



FAMILIES FEEDING FAMILIES

AGENDA

- RVF Company Overview
- Personal Background
- Recent Challenges
- Decision Making Process
- My experiences with NPPC/NPB

OUR STORY



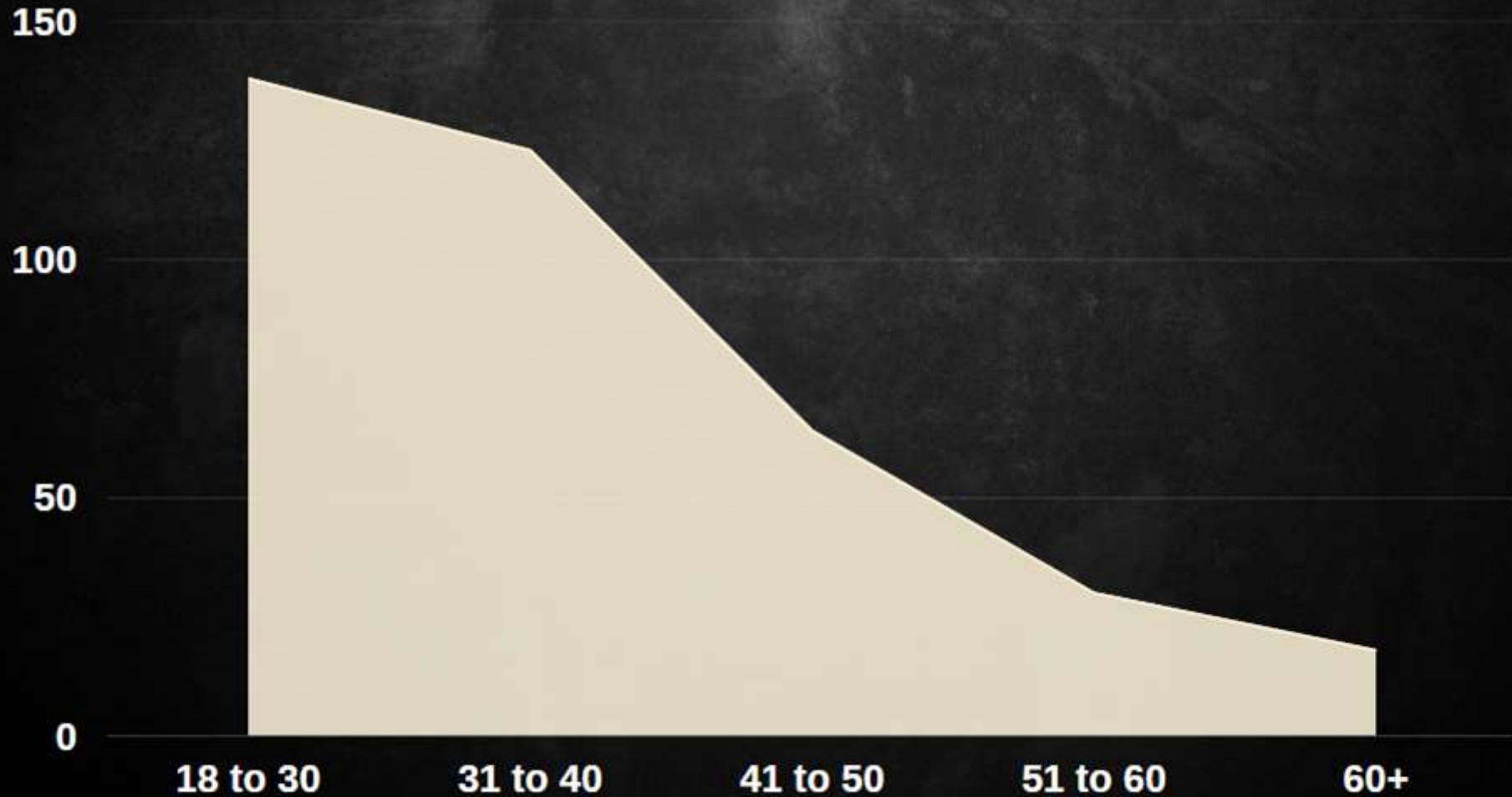
- Reicks View Farms was founded by Dale and Laura Reicks in 1979
- Began with 240 acres of corn along with 200 sows
- Today, Reicks View Farms prides itself on being a family farm with over 450 employees and 130 production partners

