



Be WELL

Important Benefit Update for 2025

We have exciting news! As we prepare for open enrollment, we want to emphasize how much we CARE about our employees and their families' health and well-being.

We've redefined eligibility for our wellness rates within both plan options- High Deductible/HSA or Traditional Copay.

In 2025, you will see a wellness rate which offers a reduced premium for those that choose to get their annual preventative care exam.

You will elect your desired plan for 2025 during Open Enrollment, which begins November 4, 2024. Watch for more info.

To qualify for the wellness rate in 2025, you and your dependents will need to complete an annual preventative care exam in 2024.
(January 1, 2024 - December 31, 2024)

**An annual preventative care exam is covered 100% on both plans.*

If this requirement is not met, you will not be eligible for the wellness rate and be enrolled at the standard rate.



2025 HEALTH INSURANCE PLAN DESIGN PIPESTONE

HIGH DEDUCTIBLE HSA PLAN \$3,500 Deductible

Wellness Rate
Reduced premium;
requires annual preventative care exam.

Standard Rate
Standard rate premium;
no preventative care exam.

TRADITIONAL COPAY PLAN \$1,750 Deductible

Wellness Rate
Reduced premium;
requires annual preventative care exam.

Standard Rate
Standard rate premium;
no preventative care exam.

Pipestone

Stay Healthy. Get free preventive care.

Annual screenings for adults are 100% covered without copay, coinsurance, or deductible.

This includes things like screenings and immunizations, which help you and your family stay healthy.

Some types of preventive screenings available:

- Breast cancer
- Cervical cancer
- Colon cancer
- Vitamin deficiencies
- Diabetes
- High cholesterol
- High blood pressure

Talk to your doctor about what types of preventive care are appropriate for you.

What is a preventive visit and why is it important?

Preventive visits help catch problems sooner when they're easier and less costly to treat. Doctors typically check your blood pressure, height and weight, and get you up to date on immunizations.

How often should I get a preventive visit?

This depends on your age, gender, and history, but these visits are typically once a year.

How is this visit covered?

Many health plans fully cover preventive care services when you see a doctor who is in your plan's network. Call the number on the back of your member ID card for details on coverage.

Share the Road this Harvest Season!

Here are a few things that non -agricultural drivers can do to make their experience as pleasant as possible:

- Be patient when traveling behind slower-moving vehicles.
- When meeting farm equipment, pull to the right-hand side of the road to ensure a safe passage, looking ahead for any on-coming traffic.
- When passing machinery or trucks parked alongside the road, slow down and give room in case someone is getting in or out of a piece of equipment.
- If passing machinery in the same lane, do not pass close to intersections or field entrances.
- Practice safe, responsible, driving. Do not assume that the operator can see you.
- Do not tailgate farm vehicles, as they may have to make sudden stops along the road.
- REMEMBER: Deer are also on the move during harvest, especially in the morning and evening hours.

While nothing will prevent all accidents, if we use a little patience, common sense and follow the suggested safety procedures, the chances of an accident occurring should be decreased.





EDMUNDS CENTRAL SCHOOL DISTRICT
Sponsored on behalf of Mallard Bay

FUEL4KIDS

powered by PIPESTONE

Fuel4Kids is a program sponsored by PIPESTONE to assist children at schools near our offices and managed sow farms.

