



In-Grain

Grain Elevator and Processing Society

The Knowledge Resource for the Grain Handling and Processing Industry

January/February 2022

Volume 42, No. 1

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PLAN FOR A BIG YEAR!

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THE STATE OF GEAPS

BY:



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International
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Central Valley Ag



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GEAPS
Executive
Director

To all GEAPS members:

We hope you all had a wonderful and safe holiday season. No one expected the events of 2020 and no one expected them to linger through 2021 as they have. While the last two years have presented significant challenges to GEAPS, we are happy to report that the current **State Of GEAPS is strong**. Thanks to all of our volunteer leaders—and in particular the International Board of Directors—for demonstrating flexibility and open mindedness. GEAPS needed to and has quickly shifted gears to our 'new normal' and in doing so, we are capitalizing on new opportunities to focus on our mission and on growing GEAPS.

We enter 2022 having tackled some of our biggest threats with positive outcomes. We have grown membership by more than 20 percent. This is the first time membership has grown in a decade. We are committed to continuing to expand our membership to more parts of the industry and our footprint globally. We will continue to develop and incorporate offerings that create value for our members and their companies. Beyond this, GEAPS has a new governance structure in place that includes a more representative Board of Directors to ensure we thrive as an organization for all members. This message highlights some of the most important items for GEAPS.

MEMBERSHIP

What we've Done in 2021: We introduced a new membership model for facilities and companies so more industry professionals can get involved in and benefit from GEAPS. We maintained a moratorium on increasing dues pricing and continued a lower first year price for new individual members.

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GEAPS' vision is to be
The Knowledge Resource by
providing key information in
these "core competencies:"

- Grain Quality
- Facility Maintenance and Design
- General Operations
- Risk Management
- Human Resources

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2022 and Beyond: We will continue to refine membership pricing and develop new models to help us fulfill our mission. We will continue to pilot new membership models and we are looking at how to expand our membership base to include more people in the supply chain, from farmers on the front end to processors on the back end.

Status: Membership continues to be a primary focus. As noted last year, if GEAPS faces a real threat to our business, it is losses in Regular members. We have attracted more than 800 new members in 2021, the largest number of new members on record, with the majority of those new members being Regular members. We are optimistic about how we can continue to innovate to drive membership growth.

PROFESSIONAL DEVELOPMENT AND TRAINING

What we've Done in 2021: We moved our entire library of e-learning courses to being available on-demand and significantly reduced prices to make them more affordable for our members. We restarted our monthly Wednesday Webinars, focusing on topics relevant and interesting to the industry. We have also continued offering an entire Professional Business Training e-learning program with more than 200 courses. Last spring, we organized the first ever GEAPS virtual conference. The online event attracted participants from around the globe. We also offered our first virtual Advanced Grain Elevator Manager Course last spring in conjunction with Iowa State University and partnered with other organizations to bring more offerings to you. Lastly, we are offering some specific education and training opportunities exclusively to our GEAPS members as part of their membership.

2022 and Beyond: We are overhauling our Distance Education courses, both in content, format, and time requirements for a better user experience. Look for the first three courses being available in Spring of 2022! We will continue to explore and expanding our training focus to include content that will be valuable for all GEAPS members and consumers. GEAPS is committed to developing and offering the best content available in the industry.

Status: Our Professional Development programs are central to fulfilling our mission to advance knowledge and information. We are investing in the redevelopment of the GEAPS Distance Education program and planning for new offerings to ensure our training content is engaging, affordable and meaningful.

MEMBER VALUE

What we've Done in 2021: We continue to listen to our membership, along with potential members, to understand how GEAPS can provide more value. We are refocusing on the GEAPS chapter network to provide more resources and support, including the support for hosting virtual meetings and providing revenue share for membership attraction and retention goals. We hosted GEAPS Exchange 2021 in August with a return to some normalcy for both our social relationships and our business relationships post COVID.

2022 and Beyond: We will continue to offer member-only features. In 2022, GEAPS plans on introducing a new website with improved mobile functionality, writing content on topics that our members are talking about, and investigating if and how we may create an ability for our members to engage together in a new online community. The 2022 GEAPS Exchange will be in Kansas City, a location central to many of our members, and will include new educational offerings and more exhibitors for our members. GEAPS is taking on the challenge to be the central hub for disseminating more than just personal connections. With the help from our members and partners, GEAPS will become thought leading organization and work to become indispensable to people in the industry.

Status: The value of our membership has always been largely based on the connections to people in the industry and the relationships, business and personal, that are formed. We know relationships today are both different and formed differently than in the past. As our chapter network gets back up to speed post-COVID, we are incorporating all of our new members and providing more consistent content offerings to members through chapters.

While the state of GEAPS is good, we are not resting on our laurels. Our mission is all about how better serve our members and we understand the only constant in our business is change. Thank you for being a part of GEAPS and your continued support of our local and international organizations. Here's to a great year in 2022. We look forward to seeing you this March in Kansas City for GEAPS Exchange 2022, at our 2022 virtual leadership conference in summer, and at all of our local chapter meetings.



Ransomware Hits the Heartland

Take precautions now to prevent greater damage by Jessica Foster

Ransomware is no longer something we read about happening to someone else. Cyber criminals have been attacking the agriculture industry on multiple levels. GEAPS members are getting hit—and it affects all of us.

