



Provide quality and competitive products and services that create value for our patrons

Winter 2022

PEOPLE MAKE THE DIFFERENCE AT LEGACY COOPERATIVE



Sean Slowinski, CEO

Fall came in fast and furious. We handled the majority of the 2022 crop in just 60 days, from August 20th to October 20th. And what a crop it was!

We handled 13 million bushels of grain in that time. While yields were average, protein, quality and test weight of the wheat crop were really good. Canola varied from record crop to record disappointment, depending on where you farmed. Soybean yields were better than average, and quality was good. Weed control was night and day from last year when there was so much kochia in some loads that we would have to shut down conveyors to unplug them.

To deliver that crop, we know your combines, tractors and trucks were going steady with very few breaks. You've made major investments in equipment - bigger combines, bigger grain carts, trucks and semis. We've done the same. We've invested millions in new and expanded grain storage and handling equipment. Those investments made the fall harvest go more smoothly.

Those investments pay off by earning

your business. That in turn makes Legacy Cooperative more profitable. This allows us to revolve equity, which we will be doing again this coming year. It is the essence of a co-op; we exist to serve our member/owners. That is our purpose. When you give us your business, you share in our success.

While upgraded and expanded infrastructure is important, we would not be successful without our dedicated employees.

While that is true throughout the year, it is never more apparent than at harvest. That's why this issue is dedicated to our employees. It highlights some employees, new and old.

I am so very proud of what they do, day in and day out, to keep your farming operations running smoothly. Our drivers, elevator crews, agronomy teams, retail and service people, not to forget our administrative staff, are simply the best. They are constantly going the extra mile for you, whether you notice it or not.

When it comes to spring planting and fall harvest, they shift into a higher gear. It is then that their dedication to you, their fellow employees and Legacy

Cooperative really shows. Many of them are putting in 10, 12, even 14-hour days on a regular basis and, when needed, even more. They work 7 days a week when necessary to handle the grain as it comes in, moving it around to ensure there is space available when you deliver. If you blow a tire or run out of diesel, our employees are there for you.

If you are on the run delivering grain to the elevator, our C-store employees are ready with snacks, sodas, pizza and more. If a belt breaks or a battery dies, our folks have the parts you need. When you are busy putting in the crop or taking it out, our retail staff knows the pressure is on them too. They know they have to step up and help carry your load. Before harvest starts and all the way through, they are working hard to keep shelves stocked, pizza and chicken hot, tires and automotive supplies on hand. It is a stressful time for them too. The last thing they want to do is to tell you that what you need is not available.

This fall I spent quite a few days in a truck hauling grain, visiting locations and getting a firsthand view of how things are going. I can't say enough about our drivers. They are often on the road by 6 or 6:30 in the morning and may not pull

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DON'T WAIT FOR THESE DEADLINES

Invigor canola prepay January 10, 2023---5% Cash prepay on selected products January 31, 2023

"Getting your preferred seed, like all other things in the agricultural supply chain, can be a challenge," says Brandt Lemer, Legacy Cooperative Seed Manager. "Talk with your local salesman early to ensure you can get newer products that are in limited supply. Knowing what you need helps us get products placed where you need them for the spring season."

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back into the yard until very late.

And that doesn't change when harvest is finished. If it's not grain, it's fertilizer or water or crop protection chemicals to keep our applicators running. They don't get many breaks, going from busy to really busy, depending on the season.

My time in the truck gave me a new perspective from my usual office chair. It really came home to me that we are a logistics company. Our job is moving products from point A to point B. Everything we handle comes in on a truck or a rail car and leaves by truck or rail car. That doesn't just happen. It takes planning and preparation and people.

We've made changes in recent years to make the best possible use of our people. At Rolette we merged the

responsibilities for grain and agronomy under a single manager. At Cando, one manager handles energy and agronomy. This makes it easier for them to assign employees where labor needs are the greatest.

Sharing workers is not restricted to those locations. If help is needed in the tire shop, you may see someone from agronomy or grain lending a hand. At harvest, your agronomist may be helping at the elevator and elevator staff helping during spring planting. Members of our management team and others have earned CDLs so they can jump behind the wheel of a truck as needed, and we do.

At all levels, our employees do what they need to do to fulfill the mission of Legacy Cooperative. When an extra effort is required, they respond.

Your board and management recognize the vital role our employees play in keeping Legacy Cooperative operating efficiently and profitably. We do our best to repay that dedication. We pay our employees well and provide good benefits. We also recognize they need balance between work and personal life. We try to make sure no one misses the big game or other special event a family member/owner is in.

