

New World News



Introducing Vreba-Hoff Genetics, LLC

This past summer, Vreba-Hoff Genetics, LLC, under the Vreba-Hoff umbrella, has started an industry leading program at a recently purchased feed yard in Guymon, Oklahoma. Not only milk prices are up, so are the prices for livestock. In the last couple of months, the price for replacement heifers raised from \$1,800 to \$2,400. A steady supply of quality replacement heifers at a large scale, has become almost impossible. This is where Vreba-Hoff Genetics comes in.



Texas County Feed Yard, in Guymon, has been a feedlot for the last 30 years and has a capacity of 25,000 heifers right now, but will be expanded in the near future.

Vreba-Hoff Genetics takes heifer-calves from dairies and raises them to an age of 5 months, or 350 lbs live weight. The heifer grower Vreba-Hoff Genetics works with, has hands-on experience in raising trouble-free calves. At the age of 5 months or approximately 350 lbs live weight, the heifers move to Guymon, Oklahoma.

At their arrival, the heifers will get a health check-up before starting the vaccination program and registration. The heifers will be inseminated with sexed semen for the first 2 services, after this, conventional semen will be used.

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Rendering Services

Endsley Rendering Service out of Northern Indiana is looking to expand their service area.

If you are interested in having your deceased animals rendered, please call 1-800-382-8877 or 765-776-0568.



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 \$23.71 to \$24.21 in the Mideast Order.

2007 Milk Prices (announced on October 5, 2007)		
Class of Milk	Price per 100 pounds (or 45.36 kg.)	Change from Previous Month
I Fluid Milk for drinking	\$24.11	+.15
II Soft products: yogurt, cream cheese	\$22.16	-.25
III Cheese	\$20.07	+.24
IV Butter, powder milk	\$21.61	-.26

Changes of Iodine Availability, Questions and Answers

Completing one of the critical steps in newborn calf care will now take a little more planning. Having a constant supply of 7% tincture of iodine on the farm is more important than it was less than a month ago as the product is no longer available at local or through mail-order farm supply outlets.



Logically, it makes sense. The umbilical cord is the calf's lifeline in the uterus, delivering nutrients and removing wastes during gestation. Following birth, it no longer serves those functions, but it is still a direct route into the calf's body until total closure takes place. Nature provides for the umbilical cord to close off, dry off, fall off, and heal over, just as nature provides for the calf to receive passive immunity through the dam's colostrums. Our management practices of navel dipping and hand-feeding colostrums are designated to help nature do its job.

Q. Why is 7% tincture of iodine no longer available at retail stores or through catalogs for dipping calf navels?

A. Creative illegal drug manufacturers and unscrupulous livestock supply dealers conspired to use 7% iodine to produce iodine crystals which were then used to produce methamphetamines. As a result, the United States Drug Enforcement Agency (DEA) moved iodine, previously designated as a list 2 chemical, to a list 1 chemical. For us, that means that the DEA will now regulate sales of all products containing more than 2.2% iodine.

Q. Can I still purchase 7% iodine to dip calf navels?

A. Yes, but it can only be purchased through a vendor who is registered to handle controlled products. It is likely that your veterinarian is registered to handle other DEA controlled substances and may also carry 7% iodine for their clients. It will mean extra paperwork for the veterinarian's business. Talk to them before your current supply runs out!

Q. Why bother dipping navels at all?

A. An important step in newborn calf care is dipping the calf's umbilical cord in a 7% tincture of iodine as soon after birth as possible. A tincture contains alcohol. The alcohol provides drying action, while the iodine has disinfectant properties. It is a long-held belief that this management practice plays a large role in preventing navel ill and other infections.

Q. Is there a good substitute for 7% tincture of iodine?

A. Possibly, but right now anyone who tells you anything specific is probably guessing. A quick search of past and current research turns up no studies on this topic specifically.

Q. Why not use one of the iodine-based teat dips?

A. We do know teat dips are not effective as navel dips. Iodine-based teat dips contain 1% iodine or less. They also don't contain the alcohols comparable to an iodine tincture. Tinctures containing 2% iodine will still be available over the counter. A short-term patch would be to use these for several days in a row until the umbilical cord is completely dried. Realistically, most farms are doing well to get a navel dipped once in 7% iodine, let alone re-dipping two or three more times.

Dipping navels in 7% tincture of iodine is an important management practice, helping to minimize illness and death loss in dairy calves. Keeping an adequate supply on hand will take a little more planning since the product is now a USDEA List 1 chemical. Don't use this change as an excuse not to dip calf navels. Eventually, a calf of calves will fall victim to septicemia or navel ill. Don't let your calves be victims of illegal drugs.

Source: Buckeye Dairy News

Keep Your Employees Smiling!



The grass is always greener on the other side and that sentiment often leads employees to leave one job for another. They long for greener grass and it is not always the monetary kind.