A cyber-attack can shut down equipment, cause customers to lose faith and essentially make it impossible to do business.

“Ransomware is a piece of software that gets installed into your network and the goal of that software is to lock up all of your data so you can’t get it, thus holding it for ransom,” explained cyber security expert Doug Jacobson, an Electrical and Computer Engineering professor at Iowa State University. He also serves as director of the Center for Cybersecurity Innovation and Outreach at Iowa State University.

“It scrambles all of your data and the only way to unscramble it is to pay money to get the key back,” Jacobson said. “You can almost always recover; it just takes time and money.”

While it has been around for more than a decade, ransomware became a big moneymaker for hackers in recent years once digital currency became a player. Digital currency, such as Bitcoin, allows large sums of money to change hands anonymously with zero government regulation.

The ag industry started appearing in ransomware headlines this year. Cyber criminals tend to go from industry to industry, Jacobson explained. It’s simply our turn.

Suggested preventative measures include firewalls, not clicking on bad links, email scanning systems, strong passwords and backups of all of your data and a plan on what to do if something happens.

“They tend to shift targets. As an industry gets hit, the industry rallies and then they will move onto other places. It’s just like any crime,” Jacobson said.

It’s time for us to rally.

Sometimes cyber criminals cast a wide net looking for victims. One of your employees might respond to or click a link in a phishing email—perhaps one that looks just like emails you get from one of



your suppliers. Other times, when hackers determine your business may result in a big pay out, they deploy a targeted attack.

“The bigger the score, the more targeted they tend to be,” Jacobson said.

While hackers are notoriously difficult to catch, there are ways to decrease your chances of becoming a victim.

“Everybody is potentially susceptible to this,” Jacobson said. “Everybody has to be prepared.”

Mark Prinsen has been handling technology for GEAPS for more years than he can count. He said one of the best ways to prepare is to look through the questionnaire you filled out when purchasing cyber insurance.

“As you’re reading through their questionnaire—they’re telling you, these are the things you should be doing. If you did it, you’d be less likely to get ransomware and your insurance rates would be lower,” Prinsen said.

Suggested preventative measures include firewalls, not clicking on bad links, email scanning systems, strong passwords and backups of all of your data and a plan on what to do if something happens.

Not sure how to take the necessary steps to protect your business? Jacobson suggests hiring a contractor to come in, see where you’re at and work to make your system more secure and to always practice good cyber hygiene.

“A better strategy is to bring in an outside group to help assess what your security posture and strategy is. They’ll run you through the same sort of rigor the insurance company will force you to have,” Jacobson said.

Steps may include employee training, modifying employee access and general good cyber security practices.

“It either comes in because you clicked on a link, downloaded something and said yes—said yes the 14 times your computer says ‘do you really want to do this?’—or, in some cases, it’s bad credentials,” Jacobson said.

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Ransomware continued from page 4

No matter how a hacker gets in, the best first step is prevention.

“Practice for the disaster. Know what you’re going to do. A lot of people talk about it’s a matter of when, not if. If you go on that assumption—it’s a matter of when, not if—what are you going to do? How are you going to get the essential services up and running immediately? What are those? What’s important for your organization, that you can’t function without? Do you have a backup process?”

“Take a grain elevator. Worst case scenario is you go out and write the weight of the grain on a clipboard on the scale as it comes and

goes. Do you have a manual, not-computer process to keep your business going? There may be things you can’t keep going,” Jacobson said. “Certain things, can you keep drying grain? Can you keep the chickens alive?”

By backing up all files—and practicing for disaster—you’re taking tangible steps to avoid catastrophe.

“Lay out that strategy. If the worst thing never happens, then life is good,” Jacobson said.

Treasurer’s Report: GEAPS Continues to Navigate COVID-19 Challenges, Looks Forward to Recovery

Bob Horvat, Cargill, Minneapolis Chapter



FY21 was another financially challenging year for GEAPS as the COVID-19 pandemic continued. We began the year planning (hoping) we would get back to our normal tempo including Exchange. Early in the year it became obvious Exchange was in jeopardy and the International Board of Directors (IBD) voted to postpone the conference until August. That meant two things were going to happen. First, another fiscal year without Exchange. Second, FY22 would have two Exchanges scheduled.

Exchange regularly accounts for 60 percent of our yearly revenue. Postponing Exchange and moving it into next year meant that FY21 would result in a substantial loss, and it did. We finished the year with \$2.23 million in expenses against \$1.24 million revenues for a net loss of about one million dollars. We did have to dip into our reserve fund.

Looking ahead, unless COVID throws us another curve ball, GEAPS is projected to end the year substantially in the black with the help of two Exchanges. The first Exchange in Columbus met expectations and we anticipate even better results in Kansas City. The Board and Staff are reviewing the budget monthly to ensure we stay on track financially. Despite all the obstacles faced the past couple of years our financial position remains strong with more than \$3.5 million in assets.

FY21 Revenue

- Total revenue was \$1.24 million
- We had originally budgeted for \$3.2million of revenue. The \$2 million difference was created when we had to reschedule Exchange and move the revenue into the next FY.

