

INSIDE IPI

www.iaprisionind.com Summer 2014

IPI WINS NCIA'S 2014 ANNUAL REPORT AWARD



Ann Baughman (center) receives the Annual Report Award from Brian Connett, Chairman NCIA Board of Directors and Gayle Lambert, NCIA President.

IPI is honored to have received the National Correctional Industries Association (NCIA) 2014 Annual Report Award! The Annual Report Award “recognizes the Prison Industry that demonstrates excellence in design, content and in-house printing of their Annual Report.”

IPI’s Annual Report for Fiscal Year 2014 was themed “Then & Now” and was a historical overview of Prison Industries in Iowa – a very fitting theme for us as we soon will be vacating our Industries’ buildings at ISP that date back to the early 1900s. [Continued on page 6](#)

IPI MANAGER CLINT SCHMIDT RECOGNIZED AT NCIA

Clint Schmidt, Manager of IPI’s Move & Install Team, was recognized as a member of the 2014 NCIA Honor Roll at the National Correctional Industries Association (NCIA) Enterprise 2014 National Training Conference held in April.

Honor Roll members are recognized for “superior performance and supervisory excellence of a correctional industries staff member who has made a significant and sustained contribution to a correctional industries program.”

While Clint always possesses a “can do” attitude that is infectious, Clint was recognized specifically for his management of the install crews during the summer of 2013. Led by Clint Schmidt and his two staff members Bob Mesecher and Dan Crook, the Move & Install offender crews completed their most ambitious schedule ever, unloading and installing more than 20,000 pieces of dormitory furniture at Iowa’s colleges and universities. Working in buildings with no air conditioning or functioning elevators made this an especially difficult task, but Clint took great care of his staff and offenders with no injuries such as dehydration or heat stroke.

The Move and Install service managed by Clint Schmidt is a major reason that Iowa schools, colleges and universities purchase their dormitory furniture from IPI. Each piece that Clint’s team installs means work training opportunities for offenders in IPI’s wood furniture, metal furniture and seating plants.

Congratulations Clint; and thank you for always doing “whatever it takes” to satisfy our customers! ◀



Clint Schmidt always possesses a “can do” attitude.

I LOVE YOU, YOU’RE PERFECT, NOW CHANGE.



Dan Clark - IPI Director

As our fiscal year winds up, Iowa Prison Industries is putting the wraps on its best year ever in terms of offender training and sales. Our financial position is good. Recidivism levels for the Iowa DOC are down, indicating that programs such as work training are effective. Customers are pretty happy with IPI’s products and services (although they would like them sooner). And therefore.....it’s time to change how we do everything! Each of us knows we still have lots of problems to solve at IPI: Our lead times are too long. We have internal and external communication breakdowns. We stand behind our products, but have to repair or replace them far too often.

So while our customers may love us, we DO need to change. We need to improve the basic things that we do every day, in a steady and systematic way.

Often called Lean, this process of continuous improvement is one that will benefit the IPI organization, and provide valuable training to offenders as well. It will also make working at IPI more enjoyable!

We’ve taken a few small steps on this journey at Fort Madison, where offenders and staff have dramatically increased cabinet production by employing the tools of Lean. And during FY15, we will begin this process of continuous improvement throughout our organization.

By identifying and solving problems, we will get better at what we do, delivering more and better value to our customers. And this translates into more and better opportunities for staff and offenders alike. – Dan

Sales & Marketing

CUSTOMER SPOTLIGHT: COURAGE LEAGUE SPORTS



Courage League Sports, located in Urbandale, Iowa, is an adaptive sports facility for children not able to go “full speed” due to disability, illness or emotional challenges. Over the past ten months, The Greater Des Moines Leadership Institute’s Class of 2014 Community Leadership Program worked with Courage League Sports to create a scholarship fund and to complete a number of capital improvements to the Courage League Sports building. IPI was involved in the GDMLI’s Class of 2013 project Amanda the Panda, and we reached out to this year’s class to see if IPI could assist again this year.

