

# COMMUNICATOR

DIVERSIFIED | INNOVATIVE | EXCEPTIONAL VALUE



## DOING MORE WITH LESS

How in a difficult labor market and with inflationary pressures driving up the cost of doing business, does an agricultural company like NuWay-K&H Cooperative hit their budget targets and forecast profits year after year.

“It’s our people,” says President /CEO Kevin Jones. “I’ve challenged them to do more with less, and they’ve stepped up to that challenge.” Read Kevin’s full comments on Page 2.

Then, turn to Page 20 and read how this farmer-owned company has positioned itself to be an employer of choice by creating a family-focused work environment.

### RETAIL

How’s Retail After Covid? **(Pg. 6)**

### ENERGY

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What We Do behind the Scenes **(Pg. 18)**

## WE'RE FINISHING 2023 STRONG



**KEVIN JONES, PRESIDENT / CEO**  
Kevin.Jones@NuWay-KandH.com

We just finished our six-month financial review of Fiscal 2023. Halfway through the year, NuWay-K&H Cooperative is exceeding all budget targets.

On the agronomy side, 80% of our yearly business is done in the fall, so once we're through this six-month time period, we have a good idea where we'll end up.

We expect to finish this fiscal year strong and set ourselves up for another good year in Fiscal 2024.

### HOW WE'LL DO IT

We predicted some of this a few years ago—the current ag environment with its labor issues and increasing costs. So, we've continued to position ourselves to thrive in a market like this. Not that we're immune to what is happening, but financially and labor wise, we're looking to finish 2023 strong.

Frankly, the reason we're able to do this is our people. We have a great mix of new and experienced employees. What has set us apart from the competition in the past (and what will set us apart in the future) is our ability to adapt.

Over the last 18 to 24 months, I've made this sentence my theme: "We need to figure out how to do more with less." Well, our team has accepted that challenge and continues to show their ability to adapt to whatever economic circumstances face us.

Sure we have challenges, as any company does, but

we're in a good position to succeed because of our people.

As always, please contact me with any questions or suggestions you may have. My door is always open to you, our member-owners.



*NuWay-K&H Cooperative has a great mix of employees.*

“What sets us apart is our ability to adapt.”  
Kevin Jones, President / CEO

## FY2023 MID-YEAR RECAP



**TYLER OLSON, CFO**  
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We have completed our sixth month of business. At the halfway point, we are happy to report that we are ahead of budget in every division within our company. Our fall business was successful, with volumes at or near budget, and our margins remain high with some market appreciation and good purchasing decisions.

As you know, these are cyclical trends. So when we are doing well, our regional partners (CHS & Land O'Lakes) and our local partners/owners (you) are usually in similar positions. Our regional partners had record years in FY2022, and that allocation helps us directly within our FY2023 financial results.

Our investment partners (Best Oil, etc.) also directly benefited from strong performances and will help bolster our bottom line. These diverse partnerships help NuWay-K&H Cooperative spread out trends or seasonality and focus on our members' needs.

We fully expect to finish out FY2023 by meeting our budgetary goals. Market conditions in many areas have softened. As you watch your grain markets, you have seen similar trends. We are still optimistic about profitability and navigating through any trends that come our way. We will continue to manage our expenses accordingly and budget new projects, assets, and investment in people to create even more synergies.

We have managed our cash flow very tightly over the last 10 years and put ourselves in a position to reduce our borrowing to nearly zero. In the current interest rate market and the short-term future, this savings is

## SCHOLARSHIPS AVAILABLE

NuWay-K&H Cooperative is accepting scholarship applications. Twenty \$500 scholarships will be awarded. This annual scholarship program is open to all students from southern Minnesota and northern Iowa, as well as to all patrons, customers, employees, and directors of NuWay-K&H Cooperative, and their children.

To be eligible, an applicant must attend or plan to attend an accredited college, university, or technical school. We encourage (but do not require) the applicant to be seeking a degree or certificate in agricultural studies.

For more information, see [www.NuWay-KandH.com/Scholarships](http://www.NuWay-KandH.com/Scholarships).

significant: \$350,000 to \$500,000 annually. While cash is always king, it is even more valuable with the current market, and we will continue to give priority to managing cash flows, interest, and depreciation expenses.