FY21 Expenses

- Total expenses were \$2.23 million
- We had budgeted for \$3.28 million of expenses but deferred over \$1 million of expenses into the next FY.
- Expenses were substantially reduced by more than \$600k compared to 2020

Other Items:

- The IBD reviewed and approved the independent year-end audit. It was a clean audit without any deficiencies noted.
- As part of good governance, the IBD reviewed and updated policies this year. As a result, the Financial Authorizations Policy, Financial Management Policy and Investment Policy were all revised.
- With the passage of the revised GEAPS bylaws, a Finance and Audit Committee also was formed which further strengthens our financial controls. The Committee is composed of IBD members and has already started meeting.

Note: GEAPS fiscal years run from July 1 to June 30. We are now in FY22. FY23 will begin July 1, 2022.



REGISTRATION OPEN

Join Us for the Biggest and Best Show in the Grain Industry!

March 26-29, Kansas City Convention Center, Kansas City, MO



We would love to see you this spring as we return to America's Breadbasket for GEAPS Exchange March 26-29 in Kansas City, Missouri.

When you join us, you'll see what's new in the industry, get ideas about upgrading your facility, make connections and you'll be able to trade ideas with industry colleagues! When GEAPS Exchange came to Kansas City in 2017, there were a record number of attendees so we are expecting a crowd.

"We are so excited to head back to Kansas City three years in a row," said GEAPS Executive Director Steve Records. "Located in the Heart of America, Kansas City is a convenient location for so many of our members. It's time for all of us to come together again."

No matter which field of grain storage and processing you come from—or what commodities you work with—GEAPS Exchange is the best place to stay on top of what's happening in our industry.

GEAPS Exchange isn't about just listening to other people talk. Yes, you'll find a great selection of training to take your skills to the next level. You'll also get to take part in hands-on learning. Talk to people who make the equipment you use,

Gather up some of your fellow chapter members and compete in the GEAPS Cornhole Tournament in Kansas City!

participate in demos and compare notes from people who have been in your steel-toed boots.

There will be hundreds of exhibitors who are eager to meet you in the Expo Hall. If you are considering purchasing equipment or need industry expertise, you will be able to ask questions, see, touch and even try out some things.

Paul Steinlage serves on GEAPS International Board of Directors and lives in the host city. He was one of the first to register.

"I'm most looking forward to reconnecting with old friends and colleagues. Exchange provides an excellent opportunity to network with others in the industry and make new acquaintances," Steinlage said. "I'm also looking forward to this year's education sessions. There is really no better place to gain industry knowledge and get continuing education."

As a member, Steinlage was able to save money on registration.

You always save money by being a member. Full registration for GEAPS Exchange is \$300 for members and \$550 for non-members. Rates increase to \$375 and \$625 after March 4. Full registrations include admittance to social events. These may also be purchased a la carte. Be sure to march forth and register before the early bird deadline to save some green!

geapsexchange.com/register



Thank You Sponsors!

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List as of 12.10.21

We are incredibly thankful to our sponsors who help make GEAPS Exchange possible! It's not too late to sign up. If your company would like to sponsor GEAPS Exchange, please contact Brittany@geaps.com



WHAT'S NEW AT EXCHANGE

Prepare for some firsts at GEAPS Exchange!

Shawn Ellis is keynote speaker, Peterson Farm Brothers to close us out

No matter if attending GEAPS Exchange is one of your annual traditions or this will be your first journey to the biggest and best show in the grain industry, you are sure to see something you've never seen, meet friends you've never met and learn things you never knew when you come to GEAPS Exchange March 26-29 at the Kansas City Convention Center in Kansas City, MO.

Get the party started

The fun at Exchange starts with the Get Acquainted Party Saturday night. We're planning a fun event for you. The casino-themed event will host blackjack, roulette, Texas hold 'em and Plinko. Don't worry, you won't lose real money; this is all for fun! Music will be provided by Glen Hofbauer. A former chairman of Kansas Grain and Feed Association, Hofbauer has been in the ag industry for 40 years. He has retired from the industry and is releasing music. Don't stay out too late, we're going to have fun the next morning.



"I'm so excited to be joining you for GEAPS Exchange 2022 in my home state of Missouri. It's a time to gather and celebrate one another for the resilience you've demonstrated to get to this point, and it's also a time to re-energize and reimagine the possibilities for moving forward, as we'll be talking about in my Beyond Resilience keynote."

Shawn Ellis, Keynote Speaker,
2022 GEAPS Exchange

Keynote speaker

A first for us, we are happy to announce this year's event will feature a keynote speaker.

If you haven't already heard of Shawn Ellis, you'll certainly remember him after listening to him at Exchange. Recognized as a world leader in personal and professional development, Ellis' keynote, "Beyond Resilience: Making a Shift from Surviving to Thriving" will surely resonate with you whether you're a seasoned pro, mid-career or a student working toward a future in agriculture.

For more than 20 years, Ellis has been working to help leaders, teams and organizations not only survive—but thrive—in the midst of change and challenges. He uses science-backed tools and techniques designed to provide immediate, lasting relief from stress.

GEAPS Awards

If that's not enough reason to look forward to the keynote, come to watch as your industry peers are recognized with GEAPS three highest honors, the International Member of Distinction, Industry Leader and the Corbett Award.

It has been a couple of years since we have been able to present these awards and we are looking forward to celebrating the award winners in person.