IPI is pleased to have donated a number of items to Courage League Sports to help in meeting

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their project goals. For the new parent lounge, IPI provided reupholstered loveseats, Alexander lounge chairs, and Revelation chairs and stools. The remodeled gymnasium now features seventeen 50”x120” vinyl banners produced by IPI’s sign shop. The offices also received new task and guest chairs. With a ribbon cutting ceremony set for May 20, 2014, the Sign Shop and Panels & Seating had a tight deadline to meet, but everyone involved worked hard to get everything delivered on time. A number of specialty items such as marker boards and a brochure display will be delivered this summer.

IPI would like to thank GDMLI class members Bryan Huggins, Kylee Krizmanic and Michael Lewis and Courage League Sports Founder and President Melissa Clarke-Wharff for allowing IPI to be a part of such a worthy project in the Des Moines community. ◀



MEET NICOLE ZACH, GRAPHIC DESIGN INTERN



For the third summer in a row, IPI Sales & Marketing welcomes a summer graphic design intern to the team. Nicole Zach, a Graphic Design major at Iowa

State University, will be working in the Des Moines showroom this summer. Nicole will be working on a variety of projects under the direction of Marketing Manager Ann Baughman, but her main priorities will be redesigning the IPI website and producing the FY2014 Annual Report. We look forward to the fresh designs Nicole is sure to produce this summer. ◀

ANN BAUGHMAN PRESENTS WORKSHOP AT NCIA

IPI Marketing Manager Ann Baughman presented the workshop “The Impact of Technology on Correctional Industries Sales & Marketing Efforts” at the National Correctional Industries Association (NCIA) Enterprise 2014 National Training Conference held in April 2014 in New Orleans, Louisiana.

Cell phones, e-mail and the Internet have changed how our customers shop for products, and Ann’s workshop covered a variety of ways sales and marketing can address these changes in the business-to-business buying

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process. Much of the workshop concentrated on delivering content via the Internet as this is where most customers start their search for products. In addition, how Correctional Industries can utilize today’s technology (such as tablets) was discussed by the group.

Ann’s workshop was part of the Sales, Marketing & Business Development track of educational workshops available to conference attendees; IPI Sales & Marketing Director Bob Fairfax chaired and organized this track of workshops. ◀

SALES TEAM WELCOMES ANDREW GOGERTY



IPI Sales Team is pleased to bring on board Andrew Gogerty in preparation for the upcoming retirement of Sales Representative Michael O’Brien.

Andrew will be concentrating on the K-12 Education market and will be promoting IPI products to schools across the State. With 346 school districts scattered across Iowa’s 99 counties, Andrew is sure to be busy working on projects large and small. Andrew comes prepared to begin building relationships with IPI’s current and prospective educational customers as he brings to IPI sixteen years of sales and management experience with Sherwin Williams.

Outside of work, Andrew keeps active with his wife Jennifer and their three children. He also is a writer, penning a weekly sports website, as well as a Deacon at his church. Andrew lives in Huxley and will be working out of the Des Moines Showroom.

Please join the Sales Team in welcoming Andrew to the IPI Team! He can be reached at andrew.gogerty@iowa.gov or 515-330-0095. ◀