We do our best to take good care of our member/owners, treat everyone with respect and make them part of our Legacy Cooperative family. We appreciate your business, and we hope you feel the same about our service. If you do, share a thank you with the next employee you run into. I know it will be appreciated.

VIEW FROM THE BOARD



Tim Hendrickson

As some of you know, my son Isaac worked for Legacy Cooperative. This fall he decided to join our farm operation for

which I am glad. I am equally glad for the time he spent at the cooperative. I know his fellow employees and managers taught him a great deal, and it has given him a stronger sense of self-confidence. I strongly encourage other sons and daughters of co-op member/owners to explore working for Legacy Cooperative.

His experience has been good for me as well. He shared how much he appreciated it when a customer told him he had done a good job. It meant even more when the customer mentioned the job well done to Isaac's supervisor.

It is easy for us as member/owners to take the work Legacy Cooperative employees do for granted. That's what

they are being paid for, right? However, they are really the unsung heroes of the cooperative. They are a big part of the reason Legacy Cooperative is as successful as it is and makes the money it does. They do their jobs and then some.

Watching my son, I know our employees are dedicated to more than just a paycheck. I've seen him get up and out the door at 6 a.m. and go till 11 p.m.

When we member/owners get caught up with harvest or have a rainy day, we can take a day off and regroup. That's not the way of it for the employees of the co-op. They are back at work, taking care of member/owners who are still harvesting. If not, they are getting caught up on maintenance and other chores that get neglected in the heat of harvest.

Sometimes it can be frustrating when the elevator closes at 9 p.m., and we really want to bring in just one more load. There is always someone with one more load, regardless how late the elevator stays open. We may have taken Sunday off, but the elevator staff and truckers

worked until 9 p.m. that day, too.

As one member/owner shared, "I was on my way to the lake and a floater drove by." The same could be said for any member/owner who took a day off this fall to go hunting. It may be hunting season, but it is also the co-op's busiest season. Our employees like hunting and fishing as much as the rest of us, but for the most part, they give that up through harvest.

Dedication to member/owner needs is not restricted to any one group at Legacy Cooperative. It is as true of our convenience store staff, office staff and shop staffs as it is of agronomy or grain. I have found them all to be courteous, pleasant and eager to get the job done, whatever it is.

I know that most of our member/owners appreciate how hard our employees work, but it is easy to forget to acknowledge it. I hope you will consider letting them know. A smile and a thank you goes a long way. And don't forget to pass it along to their supervisor, too.

FALL FERTILIZER APPLICATION MAY PAY BIG DIVIDENDS GIVEN LIKELY SPRING MARKET PRESSURES

A great fall for harvest set the stage for limited fall applications. Joe Kremer, Legacy Cooperative Agronomy Manager, gives credit to a timely rain for a successful fall application season.

"We were hoping to get 30 percent of our goal on, but thanks to the rain, we got nearly everything hoped for on," says Kremer. "That includes filling 90 percent of our anhydrous ammonia contracts. We also got a lot of urea out the door, which will really help with availability of manpower and floaters next spring."

If the rain gets credit for creating the opportunity to apply fertilizer, Kremer gives Legacy Cooperative employees credit for getting the job done.

"Our employees worked hard and put in a lot of long hours," says Kremer. "We did a lot of equipment and employee sharing between locations as member/owner demand shifted across our sales territory. As a result, we were able to

provide good service, getting product out within a day or two of requests."

Kremer encourages member/owners to share feedback with the staff in the field and their supervisors at locations. "We need to know how you feel about our work and our employees," he says. "We are left feeling that no feedback is good news, as we often only hear the bad. If you have concerns, we want to hear them. We feel we have a great staff and are confident they are doing a good job. If you agree, please let them know."

Legacy Cooperative warehouses are nearly filled with dry fertilizer. That is one of the few certainties Kremer can point to. He notes that there is a lot of uncertainty in the world market with the war in Ukraine. Imports are way behind, which should be pushing prices up, but it isn't. When barges were held up by low water in the Mississippi, the market moved down, when that has always pushed the market up in the past.

"Nothing is making sense," says Kremer. "The tons that didn't make it upriver have been trying to find a home. At some point, the homes they were intended for upriver are going to need them."

Kremer suspects that when spring comes, the shortfall upriver will drive markets up. "With no imports coming in, it could be scary to go into spring season without having your fertilizer in position," he says. "My advice is to buy when you normally would and make sure you have your tons secured before spring."

