

MilloGram



OUR MISSION: Providing Quality Feed for Quality Food.

A Message from Our CEO, Phil Rohrbaugh

As our fiscal year comes to a close at the end of September, I can only say it was a year full of challenges in a landscape that is continuously changing. Accordingly, it was more important than ever that our team members remained focused on the fundamentals, which are so critical to our day-to-day operations and future success. In this MilloGram, I will discuss some of these critical issues.

TALENT – TODAY AND THE FUTURE

For most companies, including our company, the number one business challenge has become the attraction, development, and retention of team members. The pandemic may have forever changed this landscape so that it is no longer customer demand and service that is top of mind, but rather whether you have the talent to deliver to customer quality and service expectations.

We have always had a strong view that team members are our most important assets, next to customers, and we need to continue to be the “employer of choice” so we meet customer needs, which means that we offer team members competitive rewards for their service, continuing development, and we have a work environment that they enjoy being part of everyday. Given that the production and delivery of animal nutrition requires working in all types of weather conditions, and 24 hours of operations, this is becoming an even greater challenge as the pandemic reshaped team members aspirations and goals.

Some of the actions we have taken, or will be taking, to help us remain focused on this very important issue include:

1. Recruiting a very seasoned professional in August, Genise Wade, as our Chief Human Resource Officer whose background has included many leading Lancaster-based companies, including Turkey Hill Dairy;
2. Expanding our focus on career-based training in all areas;

3. Initiating annual surveys as to team member job satisfaction;

4. Taking actions to encourage more talent to pursue careers in agriculture through our scholarship program, the Shaw Family Foundation, and expanding our internship program, which you will read more about in this edition;

5. Increasing our engagement with trade and vocational schools; and

6. Reviewing all of our compensation and benefit programs to ensure they are competitive.

Genise would like to meet the HR leaders and professionals at our customers so if you would like them to connect to her, she can be reached at genise.wade@thewengergroup.com.

A CONTINUOUS FOCUS ON QUALITY AND COST EFFECTIVENESS

Given how significant animal nutrition is to the final cost of protein, this is an area of constant focus in asking how do we ensure consistent quality and cost effectiveness in feed manufacturing. This is achieved by the combination of good and cost-effective ingredients, experienced milling talent, effective processes and equipment that enables efficiency and effectiveness in production. We have described in another section of this MilloGram how we drive this focus on quality and cost-effective execution through our certified processes.

We also know that reinvesting in our facilities is critically important, and in this newsletter, work we construction of a new loadout at our Hempfield Mill, which will bring even more technology and control around our processes. Additionally, the Company recently recruited Leon Heisey, an engineer who worked at both Hershey Foods and Perdue, to lead to the drive for greater automation in our mill and other facilities.

Biosecurity also remains an area of vigilance and focus

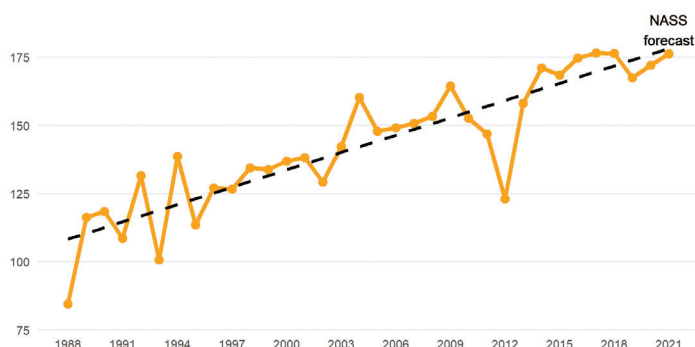
by our Company, given the risks to the health of the poultry, swine, dairy, and other animals we feed. As you are aware, the African Swine Fever disease is coming closer and closer to the United States, and we discuss in this edition our efforts to ensure this does not enter our feed vector.

COMMODITY MARKETS – WILL THE VOLATILITY CONTINUE?

This has been a long period of highly volatile ingredient prices since last year's harvest including an inversion of the normal futures prices, where prices are higher today and then decline in the future, when the opposite is normally expected to occur in a normal supply vs. demand scenario in a crop year. Events contributing to this volatility have included changes in energy policies, strong export demand, and concerns about imported grains, particularly in the organic area. This has led to a period where commodity prices are well above historical levels, substantially driving up feed costs.

While we expect ingredient prices to remain high in comparison to historical levels, we expect to see more stability, and the corn harvest in our regional area is expecting to be strong. The USDA is also projecting US corn yields to be strong as you can see from the table. However, exports, energy initiatives, and pockets of lower production due to weather issues will continue to lead to some volatility.

Corn yields, United States, 1988 to 2021 projection
Bushels per acre



Source: USDA, National Agricultural Statistics Service.

