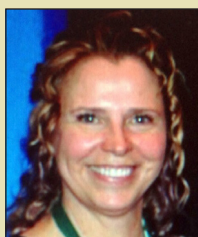




NAICC NEWS

OFFICIAL PUBLICATION OF THE NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

PRESIDENT'S COLUMN



By
Debra Keenan
NAICC
2015 President

Education of Our Future Consultants

Farmers protect their land and water. I was fortunate enough to be raised on a farm and, thanks to my dad, raised with a great work ethic. I was also very fortunate to be a part of my high school agriculture program. My teacher, Wendy Mullion from Palo Verde High School, was exceptional as she taught us that agriculture is not just farming, it is so much more. My experience in her class and growing up on a farm broadened my horizons' and allowed me to see the bigger picture.

The FFA (Future Farmers of America) is an organization for young people who have diverse interests in the food, fiber and natural resource industries. FFA encompasses science, business and technology as well as production agriculture. FFA was a big part of my high school life. I chose to raise swine and was learning along the way. It was challenging, enriching and very enjoyable. Now if a kid wants to raise an animal they can get a loan with one of the local lending banks and learn how to budget and pay the debt off.

When I was in high school I either worked and paid for my animals or obtained a loan. FFA also taught me how to be a good leader, how to work efficiently and to think logically. The last section of the FFA Creed is as follows: "I believe that American agriculture can and will hold true to the best traditions of our national life and that I can exert an influence in my home and community which will stand solid for my part in that inspiring task."

Another program for young people is 4-H, a program that was set up by the United States Department of Agriculture. It was originally in rural areas but now is everywhere. It is designed to help young people to become productive citizens by teaching them useful skills in agriculture, community service and personal development.

To me education is essential for our country to grow and prosper. Programs like FFA and 4-H can aid in the development of useful skills. Looking at educated, qualified students for consulting coming out of college is very difficult. California Association of Pest Control Advisers did a survey of their 3100 members and almost 40 percent of its members are over 55. Only 17 percent are 44 or younger. Thirty-five percent are 45-55. Those numbers are quite interesting to me. About 25 percent of California's consultants have over 30 year's experience and over half have 20 year's experience.

This tells me that we as an industry need to open the eyes of our students coming out of high school and college. Let's show them how intriguing and enlightening a career as a consultant can be, just as my high school agriculture teacher did.

Develop Your Leadership Skills Through NAICC

The NAICC Leadership Program's (NAICCLP) purpose is to help ensure agricultural sustainability by facilitating the growth of new leaders within NAICC and the crop consulting, research consulting and quality assurance professions. This exciting program consists of three modules that begin in January at the NAICC Annual Meeting, followed by a trip to Washington, DC with the Executive Board and attend the Crawfish Boil on the Hill. The program continues through the summer/fall with visits to other NAICC member's facilities with participates "graduating" at the following annual meeting.

Applicants must be a member in good standing of NAICC. Four applicants will be selected for the leadership class with consideration given to geographic location and the person's area of knowledge/expertise. Find the complete details on the program including participant responsibilities, criteria for selection/participation, and the application form at <http://naicc.org/2013/05/naicc-leadership-program>. Deadline is September 1.

Three ways to participate:

Future Leaders – complete application and return by September 1

Present Leaders– complete an application, host a participant at your facility and/ or donate to the Leadership Scholarship program

Past Leaders – Host a program participant at your facility or donate to the Leadership Scholarship Fund

SEE ARTICLE IN THIS ISSUE ABOUT
NAICC COLLEGIATE CHAPTERS!



Happenings on the Hill

GMO's

The House Ag Committee passed the Safe and Accurate Food Labeling Act. This action would set up a voluntary labeling system for GMO foods. The bill, HR 1599 creates a national standard for the labeling of GMO/non-GMO products and overrules any state labeling laws. USDA will establish the national labeling and certification process. State departments of agriculture have the option to serve as certifying agents. The U.S. Senate has initiated no action for a companion bill.

