

MilloGram

Wenger's Feed Mill, Inc.



Culture

Geoff Finch, President

Undoubtedly, culture is extremely important to every single company. Culture is the way of life of any group—the collection of behaviors, knowledge and experiences that come together to define what it's like to work for, or with, a certain organization. More so than ever before, team members are looking to work for a company that exhibits a strong culture with which they can connect.



It takes a lot of work to maintain a positive culture. At times, it means having difficult or painful conversations. It also means taking time to reward people and celebrate achievements even though we might rather simply start moving ahead with the next business opportunity.

Culture means a lot to me personally, as I know it does to most others as well. In the world of business, there are many ways to move forward, and I believe it can be done positively, respectfully, with outcomes that we can all be proud of. Wenger's has built a strong culture over 70+ years, starting with Mel, and continuing with Barry, and just as importantly, with every one of the team members who helped along the way. I am committed to continuing on the tradition of this kind of culture for many, many years to come.

Our Mission: Providing Quality Feed for Quality Food

During times of significant change, we must be particularly sensitive to culture. For Wenger's, at this point in time, we are in the process of restructuring our company—to having a holding company, and our divisions becoming separate entities. This is a big change in terms of corporate identity, branding, and the increased need to communicate effectively through all the changes.

Meanwhile, we are also working on succession planning and

preparing for the next generation of growth. This can, at times, be unsettling to some, as there are occasionally new faces, or familiar faces in new roles, taking the torch and providing guidance for our company.

But through all this, we can't allow these things to distract our

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focus—we must be diligent about continuing to serve our customers to the best of our ability and to provide the positive, respectful culture and working environment that our team deserves.

Fortunately, I believe we are on track to make these transitions successfully. We are far from perfect, but each day it's worth the extra effort to make a positive impact in our culture, and in the lives of those around us.

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Rheems Mill Achieves Safe Quality Food Certification

The Quality Assurance (QA) Department worked extensively to achieve a new certification this fall, Safe Quality Food (SQF), for the Rheems Mill. This means the Rheems Mill is the first commercial feed mill in the United States to achieve SQF certification for poultry and swine feeds. In addition, the certification will help the mill meet the future regulatory requirements of the Food Safety Modernization Act (FSMA). Feed manufacturers have a unique place in the food chain in that they must be vigilant for both animal and human health and safety in the product that they produce. As FSMA goes into effect, there will be a new focus on food safety in addition to quality.

As part of the SQF effort, Quality and Food Safety Manager Clay Henry recently became certified in Hazard Analysis

Critical Control Point (HACCP), which is a management system in which food safety is addressed through the identification and control of biological, chemical,

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and physical hazards from raw material production, procurement and handling, to manufacturing and distribution of the finished product.

In total, the Quality Assurance department coordinates 33 different verification program audits annually including ISO audits, regulatory audits, program audits,

and customer audits. The strong foundation provided by the company's ISO 9001 certification has helped the department adapt quickly as audit requests grow. The company has been ISO certified for 11 years now, and will be preparing for a recertification audit in the summer of 2016.

Of the SQF effort, Clay Henry noted, "For several months, QA has been working with team members from the Rheems Mill and other support staff to implement the necessary changes to meet the requirements of SQF. This certification is an important step in providing confidence to customers of Wenger Feeds' commitment to food safety. Thanks to all those who have helped make the necessary changes to prepare for this audit and certification."



Pellet Mill Moves Increase Capacity

Pellet Mills have been employed at Wenger Feeds since the 1950s. This type of mill combines small material, in this case mash feed, into larger homogeneous pieces or pellets. Steam is added to the mash feed and then introduced into the center of the die in a pellet mill. With the die in place, a roller presses the moist powder mixture through the holes in the die. A cutter on the other side of the die cuts the exposed pellet free, where it is then cooled and dried to remove excess moisture. Pelleted feeds are frequently fed to animals that are used for their meat like broiler chickens, ducks, and pigs.

In total, Wenger Feeds has 16 pellet mills operating at six of its seven locations with another one scheduled for installation in 2016. The equipment used at the mills varies in size, capacity, and speed. Depending on the feed formulation, the smallest mills can process 2-8 tons an hour. These are typically used with smaller dies to make the finer pellets necessary for nursery pigs and ducks. Larger pellet mills can operate at up to 25 tons per hour.

A single pellet mill can weigh 6,000 pounds. Since they are so important for production and would be exceedingly difficult to move, they are carefully maintained by the company's maintenance department and are often rebuilt on site. As Maintenance Supervisor Dwight Aungst noted, "They'll receive new gears and bearings and be completely overhauled when they are rebuilt on site. With good maintenance, they can last 30-40 years."

In 2014, the company removed a 10 ton per hour pellet mill from the Muncy Mill and returned it to the Maintenance office for a complete overhaul. The rebuilt mill was then used to replace another mill at the Mount Joy location. During this replacement, a new cooler and crumble rolls were installed. The replaced equipment, known affectionately at Mount Joy as "The Beast" due to its size, was rebuilt and moved within the mill to replace aging equipment, which will be sold.