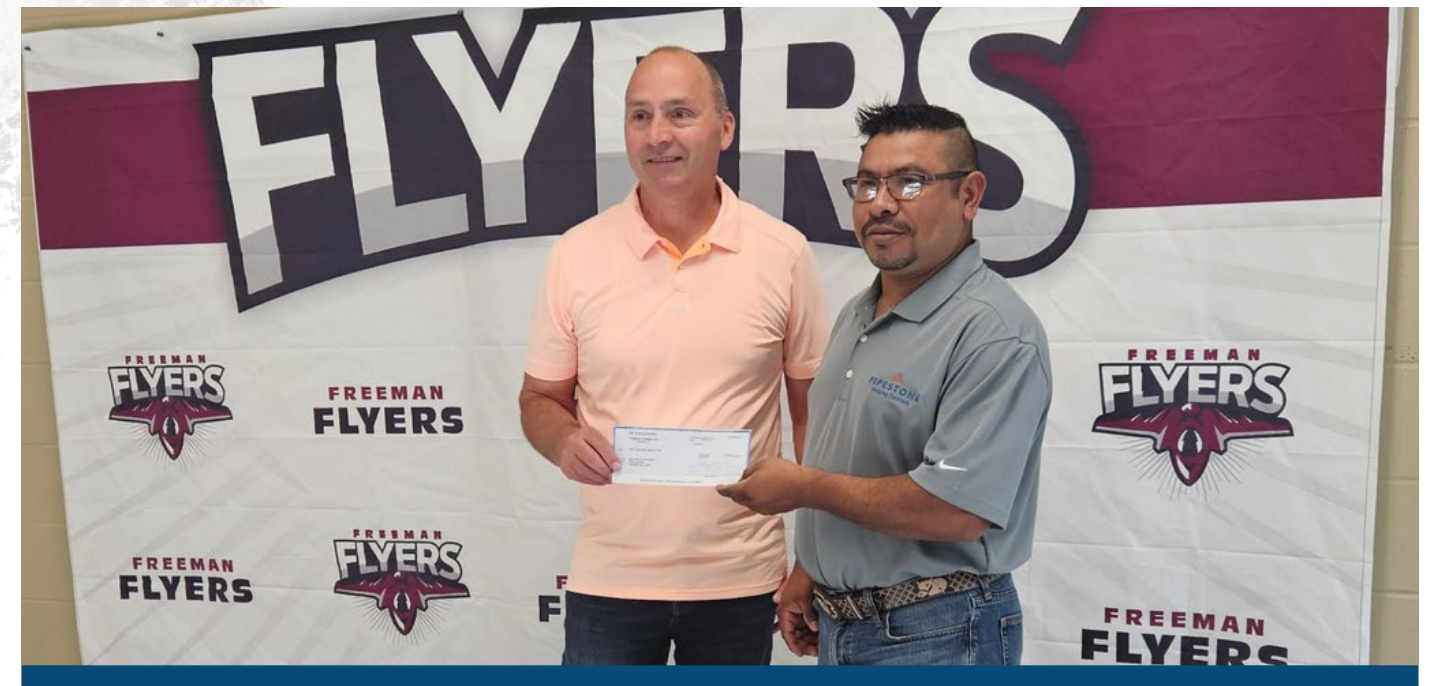
The initiative focuses on addressing food insecurity and supplying essential items to children in need within their communities.



CENTRAL ELEMENTARY SCHOOL
Sponsored on behalf of New Era



PARKER ELEMENTARY SCHOOL
Sponsored on behalf of Fox Run



FREEMAN ELEMENTARY SCHOOL
Sponsored on behalf of Hillside

Pipestone Post

Why Recycle?

Recycling provides many benefits to our environment including:

- reduces waste sent to landfills
- prevents pollution.
- conserves natural resources.
- conserves energy

Mixed Recycling



PAPER, CARDBOARD & CARTONS



PLASTIC BOTTLES, TUBS & JUGS



METAL CANS



GLASS BOTTLES & JARS



REDUCE



REUSE



RECYCLE

*Recycling bins are located near all trash receptacles throughout the offices. Please help us maximize our recycling habits and reduce waste sent to the landfill.

Let's play BINGO!

Complete the attached Bingo card as a business unit/sow farm to win free apparel! Teams that complete a card will get a prize.

Participants are welcome to complete any BINGO square, but some squares are intended for specific teams.

Purple squares - intended for sow farms

Green squares - intended for office teams

Black squares - intended for anyone

Bingo cards are due October 1.

Submit completed Bingo cards and photos to:
marketing@pipestone.com

Post Challenge #5

Motivation Monday! FILL your team whiteboard with your favorite motivational quote.



BINGO

Good Vibes

COMMITTEE

Wellness Committee

Complete this as a business unit/
sow farm to win free apparel!

THANK YOUR ROUTES' DRIVER (DELIVERY, WEAN PIG, CULL SOW)	THANK ANOTHER BUSINESS UNIT/ SHOUT OUT IN PIPESTONE POST	ORGANIZE AN AFTER WORK SOCIAL HOUR	BRING A HEALTHY SNACK TO SHARE	TAKE A TEAM PICTURE IN FRONT OF A PIPESTONE LOCATION
SUBMIT A PHOTO OF YOUR TEAM COMPLETING A PIPESTONE POST CHALLENGE (EX: WEAR JACKRABBIT GEAR)	ORGANIZE A TEAM MEETING AT DIFFERENT LOCATION	BRING YOUR LUNCH TO WORK INSTEAD OF EATING OUT	ATTEND A COMPANY PICNIC	THANK A TEAM YOU WORK WITH BY GIVING THEM A TREAT
TAKE A 20 MINUTE WALK	INVITE A DIFFERENT BUSINESS UNIT TO YOUR TEAMS MONTHLY MEETING (INVITE ATENDEE MUST ATTEND AND PRESENT THEIR UNIT)	FREE SPACE	ORGANIZE WAREHOUSE/ FEED MILL TOUR	COMPLETE STRETCHES AS A TEAM
INVITE A DIFFERENT BUSINESS UNIT TO YOUR TEAMS MONTHLY MEETING (INVITE ATENDEE MUST ATTEND AND PRESENT THEIR UNIT)	SPEND 30 MINUTES OUTSIDE	YOUR BUSINESS UNIT LEADER GOES TO DIFFERENT LOCATION FOR THE DAY	WALK A LAP AROUND THE BUILDING	COMPLETE A TASK YOU HAVE BEEN PUTTING OFF
SUBMIT A BEFORE AND AFTER PICTURE OF A PROJECT YOUR TEAM IS PROUD OF	VOLUNTEER AT A PIPESTONE EVENT (EX: BANQUET, FEEDING SD, MCROSSAN BOYS RANCH, DISCOVERY BARN, OTHER)	SUBMIT A PHOTO OF YOUR TEAM COMPLETING A PIPESTONE POST CHALLENGE (EX: WEAR JACKRABBIT GEAR)	VOLUNTEER FOR A GIVE PROJECT	BRING A HEALTHY RECIPE TO TRY WITH CO-WORKERS