Business Office

FINANCIAL STATEMENT SUMMARY Fiscal Year to Date April 2014

*As of April 30, 2014	MTD SALES		YTD SALES		CHANGE	
	FY-2014	FY-2013	FY-2014	FY-2013	\$	%
ANAMOSA						
License Plates	108,746	169,949	1,129,496	1,610,339	(480,843)	(29.9) %
Sign	300,676	273,650	2,517,371	2,853,012	(335,640)	(11.8) %
Graphic Arts	33,510	50,041	416,283	491,512	(75,228)	(15.3) %
Housekeeping/ Laundry	67,048	56,235	478,164	517,466	(39,302)	(7.6) %
Filters	32,886	38,074	371,510	370,953	557	0.2 %
Metal Furniture	316,779	97,737	3,128,710	1,829,238	1,299,472	71.0 %
Custom Wood	72,451	71,356	1,985,858	589,710	1,396,148	236.8 %
Braille	28,510	33,058	163,988	227,210	(63,222)	(27.8) %
Rockwell City Oper.	430,234	4,490	728,281	119,024	609,257	511.9 %
ANAMOSA TOTAL	1,390,839	794,590	10,919,663	8,608,464	2,311,199	26.8 %
FT MADISON						
Furniture	65,400	116,645	5,662,508	2,750,092	2,912,416	105.9 %
Textile	5,649	39,134	255,177	148,284	106,893	72.1 %
Tourism	0	12,857	35,869	69,171	(33,302)	(48.1) %
FT MADISON TOTAL	71,049	168,636	5,953,554	2,967,547	2,986,007	100.6 %
MITCHELLVILLE						
Panels & Seating	109,407	50,698	1,630,132	958,038	672,094	70.2 %
Housekeeping/Chemical	75,999	87,727	562,953	564,291	(1,338)	(0.2) %
Textiles	55,142	52,500	553,787	727,633	(173,846)	(23.9) %
Plastics	85,634	56,052	497,719	513,931	(16,212)	(3.2) %
MITCHELLVILLE TOTAL	326,182	246,977	3,244,590	2,763,892	480,698	17.4 %
DES MOINES						
DM Textile Services	3,482	7,151	30,078	20,780	9,297	44.7 %
Federal Surplus	4,560	800	96,594	43,973	52,620	119.7 %
Moving & Install	31,383	8,493	289,070	253,340	35,730	14.1 %
DES MOINES TOTAL	39,425	16,444	415,741	318,094	97,648	30.7 %
NOVELTIES	70	196	1,701	2,548	(847)	(33.2) %
TOTAL W/O CANTEEN	1,827,566	1,226,843	20,535,249	14,660,545	5,874,704	40.1 %
CANTEEN	488,737	470,909	4,580,136	4,104,089	476,047	11.6 %
TOTAL W/ CANTEEN	2,316,303	1,697,753	25,115,386	18,764,634	6,350,751	33.8 %
LESS ESTIMATION OF ID SALES	53,392	40,722	555,868	423,099	132,769	
GRAND TOTAL	2,262,910	1,657,030	24,559,518	18,341,535	6,217,983	

SALES REPORT CARD

YTD CUSTOMER SATISFACTION CARD RESULTS

(Jan 1, 2014 - March 31, 2014)

RECENT NEW CUSTOMER/NEW PROJECT ORDERS

(For a complete list contact the Des Moines office)

	EXCELLENT	GOOD	BELOW AVERAGE	CUSTOMER	PRODUCTS	SALES
Sales Representative Knowledge	89.2%	10.1%	0.7%	College Community Schools	Library Furniture	\$25,633
Timeliness of Delivery	85.0%	13.1%	2.0%	UNI	Consumables	\$21,128
Delivery Service	86.2%	13.8%	0.0%	Delta Gamma (Drake University)	Dorm Furniture	\$11,125
Quality of Goods	88.9%	10.5%	0.7%	Aging Resources of Central Iowa	Office Furniture	\$8,726
Value for Money	87.7%	11.6%	0.7%	Willard Elementary (DMPS)	School Furniture	\$6,597
Questions/Problems Handled Promptly	92.9%	6.3%	0.8%	Sioux Center Schools	School Furniture	\$4,800
Average	88.2%	11.0%	0.8%	University of Iowa - Residence	Air Filters	\$3,910
	YES	NO	MAYBE	Marion Public Works	Office Furniture	\$1,200
Would you recommend us to others?	97.8%	1.5%	0.7%	Gambian Public Library	Library Furniture	\$938
				Cherokee Mental Health	Dietary Chemicals	\$598

SEATING PRODUCTION IN HIGH GEAR FOR END-OF-YEAR

Mitchellville Panels & Seating is ready for its final end-of-the-year push. The shop has orders for over 200 chairs to produce and deliver before June 30. The offenders are seeing first-hand how success can encourage better production.

The shop has orders for over 200 chairs to produce and deliver before June 30

Seating has had a successful year with our regular customers and some new ones too. New chair lines introduced this fiscal year have helped to spur sales. The Jaguar Chair with its mesh back has become a popular choice for State Agencies and Iowa State University. Other new lines such as the Comfort RX-V and Navigator lines began to see some sales as well. The Des Moines Showroom has stock of discontinued chairs already upholstered, discounted, and ready to go out the door; these chairs are all listed on the IPI website in the Bargain Furniture section.

