NAICC

A professional society representing the nation's crop production and research consultants

PRESIDENT'S COLUMN

By
Steven A. Hoffman
NAICC
2017 President

Our Faithful Volunteers Help Make the Annual Meeting a Success

From my perspective, it was another fantastic NAICC Annual Meeting held at the Hyatt in St. Louis. I attended most of the Consultant's program sessions and it didn't take long for me to be reminded of why I look forward to the event every year. The educational sessions were interactive and thought provoking. Between our sessions, I enjoyed visiting with old friends and meeting new members and guests. Kudos to the Annual Meeting Coordination Committee - Dennis Berglund, Bree Goldschmidt, Matt Winslow and Angela Dawson for a job well done with their respective committees.

Annette Leslie and her Researcher/ QA Education Outreach Committee did another fantastic job with the GLP Training sessions.

Trisha and Amalia Easton once again deserve a big thank you for their help in coordinating the committee reports. Thank goodness we had Donna Landis and Valen Straub coordinating the meeting room audio visuals and PowerPoints or you would still be in the meeting room watching me fumble with the laptop. Thanks to the efforts of Gary Coukell, the Eventmobi meeting app did a great job of keeping us all on schedule and in the right room.

Brent Wright - our unofficial NAICC photographer has been on the job as a volunteer for so long that we probably have started to take his presence for granted. The fund-raising efforts were a success due to the great work of the FEAE Board and those that donated items for the silent auction. The team at MOARK Agricultural Research and Amy Beth Dowdy organized another killer Trivia Night to raise money for the Crawfish Boil on the Hill. Who could forget Mr. Ray Young and Lacey Todd singing the "Wasbash Cannonball" as a fundraiser? I know that we will all carry that special memory for the rest of our lives.

And who knows us better than Allison Jones? Once again she did a fabulous job of explaining how our organization works to new and sustaining members during their respective receptions.

As I watch our committees in action, I am amazed at how efficiently each group can identify solutions through the shared focus that our members have.

Where would the NAICC be without our volunteer work force that shows up every year to help with behind the scenes duties, registration and giveaways? Tammy Case and Michelle Hoffman kept the registration desk running smoothly. Chrystal Johnson coordinated the AG PRO EXPO exhibition hall. Debra Keenan, Kathy Moser, and Glenn and Judy Luedke helped to prepare registration packets while Dorothy Young had a team of ladies folding t-shirts at the give-away station. Mary O'Hanlon and a group of 13 Monsanto volunteers handed out registration packets. Special thanks to First Lady Kathy Moser and her friends who decorated the luncheon tables with centerpieces depicting North Dakota agriculture.

We would be lost without our volunteer work force. Please send them and the other volunteers a quick text or email of thanks when you have time.

Your Executive Board does a fantastic job of representing the interests of our membership. I am constantly amazed and humbled by the quality of our members. The diversity represented by crop consultants, researchers, quality assurance professionals and industry members really does represent our industry well. Our differences as sub-groups complement each other so well, that as an organization we are robust and do not seem to have deficiencies.

I could not be more proud of our NAICC family. It is an honor to represent you.

Certification Reminder

CPCC certification fees and 36 CEUs are due to the NAICC headquarters by March 15. You may renew your certification when you renew your dues online or mail your check or credit card information to the NAICC headquarters.
Go to http://naicc. org/member-center/ceu-renewal/ to renew and report your CEUs online.

Happenings on the Hill

Glenn Luedke, NAICC Legislative Assistant

115th CONGRESS

House Ag Committee Chairman Conaway announced subcommittee assignments for General Farm Commodities and Risk Management; Nutrition; Commodity Exchanges, Energy and Credit; Biotechnology, Horticulture and Research; Livestock and Foreign Agriculture; and Conservation and Forestry. Chairman Conaway announced there were 12 Congress members serving on the House Ag Committee for the first time.

The Chairman outlined results of the 114th Congress and stated that a two year thorough review of the SNAP program had been completed as well as an examination of bio-tech issues, agricultural trade, the importance of agriculture to our national security and the impact of regulatory burdens, including WOTUS on the agriculture industry. The current farm bill is set to expire later in 2017. Farmers and ranchers experienced a 46% decline in net farm income, the largest 3-year drop since the Great Depression. The House Ag Committee is charged with ensuring that all authorizations of appropriations are current. There are currently 73 authorizations of appropriations across the federal government ($650 billion) that have expired or are set to expire later this year.