UPDATING THE BIOTECH REGULATORY PROCESS

Last month, the White House has issued an "executive memorandum" requiring EPA, USDA and FDA to update their strategy for updating biotech products. The memo purpose is to initiate the processes and methods for the three federal agencies to modernize the regulatory system and establish periodic system updates. The process was last updated in 1992 but the Administration, stating the current process successful, must be reviewed to monitor unnecessary costs/burdens because of government agency jurisdiction and the need for timely reviews. The White House statement further went on to say the three federal agencies must develop an external, independent analysis every five years that will identify the landscape for future biotech products and identify potential new risks and frameworks for risk assessment. The Environmental Working Group (EWG) used the White House announcement to repeat its call for mandatory labeling of food products made with GMOs.

WATERS OF THE U.S. RULE (WOTUS):

Twenty-Seven states have filed different law suits against EPA and the Army Corps of Engineers. Each suit asks that a federal judge declare the rule illegal and order an injunction to prevent the agencies from enforcing the rule. In addition, it is requested judge's order the agencies to draft a new rule that complies with the law and honors States' rights. A lack of action would allow the rule to go into effect 60 days from the date of publication (June 29). Those involved in the lawsuit maintain the EPA's rule expands federal authority by placing a majority of land and water resources management in the hands of the federal government. The groups filing the lawsuits maintain the agencies misinterpreted the CWA jurisdictions made by the U.S. Supreme Court and subverted the notice/comment process by failing to seek public comment on scientific reports used to write the regulation and major provisions of proposed rule.

Some environmental groups are claiming ag "is treated disproportionately lean" in the ruling because of the number of exclusions provided for ag. Ag groups state that in the long run, the final analysis of the ruling outlines how the rule will give the EPA sweeping powers to regulate land use despite a body of law clearly prohibiting such overreach.

EPA

WOTUS: Business organizations, including the National Federation of Independent Business, U.S. Chamber of Commerce, several large city Chambers of Commerce and several large businesses have joined the groups opposing WOTUS rules. The U.S. Chamber of Commerce stated that EPA "has ignored flaws identified by the business community, farmers, agriculture leaders, manufacturers and other vital stakeholders".

MONARCH BUTTERFLY: The EPA stated they have rejected a request by the Natural Resources Defense Council for an emergency review of glyphosate's impact on monarch butterfly habitat. EPA reported earlier they are reviewing the risk of the herbicide through the reregistration process. EPA is participating in an international conservation program for the monarch butterfly and is involved in other efforts to conserve monarch habitat and is addressing threats to pollinators.

EPA also announced it is seeking input on how to protect monarch butterfly populations. After the comment period, EPA will assess risks from multiple herbicides to milkweed and monarchs and suggest criteria for selecting substances for review. Future measures to protect monarchs could include the revision of herbicide labels to reflect lower application rates, alteration of the timing or frequency of application and establishment of spray drift buffers to protect milkweed.

INERT PESTICIDE INGREDIENTS: An environmental group has sued the EPA after their petition to tighten requirements for pesticide manufacturers to disclose inert ingredients was ignored. In addition, the environmental group stated EPA's decision to not pursue plans for a disclosure rule violates federal pesticide law and the Administrative Procedure Act and claim that without the disclosure of inert ingredients the public is uninformed about the risk of many pesticides and allows the manufacturers no incentive to use less toxic alternatives.

FOOD LABELING

The House Energy and Commerce Health subcommittee held a hearing on the "Safe and Accurate Food Labeling Act". Following the hearing, the Committee stated the current situation allows individual states to have unique food labeling requirements and this is not workable or sustainable. Agricultural groups have spoken out and are requesting Congress set common labeling rules. The Safe and Accurate Food Labeling Act would ensure food labeling is consistent across state lines and be based on sound science and would require more coordination between USDA and FDA.

