Feedlot Forum 2013 – Cattle feeders and agri-business professionals will want to circle January 22 and plan to attend Feedlot Forum 2013. We have a new location – the Terrace View Event Center, which is located south of Sioux Center on Highway 75 and east of the Holiday Inn Express. The Forum, which will be from 9:30 a.m. to 3:15 p.m., features a variety of speakers addressing key issues in the beef industry.

Steve Pollard, CAFO compliance and enforcement coordinator from Region 7 Environmental Protection Agency, will lead off explaining what is involved in their inspection program and common areas for improvement. Currently, EPA uses both aerial observations and ground inspections to determine if there is an issue with runoff from an animal feeding operation.

Doug Bear, Director of Industry Relations with the Iowa Beef Industry Council, and Kellie Carolan, Seedstock Manager for the Iowa Cattlemen’s Association, will visit about where the industry is headed with beef quality assurance, age and source verification and other protocols, such as FarmCheck™ – Tyson’s newly announced animal welfare program.

Matt Deppe, Executive Director for the Iowa Cattlemen’s Association, will present an update on association activities and issues relevant to Iowa cattle producers.

In the afternoon, Dan Loy, Director of the Iowa Beef Center, will discuss alkali treatment of corn stover to improve digestibility, emphasizing how the process works, different methods to apply the alkali and the economics of treatment. Calcium oxide treated stover may be a cost-effective replacement for a portion of the corn in feedlot diets.

Feedlot Forum 2013 will also include time to visit with trade show professionals representing animal health, beef nutrition, environmental management, and beef facilities.

Registration ($25/person) is due at the Sioux County Extension Office by January 16. Brochures will be mailed in December, but for more information, you may contact Beth Doran at 712-737-4230 or doranb@iastate.edu

Checklist – As we head into winter and a new year, there are several reminders:

- **Observe Cows** – With drought, heat stress and the potential for nitrates, watch cows and heifers for an early return to estrus. If an animal shows up open, carefully consider whether you should retain or cull her. Feeding an open female will be expensive.

- **Monitor the Potential for Runoff** – This applies to both cow-calf and feedlot operations. Feeding areas for cows should be located at least 200 feet from streams/drainage areas and should be rotated to minimize soil erosion. Likewise, feedlots should prevent runoff to waters of the U.S., including road ditches. Consider cleaning the feedlot prior to a weather event.

- **Complete the 2012 Census of Agriculture** – Every five years, a complete count is taken of America’s farms and ranches and the people who operate them. This is important because by completing the census, you help show the nation the value and importance of U.S. Agriculture. The Census is used in planning federal budget support for agriculture and is the only uniform, comprehensive and objective information for every county in the nation! You will receive a form soon and need to respond by February 4. Your response is required and protected by federal law.

New ISU Publications – Check out these new materials:

- **Cattle Marketing Decisions** – B2-35 located at [http://www.extension.iastate.edu/agdm/livestock/pdf/b2-35.pdf](http://www.extension.iastate.edu/agdm/livestock/pdf/b2-35.pdf) This includes information on a cow sell calculator and a cow repurchase calculator. Both are free software programs that can be downloaded.
Fall 2012 Subsoil Moisture Survey

By Paul Kassel, ISU Extension & Outreach Field Agronomist

Iowa State University conducts a fall survey of subsoil moisture in northwest Iowa. Subsoil moisture levels are checked in the fall in many northwest Iowa counties.

The amount of subsoil moisture in northwest Iowa, not surprisingly, is well below average this fall. The level of subsoil moisture at the soil moisture sites in 15 northwest Iowa counties ranged from 1.2 inches to 7.0 inches of plant available moisture. The average among the 20 observations in the 15 counties was 4.5 inches. The median value was 2.9 inches of plant available moisture. There was less than five inches of plant available moisture in the top five-foot of soil in 17 of the 20 observations.

Soil moisture has been a concern since July of 2011. Rainfall has been below normal to much below normal since mid-July 2011. Subsoil moisture levels were below normal at most of the locations when subsoil moisture levels were checked during the fall of 2011 and in late April of 2012.

