

Dykhuis Farms Mission Statement

To glorify *God* through careful and deliberate management of the resources that have been entrusted to us; to produce high quality agricultural products in a way that better the communities we are part of.

Bob's Desk



We are transitioning from manure and crop season to project season. Our focus is transitioning to the new shop and office project at the Riggerink farm. We are started on the shop with concrete footings and walls. We have a lot of fill sand to move in to lift the building to the right elevation for the site. Our equipment and guys can handle this and Overbeek Construction will build the buildings. We expect the shop building to be completed in September. There will be a lot of concrete floors and mechanical things to get done with after that. We want to move in before any cold, rainy weather so we can separate the wash site areas for bio-security reasons at the old shop site. We hope the carpenters can move right into the office construction after the shop is finished.

I am working on a long-term pig flow and hog barn use plan. There is the new slaughter house coming online in Coldwater Michigan September of 2017. That will create a need for more pigs at the other slaughter houses. We are considering what our role could be in filling that need. There are a number of goals we would like to accomplish with any changes we make. The number one goal would be to improve the health of our pigs and keep it at a consistent, high level. I am having our current sow farm sites evaluated for siting to see if we can make them larger in size. If we can, that would make our remodeling pig flow much easier. It seems like anything we do, we need permission or permits now. That process makes everything take a lot more time. We are also looking into filtering the air that comes into the barns. This is becoming more common and has proven successful in preventing PRRS and other air born diseases.

The timing of our hog barn changes will be based on our ability to get it done and the markets' need for more hogs. We are adding more people to the maintenance and roustabout crews. We also are moving ahead with some additional finishing spaces. We hope to have a framework plan to work off from soon.

This has been a wonderful summer to raise hogs. Enjoy it.

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Manure

- Matt VerBeek

Manure spreading season had a nice early start this year on April 2, compared to May 4 in 2014. I am glad that we were able to have that early start, as some farms were close to reaching full capacity. We finished on June 3 having hauled around 12 million gallons. The manure crew that we have is terrific. They understand the importance of their work. Application of the proper amount of manure on each field is carefully calculated to assist with crop nutrition and they are mindful to get the fields prepared correctly. The right people really do make a difference when working together to complete a large undertaking. I am excited about the dedication these guys have and the hard work they complete. A huge THANK YOU to them and all the part time help as well.

A new pump truck was added to our manure equipment fleet this year and so far it is great. It pumps close to two thousand gallons per minute, sometimes more depending on the amount of dragline laying in the field. This certainly helps with efficiency. Many thanks to the shop crew for getting that done.

Currently we are working on projects such as brush hogging, hauling sand for the shop project and getting ready to irrigate manure and transferring manure to the slurry stores.

Maintenance

- Dave Gerrits

The Maintenance Team is hard at work on a couple of buildings at the Rigterink Farm. Laraway Brothers raised one of the barns eight feet. This barn will be used for storage. Another one of the buildings were completely gutted. They used some of the aluminum that was removed from a roof at Hidden Hollow for the side walls. They are still in the process of pouring a new floor over the existing floor in that building. At this point that building will also be used for storage.

There are plans to move the service and maintenance shops over to the Rigterink site. There will be a considerable amount of concrete being poured at that location over the summer.

Shannon Overbeek is in the process of replacing the south end of both gestations roofs at Hidden Hollow. This should be complete in a couple of weeks. There are also roofs at Village Central and Highway Hogs that are going to be replaced this summer.

The first field the tile crew has completed was the Dubbink Farm and are now they working at Creekbend to complete a project that was started there last spring. Dale has been heading up these projects.

Hermann's crew has been working at Hidden Hollow for the last couple of months, repairing and replacing the stands that support the tribar in the farrowing rooms.

It is good to have our college group back from the summer, they will be helping the team out on a number of projects. This means our rock crew will soon be in full swing.

Crops

- Dave Koopman

What started out looking like an early spring, turned into a year similar to 2014. Corn and Soybeans were planted over the entire month of May, dodging rain showers and planting into what sometimes were not the most ideal seedbeds. Crop conditions vary greatly due to excessive denitrification because of saturated soils. Hopefully July will provide some warmer and drier weather to straighten out the crop. Tiling projects were completed on Dubbink, Patmos and Bosch farms this spring as well as some clearing of trees in Dunningville as well as Dubbink. Side dress Nitrogen should be complete by July 4th as well as any spraying that needs to be done at this time. A new crop sprayer was added this spring which has worked out well. Three new center pivots were added to Rigterink/Dubbink farms for irrigation which should allow us to water those farms this summer in a much less labor intensive fashion. A used pivot from Rigterink farm was moved to Flat Valley to irrigate there for the first time.

save the date



Employee Summer Picnic ~ Wednesday, August 19 at 6pm

Hog Production *- Erin Ehinger*

At the end of 2013/beginning of 2014, we merged the Sow Team and Finishing Team together under my umbrella. The following year has been full of changes and challenges. This spring, as we looked at where Dykhuis Farms wants to be in the next 3-5 years, we realized that we needed to add management staff to the hog production team so that we can continue to use our continuous improvement culture to our advantage. The decision was made to look for a new Sow Production Supervisor who oversees the sow farms and reports to me, the Hog Production Supervisor.

After posting the job and doing interviews, we decided to hire Kendall Weger, previously the Riverbend Sow Farm Manager, as the new Sow Production Supervisor. She has been in the position for about 6 weeks and has been getting to know the barns and the people. Some of her goals will be to help improve communication, ensure that things are being done right every day in the sow farms, work with the vets and consultants on implementing changes, and helping all of the people in the sow farms learn, grow and take on responsibility. I'm excited to have Kendall on board in this new role.

