impression."



Feed Bin Placement Guide

Our goal is to make a safe feed delivery to your farm at any hour with no damage to your feed bins or other property. Follow these tips to help place your feed bins where they will be easily accessible for fast and efficient delivery.

GENERAL INFORMATION:

Approximate Combined Tractor/Trailer Length	60 feet
Desired On-Farm Turning Radius	120 feet
Approximate Auger Boom-Length	40 feet

BOOM CONTROL LOCATION: The auger boom and its controls are on the left-rear side of the trailer. The driver must have a clear view of the boom and the feed bin at all times. The opposite side of the truck is a blind side from where the driver is operating the controls.

BIN-LID PLACEMENT: Feed bin lids, when open, should provide maximum access for feed truck augers. In general, they should open with the lid toward the barn. Drivers should be able to have a clear view of the bin lid at all times to prevent damage to the feed bin or its lid.

TWO HOUSE DELIVERIES: Drivers delivering to feed bins at two separate houses can usually auger into both bins with a minimum amount of truck movement. This is a preferred method of unloading when there are two houses involved.

Being able to view and drop feed into all bin openings with a minimum amount of truck movement is a delivery advantage.

BIN LADDER PLACEMENT: Bin ladders should be placed on the back side of the feed bins to avoid damage by the feed auger.

BIN LIGHTING: It is helpful when bin areas are lighted to ensure that drivers can make night deliveries safely and without damage to your bins.

HOUSE NUMBERS & BIN NUMBERS: In order to decrease the risk of feed delivered to the wrong feed bin, it is helpful to use different numbers on every bin on a farm. For example, a farm with three houses could be numbered as follows:

House Number 1 - Bins 1 and 2

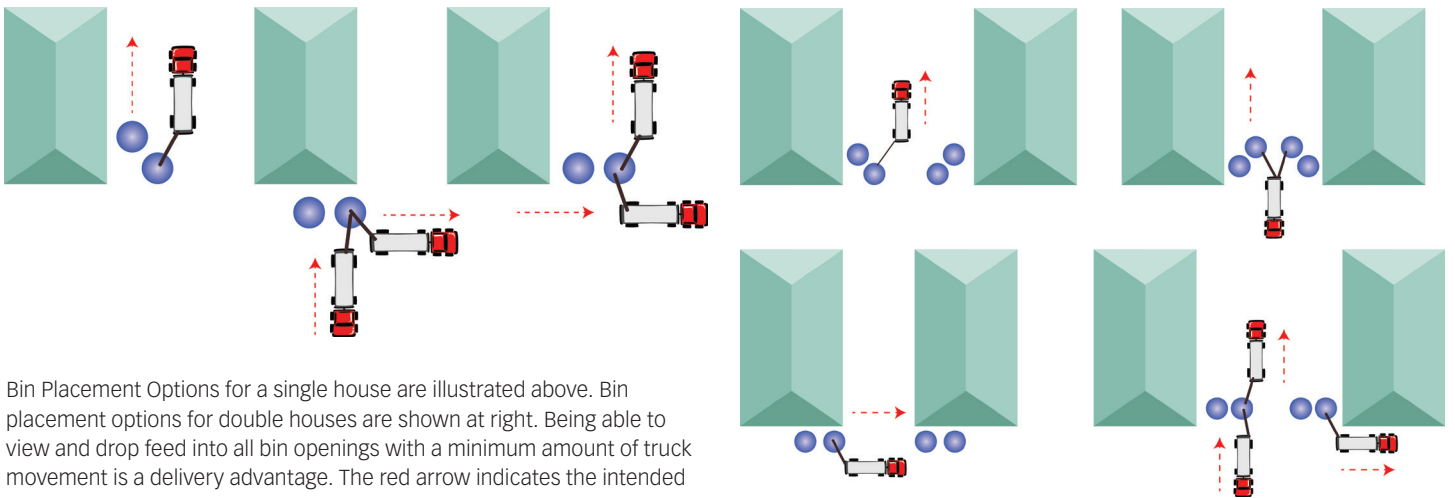
House Number 2 - Bins 3 and 4

House Number 3 - Bins 5 and 6

OVERHEAD ELECTRIC WIRES: It is important that electric wires are not placed near feed bins to eliminate the chance of shock or electrocution from augers coming in contact with electric wires.

If you need more information, contact your Account Leader to set up an on-farm consultation.

FEED BIN PLACEMENT OPTIONS



Bin Placement Options for a single house are illustrated above. Bin placement options for double houses are shown at right. Being able to view and drop feed into all bin openings with a minimum amount of truck movement is a delivery advantage. The red arrow indicates the intended path of the truck.

Welcome Eric Willingham

Jeff Murphy, COO, Poultry Division

Wenger Feeds is pleased to announce that Dr. Eric Willingham will become our resident veterinarian beginning April 1, 2015. Eric will assist both the Poultry Division and Feed Sales on a contracted basis, providing consultation on poultry health concerns and best practices to both our customers and Wenger Team Members.

