

IDAHO DAIRY FOCUS

April 2017



IDAHO **IDA**
dairymen's association

Protecting Idaho's dairy industry
through environmental, legal,
and legislative leadership
since 1924.

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From the Boardroom

By Tony VanderHulst, IDA President

The IDA Board and staff continue to try and do everything we can to assist Idaho dairymen in the areas of our day-to-day business that impacts us most. Two years ago, we started a new branch within the Association called IDA Consulting. Dr. Stephanie Kulesza was brought on as in-house expertise for soil, water and environmental issues, and is available as an on-farm resource for Idaho dairymen in the areas of nutrient management planning and environmental assessments. She has also been tasked with collaborating with Idaho's Department of Environmental Quality in the roll-out of Public Water System regulations within Idaho's dairy industry. Steph hit the ground running and quickly became an extremely valuable resource for IDA and our industry.

During the course of the last year, we started what we called the Idaho Dairy Worker Safety Initiative. This effort was born out of the tough realization that we have accidents occur on our dairies and we want to do everything we can to prevent those accidents and protect our workers the best we can. One such tragic story is told on page 8. Our focus began with safety training, but as we envisioned this new program within IDA, our thoughts expanded to include a focus on continued training of our dairy workers in all aspects of our business, from animal handling to milking procedures to equipment operation. Today those plans are starting to take shape, and we are moving beyond an initiative to a long-term, ongoing training program within IDA Consulting.

I am happy to announce that we have recently hired Ryan DeWit as the latest edition to IDA's staff. Ryan will have the responsibility of managing the dairy training and safety program we are developing. I've personally known Ryan's family for a number of years and am excited to have him join IDA. He comes from a Texas dairy family, which has provided him with on-farm experience and understanding that you cannot learn in a classroom. Ryan is currently a student at Texas Tech where he will graduate in May with his Master of Agribusiness degree. Ryan and his fiancé are going to relocate to Twin Falls, Idaho in late June and he will begin full-time employment with IDA on July 5th.



Ryan DeWit, IDA's new dairy training and safety manager

Starting a new dairy training and safety program from the ground up is a heavy lift, and we are relying on the expertise of Drs. Robert Hagevoort and David Douphrate to help in its development. Those of you that were able to join us for the OSHA 10 training during this past year met both Robert and David. They are experts in this field and already have some training modules developed that we can utilize. We will work with them to expand the development of training modules to be sure we are meeting the needs of Idaho dairymen.

We are also utilizing the experiences of our cooperatives and processors and the feedback they are receiving from their customers. Consumers are asking more and more questions surrounding our dairy workers' training and safety. As an industry, we need to have defensible and verifiable answers to those questions. Our perspective is that Idaho dairymen, and our workers, are much better off proactively collaborating as an industry to develop dairy worker training and safety standards than to wait for someone else to do it for us. It is the right thing to do.

Employer's Rights RE: Immigration Enforcement Action

During March, IDA held a Member meeting in Twin Falls focusing on our efforts to try and move immigration reform forward. Part of the meeting program included a presentation by Sawtooth Law regarding what to do if ICE or other law enforcement show up to your dairy to carry out immigration enforcement action. The following are some of the key points from that presentation.

Legal Duties of the Employer

- Employ only known individuals
- Employ only those authorized to work in the United States
- Completed Form I-9 satisfies the above
- Identity documents that appear genuine on face are acceptable

-You have the right to legal counsel during any phase of an immigration investigation, inquiry, audit, worker arrest, etc. – exercise this right!

-Assume you are always being recorded when interacting with law enforcement – be cautious in your statements!

-First rule of engagement is “don’t engage”; before engaging with enforcement personnel, obtain proof of their identity, lawful authority, and legal basis for visiting your facility.

-Carefully review any judicially-issued warrant and cooperate and comply only to the extent specifically set forth in the warrant.

Legal Duties of the Employee

- Must lawfully enter the United States
- Must carry proof of lawful residency at all times
- Cannot falsely claim United States citizenship
- Cannot use fraudulent identity or authorization documents

-Consider your private property as a sanctuary and protect it; if there is no judicial warrant, you are under no legal obligation to speak to law enforcement or allow them access to your property, records, or workers. There are additional enforcement actions and/or documents that can be taken and/or issued by specific law enforcement agencies which appear similar in nature to a judicial warrant and do require compliance on your behalf. For example, those actions and/or documents include but are not limited to a Notice of Audit Examination, Immigration Enforcement Subpoena, IRS “No Match” letters, etc. In the event that you receive one of the above-identified documents and/or are served with a warrant, you should immediately contact your legal counsel to provide guidance on how to proceed.