### FINANCE OPPORTUNITIES

We have not, in the past, actively marketed the finance opportunities NuWay-K&H Cooperative has to offer or has access to. The opportunities for 2023 include:

- Winfield Secure Financing
- Pioneer Bank Solutions
- Compeer Input Financing

There are other vendor specific options as well. Please reach out to your account manager for additional information.

As always, thank you for your business and continued loyalty. We look forward to earning your business through the 2023 season. If you have any questions or want to stop in for a discussion, please do so. We look forward to your feedback.



# FERTILIZER MARKET VOLATILITY



**JOHN SANDMEYER, SEED, CROP PROTECTION  
& NUTRIENTS PRODUCTS DIRECTOR**

*John.Sandmeyer@NuWay-KandH.com*

We have witnessed high fertilizer markets over the past year, with volatile swings up and down. I'm sure you've wondered: "Will the markets ever straighten out?"

Twenty years ago, \$20 per ton was a big change in the market. Now, we see swings of several hundred dollars per ton in one season. This past year, we saw a difference of \$573 per ton from high to low on anhydrous ammonia (NH3). Other fertilizer products took similar swings.

This is where we need your help in figuring out what products you need and when you need to purchase them. We spend a lot of time forecasting in an effort to make good purchasing decisions. But with volatile markets, we need more information on how much to buy and when we should make those purchases.

That's why we're asking you, our grower-owners, to do some planning, ahead of 2023, to help with those

decisions. It is important that you make us aware of your purchasing plans. It helps us have product available at the best possible prices when you need it.

**WHAT WILL HAPPEN?**

Do we see some softening in the market? Yes we do, but you never know when we will see the market bottom out and swing the other way. This is why we try to buy product in layers. It minimizes the risk of purchasing everything at once and missing the best markets.

We look at the purchase history of our customers over the past years to help determine how many tons to purchase annually. So, if there are dramatic changes in your operation or what you plan to apply in a certain season, please let us know. The planning stage is very important to help determine those swings. We don't want to purchase too much or run out either.

Talk to your account manager before the season starts to firm up your plans and help us make sure we have the fertilizer you need in the shed or in the tank, at the best possible price.



**"If your operation or what you plan to apply changes dramatically, please let us know."**

*John Sandmeyer, Seed, Crop Protection & Nutrients  
Products Director*

*NH3 swung \$573 per ton from high to low this past year.*



*Helicopter applies Miravis Neo fungicide to local soybean field.*

# FUNGICIDE MAY BE SHORT

Although better than last year, inventories of fungicides in general will be fairly tight. Several products are on allocation and will be harder to get. For instance, Veltyma® and Revytek® from BASF are both superior products, but both have been allocated, and NuWay-K&H Cooperative will have only limited inventories. Bayer's fungicide Delaro® Complete has also been allocated, and we will have very little available.

On the bright side, we have fairly decent inventories of Syngenta's Miravis® Neo and that fungicide is still available to order. However, local concerns about tar spot and other diseases will reduce the availability of this fungicide as the growing season progresses.

If you wait to purchase until you actually need the fungicide, you may not be able to get what you want. Please talk to your account manager today if you think you will be needing a fungicide.



# HOW'S RETAIL AFTER COVID?



**AL SECKINGER, VP OF RETAIL OPERATIONS**  
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I thought I'd address a couple of questions I frequently get asked about - COVID and electric vehicles.

Today, people buy and order online and get their groceries delivered—or just pick up their groceries at locations. Shopping was already trending heavily online before the pandemic, and during COVID that segment of retail sales shot into the stratosphere.

Amazon started the move to e-commerce, but big box locations have responded by allowing purchasing online and have accelerated shipping to compete with Amazon. Speed is the key to ramping up both online

and curbside delivery. I'm sure you've read about recent layoffs at Amazon.

COVID also created the shortages of nationally branded products and opened the door to big box brands and private labels. Some use the term "shocks to loyalty." What that really means is the consumer is more concerned with availability and value than the brand name of the product.

Of course, the convenience stores owned and operated by NuWay-K&H Cooperative are not big into groceries, but here's what we've observed. At the start of the



Algona C-Store

pandemic, it was not uncommon to receive only one-third of the products we order for our stores.

For example, we had a hard time stocking the shelves with potato chips. National brands like Frito-Lays, Pringles and Kettles just weren't available. So, we began stocking private labels like Uncle Rays and our customers bought them.

The same thing was true of national breakfast food brands like Kellogg's and General Mills. We couldn't fill our shelves with those brands, so we began ordering private labels like Malt-o-Meal, and they sold just fine.