In other production news, we had our first third party audit under the new Common Swine Industry Audit. It took place at a contract nursery. The auditor was very professional and checked off all 89 items on the audit. We passed the audit with only a few points taken off. It is good to have this behind us, so that we know exactly what to expect next time. Documentation is incredibly important! We have worked on getting things in place to check ourselves periodically so we know we will be ready for an audit at any time. Enjoy the rest of the summer!

Welcome to the Team

Sandy Ridge

Michaela Nyp, Kaylie Shelton
& Ramiro Navarro

Shamrock

Nate Dalman & Amanda Smith

Oak Grove

Alyssa Olsen, Val Rickle,
& Terri Hornstra

Grandparent Herd

Will Miller, Stephani Berzley,
& Trevor Mohr

Highway Hogs

Emily Elmer & Liz Matthews

Hidden Hollow

Robin Ballard & Paul Jones

Riverbend

Shane Tovey, Katt Anwiler
& Esmeralda Aldana

Seasonal Crops

Justin Mokma

Maintenance

Dennis Kroeze, Jeff Voss
& Caleb Kwantes

Office

Julie Phillips

Equipment Maintenance

Aaron Hansen

Human Resources *- Joe Dykhuis*

It is an exciting time to be on staff at DFI! In addition to wage increases and a solid run of healthy bonuses, we have been filling several new positions. Some of those positions were filled internally, which means we will have positions open.

I wanted to make sure everyone one knows how we approach open positions at DFI. First, we post the position internally, with the exception that if the position requires specialized training or experience. We post internally because we understand people may want to pursue new challenges, and one of our core values is to help people learn, grow and take on responsibility. Many employees in our leadership and management positions are people who started at DFI in a different role. We believe people moving into new positions is a sign of a healthy organization! If positions are not filled internally, then we conduct our search outside of the company. To do this we have attended local career fairs, posted ads anywhere we can find places to post, conducted resume database searches, and we have establish relationships with local job placement agencies and specialists.

I also want to continue to encourage each of you to help us recruit new people to come join us. We have full time Animal Caretaker Positions available now, and are always looking for good people. Word of mouth advertising and candidate referrals from current team members are some of the best ways to find new people.

Please let Jessica know if you have any leads for us!

Employment Anniversaries *for* May, June, & July 2015

25 years	Dave Gerrits	
17 years	Paul Thompson	
13 years	Jenna Dykhuis	Jerry Royal Sr.
11 years	Luis Tapia Chavez Raquel Navarro	Javier Tapias
10 years	Erin Ehinger Juan C Perez	Wendy Goodwin
9 years	Aimee Hofman Jesus Servin Toni Meza	Jason Klein Jose Guerra
8 years	Toni Ruiz Andy VanderKooi	Tony Grandstaff
6 years	Heather Dykhuis	Rachel Dykhuis
4 years	Takoty Hochthanner Cameron Kuipers	Colin Prins
3 years	Matt DeVries	Jeff Whitcomb
2 years	Tony Miller Brian Sheridan	Luis Alvarado Josh York
1 year	Dave Koopman Jose Tejada Mark Bowers Riley Zoet	Elizabeth Sinden Austin Villanueva Audrey Prins

The next **401k** Quarterly Open Enrollment will be on **October 1, 2015**.

Employees are eligible to participate after they

- have completed 6 months of service,
- have worked at least 1,000 hours, and
- are at least 20 years old.

Our plan options include a (1) *traditional pre-tax contribution* option or a (2) *post-tax Roth contribution* option. Both contribution options are matched by Dykhuis Farms by 25% of your contribution.

That means, for every \$1.00 you save for your retirement, Dykhuis gives you an additional 25¢.

If you want more information to enroll, contact Jessica in Human Resources.



Congratulations!

Kirk Boerman and wife on the addition to the family... Adalyn Elaine was born on May 6!

Happy Birthday

may	3	Alyssa Olsen	
	5	Wendy Goodwin	
	8	Shelby Tackett Don Alferink	
	9	Kyle Top	
	10	Josh Veldkamp	
	11	Don Mulder Terri Hornstra	
	22	Jason VanOss	
	23	Brian Sheridan	
	27	Matt DeVries	
	29	Bobby Howard	
june	2	Amanda Smith Paul Jones	
	5	Kevin Kaiser Josh York	
	6	Glenn Kleinheksel	
	7	Dave Maas	
	8	Robin Ballard	
	12	Aimee Hofman	
	13	Jamie Schreur	
	24	Lorrie Dykhuis	
	25	Jerry Royal Jr.	
	26	Balta Gazca	
30	Val Rickle		
july	10	Kirk Boerman	
	11	Mark Huizenga Caleb Kwantes	
	15	Nick Tunison	
	19	Tony Miller	
	20	Justin Mokma	
	27	Jeff Voss	
	28	Dennis Kroeze	
	30	Gregg McKerrow Jeff Whitcomb	
	august	1	Don VandeVusse
		4	Frank Cronin Jacob Infante
9		Heather Dykhuis Trevor Mohr	
12		Levi Dines	
21		Tim Hochthanner	
23		Dave Gerrits Cara Haden	
25		Dale Ryzenga	
26		Takoty Hochthanner	
27		Jose Guerra	
29		Dan Dalman	
31	Ricky Winslow		