"If an employee is planning to leave, more money will not keep them for very long," says Don Tyler, personnel-management specialist with Tyler & Associates of Clarks Hill, Indiana. "You can offer it, they may take it, but my experience is that they will still leave in a few months."

Perks other than pay increases go a long way toward decreasing turnover in the workplace. Here are three easy ways to create an atmosphere where employees want to stay long-term.

Reward long-term service.

It's common sense that people feel good when they get a pat on the back. Unfortunately, it's not commonly practiced.

One way to change that is to recognize long-term employees. For instance, offer special perks for employees who reach five, ten or fifteen years of employment on your dairy. On those years, and those years only, give employees additional time off or reward them with an extra paycheck, Tyler says. Non-monetary

rewards can be just as effective. Be creative.

Rewards for long-term service can be something as basic as being more flexible during silage season.

Make it fun to stay.

Freshen-up your retention efforts with some serious fun. Take a serious subject, like safety on the job, for example, and turn it into a fun rewards program.

For example, employees who stay accident-free on the job for a certain amount of time, enter into a drawing for a prize. Mix up the rewards so they are different each time.

Perks for the family.

Add a different twist to your retention plan. Throw in some perks directed at the families of your employees. Gifts following the birth of a child or graduation fit well in retention plans.

Giving a savings bond to children of employees who turn in a report card with straight "A"s or a free movie rental for each "A" on the report card work well too.

Source: Dairy Herd Management

Position Description Editor

We all know that it is easier to do a job well when you know what the employer's expectations are for you position. Below is a link to the Penn State Extension Dairy Alliance website that allows you to create a position description online for you dairy farm employees. It will help you identify all the parts of a position Description. This software allows you to spell out clearly each of the tasks the employee is responsible for, the expected work schedule, agreed upon pay and benefits. To begin, click on "instructions" then follow the guidelines for creating a variety of dairy farm position descriptions. When complete, you can print it out for editing, or to present to employees for your mutual benefit.

<http://dairyalliance.psu.edu/hr/jobDescription/>

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High altitude, moderate climate, low precipitation and easy access to feed makes the Texas County Feed Yard an attractive place to raise heifers.

Six weeks prior to calving, the heifers will move to the calf-in facility. With space for 7,000 springers, the facility is only a few years old and perfectly designed for calving in heifers. All the fresh heifers are assured to be clean, healthy and high producing between 2 to 3 weeks before they move back to the dairies where they were born.

For more information on the heifer-raising program, contact Karel Rutten at 419-337-5000.

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Change of Address

Gerrit Dekker has moved and is now residing at:
3315 SR 114
Payne, OH 45880

DV-2009 Lottery

The 2009 Diversity Visa Lottery will be open for entries from October 3, 2007 until December 2, 2007. Entries for the lottery must be submitted electronically.

The lottery must be entered via the entry from at www.dvlottery.state.gov during the registration period. Paper entries will not be accepted.

Registration is free and The State Department will notify randomly selected winners by mail between May and July of 2008.

Please note that there is only one official site for the diversity visa lottery registration!

For more information, please visit www.dvlottery.state.gov.

Source: www.dvlottery.state.gov

Announcements

Three day workshops will be conducted at four locations across Ohio and are targeted at those producers who expect to be in the dairy business for the next twenty years. Each day has its own theme and will address specific issues related to the successful management of a dynamic dairy industry. *I am a Manager* is the theme of day one at all locations. The theme of day two is *Information I need to be a Better Manager* and the final day is titled *Managing for the Future*.

Workshop dates and locations include Ashtabula County on February 25 and March 3 and 10; Mahoning County on March 12, 19 and 26; Wayne County on March 13, 20 and 27; and Mercer County on February 13, 20 and 27.

Registration details will be available later this fall. For more information please contact Chris Zoller at (330)-339-2337 or Dianne Shoemaker at (330)-263-3799.

Correction

In the July/August issue of this newsletter, we introduced Karel Rutten as an employee of Vreba-Hoff Dairy Development. That was a mistake. Mr. Rutten is employed with Vreba-Hoff Genetics, LLC.

I-94 reminder



Please check the dates on the I-94 card (little white card) in your passport.

Letting your I-94 expire has great consequences for your visa!

Update on "No Match" Letters

A federal judge on October 10 granted a request by labor and civil liberties organizations and said the Social Security Administration and the Department of Homeland Security could not go ahead with a plan to send letters warning businesses they will face penalties if they keep workers whose Social Security numbers don't match their names. U.S. District Judge Charles Breyer said the new work-site rule would likely impose hardships on businesses and their workers. The so called "No Match" letters were supposed to start going out in September, but labor groups and immigrant activists filed a lawsuit claiming the plan was a heavy burden on employers, and could cause many authorized immigrants and U.S. citizens to lose their jobs over innocent paperwork snafus.

Look for further updates on this issue in our next New World Newsletter.

Source: Associated Press