Now we're back to receiving at least two-thirds of what we ordered, but our customers continue to buy the private labels. One reason they do is that, with rampant inflation, the price of the national brands has skyrocketed, and our customers see private label brands as a better value.

So, yes, COVID and the supply chain disruption did change things, but I think they changed things for the better for big box stores and c-stores alike.

**WILL ELECTRIC VEHICLES CHANGE THINGS?**

Sales of electric vehicles have picked up, but if you look at who is purchasing these vehicles, it is more of a niche market—almost a fad. Large cities and states like California have the majority of the new electric vehicle market, which today is around 5%.

Five percent is a big jump over last year, but it is still insignificant in the big picture. Electric vehicle sales have a long way to climb before we need to worry about servicing them at our convenience stores.

Currently, there is no infrastructure to charge electric

vehicles, especially in the rural areas where we operate. The cost to install charging stations is prohibitive, and if we do, it opens a whole new discussion on how to put a price on a fill of electricity. No one has done it before. Can it be profitable?

As it stands now, there are a lot more questions than answers about electric cars.



**“We learned that the consumer is more concerned with availability and value than with the brand name of the product.”**  
*Al Seckinger, VP of Retail Operations*

# SUSTAINABILITY – ALL HYPE?



**JEFF CRISSINGER, VP OF AGRONOMY SALES / MARKETING**  
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The “Gartner Hype Cycle” is a graphical representation that shows the typical path of emerging technologies or concepts starting from introduction through maturation.

**THERE ARE FIVE GENERAL PHASES:**

1. **Introduction** – a new technology or concept triggers significant publicity and attention, but often no usable product exists.
2. **Inflated Expectations** – expectations outpace the ability to execute on the promise, causing more failures than successes.
3. **Disillusionment** – Interest slows and some companies offering the technology or working on the concept exit the marketplace. Survivors continue to improve their positions through added development.
4. **Enlightenment** – The introduced technology or concept becomes more understood, true value propositions begin to appear, and 2nd or 3rd generation products begin to be offered.
5. **Productivity** – The technology or concept begins to clearly pay off, and mainstream adoption starts to grow.

Where would you put the sustainability push over the last couple of years on the cycle? It wasn't that long ago that all of the talk was around collecting carbon credits and reselling them in the marketplace to create another source of revenue for the farmer, but how much have you heard of that recently? Has the hype seemed to slow down a little?

The recent interest in sustainability and its affiliated concepts are definitely following the Hype Cycle, so even though it may seem like interest is fading a little bit, it is important to know that there are opportunities yet to come as we move through Phase 3 and toward Phase 4. See graphic on the next page.

Phase 4 is just beginning. We are now starting to see sustainability-based opportunities begin to develop in our local area in the form of grain premiums, and even though they may not seem like large opportunities right now, the point is that they have started.

The carbon industry is getting more sophisticated, and while the carbon credit market is still a discussion point, we are also starting to talk more about carbon intensity, which is a measure of how “clean” a product is produced. In agronomy, this concept allows growers to gain financial benefits for how they grow their crops.



**“Sustainability has not gone away ... it might be a little quieter, but it continues to grow.”**  
*Jeff Crissinger, VP of Agronomy Sales/Marketing*

