



In-Grain

Grain Elevator and Processing Society

The Knowledge Resource for the Grain Handling and Processing Industry

November/December 2021

Volume 41, No. 6

www.geaps.com



GEAPS EXCHANGE

KANSAS CITY • 2022

Register for GEAPS Exchange 2022 in Kansas City



GEAPS Membership Soars with Facility and Company Memberships

Have you noticed some fresh faces at your chapter meetings? GEAPS introduced new facility and company memberships earlier this year to make it easier for companies to get more employees involved in GEAPS. The program has been hugely successful.

So far, 71 grain storage facilities and 78 Associate member companies have taken advantage of the program. That's led to more than 800 new members in the organization.

One member who took advantage of the new models is Hobie Stutt, CGOM, *Great River Chapter*. A member since 2013, Stutt said GEAPS has helped his career by providing learning and networking opportunities. His company had four members previously, with the new facility model they were able to enroll 11 members for the same price.



"I would not have the connections I do today if it wasn't for the conventions and meetings putting all of us in the same room to share struggles and successes," Stutt said. "My hope is that our new members get involved and take advantage of the opportunities. Most of our new members are new to grain management and this will be a great opportunity to build a base of knowledge to help in their career."

The new membership models were created by GEAPS' Membership Committee to increase overall membership and to help companies get new employees involved in GEAPS. If you notice someone new at a chapter meeting, make sure you say hello! For chapter leaders, we hope you will send a note to your new members and take a moment to welcome them at your next meeting.

Would you like to get your team more involved with GEAPS? Contact our Member and Chapter Services Manager Deb Most at deb@geaps.com or 763-999-4300 to sign your company up for a group membership!

• **GEAPS Membership Rates**
• **Individual Member: \$370**

• **Company/Facility Memberships**
• **Up to six members: \$1,000**
• **Seven or more members: \$2,500**

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Grain Elevator and Processing Society

4800 Olson Memorial Hwy, Suite 150
Golden Valley MN 55422 USA
Phone (763) 999-4300
Email info@geaps.com

<http://www.geaps.com>

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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Patsy Lee, professional development support associate

Deb Most, member and chapter manager

Krissy Ohnstad, marketing specialist

Betsy Polis, senior projects manager

Tom Sedlacek CGOM, communications manager, editor



Nominations Open for GEAPS Three Highest Honors

Do you know someone who made a big impact on the industry in the last year? It could be someone at work who made your plant safer and more efficient. Or it could be a chapter member you've relied on through the years when something goes wrong.

GEAPS recognizes Regular Members, Associate Members and non-members for outstanding achievements each year.

International Member of Distinction

This honor is for GEAPS members who have made extraordinary contributions to the organization. Any member qualifies, as long as they have been a member for five of the last 10 years.

Industry Leader

This award is presented to anyone— GEAPS member or not—who has provided extraordinary service to the grain operations industry.

Corbett Award

This award recognizes outstanding service to GEAPS by an Associate member. This award is open to anyone who has been an Associate member for at least the last 10 years.

If you would like to honor someone, submit their name at geaps.com. Nominations are due by Friday, Dec. 31.



Register for GEAPS Exchange 2022 in Kansas City

Your Entire Team Will Benefit!

The biggest and best show in the grain industry visits Kansas City next year. We'll be at the Kansas City Convention Center March 26-29. Get your entire team signed up. Registration opens in November, visit www.geapsexchange.com to register!

As always, the event will feature a tradeshow with hundreds of exhibitors. It's a great opportunity to see what's new in the industry, get your hands on equipment and find ways to make your plant safer and more efficient.

Your Whole Team Will Benefit from Attending!

- Chat with engineers and silo manufacturers to get the most out of every inch of space
- Meet with existing vendors to see what improvements are coming
- Learn best practices to minimize risk and move grain more efficiently
- Meet with peers and mentors and make lifelong connections

Steve Myers, Bunge Milling, *Kansas City Chapter* said the trade show is one of the only times to talk to vendors face-to-face and shake their hands.

"I was able to get a lot of work done at Exchange...I got to talk with one of our software suppliers," Myers said. "We sat down and went over all of the new updates and they gave me a look at some new things that they are working on."

GEAPS members get free admission to the Expo Hall. If you sign up for a facility membership for \$2,500, any number of your employees who join GEAPS can attend the Expo at Exchange 2022.

Education Focuses on Safety and Innovation

To get the most out of Exchange 2022, plan to attend as many education sessions as possible. Safety is the most important part of everyone's job, and it will be a major theme of education at the event.

- Keynote speaker, 8 a.m., Sunday, March 27
- Idea Exchange, 10 a.m. Sunday, March 27
- Hour-long education sessions; Monday, March 28 and Tuesday, March 29
- Grain Entrapment Rescue Demo, Sunday, March 27 – Tuesday, March 29
- Technology and Innovation Demonstrations, Monday, March 28 and Tuesday, March 29

There is so much to see and do at Exchange 2022! Get your whole team signed up today. Everyone will learn a ton and have a great time doing it!



