



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

**PRESIDENT'S COLUMN**



By  
*Matt Eich*  
NAICC  
2019 President

## States Continue To Decide The Fate Of Chlorpyrifos

California agriculture has officially lost a major insecticide that has long been a tool to combat insects that plague fields. On May 8, 2019, California Gov. Gavin Newsom announced that his administration planned to ban chlorpyrifos. On Oct. 10, it was announced that California and Corteva Agriscience reached a deal to halt the sale of chlorpyrifos on Feb. 6, 2020. Producers can continue to use remaining supplies until Dec. 31, 2020. After that, chlorpyrifos use in California is banned.

### Chlorpyrifos History

Chlorpyrifos was first registered as an insecticide in 1965. Since then, many restrictions have been placed on its use with a series of actions by EPA starting in 2000.

In November 2016, the Obama administration and the EPA moved forward with the evidence that a ban on chlorpyrifos was justified. Just four months later in March 2017, EPA head Scott Pruitt denied the petition to ban chlorpyrifos, which left chlorpyrifos on the market until the next registration review on Oct. 1, 2022.

After that California has not been the only state to take action against the use of the pesticide.

In February 2018, a bill was introduced in Hawaii to ban chlorpyrifos, and in June 2018, the bill was signed banning the insecticide's use across the islands after Jan. 1, 2019. However, the bill gives businesses the ability to apply for a three-year extension to adjust to the new law. Later in April 2019, New York banned the use of chlorpyrifos in the state by Dec. 1, 2021. Oregon and Connecticut are currently exploring bans on using the insecticide in their respective states.

### Tools Needed

We need chlorpyrifos as a tool. Since 2015, the soybean aphid has shown resistance to some pyrethroid insecticides, namely bifenthrin and lambda-cyhalothrin, leaving just chlorpyrifos as an economically available solution for controlling soybean aphids. Sulfoxaflor (Transform) is an option, but it is not labeled for use in all states—including here in South Dakota—further proving our need to keep chlorpyrifos as an option.

### My Take On Regulations

Some regulations are needed. This I understand, and I agree with it. Take the

restrictions placed on chlorpyrifos use from 2000 to 2012 due to safety as an example. To me, those were common-sense regulations that were needed to protect the general public. However, some of these regulations—though well-meaning and often made as “feel good” rules for the general public—unnecessarily restrict the use of the very pesticides we need.

Why do we continue to let those who are not involved in our industry bully us around and tell us how to do our job? As those with “Google University” degrees become keyboard warriors, we must fight back with our knowledge and experience. We must also follow best management practices and not spray a pesticide when one is not needed or when pest levels are below thresholds, as is the temptation when tank-mixing pesticides. We as consultants must lead by example and do the right thing. Otherwise, we will need to tolerate further unnecessary regulations or outright bans and lose the tools we need to take care of the pests that plague our crops that help to feed the world.

## Membership Renewal

Thank you for your continued support and dedication to NAICC! We are proud to have you as a current member and look forward to our continued relationship in 2020.

Please click on the button below, to pay your membership dues and update your member profile to keep it current in the online directory.

[\*\*RENEW YOUR NAICC MEMBERSHIP\*\*](#)

NAICC membership must be current for 2020 to receive the member's discount when you register for the 2020 Annual Meeting and AG PRO EXPO.

# Join Us In San Antonio!



## NAICC ANNUAL MEETING AND AG PRO EXPO

January 20-25, 2020

Henry B. Gonzalez Convention Center • San Antonio, Texas

For information call: (901) 861-0511 • [www.naicc.org](http://www.naicc.org)

NAICC's Annual Meeting is THE place to be the third week of January. It is where the nation's top professionals come for networking and education opportunities. It has been 22 years since NAICC was in The Alamo City and we are very excited to be going back and to welcome you to the 2020 NAICC Annual Meeting and AG PRO EXPO, January 20-25.

San Antonio Texas is a city rich in history, bursting with culture, and booming with modern attractions. San Antonio invites its visitors to discover what is old and explore what is new. Take a look at what San Antonio has to offer at Visit San Antonio. Through their Show Us Your Badge program, convention attendees can receive discounts and special offers at

over 50 restaurants and nightlife establishments in downtown San Antonio simply by showing their conference badge. Check out these San Antonio maps to do a little bit of reconnaissance before you get there!