Share/See/Do

When you come onto the show floor, you will be able to interact with more than 300 exhibitors. Maybe you have questions about equipment, maybe you're wondering how to solve a particular problem, maybe you just want to see what's new. Whatever your goal, there will be plenty of folks who can help you reach it. You'll be able to look at new equipment—yes, newcomers, there really is giant equipment in the convention center for you to peruse. Longtime show goers will remember education pods, this year you'll be seeing Innovation Stations instead.

The Innovation Stations, which are open to the show floor, give you a first look at all the latest and greatest innovation in our industry. Try

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out a variety of products such as wireless grain monitoring tools, safety robots, new mobile app platforms and other innovative technology ideas for our industry.

With a mindset of making sure everyone goes home safely at the end of each workday, the folks from Oklahoma State University are returning with their Grain Entrapment Rescue demonstrations throughout the show. This compelling, informative demonstration is a must-see for anyone in our business.

GEAPS Exchange is not only full of great idea and innovation—it's also about a bit of fun competition. Be sure to form a team with your local GEAPS chapter and compete in the GEAPS Cornhole tournament! Not an active chapter member? This is a great time to get involved!

Closing Events

Most folks in agriculture know about The Peterson Farm Brothers. A trio of brothers who farm in Assaria, Kansas; Greg, Nathan and Kendal Peterson have quite the following on YouTube where they perform in parody songs such as "Cropdusters," "Crazy Grain" and "Highway to Sell." The Peterson Brothers videos have received more than 150 million views and have more than one million followers on the social media platforms. All graduates of Kansas State University, the brothers regularly speak at events and aim to promote agriculture around the world.

Greg and Kendal Peterson will join us for the Closing Session at Exchange and help us end the event on a high note. Nathan Peterson will stay home to hold down the fort.

Finally, say farewell to friends old and new at the Closing Reception. Enjoy some appetizers, toast with one last cocktail and start preparing to join us again next year!

See you there?

In so many ways, GEAPS Exchange will connect you with the people, products and information you need. We hope you can join us. It just won't be the same without you!



Grain Elevator Entrapment Demonstrations provide a valuable lesson to help make sure everyone on your team goes home at the end of each workday. The demonstrations are offered by the great team at Oklahoma State University.



The Peterson Farm Brothers will help us end on a high note as they present at the Closing Session.



HOUSING AT EXCHANGE

We Saved You a Place

If you're planning on coming to Exchange—and we certainly hope you are—you will need a place to stay so you can dream about innovation and new equipment!

We have worked to secure discounted rooms for you at three hotels conveniently located close to all the action at Kansas City Convention Center. Choose from stays at Kansas City Marriott Downtown, Loews Kansas City Hotel or Crowne Plaza Kansas City Downtown.

A change from past years, rooms are booked while you register for the conference. We expect rooms to fill quickly and encourage early booking.



“The Exchange hotels and Kansas City Convention Center are within walking distance of the Kansas City Power and Light District, which is an outstanding area to enjoy a meal or grab a beverage. I’d also suggest checking out The Negro League Baseball Museum or World War I Museum. Both are fantastic experiences you can’t find anywhere else in the United States.”

Paul Steinlage, GEAPS International Board of Directors, *Kansas City*

Education at Exchange

Sure, GEAPS Exchange is a great place to network, socialize, talk to vendors and see new things—but it’s also a great place to learn! Not learn in that ‘stay quiet and bring a #2 pencil’ sort of way, either. We’re talking everything from interactive learning in the Expo Hall to engaging professional training sessions. At GEAPS you will learn things you can start using on your first day back to work!

This year’s event will feature more than 45 hours of great education content! Would you like to learn more about technology and innovation? We have you covered. You’ll leave knowing more about how technology is helping the grain industry evolve.

Struggling with staffing issues during this tight labor market? You’ll benefit from our sessions on human resources. From employee retention to hiring, change management and evaluating performance, we have great resources to help you do business.

Concerned about safety? Education at Exchange will help keep your facility safe with electrical, fire and dust safety training. You’ll also learn how to take the proactive first steps to protect your business and your customers from the real threat of cybercrime.

Purchasing a full registration package will help you make the most of your time at Exchange. While you’re there, be sure to thank your industry peers who serve on the Exchange Educational Planning Committee. Their hard work has resulted in a robust package of education topics and professional speakers!

For more information: geapsexchange.com/Education



Our Chapter Leaders Deserve Recognition

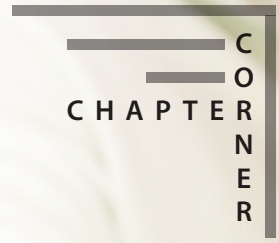
During a recent meeting, GEAPS' Chapter Resource Committee considered ways chapters recognize their members. GEAPS recognizes chapter members who go above and beyond with the Chapter Member of Distinction award. Chapters can recognize membership tenure with chapter pins and, when an active member retires, chapters can nominate them for a Lifetime membership. These forms of recognition can help recruit people as both leaders and members.

These recognitions can mean a lot to members; they may be the only career recognitions many members receive. GEAPS has been so fortunate to have so many members who deserve recognition, especially after the last couple of challenging years. Members who have dug in to get the job done—despite a global pandemic, shipping delays, hurricanes, floods, excessive heat and the normal frustrations of life—should be celebrated.

We have seen chapter leaders working to keep their chapters going during a pandemic. Some chapters were able to meet in person, while others are dealing with COVID restrictions. Despite it all, they are engaged and keep looking for ways to connect.

