

New World News



Safe Harbor-Rule for No-Match Letters

The Department of Homeland Security (DHS) plans to soon publish the final Safe-Harbor Rule for employers who receive no-match letters. We want to remind you of the general intent of the DHS in the proposed rule. The DHS issues no-match letters to employers when it becomes aware that the immigration status or employment authorization documentation presented or referenced by the employee in completing form I-9 was not assigned to the employee according to DHS records. In the proposed rule, DHS clearly states that the receipt of a no-match letter from the Social Security Administration (SSA) or the DHS is considered "constructive knowledge" that an employer is employing an unauthorized alien. The proposed rule provided "reasonable steps" to a "safe-harbor" for employers who receive a no-match letter. The safe-harbor does not

apply to actual knowledge. Following is a simplified version of the reasonable steps to gain safe harbor from constructive knowledge. Employers should read the final rule for the necessary details and formal action.

Within 14 days of receipt of a no-match letter: Employer attempts to resolve the issue with the employee and inform the relevant agency.

Within 60 days of receipt of a no-match letter: Employer continues to attempt to resolve the issue and inform the relevant agency. In case of SSA letter ask employee to resolve the issue. Inform relevant agency.

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Heifer Raiser

Contact Kathleen Campbell at 517-458-6662 if you are looking for some one to raise heifers. They are located in the Morenci, Michigan area and would like to start with 500 head or more.

All Milk All Healthy

Lowfat? Whole?
Organic? Antibiotic-free?
With so many claims on milk these days, it can be tough to decide which milk is the right milk. Luckily, you can't go wrong. All milk is equally safe to consume with similar nutrient content. Basically, milk is milk. Milk and dairy products are among the most highly tested and regulated foods in the country, ensuring that whatever type of milk you choose, it will be safe!



Market Update

The Mideast Federal Milk Marketing Order, which includes Michigan, Ohio and the majority of Indiana, milk prices are shown to the right.

For daily milk market information, visit: www.dairy.com and go to the "Dairy Reports" section.

*The Class I price is adjusted based on location and will range from \$22.71 to \$23.21 in the Mideast Order.

2007 Milk Prices (announced on August 3, 2007)		
Class of Milk	Price per 100 pounds (or 45.36 kg.)	Change from Previous Month
I Fluid Milk for drinking	\$23.11	+\$3.07
II Soft products: yogurt, cream cheese	\$21.40	+\$2.51
III Cheese	\$21.38	+\$1.21
IV Butter, powder milk	\$21.64	+\$0.88

Introducing New Staff at Vreba-Hoff Dairy Development



Hello. My name is Becky Delp and I started at Vreba-Hoff on July 9, 2007. I work with Ad Nieuwenhuis and Karen Hoover in the accounting department. I am recently handling the bookkeeping for the leasing entities. The challenge is great and I am enjoying it.

I have been married to Mark for 27 years and we have two children, Lisa and Kurt. Both are getting married in 2008. Prior to working at Vreba-Hoff, I was employed as an accountant at SeaGate Office Products for 11 years. I am also a former Bailiff at the Lucas County Courthouse.

We recently moved to Monclova, Ohio where we just completed building a new home. I was born and raised in Toledo.

I come from a large family; six brothers and five sisters. All of which I am very proud. I have 34 nieces and nephews and nine great-nieces and nephews.

I am a Christian by faith and a member of Waterville Community Church. I love the Lord and thank Him every day for the many blessings He has given me!

I enjoy boating, swimming, a good bonfire and an ice cold beer. My favorite food is pizza.

Please feel free to contact me anytime. My email address is becky@vrebahoff.com.

My name is Karel Rutten -originating from Belgium- and since last Spring I'm working for Vreba-Hoff Dairy Development LLC based in Wauseon, Ohio. My positions within the company are sourcing livestock/herds for starting dairy farms and sourcing replacement heifers for existing dairies. Currently I am involved in studying the feasibility of a heifer replacement program and in the future a possible start of our own breeding program.

My history/knowledge in bovine genetics -since 1988- did bring me across EU and North-America in sourcing bull-mothers, bulls, embryos and commercial cattle. Furthermore the cows/bulls I have owned/bred and developed are recognized worldwide. In the last 15 years I developed my own company called "BOVIGEN" and specialized in: selling Semen, embryos and livestock and also consulting on genetic improvement, daughters of bulls analysis, organizing agricultural travel, import/export livestock, relocate farmers, etc... .

The bad economic situation in the European dairy-industry in the last years decided me to help to structure EMB (European Milk Board) where I was responsible for International Contacts and I was also the secretary for the Belgian Branch (Belgian Dairy Board).

Most recently I started with René Van Bakel "VrebaMel-VrebaLait BVBA" who is in charge to buy milk from the producers and sell it to the processors on the EU-spot market. Since the start on July 1st, milk prices increased by 15% for all milk producers in Belgium.

Since August 14th I live together with my wife Annelies and three children Laurens (12), Catherine (7) and Hendrik (3) in Wauseon, Ohio. Our interests are culture, traveling, go to restaurants, drink a good glass of beer/wine and play with the children...

I do look forward to work with many of you and share the experience, please feel free to give me a call anytime if you need quality-replacement heifers, herds, bulls, advice, semen or just a talk on: 517-403-2145 or karel@vrebahoff.com.

