

Vantage Point

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A WINNING CULTURE



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"Hire great people and give them freedom to be awesome."

-Michelle Blomberg wish she said this first...

As business leaders, we're supposed to spend a lot of time thinking about rebranding our culture, constantly tweaking and massaging it to be better than it is already. And I have to be honest, that is not something I consciously think about EVER. This quote above defines how I feel and really how I lead AgVantage Software each and every day – HAVE AWESOME PEOPLE and let them be who they are!

I know it sounds simple, and really, when you get the right people surrounding you, it does become easier each and every day. By having incredible people, the culture stays healthy as it deepens and grows. Just like crops – having good soil, seed, fertilizer, farmers – the plant grows healthier as it is nurtured.

I was "trained" to be a schoolteacher and coach – that's what I went to college to become and what I wanted to be my whole childhood and teen years. Then, after I became a teacher and coach, my parents' business became available for one of the 10 of us kids to buy and take over. Never in those years of learning from my mom and dad did the words "culture" or "leadership" even come up while my parents were passing on the company to me. I listen to kids today in high school and they are talking about leadership, technology, and really so many things that were never even thoughts when I was that age. Playing sports and NOT having to do my brothers laundry was totally at the top of my thoughts. :)

Now, 23 years later, having the honor to lead the BEST ag-software company in the world, I sometimes wonder how I got so lucky. I know it was a lot of hard work in the first 8 years of changing our company's culture to what it is today, but honestly, those years seem like a faded memory and mostly, what makes today's culture so incredible. I think if I had been handed a healthy culture, a well-oiled machine, we would not have learned what it feels like to build up from the ashes.



AgVantage has experienced a fair amount of change over these past 6 months. Two owners and leaders of the company retired and with those retirements, several changes and also additions to the company. Right now, I feel we are in the highest amount of change that has happened in several years. Not only have we brought in a new manager of the programming team – Dave Hammond – but we have added more developers and a marketing plan. As I

told the team a couple weeks ago, we are in the middle of many changes and you can feel it – in a good way.

Continuing to find good people that fit our culture has been a fun and very successful task for us and, even



In This Issue:

Save The Date!—Conference Schedules.....p.2
Recipe Box—Apple Cake.....p.3
AgVantage Holiday Schedule.....p.3
New Software Releases & Coming Soon.....p.4-6

(continued on next page)

(continued from previous page)

though they sometimes get a bad rap for their generation, the millennials we have hired over these past few years have been knocking it out of the park. We are finding many “diamond in the rough” people and they are making a huge difference every day at AgVantage. Coupling them with us “old-timers” (you’ll like that if you were at our conference last year and remember what the keynote speaker said – “You’re either young or old – there is nothing else.”), the machine is really humming and, knock on wood, feels like it is the best it’s ever been. Yes, there are days when it doesn’t seem like you get anything checked off your list and other days when it seems like no one is on your side, but those days are the ones that make us appreciate the other, hopefully A LOT more, great days.

People are loyal to your culture. All the other goals, strategies, business plans, etc., are what we need to stay successful and moving forward. But your people, they want to work in a place that cares about them and leads with compassion and humility. Be that **servant leader** – even if you’re not in a leadership role, you are always a leader.

OUR BELIEF IS THAT
if you get the
culture right,
MOST OF THE OTHER STUFF, LIKE
GREAT CUSTOMER SERVICE ✓
OR BUILDING A
GREAT LONG-TERM BRAND ♥
OR EMPOWERING
PASSIONATE EMPLOYEES
and CUSTOMERS 
will happen *on its own*.

BTW, if you haven’t seen the interview with Beth Ford, the CEO of Land O’ Lakes on CBS’s 60 Minutes, it’s worth it. Regardless of your political affiliation, it’s a great perspective. Here is the link:
<https://www.cbsnews.com/video/land-olakes-ceo-beth-ford-and-the-changing-landscape-of-america-farms-60-minutes-2019-10-06/>

Thank you for your continued business. In our 43rd year of business, I realize you have many choices for software providers. I will do my best, each and every day, to assure your happiness in your choice of AgVantage® Software as your Agri-Business Accounting system.





An Employee Owned Company

Upcoming AgVantage Events!

- | | |
|----------------------|--|
| November 12-14, 2019 | Washington Area Training Conference at Courtyard by Marriott at Columbia Point in Richland, WA. |
| December 8-10, 2019 | NGFA Trade Show at Booth # 618 in Indianapolis, IN |
| January 22-23, 2020 | Ohio Area Training Conference at the Renaissance in Westerville, OH |
| June 17-19, 2020 | National User Conference at Hyatt Regency in Bloomington MN |



Apple Cake by Valerie Ahlers, Customer Services Rep.