Federal Dairy Issues Update

By Charlie Garrison

The first quarter of 2017 has come to a close and Congress and the Trump Administration continue working on their big-ticket priority agenda items including healthcare reform, tax reform, border security and regulatory reform. Legislation to repeal and replace the Affordable Care Act was supposed to be first out of the gate, but an agreement to get enough Republicans on board to pass a bill out of the House of Representatives has so far proved a tougher sell than anticipated.

Moving on after the disappointment of the healthcare debate, House Republican leaders have turned to tax code reform. This issue may prove to be no easier, however, as there is fierce opposition from some in the GOP to what is known as "border adjustability," which happens to be a major source of new revenue to make up the funds that would be lost from other changes including lower income tax rates, fewer brackets, and an overall simpler federal tax code. Work starts on that plan when Congress returns to Washington, D.C. later this month with the goal of having overhaul legislation on the President's desk by the end of July.

Meanwhile, the U.S. Senate remains occupied with hearings to confirm nominees to President Trump's cabinet and to upcoming nominees for subcabinet political appointee posts at the federal agencies. Many in the agriculture sector remain frustrated that Sonny Perdue, the nominee for Secretary of Agriculture, still hasn't received a confirmation vote on the floor of the Senate. There is little opposition to the nomination but reports are that additional information on some of the former Georgia Governor's business interests has yet to be submitted. The delay has real-world impacts in the industry. For example, efforts to provide relief to farmers and ranchers who lost pastures to the recent wildfires in Kansas, Oklahoma, and Texas must be coordinated directly by White House staff instead of in the Secretary's office.

IDA has been monitoring progress on proposals for reform of the federal tax code for well more than a year now. Both Republicans and Democrats have this on their list for action this calendar year so expectations for getting a bill signed into law remain very high. IDA staff and

board members have worked directly with the state's congressional delegation on provisions that are important to Idaho dairy producers. IDA is also part of national coalitions working to preserve and enhance provisions of the tax code that are important to farmers. One example would be "Like-Kind" or 1031 exchanges that have been and continue to be a significant tool used to help build the Idaho dairy industry.

Other provisions of the tax code that IDA is working on include the retention of cash accounting, repeal of the Estate Tax while leaving the stepped-up basis intact, immediate expensing of business purchases, lower income tax rates and capital gains rates and lower corporate tax rates. The border adjustability proposal mentioned above is intended to put the U.S. on par with most of the countries that buy products from us. Most countries apply an adjustment at the border, on average just less than 20%, to products imported for sale there. While the U.S. doing something similar would affect few inputs farmers use, some of our trading partners have speculated they might retaliate in various ways. Might Mexico, which bought 25% of U.S. dairy exports last year, decide to shop for dairy elsewhere if the U.S. adds 20% to manufactured goods our neighbor to the south sends here?

On the subject of international trade, IDA has let the congressional delegation know how important exports have become to dairy farm profitability. Since we now send nearly 15% of national production to buyers in other countries, maintaining that momentum on exports is now more critical than ever. Talks to "modernize" the North American Free Trade Agreement (NAFTA) are expected to begin soon. With Mexico as our No. 1 export buyer and Canada No. 3, good outcomes in talks with those two countries are critical to continued U.S. dairy industry growth.

IDA has been a leader on the "Dairy PRIDE" Act to require the U.S. Food and Drug Administration to enforce standards of labeling for milk, cheese, and yogurt. Congressman Mike Simpson signed an early letter to the FDA seeking action on the matter and is an original cosponsor of the House bill. Senator Jim Risch was the first Republican in the Senate to cosponsor the bill there. *(continued on following page)*

(continued from previous page) Regulatory reform is a major success story so far this year. The Environmental Protection Agency's "Waters of the U.S." (WOTUS) rule has been withdrawn. IDA and the Idaho congressional delegation have a long history of working to make that happen. The WOTUS rule will now be rewritten with significant input from land use industries, including agriculture. The goal of effectively protecting the nation's surface water will now move forward with stakeholders and state regulatory agencies more effectively involved in finding solutions to water quality challenges.

