

INSIDE IPI

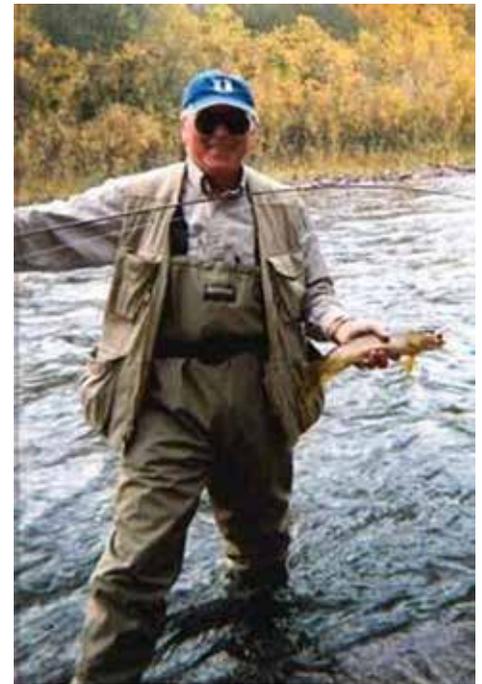
www.iaprisonind.com Fall 2014

REMEMBERING FORMER IPI DIRECTOR ROGER BAYSDEN, 1948 – 2014

Roger L. Baysden, IPI Director from 1996 to 2011, passed away on Tuesday, July 15, 2014. Roger touched the lives of hundreds of offenders in Iowa during his tenure as IPI Director. While his full obituary can be found online at <http://www.legacy.com/obituaries/desmoinesregister/obituary.aspx?pid=171749618>, the excerpt below relates to his tenure as IPI Director.

In 1996, he joined State Government as Director of Iowa Prison Industries, where he quickly turned Iowa Prison Industries (IPI) into one of the premier industries in the United States. While shaping the future of IPI, he was elected and served as first, Vice-President, President and, finally, Chairman of the Board for the National Correctional Industries Association, located in Baltimore, MD, where he set out reshaping the future of prison industries across the country. Today, IPI is recognized for the many founding work programs that offer hope and opportunity for those offenders who desire to become productive citizens. During his tenure as Chairman, Iowa enjoyed the lowest recidivism rate for offenders in the United States. His passion for helping offenders get on the right track in life led him and his staff to raise one million dollars to buy land and construct a permanent showroom that displays samples of the many items that offenders manufacture. The property was donated to the citizens of Iowa. In 2011, Governor Branstad dedicated by proclamation and named the building the "Baysden Building" in honor of his contributions to reducing recidivism and costs to the taxpayers of Iowa.

As our thanks for all he did for IPI and Iowa's offenders, IPI has donated a memorial bench to Roger's local church, Lutheran Church of Hope in West Des Moines (see photo page 2).



DENIM JEANS TRAVEL FORT TO FORT



Dan Clark - IPI Director

We recently took the first steps toward expanding IPI's textile operations, which will entail a new production facility at the Fort Dodge Correctional Facility (FDCF). The expansion means new opportunities for our staff and offenders.

IPI will initially employ one staff member and 20-25 offenders, producing denim jeans for the state institutions. Production of denim jeans has moved from Fort Madison to Fort Dodge in the past few years, with a stop at Mitchellville in between. Staff and offenders at ICIW worked with ISU to improve the design of the jeans and modernize their production, but were unable to keep up with the needs of the eight male prisons across the state.

The new operation in Fort Dodge will be managed by Justin Opfer

and the Mitchellville team, and from the beginning will adapt the philosophy and tools of lean manufacturing. The production space is currently being prepared, and Justin is recruiting a new staff member. We expect to begin production in early 2015.

IPI doesn't plan to reduce the work training positions for offenders at Mitchellville, as there are many opportunities for us to expand in the textiles arena, including scrubs and uniforms.

Fort Dodge houses 1,300 offenders and we have needed for quite some time to put a work training program there. Growth in textiles will provide more opportunities down the road for these men, as will a private sector call center being planned. Warden Jim McKinney and the FDCF management team have been very welcoming and are working hard to help IPI start up the new production operation!