H.R. 5: REGULATORY ACCOUNTABILITY ACT OF 2017. This rule passed and ensures transparency and accountability by regulatory agencies, reaffirms congressional intent in rulemaking and strengthens the public's right to know. H.R. 5 was later amended to add that a federal agency would be limited in the amount of lobbying it could do for its own rulemaking.

H.R. 631: DEATH TAX REPEAL ACT OF 2017: The bill had bipartisan sponsors in the House and Senate and intends to fully and permanently repeal the death tax.

FARM BILL

The Senate Ag Committee has started work on the next Farm Bill and will start with a listening session meeting in Kansas in late February. Producers and agri-businesses will have a chance to be heard about issues concerning American agriculture as well as small towns and rural communities.

The National Association of State Departments of Agriculture has formulated their list of priorities for the next Farm Bill to include Trade Promotion, Conservation, Specialty Crop Block Grants, Invasive Species, Animal Diseases, Research/Education/Economics and Food Safety.

Most provisions of the Agricultural Act of 2014 expire on October 1, 2018. Issues to be addressed include acreage caps on CRP, eliminating restrictions on using credit to finance ag trade with Cuba and allowing urban growers to be eligible for selected USDA programs. It is also expected that certain groups will continue their efforts to set limitations on benefits received under the federal crop insurance program.

Progress on the new Farm Bill will be slow if the 2018 fiscal year budget demands reconciliation instructions. It would then force the House and Senate Ag Committees to impose spending reductions.

USDA

USDA reports that nearly 40% of all farms are run by multiple operators. In 2015, 39 percent of all U.S. farms/ranches had secondary operators. Since nearly all farms are family owned, family members often serve as secondary operators. Nearly two-thirds of all secondary operators were spouses of principal operators. Approximately 6% of all farms/ranches were multiple-generation farms/ranches with at least 20 years difference between the ages of the oldest and youngest operators.

USDA has released details of proposed rules related to plant breeding innovation, current policy is that plant varieties developed through the latest breeding methods should not be regulated differently if they are similar to or indistinguishable from varieties that could have been produced through earlier breeding methods. USDA's proposal recognizes that some applications of gene editing result in plant varieties developed through more traditional breeding methods and treats these varieties accordingly.

Agricultural groups are supporting several bills that would preempt local municipalities ability to pass seed related rules that are more stringent than state law. The preemption currently exists in 26 states. Another bill currently under consideration would require government agencies to test seed for germ and purity prior to purchase by state agencies.

GMO LABELING: In 2016, Congress passed a law establishing a national labeling program for bioengineered foods. Most in ag do not see the need for such but agree a federal standard is a better alternative than having 50 different state rules. Congress gave USDA until July 2018 to develop a regulation to implement the law. USDA has been given unlimited ways in how it will decide to approach labeling requirements. Initial guidelines should be presented sometime in 2017. The food industry will be watching for how much flexibility they will have. If the food industry sees this labeling method as a "warning label", food companies will demand non-GMO products. This may give producers less incentive to incorporate new technologies in their production plans.

GOVERNMENT REGULATIONS

The new Administration signed an executive order that seeks to substantially cut federal regulations. Federal agencies would be required to cut two existing regulations for every new rule that is introduced. Consumer and environmental groups immediately protested the new rule. Review by the White House Office of Management and Budget will continue to review all major regulations. The repeal of two regulations do not have to be done simultaneously with the introduction of additional rules.

LABOR

The 115th Congress will be addressing border security and the big issue will be worker availability. It is believed the new Congress will move rapidly on issues of worker verification and

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consider the possibility of universal E-verify along with other employer mandates including internal security and may include the resumption of ICE audits. The challenge for agriculture is to have assurance that authorized workers be processed without delay.