OPERATIONS OVERVIEW

- Family Owned Business Structure
- Management Team - 8 members
- over 450 Employees
- 5 Departments:
 - Pork production
 - Feed production
 - Grain production
 - Transportation
 - Construction



EMPLOYEE PROFILE

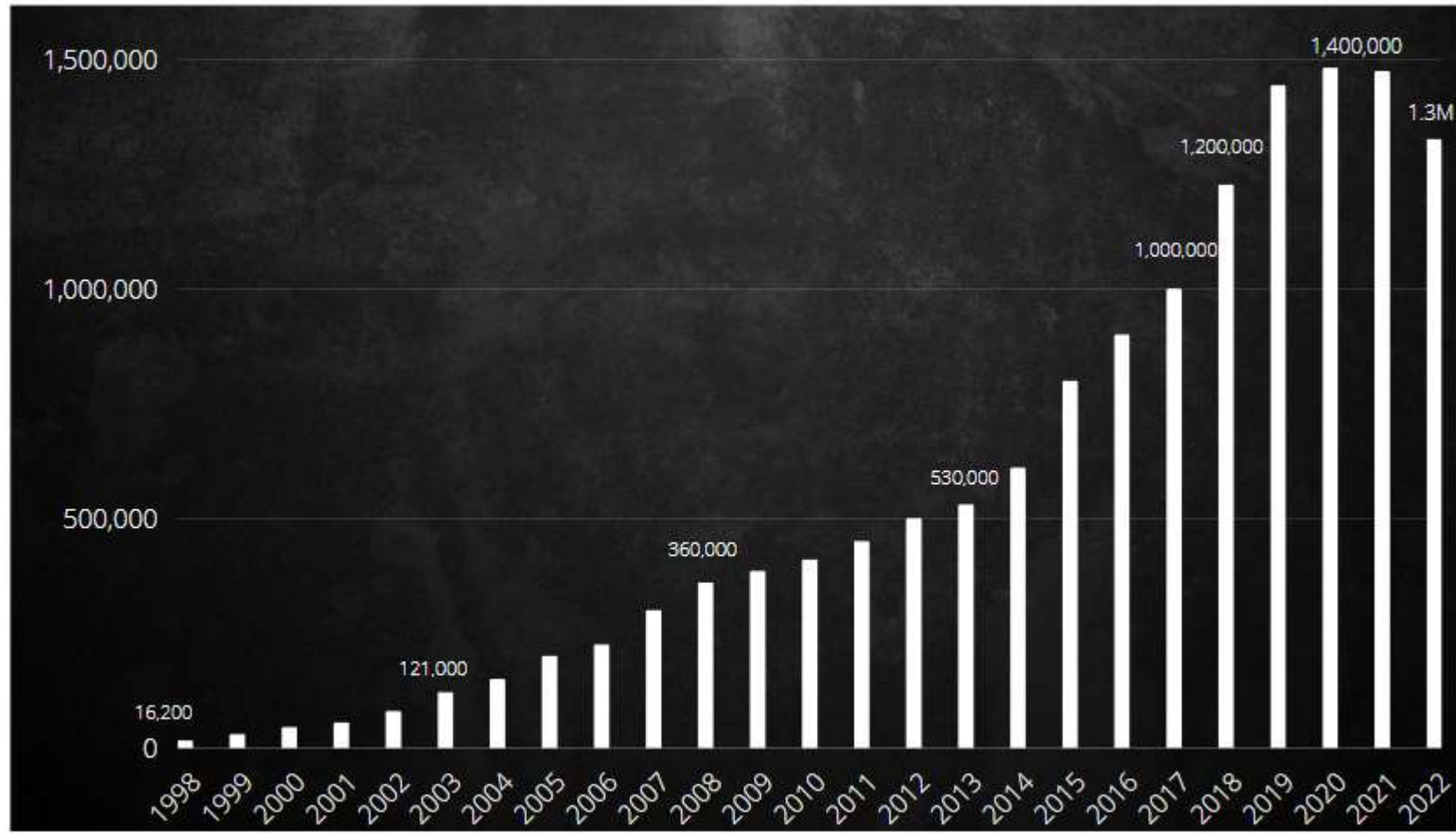


PORK PRODUCTION



- Approx. 65,000 sows = ~1% of all US pork produced
- 13 sow units: 12 of 13 green field sited by RVF (no acquisition)
 - 11 company owned
 - 2 contract farrowing agreements
- 710,000 nursery and finish spaces
 - 30% company owned spaces
 - 70% contract grower spaces
- Genetics
 - Internal boar stud
 - PIC Multiplier herd in Iowa