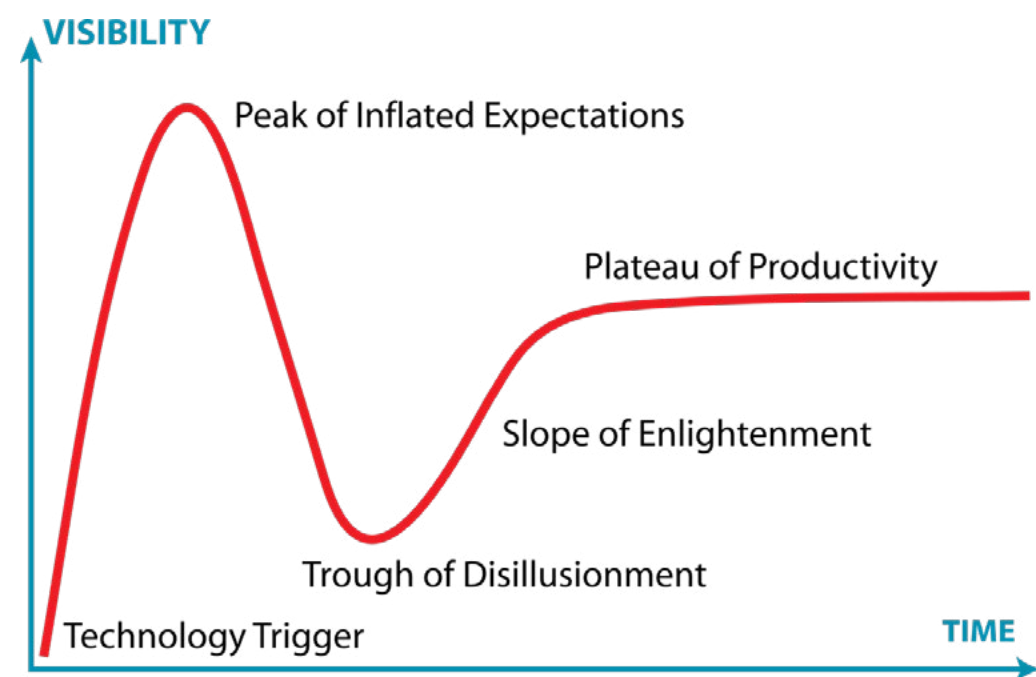
The biggest benefit of a carbon intensity program is that you can gain credit for things you already do that are sustainable, and if you choose to integrate additional sustainability practices, you can gain even more financial benefit.

Eventually carbon intensity and carbon credits tie together and drive additional sustainability adoptions. For example, let's say a grower has a base carbon intensity score and is receiving financial benefits for doing a few practices that qualify for a premium on grain. If that grower chooses to implement additional sustainability practices, they get a larger premium on their grain as an incentive. As the grower adopts those additional practices to gain additional premium, now they also start creating carbon credits, which can be sold to create compounded financial benefits.

Can you see the change coming? The sustainability effort has not gone away. It might be a little quieter right now, but it continues to grow stronger. There are a lot of technologies that are going to tie together to reinforce sustainability and drive it to become mainstream. Selective spraying, strip till, nitrogen modeling, short corn, cover crops and data management services are examples of opportunities out there that will work together to create a more sustainable system, providing added benefits to the customer and the environment.

NuWay-K&H Cooperative continues to prepare for the future of sustainability and align us with the products and services that will make it possible for our growers to capitalize on these future opportunities. Are you ready?

**THE HYPE CYCLE**





# CHANGING SEED TREATMENT & GROWTH REGULATORS

NUWAY-K&H AGRONOMY



Corn rootworm damage.

Warden® CX continues to provide broad spectrum protection against early-season disease and insects to help improve root health, and plant vigor. In 2023, however, NuWay-K&H Cooperative will switch to the new and improved **Warden® CX II** soybean seed treatment.

CX II brings a new mode of action with the active ingredient Vayantis®, along with the existing active ingredients from Warden CX. The addition of Vayantis will bring increased control of Pythium - a soil borne fungus that thrives in cool/wet soil conditions. The new polymer formulation also has better flowability within the planter.

**Ascend<sup>2</sup>™** builds on the previous formulation, Ascend Pro®. This will help accelerate early season development, improve germination and enhance root growth.

**Ascend<sup>2</sup>** consists of three plant growth regulators: butyric acid, gibberellic acid, and cytokinin. Ascend<sup>2</sup> has more gibberellic acid and butyric acid than Ascend Pro. WinField has shown a more consistent response on yield with the increase in these two acids.

## SMART SEED PLACEMENT

Make sure you plant your corn and soybean seed where it will be most effective. Talk with your account manager about which seed is best for each field, considering soil type, drainage and fertility. Don't just put a box on the planter and go. Make sure you set up a plan ahead of the spring season.

If you have the technology to plant at variable rates, talk with your account manager and see if that's something that will fit your operation. Even if you don't plant with VRT this season, keep an eye out for patchiness in your fields.

For instance, if you have sandy spots or places where you haven't produced corn in the past, cutting population may help. Conversely, if you VRT where pushing population could create more ears, you could be money ahead. NOTE: VRT can also be used to manage crops stressed by moisture or pests.

Get together with your account manager today and come up with a plan—or make a smart seed placement plan for 2024.