EPA

In her departing comments, outgoing EPA Administrator Gina McCarthy stated her biggest regret was failing to connect with Rural America. "Hard-nosed regulation proved to be a job killer. We tried to change the outreach and messaging but it didn't work. The USDA needs to convince farmers that it is in their best interest to employ practices to counter climate change and curb farm runoff, while resolving other environmental issues. The message would be better received from USDA rather than the EPA."

Senate hearings continue for confirmation of the new EPA Administrator. The big question: will there be a new order or more disorder. The new administration transition director's goal is to cut two-thirds of EPA's employees.

WOTUS: The Supreme Court has agreed to hear appeals on EPA's WOTUS rules. Oral arguments are to begin in Spring 2017.

NEW BEGINNINGS

Torrance Lee
Quality Assurance Specialist
Valent U.S.A. Corporation

Last December, I found myself venturing to America's heartland in Iowa for business. Being from the San Francisco Bay Area, the sub-zero temperatures which awaited me was a little bit of a shock. Although I came prepared, breathing in the cold winter air was a rude awakening. One windy morning, my colleague and I found the car's windshields covered with ice. As I was scraping the ice, the wind attacked my face with merciless tenacity; I could only complete the front windshield before I found myself retreating to the inside of the car as my face was completely numb. My colleague had to complete the job as I sat inside warming myself. Being someone who took pride in finishing the job, I felt a bit ashamed and wished I had more courage to see it to completion.

Heading to Iowa, my attitude towards the cold was to adapt, acclimate and accept rather than fight in defiance. With that mindset, I was able to acclimate a little to the cold by the end of the trip. Upon arriving at the Bay Area, I was delighted to be able to roam outside with a light jacket while others were dressed in layers along with scarf and gloves in the 40 degree weather.

When I landed my first job out of college at Valent, GLPs were as foreign to me as the bitter cold in Iowa. Nothing seemed natural about it. It was extra work which did not come easy nor seemed important at the time. Since I did not make it a priority nor grasped its importance, my indifferent and defiant attitude towards the GLPs was reflected in the work I performed. It did not take long for the study director to discover my inadequate workmanship.

Six months into my job, my supervisor and the manager of the group sat me down and issued a rebuke; it was at this point when I realized how important the GLPs were. After that point, I took GLPs seriously. With my newfound attitude, I discovered that it was a matter of adapting and accepting GLPs place in my work life. While I made vast improvement, everything about it seemed deliberate and purposeful. In addition, I still found the GLPs to be tedious and mundane. Fortunately, after a period of time, my perseverance paid off; the GLPs felt more natural and became second nature.

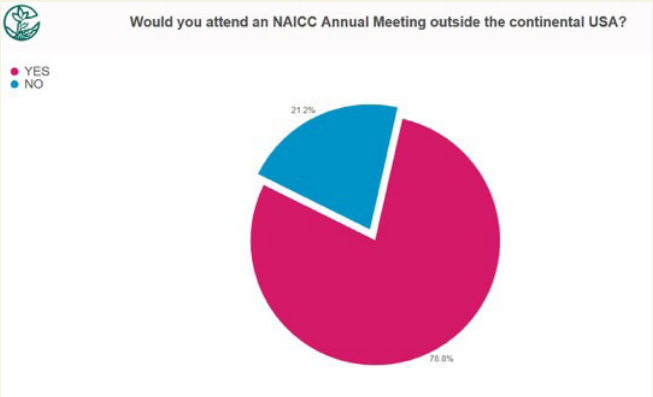
Even before I joined the "dark side" by becoming a quality assurance professional, I embraced a positive attitude towards the regulations. I found the regulations are not encumbering; rather, they are a recipe for an individual to follow in order to be successful when conducting studies. This recipe allows the science to shine. With my newfound revelation, I took pride in my documentation and was proud to have perfected this craft.