However, most of the area produced excellent corn and soybean crops on limited summer rainfall. Corn and soybean crops appeared to produce root systems that went deeper than the expected five-foot depth. Deeper rooting may have been a result of good planting time conditions and a relatively dry spring that encouraged early season root development.

This example is illustrated by the data from the subsoil moisture site near the town of Schaller. This location had 6.2 inches of subsoil moisture on April 23. Rainfall was between 8.1 and 10.5 inches of rainfall from April 23 to September 1. The subsoil moisture and rainfall total is about 15.0 inches for this location. That is well below the 20 to 22 inches of moisture that is considered necessary to grow a normal corn or soybean crop. However, corn and soybean yields in this area were near normal – with corn and soybean yields in the range of 170 bu/a and 50 bu/a, respectively. This moisture deficit also likely illustrates the fact that the corn and soybean crop accessed moisture below the normal five foot rooting depth.

The larger concern may be that this will be the third year with extended dry conditions. The conditions going into the 2013 crop year may represent the largest crop production risk in terms of the effects of a long-term drought conditions. The subsoil moisture that is below normal five-foot rooting depth is also likely depleted and therefore would not be available to carry the crop through an extended dry period in the summer.

Table 1. County Subsoil Moisture – Fall 2012

<table>
<thead>
<tr>
<th>County</th>
<th>Average, in.</th>
<th>Location</th>
<th>2012 Crop</th>
<th>Plant Available moisture, inches, Nov 1, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lyon</td>
<td>4.3</td>
<td>Doon</td>
<td>corn</td>
<td>3.0</td>
</tr>
<tr>
<td>Osceola</td>
<td>5.1</td>
<td>Sibley</td>
<td>corn</td>
<td>2.2</td>
</tr>
<tr>
<td>Dickinson</td>
<td>5.7</td>
<td>Spirit Lake</td>
<td>corn</td>
<td>3.9</td>
</tr>
<tr>
<td>Emmet</td>
<td>5.9</td>
<td>Estherville</td>
<td>soybean</td>
<td>1.4</td>
</tr>
<tr>
<td>Sioux</td>
<td>4.2</td>
<td>Ireton</td>
<td>soybean</td>
<td>4.5</td>
</tr>
<tr>
<td>O’Brien</td>
<td>5.9</td>
<td>Sanborn</td>
<td>corn</td>
<td>4.5</td>
</tr>
<tr>
<td>Clay</td>
<td>5.7</td>
<td>Rosie</td>
<td>corn</td>
<td>5.8</td>
</tr>
<tr>
<td>Plymouth</td>
<td>4.3</td>
<td>Akron</td>
<td>corn</td>
<td>1.8</td>
</tr>
<tr>
<td>Cherokee</td>
<td>5.6</td>
<td>LeMars</td>
<td>corn</td>
<td>2.2</td>
</tr>
<tr>
<td>Buena Vista</td>
<td>6.0</td>
<td>Cherokee</td>
<td>corn</td>
<td>7.0</td>
</tr>
<tr>
<td>Pocahontas</td>
<td>6.0</td>
<td>Marcus</td>
<td>corn</td>
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</tr>
<tr>
<td>Woodbury</td>
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<td>Lawton</td>
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</tr>
<tr>
<td>Ida</td>
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<td>Anthon</td>
<td>corn</td>
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</tr>
<tr>
<td>Sac</td>
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<td>Schaller</td>
<td>corn</td>
<td>2.9</td>
</tr>
<tr>
<td>Monona</td>
<td>4.9</td>
<td>Castana</td>
<td>corn</td>
<td>1.2</td>
</tr>
</tbody>
</table>

Value of Nutrients in Swine Manure Will Vary

By Dave Stender, ISU Extension & Outreach Swine Program Specialist

Manure from swine barns has become a valuable source of crop nutrients. In high yielding row crop intensive regions like NW Iowa the role of swine manure as a crop nutrient source has increased in value, replacing the purchase of increasingly expensive commercial fertilizer by providing the nutrient needs of crops. Nutrients from manure are recycled to fertilize high yielding crops in an environmentally friendly, synergistic system.

