



GENETIC ALTERNATIVES



YOUR NEWSLETTER ABOUT THE LATEST ON SEED RESEARCH

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Management 101, Lesson One – Human Resources

by Wade Roemeling



Rule One – Hire people that are abundantly smarter than you. This will provide adequate camouflage, allowing the fact that you have little knowledge of what the smart people are talking about to go unnoticed. Rule One is very important when “learning as you go.” You will eventually catch on. When the time comes that you find yourself being able to understand the smart people, suppress the urge to clue them in. Ignorance is bliss.

There is a lot of truth in the above paragraph...those of you that have witnessed my eyes glaze over when discussing pedigrees have seen “Rule One” in action. But hopefully you have also noticed that our team is, for lack of a better term, smart. Our team has to be. It needs to be. It is, after all, what we do. We are here to help solve problems, help sell product, help pick the proper product, help position the product properly, help prove and disprove.

We are not constrained to corn and soybeans. We are not held to just certain agronomic studies...oh no. We have a wonderful facility that affords us the opportunity to branch out. We have state-of-the-art equipment that gives us opportunity and precision at the same time. Heck, I will purchase equipment to accomplish a client's goals if needed. We probably will never have the same list of crops in the ground as in Puerto Rico, but I will blame that on our GPS coordinates, not our abilities. By the way, I am actively looking for a tomato project as long as crop destruction can include bacon and mayonnaise. The shared abilities and experiences of 3MG North and 3MG Caribe are just that, shared. Our offices are separated by several miles but we work together to insure that your project is not a “test run”.

3MG North is a service-based business. That's it. That's what we do. We want to hear your ideas and your protocols. We can offer our own ideas if needed, or we can simply take your protocol and run with it. No project too big or too small, we want to hear the ideas; if I feel that we cannot provide what you are looking for, I will tell you. We want to provide value for the money you are spending with us, If we cannot provide value we will let you know.

If you are in Olivia please stop by. The door is always open, and we welcome visitors. No appointment necessary, no sign in book, no secretary...yet. The 50 cent tour is free, and if you are thirsty we probably have something to wet your whistle.

Oh, I almost forgot. I could use a trial for avocado, onion, cilantro, and lime to go with the tomato project I am looking for.

From the President's Desk

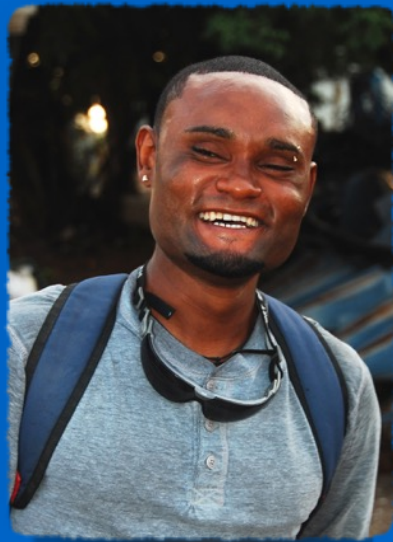
by: Ed Baumgartner

Spring is coming fast! Harvest is approaching rapidly! Depending on what hemisphere you live in you will be making one of the above statements in March. The group here in Caribe will be working fast and furious to harvest projects, process and get them sent out to the Northern Hemisphere for spring planting. Our South American friends are preparing to harvest to send seed to us for planting for their Contra Season activities. We take the turn around time very seriously here in Puerto Rico. Our job is to send things out quickly and plant back quickly as seed arrives.



Due to our connection to the temperate timing requirements through 3MG North, we are able to be on the sending and receiving end of seed from

ourselves. It provides us an opportunity to review all aspects of notification, packaging, delivery time and condition of the materials upon receipt. Please let us know the good and the bad with our timing and shipping processes. Our goal is to be as fast and as reliable as possible to meet your needs. Debbie and I thank you for entrusting us this season with your precious seeds. May God Bless you with a successful planting and harvest seasons this year!



Cesar has been with 3MG for 6 years and in that time there is no one who can say they have seen him without a smile. He is a native of Juana Diaz, Puerto Rico and he studied at Elvira Colon in Santa Isabel. He is responsible for overseeing various aspects of irrigation. Although it is almost impossible to get Cesar to sit still for 10 minutes, we were able to interview him and this is what he shared.

EMPLOYEE SPOTLIGHT

Cesar Leandry

Q. What do you like most about working here?

A. I enjoy what I do. I also really enjoy working outside.

Q. What has been your favorite project while working at 3MG?

A. I enjoy the various elements of irrigation from the differences in crops and soil types to water variations.

Q. What advice would you give to a perspective employee?

A. Be willing to work and don't complain. When you complain you bring down the morale of your co-workers. I would tell them to take initiative and communicate any issues that may arise. Be punctual. Follow directions.

Q. Do you have a family of your own?

A. Yes, I have my wife of 13 years and we have a son who is 5 years old.

Q. What are your hobbies?

A. I enjoy horseback riding, motorcycles and taking care of animals. I have had horses, dogs, pigs, goats— you name it. I also enjoy exercising. (You have to keep in shape for this job)

Q. Where do you see yourself in five years?

A. I would like to continue to grow in my position within the company and to learn more about other areas of agriculture. I would also like to buy a house.

From the Corn Capital (sort of!)