GROWTH PATTERN



SOW FARM LOCATIONS



FEED PRODUCTION



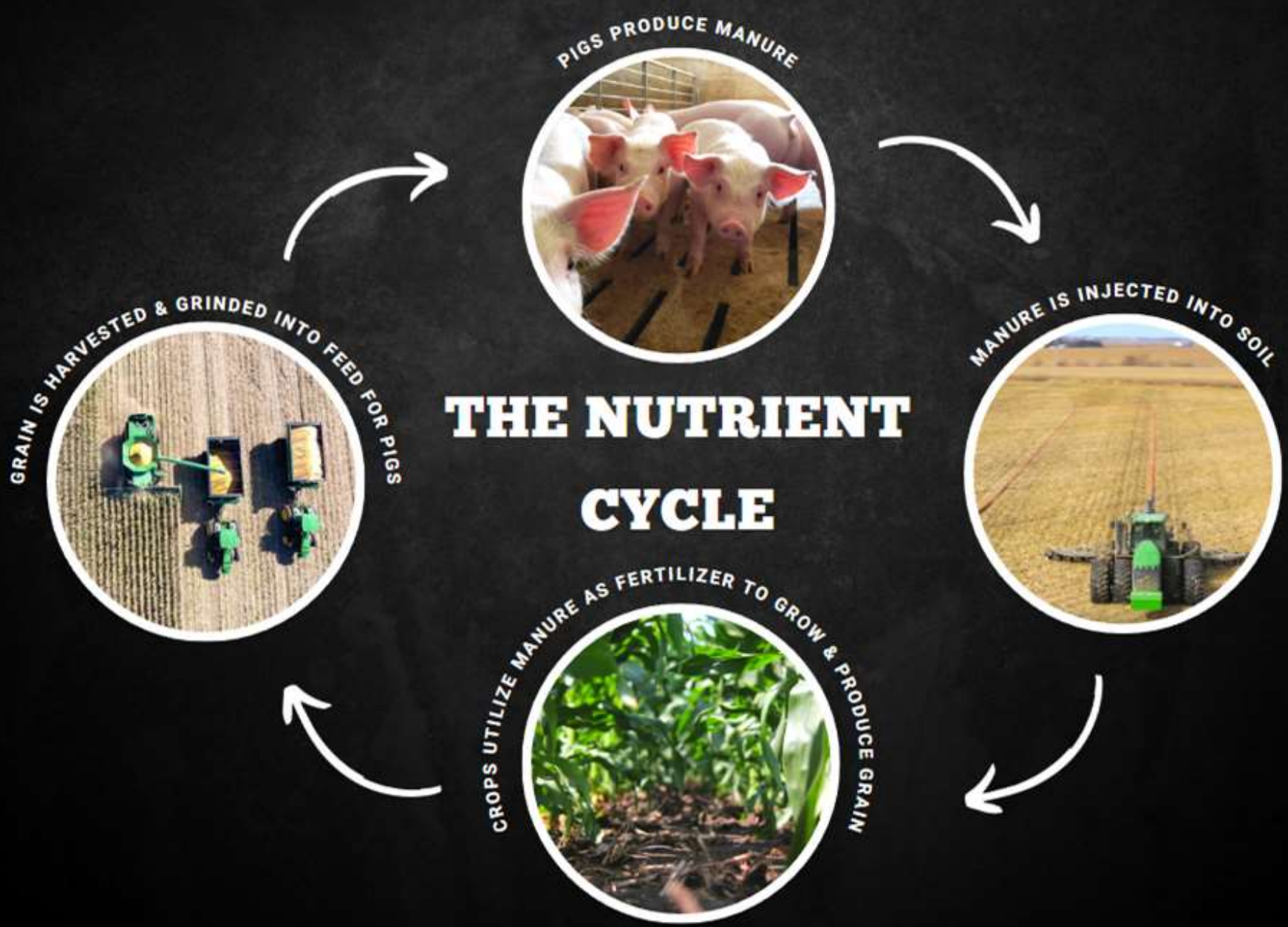
- Own Feed Mill that...
 - 85-90% of total need
 - 10,000T a week
- Have an average of 700 semi loads a week of incoming and outgoing ingredients



