

Vantage Point

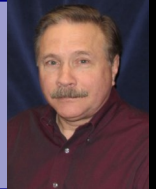
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WHAT IS THE CULTURE AT AGVANTAGE SOFTWARE?



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Michelle Blomberg's staff meeting assignment to AgVantage employees:

WHAT IS THE CULTURE AT AGVANTAGE SOFTWARE?

(The answer below is from Mike Smark, long time AgVantage employee, customer advocate and application trainer.)

I went to the business dictionary and found an outstanding definition:

The values and behaviors that contribute to the unique social and psychological environment of an organization. A company's culture includes its expectations, experiences, philosophy, and values that hold it together. It's expressed in its self-image, inner workings, interactions with the outside world, and future expectations. It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid.

The culture affects the company's productivity and performance, and provides guidelines on customer service and product quality. Organizational culture is unique for every organization and one of the hardest things to change.

Next, my goal was to attempt to analyze (from my eyes being an old bugger) our company in those terms above and inter-weave what I interpret is within our Culture at AgVantage from both a history standpoint (always something we can learn from) and where we are today.

Prior to the year 2000, the company had **no** culture as a whole, just our *individual* culture of ideas and perspectives. I believe a company's image is driven by its culture and there are various kinds out there in the business world ranging from great to some not so good.

From the year 2000 until 2005 it was new management trying to find its way with determining the employees' strength and weaknesses and begin to cultivate those findings into an overall company culture that is positive thinking in a comfortable and creative working environment. Also during this period the establishment of a mission statement was implemented to bring us closer together as a whole in "delivering customer service excellence", a philosophy still true and followed today.



The years of 2005 through 2010 represent the introduction of the "team" concept into our culture. Staff meeting after staff meeting of tasks and Michelle's "preaching" being instilled into us to go further into helping/developing the company perception by our customers that we are totally committed to them in supporting their business objectives. That was further emphasized with our Customer Driven Development (CDD) concept to value the wants/needs of our customers providing them direct input in the development process.

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With years 2010 to now, there was an influx of new personnel, bringing in fresh ideas and energy to the company. The mix of old (experience) and new reinvigorates our future potential. This was also a time when we experimented with changing the company infrastructure, restructuring departments and people and responsibilities. The intention is not just for change for change's sake, but to see if our organizational concept is sound, potential new opportunities for employees, maintaining good morale, selling our products more effectively and the list goes on.

Today, like the past few years, our company philosophy is in a good place and remaining strong. I personally believe that to maintain a company's great culture it must continue to be reinforced and monitored to insure we at



AgVantage maintain our high level of integrity. In Michelle's travels and conversations, management people and their employees alike always marvel and ask her "how do you get your employees to do the things they do?" in terms of productivity, teamwork, attitude, dedication, skills – (yikes!..... Where can I buy a bottle?) You can't "get" it. You have to **grow** your own company culture from within.

BOTTOM LINE:

Upon final analysis, our culture today can be summed up at AgVantage as simply this: **PEOPLE HELPING PEOPLE**, That's been almost every employee's answer when asked the question: What do you like most about your job? Whether it be us with our customers, employee to employee (inside and outside of work), us with the community (donations, acts of kindness, etc). Our company has and seems to attract a group of kind and generous individuals working together to be the best at what we do, provide the best Ag software and support out there for our customers.



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.

<i>Thanksgiving</i>	<i>Thursday, 11/26</i>	<i>Closed</i>
<i>Day after Thanksgiving</i>	<i>Friday, 11/27</i>	<i>Open 8-3</i>
<i>Christmas Eve</i>	<i>Thursday, 12/24</i>	<i>Open 8-Noon</i>
<i>Christmas Day</i>	<i>Friday, 12/25</i>	<i>Closed</i>
<i>New Year's Eve</i>	<i>Thursday, 12/31</i>	<i>Open 8-3</i>
<i>New Year's Day</i>	<i>Friday, 1/1</i>	<i>Closed</i>

NEW AGVANTAGE ADVANCED SECURITY PROGRAMS ANNOUNCED

TERESA WILLEMS, V.P. CUSTOMER SERVICES
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Security is always a hot topic concerning your software applications – who within your company has access to maintain, change and use different software packages, menu options and data.