SOME FINAL THOUGHTS

We believe the next 12 months is shaping up to be a relatively good year for most meat proteins and there should be strong demand at the retail level. However, inflation is becoming more of a risk and concern so we will need to see how this, together with talent shortages, impacts demand in the protein area. In closing, and on behalf of all of our team members and Board of Directors, we want to thank you for allowing us to continue to serve you.

DAIRY BUSINESS UNIT UPDATE

Customers of Wenger Feeds and Hooper Feeds should watch their mailbox for an upcoming issue of The Feedbag. This informative issue will focus on the upcoming core silage harvest. The Dairy Business Unit is working on several exciting projects, so watch for more news in upcoming issues of the Millogram.

Improving for You: New Loadout at Hempfield

Work began this summer for a new loadout at the Hempfield Mill. The planning began last year with permits received in July.

The Hempfield location is one of two that makes both conventional and organic feeds. The loadout will consist of 20 bins and will separate organic and conventional feeds thereby reducing any risk of feed contamination.

The team is also exploring new technology to speed loadout times and enhance safety. Items being considered include:

automatic sensing high speed doors, laser alignment for truck and shuttle placement, RFID (radio frequency identification) technology to identify trucks, trailers and drivers, an integrated auto flush system, and a feed sampling system.

The team expects the new loadout to be fully operational in early 2022.



African Swine Fever

Lauren Cichocki, Sales and Marketing Coordinator

OVERVIEW

African Swine Fever Virus (ASFv), a disease originating from Kenya in the 1920s, entered the world spotlight upon its entry into China in 2018. Luckily, the U.S. has remained untouched by the disease, but understanding and preparing for a potential outbreak is vital to the safety of your herd. China suffered, and continues to suffer, enormous losses to their swine population mostly due to the density of swine, which caused imports of pork to quadruple over the past three years to meet the demands of their food chain. The disease cannot be transmitted to humans, but upon entry into the U.S., we would suffer enormous swine mortality and financial losses.

CURRENT SITUATION

ASFv is now present in much of Asia and Europe, and most recently, the Dominican Republic and Haiti. The discovery of ASFv in the western hemisphere hits a little too close to home, and the swine industry in the U.S. has ramped up preventative measures as well as contingency planning for the possibility of an outbreak within our swine population. These measures include increased disease surveillance at the border, education of the public, improved laboratory testing capacity, improvement and development of disease tracking programs, swine movement monitoring within the U.S., foreign ingredient surveillance, development of a Swine Health Improvement Plan, etc. It is important to note the recent Haiti earthquake and refugee border crisis may encourage an influx of U.S. based relief workers traveling there to provide aid. This further increases the potential for ASFv crossing the border, so take precautionary measures if traveling to an ASFv affected country.

DISEASE CHARACTERISTICS

There is no cure or safe vaccine for this virus, thus making it a particularly troubling threat to the world swine population. Symptoms mimic diseases that are common to the U.S. such as Porcine Reproductive and Respiratory Syndrome (PRRS) and Porcine Epidemic Diarrhea Virus (PEDv). The most notable indication of the disease being present on your farm will be mass mortality. Animals may exhibit red bruise-like blotches on their skin. There may also be vomiting and bloody, loose manure. The acute version of the disease can cause up to 100% mortality. The virus is incredibly hardy and can live on surfaces for long periods of time. One source indicated it was viable in frozen carcasses for up to three years! It can be transmitted

AFRICAN SWINE FEVER ACTION COMMITTEE

At Wenger, our support for producers is a top priority. We are striving to stay on top of the issue and have formed an ASFv task force—African Swine Fever Action Committee (ASFAC) that is meeting regularly to discuss the situation as well as develop policies and practices to further increase our already robust biosecurity protocols. We will be sure to keep you updated with any pertinent information, but always feel free to reach out to your Relationship Manager with questions or concerns.

in three ways—direct, indirect, and vector-borne. Examples of these three are nose-nose contact, fomites (clothing, shoes etc.) and ticks, respectively.

PUBLIC ACTION

Fighting this will be a team effort that the public should be aware of, so tell your pig-less friends!

If traveling to a country affected by ASFv, do NOT bring pork or agricultural products back. Never feed human food waste to pigs unless you are permitted. If traveling to a country with ASFv, quarantine from all pigs, even if you didn't have direct contact with them. Make sure clothing and items returned from there are washed and sanitized to the best of your ability.

PRODUCER ACTION

So, you may be wondering how you should prepare! Below are some easy steps outlined by the National Pork Board that will protect your farm.

1. Participate in the Secure Pork Supply Plan: Obtain a Premise ID, create a robust site-specific biosecurity plan, monitor for foreign animal diseases, i.e. familiarize yourself with disease symptoms, and keep pig movement records.
2. Create an AgView account, which will allow for the tracking of live animal movement, semen shipments, and diagnostic submissions.
3. Create an Emergency Depopulation and Disposal Plan. Refer to your state authorities on developing a plan for mass carcass disposal.
4. Register your business with the System for Award Management Database and update annually. SAM.gov will qualify your business for indemnity payments from USDA APHIS.