In addition to filling warehouse space, Kremer is preparing for the spring season laborwise as well. "We have a few retirements coming up and need to find some good people," he says. "If you know of anyone looking, encourage them to speak with us. Our people work hard everyday and care about what they do. They are a great team to be part of."

TIRE SALES ARE ALL ABOUT TRUST

Alan Berginski has been servicing the tire needs of local residents and area farmers for more than 40 years. More than half of that has been as a co-op employee. The North Central Tire Manager enjoys the trust relationship he shares with member/owners and the people he works with.

"Legacy Cooperative member/owners know we are here to keep them rolling," says Berginski. "A lot of our regulars don't even ask the prices. They drop off a tire and say, 'Fix it if you



Alan Berginski (L), Rolie Svihl (R) and the other members of the North Central Tire staff take their responsibilities to heart. They know member/owners of Legacy Cooperative and other members of the community trust them to keep their cars, trucks and farm equipment rolling. Whether fixing a leak, replacing a set of tires or realigning them, North Central Tire is there for you.

can. If not, put on a new one.' If we see they have an alignment problem, they trust us to take care of it."

Berginski does his best to have on hand what member/owners need. He says the tire shop stocks around 1,800 tires. He credits the shop staff for keeping member/owners coming back.

"We have five on staff and are trying to add a sixth," says Berginski. "It's not an easy job, but we know we are appreciated. If a farmer is down or someone has to make a doctor's appointment, we get them going."

A STRONG DOLLAR AND RUMORS KEEP GRAIN MARKETS IN FLUX

Grain markets are in flux. Wheat is up one day and down the next. Soybeans are in demand from China now, but a potential record crop in Brazil could change that. Global uncertainty has driven the value of the dollar up, which in turn has driven exports down. If that wasn't enough chaos, a rail strike was looming in early December.

Even with the uncertainty, prices are relatively good, with spring wheat priced around \$9 a bushel, soybeans at \$13.50 and canola at \$26. That would have been something to celebrate, had they not been even higher a year ago.

"A lot of patrons remain optimistic that commodity prices will at the very least stay supported," says Brooks Larson, Legacy Cooperative Grain Division Manager.

Larson admits it is hard to predict a market where news headlines can make wheat jump 50¢ one day and fall as much the next. "With wheat and corn, it is all about the war between Russia and Ukraine," he says. Russia recently agreed to extend the Ukraine export corridor another 120 days, which has weighed on

prices lately. "With soybeans, the focus is on weather and production estimates in Brazil. China will buy what they need from the U.S. if they can't get it from South America."

Good weather and increased acreage in Brazil suggest a crop of 152 million metric tons, up from 127 this past year. "If they have a good crop and we get adequate moisture in the spring, prices could fall," says Larson. "Taking advantage of current markets is not a bad idea. You can lock in 2023 November soybean futures at \$13.60 and 2024 at \$13."

The December 4th deadline for railroad union contracts was resolved through Congressional action. Reduced barge traffic due to low water on the Mississippi this fall drove rail freight costs higher. "The secondary market for freight was on fire," says Larson. "Fortunately, we had a good amount of freight booked in advance this year. As a result, we were able to move enough grain out to keep space available. We had four trains going out in December and have three in January."

Larson credits Legacy Cooperative employees with keeping elevators open

for deliveries through harvest. "I can't say enough about our truck drivers and elevator workers," he says. "They put in long hours, and it doesn't stop when harvest is done either."

He points to a night in mid-November when a shuttle came in at 7 p.m. "Our terminal crew had worked all day moving soybeans from the outside pile into the terminal," says Larson. "They loaded the shuttle until 4 a.m. and were back at work the next morning."

Larson has a special appreciation of the co-op's truckers. He is one of several Legacy Cooperative managers with a CDL. He spent this fall driving truck when he could get away from the office.

"We really rely on our truckers, both independent drivers and our own," notes Larson. "They work long hours in the spring moving fertilizer and then again in the fall moving grain."

He also appreciates Legacy Cooperative C-store employees. "It is great to be able to grab some pizzas when a train shows up late in the evening," says Larson. "It takes a lot of dedication from all of our employees to keep this place running."

DIESEL FUEL AVAILABILITY WAS TOUCH AND GO THIS FALL, BUT LEGACY COOPERATIVE DELIVERED

Gas and diesel fuels were in short supply this fall. However, Legacy Cooperative member/owners likely didn't notice, as fuel kept flowing from the co-op.