Exchange 2022 Pricing

EXPO ONLY:

Free for GEAPS Members
\$50/day for non-members

FULL REGISTRATION:

\$300 for GEAPS members
\$550 for non-members

DAILY REGISTRATION:

\$100/day for GEAPS members
\$200/day for non-members

Don't forget to book hotel rooms when you register!

Register online at geapsexchange.com by March 4 to get the best rates!

Welcome Reception, 4:30 p.m., Sunday, March 27

Grab a drink in the Expo Hall, break down everything your team learned on the first day at the conference and catch up with suppliers. This is a free event in the Expo Hall.

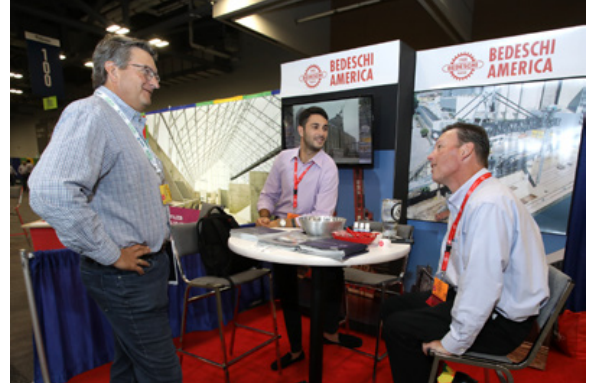
Host a Team Discussion

Attending Exchange as a group is an opportunity to build your team! It's a great way to cover more ground. You could deploy your team to:

- See what's new at the Idea Exchange, and divvy up exhibitors to follow up with
- Attend four different demonstrations at the same time
- Break into teams to evaluate different types of equipment

At the end of the day, come together for a nice dinner and share everything you learned. Your team will be refreshed with a day away from the plant and can head back to work recharged and armed with best practices.





Engaging Booths Get More Leads

Take Full Advantage of your Space at Exchange 2022

GEAPS Exchange is one of the best opportunities to do business with grain storage and processing facilities. Our annual trade show brings together industry decision-makers and workers from around the world. It's a great opportunity to create new brand ambassadors with frontline employees and close the deal with executives. Are you doing everything you can to take advantage of this opportunity?

If you have already booked your booth for Kansas City, we're excited to see you! Do you have a plan for how to draw people in to your space?

First, consider your location. Endcaps are usually the first to sell, but other locations provide their own unique benefits. Have you considered buying a booth by the entrance, exit or even the restrooms? Reserving a booth near a large island, much like a business being neighbors with a flagship department store in a mall, allows you to capitalize on the traffic your neighbor draws. Booth locations near lounges, food and beverage offerings and training demonstrations are also apt to draw a crowd.

Your peers are already planning ways to engage customers, and many of them are focused on their booth workers. Megan Ramaker, Knobelsdorff, said the best element of any booth is the people who are working the show.

"Are the booth workers engaging? Are they personal? Do they know other people at the show and are able to network," Ramaker asked. "It's all about engagement. A great booth position is key, as well as something that draws people into your booth. They give you the ability to network and have a real conversation with people you tend to communicate with via email or virtual meetings."

Knobelsdorf usually has a booth at eight different shows each year. They usually send three to four people to each show and make sure they have deliverables, giveaways, talking points and a plan on who to connect with. They set an objective and goal for each show, ensuring the team is on the same page.

For BM&M Screening Solutions, GEAPS Exchange is a great opportunity to showcase new products because many of the attendees are existing customers. BM&M brings equipment and interactive tools to help bring their displays to life. The company usually takes part in five to 10 trade shows a year.

"Our booth workers are generally our sales personnel," Dagny Chang, BM&M, said. "We employ a collaborative approach in creating our booth material and message so many are already prepared for a show well beforehand."



FOSS agrees that people are the most important aspect of the booth. They use bright corporate colors to help their display stand out from a distance and try to use their space to let traffic flow through the exhibit and not just walk by. They set a specific dress code for shows, and discourage booth workers from eating or even sitting in their display.

"We want the booth staff to be engaging and attentive while on the exhibit floor. We want our team standing at the edge of the booth space with a welcoming smile and saying a simple 'hi' to each passersby," said Natasha Athanasakopoulos, FOSS, *Minneapolis Chapter*. "Leading up to a show we put a lot of effort into training our team on the qualifying process overview so not every badge gets scanned. This helps our follow-up to be more efficient."

According to Marissa Nalley, 4B Components, her company is always looking for new technology and ways to be more attractive



to attendees. 4B attends around 30 shows a year and they focus on creating a sharp and open space. They use an experienced staff that can answer any questions about engineering, new products or technical information.

Mark Lane, Harbour Contractors, said his company also relies on experienced booth workers. Their booth is designed by an in-house marketing professional and they send two booth workers with over 14 years of experience. He also said they make sure to include padded floors.

For Warrior Mfg., it's important to focus on a simple display in a strategic location. Paul Soukup says the company attends 10-12 shows a year and he notes that a lot of gimmicks don't work in the grand scheme of business. He says that Warrior targets specific attendees and makes time to meet with them.

GEAPS is thrilled to provide a forum for you to meet new customers and expand relationships with your existing base. We hope you have a great show!