POSITIVE NEWS



Alex Kremer welcomed daughter, Kollyns Ray Kremer, on September 15, 2024. Alex serves as the Market Selection Manager within the FarmPro team.



Bailey Penning welcomed son, Judah John Penning, on August 23, 2024. Bailey is a Production Consultant on the FarmPro Team.

Congratulations!

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CAREER

Maintenance Technician

Production Consultant

Driver

Senior Accountant

Nursery Swine Technician

Power Washer

Investment & Partnership Analyst

Maintenance Operations Specialist

Veterinary Physician Assistant

Bilingual Payroll Specialist

Account Specialist

Gilt Developer Unit Lead- Multiple Locations

Filter Compliance Tech- Multiple Locations

Gestation Lead- Multiple Locations

Front End Specialist- Multiple Locations

Regional Support Specialist- Missouri/Iowa

Farrowing Lead- Multiple Locations

Sow Farm Office Coordinator- Multiple Locations

Regional Support Specialist- South Dakota- Missouri/Iowa

OPPORTUNITIES

TEAM MEMBER SHOUTOUTS



*Shout out to **Erin Kenny** for helping a teammate out during leave. Erin significantly increased the number of orders she processes everyday and still maintained great customer service, perfect order rates and a positive attitude. Thank you, Erin, for stepping up to the challenge and handling it like a pro!*

*- **Joyce Radke, VP of Retail Operations***



The Pipestone Repairs & Maintenance (PRM) team recently spearheaded a GiVE project to benefit the Friends of the Rock Valley Foundation. Pictured here is the PRM team.

PROUD TO SUPPORT
Friends of Rock Valley Foundation

PIPESTONE is proud to welcome our newest talent.

Please say hello to new team members, hired 9/10/24 - 9/16/24.

Gricelda Lopez Trinidad - Pipestone Emerging Leader at INDEPENDENCE LIVESTOCK

Guadalupe Vargas Cruz - Pipestone Emerging Leader at INDEPENDENCE LIVESTOCK

Oscar Cervantes Cruz - Swine Tech at S & S Farms LLC

Sandra Cabrera - Swine Tech at Advantage Pork LLC

Veronica Navarro Ayala - Pipestone Emerging Leader at INDEPENDENCE LIVESTOCK

Amanda Gerhart - Dir. of Feed Ingrdt Procurement at Pipestone Nutrition

Arling Perez - Swine Tech at Liberty Livestock

Berenice Castillo - Swine Tech at Morgan Hill Farms LLC

Jorlenis Rayo Senteno - Swine Tech at Liberty Livestock



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HAPPY BIRTHDAY!