- Dan

Sales & Marketing

IPI GIVES WAUKEE CAPS STUDENTS REAL WORLD EXPERIENCE

Waukeee CAPS (Center for Advanced Professional Studies) draws on the expertise of business partners to bring real world applications into the high school experience for Waukeee High School students. For this fall's program, Shive-Hattery, Inc., is partnering with the Engineering Strand students; students will work side-by-side with design experts to explore careers available in the fields of architecture and engineering.

On September 4, 2014, the CAPS students and faculty and Shive-Hattery staff kicked off the CAPS "Classroom of the Future" project at the IPI Showroom. After an overview of the project and IPI's manufacturing capabilities, the students got right to work on brainstorming ideas! Since then, the CAPS students have worked closely with Education Sales Representative Andrew Gogerty and the Anamosa Metal Furniture shop on their new furniture designs. IPI is building prototypes of the newly designed classroom furniture.

The project will culminate in the Waukeee CAPS students presenting their projects and prototypes at the Iowa School Board Association conference in November. The IPI-manufactured prototypes will also be on display in both IPI and Shive-Hattery booth spaces.



Waukeee CAPS students brainstorm ideas for classrooms of the future.

IPI is pleased to be a part of such a great learning experience for the Waukeee CAPS students. A huge thanks to Michelle Huggins and Joe Benesh, both architects at Shive-Hattery, for bringing this project to IPI, and to Joseph Bormann, Waukeee CAPS Instructor. ◀

MICHAEL O'BRIEN RETIRES

After 11 years working for IPI, Sales Representative Michael O'Brien retired from employment in June 2014. Mike's ability to build lasting relationships with customers furthered IPI's ability to provide work training opportunities for Iowa's offenders. Michael has been consulting on a few key projects in his spare time to ease the transition to new Sales Representative



Andrew Gogerty. ◀

The Des Moines Team on Mike's last day of employment (from left to right): Kevin Peterson, Andrew Gogerty, Scott Klinefelter, Dennis Barry, Mike O'Brien, Bob Fairfax, Dan Clark and Ann Baughman.

IPI DONATIONS



IPI donated a bench in Roger Baysden's memory to the Lutheran Church of Hope in West Des Moines. Pictured from left to right are Kolette Nelson (Hope Care Director), Chris Gunnare (Hope Executive Minister-Operations), Julie Baysden (Roger's wife), Kim Roush (Hope Care Coordinator) and Justin Opfer (IPI-MV Manager).



IPI gave Roger Baysden's wife Julie a flag intarsia manufactured by Anamosa Custom Wood. Pictured are Julie Baysden and Bob Fairfax.



Candeo, a non-profit that assists Iowans with disabilities, came to IPI with various furniture needs to help their clients. IPI was pleased to have available several recovered love seats as well as other miscellaneous furniture items to help them. Pictured is the Candeo team with two of the love seats.

BOB FAIRFAX ELECTED TO NCIA BOARD OF DIRECTORS

Congratulations to Sales & Marketing Director Bob Fairfax on his election to the National Correctional Industries Association Board of Directors. As an At-Large Board Member, Bob will serve a two-year term. ◀