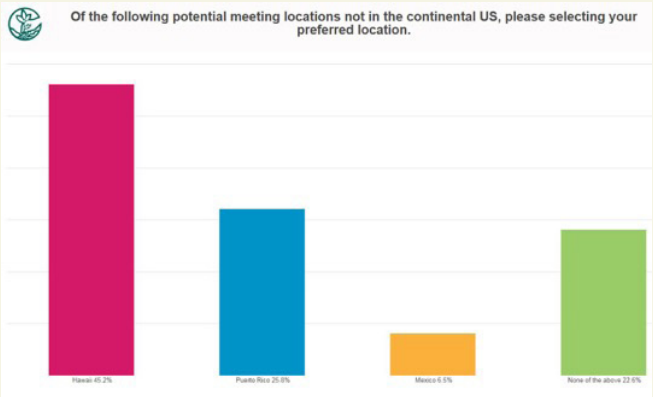
Whether you have been in the industry for one month or for several decades, the GLPs should never be subservient to quality work. Without adequate documentation, the quality samples you may generate are meaningless and the integrity of your work questioned.

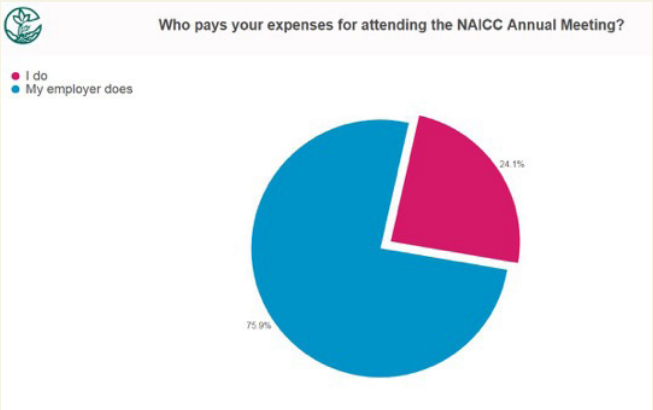
Although I may never fully embrace cold weather, adapting to it made things more pleasant. Fighting it would be foolhardy and asinine. Adapting to it and finally accepting it made a dramatic difference, even if it is only psychological. Likewise, to be proficient in the GLPs, one must adapt and accept these rules as important and meaningful. Without this mindset, the documentation and sample quality will invariably be mediocre as I have seen repeatedly in my career. Those who only tolerate GLPs cannot be taught to care, and they are difficult to teach as they are indifferent. To be proficient, one must have a quality state of mind. This does not come naturally, but by repetition and through practicing the fundamentals. Whether it is acclimating to the cold or to the GLPs, it ultimately comes down to attitude.

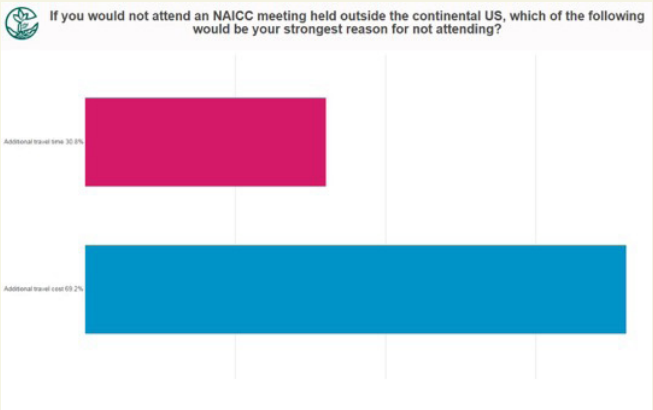
WHERE TO NEXT?

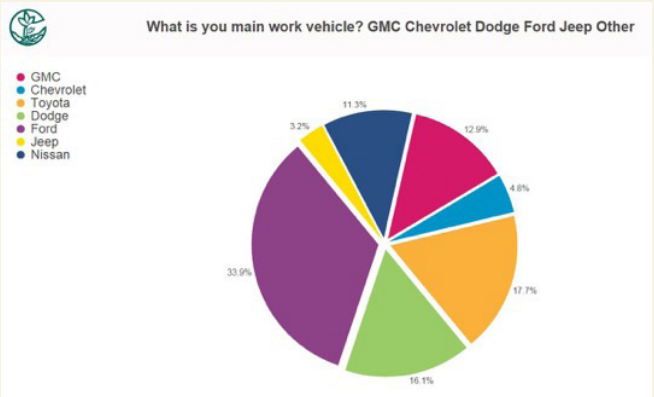
A short informal survey was available for member participation through the NAICC app during the business meeting held during the Annual Meeting in St. Louis. The results are presented below and will also be provided to the Executive Board to assist in making decisions about potential locations for future meetings. Thank you to everyone who participated!