The shop has also been assisting Anamosa with upholstery work on both metal and wood chairs.



IT'S CRUNCH TIME FOR TEXTILES

The end of the fiscal year is almost always the busiest time of the year for Textiles as the Institutions use any remaining funds they might have. Typically, jeans, coats and pillows see the heaviest orders at this time of year; our biggest push this year will be producing 1,200 pairs of jeans over the next few weeks. As usual, our female offenders will pull through.

Embroidery is also busy, and the business continues to grow. We just completed the DOC Annual Fishing Tournament T-Shirts for the second year in row; this is fun project for the shop as the offenders design the shirts as well.

ISU DESIGNS PEDIATRIC HOSPITAL GOWNS FOR IPI

ISU students recently completed a project of designing pediatric hospital gowns in partnership with IPI Textiles. The apparel production management class not only designed the gowns, but they also developed the manufacturing process to produce the gowns. The students then presented IPI Textiles with production manuals outlining the step-by-step process to manufacture the gowns. IPI Textiles is looking at how a line of pediatric hospital gowns could be incorporated into its textiles lines next fiscal year.

ISU Students recently completed a project of designing pediatric hospital gowns in partnership with IPI Textiles

The project gained local media attention, with KCCI, WHO-TV (<http://whotv.com/2014/04/24/test-run-isu-students-tackle-garment-challenge/>) and Radio Iowa (<http://www.radioiowa.com/?s=hospital+gown>) featuring stories and interviews on the project. A short story can also be found on the Iowa State University website at <http://www.iastate.edu/stories/2014/04/design>.

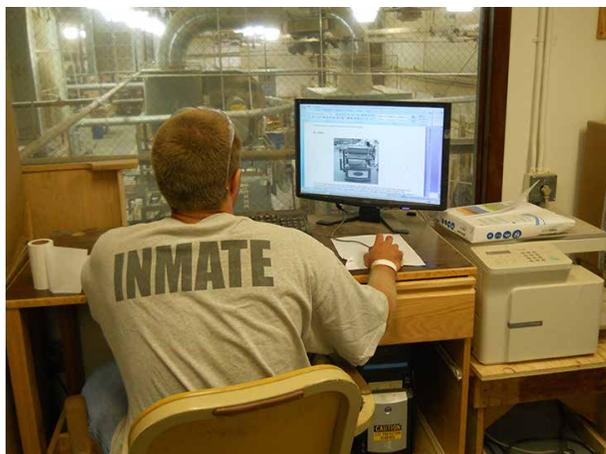


FLAGS AVAILABLE FOR IMMEDIATE SHIPMENT

As in past years, Mitchellville increased inventory of 12"x18" flags during the spring to enable quick shipping for Memorial Day and Independence Day events. Stock is still available for parade and cemetery use. Flags are sold in boxes of 144 flags for only \$85.68 each.

Fort Madison

MOUNT PLEASANT OPERATION ESSENTIAL TO FORT MADISON FURNITURE



are sewn on-site and then sent to Fort Madison for completion before shipping to the customer.

Due to the large number of dorm furniture orders we receive each year for summer delivery, the Mount Pleasant Operation is instrumental in completing these orders. Fort Madison provides parts cut on its CNC machine to Mount Pleasant to assemble, sand, and finish. Offenders assigned to this area are trained to safely

A new offender receives training via a computer lesson plan use woodworking equipment

A large part of IPI's mission is to train offenders. Mount Pleasant allows us to train offenders in skills that will help them be successful once released by obtaining meaningful jobs and becoming productive citizens. The IPI Mount Pleasant operation, which employs about forty offenders, is supervised by State Industries Technicians Laurie Cochran and Steve Anderson. This operation has a can do attitude and is able to get any job done that they are asked to do. The Mount Pleasant operation is an extension of the IPI Fort Madison Furniture Operation and is managed by Associate Warden of Industries-Becky Munoz.

Mount Pleasant manufactures dorm loft beds, stabilizers, bookcases, safety rails, desks, chests, wardrobes, and other dorm furniture and office furniture as needed. In addition to furniture, the Mount Pleasant shop also produces mattress covers, which



A textiles worker sews a mattress cover

by hands on training and training using a Lesson Plan along with training in LO/TO.