## PESTS TO WATCH IN 2023

- **Cyst nematode** pressure has increased as the disease builds tolerance to the PI88788 cyst trait common in today's soybeans. Seed companies continue to advance their genetic line-ups with the PI548402 (Peking) cyst trait that offers a different way of managing resistance. If you're concerned, reach out to your account manager and make plans for testing with next year in mind.
- **Corn rootworm** populations have increased, locally, in the last couple of years. Keep an eye out for pressure in-season. We can do digs or sticky traps to determine your pressure levels and decide if treatment is needed this year or how to manage the field next year.

(Continued on page 12)

# NuWay-K&H

AGRONOMY  
ACCOUNT MANAGERS



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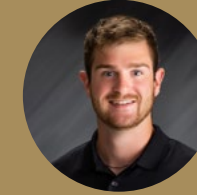
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# DATA DELIVERS MORE DOLLARS



**KEVIN ANDERSON, FARMRX SITE SPECIFIC AG DIRECTOR**  
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What do you look for in a partner? What options do you have when it comes to your data and making money from it?

When you make a decision on your farm, the end goal is usually to create an efficiency that results in a better bottom line.

Not every farming operation is the same, and we've learned through the years that being able to have a relationship with a grower is one important key to success. Our FarmRx Site-Specific Data Specialists, Hannah Ammann and Tyler Brolsma, work diligently to meet with each of our Datalink Growers to discover what their data can do for their operations. What we've discovered is that every farm operation is different.

As prices seem to continue to be ever fluid, we want to make sure we're doing the best we can to help growers manage inputs. Using yield monitor data to calculate removal rates for dry fertilizer application is one set of data that should be used if it is managed appropriately. We also see a benefit to collecting EC/OM data on a field to account for organic matter mineralization. We then can adjust nitrogen rates to make the most out of every pound of nitrogen being applied by using our adapt-N nitrogen management program.

I consider our adapt-N Nitrogen Management program as our 'low hanging fruit' when asked by someone on how can we use data to make more money.

**(Continued on page14)**



**HANNAH AMMANN**



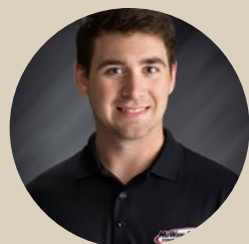
**TYLER BROLSMA**

**“Data is not magic; but if it is collected and arranged correctly, it can be a useful tool to help you create positive returns.”**  
 Kevin Anderson, FarmRX Site Specific Ag Director



*Agronomy Account Managers Nathan Vrieze and Derrek Russenberger check the progress of a soybean crop.*

## SEED SPECIALIST ADDED



**LEVI KERMES**

Hello, my name is Levi Kermes. Originally from a family farm near Albert Lea, MN, I received my degree from the University of Minnesota and have worked with private crop consultants, Bayer, and WinField United. I joined NuWay-K&H Cooperative in June of 2022.

As a seed implementation specialist, it's my job to make sure you trust the brands we offer and have a good experience purchasing seed from NuWay-K&H Cooperative.

I'll be glad to evaluate the performance of your crops in season and create a plan to put the right seed on every acre of your land.

I also oversee the cooperative's seed test plots, where we try out on your behalf brand new corn hybrids and soybean varieties from leading companies.

- **Tar spot** showed up locally in various fields last year. Given suitable weather conditions, we expect it to be present in fields again in 2023. If you are concerned about tar spot in your fields, now would be the time to pre-order fungicide to manage the disease. See Fungicide May Be Short on page 5.

### GRID SAMPLING PAYS

With fertilizer prices fluctuating wildly in recent months, updating your grid samples or taking one for the first time can help you manage risk.

With increased yields means increased nutrient uptake from the soil. Having an understanding of what is in your soil will help make the right decisions on the amount of fertilizer and where the fertilizer is needed within the field.