Drought-Stressed Corn for Silage

The dry conditions in many parts of the states have greatly reduced hay and haycrop silage yields, which has reduced forage inventory on many dairy farms. In addition, corn plants are becoming stunted and grain yields are likely to be poor. Low forage inventory and the desire to salvage some value from corn fields means that much of the drought-stressed corn in the states will be chopped for silage. Drought-stressed corn silage can be a good feed for dairy cows and other ruminants if some guidelines are followed.

- Chop at the correct dry matter: 30 to 38% dry matter. Corn plants, whether drought-stressed or not, must contain the proper amount of moisture for good fermentation in the silo. Corn plants that are chopped with less than about 30% dry matter (especially less than 27% dry matter) are at high risk of a poor fermentation. Corn plants chopped with much more than 38 to 40% dry matter usually undergo a limited fermentation and can mold and spoil during storage and feed out. Drought-stressed corn often is much wetter than normal corn because normal corn has more kernels and kernels are drier than the vegetative part of the plant. Before chopping drought-stressed corn for silage, cut some stalks and run dry matter analysis. If the crop is too wet to make silage, do not chop.
- Nitrates might be a problem and greenchopping corn plants is not recommended. Silage fermentation can greatly reduce nitrate concentrations. Therefore,



very often silage is safe to feed even though the plants would have been toxic if fed fresh. If green-chopping must be done because of limited forage supplies, set the chopper high because

nitrates accumulate in the lower portion of the stalk.

- Nutrient value of drought-stress corn silage can be fairly high. Compared with normal corn silage, drought-stressed corn silage usually has 1 to 2 percentage units more crude protein, 10 to 20 percentage units more neutral detergent fiber, and 15 to 25 percentage units less starch. Even though fiber concentrations are high and starch concentrations are low, energy values of drought-stressed corn are usually 90 to 95% as high as normal corn silage because the fiber is highly digestible. The bottom line is that if drought-stressed corn silage ferments properly, it is quite acceptable as a forage for even high-producing dairy cows. However, the nutrient composition of drought-stressed corn will be more variable than normal corn silage and it must be sampled and analyzed for nutrient composition and diets balanced accordingly.

Source: Ohio State University, Dr. Bill Weiss, Dairy Nutrition Specialist

Safe-Harbor Rule for No-Match Letters

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Days 61-63 after receipt of no-match letter: If this issue is not resolved within 60 days, complete new form I-9 as if a new employee except: 1) Do not use documents (or receipts) containing the SSN or Alien number in question from no-match letters and 2) Documents to verify identity must contain a photo.

Employer may not discriminate on the basis of foreign appearance or accent, may not request specific or more documents than those listed on form I-9 and may not refuse to honor documents that appear to be genuine on their face if they relate to the person presenting them

unless those documents contain the SSN or Alien number in question.

If the discrepancy referred to in the no-match letter is not resolved, and if the employee's identity and work authorization can not be verified using a reasonable verification procedure, such as that described in the opposed rule, then the employer must choose between taking action to terminate the employee or facing the risk that DHS may find that the employer had constructive knowledge that the employee was an unauthorized alien.

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Announcements



On **October 4 and 5**, Normaal, the famous band from the Achterhoek, will perform twice in Ontario Canada. The concert on October 4th will be an acoustic concert in the London theater (\$35). On October 5th the band will perform in a large arena in Woodstock at full strength as we are used to hearing from them (\$55).

For more information, or reservations, please contact Joyce Visser at (765) 479-3111. Sale of tickets ends September 13th.

On **October 2-6, 2007** the yearly World Dairy Expo will take place in Madison, Wisconsin. For more information, please check www.worlddairyexpo.com.

Welcome!

Welcome to Gerrit and Janet Arendsen and their sons Rudi and Steven. The Arendsen family has relocated from Falkenhain, Germany and is now residing at:

4942 E 350 S
Bringhurst, IN 46913

Peter and Antoinette van der Burg and their children have moved. They are now residing at:

1168 Water Street
Woodville, OH 43469

AOW

When you are getting close to reaching the age of 65, you should check with the Sociale Verzekeringsbank in Groningen (www.svb.nl) on getting part of your AOW-pensioen from the Netherlands. If you have lived in the Netherlands after you turned 15 and after 1957, you are entitled to a partly AOW.

Since it will take a little longer to process, you should apply for the AOW a year before you turn 65.

Source: Associated Press,
Dairy Herd Management

Farm Computer Use Rises

Over the past decade, U.S. farmers have steadily become more reliant on computers for conducting business, according to a recent report from the USDA's National Agricultural Statistics Service. Since 1997, when the USDA-NASS first began tracking farm computer usage statistics, the percentage of all U.S. growers who used computers for business purposes increased from 20% to 35% in 2007. The greatest leap forward occurred with Internet access: in 1997, a mere 13% of U.S. farmers had Internet access, compared to 55% today.

Source: USDA NASS

Air Consent Agreement

On July 17th, the U.S. Court of Appeals for the District of Columbia ruled 2-1 that the protection from lawsuits that EPA offered producers who entered into Air Consent Agreements and agreed to participate in the national air emissions study was valid. The court called the agreement a valid use of EPA's enforcement discretion.

Environmental groups such as the Sierra Club and the Center on Race, Poverty and Environment had filed suit to change the EPA policy. The groups contend the agreements allow large animal feeding operations to skirt the law and only pay nominal fines for their pollution.

The national air-emissions study started earlier this summer. The 30-month study is monitoring air emissions from 24 sites in nine states. When the study is complete, the EPA is expected to draft air emissions standards for animal feeding operations.