Access to the value of the nutrients in manure has been a primary motivation for constructing swine facilities. However, as the energy cost of swine diets has increased, feeding programs have been dramatically changed. Changes in ingredients composition has changed from manipulations of dietary formulations. These changes can alter the nutrient composi-
tion of the resulting manure and thus the nutrient value of the manure as fertilizer. Consideration of the manure composition is important for two reasons. First, as the cost of hauling manure increases it is possible that application charges could exceed nutrient value. Second, as the nutrient content in the manure changes, application rates should be adjusted for optimizing fertilizer rates for crops. Check the following web site for the ISU nitrogen calculator: http://extension.agron.iastate.edu/soilfertility/nrate.aspx. Don’t forget to adjust manure application rates based on a representative manure nutrient test. The calculation of the value of swine manure can be calculated from a downloadable decision aid spreadsheet: http://www.extension.iastate.edu/agdm/livestock/html/b1-65.html.

Also, ISU extension is working on one more spreadsheet to take the analysis one more step by comparing the diet cost savings per pig against the value of the manure per pig. This holistic approach will get to the net savings in swine diet formulation accounting for both feed cost savings and value of nutrients in the manure.

This winter at Swine Series meetings, information will be presented that will compare feed cost savings from common diet manipulation strategies to the change in the nutrient value of the manure because of the diet manipulation. Be looking for more information regarding these meetings to be held the last week of February 2013.

The swine nutritionist can reduce the nitrogen (N) level in manure by 40 or 50% or they can increase the N level by 76%. If the nitrogen produced by a pig is, for example worth $4 as a manure nutrient. The range in value will be from $2/head to $7/head depending on diet formulation. The broader analyses that producers should think about is comparing feed savings from diet manipulation to loss or gain of manure value from that manipulation. Diets that should be evaluated include low protein synthetic amino acid addition, phytase addition, and DDGS diets.

**Farm Employee Management: Employment Eligibility Verification - The Basics of Form I-9 Compliance**

*By Melissa O’Rourke, ISU Extension & Outreach Farm & Agribusiness Management Specialist*

Within three days of a new employee’s start date, all employers are required to complete a Form I-9 – Employment Eligibility Verification for each new employee. This is nothing new – it has been the law since 1986. But many employers – especially farm employers – have questions about the correct procedures for completion and filing of this form. This article will provide a few of the basics.

The Department of Homeland Security, US Citizenship and Immigration Services (USCIS) requires that the Form I-9 be completed for every single employee, regardless of national origin, within three days after the start of employment. The Form I-9 is not to be completed during the employment selection (application or interview) phase – only at the actual beginning of employment. As stated in the USCIS M-274 Handbook for Employers: “You may not begin the Form I-9 process until you offer an individual a job and he or she accepts your offer.”

Verify that you have the most current version of the Form I-9. Just go to www.uscis.gov and click on the FORMS tab. Scroll down to the link for the Form I-9. There the employer will find sublinks for the form, detailed instructions, and the M-274 Handbook for Employers – a 69-page manual full of details and answers to questions. Print the Form I-9 and present it to the new employee any time after the acceptance of the job offer and the first day of employment. This gives the employee the opportunity to review the Lists of Acceptable Documents (List A, List B and List C).

If the employee cannot complete Section 1 without assistance or needs the Form I-9 translated, this assistance may be provided. The assistant preparer must read/translate the form to the employee, assist the employee in completing Section 1, and have the employee sign or mark the form where indicated. The assisting person must then complete the Preparer and/or Translator Certification block on Form I-9.

By or on the first day of employment, the new employee should complete Section 1 of the Form I-9 and present document(s) so that the employer can complete Section 2—Employer Review and Certification.

Take heed of the notice found on both the form itself as well as the instructions – it is illegal to use the form to discriminate against individuals, and employers cannot specify which document(s) they will accept from an employee. The refusal to hire individuals because documents provided have a future expiration date may also constitute illegal discrimination.