Offenders assigned to this area are trained to safely use woodworking equipment by hands on training and training using a Lesson Plan along with training in LO/TO

The shop recently started using a new finish product. Not only does this new product produce a nicer finish, it also reduces the amount of solids released into the air. This will significantly improve our usage and be better for the environment. New spray



Offenders apply finish to a wardrobe



equipment was also purchased and is a big improvement over the previous system.

When the new Fort Madison prison opens in late summer/early fall 2014, IPI will have a new Industries building inside of it. During this transition, the Mount Pleasant operation will be heavily utilized to continue producing products and meeting our customer orders.

Mount Pleasant Superintendent Ron Mullen and his staff continue to be very supportive of this operation. Thank you!

Future plans for Mount Pleasant include building a larger dock area and installing a larger and more efficient dust collection system. A second finish booth will also be installed after the Fort Madison shop moves to the new facility. Continuous improvement is one of the keys to IPI's success! ◀

Dave Reidner Retired

Senior State Industries Technician Dave Reidner retired on February 28, 2014 after 28 years of service to the State of Iowa.



Dave Reidner (left) receives a mantle clock from IPI Director Dan Clark

SHOP SPOTLIGHT: ROCKWELL CITY OPERATION



SHOP & STAFF HIGHLIGHTS

- ▶ Iowa Department of the Blind representatives toured our Braille Program on February 25, 2014. Several offenders gave short presentations on how the program has helped them in their reentry journey.
- ▶ On March 5, 2014, an ergonomics expert from Department of Administrative Services gave a presentation on office ergonomics to our staff. The information given has proven useful as IPI enhances its line of ergonomic office furniture offerings.
- ▶ Representatives of the University of Iowa gave a presentation to administrative and warehouse staff on ALICE (alert, lockdown, inform, counter, evacuate) that is being used by more organizations.
- ▶ Congratulations to Senior Technician Mark Merfeld on his retirement. Mark worked in our Sign Division. Senior Technician Pat Fowler will be taking on those duties in the screen printing area of the shop.
- ▶ IPI at Anamosa has begun to utilize a student intern. KC Abell from Kaplan University is working on a degree in business and is working at IPI for a ten week externship program in our sales office. This program gives the student a real world work environment as the student completes their degree. Besides activities in the sales office, KC has also had the opportunity to see work activities in the business office and purchasing.

This month's spotlight is on the Rockwell City Operation's division of IPI. This division has migrated its product offerings over the last three years to offer new services and capabilities to our customers. The work program is led by Production Coordinator Craig Hilpiper. Craig has been with IPI since 2010 and has a background in paint finishing and applications. Working with Craig is Senior Technician Doyle Austin. Doyle's expertise is in welding and fabrication. The shop works mainly on metal fabrication. The parts are finished with powder coat paint system utilizing a batch oven that can accept large parts like snow plows or truck boxes. Along with paint finishing, they also do undercoating of frames.

The results of their efforts are showing. Through May 15, we have completed the largest boat dock order taken on by IPI. In addition to providing products to our customers, the offenders are working toward a certification in welding that



they can take with them as they are released. This valuable skill is in demand and will help them to have work opportunities upon release.

Most of us know that the Rockwell City Operation refurbishes snowplows to "like new" condition. To take the recycling process one step further, the cleaning and sandblasting of the snowplows now uses recycled glass from the City of Ames. This material is made from the bottles and other glass products collected by the City. They then crush the glass to varying grit sizes needed for the sandblasting process. The City of Ames themselves has benefited from having their snowplows refurbished using their glass. ◀

Continued from page 1

We look forward to our brand new state-of-the-art facility opening soon at the new ISP and the opportunities for brighter futures it will bring to Iowa's offenders in our working training programs.

The annual report could not have been completed without the help of the State Historical Society of Iowa's library and archives, Dick Snaveley, Director of the Anamosa Penitentiary Museum, and the many IPI and DOC staff that offered photos, information and their time. The research, design and content of the Annual Report were completed by Ann Baughman, IPI Marketing Manager, and Holly Kayser, Graphic Design Intern from Iowa State University. IPI's Graphic Arts division at Anamosa deserves special recognition for an outstanding job of printing the annual report.

