



Professionals In Your Field

Servi-Tech Review

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March/April 2008, Vol. 36 Issue 2

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20 Year Service Awards

In keeping with tradition, Servi-Tech recognizes those employees who have worked for the company for 20 years. This is a milestone and demonstrates a level of commitment that is rare for just about any career in today's work force. This year we have three more employees that have attained 20 years of service.

Randy Royle, originally from Palestine, TX, graduated from Stephen F. Austin State University. He received his B.S. in Agricultural Education in 1985, then later received his Masters in Agriculture in 1987. His experience as a technician in the university's Soil, Plant, and Water Laboratory enhanced his knowledge for his future career with Servi-Tech Laboratories as Lab Manager. He started at Servi-Tech in 1987 as the Technical Director, then was promoted to the Dodge City Laboratory Manager in 1989. In 1993 he was promoted to his current position as the Laboratory Division Manager. Royle is responsible for Servi-Tech's three laboratories. With Randy's busy schedule at Servi-Tech, he is also busy at home with his six children. He and his wife, Katherine (DeeDee), live in Dodge City with their children, Ryan, 20, Katelyn, 18, Tyler, 16, Grace, 13, James, 11, and Luke, 9.



Randy Royle

Cari Wasson has been a great asset to Servi-Tech over the past 20 years. She is originally from Sharon Springs, KS. She graduated from Dodge City Community College with an Associates degree in Applied Science-Business. She started working at Servi-Tech as a customer service representative in 1987. She later took on the responsibility of laboratory accounts receivable. Cari handles monthly statements for all three laboratories. She assists in answering the phones and helping customers with various questions. Cari and her husband, Brad, reside in Dodge City.



Cari Wasson

Our third 20 Year Service Award goes to one of Servi-Tech's valuable laboratory technicians, Jean Glover. Jean's hometown is Holly, CO. She received her Bachelor's degree in Biology from Panhandle State University. Jean started working for Servi-Tech in October of 1987 after graduating the previous May. Her main job responsibilities include running soil analyses in the laboratory. She also performs tests on water samples. Jean, her husband, Anthony, and their son, Christopher, 3, live in Dodge City.



Jean Glover

Congratulations for your 20 years of great service!

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Servi-Tech Annual Awards

Servi-Tech's annual awards are received by employees who are nominated for their talents, enthusiasm, and dedication to the company. We are fortunate to have employees that exemplify the qualities that grow the business, keep our current customers coming back year after year, and make our company an enjoyable place to work.

Dave Green is the "Employee of the Year." Dave graduated from Colorado State University with a Bachelor's degree in General Agriculture. He started working for Servi-Tech in May 1979. He received "Crop Specialist of the Year" six times, while working in the Montezuma, KS and Yuma, CO Divisions. Dave was promoted to Division Manager for the Yuma Division in 1984. After only one year, he was then promoted to Northwest Regional Manager, a position he still holds. Dave's other past awards include 100,000 Acre Award, 200,000 Acre Award, 20 Year Service Award and his most recent award was the 300,000 Acre Award. Dave sets a great example for his people. He continues to embrace new technology and new ways of adding value to our services. Dave, his wife, Diana, and their two daughters, Elizabeth and Kathleen reside in Haxtun, CO.

James Bieker is this year's "Coach of the Year." James is a Fort Hays State graduate and has worked for Servi-Tech for ten years. After receiving his Bachelor's degree in Agri-Business, James started working for Servi-Tech as an agronomist in the Colby, KS Division. He was later promoted to his current position as Division Manager. James has received the 100,000 Acre Award. He does a great job of growing the business and has a great team of agronomists in the Colby area. James and his wife, Mindy, reside in Hill City, KS with their twin girls, Gretchen and Grace, age 3.

