



M2P2 Newsletter



**April
May
June**

2010

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From the Desk of the CEO

Our recent meetings with all the employees of M2P2 provided us a chance to share our vision for our future as well as to acknowledge the success which, together, we have created in our past. These meetings gave me a good opportunity to reflect on the journey which M2P2 has taken since it was founded over seven years ago, and to appreciate the people who helped make this journey a successful one. Since we started our company in 2003, there have been many people who played important roles and contributed to making M2P2 the success it is today – and some of those people have moved on to other opportunities and are no longer part of M2P2. I think it is important for us to remember these contributions and make sure we appreciate the value these individuals have contributed which has helped make M2P2 the company it is today. M2P2 has faced many challenges in the past and we will face many challenges in the future and it is the quality of our people which determines the outcome. I hope we remember and continue to appreciate the contributions of these people who are part of our heritage and who have helped make M2P2 the company it is today.

-Glenn McClelland, CEO

A Note from the COO

15,337!!! This is the number of pigs that were weaned last week (week 9) from our sows, which is a new record for our production system. To reach our goal of 800,000 pigs annually, we need to wean 15,385 pigs a week. This yields a difference of 48 pigs or 0.036 additional pigs weaned per farrowing event each week. That being said, the pipeline is full of pregnant sows, thus it is up to us to ensure we farrow at/ or above target, and wean as many pigs as possible from each litter. On the finishing side of the business, we have had 20 consecutive weeks in a row that our closeouts have averaged at or below 4.5% death loss, which is an all time record as well. These are all statistics that everyone in the M2P2 family should be proud of and are clearly steps towards our vision of "Redefining World Class." In closing, I would personally like to send a special THANKS to all of you that have assisted getting us through the 2009/2010 winter. It certainly has been a winter that we would all like to forget, but as the wise tale goes, "what doesn't kill us will only make us stronger." That said, thanks to all of you for the sleepless nights, the scheduling changes, and the commitment that was required to care for our animals each day!

-Nick McCulley, COO



Strategic Relations

From the Strategic Relations Team we want to thank every one of our partners for the excellent job of dealing with the challenges that old man winter has delivered. The above normal snow fall in the Midwest caused the collapse of three roofs on finishing buildings from which fortunately no one was hurt and thanks to everyone involved we were able to work through each of these misfortunes with minimal loss. Two of the three sites have been reconstructed and are back into production. Hopefully the weather will change from a bitter winter to Mother Nature delivering us a great growing season to yield a bountiful harvest along with good grain quality.

Grain Quality

Grain quality from the 2009 crop is giving our production team many challenges to deal with in 2010. Given the low test weights, toxin levels, and lower nutritional feed values from corn and bean meal has raised our weekly scrutiny of nutrition to its highest level in the history of our company. This challenge will be on-going until the availability of good quality feed ingredients have replaced the present supply. Thankfully the feed quality has been contained to the Midwest and has not been a major issue at our sow operations in Colorado, Oklahoma, and North Carolina.

Construction & Repairs

Construction along with needed repairs are ramping up with the coming of spring. The teams in Colorado, Oklahoma, and North Carolina have several projects staged at our sow facilities, company feed mills, and truck washes. As always we are excited for the competition of each project to support the production team in achieving World Class Production.

Finishing Spaces

For 2010, the plan is to add some additional finishing sites of new or existing sites that meet our company specifications.

Environmental

We have been developing a new environmental reporting system linked to our present software system for the past few months. The new system is expected to be up and running by the end of March. The new reporting system will improve our weekly assessments toward continuous improvement of environmental compliance.

-Mark McCulley, VP Strategic Relations

Pizza Muffins



Ingredients:

- 1 8.5-oz package corn muffin mix
- 1/3 cup milk
- 1 egg
- 1 cup pepperoni, diced (about 4 ounces)
- 1/2 cup mozzarella cheese, shredded (2 ounces)
- 1/4 cup sun dried tomatoes, chopped

Mix the corn muffin mix, milk and egg together until barely blended and lumpy. Gently fold in the pepperoni, mozzarella and tomatoes. Scoop into the prepared muffin pan, filling cups about 3/4 full.