[View a map](#) of places to eat that are near the hotel.

[View a map](#) of the entire downtown area.



## Great Opportunities for the Week

The NAICC Annual Meeting is a week full of great opportunities to learn and connect with great people. Monday, Tuesday and Wednesday are set aside for training, company sponsored meeting and various Board meetings. Wednesday will also include Meeting Registration, the first look at the Exhibit Hall, an afternoon of Committee Meetings. The evening will include our New Members' and First Timers' Reception, Sustaining Members' Reception and the Charity Poker Game. Thursday morning starts the education part of our annual meeting with a continental breakfast in the exhibit hall followed by three Breakout Session Tracks that will cover topics vital to crop consultants, crop researchers and QA professionals. Thursday

highlights include the joint Plenary Session that includes presentation from our current president Matt Eich, leadership candidates John Gottula, Anna Meszaros, and Melissa Nelson and our Keynote Speaker Vance Crowe. After lunch is the very popular Emerging and Evolving Technology session with the newest and latest technologies presented by in 5 minute segments by our members or exhibitors. Thursday evening is the Outgoing President's Reception held in the AG PRO exhibit hall. On Friday the three breakout sessions continue with more great topics, plus a joint session for the Annual Business meeting, Incoming President' Luncheon. Friday evening will conclude with the Friday (or Saturday or Sunday!) Night Lights Networking Dinner.

### Shortcuts to Annual Meeting Information

Outline of each day [Schedule At A Glance](#)

Details about each day

[Annual Meeting Program](#)

Highlight details [NAICC Annual Meeting and AG PRO EXPO Highlights](#)

Registration [Annual Meeting Registration](#)

Meeting Website [NAICC Annual Meeting](#)

# Noteworthy Points Of Interest For The Upcoming Annual Meeting In San Antonio

## KEYNOTE SPEAKER

Vance Crowe is the 2020 Keynote speaker and will make his remarks during the Plenary Session on Thursday, January 23 beginning at 10:45 am. Crowe is the former Director of Millennial Engagement for Monsanto, one of the most controversial companies in the modern age. In this role, Crowe spoke before more than 90,000 people around the Western World that were afraid, even angry about how their food was being produced. Through experience and research, Crowe has developed key concepts that can help an expert become a more influential and compelling communicator. The audience will learn core principles of storytelling so that they can hold the attention of others, disarm incorrect beliefs and have their expert knowledge spread. Crowe will answer questions such as: Why is it that those that seem to know the least about a particular subject seem to be the most aggressive when it comes to defending their point of view? Why are experts so much more careful when talking about what they think they know? Communications Strategist Vance Crowe will reveal why humans think in stories, and why most of what we believe is a result of whom we spend time with, rather than knowledge of facts.

## THREE CHANGES AT THIS MEETING

1. The AG PRO EXPO Exhibit Hall will be open at 1:00 pm on Wednesday, January 22 thru the end of first break on Friday.
2. The popular Saturday morning round tables discussions will now be held Friday afternoon.
3. The group tour will be on Saturday morning.

## TRAINING OPPORTUNITIES

### Efficacy Research Workshop

Monday, January 20 from 8:00 am – 5:00 pm

A full day workshop that will focus on how to conduct good efficacy trials. Invited speakers will share their knowledge about Entomology, Plant Pathology, Weed Science, Adjuvant, Bio-stimulant, and Plant Nutrient research. For each discipline, optimal trial set up, application techniques, inoculation/infestation methods, and detailed evaluation techniques will be discussed. Attendance certification and CEUs for CPCC-I and CPCC-R will be provided at the end of the workshop. Sponsored by NAICC.

### GLP Training for Researchers and Quality Assurance Professionals

Tuesday, January 21, from 8:00 am – 12:00 pm  
Choice of Four Modules

Basic GLP Training: This interactive session is aimed at those with 0-2 years GLP experience. It gives a basic overview of the GLP regulations with emphasis on the responsibilities of QA, Study Directors and Principal Investigators as it relates to your role in a GLP environment.