GRAIN PRODUCTION



- 14,000 acres of corn in Iowa Produces approx. 1/4 of our corn needs
- 2.8 M bushels of storage
- Fertilize 9,000 to 10,000 acres per year with manure
- Own manure application equipment
- Manure Management Plans developed internally
- Handle DNR submissions and audits internally



TRANSPORTATION



- We move 90,000 pigs weekly
 - 30,000 weaned pigs
 - 30,000 nursery pigs
 - 30,000 market hogs
- 100 semi tractors and 150 vehicles
- 200+ trailers washed and disinfected each week

REICKS VIEW RENEWABLES

- Three solar arrays with over 664 panels
- Avoided over 1300 tons of Carbon Dioxide emissions
 - Equivalent to...
 - Planting 17,000 trees
 - 241,309 gallons of gasoline offset
 - 2,260 MWh of lifetime electricity produced



MLR FOUNDATION

The Melissa Lea Reicks Foundation was created in memory of Dale and Laura's daughter who died as a result of a car accident in 2003. She was 21 and entering her senior year at Iowa State University.

The Foundation aims to serve the local communities across Northeast Iowa sponsoring schools, youth activities, churches, hospitals, town celebrations, and benefits. In 2021, the Foundation sponsored over 100 local and state organizations. organizations.



FAMILIES FEEDING FAMILIES



- People often vision "family farms" with parents and kids
- Takes more than one family to get the job done
- Were made up of dozens of families that help feed the world
- Our employees allow us to continue on our mission of Families Feeding Families and continue to give back to our communities

ABOUT ME



- Married with 3 children
 - 10, 7, and 3 years old
- Education
 - B.S in Marketing and Management from Iowa State University in 2008
- Work History
 - 2008-2009 – Wells Fargo Home Mortgage
 - 2010-2014 – Kerns and Associates
 - 2015-Present -- RVF