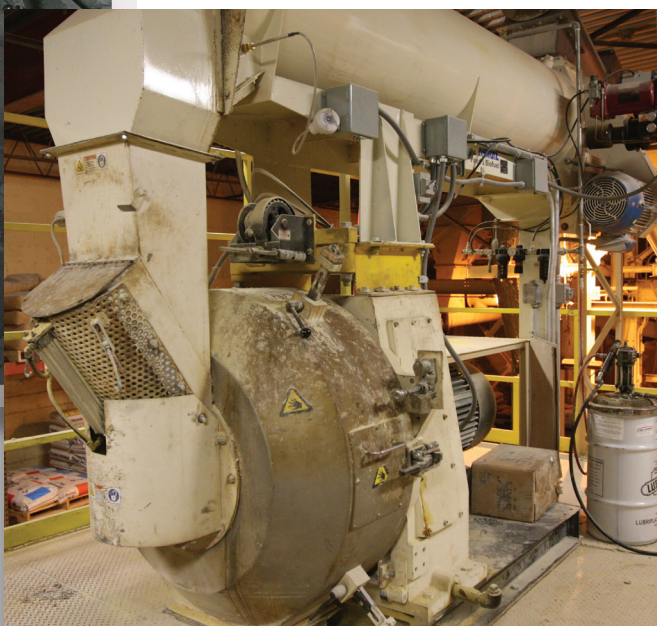
The pellet mills were moved between manufacturing facilities to meet demands for capacity. A new pellet mill installed at the Muncy Mill was rated for 20 tons an hour and increased pelleting capacity at that location by 20%.

The installation of the Muncy pellet mill at Mount Joy gives that location an additional 4 tons an hour of pelleting capacity, which translates into 3.5 loads a day.

"We place a high priority upon assuring that we have ample feed manufacturing capability, and this project helped us achieve additional tonnage at two locations. We're proud that we have the expertise in our maintenance department to maintain and overhaul this equipment as needed to serve our customers," noted Grant Markley, Feed Division Chief Operating Officer.



(Above) Mill Operator Orville Miller stands next to this Ace pellet mill located at Rheems Mill in the late 1950s. Models similar to this 4-ton Ace are still in use at other locations. (Right) This Sprout 615 pellet mill was moved from the Muncy Mill to the Mount Joy Mill.



Your Help is Important to Us Protect Your Biosecurity

Poultry and swine diseases are always a concern for growers and producers even when a disease outbreak is not occurring. To aid your biosecurity, all company feed trucks are equipped with disinfecting units. Our drivers spray the wheels of the truck before entering your farm and after exiting. Drivers are instructed to never enter a production facility, and the floor mat and pedals of the truck are thoroughly disinfected after every

We are concerned about all infectious diseases including Avian Influenza (AI), Porcine Epidemic Diarrhea Virus (PEDv), and Infectious Laryngotracheitis (LT).

shift. Recently, our drivers began spraying their footwear with disinfectant when entering and exiting the truck cab.

Should your flock or herd become infected, please contact us immediately so we can institute additional biosecurity procedures. We are concerned about all infectious diseases including Avian Influenza (AI), Porcine Epidemic Diarrhea Virus (PEDv), and Infectious Laryngotracheitis (LT). The level of procedure instituted will depend on the type of disease, location of the farm(s), and status of the tests (initial or retest).

When disease conditions warrant, a driver will wear disposable boots and coveralls before exiting the truck. The boots will be disinfected a second time once the driver is outside the truck. Both the boots and the coveralls will be left at the farm when the delivery is complete. Any additional items used while on the farm

will also be disinfected. In extreme cases, trucks may also be washed and disinfected before returning to the mill.

ADDITIONAL BIOSECURITY PROCEDURES

Blood samples are frequently taken before processing to check for disease. If a positive test is found, the flock or herd may be quarantined. Please communicate your farm's disease status to us. Your biosecurity is important to us, and if you are experiencing a disease challenge, we need to implement additional "red-alert" biosecurity procedures for your feed delivery to protect your farm and others.

If your flock or herd is quarantined, or a quarantine is lifted, please contact Logistics, 1-800-692-6008.



DO NOT ENTER



Did You Know?

Wenger Feeds Laboratory Services offers a wide array of tests? Popular tests measure ingredient mycotoxins, water quality,

Our most recent test offering evaluates the presence of GMO traits in corn or soybeans.

and egg shell strength and thickness. Near-infrared (NIR) technology allows us to quickly test feed for protein, fat, fiber, moisture, and amino acids. Our most recent test offering evaluates the presence of GMO

traits in corn or soybeans. For more information, please visit www.wengerfeeds.com/lab.html or call 1-800-692-6008.

Research in Action

In addition to conducting its own research, Wenger Feeds also relies on the research of others to help bring innovative products and services to customers. Kansas State University recently conducted a controlled experiment to investigate the effect of feed carrying the Porcine Epidemic Diarrhea virus (PEDv). They found that pelleting at a minimum of 130°F would inactivate PEDv. The results would still leave mash feed as a potential virus carrier should that feed contain a potentially suspect ingredient such as porcine plasma. To eliminate this risk, Wenger Feeds has removed certain animal products in its swine feeds.



Wenger Feeds Helps Celebrate Ag Week

Wenger Feeds is proud to be part of Agriculture in Lancaster County and proudly supported Lancaster County Ag Week in November.

The effort was organized by the Lancaster County Agriculture Council and included educational events, tours, career exploration events, and food.

The Rheems Mill was one location that participants could visit, and the mill hosted 28 visitors on November 12. Wenger's

CEO Jim Adams also participated in a video produced by Natural Light Films. You can find it here: <https://vimeo.com/145244641>.

Thanks to Clay Henry, Jesse Sanders, Charlie Drescher, Jim Read, Doug Bachert and the Team at the Rheems Mill for their help with the tours and video production.

A still from a film by Natural Light Films that was produced for Lancaster County Ag Week.





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WENGER INFO

► GRAIN RECEIVING CAMERAS

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.