LABOR

California legislators are considering passing legislation that would allow farmworkers living in the country illegally to qualify for work permits. Similar legislation was presented three years ago, but failed. Labor and immigration rights groups opposed the legislation and want a nationwide immigration overhaul. The bill if passed, would give permits to individuals already residing in California without authorization and working in agriculture. Appropriators Talk UAS in their 2016 Spending Measures Both bills call for additional use of the six UAV test sites. Both the Senate and House of Representatives' Appropriations Committees have developed 2016 spending bills with report

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language containing provisions that call for increased study of UAV technologies.

The House Transportation Appropriations bill calls for study of sense-and-avoid technologies, as well as tracking technologies and orders the FAA to deliver a report on the feasibility of using such technologies 180 days after the bill is passed. The language states:

“The FAA is directed to assess the feasibility of integrating proven UAS mitigation technology with airport operations in order to detect, identify and track both the air vehicle and ground controller to explicitly identify the UAS without interference to existing airport operations. This assessment should review techniques to defeat an errant or hostile UAS without causing any collateral damage to essential navigation systems, wireless communications, the general public or other airport operations. The Committee directs that FAA to provide a letter report on its findings no later than 180 days after enactment of this Act.”

The Senate Transportation Appropriations bill calls for the FAA's Pathfinder program to be expanded. Pathfinder is a partnership with CNN, BNSF, and PrecisionHawk to evaluate UAV uses in the newsgathering, rail monitoring, and agriculture sectors, respectively.

Both bills call for additional use of the six UAV test sites. The House provides \$3 million above President Obama's budget request for UAS research. The Senate wants the FAA to consider using its six test sites to help decide on applications that can be exempt from the prohibition against commercial use of UAVs.

The full House passed its bill June 9th, and the Senate bill was passed by the Appropriations Committee at the end of June, and awaits final passage on the Senate floor.

Proposed Change in Overtime Requirements –

On June 30, 2015, President Obama announced proposed regulations that will, according to the Department of Labor, affect the overtime entitlements of more than 41 million U.S. workers. Under the current provisions of the Fair Labor Standards Act (FLSA), employers are required to pay employees who work more than 40 hours per week overtime at the rate of 1 and 1/2 times their hourly wage rate. For salaries less than \$50,440, overtime will be required.

The overtime requirements apply to both salaried and hourly employees unless the employees fall under specific exemptions. The most common exemptions are for employees employed in an executive, administrative or professional capacity as those terms are defined in the FLSA regulations. If an employee is (1) a salaried employee; (2) earns more than \$23,660; and (3) meets the duties tests in the regulations defining executive, administrative or professional employees, that employee is currently exempt from the overtime requirements of FLSA.

The new proposed regulation increases the minimum salary requirement from \$23,660 to what is expected to be \$50,440 as of January 1, 2016. For employers, this means that if this proposed regulation goes into effect, the employer will be required to pay overtime to all employees earning less than \$50,440 per year regardless of whether they fall under the executive, administrative or professional exemptions.

The proposed regulation is almost 300 pages long and can be found on the Department of Labor website. There is a 60 day period for providing comments. The Labor Department's Notice of Proposed Rulemaking was published in the July 6 Federal Register. Interested parties can submit their own written comments on the rule at www.regulations.gov on or before Sept. 4, 2015.

It is recommended that you contact your state lead labor agency to determine the laws and exemptions in your state.

2016 NAICC Annual Meeting and AG PRO EXPO



The 2016 NAICC Annual Meeting and AG PRO EXPO will be held at the January 27-30 in Orlando, FL. Visit <http://www.buenavistapalace.com/guestrooms-en.html> to see the beautiful property which is located across the street from Downtown Disney! The online hotel reservations site is https://reservations.ihotelier.com/crs/g_reservation.cfm?groupID=1249009&hotelID=6579. You can also make reservations by calling 1-866-397-6516. The deadline to receive the NAICC discount is 5:00 p.m. Eastern on December 24, 2015.