Business Office

FINANCIAL STATEMENT SUMMARY Fiscal Year to Date Sept 2014

*As of September 30, 2014	MTD SALES		YTD SALES		CHANGE	
	FY-2015	FY-2014	FY-2015	FY-2014	\$	%
ANAMOSA						
License Plates	109,575	123,440	252,208	406,595	(154,387)	(38.0) %
Sign	219,664	273,643	858,306	886,687	(28,381)	(3.2) %
Graphic Arts	43,958	35,967	118,982	123,827	(4,845)	(3.9) %
Housekeeping/ Laundry	60,571	23,403	168,909	103,050	65,858	6.9 %
Filters	30,386	35,280	105,599	93,823	11,776	12.6 %
Metal Furniture	198,483	335,570	822,953	1,184,779	(361,826)	(30.5) %
Custom Wood	58,734	58,160	406,307	782,521	(376,213)	(48.1) %
Braille	21,228	10,510	96,936	83,435	13,501	16.2 %
Rockwell City Oper.	16,970	105,346	49,489	133,911	(84,422)	(63.0) %
ANAMOSA TOTAL	759,570	1,001,318	2,879,689	3,798,627	(918,938)	(24.2) %
FT MADISON						
Furniture	96,544	305,320	2,368,980	3,192,978	(823,998)	(25.8) %
Textile	25,211	32,591	39,748	52,289	(12,541)	(24.0) %
Tourism	0	5,440	0	19,708	(19,708)	(100.0) %
FT MADISON TOTAL	121,755	343,350	2,408,728	3,264,974	(856,246)	(26.2) %
MITCHELLVILLE						
Panels & Seating	95,530	233,025	292,434	590,687	(298,254)	(50.5) %
Housekeeping/Chemical	56,575	29,828	175,572	128,736	46,836	36.4 %
Textiles	57,414	34,620	111,159	108,033	3,126	2.9 %
Plastics	62,905	50,607	172,380	132,647	39,734	30.0 %
MITCHELLVILLE TOTAL	272,424	348,080	751,545	960,103	(208,558)	(21.7) %
DES MOINES						
DM Textile Services	3,074	2,333	9,199	10,374	(1,291)	(12.1) %
Federal Surplus	18,026	9,107	54,508	33,172	21,335	64.3 %
Moving & Install	24,945	41,003	89,808	142,175	(52,367)	(36.8) %
DES MOINES TOTAL	46,046	52,442	153,515	185,721	(32,206)	(17.3) %
TOTAL W/O CANTEEN	1,199,795	1,745,190	6,193,478	8,209,426	(2,015,948)	(24.6) %
CANTEEN	448,582	388,029	1,340,740	1,246,912	93,828	7.5 %
TOTAL W/ CANTEEN	1,648,377	2,133,219	7,534,218	9,456,338	(1,922,120)	(20.3) %
LESS ESTIMATION OF ID SALES	39,101	62,355	180,666	193,480	(12,814)	
GRAND TOTAL	1,609,276	2,070,864	7,353,552	9,262,859	(1,909,307)	

SALES REPORT CARD

YTD CUSTOMER SATISFACTION CARD RESULTS

(Jul 1, 2014 - Sep 30, 2014)

	EXCELLENT	GOOD	BELOW AVERAGE
Sales Representative Knowledge	88.7%	11.3%	0.0%
Timeliness of Delivery	76.4%	21.8%	1.8%
Delivery Service	86.8%	13.2%	0.0%
Quality of Goods	90.7%	9.3%	0.0%
Value for Money	88.9%	11.1%	0.0%
Questions/Problems Handled Promptly	87.0%	10.9%	2.2%
Average	86.3%	13.0%	0.6%
	YES	NO	MAYBE
Would you recommend us to others?	100%	0.0%	0.0%

RECENT NEW CUSTOMER/NEW PROJECT ORDERS

(For a complete list contact the Des Moines office)

CUSTOMER	PRODUCTS	SALES
St. Luke's Church	Pew Refinish & Furniture	\$14,330
Public Defender's Office	Office Furniture	\$11,051
Van Horne, City of	Custom Desks	\$9,300
Schleswig Public Library	Library Furniture	\$7,883
Moulten-Udell CSD	Cafeteria Tables	\$7,662
University of Iowa Residence	Air Filters	\$4,770
Community Baptist Church	Piper Stacking Chairs	\$4,216
Mitchellville Elementary	Eldora Conference Table	\$3,525
AEA Johnston	Picnic Tables	\$2,139
Story County Conservation	Custom Park Furniture	\$1,993

IPI MITCHELLVILLE WELCOMES TWO NEW STAFF



Welcome Darrell Redman, State Industries Technician, to the Textiles division. Darrell comes to IPI with over 30 years of textiles manufacturing experience in the areas of apparel, sportswear, tote bags and banners. Darrell lives in Leon, and outside of work, he enjoys spending time with his wife Teresa, their two children and five grandchildren. Darrell has a passion for old cars and enjoys working on them and fixing them up. Please welcome Darrell to the IPI Team.