Booth Best Practices

Here are some things to keep in mind as you plan your booth:

- **Location** - consider booths in high-traffic areas, like by a lounge or large island display.
- **Interactive Elements** – If your product fits in the booth, consider bringing a demo model so attendees can see and touch it.
- **Prepare Your Team** - Attendees come from all avenues of the grain storage and processing industries. Be prepared to answer questions and identify the best leads.

Need help planning your booth? Have a question about the rules? Contact our friendly conference team at 763-999-4300 or conferences@geaps.com.

Increase Awareness with Sponsorships

You can draw more attention to your brand and help improve the trade show for attendees by sponsoring Exchange 2022.

Our flexible program gives you options to reach customers no matter what your budget! Popular options include:

- Exchange 2022 Mobile App - \$10,000
- Expo Lounge - \$4,000
- "Lunch on Us" - \$800 for exhibitors, \$1,000 non-exhibitors

Learn more at www.geapsexchange.com/sponsorships or contact our friendly conference team at 763-999-4300 or conferences@geaps.com.



Companies Develop Leaders Internally as Industry Faces Hiring Challenges

Many of our companies are facing similar HR problems across the industry. GEAPS recently spoke with three members who work in HR in different regions to get a feel for the HR landscape.



Holly Betten, Human Resources Business Partner, Landus, Greater Iowa Chapter

Landus is based out of Ames, Iowa. We employ over 600 employees at about 60 locations. We usually have an uptick of hiring in the fall season. One of the top challenges we face is finding talent. Many of our facilities are in rural Iowa. The population is not increasing in

most areas. It's not a localized issue, it's a challenge throughout the state and the Midwest.

Our challenges are not unique to us. They are similar to our neighboring companies, both direct competitors and throughout the ag industry. We've also seen that COVID-19 has changed the job market. If you want to change your role, you can. Just open up the newspaper and you will see all the opportunities.

When hiring new frontline talent, we look for a culture fit. In a lot of cases we can build the skillset we need. We can teach them grain management, grain safety, quality, and a number of other topics to make sure we can provide exceptional service to our farmer-owners.

When we are looking for managers, I wish there was a magic silver bullet we could use every time that would yield exceptional results every time. In my 15 years here, we haven't discovered one yet. We do multiple things.

First, we leverage our succession planning process internally. We identify individuals with potential and put them on development plans to help get them where they want to be. This helps with our internal promotions and also helps with retention. These are typically three to five-year plans, based on the employee's experience. We have a template that we use, but everyone starts with a blank sheet. We get a good grasp of their previous experience and align that with where we need them to be and make a plan to fill in the gaps starting with immediate priorities.

We also have an associate program, which is like a trainee program. When we find someone with talent and capabilities, we develop them, get them exposed to the industry. It's an investment, but we've had some really great results finding individuals, developing them, and allowing them to take on additional opportunities in the organization.

One of the challenges we face when promoting people from within is adjusting from a peer-to-peer to a management role. Often,

the people we work with are the same people we go to church with or see in the grocery store. You can prepare for coaching moments all you want, but ultimately you have to live it. We focus on development and making sure our new managers know they have support.

One of the ways we evaluate frontline workers for promotion is by looking at their desire to learn. Do they go out of their way to gain knowledge and learn additional skills? Do they help out at other facilities in the area to learn new skills? What they do in their current role says a lot. As Zig Ziglar said, "You don't build a business, you build people, then people build the business."

Erin Riley, HR Manager, MKC, Great Plains

MKC itself has 35 grain storage locations and over 300 employees. We also have several LLCs, so when we talk about ourselves as a whole we refer to MKC, Midwest Fertilizer and Team Marketing Alliance. In total we have more than 500 employees at 55 locations. Grain, agronomy, energy, feed and risk management are our core businesses.

Right now, everyone is facing hiring challenges. That is not unique to any one organization. We hire for personality and train the skills. Having the desire to lead and develop your team is a big thing. We believe in building our own managers.

We do a lot of recruiting at the collegiate level. We have an intern program and we hire as many as we can into full-time roles. They are in a training or assistant role until a full-time manager or sales position opens. We try to teach patience, we've heard from several employees who have completed the program that they valued the time and benefits of the training.

Other challenges include the mobility of employees. We'll have an opening at one position but we find that they won't be able to move. A lot of times when we hire them young, at that time they say they can go anywhere. Then when the opportunity comes along, things have changed.

We also struggle with employee work/life balance with our operations team. For younger generations, their lifestyle doesn't always lead them to work the longer hours and more days in a row during harvest. Our industry isn't quite so seasonal anymore, it seems like we are going year-round. We try to balance that for our staff so the job still gets done and we give them the quality of life they deserve.

Some of the ways we try to work through that is to hire as many seasonal workers as possible so we can have different shifts. We also created assistant manager roles to help spread out the responsibilities so the manager can go home. It's all about creating a safe work environment and is based on the team at each location.

For our frontline workers, especially those we are looking to develop into a management role, we often look to develop their soft skills. We want to teach them to have difficult conversations with others and help build organizational skills so they can manage efficiently and effectively handle all the different facets that come with being a manager.

When we are hiring managers, we are looking for people and soft skills. Those skills are very important and they are probably the most challenging to develop. We value leaders who have a strong desire to develop their team. A lot of times you either have that trait or you don't.