Registration information for the meeting and AG PRO EXPO will be available in late September.

QA Corner:

Meet Angela L. Barricklow-Dawson *Chairperson of the QA Education Committee for 2016*

Angela L. Barricklow-Dawson was raised in Forsyth, Illinois and graduated from Millikin University, Decatur, with a B.S. in Biology and a minor in Chemistry. For those familiar with the area, Forsyth/Decatur is centrally located in an agricultural area and biennially plays host to the Farm Progress Show, the nation's largest outdoor farm event. Producers from the U.S. and around the world attend this key annual agricultural event. The show is an excellent opportunity for producers and includes a wide variety of marketing, management and production seminars.

Growing up in a farm community, it was no surprise that Angela would pursue a career in an agricultural field. She joined EPL Bio Analytical Services in 2003. EPL is a contract research analytical laboratory specializing in agricultural science. Hired to perform peer review on compositional equivalency studies, a new service provided by EPL in 2003, Angela was instrumental in creating ways to document raw data. This included the design and calculation input of excel spreadsheets, method step completion records to outline and document steps in the procedures, other data forms and reviewing and issuing Standard Operating Procedures. Her attention to detail and company growth resulted in a quick transition into Quality Assurance. In time, Angela would oversee a QC/QA department that included 7 employees, and help establish a GLP compliant archive area. In addition to QA, she continues to be responsible for providing GLP training for all new employees and ensuring ongoing GLP education for the entire company.

Due to Angela's expertise in compliance she was asked to participate in the CLA GLP Work Group in 2013, representing and giving input for analytical laboratories and the effects on their business by not having regular facility inspections. The group's main focus is to address the issues caused by the EPA's inability to perform facility inspections in a timely manner and to provide suggestions and information to improve this system.

In 2010 Angela became actively involved in NAICC, after years of attending SQA meetings, and was invited to speak at the convention. Requests had been made by previous attendees to have more representation of laboratories at the meeting. Angela did that by speaking on EPL and how they maintain compliance as a CRO and analytical laboratory. That year, Angela joined the QA Mentoring Program and as a direct result of the support, guidance and encouragement from her mentor, Kathryn Hackett-Fields, she was able to become RQAP-GLP accredited in 2011.

In 2012, Angela became a member of the QA Education Committee whose function is to put together the QA portion of the conference and the Research/QA Education Outreach primarily focusing on pre-conference GLP training. Involvement in these two committees resulted in Angela's second presentation

at the 2013 conference entitled "Important Details Lab QA's are Expected to Check". At this conference, she attended her first pre-conference GLP training and, at the request of Lisa Wheelock-Roney, sat on a resource panel to answer questions regarding laboratories and CROs. In 2014, Angela continued her involvement on the panel.

At the 2015 conference, Angela, along with Annette Leslie from Pioneer Hi-Bred International and Tracey Froggatt from Dow AgroSciences, conducted the pre-conference Basic GLP Training course which will be held again at the 2016 meeting. This training gives a basic fundamental insight to GLPs for people who are new to compliance, have changed roles or need a refresher.

At this conference, she also accepted the nomination to be Chairperson of the QA Education Committee for 2016. Her goals for the meeting are to expose as many people as possible to the intricacies of compliance. With something for everyone:

- There will be a session discussing the 'Big Picture Process and Development for GMO and Chemical Registration'. From start to finish and the levels of involvement by different personnel along this way, this course is designed to provide a little something for compliance as well as research.
- For those who are interested in IT, data collection, archiving or compliance the 'Idiosyncrasies of Electronic Data may have value. With the ever evolving changes in technology, such as "The Cloud" we are all faced with how to maintain compliance in our electronic systems.
- Sponsor, field and laboratory QA's will be coming together to offer a presentation on their most commonly found compliance issues and how they address them.
- At the 2015 QA luncheon attendees were asked to write down 'What I Wish I Knew When I Started QA'. With 2016 in sight we wanted to offer a session for new QA professionals in hopes to teach them how to avoid hurdles in the compliance world already faced by some of us.
- Lastly, we will continue to have the ever so popular 'QA Game Show'. This is your opportunity to show off your compliance knowledge and skills by coming and playing the game.