Michael Gulick has joined IPI-Mitchellville as a Purchasing Agent II. He has 15 years of experience in manufacturing, accounting, materials management, purchasing, contract negotiations, supplier relations and production scheduling. Michael's past experience is sure to bring great ideas to the Mitchellville plant. Michael lives an active lifestyle in Altoona with his wife and children. Michael is also a cycling instructor, mountain biker and enjoys getting lost in adventure with his family and friends. Welcome Michael! ♣



FRAMING CONTINUES TO OFFER QUALITY CRAFTSMANSHIP

Framing continues to do well with a consistent flow of orders. We have recently been working with the Iowa Thoroughbred Breeders & Owners Association to frame and mat posters and signed artwork for an upcoming auction. ♣



MV CELEBRATES SUCCESSFUL FY14

Mitchellville's end-of-year party was exceptional as usual with deli-style sandwiches including incredible new flavors of chips, fresh fruits and vegetables and pasta salads. For dessert, everyone enjoyed

Good food, good times and good friends celebrating a successful and productive year.

Oreos, brownies and ice cream with lots of toppings. Good food, good times and good friends celebrating a successful and productive year. ♣

TEXTILES BUSY WITH JEANS & ALTERATIONS

Textiles has had a rush of jean orders recently. Currently, we are able to produce 300 pairs of jeans per week. With a full team right now, we are striving to increase that number to build inventory and reduce lead times for our customers. Our steady demand is jeans, coats and pillows.

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Alterations is new service being offered by the Textiles division. Services provided include hemming clothing, replacing buttons, and sewing on patches. We also print name tags for work pants, shirts and jackets. Our alterations customers include the USDA in Ames.

With the recent addition of Industries Technician Darrell Redman to Textiles, staff and offenders are excited to see what he has to offer the division and what we can learn from his experience. ♣

Fort Madison

IPI-FM RECEIVES LEAN AWARD



Left to right: Seth Essing, Becky Jones, Shane Blanchard, Jeff Bailey, Dan Clark

IPI-Fort Madison has been awarded the 2014 Iowa Partners in Efficiency Award, presented by the Iowa Lean Consortium.

The award recognizes a team within a political subdivision that, through the use of Lean tools and techniques, significantly increases productivity and promotes innovation, resulting in the improvement of public services to the benefit of the citizens of Iowa and the private sector.

In 2012, IPI partnered with Southeastern Community College to help staff and offenders learn the philosophy and tools of lean manufacturing. In less than one year, the Fort Madison team was able to increase cabinet production from 2 kitchen sets per week to 2 kitchen sets per day, a 5-fold increase!

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Under the leadership of Becky Jones, Associate Warden for Industries, offenders and staff worked in teams gathering data, problem solving, presenting findings, and implementing changes. Project updates were given to IPI leadership, and for many offenders it was the first time in their lives using PowerPoint and having their ideas taken seriously by someone in a position of authority. It was dramatic evidence that Lean can be implemented virtually anywhere.

The Iowa Lean Consortium (www.iowalean.org) is a non-profit organization with more than 100 members dedicated to advancing Lean in all sectors of the economy. ILC is a leading resource to Iowa companies who seek to improve their organizational effectiveness and efficiencies.

Congratulations to the entire IPI team in Fort Madison! ♣

IPI DONATES ASH FURNITURE TO ISU RESIDENCE



Pictured with the conference table are (from left to right), Becky Jones, Roger Graden, Roger Sebring, Seth Essing and Jeff Bailey.

To show our appreciation to Iowa State University for their continued support of our dorm furniture, IPI-Fort Madison custom manufactured a conference table and buffet for ISU Residence. The items were manufactured from ash wood lumber sawn from trees on the ISU campus as well as reclaimed cypress wood from fences on the ISU campus. The shop and sales team worked together to design pieces that would emphasize the beauty of these items in a conference room setting. Fort Madison Senior Technician Seth Essing worked closely with offenders to come up with some truly unique pieces that showcase the characteristics of the old recycled wood. ♣

NEW FINISHING SYSTEM UP & RUNNING



Offenders apply spray finish using the new spray equipment.

Both Fort Madison and Mount Pleasant have new, more efficient finishing equipment. The new Graco equipment utilizes air-assisted airless technology for the application of finish versus using spray pots.

Industries Technician Shane Blanchard helped move us forward through his prior experience and research. We also switched products to a Sherwin Williams catalyzed lacquer. With the new equipment and different product, we have improved the transfer efficiencies, putting more product on the item being finished with less waste emissions.