Melvin Fenroy, Human Resources Manager, Zen-Noh Grain Corp, Convent

Our facility has roughly 200 employees and exports over 700,000,000 bushels annually, unloading barges and loading boats. The biggest challenges we face are employee recruitment, retention and leadership training. Our facility opened in 1982 and a number of employees have

worked there since the beginning. We recently lost multiple employees who each had over 30 years of experience.

Filling those gaps isn't easy. We recruit locally, but it's not a big city with a huge population to draw from. When hiring new frontline workers, we look for leadership qualities. We move a lot of grain. It takes a lot of people making decisions. We look at how well people communicate, how motivated they are and how comfortable they are making decisions.

For hiring management positions, we look to develop our own talent. We are close to Louisiana State University and keep a close relationship with the Ag department. Each year we look to bring on summer interns, which usually leads to trainee candidates joining us once they graduate.

We have a great training program where they really get into every aspect of our facility. We could hire them to be a trainee in operations but we'll have them spend a significant amount of time in safety. Safety is our number one corporate objective. And then they may go to maintenance. They may do a little Stevedore work. Before we find them a home or place them somewhere we want them to be polished on every aspect of the business.

The length of the training program varies. If we have someone with a very strong skillset, we won't waste time. There are other candidates that we want to bring on a little bit slower. I've seen it done a few different ways. No one is really going to know this place in under five years, but you can see a trainee getting "in the zone" at about two years.

We've hired a few trainees this past year and they are extremely engaged. The managers know the expectation. This is not just a person we are training, this is a person who is hired to have an impact in the department, and it's the manager's job to develop them. Going through all departments and contributing makes sense for the whole picture.

The communication piece is the most difficult to develop. With social media, communicating is a little different than it was 10-15 years ago. We are a small facility with 200 employees, roughly 140 hourly employees. It's hard to teach management trainees not to solely rely on communication with mobile devices.

Trainees now want to put every message out through cell phone or some kind of social site, that's just not how it works here. You have to have that personal touch. We have a unique culture. The way you do things is not through social media or text message. You have to talk and have to explain things in detail. And having personal conversations with those employees.

That's one of the biggest things I'm finding in HR, when hiring trainees, everything is so fast. Trainees are not slowing down and communicating to gain some kind of understanding, even if it's just setting expectations. Communication and having tough conversations are skills we struggle to find or teach. It takes time and experience to promote that behavior.

GEAPS Can Help Develop Leaders!

GEAPS offers a number of ways you can help your new hires and future managers. Here are some suggestions:

- **Chapter Meetings** - this is the first step! Get your new hires and future managers involved in your local chapter. They'll make important connections and learn a ton about the industry. Most chapters are looking for new leaders!
- **GEAPS 501: Management Basics** - this 10-hour course covers a broad range of topics managers need to be familiar with. It's a great tool to prepare your employees for promotions, especially those in management training programs.
- **Professional Business Training** - We offer on-demand business training on computer applications like Excel, business communications and emergency management.
- **Virtual Conference** - our summer virtual conference focuses on building soft skills.

Visit geaps.com/chapters to get your team more involved in your region and geaps.com/education to learn more about our training programs!

Right now, everyone is facing hiring challenges. That is not unique to any one organization. We hire for personality and train the skills.



Give Yourself the Tools to Manage Change and Resolve Conflict

Whether you manage a facility or provide a product to the grain industry, when faced with change you have two options. You can either stick your head in the sand and keep doing things the way you have always done it, or you can proactively prepare your team to handle anything that comes your way. Which way is more likely to help your business thrive?

GEAPS has a number of tools that will help you embrace and overcome change and conflict. Consider **earning a certificate in managing change and resolving conflict** through our Professional Business Training Program. This seven-course bundle will give you a number of strategies to employ with case studies and scenarios that highlight the key issues.

Courses included in this bundle:

- Introduction to Managing Change and Resolving Conflict
- Leading and Managing Change
- Handling Difficult Employee Behavior
- Communicating Collaboratively
- Ending Workplace Conflict
- Emotional Intelligence for Managers
- Negotiations: Resolving Disputes

Make sure you take the introduction first, then the courses can be completed in any order!

These courses should take 31 hours to complete, you have one year to complete the courses from purchase. The bundle costs \$630. Visit www.geaps.com/education to get started, and check out the Professional Business Training section under Online Training.

"With change being the only constant in the evolution of organizations, this course offers great lessons in identifying the need for change, the steps required to implement that change, the models one can choose and how to sustain and measure the success or otherwise of the change implemented." - Rachel K.

GEAPS/Safety Made Simple Offer Another Free Course to Members

As part of their ongoing partnership, GEAPS and Safety Made Simple have made **SMS025 - Safe Entry: Grain Storage Structures** free to members for a limited time! This course covers topics related to safe entry of grain storage structures.

The objectives of this program are to:

- Understand grain storage structure entry hazards.
- Discuss safe work practices when grain storage structure entry is unavoidable.
- Discuss workers' roles when grain storage structure entry occurs.

To access this course and other free training programs, log in to your account at www.geaps.com and click on "My Training." The materials include a 10-hour distance education course and an hour-long Quick Start Training.