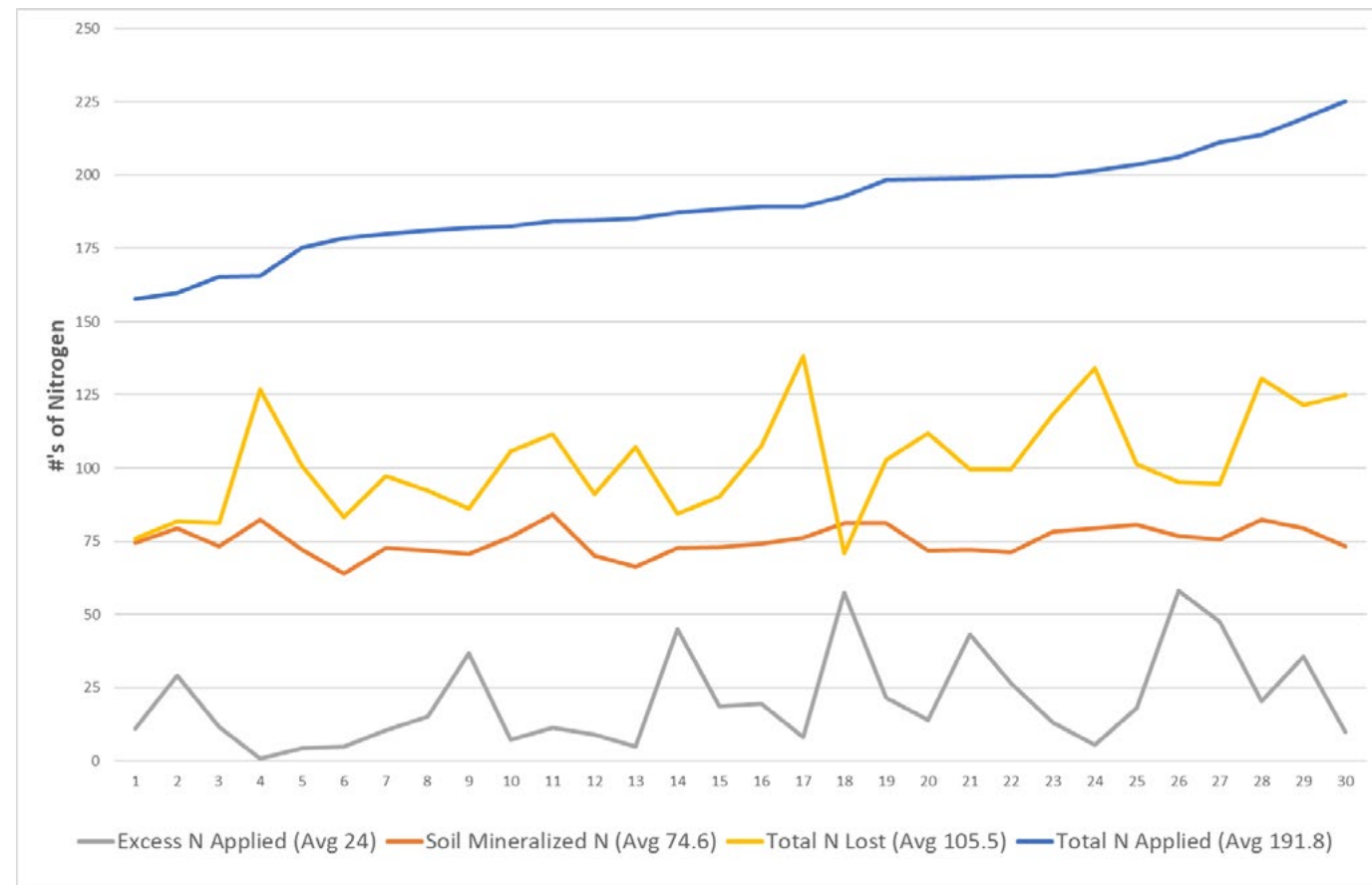
**“Put the right seed and the right amount of seed on each acre.”**  
 Agronomy Account Managers



In our last growing season of 2022, our Datalink Grower group over-applied nitrogen by 24 lbs./A in a corn/soybean rotation. This number is obtained by taking the total amount of nitrogen applied to the field and calculating losses and mineralization factors utilizing the adapt-N model. With good data, you can fine-tune your yield goals in a field and know with more certainty what your organic matter is. You can also look at how different areas of your field have different loss factors by slope and soil structure.

Data is not magic; but if data is collected and arranged correctly, it can be a useful tool to help you create positive returns on many aspects of your farming operation.

Reach out to any of our Site-Specific Data Specialists to go over your farm and identify your best opportunity to turn some data into dollars.



This chart shows the 2022 growing season for 30 growers in our adapt-N program and their fields that had a corn/soybean rotation. Every field to maximize yield each season.

# BOOSTING ON-FARM DIESEL STORAGE



**JUSTIN COYLE, ENERGY OPERATIONS MANAGER**

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You know how important it is to have diesel fuel on your farm when you need it, in the spring and in the fall.

Talk to your energy account manager about the benefits of upgrading diesel storage on your farm, including the value of purchasing fuel in larger quantities and the ability to store more fuel when supplies are tight.