Sherwin Williams' technical support has provided training at no cost and has worked with both staff and offenders in application techniques. They also assisted in performance testing required to meet KCMA (Kitchen Cabinet Manufacturers Association) standards. IPI passed all KCMA testing along with the 15 additional cold checks that Sherwin Williams tests beyond those required for KCMA. All of these updates have helped Fort Madison provide a nicer finish with fewer emissions to the environment. ♣



IPI-FM donated \$575 to the Fort Madison Food Pantry from the auctioning of a set of outdoor children's chairs.

SHOP SPOTLIGHT: SIGN SHOP



The Anamosa Sign Shop staff is pictured with the new large format digital printer. From left to right: Pat Fowler, Wayne Leytem, Mark Hollenback and Greg Hart.

This issue's newsletter focus is on the Sign Shop. Since we last visited them in April 2011, the shop has continued to grow the services it provides.

Probably one of the most notable trends in the sign business is the increase in digital printing to address the needs of customers who desire higher end graphics. The sign shop has responded to increased preference for eye-catching signage that will last a long time. We have upgraded our plotter/cutter, sheeting slitter machine, digital printer and software to ensure that our offerings are the same high quality that customers have known us for.

We also have new faces in the shop. Mark Hollenback is the Production Coordinator for Sign shop. Mark has many years of experience as a coordinator in our Metal Furniture division, and he is quickly

settling in with his new role. Senior Technician Pat Fowler is working in the Silk Screening area of the shop and is a Certified Screen Printer. Completing the team are IPI Technician Wayne Leytem in the blanking area of the sign shop and IPI Supervisor Greg Hart providing experienced leadership. The experienced customer service team in the front office works closely with the plant staff to create some unique sign products.

While regulatory signs are the products most people would recognize, the work of signage is very diverse. Specialty signage includes park trail markings, kiosk informative displays, vehicle graphics for law enforcement, utility markings, banners for gyms or main street events, luminescent safe-room markings, water trail signs, and community way finding systems to promote tourism. The uses for IPI signage are virtually limitless. ◀



The Sign Shop's new digital cutter has quickly become a vital piece of equipment in the shop.

FIRST OFFENDER COMPLETES IPI-DOC APPRENTICESHIP PROGRAM

Iowa Prison Industries is pleased to announce the first offender has completed one of the apprenticeship programs available at the Anamosa State Penitentiary.

Iowa Prison Industries, the Department of Corrections, and Kirkwood Community College have teamed up to offer ten apprenticeship programs to Anamosa offenders. All the programs are recognized and approved by the Federal Department of Labor's Office of Apprenticeship. As of June 30, 2014, fifty-one offenders are enrolled in the following programs: welding, computer operator, cabinet maker, cook, electrician (maintenance), refrigeration/air conditioner mechanic, maintenance repairer, plumber, fabricator-assembler metal production, and electrostatic powder coating technician.

Offenders enroll in the program through IPI, but the coursework and testing must be completed during the offenders' spare time. Testing is administered by Kirkwood Community College staff at ASP. Each apprenticeship also requires significant work hours in the field of study that are completed either in the institution or in one of IPI's shops. IPI administers the program by logging test scores and work hours as well as sending this information to the Department of Labor.

The first offender completing an apprenticeship program is Offender Anderson, a long-time employee in IPI's License Plate Shop; his apprenticeship certificate was earned for Computer Operator. ◀

SHOP & STAFF HIGHLIGHTS

- ▶ The Anamosa plant provided over 470,000 hours of offender work opportunities in FY14.
- ▶ Congratulations to IPI Production Coordinator, Jeff Otting, on his retirement after 30 years, 19 of those in the Sign Division.
- ▶ Rod Schlee was promoted to Production Coordinator in the Metal Furniture division. Congratulations!
- ▶ Representatives of Cornhuskers Correctional Industries toured our shops and met with staff on June 12th.
- ▶ On June 17th, Jeff Whitson, Greg Hart and Al Reiter traveled to Pheasantland Correctional Industries in Sioux Falls, South Dakota, to tour their work programs.
- ▶ Alicia Presto from the Iowa Waste Exchange toured our shops Aug 8th. They look for opportunities to reduce landfills by connecting agencies that may be able to use these items.
- ▶ Welcome Dan Snyder to IPI as a Technician in Metal Furniture. Dan's family includes his wife, Linda, and two children, Dirk, a junior in high school and Emma, a freshman in high school. In Dan's free time, he enjoys kayaking with his daughter and hunting and fishing with his son. He appreciates the kindness in the people he is working with and hopes to have a pleasant time in the years to come.