See all of GEAPS training programs at geaps.com/education



Electrical Safety Audit Checklist

Grain elevators and processing facilities rely on a broad range of equipment to get the job done. When was the last time you made a visual inspection of your electrical equipment? Use this helpful checklist as a guide to make sure your plant is running safely.

As you are conducting your audit, make sure you are following all safety protocols and proper lockout/tagout procedures.

This checklist is an excerpt from module eight of **GEAPS 542: Electrical Safety for Grain Processing Facilities**. Take the full course to learn how to identify equipment and collect information. Then use this checklist to see if any areas of your plant need immediate repair.

The course includes a sample audit spreadsheet you can adapt for your facility. Please remember to take written notes instead of bringing your computer into the facility.

In addition to teaching you to do a safety audit this course covers:

- safety standards
- general electrical standards
- requirements for electric motors and lighting
- who creates the standards and why they exist
- how to hire qualified electrical contractors

To learn more about this course, visit www.geaps.com/distance. GEAPS Distance Education Program courses cost \$495 for GEAPS members and take about 10 hours to complete.

Other Resources From GEAPS

Did you know that you get free online training as part of your GEAPS membership?

Members get a free distance education course, quick start training and safety program from Safety Made Simple.

Visit www.GEAPS.com, log in and click “My Training” to see the free resources!

ELECTRICAL SAFETY AUDIT CHECKLIST

Select a location

- Choose somewhere readily and safely accessible with at least 20-30 pieces of electrical equipment.
- Choose a well-defined area with switches, motors and lighting.

Wiring

- Is it in good condition?
 - > Are there gaps?
 - > Any rust or crushed sections?
- Is it the correct type?
- Are junction boxes intact and are all the cover screws in place?

Switches and controls

- List of all the buttons and switches
 - > In good condition?
 - > Have correct enclosures been used?
 - > Rated for hazardous areas?
 - > Operators cracked or missing?
 - > Enclosure screws in place?

Motors

- List of all the motors in the area
- Collect nameplate information
 - > Horsepower
 - > Voltage
 - > Hazardous area classification
- Inspect for physical damage
- Overall condition

- Are protective covers in place?
- Is the wiring connecting motor to conduit system intact and damage-free?
- How is it running?
 - > Quiet?
 - > When were bearings last lubricated? Does your location have a log?
 - > Any vibration?
 - > What is its age? Ever been rebuilt?

Lighting

- Collect nameplate information
- How well is the area illuminated?
- Does it meet OSHA standards?
- How many and what type of lights are used?
- Are they the correct classification?
- Are they in good condition?
- Any cracked or damaged housings/covers?
- Glass covers in place/not cracked or broken?
- Fixture screws and fasteners in place?
- Easily and safely accessed for service?
- Most energy efficient lamps installed?
- Is the type of light output the best for the area?

Other

- What other equipment is in the area?
 - > Inventory/nameplate info
 - > Is it in good condition?
 - > Is it connected with the right conduit system?
 - > Are all the covers and screws in place?



online resources

GEAPS Professional Development Stories Webinar Series

This webinar series focuses on career tracking and professional development opportunities for careers in the grain handling and processing industries. In each session, a panel of professionals will share their stories about their own career tracks and offer suggestions and advice regarding what worked or didn't work along the way.

Professional Development Stories...Engineering in the Ag Industry

10 a.m., Wednesday, Nov. 10

Presented By: Josh Munson SE, PE, Clear Creek & Associates, Matthew Schmitt, CGOM, CGPM, PE Keen Project Solutions, and Bob Horvat, PE, Cargill

Engineers play many roles in the grain handling and processing industries. They are often consulted on operations, safety, maintenance and projects of all sizes.

This webinar will have a panel of professional engineers share how they became an engineer, what their work consists of day-to-day and suggestions for career paths and ongoing development. Attendees are encouraged to ask questions throughout the presentation.

Professional Development Stories...Grain Operations Professionals

10 a.m., Wednesday, Dec. 15

Presented By: Barb Grove, CGOM, Central Valley Ag Cooperative, Mervin Rapp, CHS Inc Myrtle Grove Grain Terminal, and Philip Kelly, CGOM, EDG Inc.

What are your career aspirations? Do you want to be a facility or regional manager? Do you aim to someday rise to the level of Director or VP of Operations? Wherever you are starting from, this webinar will give you advice to help you on your journey.

We will have three panelists share their stories and experiences of rising through the ranks in various operational roles and companies. They will share perspectives on education, training, work experiences and other tools that made them successful. Make sure you ask lots of questions!

These webinars are targeted for younger to mid-level professionals looking for suggestions and guidance on their careers. They are also a tool for upper-level leaders to generate ideas for ongoing professional development, mentoring and employee engagement.

The webinars are free to anyone as a live broadcast. Replays of past webinars are free for GEAPS members on the GEAPS website. **Visit www.geaps.com/webinars to register.**



Recognition Key Component of Mountaire's Safety Program

Melissa Wilson, *Mid-Atlantic Chapter*, fills a dual role as Safety & Environmental Manager at Mountaire. A Regular member of GEAPS since 2018, Wilson handles 14 locations and frequently visits sites to build relationships. She has collaborated with both the safety and environmental teams to create written programs that help both departments, covering housekeeping and preventative maintenance.