Your account manager can look back and determine how much you have used in the past, and they will work directly with me to get what you need.

### PROPANE SPRING FILL

For several reasons, including the markets and what we think yards and roads will look like this spring, it may be the first part of June before we start spring fill. NOTE: We want to begin filling our customers propane tanks as early as possible.

We'll send out more information on your opportunity to take a "spring fill" of propane in a postcard mailing to current customers. Right now, it looks like spring fill prices will be attractive, compared to winter prices.

Work through your energy account managers once you receive the postcard. They'll have all the details.



*The cooperative's spring fill delivers off-season propane to customers as early as possible.*



# Market Updates and Service Advisories

**NUWAY-K&H ENERGY ACCOUNT MANAGERS**



Contact your energy account manager with any services you would like us to perform this summer.

Here are a few things you should keep in mind as spring approaches.

1. If you are a will-call customer, please fill your tanks before heading for the field so you have fuel you need when you need it.
2. Look for information on our spring propane fill in your mail. We mail our current energy customers a postcard with the spring fill price and timeframe. If you want to become an energy customer, call 1-800-445-4118.
3. Early this spring, your energy account manager will have prices and details on contracting both propane and refined fuels for next fall. Energy markets have been so uncertain, and many suppliers do not come out with fall fuel pricing until they've finished summer filling propane tanks. With NuWay-K&H Cooperative as your energy supplier, you have the ability to avoid some risk and lock in prices early.
4. Want us to perform any services this summer—like setting or installing tanks, digging lines or painting tanks? Contact your energy account manager.
5. We will offer another Farm Fill program in the summertime. This will give our bulk lubricant customers an opportunity to take delivery of the oils and greases they'll need through harvest. Check with your energy account manager on those dates.
6. Finally, the availability of both LP and diesel storage tanks has improved. If you are looking for a tank upgrade, let us know. Also, check with your energy account manager on exchanging equity for a tank upgrade.



**“The availability of both LP and diesel storage tanks has improved.”**

**NuWay-K&H Energy Account Managers**

# NuWay-K&H

Energy

## ACCOUNT MANAGERS



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# WHAT WE DO BEHIND THE SCENES ...AND WHY IT MATTERS



**JAKE OLDENBURG, VP OPERATIONS**  
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In this story, I hope to give you some insight as to what we're doing in the operations division of NuWay-K&H Cooperative during the off-season—in addition to preparing our equipment and facilities to serve you this spring.

Safety and training are two things we try to focus on, during the winter.

Safety has always been a part of our company's culture and will be going forward. Our goal is to make sure our employees are safe at work and that they return home in the same shape they came.

You may not be aware that NuWay-K&H Cooperative has a safety committee made up of 12 employees. This committee meets every month to review any accidents and injuries that may have happened the previous 30 days. They also review safety programs like lock out-tag out, confined space and emergency action plans. At each meeting, committee members study one section of our safety manual, making changes if needed and getting those changes out to our employees and partners.

Along with that, our safety committee decides on safety instruction to be done. The cooperative's employees instruction of at least one subject per month. Recently, employees working in agronomy

received training on personal protective equipment--where to find it and how to use it.

This is something we do behind the scenes. As a customer, you may not see this emphasis on safety, but as an owner of this company, neglecting our responsibilities to keep our employees safe may impact your equity. If we have injuries in the spring, it may also hurt our ability to provide timely service to you.

We also spend a fair amount of time helping our employees improve themselves and their worth to you through training. As a farmer-owned cooperative, we offer seed, fertilizer, fuel and a variety of services to you. To become an expert at all of these areas takes time. During the off season, we offer each employee the ability to focus on different aspects of our business that they can put into practice in your fields.

But it isn't just seasoned employees we train. Many new employees don't have CDLs, so we spend time and money sending them for training on the basics they need to obtain their commercial driver's licenses.

We want as many of our employees trained and qualified to operate as many pieces of equipment as we can. This also applies to new

hires in agronomy, who often require a custom applicators license or in energy who require training and certification for propane deliveries—training which covers such topics as the basic properties of propane, fittings on a tank and how to perform a leak check.

Agronomy operations employees recently received training on decoding seed labels to make sure they bring the right seed to our customers.

Our agronomy operations employees recently received product specific training on premium diesel fuel. They learned why premium diesel is superior to regular diesel, given the tight tolerance of current diesel technology.