Ann Baughman accepted the award on behalf of IPI on April 15, 2014, at the NCIA Enterprise 2014 National Training Conference. It is wonderful for IPI to receive national recognition for our efforts.

IPI's 2014 Annual Report is available for downloading at the IPI website at www.iaprisond.com in the Literature section. For a printed copy, please contact Ann at ann.baughman@iowa.gov.

GETTING TO KNOW IPI CENTRAL CANTEEN: STORE 1



As we continue our series of articles titled “Getting to Know IPI Central Canteen,” in this issue we meet the Storekeepers and Store #1, the beverage store.

The Canteen consists of 11 storekeepers. Inside each tote is a pick ticket that the storekeeper reads. Items on the pick ticket are sorted by store number, making it easier for the storekeeper to see which items from his store need to be put in the tote. Once the proper items are added to the tote, he pushes it along the line to the next store.

The first store is the beverage store. Over forty items are sold from this store and include items such as drink mixes, coffees, teas, and sweeteners. ◀

MONTHLY SALE ITEMS

In response to customer requests, in February, the Canteen began offering monthly sales on selected items, similar to what you would see in local grocery store advertisements. The first few months have resulted in increased sales of the items on sale:

▶ In March, we advertised flour tortillas as the sale item at a discount of 20 cents per package. Sales of the product grew by 133% over the previous month.



▶ In April, Blueberry Pop-ups were the sale item. At a discount of 16 cents per box, the Canteen sold 218% more than the previous month.



Berry Colossal Crunch cereal is the item on sale for May. We will report on the success of its sale in the next Newsletter. ◀

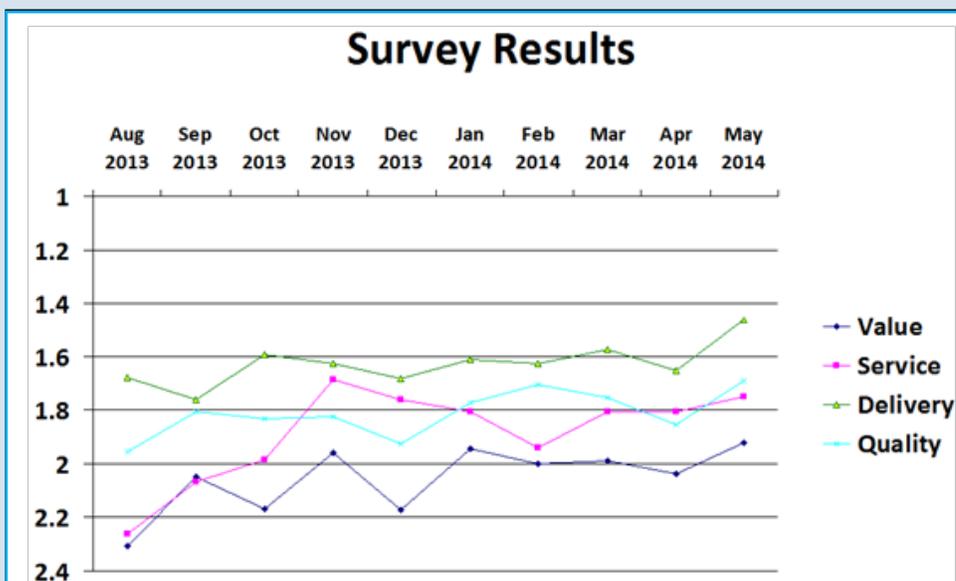
OFFENDERS RATE CANTEEN

The Canteen’s offender newsletter has proven to be an effective measurement tool 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).

As you can see from the graph above, we have made improvements in all four categories over the past several months. ◀



NEW MP4 PLAYERS

In keeping up with current technology, IPI is now offering an MP4 player, the MAXXpro4. The previous MP3 player has been discontinued by our vendor Access. As we have just begun offering this item, we do not have much customer feedback yet, but there have been no complaints to date. ◀



RECORD SALES

IPI Canteen is pleased to announce record sales the past two quarters! The 2nd Quarter of FY14 had broken all previous sales per quarter, but those numbers were surpassed in the 3rd Quarter (January through March). The Canteen is on track to have its highest overall year in sales if this trend continues in the 4th Quarter.



