

VantagePoint

E-NEWSLETTER



MONTHLY UPDATES FROM AGVANTAGE SOFTWARE - YOUR PARTNER IN AGRIBUSINESS

November 2021

INSIDE THIS ISSUE

- 1** The Strength of AgVantage
- 4** General Colin Powell's 13 Rules
- 5** 2022 Executive Conference & PNW Conference Recap
- 6** Information on 1099 PATR, INT, & DIV
- 6** New Employee Spotlight!
- 7** Update on New Software Releases
- 8** Val's Recipe Box — Christmas Dessert
- 8** AgVantage Holiday Schedule

"How do you take a 25-year-old company that seemed to have no business plan...and turn it into something good?"



The "Strength" of AgVantage

By Michelle Blomberg, President/CEO - michelleb@agvantage.com

"Search for and uncover the strengths of your employees and you will find people that commit to the overall success of the whole."

About 20 years ago, AgVantage Software was in a state of unknown. Our customers were not happy, our employees underpaid and only came to work to put out fires. Our bottom line was not looking good. And then, our CEO passed away unexpectedly. After almost everything going in the wrong direction, we got our feet under us and made the hard decision to turn this ship around. But how do you start shifting something so big? How do you take a 25-year-old company that seemed to have no business plan, no leadership, no money and no defined mission or culture and turn it into something good?

I'd love to tell you it's easy. And if I was writing a self-help book, maybe I would. But this is reality and trust me when I say there is no magic wand, no abracadabra. It takes commitment, time, consistency, and sorry, also some amount of luck. :) Looking back now, one thing we did right at the beginning of the needed change was searched out the things that were still good. We found two - loyal customers and committed employees. We took those two positive assets and worked them hard to start patching the holes on our sinking ship so we could turn the direction towards a rising sun.



Our customers were happy to hear that we were going to fight to, not only keep the company, but turn it into something better. They were helpful in contributing

(continued on page 2)

ideas of things we needed to change; such as faster responses to help when needed, and more innovative solutions. When we promised that we'd get them what they asked for, the follow up from us was, of course, "We need money". As expected, people are reluctant to give more money when they are not sure they can trust the person asking for it. To me, it was a risk on their part, but one that most of them took and probably with fingers crossed, hoped we'd stand behind our word.

Our employees, all 20 of them, stood strong with us at the point of no return and said, "Yes, we're here to make this better." At the first all staff meeting after this change began, I asked each of them to pair up with one person from another department. They gave me the "Oh no, what is she going to make us do." Over 20 years, that statement from them has probably morphed into one with a lot more swear words today, and most assuredly a few "flip Michelle off behind her back" moments.

In the first pairing, the question they were to discuss with one another was simply, "What do you like about your job?" And then share their discussions with the whole company. Next month, "What is the thing you like the least about your job?" Throughout these one-on-one conversations, the leadership was able to gather information on what the people really wanted. The third month: "At your job, do you have an opportunity to do what you do best each day?"

"You become wiser about the future because you saw its seeds being sewn in the past"

This single question was a pinnacle moment and one that today, we still use. We invested in a book for each employee titled, "Now, Discover your Strengths." If you're like me, throughout other parts of my life I had done self-assessment tests of all variety. Many of the tests put you into one of four boxes or along lines in a grid. What we like about using the "Strength" of a person rather than tucking them in a box is that the rest of the book discusses how you can use each person's strengths to bring out the best in each and every one of them. It helps us find the ways to put the employees' strengths to work for us, as well as make them happier with their jobs.

This past year and a half, we have hired 12 new employees, making our total 53 today. Each one of them is given the book and asked to read the first two chapters and then go take the test. When finished with the test, the employee learns their top 5 strengths, out of the total 34 listed in the book. I love this test and the rest of the book because once the teammates take the test, they become curious as to what their top five strengths mean.

Recently, a new employee wrote to me after taking the test and said, "I finally finished my strength test and I really enjoyed the read. You would think my highest strength would be procrastination, but no, here they are:

1. Adaptability
2. Arranger
3. Harmony
4. Responsibility
5. Context - I asked myself, context? What is that? After I read it, it was me and definitely something I thought was a weakness.

(continued on page 3)

Context - You look back because that is where the answers lie. I think at least once a day I find myself thinking about a call I'm having with a customer and trying to think back to the past and try and understand so we are not recreating the same problems. Many of the practices are still the same, but can we make their processes better.



“You become wiser about the future because you saw its seeds being sown in the past.”

Thank you for having us take this test and read this book. It's really hit home with me and gave me that 'WOW' moment.”

I'm so proud of AgVantage Software today because we won that battle and stopped this company from circling the drain. But more importantly we have gained the trust and deepened the relationships with our customers BECAUSE of where we came from. They stood by us and helped make us better. The employees, numbered now almost triple in size, commit so deeply to us because they love the culture we've created. It's one of listening to the employees, gathering their ideas and innovations, creating cool software and mostly, giving them a place to work where they are heard and cared for always. It's their family they chose.