"These written programs help each site to have clear expectations and guidelines," Wilson said. "They also provide written check sheets that are uploaded into our tracking program." For Mountaire, one of the biggest challenges with keeping employees safe is being short-staffed. Wilson noted how hard the company works to show appreciation to the people working hard every day.

"Earlier today, one of our agribusiness directors came around with Chick-fil-A lunches for everyone at the Frankford Feed Mill," Wilson said. "It's a small token, but everyone can have a yummy lunch and feel cared-for and go about their day."

Mountaire makes employee engagement a high priority. They recognize individuals with Golden and Silver eggs for pointing out hazards or coming up with creative solutions. They also recognize Platinum Egg recipients with a unique personalized Goal Zero jacket quarterly.

"We're very proud of employees thinking outside the box, whether it's reporting a small hazard or coming up with something really unique: like a more ergonomic way or a safer lifting technique," Wilson said. "We had an area that was improved recently with a platform and a ladder. It had been that way for a long time, but now it is safer and easier to get in. A lot of times, we have people who have done the same job for many years and we are proud to recognize folks when they come up with a better way of doing things."

Wilson said it is important to recognize Mountaire's safety programs both in-house and through programs like GEAPS Safety Awards because it sets the bar high.

"We are proud to show our commitment to our employee's safety by displaying these beautiful GEAPS plaques in our facilities," Wilson said. "We've tried to make sure they are in a very high-profile area. It lets visitors, contractors and new employees know as soon as they enter that we value our biggest assets-our people!"

Ready to Recognize Your Facility?

The GEAPS Safety Awards program recognize facilities that go an entire year without a work-related lost time injury or illness. Facilities are recognized with the Elite Tier Safety Award for going the entire year without a recordable workplace injury or illness.

The program is open to all avenues of the grain industry, including: grain storage facilities, engineers, equipment suppliers, millwrights and others.

The enrollment fee is \$95 for facilities that employ a GEAPS member, and \$140 for non-member facilities. Only one facility discount is allowed per member.

Sign up today at www.geaps.com/safety.





MEMBER PROFILE

Ramzy Farrag

Chapter and committees:

Canadian Prairies Chapter, chapter vice president and programming committee leader

Family:

Two sons: Ryan six-years old and Zain three-years old

Position and Company:

Build Project Manager, Cargill

Years with company:

Joined Cargill in 2014

Years in Industry:

Seven years in the agriculture industry

Interesting or unique fact about your facility/company:

On April 22, 2021, Cargill announced plans to break ground on a new canola processing facility in Regina, Saskatchewan. It's a \$350 million project planning to be operational by 2024. The new state-of-the-art facility is projected to have an annual production capacity of one million metric tonnes and will provide fast point of delivery for farmers and end users.

Past positions:

I started with Cargill as an engineering project manager and now I'm a build project manager working with other project engineers.

Previous to Cargill, I worked in other industries like fire protection, heat treatment, oil and gas, and power transmission/distribution projects.

Education:

I finished my Mechanical Engineering degree in 1994, Executive Master of Business Administration (EMBA) in 2013, got certified as Professional Project Manager (PMP) in 2018 and currently in the process of completing a MicroMasters program in Supply Chain Management with MIT.

Biggest influence on your career:

When I joined Cargill, I was new to the agriculture industry. My colleague who is now retired, Gerald Kornelsen, had a great impact on educating me about the industry, technologies, history and key players. He had positions in accounting, project management and customer service administration. In less than three months, I gained insight worth many years of experience in the industry. I appreciate all the support that Gerald gave me.

How has GEAPS helped your leadership skills?

When I joined the board of the *Canadian Prairies Chapter*, I was fortunate to meet great people who are not only professionals in their fields, but also dedicated to supporting the industry. They taught me creativity, networking and brainstorming skills. I'm grateful to be part of the chapter board and to support the industry. I encourage people to join GEAPS to learn more about the industry.

What are three of your favorite memories from GEAPS?

1. During the challenging time of COVID restrictions for gathering, our chapter board members were trying to find a safe yet interesting way to engage the members and provide value for them. I was able to work with my fellow board members and with the support of GEAPS staff, we were able to put together an interactive virtual event that included the “Silo” film, speakers from AGI and Tritech Fall Protection and a discussion session at the end of the event. Over 30 people attended and were engaged until the last minute.
2. Helping in organizing 2020 mini-expo, the “Coolest Show” in Winnipeg, Manitoba, was a fantastic experience and a great lesson for me in teamwork. Our chapter board members work hard to produce such a successful event. Unfortunately due to COVID restrictions, this will not take place this year.
3. In 2016 I signed up for GEAPS courses in Elevator Design levels I and II, these courses played a substantial role for me to gain the necessary knowledge and understanding to transfer my engineering and project management skills and experience to the agriculture industry. Thanks to GEAPS for providing these remarkable courses.

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

Rahulan Sethupathy advised me in 2020 to join the chapter as a board member, joining the board helped me a lot in gaining understanding of the industry, know wonderful people and play an active role in supporting the industry.