Originally from Monkton, MD, Eric received a BS degree in Poultry Science from Virginia Tech and worked for Dekalb Poultry Research out of their York, PA hatchery, servicing the layer

As resident veterinarian, Eric is available for consultation anytime that poultry health concerns arise.

breeders in Pennsylvania, Virginia, and North Carolina. He returned to school attending the University of Georgia, where

he received a Master's in Poultry Immunology and Bacteriology and a Doctorate in Veterinary Medicine. He served as a Supervisory Veterinarian for the USDA before once again returning to school to complete an MBA in International Business. He then spent time completing volunteer and humanitarian work for "MBA's Without Borders," serving in Bangladesh, Kyrgyzstan, Kazakhstan, and Uganda. Eric returned to the United States to serve as a Technical Service Veterinarian for Elanco Ani-

mal Health covering turkey, broiler and layer production for the Western US. Most recently Eric started his own consulting firm serving clients of Hendrix Genetics and Midwest Foods Association. Eric's firm, Winfield Veterinary Consulting, now provides fully independent business and veterinary consultation to ani-

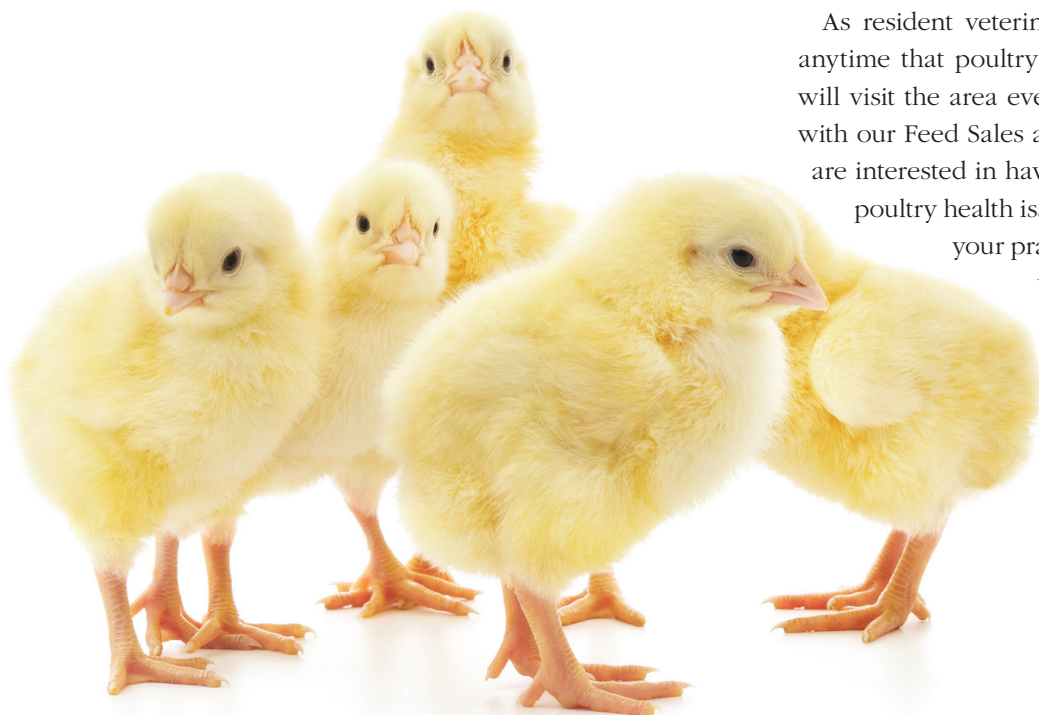
mal agriculture emphasizing production, health, food safety and welfare. In his spare time, Eric is an avid runner, and also enjoys golf and amateur photography.

In discussing this appointment, CEO Jim Adams said, "We are delighted to get someone with Eric's background and experience as part of the Wenger team. Adding this valuable resource to our portfolio of services will further strengthen our position as the 'Go To Company,' and enhance our position as the supplier of choice in the region."

As resident veterinarian, Eric is available for consultation anytime that poultry health concerns arise. In addition, Eric will visit the area every 6-8 weeks to spend time in the field with our Feed Sales and Flock Service Team Members. If you are interested in having Eric visit your facility to review your poultry health issues or discuss potential ways to improve your practices or overall program, please contact your Account Leader or Flock Service Technician.



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Vol. 28, No. 2
April - June 2015

The MilloGram is published four times a year for our customers, employees, neighbors, and friends by Wenger Feeds, 1-800-692-6008

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WENGER INFO

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If you haul corn or soybeans to the Rheems Mill or corn to the Mount Joy Mill, check our grain receiving cameras. Use the icon on the home page of wengerfeeds.com or click on "Grain Receiving" under the Services tab.



► **Go Green:** Receive your Millogram by e-mail. Send your request to cc@wengerfeeds.com. Be sure to include your mailing address.