IDA continues to lead on legislation to clarify that Congress never intended for agricultural nutrients to be regulated as solid or hazardous waste under the Resources Conservation and Recovery Act (RCRA). We all recognize that farmers will need to be innovative in improving nutrient storage and application practices. To do that, farmers need clarification about the way nutrients will be regulated on livestock operations. The Farm Regulatory Certainty Act (FRCA), HR 848 in the House of Representatives, will do that. That bill has the support of Representatives Mike Simpson and Raul Labrador. Senator Crapo is prepared to lead a Senate counterpart. IDA will continue to work with the Congress, the regulatory agencies and our industry counterparts to try to move this legislation to the President's desk to be signed into law.

Finally, effective solutions to the agriculture labor crisis remain the top priority for IDA. The petition drive was a real learning experience and provided a strong message we were able to deliver to our congressional delegation. It also gained your association a lot of new allies in the drive to provide access to legal foreign-born labor when those workers are needed. Now, when any issue related to ag labor reform comes up the members of the Idaho congressional delegation have more than 3,000 names of people who support a common-sense fix.

IDA has also delivered the message in Washington, D.C. that Idaho farmers need help from our elected officials to let our workers know it is safe to come to work. Your staff has worked hard to get the message out that specific individuals deemed a threat to public safety or national security remains the focus of enforcement by the Department of Homeland Security's Immigration and Customs Enforcement (ICE) agency. It is critical for your employees to know that farms, including dairies here in Idaho, are not currently targets for

enforcement activity and that detention and removal of specific individuals remains the focus at ICE. Looking forward, IDA remains at the table negotiating the provisions of legislation to provide a workable solution to the ag labor crisis. As relayed at the member meeting in Twin Falls on March 21st, talks are ongoing with key House offices on potential legislation that would meet the priorities of Idaho dairy producers. Our current experienced and trained workers would be eligible for a renewable visa for a three-year authorization period. There would be a requirement to be out of the country for a 45-day period that could be met with one absence or cumulatively over the term of the visa. Existing workers who transition to the new program would never apply to annual caps on the number of visas allowed. Visas for legal new workers would also be issued under the language currently being discussed. Farm employers would certify to the Secretary of Agriculture that workers are needed and then visas would be issued for the individuals for which they are requested.

To help reach our goals on the availability of foreign-born labor, IDA continues as a member of the Executive Committee of the Agriculture Coalition for Immigration Reform (ACIR) a key player in negotiating legislation to resolve the farm labor crisis. Your association also works with the Immigration Task Force at National Milk Producers Federation and is a leader in the Agriculture Workforce Coalition (AWC) which brings together broad agriculture interests to work on legislative and regulatory improvements to programs to make foreign-born labor available for agriculture when workers are needed. The IDA is also a part of the general push for reform with a seat on the board of the National Immigration Forum (NIF). Bob Naerebout has a leadership position at NIF serving as the organization's Treasurer. NIF is perhaps best known for its "Bibles, Badges and Business" initiative bringing together leaders in the faith community, law enforcement and business to advocate for change that is compassionate to our nation's immigrants, improves public safety by encouraging efforts to bring people out of the shadows and makes the case that immigrants make a positive contribution to our nation's economy.

It's clear IDA has hit the ground running on your behalf here in the early weeks of 2017. We're prepared for a big year on ag labor policy, tax reform, regulatory reform, new and revised trade agreements – all issues that directly affect your bottom line.

America's Love Affair with Fat is Just Getting Warmed Up

By Dave Kurzawski

While waiting in line for breakfast this week, I noticed the three guys in front of me and the lady behind me all ordered some variety of egg-white, veggie omelets. No yolk, no cheese, and no taste. Not my style, but that's not the point. The dairy industry has spent much time talking about the resurgence of consumer demand for fats over the past few years. But if my experience in the cafeteria breakfast line is any indication, there are still quite a few people who still shun fat.