Des Moines

TIMBER!



Left to Right: Bob Mesecher, Dan Crook, Clint Schmidt and Sgt. Ron Fresh

The Des Moines Move & Install Team is moving into the business of tree felling. In March 2014, the three Des Moines staff (Manager Clint Schmidt, Production Coordinator Bob Mesecher and Industries Technician Dan Crook) along with the Newton Correctional Facility's Off-Grounds Coordinator Sgt. Ron Fresh took part in a one-day

training course with the DNR in Ames. The intent of this training is to gain experience in felling trees.

As reported in the media, the state of Iowa is beginning to see the Emerald Ash Bore (EAB) make its way to the state; the EAB eats away at ash trees and destroys them. This training will help IPI develop a program that can be offered to local cities and municipalities to help combat the EAB's destruction of the ash trees. IPI looks forward to the valuable offender training this program can provide. ♣



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*

June

- 06 – Pat Fowler (AN) 28 years
- 07 – Seth Essing (FM) 4 years
- 12 – Laurie Cochran (FM) 14 years
- 20 – Craig Ahlen (FM) 28 years
- 20 – Diane Hughes (AN) 6 years
- 23 – Jared Ash (AN) 11 years
- 25 – Darin Jarding (AN) 4 years

July

- 06 – Tony Ellison (FM) 2 years
- 12 – Grace Kurt (AN) 23 years
- 18 – Jeff Bailey (FM) 11 years
- 20 – Bryan Koechle (FM) 24 years
- 23 – Tim Diesburg (AN) 32 years
- 23 – Luke Fowler (AN) 4 years
- 25 – Chad Squires (NT) 17 years
- 25 – Wayne Leytem (AN) 9 years
- 26 – Lennie Miller (AN) 18 years
- 27 – Dale Schwickerath (NT) 14 years

August

- 06 – Dennis Barry (DM) 15 years
- 16 – Bob McGrew (AN) 29 years
- 18 – Gary Schilling (AN) 11 years
- 18 – Julie Schaefer (Farms) 11 years
- 20 – Karyn Hartwig-Evans (MV) 7 years
- 21 – Don Chapman (AN) 14 years
- 27 – Peter Quackenbush (AN) 7 years
- 28 – Kent Ashline (AN) 16 years

September

- 01 – Al Stecher (AN) 14 years
- 03 – Al Reiter (AN) 21 years
- 05 – Steve Anderson (FM) 6 years
- 10 – Ben Conover (NT) 2 years
- 12 – Dave Schmitt (AN) 34 years

Birthdays

June

- 02 – Jared Ash (AN)
- 06 – Ann Baughman (DM)
- 06 – Clint Schmidt (DM)
- 07 – Bob Mesecher (DM)
- 09 – Ann Noska (AN)
- 14 – Kelly Johnson (FM)
- 19 – Jamey Klostermann (AN)
- 24 – Pam Kray (AN)
- 26 – Laura Mendez (FM)

July

- 02 – Diane Hughes (AN)
- 12 – Shari Long (FM)
- 12 – Mike Spooner (MV)
- 14 – Craig Hilpipre (RC)
- 20 – Jeff Bailey (FM)
- 22 – Laurie Cochran (FM)

August

- 02 – Aaron Lofthus (FM)
- 12 – James Pinegar (NT)

*Work anniversaries include all State of Iowa Employment

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.

- 14 – Mark Hollenback (AN)
- 15 – Craig Ahlen (FM)
- 20 – Dave Schmitt (AN)
- 21 – Ben Conover (NT)

September

- 01 – Deb Mahoney (AN)
- 01 – Jeff Whitson (AN)
- 03 – Doyle Austin (RC)
- 03 – Chris Guy (AN)
- 07 – Julie Schaefer (Farms)
- 10 – Darin Jarding (AN)
- 20 – Jerry Burdette (Farms)
- 23 – Gary Schilling (AN)