MY RVF ROLE

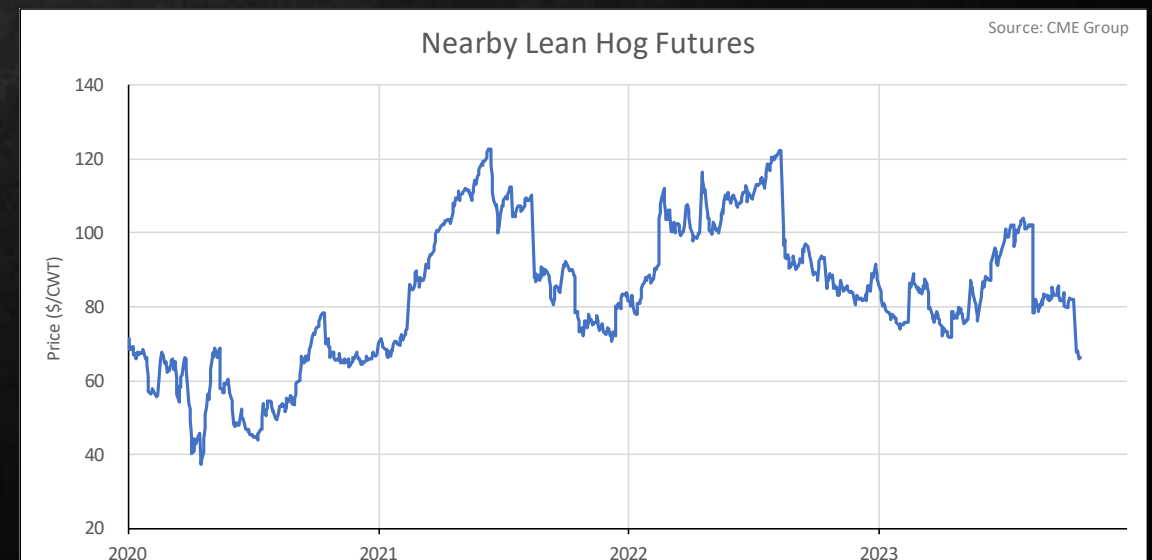
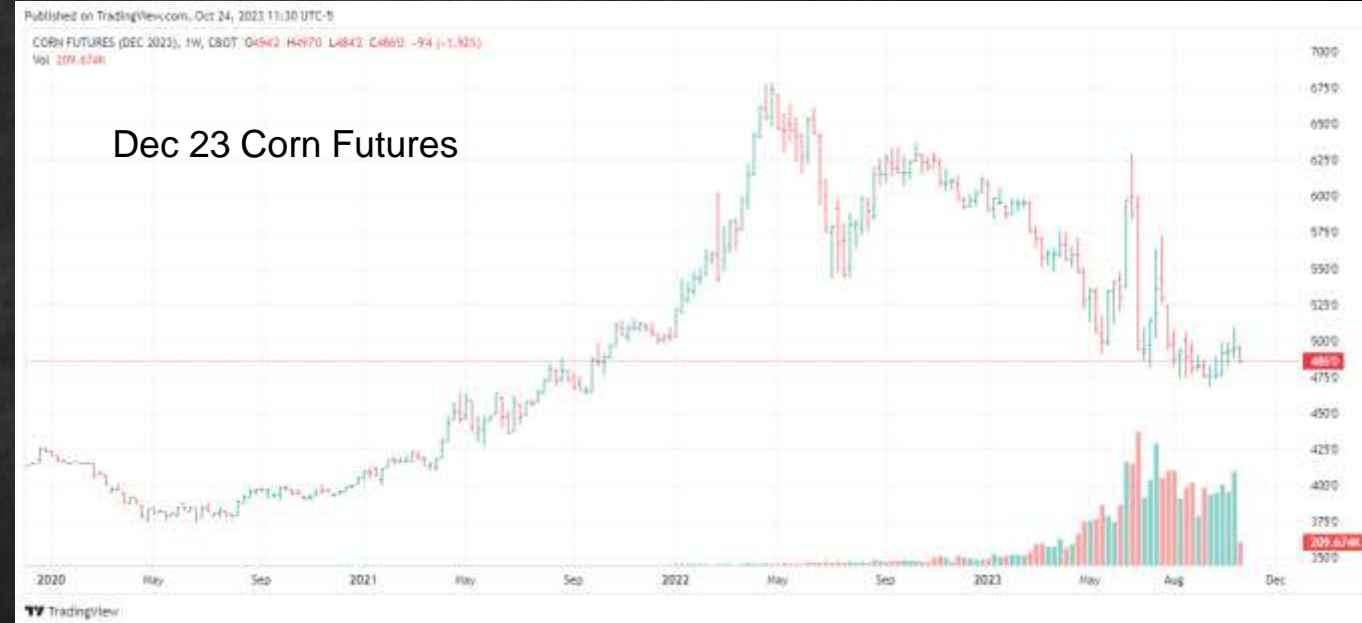


- Hedging
 - Feed Mill Entity
 - Live Production Entity
- Ingredient Procurement
- Toll Mill Relations
- Market Hog Agreements and Pricing
- Live Production Focus
- Organizational Development
 - Information
 - Roles
- Generational Transfer