Refresher GLP Training: This course will refresh and challenge your GLP knowledge and has something for everyone. You will be encouraged to think outside the box when interpreting the GLPs. Material will cover topics relevant to field, lab and sponsor GLP personnel.

Practical Field Workshop-Application: This hands-on workshop will focus on application techniques, equipment, data documentation, and GLP compliance. It is designed to provide practical information on overall trial conduct, GLP compliance issues, industry best practices, and efficiency in capturing raw data for field research personnel and QA professionals conducting/auditing GLP studies.

Practical Analytical Laboratory Workshop: This hands-on workshop will focus on basic laboratory techniques, GLP compliance, phase reporting, and QAU requirements. It is designed for Study Directors, Principal Investigators, beginner analytical and QA personnel.

### CRISPR Gene Editing Technology – Applications in Production Agriculture Workshop

Wednesday, January 22 from 8:00 am – 12:00 pm

Presentations will focus on the underlying genetic principles of CRISPR gene editing technology, applications of the technology in agricultural crops in North America and other agricultural regions around the globe, and stewardship of this new technology. The first gene edited crops are already being commercialized and entries to the major agronomic crop groups are in late stage development. The objective of this workshop is to help independent agricultural consultants prepare to integrate gene edited crops into the crop production systems of their clients. As gene editing technology transitions to commercialized products, informed professional agricultural consultants can contribute to the development of biologically effective and agronomically functional stewardship policy to maintain the long-term durability of this valuable technology. Speakers from academia, industry, USDA and EPA will make presentations on the development, applications, status of commercialization, stewardship and regulatory status of gene edited crops. An International panel of crop consultants will briefly summarize the commercialization status and likely acceptance in their respective regions with considerations for return on investment for growers accessing this technology. Sponsored by the Global Alliance of Independent Ag Consultants (GAIA) and NAICC's International Affairs Committee.

See program for additional details.

### CHARITY POKER GAME

Wednesday evening the NAICC Charity Poker Game is back by popular demand. Your \$20 buy-in will support the annual Crawfish Boil on the Hill. We have seats for the first 100 players. No signup is needed as it is first come-first seating. This evening of fun is sponsored by Research for Hire and The Carringers Inc. and hosted by Corteva Agriscience.

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## OUTGOING PRESIDENT'S RECEPTION AND EXHIBIT HALL EXTRAVAGANZA

Thursday at 5:30 pm we will gather in the AG PRO EXPO exhibit hall to pay tribute to NAICC President Matt Eich as he wraps up his Presidential year. There will be plenty of time to catch up with peers, check out the many exhibit booths and meet with key industry representatives. There will be multiple opportunities to drop your business card in various boxes at exhibit booths for a chance to win prizes during the evening. The FEAE Silent Auction will also be underway where you will have the chance to bid on numerous unique items.

## FEAE SILENT AUCTION

The mission of the Foundation for Environmental Agriculture Education FEAE is to catalyze innovative education and training for current and future professional crop management practitioners, including both researchers and crop consultants. They are able to do this through the generous donations of a large variety of items from NAICC members to The Foundation's Silent Auction held during the Thursday evening Outgoing NAICC President's Reception in the Exhibit Hall. Wooden bowls, handwoven table runners, vintage jewelry, one of a kind artwork, handmade knives and unique food items are great examples of items "fought over" in previous years. A tax-deductible receipt will be provided upon request. The Foundation will also be selling raffle tickets for a few high value items. Please contact Debra Fitzgerald [FitzgeraldD@iskbc.com](mailto:FitzgeraldD@iskbc.com) with a description of the item that you will donate to the Silent Auction or as a Raffle item. Not able to attend the Outgoing NAICC President's Reception? You can ship your item to Debra Fitzgerald. All donations are greatly appreciated.