We will, sadly, be losing a few of the AgVantage employees in the next few months due to retirement. Each one of them will be dearly missed. Many of us work our whole lives to hope one day we can retire and have days of luxury and happiness. That is what I hope for everyone who works as hard as the people at AgVantage. I also hope their memories are of happiness, and the love is of a family they have helped build.

AgVantage employees: Thank you for all you do to use your Strengths to make this amazing company even better. I'm so proud of you and the amazing people you have become! I hope when you get to the end of your career and look back, you remember with a smile all the amazing things you helped us do. And I hope each day, you work hard to be the person that you want to be remembered for – Smart, Trustworthy, Loyal, Innovative, Honest and Loving.



AgVantage Customers: Thank you for your continued business.

In our 45th 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.

13 Rules GEN. COLIN POWELL

Rule 1:

It Ain't as Bad as You Think. It Will Look Better in the Morning.

Rule 2:

Get Mad Then Get Over It.

Rule 3:

Avoid Having Your Ego so Close to your Position that When Your Position Falls, Your Ego Goes With It.

Rule 4:

It Can be Done.

Rule 5:

Be Careful What You Choose. You May Get It.

Rule 6:

Don't Let Adverse Facts Stand in the Way of a Good Decision.

Rule 7:

You Can't Make Someone Else's Decisions.
You Shouldn't Let Someone Else Make Yours.

Rule 8:

Check Small Things.

Rule 9:

Share Credit.

Rule 10:

Remain calm. Be kind.

Rule 11:

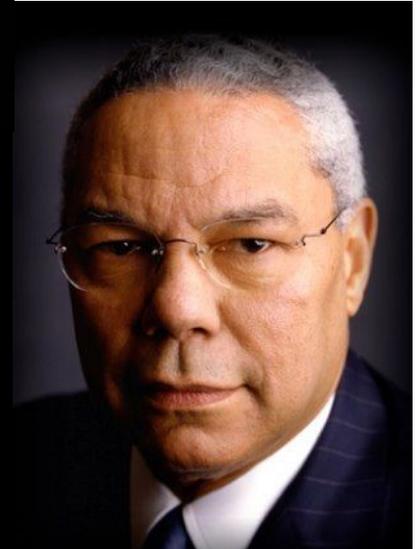
Have a Vision. Be Demanding.

Rule 12:

Don't take counsel of your fears or naysayers.

Rule 13:

Perpetual optimism is a force multiplier.



USA Army Four Star General Colin Powell
April 5, 1937 – October 18, 2021



Upcoming Executive Conference & PNW Recap

By Lisa Sick, VP Marketing & Conferences - lisas@agvantage.com

AgVantage 2022 Executive Conference is February 10-11, 2022 at the Hotel Del Coronado in San Diego, CA.

The agenda for this event is fantastic and now on our website, you are not going to want to miss this conference! The powerful speakers are surely going to make an impact on you!!

Please register yourself and your guest so we can include everyone in the fun. The meals will be delicious and expensive, so we need the numbers to be accurate.

When you call The Del to make your lodging reservations, just let them know you are with the AgVantage group to get the discounted rate of \$309. per night.

Visit our website at <https://www.agvantage.com/executive> for all the details.



AgVantage 2021 Pacific Northwest Regional Conference was a hit!

On November 9-11, 2021 over 40 PNW customers gathered at “The Lodge” in Columbia Point -Richland WA for this regional conference. The sessions brought great information and deeper conversations into the features of AgVantage Edge and Legacy software.

These customers created connections with our team and their neighbors in business and shared tips and strategies for handling situations they run into in their daily lives. The social event at Anthony’s was fun and delicious too. Thank you to all who participated in this successful event!



Left: Bleyhl Farm Services

Right: Highline Grain Growers & Northwest Grain Growers



Left: Skagit Farmers Supply & Morrow County Grain Growers

Right: Ritzville Warehouse Company





Info on 1099s PATR, INT, & DIV

By Karen Tidd, Customer Services Representative - karent@agvantage.com

Important Due Dates:

Recipients Copy: Jan. 31, 2022

Electronic Filing: Mar. 31, 2022

Review of the calculations of last year's new 1099 PATR boxes:

Box 6 Section 199A(g) deduction. We will manually calculate this as usual.

Box 7 Qualified payments (Section 199A(b)(7)). This can be calculated differently if the cooperative's 199A(g) deduction was limited by wages. Check with your auditors on how this should be calculated. Place a support call and we can populate it for you otherwise it will usually be the sum of boxes 1 and 3 for most cooperatives.

Box 8 Section 199A(a) qual. items is the sum of Boxes 1, 2, 3 and 5.