Bake for 15 to 20 minutes, until golden brown and firm to the touch. Let cool slightly or serve at room temperature. These can be made in advance and refrigerated in a self-sealing plastic bag to prevent dryness. Reheat, wrapped loosely in a paper towel, in the microwave just until warm, about 20 seconds on high power. Makes 8 muffins.

Courtesy of www.theotherwhitemeat.com

Production Department

As I reflect back on the 1st full quarter that I have been a part of the M2P2 team my excitement continues to grow in regards to where the system is going. The commitment displayed by all involved in the production of a "World Class" product is exceptional. Our finishing structure change has been extremely beneficial in providing added service to all of our caretakers. We are continuing to focus on spending more time with our caretakers while at their facilities. With that being said, I feel that there are still several areas of opportunity in finishing. With continued discipline of following SOP's and timely communication we will continue to reduce the variation that we see in the system today.

I hope everyone enjoys the spring weather that is moving in, and I look forward to continued interaction with all involved in the M2P2 business.

-Matt Grimm, Finishing Production Mgr

M2P2 Operations

Our team here at M2P2 has been enjoying the welcome of spring again in the upper Midwest. I wanted to share with all partners how thankful and proud I am to work with a group of people which are forever optimistic; even through weather issues, power outages, and generator management. We have decided to delay the annual grower meetings due to the severity of the weather, we are planning a strong presentation to be conducted sometime this summer. As always, I look forward to this event to say thank you; but to also share some of the ways we are “redefining world class”. Our sow operations continue to exceed expectations; through health challenges and over-farrowing – the processes and people perform. As the seasons change; we must change with them. Today’s focus switches to the operation of ventilation controls, lining up extra help through spring field work, the proper application of manure, review of compost operation, and cool cell management in sows. Please look for the assistance of field personnel in these seasonal challenges; while looking to continued performance from sow operations.

-Brian Melody, VP of Operations

Employee Profile



Tina Najera

Hometown: *Dayton, OH*

Current Residence:
Hooker, OK

Children: *Two daughters (attending OU) and one son (in high school)*

If you could be or do anything else, what would it be and why?
—“A vet because I love animals”

What do you like most about your job?
—“Taking care of my babies (the wean pigs)”

What did you want to be when you were little?
— “A doctor”

What has been the happiest day of your life?
—“The births of my kids and seeing them graduate high school.

What is one place you would like to go before you die?
— “France”

What do you like to do in your free time?
— “Rest”

M2P2- North Carolina

This winter has been very cold and wet, with snow on several occasions. This is unusual for North Carolina.

It was too wet to plant fall crops and also limited the amount of effluent that could be applied to the fields. It is a good thing we were in the new unit with the deep pits and the capacity to hold effluent for longer periods of time. Without this we would have had major environmental problems. The cleanup of the old units has been a challenge (if you want to know more about this major undertaking ask Mark McCulley).

The employees in the sow unit worked hard to reorganize the flow of the Farrowing, so it is now a snake. A special thanks to Dave Young and everyone for their efforts in getting this major task accomplished. This will enable us to do a better job from a people coverage standpoint in task utilization.

The farm is going through a PRRS break. Due to having SOP’s in place (McRebel) prior to the break, processes did not have to be changed and we will be able to give the finisher the best pig possible based on the health challenge.

I would like to thank everyone for their effort in getting North Carolina in a position to have an excellent year in 2010 even with the present health challenge.

-Larry Dietz, Western General Mgr



New Addition to Veterinary Services

Hello everyone; my name is Scott Stehlik. I joined the team in Ames in early February as a staff veterinarian and am delighted to be here. I was born and raised on a small diversified farm in southeast Nebraska and earned an Animal Science degree from the University of Nebraska-Lincoln in 1998. I obtained my veterinary degree from Kansas State University in 2002 and have spent the last seven plus years in private practice in Hartley, Iowa. My wife, Amanda, and I have two mostly terrific girls, Madison (3 1/2 yr) and Natalie (1 yr).

I am slowly getting integrated into M2P2 and am excited by all of the fantastic people I have met. Equally as exciting to me is the attention to detail and unbridled desire for improvement that the people live by daily. I look forward to meeting and working with all of you as we collaborate together to lead the industry into the next decade.