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

As most people in the industry have been experiencing in 2021, the disruption in the supply chain, manufacturing, transportation and logistics has caused a big impact on projects’ schedule and costs. As a build project manager, I worked with the suppliers and contractors to build contingency plans including prioritizing deliveries according to activities identified as critical path. This helped the suppliers optimize their production and deliveries which improved the projects’ performance.

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

Executing projects in winter in western Canada can be challenging, time consuming and costly, especially concrete pouring and structural steel assembly. Contractors’ labour forces productivity starts to exponentially decrease once temperature drops below minus 20 degrees Celsius.



CHAPTER NEWS

Twenty members of the **Mid-South chapter** held their annual trap shoot July 16 at the Remington Shooting Range. The chapter discussed future events and planned a plant tour if COVID allows. The group also talked about holding elections by email due to COVID issues.

The **Great River chapter** met in Davenport, Iowa, Sept. 2. William Salyers, Regional Safety Professional, CGB, spoke on the harvest challenges. The five attendees discussed the challenges of 2021 and shared solutions and best practices.

The **Minneapolis chapter** had a great time golfing and talking business at Top Golf in Brooklyn Center, Minnesota, Sept. 13. There were 42 members and non-members in attendance. Thank you to our sponsors and all who joined!

The **Kansas City chapter** hosted a trap shoot Sept. 24. In all, 36 members attended. The event included a presentation on current safety topics from law enforcement. The group then enjoyed fantastic steaks from GEAPS member Tim Kramer's smoker.



The Minneapolis chapter had a great time at Top Golf in Brooklyn Center, Minnesota



The Kansas City chapter hosted a trap shoot and enjoyed fantastic steaks



Promote Your Company with Banner Ads

GEAPS offers a number of ways to increase your exposure within the grain storage and processing industries. Banner ads can be a very cost-effective way to promote a product. Consider placing an ad on www.geaps.com!

A recent advertiser had their banner ad seen 17,181 times over a month, with 102 clicks. If you are looking to promote a product, hire new talent or share an important resource, banner ads on the GEAPS website are a great tactic to add to your marketing plan.

The best banner ads have the following features:

- Simple yet eye-catching
- Use interactive elements and designs
- Blend in well with the content on the website
- Have a Call-To-Action (CTA)
- Do not cram a lot of information

Source: Midas, a digital advertising agency in Portland, Oregon.

Banner ads cost \$1,500 and run for a full month. To learn more or to request our media kit, contact sales@geaps.com.

Upcoming Board and Committee Meetings

DATE	TITLE
Nov. 9, 2021	Membership Committee Meeting
Dec. 2, 2021	GEAPS Chapter Resource Committee Meeting
Dec. 14, 2021	Membership Committee Meeting



New Members

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

Canadian Prairies

Chris Butler, AGI
Frank Wheeler, Richardson International Ltd - Winnipeg
Mark Sottana, Richardson International Ltd - Winnipeg
Julia Vossen, Richardson International Ltd - Winnipeg
Jami Boyd, Richardson International Ltd - Winnipeg
Spencer Harms, Richardson International Ltd - Winnipeg
Andrew Senkiw, Richardson International Ltd - Winnipeg
Carlee Rempel, Richardson International Ltd - Winnipeg
Jeff Kisilowski, Richardson International Ltd - Winnipeg
David Nuessler, Richardson International Ltd - Winnipeg
Josh Wieler, Richardson International Ltd - Winnipeg
Paul Sprattler, Richardson International Ltd - Winnipeg
Santosh Devpati, Richardson International Ltd - Winnipeg
Grant Broadhurst, Stantec Consulting Ltd. Recruited by Robert Ewanchuk
Nick Drews, Vector Construction

Columbia River

Chad Becnel, SGS
Thomas Sloan, SGS
Chris Haney, The Lynch Co Inc
Mike Severson, University Mechanical

Cornbelt

Jim O'Malley, ERIKS North America
James Raftis, Wend Consulting

Great Plains

Dolan Jamison, *recruited by Barbara Grove*
Nathan Beachner, Beachner Grain - Parsons
JR Volcko, IBT Grain Division
Todd Winters, IBT Grain Division
Rick Gerling, IBT Industrial Solutions, *recruited by Mike Schuele*
Dave Humphry, IBT Industrial Solutions

Greater Iowa

Dean Walkup, Bratney Companies
Dillon Phillips, Bratney Companies

Greater Nebraska

Nathan Grube, BinMaster Level Controls, *recruited by Dave Healey*
Colt Sutterby, Cargill Inc

Gulf South

William Lambert, ADM Growmark, AMA
Ryan Mills, ADM Growmark, AMA, *recruited by Randall Boeckmann*
Brice Rills, Performance Contractors Inc

Hoosier

Jacob Roberts, Kokomo Grain Co Inc
Skyler Stahl, Purdue University
Kaleb Lanoue, Purdue University

Intermountain

Chase Taylor, Molson Coors, Coors Elevator

Kansas City

Steve Nenonen, AGI
Jerry Hayes, ERIKS North America, *recruited by Tom Pruess*
Lauren Ulrich, ERIKS North America
Carlos Hernandez, ERIKS North America
Randy Schaller, ERIKS North America
Brian Caswell, Smithfield Foods