WEDNESDAY
9/24

Alberto Barrera
Alcaide
New Era

Brittany Hansen
PS Applied Research

Jairo Rivas Jarquin
Dry Lake Farms

Roberto Garcia
Hernandez
Jayhawk Pork

THURSDAY
9/25

Adrian Sandoval
Pelcastre
Moor Power Farmers

Adriana Moreno
Nokomis Farms

Cesar Cortes Ortiz
Longview Farm

Joseph Ward
FarmPro

Natalee Judson
Pipestone Vet Clinic

Robert Kampshoff
Blue Stem Livestock

Saul Jimenez Navarro
Cougar Run I

FRIDAY
9/27

Jonathan Randeris
Deer Run

Juan Valdes Barron
Deer Run

Vicenta Reyes
Alliance Family Farms

Wilber Ortiz
SITE A

SATURDAY
9/28

Cosme Ramirez
Longview Farm

Daulton Shepard
Southwest Pork

Monte Hickman
Pipestone Nutrition

SUNDAY
9/29

Amy Castaneda
Goose Lake 2

Anselmo Herrera
New Era

Juan Poz Gomez
Sow Country

Luis Rodriguez
Hernandez
Flyway Farms

Maricruz Ramos
Martinez
Dylbrook Gilts

Marili Pelaez
Dakota Superior Gilts

Miguel Barrera
Precision Livestock

Miguel Castellano
Silva
Wildcat

Richard Kersch
Site C

Veronica Huerta
Quiroz
FarmTeam

MONDAY
9/30

Britney Hershey
PVC - Independence

Jeronimo Gomez
Hernandez
FarmTeam

TUESDAY
10/1

Ismael Aguilar Tepole
Midwest Farm 2

Maria Cruz Castro
Zenith Project

Maria Martinez Salas
Delta Gilts

Miguel Martinez
Goose Lake 2

Santos Medina Burd
Site

Nathan Nekali
PVC Warehouse

CELEBRATING WORK ANNIVERSARIES

NAME	START DATE	YEARS	LOCATION	TITLE
Jamie Raymond	9/27/1999	25	Murray Farms	Filter Compliance Tech
Trent Jewell	9/26/2013	11	Nokomis Farms	Site Manager
Erin Little	9/25/2015	9	PS Applied Research	Director of Research Operation
Alberto Barrera Alcaide	9/27/2017	7	New Era	Gestation Lead
Aaron Grenter	10/1/2017	7	S & S Farms	Site Manager
Alejandro Bonilla	10/1/2017	7	Elite Pork	Gestation Lead
Cynthia Sampson	10/1/2017	7	Human Resources	HR Supervisor
Francisco Perales	10/1/2017	7	Precision Livestock	Farrowing Lead
Galdina Alvarado	10/1/2017	7	Future Pork	Swine Tech
Gregorio Sanchez	10/1/2017	7	Independence Livestock	Filter Compliance Tech
Griselda Vazquez	10/1/2017	7	Future Pork	Front End Specialist
Guillermo Esparza	10/1/2017	7	Elite Pork	Farrowing Lead
Ma Yebra Villegas	10/1/2017	7	Independence Livestock	Swine Tech
Maribel Cruz	10/1/2017	7	Precision Livestock	Site Manager
Mario Beltran	10/1/2017	7	Future Pork	Swine Tech
Pedro Bonilla	10/1/2017	7	Future Pork	Site Manager
Roque Hernandez	10/1/2017	7	Future Pork	Gilt Developer Unit Lead

CELEBRATING WORK ANNIVERSARIES

NAME	START DATE	YEARS	LOCATION	TITLE
Jose Vazquez Rios	9/30/2020	4	Nokomis Farms	Gestation Lead
Christa Gott	9/26/2022	2	PVS Rensselaer	Customer Service Representative
Clare Klein	9/29/2022	2	Accounting	Accounts Receivable Clerk
Gerson Waldemar Montenegro Lopez	9/29/2022	2	Dakota Superior Gilts	Swine Tech
Kimberly Gomez Morales	9/28/2022	2	Dylbrook Gilts	Swine Tech
Nathan Van Dyken	9/26/2022	2	IT	IT Application Developer
Antelma Lopez Cardenas	9/27/2023	1	Husky Farms	Gilt Developer Unit Lead
Daniel Revolorio	9/25/2023	1	Human Resources	HR Supervisor
Dorian Gonzalez Garcia	9/25/2023	1	Four Corners Farms	Swine Tech
Jaime Rodriguez	9/26/2023	1	Goose Lake 2	Swine Tech
Luis Rodriguez Hernandez	9/26/2023	1	Flyway Farms	Pipestone Emerging Leader
Marisela Jimenez Telesforo	9/27/2023	1	Husky Farms	Pipestone Emerging Leader
Oscar Moran Hernandez	9/26/2023	1	Flyway Farms	Pipestone Emerging Leader
Ramiro Mocinos Ortiz	9/28/2023	1	Pipestone Business -FarmTeam	Farm Team Swine Tech
Rodrigo Gomez	9/26/2023	1	Dylbrook Gilts	Swine Tech
Suheil Del Razo Hernandez	9/29/2023	1	Turtle River Farms	Pipestone Emerging Leader
Timothy McCoy	9/25/2023	1	IT	IT Application Developer

BRAIN TEASER

I am the beginning of the end and the end of time and space. I am essential to creation, and I surround every place. What am I?



From last week:

The more you take, the more you leave behind. What am I?

Answer & Winner: Footsteps - Lucas Pies

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