Employees may present any one document from List A, or a combination of one document from List B plus one document from List C. The employee must be allowed to choose which document(s) to present from the Lists of Acceptable Documents.

In completing Section 2, the employer examines the document (s) presented by the employee. Employers may only accept unexpired documents. Employers are not required to be forensic document examiners. The employer must accept any documents from the Lists of Acceptable Documents that (1) reasonably appear on their face to be genuine; and (2) appear to relate to the person presenting them. After making the document examination and completing the information requested in Section 2, the employer signs the certification.

A common question is whether the employer should make copies of documents presented by employees. There is no reason to do so, and this practice only serves to increase the burden on the employer. If the employer chooses to copy documents, this must be done for each and every employee; and then the copies must be stored with the Form I-9 documents. Since there is no purpose or advantage to making copies of documents presented, it is generally recommended to not engage in this practice.

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Form I-9s are not employment records – they are an immigration law compliance form. Therefore, the Form I-9s should be filed and stored separately from other employment-related documents. One methodology for the typical farm employer is to maintain two folders or three-ring binders. In the first binder, maintain the Form I-9s for all current employees. In the second binder, maintain Form I-9s for past employees – for one year after the date the former employment is terminated. To facilitate the disposal of these past-employee Form I-9s, this second binder should have twelve tabs, one for each month. When the employment is terminated, move that employee’s Form I-9 from the first binder to the second binder, placing it in the section for the month of termination. When twelve months have passed since employment termination, dispose of the former employee Form I-9s. With this simple methodology, the employer always has a properly-maintained Form I-9 file on hand.

For more details and information regarding Form I-9 compliance, the best resource is the website for the US Citizen and Immigration Services – www.uscis.gov. There are instructions, handbooks, frequently-asked-questions, and more. And as always, feel free to contact me with any of your farm employee management questions.

Hotlines Available For All
Iowa Concern (800-447-1985)
Farm On (877-BFC-1999)
Teen Line (800-443-8336)
BETS OFF (800-BETS-OFF) (800-238-7633)

Hotlines Available to Iowa Residents Only
Families Answer Line (800-262-3804)
Hortline (515) 294-3108
Iowa Healthy Families (800-369-2229)
PORKLine (800-808-7675)

Private Pesticide Applicator Re-certification in Sioux County:
12/06/12 - 9:30 a.m., Extension Office, Lower Level Meeting Room, Orange City
01/15/13 - 1:30 p.m., Extension Office, Lower Level Meeting Room, Orange City
03/21/13 - 7:00 p.m., Extension Office, Lower Level Meeting Room, Orange City
04/09/13 - 7:00 p.m., Sheldon, Building A, 116-119, NW Iowa Community College

Pre-registration is required to attend a continuing instruction course. Send your name, town, certification number, telephone number, and a $20 check to the Sioux County Extension Office to register.

Feb. 25—10 am-2 pm—Cherokee City Community Center, 530 West Bluff Street, Cherokee
Feb. 27—10 am-2 pm—Plymouth County Extension, 251 12th Street, SE, LeMars
Mar. 04—10 am-2 pm—Dickens Community Center, Main Street, Dickens
Mar. 12—10 am-2pm—Sioux Center Public Library, 102 South Main Avenue, Sioux Center
Mar. 13—10 am-2 pm—Forster Community Center (Northeast Room), 404 First Avenue, Rock Rapids
Mar. 26—10 am-2 pm—Dickinson County Fair Board Community Room, 1602 15th Street, Spirit Lake
Mar. 27—10 am-2 pm—Primghar Community Building, 215 First Street, NE, Primghar

For all testing sites:
1. Photo ID required. All tests are available at all sites.
2. No test will be handed out BEFORE the scheduled starting time or AFTER the scheduled closing time.
3. Cancellations. Weather is the most likely reason for change in the schedule. If winter driving is hazardous in your area, please call the PESTICIDE BUREAU at 515-281-8591 or 515-281-5601 to check on any possible change in time or cancellation. The testing location will be notified of any change in the schedule as soon as possible.

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