By: *Raechel Baumgartner*

As I write this update for the newsletter, I'm actually sitting in the 3MG Caribe office. Don't worry—I'll still update you on what's happening in the North country!

The beauty of this time of year at North is not the view out the windows: it is the time we have to re-assess everything from last year and tweak our protocols to do things better. As equipment goes through the shop, big and little modifications are being made so we can do our job better. As seed is received, we are figuring out how to track it better, process it better, and stay more organized. We are tweaking things like how we lay out our fields and maps to make things easier for our customers and more efficient for us. We will probably never do anything exactly the same two seasons in a row because hardly anything ever works exactly right.

Even though the weather is plenty unpleasant outside, we are staying busy inside the buildings (or running very quickly and carefully between them). Besides just the field work we do, we also have the facilities to shell, scalp, color sort, treat, and count a lot of seed, which is what us seed-lab people are doing. In corn, we have handled everything from individual ear shelling to 9,000 lb lots of foundation seed through our shelling and processing line. We are rolling right now processing seed for different customers—and not all of it was grown in our fields last year. In fact, most of it was not. We like to work, so we

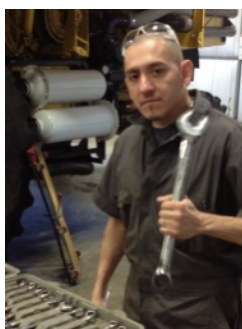
won't say no to shelling or treating seed just because we didn't grow it (though we would like to do that, too!). I'll even tell you a secret: we love PR, but we do process winter nurseries from Hawaii, too.

We have three pretty awesome seed counters, and we like to keep those busy. Send us your corn, your soybeans, and anything else you think we might be able to count (we'll let you know if we can). We will even count packets and send them to someone else to plant, if that makes your life a little bit easier. You need treated seed, you say? We can do that, too.

I'm a seed-lab junkie, but the guys in the shop are also busy. They have been going through all of the equipment. Combines, tractors, the silage chopper, and the planters are all on a steady pace going through the shop being cleaned up, fixed up, and painted up.

Now onto the most exciting piece of news! We had another person join our North team: Susan Johnson, formerly of the Iowa State soybean breeding program. She started with us on Feb 2, and I am already super excited about how much we have been able to do! We have now added two full time staff members from where we were this time last year (Matthew Grund and Susan), and task-wise we are

ahead of where we were last year, too. 2015 is off to a great start, and we're ready for your projects. Send them our way!



EMPLOYEE SPOTLIGHT

Matthew Grund



Q. What do you like most about working here?

A. I like how every day is a little different from the day before while still being consistent. You know what has to be done and yet you know that other things arise

Q. What has been your favorite project while working at 3MG?

A. The silage program. It is new to me and being there from the beginning all the way to harvest is interesting. You get to see your work go through the whole cycle.

Q. What advice would you give to a perspective employee?

A. I would tell them to work hard and never be afraid to ask questions. There are a lot of intelligent people here with experience in different fields. You have to keep an open mind.

Q. Do you have a family of your own?

A. Yes I have a beautiful wife and a 6 year old daughter who keep me on my toes every day.

Q. What are your hobbies?

A. I am kind of nerd. I am an avid gamer and I have recently got into coding and programming. I am not an expert, but I am on my way.

Q. Where do you see yourself in five years?

A. Happily employed by an expanding 3MG North and probably unpacking the last box in the new house I just bought.

Q. If you could be any animal, which animal would you be and why?

A. Since I am in Minnesota, I am going to say a penguin. They adapt to land and sea, are fearless, brave the cold and they are pretty damn cute.

3MG North: Increasing the Possibilities

3MG is a company that takes a holistic view of agriculture. Having locations in two distinct climates gives us a competitive edge over other agronomic service companies. We are able to provide our staff with comprehensive training in both locations and produce a more well rounded and balanced employee. Also, we are able to cater to early temperate corn and soy customers in a way that is not often available to them. We can and do transfer projects seamlessly from PR to Minnesota and back again.

A skilled staff is imperative to providing excellent service. We are conscientious of this fact and have implemented a program of cross training between our locations in Puerto Rico and Minnesota. While speed is more important in the tropics, working in the temperate zone allows our employees the opportunity to see the entire agricultural process in a slower maturation period. This allows them to study each stage of the growth process in more depth, thereby making it easier to see those changes back in the compressed season in PR. Likewise, by observing the process from the point of seed receiving in the spring and then harvest and shipping in the fall they are able to have a more empathetic view of our customers' needs and timetables.



North and Caribe both learn from and lean on each other. Caribe uses a planting system that was originally piloted at North (before North was officially North). North leans on Caribe for a few extra top-notch crew members at critical times of the year. While a lot of things are very obviously different between the two companies, the core of each is the same: to provide good service. We are constantly seeking ways to meet the needs of our customers and assist them in their search for new options and solutions. We feel better equipped to do so as we extend our business into new locations. 3MG North is a valuable and integral part of this process.

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Established in 2005, 3rd Millennium Genetics is a multi-faceted company that is dedicated to providing our customers with improved genetic alternatives through diverse products and excellent service programs. We now have two locations that enable us to take advantage of distinct climates and environmental factors to offer a wide range of services that produce better products and more in-depth research results. We take pride in offering our customers the highest quality products and superior service required to make your projects successful, sustainable and productive.