INGREDIENTS:

1/2 cup butter, softened
2 cups sugar
1/2 tsp vanilla extract
2 large eggs
2 cups all-purpose flour
1 1/2 tsp ground cinnamon
1 teaspoon ground nutmeg
1/2 teaspoon salt
1/2 teaspoon baking soda
6 cups peeled & chopped tart apples

BUTTERSCOTCH SAUCE:

1/2 cup packed brown sugar
1/4 cup butter, cubed
1/2 cup heavy whipping cream



1. In a large bowl, cream the butter, sugar and vanilla. Add eggs, one at a time, beating well after each addition. Combine the flour, cinnamon, nutmeg, salt and baking soda; gradually add to creamed mixture and mix well (batter will be stiff). Stir in apples until well combined.
2. Spread into a greased 13" x 9" baking dish. Bake at 350° for 40-45 minutes or until top is lightly browned and springs back when lightly touched. Cool for 30 minutes before serving.
3. Meanwhile, in a small sauce pan, combine the brown sugar and butter. Cook over medium heat until butter is melted. Gradually add cream. Bring to a slow boil over medium heat, stirring constantly. Remove from heat. Serve with cake.

AgVantage Software Holiday Schedule

We will be closed or have reduced hours on the following dates to allow our employees to enjoy the holidays with their families.

Thanksgiving Holiday	Thursday, 11/28	Closed
Day after Thanksgiving	Friday, 11/29	Open 8-3 (CST)
Christmas Eve	Tuesday, 12/24	Open 8-Noon
Christmas Holiday	Wednesday, 12/25	Closed
New Year's Eve	Tuesday, 12/31	Open 8-3 (CST)
New Year's Holiday	Wednesday, 1/1	Closed

Updates on New Releases & Software Releases Coming Soon



Dave Hammond
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AgVantage - Version 8 New Releases



Accounts Receivable Edge

- V8.1 U4CSTMR - Wording GLN & Add Farm Manager ID fields (442865)
- Manufacture Maintenance (459723)
- V8.1 reduce U4CSTMR / CSPEST to 20 max entry (472855)

CRM Edge

- Central file storage (453169)
- Add Grade description to the Json (461261)
- Communication users (474186)

eAgVantage

- Add Inventory Cost Column to Position Report drill down Inv Qty (472305)
- CDD15 Add logged in user to call (363051)
- Grain location name now comes from short name in constant file (468287)

Agronomy Edge

- Ability to save printer selection (457477)

Energy Edge

- V81-U7CSTNK- Add a truck number field to tank portal screen (409375)

Energy PC

- Verify expirations date on tax exemption certificate (461272)

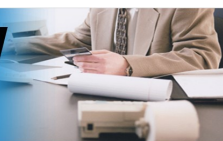
ETA PC

- Flag to limit Admin Access user for activate/inact employee (445245)
- Track location where employee punches in (454761)
- Spacing of headings on time off report (457116)
- Sort ACA report by FT/PT (459656)
- Total number of employees on hours report (462001)
- Move superuser higher on screen (468525)
- Lock out timecard after SuperUser has exported & locked (469523)
- Add total number of employees exported to completion message (471981)

Grain

- Cust Info - F4 Prompt on customer, shows inactives (377502)
- Print W/R - Location address overprinting description field name (467947)
- New flag for whse rec to print by location on COMDTA screen 65 (469959)
- Grade & Disc by Lot - Prompt for posting date (470524)

Fully Integrated
Accounting



AgVantage
EDGE

*Please see our
Message Board
for many product
enhancements continuously
available.*

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Grain Edge

- Quick Settlements - Change location descriptions on prompts (464043)

Interfaces

- Pull in the PO # from NAPA (465758)
- Napa interface to handle payments on account (467370)
- Update Bushel interface to support SNI for SSL data send (469639)
- Razor Interface Changes (471843)
- Bushel - Change timestamp handling (472057)
- Bushel - Getting dup key on BUACTIVATE (473836)

Inventory

- Have the system look at consigned items when validate qty is on (454901)

Inventory Edge

- U8MEN4-11 if enter count on item that already has count ask to add (452803)
- Edge Inventory add menu option U8MEN6-3 Inv Blends Setup (464600)

Payroll Edge

- U3MEN2-4 Employee Earnings Report (454181)
- U3MEN2-5 Employee Deductions Report (454182)

Seed Edge

- Stop from allowing user to order if GLN account is missing (448782)
- Add Bayer Account ID to Grower Plans (460841)
- Allow duplicate line items on Plan (467686)
- Change Finance Type to show Pay Types from U4PAYD (468229)
- Unable to process seed orders (471731)
- Show breakdown of customer split percentages and totals (471759)
- Do not show a comments section unless there are comments on plan (471769)



*For pricing info, please
contact Michelle Blomberg
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AgVantage Software Releases Coming Soon:

Agronomy Edge

- Add support for logos to agronomy workorders and farm plans (475937)

Energy Dispatch Map Edge

- Turn by turn directions with voice-after mapping changes (381177)

Grain Edge

- U5MNL1-1 Lot Maintenance (381671)
- U5MNEM-5.2 Save & Summarize - Grain Bank Activity (408271)
- U5MNMG-10 Trades Maintenance (408320)
- Settlement Check Report - Add filter for deleted date range (464003)

Inventory Edge

- Edge Inventory - U8MEN1-10 Blend Adjustments (464782)
- Blend adjustment Edit/Merge (470877)
- V8.1 Inv Transfers add option to use Bin # from Grain Files (473567)

Payroll Edge

- U3MEN1-1 Employee Maintenance/Portal (453369)
- U3MEN2-6 Employee 401k Report (453369)
- Payroll Labor Report by Work Code and Employee (454186)



AgVantage®
EDGE

AgVantage®
Software