## SPOUSE AND GUEST TOUR

The Texas Hill Country and The Pearl tour is Thursday, January 23

9:30 am – 4:00 pm. Travel the rolling hills of the famed Texas Hill Country to Fredericksburg- a historic and picturesque German town. Have lunch at Ausländer Restaurant and Biergarten. After lunch, shop the many boutiques; taste some wine at a Texas wine tasting room; or explore the home of Admiral Chester Nimitz and the National Museum of the Pacific War. On the way back to San Antonio, you will journey through the Broadway corridor to the historic Pearl. Once the largest brewery in Texas, the Pearl provides a unique experience as a top culinary and cultural destination. Learn the history of the Pearl Brewer while shopping at the many unique boutiques.

## FRIDAY DINNER - FRIDAY (OR SATURDAY OR SUN- DAY!) NIGHT LIGHTS

The Friday night networking event is a fun- filled night that is fun for sport fans and spectators alike! Wear your favorite jersey or team colors and dance the night away with our live band. Relax "tail-gate" style while showing off your skills at various sports and games. Back by popular demand is NAICC Corn Hole game. Many thanks for our faithful sponsor FMC for making this a great night.

## SATURDAY TOUR

This historical tour will begin right from the dock of the Grand Hyatt where we will board our own private river barge and tour the famous San Antonio Riverwalk by water. Learn about the history of San Antonio and check out the numerous places to eat and shop along the Riverwalk. We will stop at The Alamo for a tour that will bring the story of the Alamo to life. Then it is off El Mercado (Market Square) which is the oldest Mexican market in the US. It is a three-block outdoor plaza lined with shops, and restaurants. The "El Mercado" section has 32 specialty shops and the "Farmer's Market Plaza" section has 80 shops. There will be time to wander among the many and grab lunch from one of the vendors in the market or stroll over to Mi Tierra Cafe Y Panaderia. Buses will bring you back to the Grand Hyatt by 2:30 pm.



PERC has developed a collection of *Short Videos for Pesticide Safety Training* for multi-media use. Share them on social media, embed them on your website(s), and update your presentations! They are downloadable, also available in Spanish and have closed captioning.

Just a few examples:

- [Pesticides and Pesticide Residues](#) (1:43)
- [Application Exclusion Zone](#) (0:18)
- [The Label: Directions for Use](#) (0:37)
- [Protect Your Family](#) (1:58)
- [Pesticide Illness](#) (1:45)
- [Inspecting Your Equipment](#) (0:20)
- [Spills](#) (1:05)
- [Personal Protective Equipment](#) (3:24)
- [Transporting Pesticides](#) (0:24)

You can find these, and more videos on the PERC YouTube Channel. Subscribe today! Refer to the PERC website for how to properly attribute PERC and license any materials you create using the video clips created by PERC.

If you have any questions, please direct them to PERC using the contact information below. Please share this announcement as appropriate.

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About PERC: PERC is led by University of California of Davis Extension and Oregon State University, and is funded by a 5-year cooperative agreement (#X8-83616301) from the U.S. EPA. PERC aims to support the development of resources/materials about the safe use of pesticides by applicators and handlers in agricultural, commercial, and residential settings. Materials could include brochures, factsheets, posters, videos, manuals, and mobile tools, while addressing the needs of low-literacy and multilingual audiences. These materials will help prevent pesticide exposure incidents for pesticide applicators, handlers, workers, and their families. The PERC supports the U.S. EPA's Strategic Goal 1, Objective 1.4 - Ensure Safety of Chemicals in the Marketplace.



## Happenings on the Hill

by Glenn Luedke, NAICC Legislative Assistant

### ISSUES ADDRESSING FEDERAL OVERREACH

The Administration continues to rollback unnecessary regulations and two executive orders have been issued to enhance transparency and fairness that surround federal regulatory guidance. The goal is to make all agency guidance available to the public before government agencies can enforce it and gives small business and individuals the opportunity to respond to the new guidance before fines/punishments are imposed by the federal government. Federal agencies often write official guidelines to explain how federal statutes and regulations are interpreted and then enforced.

Administrative guidelines include:

- All enforcement standards must be articulated in advance
- Federal agencies have 120 days to review current guidelines and decide what to keep
- Every guidance with penalties must identify the particular statute or regulation that authorizes it
- Administration inspection authority must be spelled out in advance
- Federal agencies must put processes in place that permit individuals/groups to petition to revoke certain guidelines

All federal agencies have been directed to publicize all guidance and provide outreach programs to industries when policies are being made.