Box 9 Section 199A(a) SSTB (Specified Service Trade or Business) for most cooperatives and will be 0 however it is best to check with your auditors.

Box 13 Specified Coop should be checked for most cooperatives however it is best to check with your auditors.

Our recommendation is to verify the amounts in these boxes with your auditors.

Welcome to Jolie Voss!

Hello Everyone, a bit about me.

I grew up in Seymour, Indiana but lived in a couple of different states in my early adult years exploring some of the southern states; Georgia and Kentucky to be specific. I gained my Associates in Computer Science while living in Bowling Green, KY.

Being in IT and Networking has been a very fulfilling career for me because it combines my two favorite things; helping others and conquering new challenges.

When I'm not working on Networking and PC's, I like to escape technology and go camping, hiking, and fishing.

My two greatest blessings in life are my two wonderful children; Roy (Jr.) who is 13, and Cassie who just turned a year old. They keep me busy, and I love every minute of it!

I'm so excited to be a part of the AgVantage team and have the opportunity to help each of you with your Networking and IT needs!





Update on New Software Releases

By Dave Hammond, VP Programming - daveh@agvantage.com

AgVantage strives to meet your agribusiness needs by updating our software platforms on a regular basis. The following is a list of the various AgVantage software platforms and the many new software releases.

Admin Edge

Add Authority to AR Constant file (536459)

AGV Mobile

Display original contracted units & amt-Prepay Book & Sales Contract (445731)
Add details listing to Deferred payment listing w/drill to settlement (499753)

Accounts Payable Edge

CoBank reconcile multiple Banks codes at one time (513464)

Accounts Receivable Edge

Customer Activity Lookup - add S/T toggle (521853)

CRM Edge

Delete a prospect in CRM (536347)
Can't add signature template on v81 (537540)
Improvements to CRM emails (538954)

Energy Dispatch Map Edge

Add serial number to dispatch screen and the report (510046) - *v8.1 Only*
Set Y in u7cstnk/cttick when saving a call in dispatching (542570)

Energy Edge

Ability to put a tank on hold w/exp date (478005)
- *v8.1 Only*

Energy PC

Add tank % to invoicing screen next to gals last delivered (500794)
Scheduling more than 1 day, add a flag to show only 1 date (507977)

General Ledger Edge

Journal entry carry down journal entry description (542884)

Grain

Grain Lot Grade Import - setup alternate source (not WSDA) (517269)

Grain Edge

U5MNLT-1 Lot Maintenance (381671)
Settle based on Net \$, not Units - Purchase Settlements (386448)
Lot Information - Lot Maintenance Filters on-screen (474973) - *v8.1 Only*
Cust Portal-Keep comments if using cancel button (476646)

Inventory Edge

Add additional detail to PO Grid (471555) - *v8.1 Only*
Inventory Receiving do not allow future received date beyond 30 days (534102)

Interfaces

Do not send archived loads to Bushel (543239)
Add Unit for Measure to Contracts Send (543961)

Patronage

1099 DIV Letter wording changes (539971)

Security

Add Job Schedule definition maintenance to AGVSEC Menu (544245)

Seed Edge

Enhancement requests to Seed Shipments Screen (517214)



Christmas Dessert

By Valerie Ahlers

Ingredients

- "Red" Layer:** Package of Sugar cookie mix (17.5 oz)
 ½ C. softened butter
 1 egg
 2 Tbs. flour
 Red food color
- "White" Layer:** 8 oz. cream cheese, softened
 1 C. powdered sugar
 8 oz. whipped topping (split a 16 oz. tub)
 ½ tsp. peppermint flavoring
- "Green" Layer:** 2- 3.3 instant white chocolate pudding mix
 3 C. milk
 ½ C. white chocolate chips, melted
 Green food color
- Topping:** 8 oz. whipped topping (rest of the whipped topping tub)
 1/3 C. Andes crème de menthe bits



Instructions

1. Preheat oven to 350.
2. Mix together "Red" layer adding red a little at a time until you get desired color and pat in sprayed 9 x 13 pan. Bake 20 minutes and cool.
3. Beat cream cheese until smooth, gradually add powdered sugar and peppermint flavoring to make the "White" layer. Fold in whipped topping and spread over cooled "Red" layer.
4. Blend milk and 2 packages of white chocolate instant pudding mix until it starts to set up. Add melted white chocolate chips, stirring to mix together. Gradually add drops of green food to get "pleasant" color. Spread the "Green" layer over the "White" layer. Let set for an hour or so.
5. Lightly spread the balance of the whipped topping over the "Green" layer. Sprinkle the Andes chocolate mint bits over the top.

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	Thursday, 11/25	Closed
Day after Thanksgiving	Friday, 11/26	Open 8-3 (CST)
Christmas Eve	Friday, 12/24	Closed
New Year's Eve	Friday, 12/31	Closed