We get it. Dairy market outlook discussions continually raise a myriad of questions around rising consumer demand for fat. Is it a fad? How do we meet this new demand? How much of an impact does this love of butter and cheese have on our markets? Who came up with putting butter in coffee and can I buy him/her a drink?

We've come a long way from the Time article published in June 2014 entitled, "Eat Butter". The Credit Suisse Research Institute put out a report in 2015 that was bullish demand for fat. In that report, they estimated that global demand for fats will rise 43 percent by 2030, fueled by increased shifts toward dairy, eggs and red meat. And just last week, Bloomberg published an article on cheese consumption growth in the U.S. stating, "The jump in total domestic cheese consumption over the past two years was the biggest since 2000, with Americans eating the most on average since the government began tracking the data in 1975."

These are truly uncharted waters for dairy fat and resulting paradigm shifts for dairy market prices. But we're only beginning to scratch the surface.

Some doctors have employed a low-carb, high-fat diet to help combat a variety of neurological diseases, including epilepsy, headaches, Alzheimer's and Parkinson's diseases, sleep disorders, autism, and multiple sclerosis. And a growing number of doctors in the U.S. are beginning to adopt century's old high-fat diets to promote weight loss and combat the runaway diabetes problem.

According to the American Diabetes Association, 29 million Americans - 9.3 percent of the population – have diabetes. Another 25-30% (or 85 million people) have not yet graduated to diabetes, but instead, have what is referred to as pre-diabetes – higher blood-sugar than normal but not yet diabetes. This is no small trend – this is an epidemic.

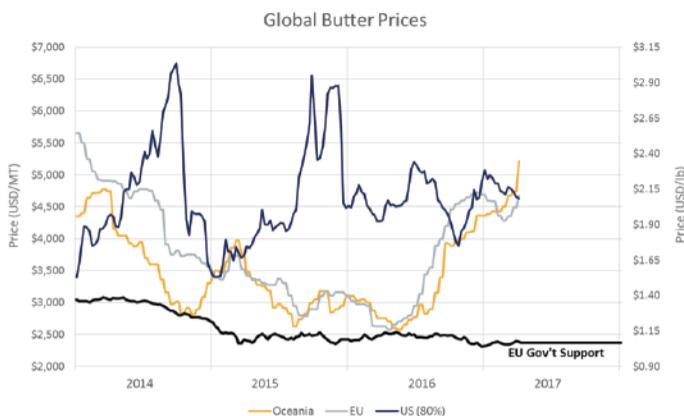
Admittedly, this group is rather small relative to the mainstream medical community, which favors pharmaceutical remedies. But their results are astounding. Several studies and clinical trials that were done at Duke University (to name one) show that Type 2 diabetes can essentially be reversed (blood sugars normalized and medicines reduced) by following a higher fat diet. And cheese is on the list.

I'm not advocating any sort of diet here, but could you imagine if that news became more widely discussed? We'd see a surge in demand for cream, butter, cheese, etc. that make the last two years fat-love pale in comparison. McDonald's use of butter was estimated at 25 million pounds per month, which is welcomed demand but still less than if all the people who have pre-diabetes in this country were put on high-fat diets. Do you think the dairy industry at large is thinking seriously this kind of shift in thinking today?

Probably not. But it's worth taking an open-minded look at the broader landscape from time to time for answers to market questions.

The current global trend in milk production is down and that has not yet changed. The global trend in dairy demand is generally up – and it seems that FAT is the cornerstone of that demand in 2017. This is good news for America's dairy farm families, but it presents a host of new challenges (and possible opportunities) for end-users.

The warm embrace of fat is not over – it's just beginning – and it will continue to underpin our dairy markets this year. Plan accordingly. And go ahead - eat the yolk.



Accidental Death on the Dairy Farm

Having an accidental death on my family's farm is not a subject I would ever have thought I would be writing about. We take pride in everything we do on our farm. For example, we have now gone eighteen years, without missing a month, receiving a milk quality bonus. We consider our herd breeding and cow health to be better than the average. However, as hard as we try and do things right, we had an accidental death this past September that still perplexes us to this day.