AgVantage is pleased to announce that we have developed a much more advanced, easier to use Security Program for Version 8 of our software which has recently been released to our customers. Beyond the current authority based security already offered and in place, this new program allows internal controls based on packages, menu options and corporate role based authority.

The information on how to turn on this feature and maintain this program will not be made public to protect the integrity of this program and ensure access to this program is safeguarded within your own company. If you are the person at your company in charge of software security and are interested in learning more about this value added enhancement, please contact support@agvantage.com. We'd be happy to assist you with your implementation.

*This is a light, tasty dessert for fall using pumpkin.
Great alternative to pumpkin pie for Thanksgiving.*

Layered Pumpkin Dessert

by Valerie Ahlers, Customer Services Representative

Ingredients:

1 ½ C. flour	1 tsp. cinnamon
¾ C. butter	3-4 C. Cool Whip
1 C. chopped pecans, divided	4 C. milk
2 ¼ C. powdered sugar	3- 6oz. instant vanilla pudding mix
16 oz. cream cheese	15 oz. can pumpkin puree (not seasoned pie filling)

Crust: 1 ½ C. Flour
¾ C. butter, softened
¼ C. powdered sugar
¾ C. chopped pecans

Mix and pat in a 9 x 13 pan. Bake at 350 for 12-15 min.

Mix and spread over the cooled crust:
16 oz. cream cheese, softened
2 C. powdered sugar
2 C. Cool Whip

Mix and pour over the cheesecake layer:
4 C. milk
3 large packages instant vanilla pudding
15 oz. can of pumpkin puree
1 tsp. cinnamon

Let set in refrigerator at least 20 minutes and then top with 1-2 C. Cool Whip. Sprinkle with chopped pecans.



AGVANTAGE SOFTWARE NEW RELEASES AND FEATURES COMING SOON

BONNIE FOHRMAN
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New Releases in AgVantage Software, Version 8:

Please see our Message Board for many Product Enhancements continuously available.



Added authority on all menus for legacy code

Edge Energy Phase 1

Accounts Payable

- Changes for 1099's for 2015

Accounts Receivable

- Customer Master File—press F10 to display an alpha/numeric Credit Department Name field
- Roll Prepay Transaction Screen—When additional records are available, display F13 at the bottom of the screen to access them, if there are no additional records, there is no message
- On Customer Balance screen, when F21, now shows the birthdate for credit verification
- New flag in Constants file—Sales Factor Convert Quantity
- Customer Balance first screen F14 allows search by invoice #, work order, check # or amount

eAgVantage

- CDD—eAgVantage Farm and Field Analysis now available

Energy

- CDD—added a default filter to help filter calls in a group

Feed

- CDD—AR Invoice now prints the Feed Delivery Date

Grain

- Sales contract – Allows changing of bushels on sales contract 11 if not delivered bushels
- CDD—Batch settlement screen now allows user to override form type

Interfaces

- Interfaces with Soil Map

Inventory

- Location In Store field in Item Maintenance screen now displays on inventory inquiry
- Added LBS to Accounts Receivable Units field to Inventory Transfer Entry screen

AgVantagePC Energy

- Added filter group or hold last filter of this field
- CDD—Added Pop-up screen for Driver number and truck number on opening of program
- CDD—Added a default filter to help filter the calls

AgVantagePC Seed

- Now validates the COD when entering seed plans
- CDD—Added split group option to plan/dispatch/invoice
- CDD—Added totals by crop before/after treatment and grand totals

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AGVANTAGE SOFTWARE FEATURES COMING SOON

Edge Accounts Payable Phase 2

eAgVantage

- Sales by Department option to omit unmerged work orders (341446)

Grain

- Add Grain position by location of control for sales side (211027)

Investments

- Investment Certificates allow the customer to compound Monthly, Quarterly, Annually or Not (358893)

AgVantagePC Energy

- Print restricted chemical information on invoice (355092)

Employee Time and Attendance (ETA)

- CDD Print notes on time card (360600)

AgVantage Software, Inc. Trade Show Schedule

National Grain & Feed Conference & Trade Show

Sheraton Kansas City Hotel at Crown Center, Kansas City, MO, December 6-8, Booth #319

Wisconsin Crop Management Conference & Agri-Industry Showcase

Alliant Energy Center, Madison, WI January 12-14, 2016 Booth #528

Minnesota Grain & Feed Trade Show

Rivers Edge Convention Center, St. Cloud, MN, February 1-2, 2016