Michigan/So. Ontario

Saurabh Khona, Lambton Conveyor Ltd

Mid-Atlantic

Scott Van Patten, Du Mond Grain, LLC.
Rick DeDonato, Ecolab
Gerald Strother, Mountaire Farms
Melissa Falk, The Wenger Group-Rheems
David Glock, The Wenger Group-Rheems
Justin Collins, The Wenger Group-Rheems
Chris Trioano, The Wenger Group-Rheems
Sean Cramer, The Wenger Group-Rheems
Brent Risser, The Wenger Group-Rheems
Doug Brown, The Wenger Group-Rheems

Mid-South

Bubba Shannon, Lawson Rigging & Fabrication
Spencer Harris, Smithfield Foods
Dalton Dowd, Smithfield Foods
John Phillips, Smithfield Foods
Travis Horn, Smithfield Foods

Minneapolis

Cody Baer, CHS Inc, *recruited by Greg Oberle*
David Price, Warrior Mfg LLC, *recruited by Paul Soukup*
Ed Stoll, Warrior Mfg LLC, *recruited by Paul Soukup*

North Iowa

Josh Trebilcock, Five Star Cooperative - New Hampton
Jesse Peterson, Five Star Cooperative - New Hampton
Mary Gruneberg, Five Star Cooperative - New Hampton
Mike Orłowski, Five Star Cooperative - New Hampton

Siouxland

Dorothy Patterson, Optimize Electric

Thunder Bay

Austin Church, General Mills Inc, Superior Terminal

Twin Ports

Brian Martin, CHS Inc. Superior
Joel Omundson, CHS Inc. Superior
Ryan Young, CHS Inc. Superior
Shawn Hanson, CHS Inc. Superior
Brian Eccles, General Mills Inc, Superior Terminal
John West, General Mills Inc, Superior Terminal
Tim Osowskey, General Mills Inc, Superior Terminal

Vancouver

Michel Vander Noot, CMC Engineering and Management Limited

Recognize Outstanding Members

As we near the end of 2021, it's a great time to reflect on the challenges we overcame as an industry. How often did you rely on a fellow GEAPS member to help with a challenge? What new connections did you make through your chapter?

For many of us, chapters are the most valuable part of GEAPS. We are proud to offer a pair of programs to recognize long-time chapter involvement and outstanding contributions to the chapter.

Chapter Member of Distinction Award

If you have a chapter member who has done a great job this year, recognize their efforts with this award. According to Matthew Schmitt, Keen Project Solutions, *Greater Iowa Chapter* chair, this honor is a great way to recognize outstanding efforts in the chapter.

"It's a great idea to recognize your most active members with an award," Schmitt said. "And you know that they are almost always going to be at your meeting, so it's easy to celebrate the accomplishment."

There is no limit to the number of members you can recognize in a year. Nominations for the Chapter Member of Distinction Award are due on Dec. 31.

Membership Pin Program

Chapters are encouraged to buy pins to recognize members who've passed five, 10, 15 and 20 years of consecutive membership. We'll send you a list of everyone who is eligible!

The *Gulf South Chapter* hands out pins regularly. They order the pins for everyone who has reached a milestone and then announce and award the pins at a chapter meeting. Schmitt said that the *Greater Iowa Chapter* also hands out milestone pins regularly. He also noted that they have to mail a number of pins out to members.

We hope you will use both of these programs to recognize and thank your outstanding chapter members for being a part of GEAPS. If you have any questions about these recognition programs, please contact our chapters team at chapterservices@geaps.com or call 763-999-4300.



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

COLUMBIA RIVER

December 1, 2021

Christmas Party
White Elephant Gift Exchange
Feral Public House/Heathen Brewing
Vancouver, WA
6:00 p.m.

COLUMBIA RIVER

January 25, 2022

Rob Rich with Shaver Transportation
Kalama, WA
Noon

GREAT RIVER

January 12, 2022

Harvest Review
Hobie Stutt
Iowa Machine Shed
Davenport, IA
Noon

GREATER IOWA

November 16, 2021

Grain Quality Topic
Dr. Dirk Maier, Iowa State University
Landus Cooperative
Farnhamville, IA
10:30 a.m.

January 19, 2022

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

GREATER NEBRASKA

January 11, 2022

Tommy Gunz
Grand Island, NE

GULF SOUTH

January 20, 2022

TBD
6:30 p.m.

HOOSIER

November 16, 2021

Mini-Convention
Beef House
Covington, IN

December 7, 2021

Maintenance
Delphi, IN

KANSAS CITY

December 18, 2021

Spouses Night
New Theater & Restaurant
Overland Park
5:30 pm

MID-AMERICA

December 1, 2021

Inspection and repairs of
concrete silos
Cascios Steak House
Omaha, NE
Noon

MID-ATLANTIC

December 9, 2021

Christmas Social
Heritage Shores
Bridgeville, DE
6:00 p.m.

January 13, 2022

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

MINNEAPOLIS

December 8, 2021

Volunteering Event
Second Hand Harvest

January 12, 2022

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

TWIN PORTS

November 17, 2021

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

December 15, 2021

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

January 19, 2022

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