NAICC has offered Angela the opportunity to be a part of an ever-evolving agricultural venue and provided her with a way to increase her knowledge and skills through training, discussions and networking. Being an active participant and member in the conference has enabled her to be a better QA specialist.

Student Membership and a Call to Action

By Brandy Tannahill, *Research Designed for Agriculture, Lewiston, MT*

Please allow me to introduce myself – My name is Brandy Tannahill, and as of 2015 I am the only Student Member of NAICC. I am also the only NAICC member in the state of Montana.

The more disturbing of those two facts is the first. Student membership is crucial to introducing a new generation of scientists to our field, and if we as a professional community expect our efforts to be picked up and expanded on in the future, we've got to start integrating millennials into our fold. "Catch 'em while they're young", as the saying goes.

It is with this notion in mind that I am starting an initiative (with the blessings of the Executive Board and cooperation from our Foundation, FEAE) to establish the first NAICC collegiate club, founded at Montana State University-Northern. This will be a pilot or "test drive" for a potential nationwide university launch of NAICC clubs. As the founding Club President, I intend to develop a number of activities, labs, and recruit speakers to come in and inform students of the nature of independent crop consulting, contract research, and quality assurance industries, and what career opportunities exist outside of the most obvious paths for undergrads of farming and ranching, seed or fertilizer sales, or government positions.

Main goals –

- Describe what independent crop consulting is, and how it fits into the big picture of commercial agriculture
- Describe what independent contract research consulting is, and how it fits into the big picture of agri-business R&D
- Describe what GLP quality assurance consulting is, and how it fits into the big picture of agri-business R&D
- Describe the issues most prevalent in media in concise, scientific terms to dispel the spread of pseudoscience – for example: the complexity of pollinator husbandry, and how neonicotinoids are not the only factor contributing to

declining bee populations

- Describe how issues (such as the pollinator paradigm) can be addressed and progress can be made in finding solutions to them through the work done by independent contract researchers and crop consultants
- Recruit student members to join NAICC and begin to network with this diverse and dynamic group of professionals
- Create a travel fund to send the most enthusiastic members to the national meeting

I feel as though it is important to establish this club at an undergraduate level to show emerging scientists and agriculture majors what possibilities exist at an early stage in their academic careers. Even if attendees of club meetings do not feel particularly persuaded to become a consultant or enter the field of science, at the very least they'll have exposure our existence and perhaps a more informed view of nature and science as it relates to agriculture. Communications majors who don't ascribe to the doctrine of the "Food Babe" are an asset to society, at any rate.

In terms of the "call to action" – I am seeking support in this endeavor to establish a well-run and effective educational resource for students. What does this mean to you? Well, as an Alliance, we are comprised of numerous experts in diverse fields who are well-informed on these issues and who have educational and training resources, like Power Point presentations, or other training tools for small field outings and labs like sweep nets, hand planters, etc. that could be lent or donated to the club to create an immersive learning environment. I am currently creating a game plan for club meetings that would begin in late August with the Fall Semester. Any suggestions, comments, criticisms, or friendly notes are welcome!

Please email me at brandy@rd4ag.com if you'd like to contribute in whatever way best fits your needs. Hopefully with this initiative we can work together to recruit more student members, more future independent crop consultants, contract researchers and QAs, and a greater presence in the state of Montana!

Get the Most of Your Nitrogen, Phosphorus with New 'Focus on Soybean' Webcast

By Phil Bogdan, *Plant Management Network*

Fertilizer prices have been on the rise in recent years, and so have discussions on the environmental impacts of fertilizer. Both of these factors are prompting growers to manage their nitrogen and phosphorus applications more effectively.