### EPA

Farm organizations and hemp production groups requested the EPA add 10 crop protection products to the list of already approved applications for use on hemp. In addition, the requesting groups are asking that the EPA be consistent when reviewing all applications for hemp in order to facilitate a consistent and equal playing field to the degree possible across state jurisdictions. EPA has requested comment periods regarding the addition of hemp to the labels of registered products under FIFRA. Farm organizations/production groups requested EPA to consider additional applications in 2020 that expand the range of approved products and provide producers with lawful options for pest control.

State pesticide officials have expressed their concerns to federal EPA officials that tolerable pesticide residues were being set higher than what was allowable on other crops without seeking input from state agencies.

### WOTUS

EPA and the U.S. Army Corps of Engineers continue to work on developing a new definition of WOTUS. In the meantime, farmers/ranchers, landowners and land developers face the uncertainties of the definition which existed prior to 2015. EPA and the Corps stated they are rearranging the language in the definition that will “list information in a logical order that others can follow”.

### USDA

A USDA funded a five year study that revealed that organic growers are unable to secure proper crop insurance to meet their needs. The study concluded that crop insurance wasn't available for their particular crops or the amount they required wasn't enough to adequately cover their losses because of the various conservation practices they follow.

USDA officials, at the urging of the Administration have been charged to poll business leaders and scientists to determine what regulations are blocking new biotech innovations and what the government can do to assist in advancing new technologies. A “Summit on America's Bio-economy” was held in Washington, D.C. Over 100 from business, academia and government offered inputs in order to change the paradigm involving proposed revisions to biotech regulations.

USDA has funded \$78 million for sustainable ag research at eight universities. Locations are spread throughout the U.S. The ultimate goal of the research is to assist growers as they make decisions regarding nitrogen, weed, insect, water and disease management with cover crops. USDA officials stated there is a strong role for precision agriculture in addressing critical issues and supporting sustainable agriculture solutions.

### ENDANGERED SPECIES

More than one dozen states have sued the federal government, stating changes in regulations have weakened federal laws designed to save wildlife from extinction. In recent months, the federal government issued new restrictions that can be applied on how future assessments for wildlife protection under ESA can be made including ending the policy that automatically gave the highest level of protection to species listed as threatened even before they were listed as endangered.

States maintain federal regulators improperly introduced economic considerations into the law's science-based, species specific analysis. They maintain this limited the circumstances under which species can be listed as threatened and limiting how unoccupied critical habitat would be designated. States want prior regulations re-instated. Federal government officials state they reacted to complaints from business interests that certain portions of the law had become too burdensome.

# Speak Up - Do Something

By: *Torrance Lee*

How many times have we seen people standing on the sidelines and not do anything to help? Chances are, we all guilty of this. Perhaps, our intentions are good but we find ourselves swallowed up in fear or we find ourselves drowned out by the long list that we need to get done for that day.

For those who have been in the Quality Assurance business, we know all too well the imperfect art and science of regulatory studies. We expect variability, deviations, and imperfections. As such, we get suspicious of results that are remarkably similar, but are reassured of the integrity of the studies when mistakes or the unforeseen happens. A good study is not one of perfection, but one that achieves the goals of the study, which is to produce quality samples or generate accurate results. Equally important, compliance is maintained at a high level. As such, documentation is key to understanding the events that have occurred when the unexpected happens. Additional notes are equally important in order to comprehend the thought process when things go astray. What you document could be the difference between understanding the results versus the sponsor having to live with an anomalous value.

Therefore, always volunteer to speak the truth, even if it may cause embarrassment. Trust me; we have all been there before. I am

just as guilty; I have accidentally written on the original raw data which I had mistakenly thought was a copy. I then proceeded to admit this mistake to the study director and leave a hand written note of this oversight in the raw data. For those in the field, perhaps you were forced to harvest due to extenuating circumstances and realize the samples may not be commercially representative. When that happens, you can accurately describe the samples then leave it up to the study director to decide the appropriate action. Therefore, never shy away from speaking up. Whether for sampling, application, or growth of the crops, it is always better to communicate with the study director of your concern and have it in writing if it could be something important. Maybe that individual is relying upon you to make that call. If that communication never happens, it may result in the analysis of a non-commercial samples that contain residues that are significantly higher than the other trials. Without documentation, we may not have the reason to reject the results; ending up with a number that would pose a significant regulatory hurdle.