2017 NAICC Annual Meeting Photos

Annual Trivia Night Did Not Disappoint

Gold Team
The WINNERS!

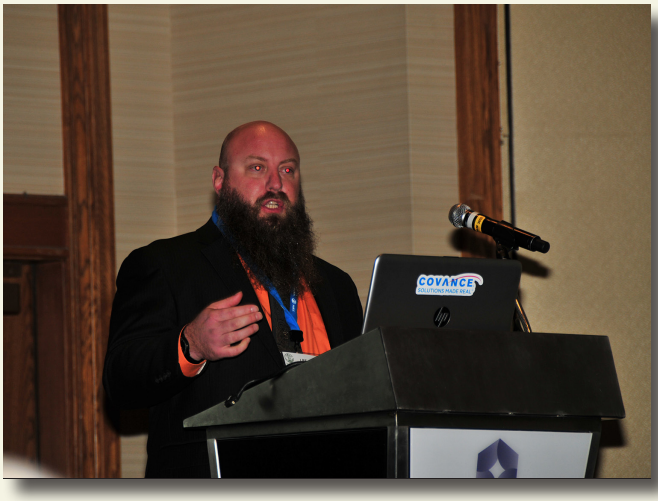
Many thanks to our exhibitors!

Members of the Global Alliance of Independent Ag Consultants from left: Brent Wright, Canada; Al Averitt, USA; Patrick Stephenson, UK; Yves Coconnier, France; Ian Macleod, Australia; Grady Coburn, USA; Jim Steffel, USA; Rick Kesler, USA; Dennis Hattermann; USA.

2017 NAICC Annual Meeting Photos *continued.*

Kevin Howard with Monsanto participates in a panel discussion for research consultants.

Fate Thompson (far right) with American Ag Services recognizes Ken Trammel and Carla Wells for their years of dedicated service to the ag industry.



Dr. Gary Hein and Lee Briese with the UNL Doctor of Plant Medicine Program.

2016 NAICC Top State Recruiters: Steve Hoffman, Sandy Mackie, Denise Woodard and Brian Battles.

NAICC Overall Top Recruiter for 2016 is Tim Veldkamp, SGS North America.

2017 NAICC Annual Meeting Photos *continued.*

2016 NAICC Executive Board – job well done!

2016 President Dan Moser passes the gavel to Steve Hoffman, 2017 President.

The 2017 Leadership Team

Congratulations to the NAICC Consultants of the Year, Lee Briese and Griffin Vliestra.

Rick Kesler receives the Service to Agriculture Award. Thank you for being a great leader for agriculture and NAICC.

Bill Cox is honored with the Service to NAICC Award for his 20+ years of hard work and dedication to the Alliance. Bill certainly has a passion for his NAICC family.

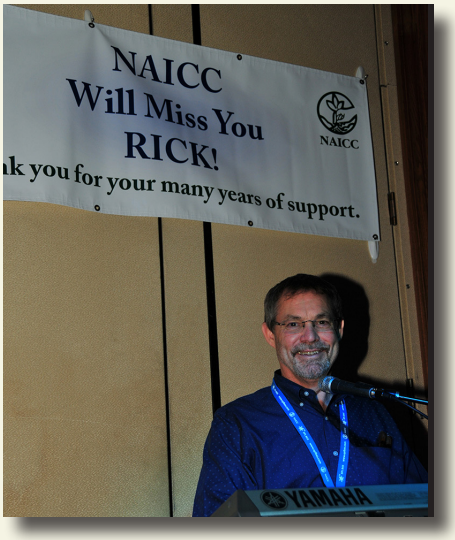
2017 NAICC Annual Meeting Photos *continued.*

The traditional smoking of the peace pipe.