As you look through your brand new DirectaSource, your Member Directory and Buyers Guide, look for the names of current chapter leaders in your chapter. Sure, use this information to get connected if you aren't already. But we'd ask you to go a step further and take a moment to thank them for all they do to plan interesting meetings and social events that help people connect with industry colleagues.

Our volunteer chapter leaders truly make a difference; let's show them some gratitude!



Upcoming Board and Committee Meetings

DATE	TITLE
Jan. 11, 2022	GEAPS Education Programming Committee Meeting
Jan. 19, 2022	GEAPS International Board of Directors Meeting
Feb. 3, 2022	GEAPS Chapter Resource Committee Meeting
Feb. 9, 2022	GEAPS Education Programming Committee Meeting
Feb. 15, 2022	GEAPS Membership Committee Meeting
Mar. 8, 2022	GEAPS Education Programming Committee Meeting
Mar. 26, 2022	GEAPS Chapter Resource Committee Meeting
Mar. 26, 2022	GEAPS Membership Committee Meeting
Mar. 26, 2022	GEAPS International Board of Directors Meeting
Mar. 26, 2022	GEAPS Continuing Education Programs Oversight Committee
Mar. 26, 2022	GEAPS Education Programming Committee Meeting
Mar. 28, 2022	GEAPS Associates Board Meeting



Make a New Year's Resolution to Gain Skills

January is a great motivation to get back into training. Thankfully that doesn't have to have anything to do with diet and exercise!

GEAPS has a variety of great training opportunities for folks on your team and—in response to a member's request—we're making it even easier for facilities to present these training opportunities to their employees.

Last year, GEAPS started offering facility and company memberships. The Facility Block Training program is a new offering that allows a facility or supervisor to purchase a block of classes. Instead of ordering a class here and a class there throughout the year, companies can purchase a block of courses and be invoiced all at once. Not only is it more convenient, it makes budgeting those training dollars easier.

You'll get access to GEAPS' entire library of courses at the deeply-discounted member rate of \$495.

The best part of this program is once the block of classes is purchased, your employee can just send an email to GEAPS letting us know what class they want and when they would like to start it. Within a day they will be registered for the course and receive an email with all the details they need to login and get started.

While employees can contact us directly to request classes, we continue to work with you to let you know how many classes you have remaining, let you know what progress your team is making and generally keep you in the loop as much as you like!

For more information on how to get started with your Facility Block Training program, email patsy@geaps.com.



The Facility Block Training program is a new offering that allows a facility or supervisor to purchase a block of classes.

You'll get access to GEAPS' entire library of courses at the deeply-discounted member rate of \$495.



After Harvest, it's GEAPS Training Season

As this article was being drafted, the skies were gray, there was a certain dampness in the air and the man's voice on the radio talked about a large storm coming in, covering a huge swath of the United States. Flights were being cancelled, plans were being changed and everyone seemed to have a common goal: be inside.

Being inside doesn't have to mean being unproductive. This time of year—just after harvest and before spring planting—is the perfect time to cultivate knowledge with GEAPS Professional Development courses.

Our industry is driven by weather. Spring planting and fall harvest are the big ones. A third, less noticed but important season is Training Season.

"Training season is an important time of the year between when fall harvest wraps up and spring planting begins," said Jay Bergland, GEAPS director of professional development. "During this time, it's important to not only maintain your facility and equipment, but also your staff members."

Training Season is one of the best times of the year to focus on training and other education, Bergland said. "Staff are better able to digest and apply the content. It's also a good time of year to review 'what's new' for the upcoming year, either in the ag industry as a whole or internally as an individual company."

Leave your insulated coveralls in the closet, brew a mug of hot coffee and take advantage of your considerable member discount and gain skills this Training Season.

Looking to train your maintenance team? We have a bundle for that.

Want to provide safety training for your newer employees? What about a safety review for your seasoned vets? We have a bundle for that.

What about training to expand onboarding of your new team members or preparing your experienced employees for promotion?

You guessed it, we have bundles for that too.

Training Season isn't affected by the market and it certainly won't make your boots dirty. But, if you and your team puts in the time, it just might keep you all safer, help your business run more efficiently and keep employees engaged. Sounds like a bumper crop of wins to us.

More info: [geaps.com/distanceeducation](https://www.geaps.com/distanceeducation)



Being inside doesn't have to mean being unproductive. This time of year—just after harvest and before spring planting—is the perfect time to cultivate knowledge with GEAPS Professional Development courses.



online resources

Wednesday Webinars

We are happy to continue to offer a slate of GEAPS webinars throughout the year. The webinars are free for everyone at the time scheduled. Members may go watch recordings of past webinars at any time in the GEAPS Knowledge Resource Center.

The January, February and March webinars provide a taste of the great education content you'll enjoy at GEAPS Exchange. All will be offered by GEAPS Exchange presenters. The webinars feature quality content, but you will be able to dive deeper into these important topics during extended sessions in-person at GEAPS Exchange March 26-29 in Kansas City, MO.

Schedule *(times listed in Central time)*

10 a.m. Wednesday, January 12

Human Resources issues such as Performance Management, Best Practices with Internships and Change Manager

10 a.m. Wednesday, February 9

Safety issues including Cyber Security, Crisis Management and Sleep Deprivation

10 a.m. Wednesday, March 9

Operational standards and sales topics, touching on Modern Fire/Explosion Standards with Legacy Equipment, Best Practices for Dust Collection and Developing Relationships for Sales.