This is an ever evolving situation, so please stay updated on future developments that may be communicated to you via your service person, federal and local authorities, and veterinarian .

DUTCHLAND FARMS IS RECERTIFIED FOR 13TH YEAR!

After passing third-party audits of their on-farm operations and protocols, Dutchland Farms has been recertified by American Humane for the 13th year. American Humane Certified™ status is awarded to farms and ranches that excel at animal welfare, going above and beyond what is expected to deliver the best environment for the animals in their care.

Dr. Robin Ganzert, president & CEO of American Humane,

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noted, “American Humane is happy to work with outstanding farmers like those at Dutchland Farms. Their continued commitment to animal welfare helps elevate the standards for humane farming and gives ethically-minded shoppers a chance to make humane choices with every visit to the grocery store.”

American Humane, the country’s first national humane organization, was founded in 1877 after regional humane groups recognized the need for a national voice for animals. Farm animal welfare was central to that founding and remains an integral part of the organization’s operations to this day. In 2000, American Humane recognized the need for third-party certification of welfare claims in the farm space and established the American Humane Farm Program, now in its 21st year of operation. American Humane Certified™ brings together farmers, ranchers, scientists, and animal experts to improve the lives of nearly one billion farm animals every year.



THEHUMANETOUCH.ORG



THE WENGER SYSTEM CORNER

WENGER PRODUCES QUALITY FEED CONSISTENTLY ACROSS ALL NETWORK MILLS: FIND OUT HOW

For over 75 years, The Wenger Group (TWG) has been committed to providing Quality Feed for Quality Food® and has been building on its capabilities to continuously enhance the quality of feed and service. Today, The Wenger Group stands as the only feed enterprise to be compliant with three ISO Standards—ISO 9001:2015 for Quality Management Systems; ISO 45001:2018 for Occupational Health and Safety; and ISO 14001:2015 for Environmental Management. Quality doesn't happen by default, but by design. And it doesn't happen overnight.

Wenger's journey towards exemplary quality started more than 40 years ago with the establishment of an in-house laboratory to support the Rheems Mill in testing ingredients and research. A dedicated quality team established control policies, processes, procedures, and work instructions on identifying, analyzing, monitoring, and delivering the committed nutrients to TWG's customers. As you know, the final quality of feed is not just the result of control of quality of incoming ingredients, but also the storage, handling, manufacturing, and delivery processes before the feed is in the farm's bin. For the next phase, the team optimized various quality assurance procedures under each of these processes and compiled a clear set of documents to guide operational processes every single time. In the process, the Company realized the importance of food safety for animals raised for human consumption, and committed to developing a food safety manual. These initiatives were the foundation to a complete program on quality and food safety. While TWG was confident the program was comprehensive and robust, it chose to have a third party evaluate the effort. This was accomplished by partnering with the global International Organization for Standardization (ISO). TWG was audited in select areas of operations, including policies, processes, procedures, objectives, and departmental goals. The Company was then endorsed as meeting these global standards and awarded the certifications in Quality, Safety, and Environment in 2004. TWG has been consistently meeting and exceeding these standards and has maintained these certified processes for more than 17 years.

The next challenge for TWG was to implement the standards at all Company locations, including any that had been

acquired through expansion. This meant developing a system that could be seamlessly replicated at any new location, thus the Wenger System was created. The Wenger System is a dynamic set of policies, processes, and procedures that drive continuous improvement in various functions uniformly across all locations. The Wenger System empowers our mill teams to produce and deliver our feed and services with the support of our mill network.

Today, The Wenger System remains a dynamic program that ensures consistent, high-quality feed uniformly from all locations. Nearly all TWG locations have implemented the management system to its three standards—except Martinsburg, Benton, and Gordonville, which are still in progress.

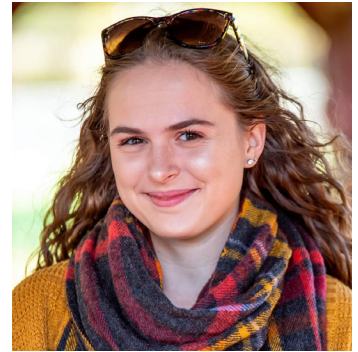
TWG identifies the Wenger System as the management system and as one of the enterprise risk management tools in mitigating the variance in animal nutrition production, and as the driver of compliance of standards (internal, customer, regulatory), and continual improvement for efficiency. The Wenger System and the Certified Processes (ISO and others, will be covered in the subsequent publications) are managed by a Wenger System-ISO Committee on a monthly basis and governed by the Executive Team.

Stay tuned to this Corner for quarterly updates on how The Wenger Group continues to serve you the best.