RECENT CHALLENGES

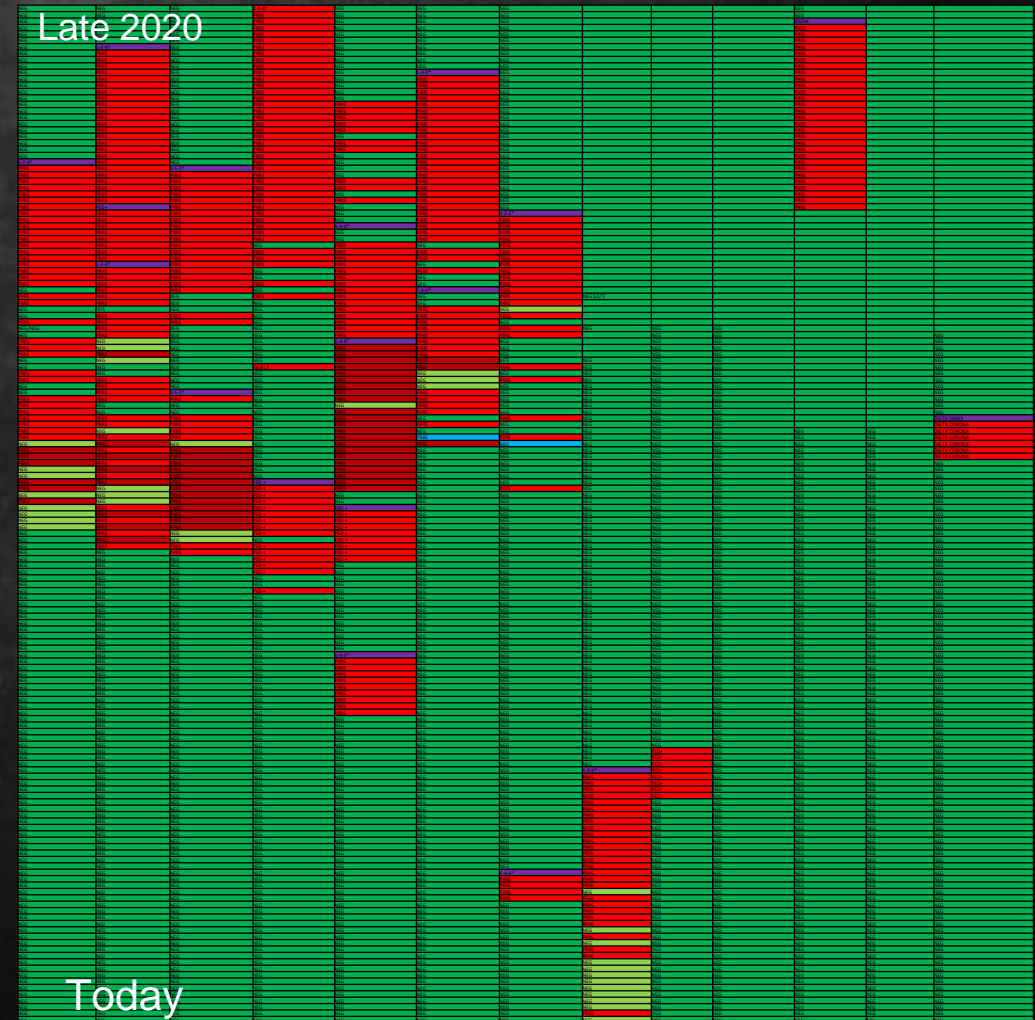
- MARKET VOLATILITY
 - COVID-19
 - International Trade Hurdles
 - Domestic Pork Demand
 - Prop 12 Pork Market Impact
 - Sacrificing Food for Fuel?



RECENT CHALLENGES

PRRS

- The virus changes we change
 - Filtration
 - Tighten gaps
 - More particle capture
 - Positive Pressure
- Improving existing practices
 - Biosecurity Practices
 - Incoming Supplies (7 day room)
 - Truck Wash
 - Specialization in Labor



RECENT CHALLENGES

LABOR

- Shrinking Labor Pool
 - Likely not going to get better
- Solutions
 - Increased Wages (approx. 15-25% increase post covid)
 - Attempts at more flexible scheduling (yet TBD)
 - Team Rewards Program
 - Managers Meeting
 - H2A and TN Visa Program
 - “Perm” Program / Path to Citizenship
- Company Labor in Contract Finishing barns
 - Generational Transfer
 - Value of employee labor vs. contract labor



RECENT CHALLENGES

GENERATIONAL TRANSFER

- G1 to G2
 - Family/Ownership
 - Key Leaders
 - Melding of personality types AND generational differences
- Accounting/Finance and Operations working TOGETHER
 - Everyone understanding WHY
 - Financial and Operational goal setting
 - With more information access comes more responsibility and accountability
- Structure
 - Clarity and Alignment
 - Avoiding silos
 - Maintaining some agility



RECENT CHALLENGES

PROP 12

- 2500 Prop 12 sows out of approx. 65k
- Sow Death Loss
- Performance
- Passed our first audit!
- Main concern is where does it stop?
- How do we properly pass the cost onto the consumer?



DECISION MAKING

- ROI
- ROI
- Innovators
- Long Term Strategic Fit
- Benchmarking
 - For RVF to be competitive, our suppliers and customers will need to be
- Research Facility
- Science and Data Driven
- Vision of doing more with less



Value of Industry Orgs

- ROI
- Family Involvement
 - Dale
 - Long standing SIP Investor
 - Former NPPC Board Member
 - Brady
 - NPPC DC and DM Intern
 - Iowa Pork Leadership Academy
 - Pork Leadership Institute
 - IPPA Committee work
 - Local county board president
 - Kaylie
 - NPPC DC Intern
 - Senator Grassley Intern
- The battle ahead and our disadvantage





QUESTIONS?