For more information: geaps.com/webinars



GEAPS Unifies Members With One Board of Directors

Are you ready to lead? Nominate yourself to serve

Last summer and fall we told you all about proposed changes to the bylaws—and you made change happen! GEAPS soon will be led by one, unified International Board of Directors. The final meeting and dissolution of the Associate's Board of Directors is scheduled to occur at GEAPS Exchange this March.

There will be one International Board of Directors comprised of 17 Members voted to change the bylaws, bringing more members into the fold, giving Associate, Affiliate and Regular Members voting rights. It will be comprised of nine Regular members and eight Associate or Affiliate members.

Will you be one of them? This is your chance to get involved at the start of our brand new beginning!

The GEAPS Nominations Committee invites Regular, Associate and Affiliate members who are excited and inspired by change, growth and opportunity to apply for consideration on the GEAPS International Board of Directors. Applications are due by February 1. The Nominations Committee will select candidates to appear on the ballot for elections next spring. Candidates will be selected based on skills and experiences.

As a member of the International Board of Directors, you will provide future-focused, strategic leadership, provide oversight and define priorities and outcomes for GEAPS. Board members are custodians of the GEAPS mission and hold the fiduciary and legal obligations for our association.

As a member, you would be expected to engage and contribute to all Board activities, specifically, attending at least 75 percent of all Board meetings. You should be willing to join a Board committee—Nominations, Governance or Finance. Nominees should be willing to serve as an ambassador for the Board across the organization, taking

part in GEAPS member offerings such as attending GEAPS Exchange or enrolling in GEAPS Professional Development courses. Board members also should serve as internal advocates for GEAPS at your company, helping to recruit new members, Exchange attendees, Professional Development participants and chapter meeting attendees.

If you have a passion for GEAPS, leadership and volunteer service, this might be the role for you. While all dues-paying members are eligible to apply, the Nominations Committee is looking for specific areas to ensure the International Board is built with overall diversity of thought, experience and skills.

Specifically, the Nominations Committee has identified subject matter expertise in Technology or Finance, geographic/chapter representation (including global members and those without a nearby chapter) and outside Governance experience as desired criteria. Candidates should be flexible, open minded and adaptable to change.

Individuals interested in nominating themselves should submit a nominations application available on the GEAPS website. In addition to including a current resume, include links to social profiles such as LinkedIn. Nominees will also be asked to list two current GEAPS members who will support them as a potential Board

Nomination applications must be submitted by February 1, 2022. The Nominations committee will interview and review all applicants as they prepare an approved slate of candidates for the Spring 2022 election. Elected candidates will begin serving July 1, 2022 and would be invited to attend the June International Board of Directors meeting as well as a board orientation training.

More info: geaps.com/leadership



"In my mind, this is a new chapter for GEAPS leadership, and I think it's a good chapter. We're growing GEAPS where everybody's got a say, everybody's got a vote. For the longevity of GEAPS, I think this is a very positive move."

Todd Morey
President, Associate's Board of Directors
Member, International Board of Directors





MEMBER PROFILE

Eric Roth

Associate, *Kansas City Chapter*

Chapter and committees:

Kansas City Chapter
National Membership Committee

Family:

Brandi Roth, Bristol (10), Ollie (4)

Position and Company:

Hazardous Monitoring Group Manager
Feed Yard Industrial Solutions

Years with company: 1 year

Years in Industry: 9

Interesting or unique fact about your facility/company:

Feed Yard Industrial Solutions revolutionized the corn flaking industry by introducing full automation to rolls, roll stands and flake production facilities. This level of automation has allowed us to create new avenues for grain storage companies looking to bolster new revenue streams in their regions, along with increasing facility safety, reducing waste, gaining better machine life and improving automation at their current grain facility.

Past positions:

AGI / CMC Industrial Electronics Regional Sales Manager
Electro-Sensors Inc. Corporate Account Manager

Education:

Washburn University

Biggest influence on your career:

I have had the opportunity to work with, and for, many of our industry's most influential leaders. I feel very blessed to have been able to spend so much time with each of them. When I look to the greatest influence in my career it has always been family pictures in grain elevator offices. Sitting down in a grain elevator office and seeing pictures of wives, husbands, daughters, sons and parents sitting on the same desk as a scratched up hard hat and well-worn gloves is a constant reminder of why hazardous monitoring is so important. My biggest motivation is sending happy, hardworking employees home to their families every night.

How has GEAPS helped your leadership skills?

GEAPS has been a foundation of my career growth in the hazardous monitoring and safety industry. Early in my career, I was skeptical of the value of GEAPS. Working at CMC Industrial Electronics, GEAPS was highly promoted by our leadership. I struggled to see the value and even at one point thought that events like Exchange would decline and go away as a younger group of leaders took over key positions. My expectation was that GEAPS would be replaced by websites and search engines like Google. I was very wrong. Over the years I have seen how face-to-face meetings harbor open communication. GEAPS events create lasting relationships that become a support group. They allow for hands-on learning with dedicated equipment designed for a niche market. Even the GEAPS website has become a go to for me as



I look to connect with companies across our industry and gain education in areas of our industry on topics that are often only covered by GEAPS. I have come to realize that many industries channel information with Google, when it comes to grain and grain safety, we have GEAPS.