Kyle Blakeman is Servi-Tech's "New Employee of the Year". Kyle recently graduated from UNL with a degree in Agronomy. He grew up on a family farm in Merna, NE and worked there until he started with Servi-Tech in the spring of 2007. Kyle works under Division Manager Pete Kruse, in the York Division. Kyle has done an outstanding job of servicing his customers. His managers are very impressed with his hard work and determination. Kyle currently lives in Utica, NE.

Servi-Tech would like to thank all of their employees for their hard work and dedication to the company. Without such a great team, the company wouldn't be where it is today. Congratulations!



Employee of the Year
Dave Green



Coach of the Year
James Bieker



New Employee of the Year
Kyle Blakeman

Award Received

300,000 Acre Award

200,000 Acre Award

100,000 Acre Award

Employee

Steve Kramer
Orvin Bontrager
Jeff Kugler
Shane Wurm
Monte Roetman
Joe Osterhaus
Brett Mermis
Jesse Carman

Award Received

Senior Agronomist

25 Year Award

15 Year Award

10 Year Award

Kyle Fulton
Brett Mermis
Kelly Zachgo

Employee

Brice Bunck
Rick Runyan
Shane Wurm
Jeff McDaniel
Brad Wasson
Joe Osterhaus
James Bieker
James Marlatt

What is the Right Soybean Population?

 by Jeff Kugler
Regional Manager, York, NE

Crop planting intentions for 2008 are still up in the air in some areas. Nitrogen fertilizer and soybean seed supply may be tight for some. For the past 2-3 years, there has been information published pertaining to bean stands and how the final yield is affected by plant populations. The University of Nebraska Extension conducted a soybean plant population study in 2006 and 2007 in east central Nebraska that has interesting results. The following information may influence the amount of seed you drop on your farm in 2008.

Soybeans were planted at seven locations at four different plant populations to determine what the yield difference would be between populations. Populations tested on 30" rows included 90K, 120K, 150K, and 180K and a few variations from these. In 2006, there was less than two bushels difference between 90K and 180K in 30 inch rows and a little over one bushel per acre advantage of 180K in drilled rows.


Pod count data showed an average of 76 pods/plant at 90K compared to 41 pods/plant at 180K and all actual stand counts were within 10% of the planted population.

Yield data from five locations resulted in 59.4, 59.6, 59.4, and 60.2 bu/acre for planted populations of 90K, 120K, 150K, and 180K respectively. Statistically, there was no significant yield difference among the treatments.

Two other locations had similar yield results with no significant yield difference in planting rates of 80K to 160K and 130K to 180K. Looking at the four counties of Clay, Hamilton, Fillmore, and York, if producers reduced seeding rates by 40K saving \$9/acre on soybean seed on the estimated 270,000 soybean acres planted in 2007 would, have resulted in a savings of \$2.5 million!

If you decide to lower planting populations on your farm in 2008, remember to treat seed with a fungicide, plant seed 1"-1.25" deep and plant late April to early May for optimum yields.

Managing Weed Resistance

 by Bryan Boroughs
Division Manager, Cimarron, KS

It is no secret that Roundup Ready seed technology has made a huge impact on the way farmers manage their weed problems in crops. For a few years this was the most economical and easiest way to manage some traditionally hard to control weeds, and weeds that had developed resistance to triazine and ALS herbicide chemistries. Yields generally increased and weed control cost had declined, but for the past couple of years, the state extension services and the farm press have been increasingly warning producers and agricultural professionals of a looming crisis with glyphosate resistant weeds. That time has arrived. It started in the eastern part of the country with glyphosate tolerant and then resistant marestail. In a recent article from the December 2007 issue of AG PROFESSIONAL magazine, glyphosate-resistant waterhemp has now been reported by the states of Illinois, Missouri, and Kansas. Weed specialists say that it is only a matter of time before resistance is reported in other states. Missouri has also reported glyphosate-resistant ragweed. The farm press has reported that weed scientists in Ohio and Indiana have collected seed samples from lambsquarter plants showing suspected control issues from glyphosate applications. Lambsquarters have also shown resistance in some location to atrazine and ALS herbicides, so the challenges are becoming greater in preserving successful weed management with glyphosate.