10-MILLIONTH DIGITAL LICENSE PLATE PRODUCED

License Plates division reports that we have produced our 10-millionth license plate using the digital flat plate system. IPI had the unique opportunity to be the beta test site for this "new" way of making license plates in the United States in the late 1990s. Since then, most states and several countries have transitioned to this more environmentally-friendly and accurate system. ◀

GETTING TO KNOW IPI CENTRAL CANTEEN: STORE 2A



As we continue our series of articles titled “Getting to Know IPI Central Canteen,” in this issue we spotlight Store 2A, the clothing store.

One of our largest stores, Store 2A offers over 230 items. Sweatshirts, sweatpants, gloves, shower sandals, T-shirts, gym shorts, socks, bath towels, and baseball caps are just some of that are sold from this store.

MONTHLY SALE ITEMS

The Canteen continues to have success with our monthly sale items. During the initial three months, we saw dramatic increases in sales of those items which we advertised.

Since we last reported, we have placed several items on sale:

- ▶ Blueberry Pop-Ups
- ▶ Nacho Cheese Chips
- ▶ Green Apple Shampoo
- ▶ Berry Colossal Crunch Cereal
- ▶ Horchata Instant Rice Drink
- ▶ Strawberry Crème Cookies.



We have sold hundreds of additional units of each of these products during their sales period.

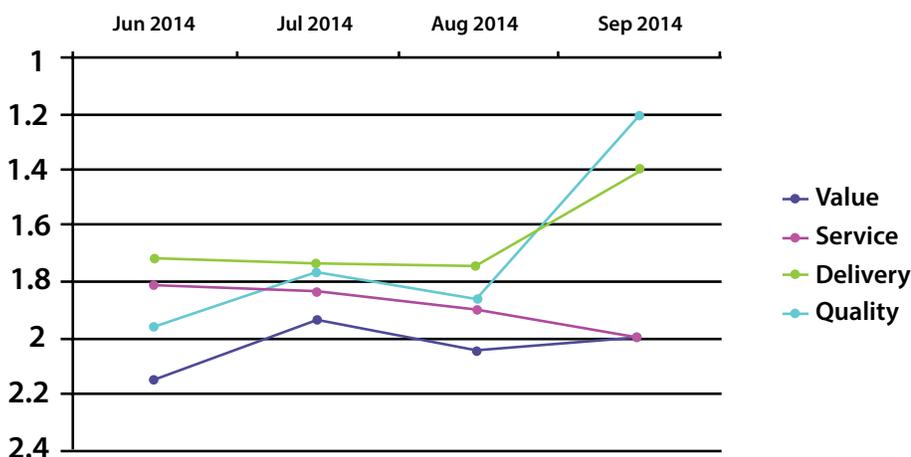
OFFENDERS RATE CANTEEN

The Canteen’s offender newsletter has proven to be an effective measurement tool of our customers’ satisfaction with our products and service. The offenders can use the reverse side of the newsletter to complete a survey evaluating IPI. We monitor and adjust our impact on our customers based on the survey results.

Customers evaluate us on a scale of 1 (excellent), 2 (good), or 3 (below average).

The four categories that we are evaluated in are: value for money (value), questions/problems handled promptly (service), order arrived in good shape (delivery), and quality of goods (quality).

Survey Results

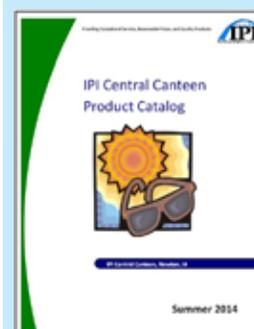


Scale: 1 = Excellent, 2 = Good, 3 = Below Average

ANNUAL COOKOUT

The IPI Central Canteen Annual Cookout was held on August 1, 2014. Dan Clark and Chad Squires thanked everyone for their hard work and dedication throughout the year. The great food and ice-cold refreshments provided relief from a hot day.