Therefore, never be shy to speak up. Whether you are in Quality Assurance, Consultant or Researcher, we have an obligation to our industry to do what we feel is right. We are reliant upon each to speak honestly as our industry is built upon trust. With that trust, we can ensure the public that registration of products is a process that is above board, honest, and fair.

# Passion Is Never Enough

By: *Randy Darr, President, SoilRight, LLC*

What caused you to be a crop consultant or agricultural researcher? Was it a passion to help others? Was it a passion to have your own business? Was it a passion to benefit the environment? Was it a passion to help feed the world? Was it a passion to make money? Was it all of those? Where is your passion? Is there passion involved at all? Quite possibly the strangest article that you have ever read in your life that starts with 9 questions. Whether you realize it or not, there is a certain amount of passion required to be at least minimally successful in business. Passion is vital to success, but passion is never enough.

I love the game of baseball. I am a die-hard St. Louis Cardinals fan. Being in grade school in the 70's, I loved Lou Brock. He was approaching the tail end of his career at that time, but he was considered Cardinal royalty. I knew every line-up of every team in major league baseball and could mimic the batting stance of virtually every line-up in the league. I had a tremendous passion to play baseball. My biggest problem? To be a major league baseball player it requires talent. Passion is one thing....talent is a totally different consideration.

My wife and I, in a few months, will be celebrating our 33rd year of marriage. When we met originally, there was a certain amount of passion that drove us to want to spend time together. That passion allowed us to eventually decide that we wanted to spend our life together. When we decided to get married, together we agreed that

divorce was not an option under any circumstances. Over 33 years, the passion ebbs and flows. There are some days that my wife and I really don't like each other. Some days the passion is really low. Then times come where the passion is awesome again. Why does that happen? The answer is dedication to the goal.

I started Soil-Right Consulting Services back in October of 1986. We just celebrated our 33rd year of business. Starting a business in 1986 in possibly the worst time ever to begin a company in agriculture, I lived on passion. At 23 years old, I was too ignorant to understand how the cards were stacked against me. I started by going to see people I knew. Not sure if some of them had sympathy for me and hired me but things started moving forward fairly quickly. It didn't take a long, but I could see that passion wasn't going to be enough. Farmers had to see me as a benefit. I had to begin planning and making strategic decisions. I had to create a vision not only for myself but for those I work for. I have gotten to the point where passion drives the vision.

To compliment passion you must add talent, dedication, and vision. Reading this article, you are a part of a very exclusive group of professionals. You more than likely have these qualities in one form or fashion. However, we can always use a reality check and sometimes need encouragement to take time and think about our passion. As we approach the end of 2019, set aside a time to think about your passion for 2020.

# NAICC Member Profile

1. Name:

Dennis Hattermann

2. Company Name:

Landis International, Inc.

3. Location (City, State):

Valdosta, Georgia

4. Years as a NAICC

Member: 21 years as of 2018

5. How did you end up

working in agriculture,

research/quality assurance/consulting, or your current position?

In other words, what inspired you to be where you are today?