SHARING OUR EXPERTISE

Dr. Raj Kasula, Vice President and Chief Nutrition Officer, was an invited speaker at the 2021 Virtual Cannabis Research Conference. He delivered his presentation, "Hemp Seed Cake and Its Potential as a Feed Ingredient," on August 4.





(Left to right) Hannah Marvin, Britney Ketner, Alena Clary, Madison Clary, (Second row) Zachary Falk, Alanna Falk, Levi Kennel, and Erin Lownsbury.

Stewardship: Eight Receive Scholarships from the Wenger's Feed Mill Scholarship Foundation

The Wenger's Feed Mill Scholarship Foundation is pleased to announce the 2021 winners of the annual scholarship and their hometowns.

The 2021 recipients are: Hannah Marvin, Shickshinny; Britney Ketner, Bainbridge; Alena Clary, Montoursville; Madison Clary, Montoursville; Zachary Falk, York; Alanna Falk, York; Levi Kennel, Turbotville; and Erin Lownsbury, Elizabethtown.

"For the past six years, we have received applications from students pursuing a wide variety of degrees from healthcare and filmmaking to accounting and physics. We awarded scholarships to eight students this year including six repeat recipients," noted Lynda Limpert, Chair of the Board of Directors of the Wenger's Feed Mill Scholarship Foundation. The Foundation awarded \$40,000 in scholarships this year.

"Our team members are our greatest asset. We appreciate their dedication to The Wenger Group and are delighted to aid their children in attaining their future goals."

Individual awards are determined by the Board of Directors of the Wenger's Feed Mill Scholarship Foundation. Awards are available for use at accredited colleges or universities, community colleges, as well as trade and technical schools.

Launched in 2015, The Foundation awards academic scholarships exclusively to children and dependents of eligible full-time team members of The Wenger Group companies. "Our team members are our greatest asset, and we appreciate their dedication to The Wenger Group and are delighted to aid their children in attaining their future goals," noted Barry Shaw, Executive Chairman of the Board of The Wenger Group.

THE NEXT GENERATION OF LEADERS

The Wenger Group was proud to welcome seven interns this year. Lindsey Diamond is a senior at Millersville University majoring in Business Administration, and she worked as an intern in Human Resources. Zack Falk is a senior at the University of Pittsburgh majoring in Ecology and Evolution with a minor in Film Studies and a GIS Certificate, and he worked as an intern in Environment, Health and Safety. Eden Haldeman is a senior at Penn State University majoring in Project and Supply Chain Management, and she worked in Logistics. Venus Hou is a senior at Penn State University majoring in Food Science, and she worked in Nutrition. Madeline Musser is a senior at Penn State University majoring in Agribusiness Management, and she worked in Sales and Marketing. Erin Murray is a senior at Delaware Valley College majoring in Agribusiness, and she worked in Manufacturing. Julia Neideigh is a sophomore at Penn State University majoring in Agricultural Sciences, and she worked in Nutrition. Arilyn Oatman is a sophomore at Iowa State University majoring in Global Resource Systems, and she worked for Nutrify.

The intern program was expanded this year and included planned activities, tours, and a volunteer activity helping out at the PennAg Industries Keystone Pork Expo and Poultry Progress Day event on June 23. The team spent all day at the event and performed various tasks from checking in participants to serving food and milkshakes.

The team also enjoyed educational presentations from Manufacturing, Logistics, Nutrition, Procurement, and Sales



By row from top left: Julia Neideigh and Venus Hou helped serve milkshakes at the PennAg Expo. Julia Neideigh, Erin Murray, Zack Falk, Eden Haldeman, and Venus Hou at the Expo. Julia Neideigh at a research barn. Madeline Musser helped service pigs with the sales team. Lindsey Diamond with Kianna Merchant at a job fair. Madeline Musser and Lindsey Diamond toured the Massey Mill.

and Marketing. They even got a tour of a swine farm with Sales and Marketing Coordinator Lauren Cichocki.

Lindsey Diamond worked on the Summer Shape-Up project and created processes for the HR team including interview and personnel file checklists.

Eden Haldeman was the project manager for a project to make the dispatch board more efficient and effective.

Venus Hou and Julia Neideigh were a team in the Nutrition department. They played a crucial role in conducting the non-starch polysaccharide (NSP) enzyme trial at the Breck-A-De pullet research farm.

Zack Falk helped streamline the toxic release inventory reporting process and helped launch the company's sustainability project.

Madeline Musser worked closely with the sales team helping to service swine barns and conduct particle size testing for a key customer.

Erin Murray worked in all aspects of manufacturing and completed a major project helping the Benton Mill organize their warehouse.

Arilyn Oatman worked on research projects in the organic space for Nutrify.

Thanks to all our interns for their hard work and enthusiasm. We're proud to be part of your educational journey.



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