What are three of your favorite memories from GEAPS?

I enjoy a sales coverage that is worldwide. Over my career I have had the privilege of attending GEAPS events all over the country. Vendor events with chapters like Gulf South and Mid-South are always a great time. One event I try not to miss annually is our trap shoot with the Kansas City chapter. All these events provide a relaxing way to connect with people in our industry.

What is the best advice you have received from another GEAPS member?

Each year at Exchange there are countless conversations that become moments people never forget. One of the greatest pieces of advice I have received came from Doug Forst. Doug and I were discussing trouble shooting methods for hazardous monitoring systems. I will never forget when Doug told me, "Trust the sensor first. The sensor is always right until proven wrong." That way of looking at trouble shooting has saved many lives and pieces of equipment over my career. Often people will hear an alarm and simply bypass it expecting it to be a sensor problem, when in reality, the alarm is because the machine is failing. Trusting the sensor and shutting equipment down to inspect the problem is always the best policy, yet its sadly underutilized.



What is one industry-wide trend affecting your company right now? How are you reacting to it?

Hiring is a constant challenge for all companies right now. We are constantly looking at new opportunities to find top talent. We have recognized some of the best talent is coming to our company, our clients, and our industry from outside markets. To help our clients acclimate new employees to their facilities we have streamlined our automation interface so that it is user-friendly and easy to navigate. We have also developed a robust machine monitoring and reporting system that operates remotely and emails users for potential issues based on system defined information. In this way we are helping companies overcome labor shortages and still meet demanding shipping deadlines.

What is something unique about the grain industry in your region?

Feed Yard Industrial Solutions is fortunate to have clients worldwide. The passion for grain quality, feed quality, and facility safety is now a worldwide trend. The pressures of moving and storing more grain than ever before while feeding more livestock than ever before is global. We sincerely enjoy the challenge of meeting regional needs and over coming global challenges. Unique is not regional for us, it is who we are.

"I have come to realize that many industries channel information with Google, when it comes to grain and grain safety, we have GEAPS."



CHAPTER NEWS

More than 85 members and guests attended the annual **Gulf South chapter's** Associates Night meeting in October. Twenty eight Associate members provided table-top displays for their companies and provided more than 50 door prizes to delight the Regular members. Delicious food and beverages provided by Cypress Lakes Country Club rounded out a delightful evening. Faculty and students from the Louisiana State University School of Agriculture also attended.

The **Inland Empire chapter** met for a business meeting at Applebee's in Kennewick Oregon on November 9. The chapter talked about meeting planning, finances, new members and retirees.

Also on November 9, the **Greater Nebraska chapter** hosted a hybrid meeting at Tommy Gunz in Grand Island. Rocky McGowan, VP of Operations at Rotary Airlocks, spoke to the chapter about how Rotary Airlocks work and how to maintain them.

The **Minneapolis chapter** met Wednesday, December 8 for happy hour at Willy McCoy's in Bloomington, Minnesota for networking, socializing and industry insight. A great time was had by all!



More than 85 members and guests attended the annual Gulf South chapter's Associates Night meeting in October.



New Members

Welcome these new members who joined GEAPS recently.
Italics denote Student Members.

Columbia River

Matt Strand, National Safety, Inc.
Justin Moses, Ecolab
Dustin Corlett, Ecolab
Jason Hendrick, Ecolab, *recruited by Perry Nettles*
Rick Gunter, Ecolab
Richard Smith, Ecolab
Haiseok Lee, Ecolab

Cornbelt

Reid Travis, Ultra Fiberglass Systems
Ines Gasset, Law USA Inc.

Golden Triangle

Cory Hubbard, Ecolab

Great Plains

Matthew Collins, CWS Industrial
Becky Fallon, Bühler, Inc.
Jeff Swan, Peavey Co/Gavillon LLC

Great River

Jared Vogt, West Side Salvage Inc.

Greater Iowa

Jon Setterdahl, Landus Cooperative-Ames
Kevin Baumhover, Todd & Sargent Inc.
Wayne Kinyon, Landus Cooperative-Ames
Donald Stickle, West Side Salvage
Eric Diehl, Landus Cooperative, Ames
Jake Poirier, Todd & Sargent

Greater Nebraska

Shawn Tobler, PMI Nebraska LLC
Jason Shultis, Ag Processing Inc, Omaha Cooperative, *recruited by Bryan Sharp*

Gulf South

Harrison Lang, Bunge North America
Adrian Hinderling, Bühler Inc.
Ross Friedrich, Bunge North America
Edgar Arreaza, Kice Industries Inc.
Curtis Cooper, Ecolab
Ramon Phillips, Ecolab
Timothy Lamb, Ecolab
Jim French, EMSCO

Hoosier

Jack Utter, Purdue University

Intermountain

Aubri Qunell, EGT LLC

Kansas City

Katie Giroux, Ecolab
Michael Ugolini, Ecolab

Michigan/South Ontario

Danielle Woolworth, Jackson Industrial Construction
Samantha Baird, Industrial Access Bulk Materials

Mid-America

Roxanne Wohlford, CCS Group, LLC, *recruited by Cheyenne Wohlford*
Matthew Underwood, CCS Group, LLC, *recruited by Cheyenne Wohlford*
Tyler Pollock, CCS Group, LLC, *recruited by Cheyenne Wohlford*