As a child I was always interested in science and knew I wanted a career in that field somewhere. How I ended up in Agriculture wasn't really planned. I got a BS in Environmental Biology and Botany followed by a MS in Botany. From there, at the advice of my Botany professor mentor Dr. Charles B. Arzeni at Eastern Illinois University, where I got my BS and MS degrees, I went to the University of Illinois to pursue a Ph.D. in Plant Pathology. I considered a different path at the advice of my microbiology professor who suggested I get a Ph.D. in Food Science. If I would have taken his advice, we would not be having this conversation. After my Ph.D. I applied, and was accepted for, post-doctoral positions at the Cornell Experiment station in Geneva NY as well as in Dr. Gary Stacey's lab in the microbiology department at the University of TN. I chose TN since that was a molecular position while the other was traditional plant pathology and there was a lot of peer pressure to go molecular (although my wise Department Head at U of I told me I couldn't go wrong either way since as he said "molecular is nice but we still need people to do the other stuff.") How right he was but I didn't see it at the time. I chose a dynamic lab with ~25 people from all over the world including 5 post-docs, grad students, etc. We had all the continents represented except Australia and Antarctica. I was being paid on NIH grant money which my professor could not secure for another round since the AIDS epidemic had hit the scene and Ag related projects (I was working on the genetics of *Bradyrhizobium japonicum* nodulation in soybeans) were put on the back burner. The professor said that we all had 3 months to find somewhere else to go. I was in my second year there so it was fine. I applied for over 60 jobs (by mail, before the internet you know) and got either no response or thanks but no thanks letters in return. Then I remembered that my Biochemistry lab partner was working for a company called Landis International. I called the Landis number that I had found in a directory of businesses in the library (again no internet) and asked for her and she said they were looking for 2 people so "fax" my resume. I did, and the rest is history.

6. What is the most challenging aspect of your job?

Working with many different personalities, not just in the office but in regard to clients and subcontractors, to move projects forward that are all in different stages of completion and get them all done on time, within budget and to exceed or at least meet expectations. It is frustrating to get a project so far but then have to wait for a subcontractor to get a report or data to you before you can proceed or to wait for a client to make decision. This is compounded in field studies by timing of the crop growing period. It is like juggling. You need to keep all the balls in the air, even when you are tossed a few more balls to add to your collection, sometimes unexpectedly. It is challenging but I love it. The hotter it gets, the more fired up and excited I get to make it happen. Nothing is impossible with proper planning and orchestration. Maybe I am addicted to adrenaline.

7. What is the one piece of technology you wouldn't want to be without in your business?

I wouldn't say I wouldn't want to be without it, but I could not do my job without my computer and my phone as an extension. Sometimes they are like a blessing and a curse.

8. If your friend, child, mother wanted to follow in your footsteps, what is one piece of advice you'd want them to know?

There are more profitable career paths but life is not all about money. Everyone needs to eat and I think it is rewarding getting growers the tools they need to keep our food supply plentiful. Work hard in school and get good grades but also, open your eyes to the world and its problems and try to see the big picture. There are a lot of people, especially among those with advanced college degrees, that are pretty narrow in their thought processes. It appears to be the result of becoming more specialized. Working at a University or for the government with a pension on the horizon or at a large established company with a regular work schedule is fine if that is what you want but if you want to be your own boss and do something unique or have an impact outside the box, consider taking the plunge to be an entrepreneur, or working for one. You have to be able to deal with that and sleep at night knowing that your income is squarely on your shoulders and your abilities. I was not the entrepreneur but I have been employed by one for the past 28 years so I have seen it first hand, well maybe second hand. Many Universities cannot teach or advise you down that road but there are some who can which was not so common 30 years ago.

9. What have some of your contributions to NAICC been (including committee service, board membership, any traditions or programs you've helped to establish, etc.)?

Got my start in NAICC service with the Newsletter Committee first as a member then as the chair. I was then elected to the NAICC Board as Treasurer followed by President in 2011. I am presently the President of the NAICC Foundation (FEAE).

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## Member Profile

*Continued from page 7.*

10. *What is something about you, your job, your hobbies, or your experiences that most NAICC members do not know about you?*

**I enjoy bike riding and have snakes...since I was a wee lad on both counts.**

11. *If you could take one week off during your busiest time of year, what would you do and where would you go?*

**There are many places that I would like to go but since I travel a fair amount on business, I would probably go to central Illinois to see my family. I don't get there often enough.**

12. *What is a favorite quote of yours?*

**"Every morning in Africa a gazelle wakes up. It knows it must run faster than the fastest lion or it will be killed. Every morning a lion wakes up. It knows it must run faster than the slowest gazelle or it will starve to death. It doesn't matter if you are a lion or a gazelle...when the sun comes up, you'd better be running"**

## To GLP or Not to GLP that Is the Question for the AGRO Professional

*By Kim Watson, Stone Environmental*

EPA Good Laboratory Practices (GLPs) are a set of quality principles based upon the law under 40 CFR Part 160 that provide a framework within which laboratory and field studies are planned, performed, monitored, recorded, reported, and archived. GLPs help assure regulatory agencies that the data submitted are a true reflection of the results obtained during the study and can therefore be relied upon when making risk or safety assessments. Other standards may be followed, but how do you know which to follow?