We use a little tractor to go around pushing feed up to all our animals. We do this several times a day, including in the middle of the night. Around the end of August, we hired a new employee. He had never worked on a dairy before and had been going through our internal training process for about ten days or so. Between our night and morning milkings, he was driving our push up tractor, pushing up the feed. A very experienced employee was following him around to make sure he followed the procedure correctly. At one of our corrals, you have to stop at the end and back down the alley to push up the feed. It is not very far to the other end. When he arrived at this corral he stopped to put the tractor in reverse. Instead of putting it in reverse, he put it into another forward gear. In front of this corral we have an area where we push manure from the cow alleys into a holding area. There is about an eight foot drop to the bottom of the manure holding area, when empty. On this particular day, the holding area had recently been cleaned out.

The distance from where he stopped to switch gears to the manure holding area is about thirty feet. The tractor had working lights and brakes. There are also yard lights to light up the area. When he accidentally put the tractor in another forward gear he inexplicably drove the tractor the thirty feet straight into the manure holding area. He could have turned either way, or simply stopped, but he didn't. The employee that was observing him was just a few feet away when he recognized the danger. He shouted at him to stop as he ran after him.

The tractor dropped into the manure holding area, flipped upside down and pinned him under it, in only a couple feet of manure. Almost any other time the manure would have been much deeper, not allowing the tractor to flip and trap him. The other employee jumped in after him, but was unable to find him so went for help. My son manages the employees and is fluent in Spanish so he ran to his house for help.

My son called 911 and then called me. It was about 4:30 am. I went out and directed some of the responders to the area. Several firemen, police officers, and others arrived. My son used our loader and was guided by a fireman to lift the tractor off him. They tried their best to revive him, but it was too late. I have great respect for emergency responders who deal with things like this. The police and firemen were very polite as they took statements and tried to comfort our employee that witnessed the whole event.

When you have a tragedy like this happen on your farm you learn a lot. With police officers taking pictures and statements, I thought whoever needed to know about this accident would be informed. I did not realize I was supposed to report a death on our farm to OSHA within eight hours. It was a couple days later when I found out I needed to report it, so I did. An OSHA inspector came the next day. My son dealt with the situation very well. The inspector was very respectful as he did his job. He explained to my son the process and that it would take time before we would hear about the results of his findings. It took about three and half months before we received the certified mail explaining their findings. Dealing with OSHA was not the bad experience we anticipated. They were professional and respectful in our interactions and not the overbearing agency we feared them to be.

Immediately following the accident my son took steps to make things safer around the farm. He put some cement blocks along the manure holding area to narrow the push off area. He put up warning signs, and a rope with bright streamers to go across the push off area. We had an electrician put up a big flood light, to further brighten the area. We also decided the corral of heifers didn't need to have their feed pushed up in the middle of the night, so no future employee should have any reason to point a tractor toward the push off area during the night.

This whole experience has been hard on us, particularly my son. Even after a few months, he has had trouble sleeping. He cannot stop thinking about that horrible night. He told me he had never seen a dead person before, other than at funerals. If he hears a sound in the night that wakes him up, he remembers the employee pounding on his door to wake him up, and he can't go back to sleep. I often think of the former employee's family left without their father and husband.

To all who may read this, please think about the safety on your farms. If there are things that need to be fixed or changed to lessen the chance of an injury, do them. The Idaho Dairymen's Association, in conjunction with some major Idaho dairy processors, is working on developing a dairy safety program. They are calling on the expertise of Dr. Robert Hagevoort from New Mexico State University and Dr. David Douphrate from the University of Texas to assist with the program's development. The program will deliver job specific training and safety education on-farm for Idaho's dairymen and their employees. The Association has hired Ryan DeWit as the Dairy Worker Training and Safety Specialist charged with overseeing the program and ensuring its success. I thought this was a great idea. Do all you can. I do not want anybody else to go through what we have. We will never forget the horrible experience of that early morning. Accidents can happen, but please do all you can to be safe and teach safe practices on your farms.

Managing Risk in Agriculture

By Brett Wilder and Norm Ruhoff

Bob and Rick Naerebout have served as advisors to the University of Idaho Ag Econ and Rural Sociology department for the past few years. The Barker Trading Program is one we are impressed with and wanted to highlight it in our newsletter. It is proving to be a great resource in preparing students to be able to manage risk within dairy operations and the various ag businesses that support Idaho's dairy industry.