"We did see some short outages of gas and diesel at different terminals, but we were able to mix and match and come up with what our member/owners needed," says John Lovcik, Legacy Cooperative Energy Manager. "There was never a problem at the farm gate."

The only shortages were on farm. Again,

Legacy Cooperative employees came through.

"We had some scenarios where diesel was needed immediately, and we found a way to get it to them," says Lovcik. "If it meant working past normal hours, our drivers were willing to do what was needed."

Minimal grain drying across the Midwest isn't lowering prices, warns Lovcik. "We had a good response to our summer fill program, which is good, as the price is still 30¢ higher than normal," says Lovcik.

"It is expected to stay there with export demand and heavier usage with cold weather here."

Lovcik notes that getting #1 diesel is the latest challenge. Low supplies made headlines recently, which lead to panic buying, which lead to actual shortages.

"We have stayed ahead of demand by bouncing around to different terminals as we did earlier this fall," says Lovcik. "As we get through the next few weeks, we hope to get caught up on supplies."

LEGACY COOPERATIVE TRUCK DRIVERS CARRY THE LOAD

With very few rain days during harvest, maintaining space for grain coming in off the farm was a challenge. Legacy Cooperative truckers carried the load, suggests Dave Berginski, Legacy Cooperative Operations Manager.

"Our drivers go hard from spring through fall," he says. "This year they hit harvest and went 7 days a week from 7:30 in the morning until 7 at night. We had one stretch where they worked 21 days straight."

Donnie Tostenson is one of those drivers. With 3 million miles and more than 20 years behind the wheel, he has seen it all. As tough as fall harvest can be, he wouldn't be anywhere else.

"Legacy Cooperative is a great company to work for," says Tostenson. "I've hauled all my life, but now I'm home every night, get to interact with the member/owners and talk to the other drivers. We drive good equipment because management understands it is better to invest in new equipment than to buy something old and have to replace a motor."

Tostenson also likes the variety of work at Legacy Cooperative. When he's not on the road hauling grain or fertilizer, there are always other things to do. "I move snow, load or unload trains, whatever needs to be done," he says. "I see that willingness to step in and help in a lot of our employees, from our CEO Sean on down. There's nothing he won't do, and if he will, everyone should. Everyone here steps up to do what needs to be done."

Danny Krumwiede has seen



Legacy Cooperative truckers, like Donnie Tostenson (L.) and Danny Krumwiede (R) below, keep the co-op's grain and fertilizer on the move and space available for member/owners..

cooperatives from both sides, first as a farmer and since 2016 as an employee.

"I've been a frustrated farmer unable to haul grain to my co-op and a frustrated driver trying to clear out space so farmers



can haul in their grain," relates Krumwiede. "Now I can say, why haul grain in the week before harvest starts and expect space at the elevator, but I probably did it too. Until I had been on both sides, I never fully understood how it all worked."

Like Tostenson, Krumwiede enjoys the variety in his job. It may be short runs between locations and the terminal or longer runs to Hallock or Fargo. In the spring and fall, he is as likely to be hauling fertilizer as grain. In the summer

he is keeping the applicators supplied with product and water. The work is steady and sometimes the hours are long.

"We go steady from April until November without many weekends off," says Krumwiede. "This year the agronomy and grain seasons overlapped. Usually, we have a break."

He marvels at what it takes to keep everything moving. "The team works well, getting trucks, floaters and sprayers where they need to be," says Krumwiede. "If a fertilizer train is coming in, we may have to clear out space by hauling to the other locations. It takes a lot of organizing."

Krumwiede appreciates the additional employees with CDLs at the co-op. "I'll meet Sean, Brooks, Bob or others as

we are going back and forth. It really helps knowing we can get a day off on a weekend instead of working both."

The one thing he misses from his pre-trucker life is limited time to hunt in the fall. "It is our busiest time," he says.

Berginski hopes to add a few more CDL holders in the company. "It helped having the ones we did this year," he says. "I would like to be able to give our regular truckers more

breaks. Plus, with grain, we don't always know when we need to go full bore because more grain is coming to town than expected."

Berginski commends member/owners who communicate their plans with the elevators. "We want to handle as much as we can during harvest and be as accommodating as possible," he says. "Knowing what is coming helps us and our drivers make space for it."



IT'S THE PEOPLE THAT MAKE CONVENIENCE STORES CONVENIENT

Legacy Cooperative convenience stores may vary in terms of products they carry; however, the common denominator in all of them is the people who work there.