-Scott Stehlik, Staff Veterinarian



M2P2- Oklahoma



The new year has gotten off to a rough start. We struggled to make our breed target for the first 7 weeks of the year with some very small groups moving through farrowing. Weaned pigs were also down for the months of January and February. We had another sow farm go positive with a different strain of PRRS than the farm that broke earlier in the winter. Could be a discouraging year.

But, what an exciting time to be in Oklahoma today. We have just completed a 4 week string of 5,000+ pigs weaned per week. Production Week 2010-11 will be one of the biggest wean weeks in the history of the Oklahoma operations as will this period of production. But it doesn't stop there as the pipeline is full of bred and pregnant sows. Thanks to all locations for exceeding breed goal for the 7 weeks already talked about.

The Farm 4 PRRS break has been mild. This would not have been possible without the discipline of the crew at the farm to change needles between every sow shot and continuing McRebel in the farrowing house. To vaccinate their entire herd with the killed PRRS

vaccine took 1500 needle changes. Everyday sows are treated and vaccinated and a needle change was required after every adult animal and after every litter of baby pigs. Their discipline is helping redefine world class.

Farm 5 is recovering very well from their PRRS break earlier in the winter and this week the farm has the highest total born of all Oklahoma sites. What a nice rebound. Our GDU has grown a sow herd of its own to help keep the farms full of bred sows and is currently our 2nd largest farm in terms of breeds. Our large groups of pregnant sows is having an affect on Colorado also as it has caused a 6 week delay in gilt deliveries. Our PRRS negative sites are farrowing 25%-70% over capacity to allow for a 210 day lock down period at Farms 4 and 5. Did I mention that we are turning in some of the best pigs weaned per litter performance in our history? Not such a discouraging start after all.

Thanks to all of you that made this happen and continue to make it happen everyday.

-Dorothy Copper, Production Mgr



Employee Relations

How many times have you heard companies brag about their people being their greatest asset? I disagree. As author of the book, Good to Great, Jim Collins so eloquently stated... "People are not your most important asset. The **right people** are." So, how do we find the right people? As an HR professional, we are faced with this question every day. In my short tenure here, there is one thing that is very eminent. M2P2 is committed to hiring the best people. Amazon.com offers over 4,000 books on how to hire the best people, and although this puzzles many, the answer is not that difficult. When you get inside a company that is committed to hiring the best, a common phrase comes up whenever

you discuss the merits of a candidate for any role: **"Are they passionate about what they do?"** This is true no matter what position we are hiring for. In any sport, profession, or competition, the difference between the top 5% and the rest of the crowd is passion. You can achieve modest results without being passionate, but it's unlikely that you will be able to compete with more passionate people. They will work harder, longer, and pay more attention to detail than a non-passionate person. By now, most of you have witnessed the enthusiasm and passion surrounding the mission and vision of M2P2. Let me be the first to brag about our greatest asset... our passionate people!

-Jenny Muilenburg, HR Manager

"There's nothing like biting off more than you can chew, and then chewing it anyway."

— Mark Burnett

Quality Control

As we move forward in our day to day activities, things may be asked of you that seem a bit eccentric. Communication is key to get the exact information from your M2P2 representative that you need to fix the issue at hand. As Jim Rohn quotes "Effective Communication is 20% what you know and 80% how you feel about what you know".

Our Safety program is off to a great start with only two recordable incidents thus far for the year. Thanks to all for your continued support in our program. Spring looks to be here so get the rakes and mowers primed up as there seems to be a lot of cleaning in front of us.

Have a safe and wonderful Spring!

-Marv Rassel, Quality Control Mgr

Industry News

The past year I have served on a planning committee with THE CENTER for FOOD INTEGRITY. CFI is a research company that helps companies in our industry (animal protein) be more aware of what the consumer is focused on. Each generation becomes farther removed from animal production. Basically, your children and grandchildren will be less inclined and/or interested to know where their animal protein comes from. When ask, it is important for them to feel confident that their food has been handled safely, but it is not necessary to understand the process.

The most recent research that I have looked at suggests that consumers have a high degree of trust in brand names. The consumer has an even higher degree of trust in the farmers that produce the food. That says a lot for all of us at M2P2. We have the opportunity to tell our story and to continue our improvement to be one of the very best in animal production. The great part is that the consumer wants a feeling of confidence as we tell our story on how we produce safe pork for their dinner table.