ACS AGRO and SQA held a symposium on "To GLP or Not to GLP that Is the Question for the AGRO Professional" at the ACS National meeting on August 29, 2019 in San Diego. The purpose of the symposium was to provide guidance for ensuring the quality and integrity of data submitted to the regulatory agencies. Participants in this symposium gained an understanding of how GLPs impact the conduct of their studies, learn about common agency findings and how to avoid them, and get an overview of the current regulatory outlook.

We had an excellent list of topics from experienced presenters in the field of GLPs. The line of speakers were: Kim Watson, "To GLP or NOT to GLP That is the Question", Joseph Franchetti, "Good Documentation Practices, Data Quality, and Data Integrity", Labhu

Sanghani, "Management of Multi-site Studies- Challenges and Solutions", Lauren Hayes, "Digital data documentation: Good documentation practices for electronic data for EPA GLP studies when electronic laboratory notebook is used to record study data", Angela Moore, "Interactions Between the Study Director and Quality Assurance Experts on GLP Agricultural Field Studies. Challenges and Bright Spots", Vincella Erickson, "Failure to Comply! How Does This Happen?" with the final speaker being Francisca Liem presenting on EPA Good Laboratory Practice Compliance.

The audience was made up of Study Directors, Test Facility Management and Quality Assurance/Quality Control professionals from the US and abroad who were interested in working on studies that support applications for research or marketing permits for pesticide products regulated by the EPA.

At the end of the symposium, we were able to open it up to discussion allowing us to have a one on one with the regulatory community. Discussions were focused around the use of Enforcement and Compliance History Online (ECHO): EPA compliance and enforcement history, including GLP inspections for the last 5 years (<https://echo.epa.gov/>) and the 2018 GLP Findings categories. We look forward to continuing our educational symposiums in the GLP regulatory arena at NAICC in January and SQA in April. We look forward to seeing you.

## Call For Papers Deadline Extended

The NAICC Emerging & Evolving Technologies Session will be held Thursday, January 23, 2020 from 2:00 p.m. – 3:30 p.m. at the Henry B. Gonzalez Convention Center, San Antonio, TX. This is a great way to advertise new products and services and is the only session designed specifically for and by NAICC members to showcase new technologies during the NAICC Annual Meeting!

[Click here](#) for full details, deadlines, rules and submission forms.

**DEADLINE TO SUBMIT 100 WORD ABSTRACT HAS BEEN EXTENDED TO NOVEMBER 15.**

NAICC Sustaining and Voting Members, as well as AG PRO EXPO Exhibitors, have the opportunity to give a brief, energizing synopsis of a product or technology to a full crowd of professional ag consultants and industry representatives. Past topics have included new crop protection products under development, new uses of current chemistries, new equipment and software. The technologies presented are developed by Sustaining Members, Exhibitors, or our own NAICC crop and research consultant members. If it is new, our members want to hear about it!

We look forward to seeing you in San Antonio in January!

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The correct answer from the February  
newsletter was A Christmas Story.

Congratulations to Cathy Nord for  
winning the gift card!

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

What is the name of the iconic Halloween  
movie that features the scene shown below?



Submit your answer here:

<https://forms.gle/2A9GzwwRmvmnLhx8>

copy and paste link in browser

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

## 2020 NAICC Election Results

Congratulations to our 2020 Executive  
Board Members.

Newly Elected:

President Elect	Grant McMillan
Secretary	Laurie Bennett
Treasurer	Angela Dawson
Director	Jason Fussy
Director	Mark Tumey

## Quote to Ponder

Nobody trips over mountains. It is the  
small pebble that causes you to stumble.  
Pass all the pebbles in your path and you  
will find you have crossed the mountain.

- Author Unknown



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