A new Focus on Soybean presentation titled "Reducing Nutrient Loss from Farmland" helps consultants, growers, and other practitioners in major soybean growing regions in four key areas:

- The benefits of avoiding nitrogen applications on soybeans
- The best nitrogen application strategies for corn, the most common of soybean's rotation crops
- Phosphorus management to maximize production and minimize environmental degradation
- Best management practices to minimize the negative impacts of fertilization on the environment

This 37-minute presentation is open access through July 31, 2015 and can be found at <http://www.plantmanagementnetwork.org/>

[edcenter/seminars/soybean/NutrientLoss/](http://www.plantmanagementnetwork.org/edcenter/seminars/soybean/NutrientLoss/).

Viewers can also opt to see a 5-minute executive summary version of this presentation. This shorter executive summary version is permanently open access courtesy of the United Soybean Board.

Other Focus on Soybean presentations can be viewed at www.plantmanagementnetwork.org/fos.

Focus on Soybean is a publication of the Plant Management Network. To get the most out of the Plant Management Network's full line of resources, please sign up for PMN's free electronic newsletter, PMN Update at <http://www.plantmanagementnetwork.org/edcenter/seminars/soybean/NutrientLoss/>.

Webcasts on a variety of other crops can be found in PMN's Education Center at <http://www.plantmanagementnetwork.org/edcenter/>.

The Plant Management Network (www.plantmanagementnetwork.org) is a nonprofit online publisher whose mission is to enhance the health, management, and production of agricultural and horticultural crops. It achieves this mission through applied, science-based resources, like Focus on Soybean.

PMN partners with the United Soybean Board, as well as more than 80 other organizations, which include universities, nonprofits, and agribusinesses.

NAICC Dues Renewal

Starting with the 2016 NAICC dues renewal process, dues **renewal notices will be sent only via email**. You can still pay by credit card or mail a check. However, renewing online is the most efficient way for the NAICC HQ to handle your renewal as the payment is tied to the database. You will also be able to update your directory listing when you renew your dues.

PLEASE go to naicc.org and edit your profile to update your email address. If you have forgotten your username, please email allisonjones@naicc.org. Watch your email for dues renewal notices in mid-September.



Position for:
Principal Field Investigator
Requires Bachelors degree
In Biology, Chemistry, or Ag.

Resume to: Pat Jones
Excel Research Services, Inc.
4545 N. Brawley Ave., Suite 105
Fresno, CA 93722
pjones@excelresearch.com

Nominations Open for Consultant of the Year Deadline is October 30, 2015

Do you know an NAICC member who has demonstrated exemplary performance this year? Consider nominating him/her for 2015 Consultant of the Year (COTY). Once again, BASF is generously sponsoring the recognition of three NAICC leaders to be honored at the 2016 Annual Meeting. Winners will receive complimentary hotel, airfare and registration!

Nomination forms are available at <http://naicc.org/member-center/forms-applications>. All nominations must be received by October 30, 2015.

Richard L. Jensen, Ph.D. Memorial Scholarship Applications

Applications for Richard L. Jensen, Ph.D. Memorial Scholarships are available at <http://thefae.org/jensen-scholarship/>. We encourage you to share the application with your summer employees or college students working toward an Ag degree. Students working for NAICC members qualify for preferred status.

Three scholarships are provided by NAICC's Foundation for Environmental Agriculture Education (FEAE):

- One \$3,000 award is given to a deserving third-year student in Agriculture with a major in Crop Production or allied subject.
- Two \$1,500 awards are given to deserving college students in Agriculture.

Application deadline is November 1, 2015.

The mission of the Foundation for Environmental Agricultural Education is to catalyze innovative education and training for current and future professional crop management practitioners including researchers and crop consultants.

Allison Jones

Executive Vice President

Debra Keenan, B.S./M.S.

President



National Alliance
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