Mid-Atlantic

Nathan Stocker, Ecolab
Ted Milyo, Ecolab
Nick Casper, Ecolab
Buddy Patten, Allen Harim Foods, LLC, *recruited by Vance Callaway*
James Conover, Industrial Access Bulk Materials

Mid-South

Michael Spangler, Ecolab
Sherman Taylor, Riceland Foods, Inc. Stuggart
Jesse Tosh, Riceland Foods, Inc. Stuggart
Trey Antee, Smithfield
Chris Ledbetter, Industrial Access Bulk Materials
Steve Green, Industrial Access Bulk Materials

Minneapolis

Mike Hanson, Hanson Silo Co.
Keith Newman, New Vision Coop-Brewster
Corey Steffl, New Vision Coop-Brewster
Shad Jacobs, New Vision Coop-Brewster
Phil Bahr, New Vision Coop-Brewster
Darren Ponto, New Vision Coop-Brewster
Matt Ashton, New Vision Coop-Brewster

North Iowa

Sam Cook, TSGC Inc. dba Tri-States Grain Conditioning, Inc., *recruited by Darwin Winkowitsch*

Seaway

Andrew Bregel, Trillium Farms Holdings

Siouxland

Carlos Rodriguez, Younglove Construction, LLC.
Trevor Keating, Prairie Ag Partners

Tri-State

B.J. Beems, Ecolab
Kris Gililand, Screw Conveyor Parts, LLC, *recruited by D. Warren Knapp*
Michael Creel, Ecolab
Calvin Morgan, Ecolab
Jacob Henderson, Ecolab
Brandon Carpenter, Ecolab
Danny Davis, Ecolab
Alma-Sue Haiduk, Charm Services, Inc.

Vancouver

Aubrey Moore, Universal Fumigation Services, Ltd.
Rebecca Wong, University of Calgary

New Lifetime Members

Regan Heaton, Inland Empire
Angela Field, Minneapolis



GEAPS *In-Grain* is printed on paper stock sourced through eco-friendly paper manufacturers.

CALENDAR

An extensive and up-to-date calendar can be found on the GEAPS website.

CHAPTERS

CANADIAN PRAIRIES

February 23, 2022

TBD

TBD

TBD

COLUMBIA RIVER

January 25, 2022

Rob Rich with
Shaver Transportation
Kalama, WA
Noon

March 22, 2022

TBD
Vancouver, WA
Noon

CORNBELT

January 11, 2022

Trade Show and Meeting
Asmark Center
Bloomington, IL
10:30 a.m.

GREAT PLAINS

January 12, 2022

Maintenance Day
Vortex
Salina, KS

GREAT RIVER

January 13, 2022

Harvest Review
Iowa Machine Shed
Davenport, IA
Noon

March 17, 2022

Lock and Dam Tour
Lock 15
Rock Island, IL
11:00 a.m.

GREATER IOWA

January 19, 2022

Annual Maintenance Day
Ag Info Center
Nevada
8:30 a.m.

March 16, 2022

Safety Day
Northwest Iowa Public
Training Center
Spencer, IA
8:30 a.m.

GREATER NEBRASKA

January 11, 2022

Manlift Maintenance
Tommy Gunz
Grand Island, NE
6:00 p.m.

February 12, 2022

Spouse's Night/Escape Room
Sleuth
Kearney, NE
4:00 p.m.

GULF SOUTH

January 20, 2022

Don't Give Your Safety Away!
LSU Foundation Building
Baton Rouge, LA
6:30 p.m.

February 17, 2022

TBD
6:30 p.m.

HOOSIER

January 6, 2022

Vibration Analysis and
Predictive Maintenance
The Anderson's
Delphi
Noon

February 4, 2022

Night Out with Spouses
Anarchy Axe Throwing
Indianapolis, IN
7:00 p.m.

INLAND EMPIRE

March 3, 2022

TBD
State Grading Office
Pasco, WA
3:00 p.m.

MID-ATLANTIC

January 13, 2022

TBD
Laurel Pizzeria
Laurel, DE
6:00 p.m.

February 10, 2022

Grain Engulfment,
Silo the Movie
Heritage Shores
Bridgeville, DE
6:00 p.m.

March 10, 2022

Dust Control Adam's Grille
Fruitland, MD
6:00 p.m.

MID-SOUTH

February 10, 2022

Annual Conference and
Equipment Expo
Brinkley Convention Center
Brinkley, AR
8:00 a.m.

MINNEAPOLIS

January 12, 2022

Vendor Show & Cornhole
Tournament
Dan Patch American Legion
Savage, MN
1:00 p.m.

March 2, 2022

Pest Control and Fumigation
Masonic Heritage Center
Bloomington, MN
Noon

TRI-STATE

January 14, 2022

General Maintenance
Fuddruckers
Amarillo, TX
6:30 p.m.

TWIN PORTS

January 19, 2022

TBD
Hammond Steak House
Superior, WI
5:00 p.m.

February 16, 2022

TBD
Hammond Steak House
Superior, WI
5:00 p.m.

March 16, 2022

TBD
Hammond Steak House
Superior, WI
5:00 p.m.

THUNDER BAY

January 10, 2022

Railroad Safety Concepts
Virtual
2:00 p.m.

VANCOUVER

January 10, 2022

Introduction to Railroad
Safety Concepts
Virtual
Noon