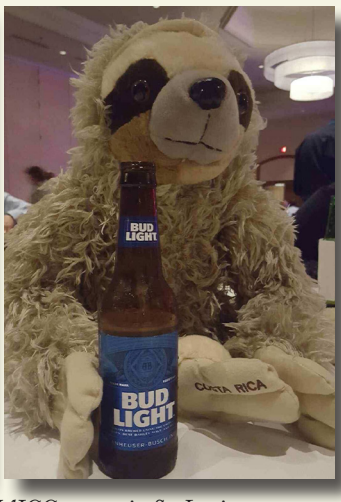
NAICC's Got Talent! Ray Young and Lacey Todd sing The Walbash Cannonball.

Luanne Anderson with Brent Wright, our faithful photographer sports the official Robert Stephenson Trust team jersey.

Lakken Paulsrud wins the $1000 Visa gift card raffled by the Foundation.



NAICC wishes Rick Kesler much happiness during his retirement.



"Slowpoke" the sloth quickly became the NAICC mascot in St. Louis.

With the help of these nice ladies, photos with Slowpoke raised $800 for the Foundation.

Research Station Manager
Monterey County
1/29/2017

Pacific Ag Research, a national agricultural research organization based in San Luis Obispo, California, currently has an opening for Station Manager at our research facility in Salinas, CA. This is a career position with opportunity for advancement within the parent company.

REQUIREMENTS:

- **B.S. or M.S. in Plant Sciences, Entomology, Plant Pathology, Weed Science or Horticulture.**
- **At least 5 years of agricultural field research experience.**
- **Strong grasp of best agricultural practices for commercial agricultural crops.**
- **Comfortable working with agricultural chemicals and equipment.**
- **Experience with regulated biotech studies and knowledge of GLP compliant research a plus.**
- **Capable of working outdoors for sustained periods.**
- **Class C drivers' license and insurability under company's vehicle insurance.**
- **Strong verbal and written communication skills.**
- **Bilingual in Spanish is recommended, but not required.**
- **Some travel to other company facilities in California, Michigan (Michigan Ag Research), and Florida (Florida Ag Research).**

Starting salary $60,000-$90,000. Medical and dental insurance, 401(k) plan, company profit-sharing, paid travel for professional training and meetings, and many other benefits.

Position available immediately. To be considered, please provide a resume with references and a cover letter of at least 80 words explaining why you are applying and a good fit for the position. Please send all resumes with cover letter to: admin@pacificaggroup.com.

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POSITION AVAILABLE:

American Agricultural Services looking for qualified candidates - Project Manager/Study Director

Minimum requirements: Master's Degree, 3 years pesticide/GM industry experience, and training in Basic GLPS, GLPS Documentation, Study Director Training, and Study Monitor Training.

Interested candidates can contact Hannah Lynch (hlynch@amagsrv.com).

NAICC

SUSTAINING MEMBER
NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

NAICC PRIDE

Show your NAICC pride by adding a tag line promoting your profession and the Alliance. In-coming President Steve Hoffman has issued a challenge to all NAICC Members! The person who promotes NAICC now through the end of 2017 in the most unique way or using the most different types of media will win complementary registration for the 2019 NAICC Annual Meeting in Savannah, GA! Winners will be announced at the Saturday morning group breakfast during the 2018 Annual Meeting in Tucson.

Voting Members – if you would like to use the NAICC logo and need a jpg file, email allisonjones@naicc.org. Sustaining Members can also request the NAICC Sustaining Member's logo (shown above).

Below are a few suggestions for tag lines on your email, business cards, letterhead, etc.

1. Proud Member of NAICC Since ____
2. Proud Member of (logo) Since ____
3. (just logo)
4. Join me in St. Louis in January 2017 for the NAICC Annual Meeting and AG PRO EXPO
   http://naicc.orgmeetings/2017-annual-meeting/

These are just a few of the many ways we can promote NAICC and agriculture. Get creative!

Be sure to send a photo or your "NAICC Pride" tag line to AllisonJones@NAICC.org.

The correct answer from the December newsletter was "Hobbes".

Congratulations to Angela Dawson for winning the gift card!

Answer the following question for a chance to win a $50 Visa Gift Card:

What animated movie is this fish found in?

Submit your answer here:

https://goo.gl/forms/CqxxtcIjQzouKLJN2

One winner will be randomly selected from the correct answers and announced in the next newsletter.

National Alliance of Independent Crop Consultants

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