So, as you look toward the next cropping season, you can be sure that the cooperative you own is paying attention, not only to the equipment and facilities that will be serving you this season, but to your employees as well.



**"We want as many of our employees trained and qualified to operate as many pieces of equipment as we can."**

*Jake Oldenburg, VP Operations*



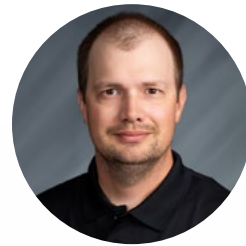
*Agronomy employees receive training on decoding seed labels to make sure they bring the right seed to customers.*



# A FAMILY-FOCUSED WORK ENVIRONMENT

**DAVID ANDERSON AND RYAN SCHMIDT, AGRONOMY OPERATIONS DIRECTORS**

*David.Anderson@NuWay-KandH.com and Ryan.Schmidt@NuWay-KandH.com*



Despite a nationwide labor shortage, NuWay-K&H Cooperative has comparatively few open positions and a lot of talent in our employee group. We want to keep those talented individuals working for you; so, over the past 12 months, we've made quite a few changes to the employee benefits we offer.

For instance, we now have a program called Step Pay, created to give our employees a way to earn more money by becoming proficient on various pieces of application equipment.

We've also initiated a Flexible Scheduling Program, during the winter. This gives employees the options of working five eight-hour days or four 10-hour days.

Another benefit we're offering employees is the ability to take a Scheduled Day Off during the busy seasons to take a breather, run errands or spend time with their families.

We've also increased the bonuses we pay employees for each additional five years they spend working for

NuWay-K&H Cooperative, and we survey our employees every year to ask what we can do to make their work experience better. We've listened to their suggestions and responded to many of their suggestions, like increasing their PTO and clothing allowance.

Why do we do this. For one thing, we want to retain the highly capable NuWay-K&H Cooperative employees serving you. For another, we want to be an attractive place for potential employees to consider working. With the current labor shortage, we're thinking outside the box to create our own family-centered work environment. No one else, to our knowledge, is doing this.

The above benefit package would have been unheard of a short time ago; but today people don't want to work seven days a week. They want to spend time with their families and have time to themselves.

The response of our employees to the above changes has been very positive.



**"No one else is doing what we're doing."**

*David Anderson and Ryan Schmidt, Agronomy Operations Directors*



*Step Pay enables employees to earn more money by becoming proficient on various pieces of equipment.*



# YEARS OF SERVICE FOR 2022

CONNIE DORNBIER 25 YEARS

DAVID ANDERSON 15 YEARS

BRADY KOPPEN 15 YEARS

TYLER OLSON 15 YEARS

VICKIE HOPPMAN 15 YEARS

KENT HAUGLAND 10 YEARS

JOE VEIGEL 10 YEARS

TIM LARSON 10 YEARS

LANCE WALDEE 5 YEARS



# OUR GREATEST ASSET



**EMILY BOELKE, VP OF HUMAN RESOURCES**  
*Emily.Boelke@NuWay-KandH.com*

At NuWay-K&H Cooperative, our people are our greatest asset. We aim to continuously hire and retain new talent to serve you with innovation, diversity, and exceptional value.

It is with great pleasure that I introduce to you two new employees: Jesse Braswell and Kelly Kuehl.

**JESSE BRASWELL**

Based at Wesley Iowa, Jesse joined NuWay-K&H Cooperative in March as an energy service technician—installing tanks and generators, repairing lines and conducting leak tests, in addition to being a backup propane deliveryman.

Jesse grew up in West Texas and worked on wind turbines in South Dakota, Minnesota, Nebraska, California, Texas, Arizona—all across the U.S.

Jesse and his wife Gwendolyn have three children: two girls (8 and 7) and a boy (8 months). The family lives in Britt, IA.

**KELLY KUEHL**

Near the end of February, Kelly Kuehl joined NuWay-K&H Cooperative at Trimont in accounting services for our agronomy department. Kelly's responsibilities include invoicing inventory, helping book seed and fertilizer, invoicing customers and managing accounts receivable.

Originally from Sherburn, Kelly worked 20+ years as an assistant cashier at a local bank.

Kelly is married to her high school sweetheart, Ryan. Their family, which includes a son getting married in August and a daughter who is a high school junior, lives outside Trimont on an acreage.

Welcome Jesse and Kelly.



**JESSE BRASWELL**



**KELLY KUEHL**

# THANK YOU

For Your Years Of Service





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