NEW & IMPROVED CANTEEN CATALOG RELEASED



The 2014 IPI Central Canteen Summer Catalog is now available! This new edition contains additional nutrient information for food products, such as fiber content and calories from fat. It also contains new flyers, new products, updated product photos, and an improved table of contents to make searching our catalog easier.

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Des Moines

ANOTHER BUSY SUMMER FOR M&I AT ISU



IPI Move & Install had another full summer at Iowa State University Department of Residence in 2014. The summer started off with Robert Mesecher, Dan Crook and their workers debunking 822 beds in Maple and Martin Halls while, at the same time, removing over 450 complete units out of Wallace Hall before the elevators were removed for replacement and the rest of the building began being remodeled. When the crews returned to Wallace Hall in July, they were allowed to install the new furniture manufactured and delivered by Fort Madison, starting on the eighth floor and working down. What made this particular install at Wallace a little different was 1) the installs had to occur after hours to stay out of the way of the remodeling crews, and 2) the interior elevators were down, so IPI had to use the external elevator.

The second phase of the ISU summer project was an installation of an additional 570 units of new furniture at Maricopa - again a twist. Not only did IPI have a two week deadline, but as the map illustrates, this installation wasn't just one building, it was several buildings on a property of about 60 acres. With furniture coming in from two different IPI plants and an outside vendor with semi loads of mattresses and leather furnishings, it was by far an orchestrated effort to coordinate forklifts, flat carts, semitrailers and workers moving from one

building to the other, while still being supervised, still installing, still picking up and pitching trash, trying to minimize the damage to ISU property, and completing all of this on a very tight schedule.

A special thanks goes out to everyone who helped make this summer happen with all the schedule changes, especially Warden Mapes, Sergeant Fresh and the CRC Crew; Warden Smith and Pam Wise, and the NCCF CO's and Crew; Craig Ahlen and Laura Mendez from FM, and Wayne Schilling and Tim Diesburg and the folks from Anamosa. Finally, I would like to say thanks to ISU and their continued support of IPI and its products and services, and most importantly to this program. A special thanks goes to Dan Crook and Robert Mesecher from Des Moines. It was most definitely an exciting summer.



Important Dates

Make sure to jot down these upcoming birthdays and work anniversaries* so you can make sure they have a great day!

Work Anniversaries*

October

- 02 – Clint Schmidt (DM) 19 years
- 03 – Jerry Manning (DM) 18 years
- 14 – Jim Pinegar (NT) 11 years
- 23 – Deanna Cross (NT) 27 years
- 24 – Julie Nassif (Farms) 34 years
- 27 – Mike Spooner (MV) 14 years
- 30 – Scott Klinefelter (DM) 16 years
- 30 – Aaron Lofthus (FM) 16 years
- 30 – Bob Mesecher (DM) 22 years

November

- 08 – Pam Kray (AN) 25 years
- 12 – Shari Heckenberg (FM) 12 years
- 26 – Sandy Bunce (AN) 38 years
- 27 – Bob Fairfax (DM) 16 years

December

- 29 – Jed Kinion (Farms) 14 years

Birthdays

October

- 04 – Kent Ashline (AN)
- 04 – Bryan Koechle (FM)
- 09 – Cathy Benedict (AN)
- 14 – Teresa Engelbart (AN)
- 14 – Justin Opfer (MV)
- 15 – Greg Hart (AN)
- 20 – Bob Fairfax (DM)
- 21 – Shane Blanchard (FM)
- 22 – Jeff Bufurd (Farms)
- 22 – Karyn Hartwig-Evans (MV)
- 30 – Grace Kurt (AN)

November

- 02 – Jim Conmey (AN)
- 03 – Pat Fowler (AN)
- 22 – Don Chapman (AN)
- 26 – Tim Diesburg (AN)

- 28 – Julie Nassif (Farms)
- 30 – Rod Schlee (AN)
- 30 – Al Stecher (AN)

December

- 01 – Wayne Schilling (AN)
- 16 – Al Reiter (AN)
- 17 – Tony Ellison (FM)
- 25 – Tommy Seibert (FM)
- 30 – Bob McGrew (30)



Please submit any personal news you would like included in the IPI Newsletter to your plant manager or to Ann Baughman at the Sales Office.

*Work anniversaries include all State of Iowa Employment