Agriculture is an industry surrounded by risk. At the University of Idaho, students gain practical knowledge in managing risk through the Barker Capital Management and Trading Program in the College of Business and Economics (CBE) and the Agricultural Commodity Risk Management Program in the College of Agricultural and Life Sciences (CALs). Both programs educate students to become valuable employees who will raise and protect their organizations' bottom lines.

The programs are cooperatively offered by CALs and CBE, and provide introductory coursework in market trading and trading strategies, futures/options, applied commodity market analysis and commodity merchandising. Both programs also offer opportunities to trade equities and/or options and futures contracts in group and individual portfolios. To varying degrees, simulated funds, real money and physical commodities are available to the student for use in trading.

The Agricultural Commodity Risk Management program has been developed during the past three years by the Department of Agricultural Economics and Rural Sociology in CALs, assisted by financial support from the CHS Foundation, Co-Bank, and most recently, the Barker Program Advisory Board and other individual donors taking notice of this unique program.

Student Perspective: Brett Wilder, Senior, Agribusiness

Growing up on a sheep operation in Meridian, Idaho instilled me with a love for agriculture. When I came to college, my only goal was to leave in four years with a job that would help keep farmers, ranchers, and dairymen viable in an increasingly competitive and misunderstood marketplace. Ultimately, courses from agricultural economics professors Norm Ruhoff and Dr. Ekaterina Vorotnikova introduced me to the world of risk management. I've never looked back.

Since taking my first courses in the Barker Trading and Agricultural Commodity Risk Management programs, the opportunities have been endless and continue to grow. In my own time as an undergraduate student I have been able to travel, compete, learn, and trade in many different ways. Below, I have listed opportunities that I was fortunate enough to participate in as a student:

Travel

Students in both CBE and CALs travel to Portland Oregon to visit the Wheat Marketing Center, a county elevator, a commodity merchandising office and a commodity export facility.

Competitions

Thinkorswim Challenge

An annual national options trading competition sponsored by TD Ameritrade. The CALs team of four students that I led placed 2nd out of over 700 teams nationally in 2016, bringing \$20,000 to the University of Idaho. Our team is fortunate to have the support of both CBE and CALs to use the award money to fund the first endowment supporting these programs.

(continued on following page)

University of Idaho

Agricultural Economics *and* Rural Sociology

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CME Trading Competition

An international annual futures trading competition where team members trade near-month contracts of commodities, indices, bonds, and currencies.

Barker Trading Competition

A university-wide trading competition that allows students to trade both ETF's and future contracts.

Educational Opportunities

Coursework

AGEC 278: Farm & Agribusiness Management
 AGECE 289: Agricultural Markets & Prices
 AGECE 404: Commodity Merchandising
 AGECE 489: Futures & Options
 AGECE 489L: Applied Commodity Market Analysis
 BUS 465: Introduction to Market Trading
 BUS 466: Market Trading Strategies

Bloomberg Terminals

We have access to Bloomberg Terminals in both CALS and CBE— one of the best forms of market research available to the finance industry. Students can become Bloomberg Certified in Commodities, Forex, Fixed Income, and Equities.

Trading

BUS 468: Funded Trader

Course participants are given \$10,000-\$15,000 portfolios to test options strategies with real money.

BUS 467: Barker Capital Management Group

Course participants help manage an almost \$500,000 portfolio for CBE and learn good portfolio management strategies.

“Dairy Group”

As a team, we managed a \$30,000 portfolio trading futures contracts of agricultural commodities. A central focus of the group was Class III Milk.

Commodity Portfolio Management

I will manage a new portfolio this spring. We will trade agricultural futures contracts to building wealth and understand good hedging practices.

These experiences at the University of Idaho are irreplaceable. I believe they provide an edge to students wanting to work in agriculture – particularly in the dairy industry.

Last summer I had the opportunity to intern for The Scoular Company in Jerome. The facility where I was located primarily exists to source feed ingredients to dairies and other livestock feeding operations in Southern Idaho. This gave me a much better perspective on the large number of inputs needed by a dairy operation and a greater appreciation for those who work in such a complex industry. It also showed me the importance of implementing proper risk management and hedging strategies in real life situations. If you know exactly what your milk check and feed bills will look like every week, regardless of changes in cash prices, it can free up a lot of time to manage your operation and help you sleep easier each night.