"We strive for excellent customer service," says John Lovcik, Legacy Cooperative Energy Manager. "When a new employee comes on-board, that's the vision we want them to share. Put the customer first and do anything they can to make the customer experience better."

Sonya Yoder has been making the customer experience better at the Rolla C-store for nearly five years. Her typical workday runs from 6:00 a.m. to 2:00 p.m.

"I open up and get everything started," says Yoder. "As people come in, I make breakfasts to order, omelets and breakfast platters. Later, that shifts to sandwiches and burgers. If they want something special, I can whip it up."

"Some days it gets really busy, especially during spring's work and harvest," says Yoder. "It helps that we have such a great team here. I've worked in retail or food service most of my life, and our employees and managers are great. But I think the people I get to meet are the best part of my job."

Linda Martz has worked in retail for about 20 years and at the Cando C-store for nearly three. The store is supposed to open at 6, but Martz arrives at 5:15 and often opens a little early.

Like Yoder, her customers are the driving force for Martz. "I have regulars who come in every day or two, and if they don't, I wonder if they are okay," she says. "I love visiting with the customers, even the little kids. I have one boy in his early teens who gives me a hug and calls me his

Cenex grandma."

Martz is part of a team of three full-time and four or five part-time workers. How well they get along is apparent to customers. "They remark how friendly everyone is," says Martz.

She says that lunch is the busiest time.

Afternoons are quieter, unless



Customers like Kevin Thompson are the driving force for Linda Martz (above). Eddie Lauck shares a laugh with Carl Beaver (far right) while helping him find supplies.



there is something going on at the school or if there

is a softball game in town. Business always picks up in spring and fall as Legacy Cooperative member/owners put in longer days. Fall also brings in a lot of out-of-state hunters.

In her previous job, Martz had a 50-mile commute to work. Since coming to work at the C-store, it is only a block. However, that's not what gets her up and out the door by 5 a.m. every day.

"I like my customers the best," she says. "I give them a smile, say good morning and thank them for their business. I like to get them to laugh with me, and sometimes they thank me back."

Ginger Belgarde has managed as many as 60 people as a production foreman, worked in a casino as a bank teller and now works at the Legacy Cooperative C-store in Dunseith. The common thread in all was working with people.

"I really enjoy all the people I meet who are coming and going, new as well as regulars and those passing through," says

Belgarde. "It gets busy sometimes, when as many as three or four busloads come in.

Another big challenge is staffing. When fully staffed, everything runs smoothly, but when two employees quit the same week, it is hard to spread out the workload. That is when being part of Legacy Cooperative pays off.

"The Rolla C-store shared an employee to help out," says Belgarde.

Challenges aside, the job is great for a people person, admits Belgarde. "I get thank yous, and some share a story with you. Often, all you have to do is ask, 'How's your day?' You may get more than you wanted to hear, but that's good. It is what keeps

them coming back."

Eddie Lauck has been to nearly every state in the U.S., but North Dakota tops them all for this West Virginia native. Working at the Rolette Service Station for Legacy Cooperative is at the top of his list of jobs, too. He has traded heavy equipment operator in coal fields and oil fields for customer service at the station.

"The community is great, and the company is fantastic to work for," says Lauck. "I can call anyone at any time, and they will help out."

Working in the C-store and in hardware and helping out in auto gives Lauck plenty of opportunity to help customers. He says the service they get is the reason they come back.

"People can get most things we carry cheaper elsewhere, but we provide personal service they don't get other places," he says. "I order out special bolts and tools, help them out at the pump or carry things to their car, whatever they need. Helping customers is the best part of my day."

AGRONOMY AND GRAIN SHARE LONG HOURS AND DEDICATION TO LEGACY COOPERATIVE MEMBERS

Trevor Darling has always worked for co-ops, but as agronomy and energy manager at Legacy Cooperative's Cando location, he senses a difference.

"I think our employees know we are here for our member/owners, and they are here for us," he says. "In the busy season, that means being on the job from sunup until sundown, 7 days a week. We take a lot of pride in our work and share the workload. An applicator one day may be a propane driver the next."

Darling appreciates how the staff works together and how the farmers work with the staff. "We had two brand new applicators this past season, and the other employees here and at other locations took them in and showed them the ropes," he recalls. "Farmers took time to show them the fields and share their cell phone numbers if they had questions. That all made for a successful season."

Darling also appreciates the feedback he gets from Legacy Cooperative member/owners. "They appreciate us going the extra mile," he says. "Some even bring in food for us to share in the break room."