The focus for producers and crop consultants should be to develop weed control plans that utilize multiple modes of action and proper herbicide application timing to combat weed resistance. In the past few years, when crop prices were on the down side, some producers were trying to keep costs as low as possible sometimes utilizing only glyphosate as the complete herbicide program. With rising crop prices and the realization of more weed resistance development, it is time again to look at more comprehensive weed control plans utilizing multiple modes of action herbicides. This usually means utilizing residual herbicides to help reduce the bank of seed accumulation and to provide a second or third mode of action to attack the weed. Developing a weed control plan is a farm specific and often field specific process. The producer and agronomist should detail the plan of attack to delay glyphosate resistance as long as possible, and to help preserve glyphosate as an effective weapon in our herbicide arsenal.



Seedling dandelion in a field.



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Periodical

Servi-Tech Review

"The Servi-Tech Review" (ISSN No. 0884-5573) is published bi-monthly by Servi-Tech Inc., 1816 East Wyatt Earp, Dodge City, KS 67801-7707. Prepaid subscription rate is \$12.00 per year. Postmaster send address change to: Circulation, Servi-Tech, Box 1397, Dodge City, KS 67801-1397. Periodicals postage paid at Dodge City, KS.

Working With Your Agronomist

 by Kirk Rice
 Division Manager, Weskan, KS

The next two months will be very critical to whether or not your farming operation is a success in 2008. The most important element, in the near future, is communication with your Servi-Tech agronomist.

First of all, information needs to be shared on final cropping plans. There still may be some changes of crops, which means fertilizer recommendations might need adjusted along with herbicides and insecticides. (Make sure 2007 herbicides don't rule out a cropping change.)

Increased input costs mean that even with high commodity prices, you can't take a chance on a mistake, which could reduce yields. It seems like whenever times are lean or prosperous, the "miracle products" come out of the wall. This year is no different than any other year. Your crop will not respond any differently to those special fertilizers or additives that claim to be "more available" or have a high efficiency ratio, so you might apply a

lower amount of their special fertilizer. Your crop is still looking for a set amount of plant nutrients so it can produce its yield. Your agronomist has recommended your fertilizer amounts on years of experience and research so you can produce the highest yields for the least cost.

Other information that needs to be shared is the location of all varieties planted and any herbicides or insecticides applied prior to or at planting. With all the crop traits available, both you and your agronomist need to know exactly where each trait is located in every field. One wrong application that injures a field can cost twice as much as it did last year.

Exchange of information is crucial every year to help your agronomist do the best job he can for you. This year it is even more critical because of the higher input costs and commodity prices. Mistakes could be more costly, but the returns for good decision making will be greater than usual.



Words From The Manager

Mitch Counce

General Manager

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Farming in Exciting Times

Spring is not too far away. All of the strategic planning for the spring crops will soon be put to the test. I would like to take this opportunity to thank all of you who gave us your early commitment and contracted your farm operation again with Servi-Tech. Your trust in our ability to provide you with information and recommendations to improve your yields and efficiency, while at the same time save you money where we can, is what our relationship is about. As you have seen in this issue of the "Servi-Tech Review," we have many long-term, dedicated, and loyal employees that believe and know what they do does make a difference in the lives of the customers they work with.

This past fall, and I know this spring, we will continue to conduct grid and zone sampling, as weather permits, on many acres. With the increased cost of fertilizer and concerns over environmental stewardship, the demand for this service has continued to grow. Everyday we see more farmers adapting, embracing, and taking advantage of new technology.

Over the course of the winter, our agronomists have participated in numerous training and educational meetings conducted by industry representatives and by our own people who share their knowledge and help to expand the education of other employees. One of our main meetings and was conducted this year in early January, and was absolutely one of the most exciting and informational meetings that I have attended in years. There are so many new things happening for agriculture that are already available, and some that will be available in the near future. I'm looking forward to the exciting times ahead—I hope you are too!