After participating in the Barker Trading and Agricultural Commodity Risk Management Programs, I can say without a doubt in my mind that these students are the ones you want protecting your bottom line. While there is much that can be learned on the farm and in the workforce – these programs provide an indisputable head start. I feel fortunate to have been a part of it.

Faculty Perspective: Norm Ruhoff

Norm Ruhoff brings twenty-plus years of industry experience to the classroom as an Assistant Professor in the Department of Agricultural Economics and Rural Sociology. He worked the majority of his career as a grain merchandiser at a regional cooperative.

A frustration I had throughout my career and shared amongst my peers was locating college graduates who were not only familiar with trading mechanics, but more importantly, had the desire to learn and understand the importance of margin management to an agribusiness firm.

Having a long-standing relationship with the department, I was given the opportunity to begin sharing my work experience with students in the classroom several years ago. That evolved into a full-time position to help develop curriculum geared to industry's risk management needs.

Our department recently secured funding to allow our students to trade actual physical commodities, manage a hedged-trading position with real futures contracts and witness logistical challenges involved in delivering commodities to the end-user in the marketplace. Through our collaborative efforts with CBE and the Barker Trading program, students now have the ability to learn all facets of financial and agricultural risk management.

We have developed a truly mutually beneficial educational program for both colleges and the industry. Students gain unprecedented learning experiences while engaging with industry through mentoring and internships. Industry gains employees who are already well-versed in the unique aspects of commodity sector risk management. Both employers and students benefit, a situation I find rewarding as an educator.

Chapter 2

A Refugee's Story: Precursor to the War

This story is a continuation of the series we started in January. It is about a former refugee that worked for IDA almost a decade ago. We had a positive experience as her employer and we remain friends with her to this day. We wanted to share her story as a way to help everyone understand the important and life-changing work done through refugee relocation.

I would like to think that the war started overnight and nobody really planned it. Unfortunately, this was not the case. Most people will tell you that things started changing when Josip Broz Tito died in 1980. Tito was a Yugoslavian president for over forty years and was known to have a definitive separation between church and state. He took the country through World War II and was known as the country's hero. He was also given the presidency for life. Tito created the country that was made up of Bosnia and Herzegovina, Croatia, Macedonia, Montenegro, Serbia, and Slovenia. Serbia contained two Socialist Autonomous Provinces, Vojvodina and Kosovo. He also gave each republic equal rights. Capitol was Belgrade—located in Serbia. I was too little to understand. I was born in 1981 but my parents said that the political climate was definitely changing.

Once Tito was gone, political and religious differences started coming out. Yugoslavia has several major religions: Roman Catholic, Islam, Eastern Orthodox, Judaism, and Protestantism, with the first three being the majority faiths. The major break happened in Kosovo in 1989, when this province wanted independence from Serbia. Protests started erupting all over the country. They were kept under wraps and no major issues came out for a year or so but this was the beginning to an end.

Again, I was around nine or ten when these things started happening so I could not really understand but I could feel the difference in the air. The freedom that we enjoyed our entire lives was soon to be taken away from us. In 1991, Slovenia declared independence and Croatia would soon follow.

I wish I could tell you that the independence of Bosnia was a peaceful process but it was far from that. The price we paid was high and many families—including mine—lost family members. We lived through an incredible amount of fear and our lives were changed forever.



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Upcoming Events

April 18-20 Western States Trade Association Board Meeting – Washington DC

April 23-25 ADPI Annual Meeting – Chicago, IL

May 30-31 UDI Board Meeting – Twin Falls, ID

July 26-27 UDI Board Meeting – Idaho Falls, ID

Board of Directors - United Dairymen of Idaho

Tony VanderHulst—President, IDA; Co-Chair, UDI

Pete Weirsma—Vice President, IDA

Don Heida—Treasurer, IDA

Mike Siegersma—Chairman, IDPC; Co-Chair, UDI

Bob Naerebout—Executive Director, IDA

Karianne Fallow—CEO, IDPC

John Brubaker, Brian Esplin, Bernie Teunissen,
Ted Vander Schaaf, Arie Roeloffs, Dave Veenhouwer,
John W. Wright, Dan Gilbert, Willie Bokma, Tony DeWit,
Kim Korn, Allan Swainston, Greg Andersen