Fargo Hoerer shares Darling's feelings. The Rock Lake location manager describes helping out as the thing to do at the co-op.

"It is pretty common for most of us to jump in when needed," he says. "When harvest starts, the agronomy guys are busy spraying, and by the time it winds down, they are spreading, but when they can, they help out. Come spring, when I'm not as busy in the elevator, I'll be back in the truck delivering fertilizer."

He notes that it is an attitude the company rewards. "I started out as a truck driver based out of here,"



Whether its a soybean pile that needs to be moved, a shuttle train to be loaded or fertilizer to be delivered, Legacy Cooperative employees put in the time needed.

he recalls. "I had previous elevator experience and started helping out when I could. Now I'm running the elevator."

A normal day for Hoerer at harvest is to be in the elevator as early as 5:30 to catch up on maintenance and clean up. By 7:30 the trucks begin showing up. That usually continues until 9 p.m. or later.

"I really like the farmers around here. We have no problem staying open if a big rain is coming and guys are trying to get grain out of the field," says Hoerer. "They appreciate that. I appreciate how welcoming they were when I took over the elevator."

He admits that things can get heated every now and then. When everyone is busy, it's tough to keep out the tension, he adds.

"I just get up the next morning and start over," says Hoerer.

Devin McGrath started with Legacy Cooperative in April at the Cando C-store, transferring to the Bisbee Terminal in September halfway through harvest. One thing that didn't change was the variety of tasks.

"At Cando I did about everything, cashier one day, cook the next," recalls McGrath. "As a grain facility operator at Bisbee, I

do anything that is needed. I start about 8 and have worked as late as 9 p.m. The latest I worked was when a train came in and I finished up around 6:30 in the morning."

McGrath likes the view from the top of the elevator, but he doesn't mind pushing snow with the skid steer, his main tool after the scoop shovel. "What I enjoy most is that I am constantly learning something new every day," he says. "This is a good place to work!"

Long days are nothing new for Chris Poitra. He joined Legacy Cooperative in August as harvest was starting. Prior experience at large non-co-op elevators prepared him for the busy season.

"What was different was how much better equipment is cared for here," says Poitra. "I also didn't expect to have the CEO and the operations manager shoveling out a bin alongside me my first week here!"

Like McGrath, Poitra loves the variety of tasks. "There is always something to do," he says. "Every day is different."

As Rolette location manager for both agronomy and grain, Everett Lervik knows about always having something to do. Until August, he was the agronomy manager. The new role meant new hours through harvest.

"I usually get in by 7:30 and finish when the trucks stop coming in, sometimes as late as 10 p.m.," says Lervik. "In the spring, it is dark to dark. You don't eat. You just do the work."

Lervik doesn't mind. "Providing high quality and efficient service and keeping our member/owners satisfied is our job," he says. "Some of them really go out of their way to show appreciation. That always makes a person feel good."



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SAFETY IS AN IMPORTANT PART OF THE JOB

If Eddie Lauck isn't stocking shelves at the Rolette Service Station or ordering auto parts for a Legacy Cooperative member/owner, he may be doing a safety review of company facilities. Lauck is a member of the Legacy Cooperative Safety Committee. He and representatives of other locations are charged with maintaining safe working conditions at Legacy Cooperative.

"There are a lot of moving parts and equipment at our facilities," says Lauck, Safety Committee Vice President. "We do monthly inspections of every location and a detailed report of potential problems or needed repairs. We also collect recommendations at suggestion boxes at locations to share with management."



Vic Risovi (left) and Sam Wagner (right) recognized Jenny Daniels (center) for winning the 1st quarter Safety Initiative Program. Jenny was awarded a gift card for submitting the most valuable safety suggestion to the Legacy Cooperative Safety Committee.

This past year the Safety Committee instituted a recognition program for employees. When an employee reports a potential problem or is recognized by another employee for safety related actions, they are awarded a safety bracelet and a gift card. Each bracelet

received also qualifies the employee for monthly or quarterly gift card drawings.

"We are still finalizing the annual recognition, which may include everyone at a location," says Lauck. "We also plan to recognize a safety person of the year."

Lauck feels having a Safety Committee and employee safety recognition is important for Legacy Cooperative, its employees and its owner/members.

"We want to keep people safe," he says "Reducing accidents has a direct impact on the bottom line. It keeps employees on the job, sends them home safely to family and friends and ensures they are available to service member/owners needs."

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