One lesson learned from my involvement with CFI is we should be very proud of the processes in which we produce food. We all have an important job in feeding people and don't be reluctant to share knowledge of your job with a neighbor.

Keep up the good work.

-Craig Martin, VP of industry Affairs

Industry Affairs: China Update



Hello from China. Just want to give everyone within the M2P2 organization an update from the other side of the world.

As most of you know we had our Ground Breaking ceremony back in November and have been busy getting land cleared and manufacturing slats. We started the slat manufacturing in early January and successfully ramped up to 30 a day within the first 2 weeks. We have 24 personnel working on this and are able to turn slats out of the forms every 24 hrs. It has been a pleasure to see and work with a dedicated crew that we assembled from the local village. We also selected a General Contractor to do site work along with all the foundation work to support the buildings and equipment that will be sourced from the U.S. and China. We are still targeting August as a potential stocking date on this 1st sow farm with the 2nd farm to follow about 6 months later. We have also acquired and are currently constructing an all weather road to our new Boar Stud site, that when finished will be state of the art with 200 head plus an isolation that can hold 30 head.



On another note we have added a couple of key people to the Chinese team, one graduating in May from Nebraska, Ross Wollenberg, who I met in China this summer doing an internship. Ross will be heading up our Boar Stud management with one set to open in July and the other sometime later this year. Trent Nelson, formally of Goldsboro Milling, will be assisting us in training and working closely with Craig Martin on continually developing and implementing our genetic strategies. We welcome both of these talented individuals to our team.



As from here we continue to learn the challenges and differences that this project presents. We find solace in knowing that we have a fantastic set of resources in the M2P2 organization to fall back on. As I continue to tell the team over here this isn't for the faint hearted, gotta be tough and determined to succeed in a challenging environment.

-Bill Wilson, VP of China Operations

Feed and Logistics

Greeting's from the Feed and Logistics department. It has definitely been a winter for the record books! Thank you to everyone involved in the delivery of all the feed ingredients to the feed mills and the farms, and the movement of all the animals throughout M2P2. Your hard work and long days are greatly appreciated. Although we can't say the winter is completely done, at least we can see the end in sight - hopefully the mud and flooding won't last too

long. The feed department continues to look for solutions to deal with the poor quality of corn this year in the Midwest, knowing the longer corn is stored, the worse shape it will be in. The marketing department continues to do a great job of both marketing a consistent number of head to our partner every week while keeping weights in line, so great job to everyone involved.

-Ben Haberl, VP of Feed & Logistics



M2P2 Mission

"M2P2 will turn the impossible into reality. We will continuously improve and drive innovation with disciplined teams and uncompromised data to deliver a certifiable and verifiable food supply."

M2P2 Vision

"Redefining World Class"



Colorado | Iowa | North Carolina | Oklahoma

510 S. 17th
Suite 104
Ames, Iowa 50010

Phone: 515-598-4640
Fax: 515-956-3226

****World Pork Expo****

June 9-11

Iowa State Fair Grounds

WE HAVE MOVED!

M2P2, LLC. has relocated to the following address:

**510 S. 17th Street Suite 104
Ames, IA 50010**

All other contact information will remain the same.

Happy Anniversary

5 Years

Maria Ramirez, OK
Willie Jones, NC
Paul Chesson, NC



20 Years

Linwood Jackson, NC



Your Health Matters



Drinking Water to Maintain Good Health

Why you need to drink water:

Water helps regulate body temperature, allows nutrients to move throughout the body, removes waste, and protects joints and organs.

Signs of dehydration:

Pain in the joints and muscles, back pain, headaches, and constipation are all signs of mild dehydration. Thirst is a sure sign of dehydration, but this sign may be too late. You should get a drink BEFORE you become thirsty.

How much water do you need:

Every person is different in the amount of water that is needed. An easy way to determine approximately how many ounces of water you need, you simply divide your weight by two. 20% of this amount is usually found in the food that you eat. The other 80% must be taken in through liquids. For every 20 minutes you work-out, add 8 ounces throughout the day.

Information courtesy of: about.com