

# Top 50 Protein Herds, Lancaster DHIA For October

The top 50 protein producing herds for October in Lancaster DHIA are listed as follows:

NAME	BRD	RHA MILK	RHA FAT	RHA PRO	NO. COWS
EUGENE & SUSAN HRSS	H	25489	915	798	63
JOHN H HOWARD	H	24576	914	789	46
PARKE H RANCK JR	H	24790	897	782	55
BOB+KAREN GOCHENAUR	H	23701	855	772	53
HENRY D ZIMMERMAN	H	24157	813	771	26
STEPHEN L HERSHEY	H	23650	856	767	62
RICHARD N SAUDER	H	23389	886	765	54
EARL & ANNA MAE REIFF	H	24169	864	761	40
ROBERT L SHELLY	H	22240	876	758	56
CLAY FARM	H	23373	847	751	55
J ELMER STOLTZFUS	H	22630	737	748	37
JOHN E COLEMAN JR	H	22728	852	745	63
ROY E SENSENIG	H	22904	737	744	75
CURTIS E AKERS & SON	H	22439	855	743	58
DENNIS E TICE	H	22404	724	742	46
KENNETH E ZURIN	H	23654	842	741	260
EDGEFIELD FARMS	H	22286	800	737	98
ABRAHAM SHELLY JR	H	21607	790	733	38
VERNON R UMBLE + SON	H	22294	846	730	92
JOHN M. BURKHOLDER	H	23804	883	729	69
WARREN Z GOOD	H	22125	787	727	46
WEA-LAND FARM	H	21714	808	724	65

STAR POINT DAIRY	H	21894	762	722	28
DONALD B TRIMBLE	H	22060	840	720	29
J RAY RANCK	H	22365	800	720	64
DAVID K STOLTZFUS	H	22114	803	719	34
NEFFDALE FARM	H	22108	781	717	84
JOSEPH C WIVELL	H	21577	728	717	47
DALE R HERSHEY	H	22392	739	717	80
MELODY LAWN FARMS	H	22891	834	716	63
AMOS E STOLTZFUS	H	21716	786	716	63
TIMOTHY KURTZ	H	22137	797	715	95
HARRY H RANCK JR	H	22489	764	714	58
NEVIN S HORNING	H	22526	821	714	54
JOHN K PETERS + SON	H	22103	854	713	45
GLENN H WENGER	H	22337	782	712	65
SPRING BELLE FARM	H	21976	800	711	46
ROBERT KAUFFMAN JR	H	20998	811	711	91
VERNON W HEISEY	H	22136	778	711	31
ARLIN BENNER	H	22428	700	711	172
LAPP VALLEY FARM	H	21458	832	709	53
SHELMAR ACRES	H	22283	796	708	90
WARREN E BURKHOLDER	H	22698	870	706	39
MERVIN S STOLTZFUS	H	22565	770	705	61
ROBERT L & LINDA SENSENIG	H	21540	766	703	80
KAT LIN FARM	H	21203	741	701	66
GERALD MARTIN	H	22034	768	700	56
DAVID J. KULP	H	20791	795	700	62
JOHN G GOOD	H	21997	792	699	52
WALNUT RUN FARM	H	22493	808	697	255

PENNSYLVANIA STATE

College of Agricultural Sciences

DAIRY & ANIMAL SCIENCE

E-I-E-I-O

From Dairy and Animal Science at Penn State

## EMPLOYMENT STRATEGIES REVISITED

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The nature of employment opportunities for graduates of agricultural schools is changing rapidly. Over the last few decades, there has been a noticeable shift in the United States from an industrial base to a service-oriented economy.

Likewise, increasing global competition has forced restructuring of many companies to reduce the number of middle-management employees. Finally, the largest source of economic growth in the 1990s has been smaller companies.

According to Phil Bucher, assistant director of Penn State's Career Development and Placement Service, many of the best jobs available are not even publicly advertised. Smaller companies often do not have large recruiting budgets. They tend to hire based on referrals. As a result, employment strategies for college graduates have changed dramatically.

### Work Experience

What are employers looking for when hiring? Bucher cites a Michigan State survey which ranks relevant work experience first in credentials for employment. These experiences often take the form of internships and summer jobs. They are important because they show that the candidate has been exposed to the real work world.

Many Penn State students have completed agriculture-related internships over the past few years, and several have received job offers because of those experiences.

One area of work experience often overlooked by students is

involvement on the family farm. In fact, some fail to even list this on their resume. But employers associate farm experience with responsibility and the ability to relate to an agricultural clientele.

### Grade-Point Average

Ranking second in the Michigan State survey is grade-point average. Solid grades are a good indicator that the candidate can master subject matter easily, and employers use them as a screening mechanism.

Recruiters from Archer Daniels Midland and CIBA recently told a Penn State class that grades were used to differentiate between close candidates and that questions about low grades will be asked in interviews.

They also stated that junior/senior grades receive the most emphasis. Low grades indicate that the candidate may not have mastered time management or may be involved in too many outside activities. However, lower grades often can be overcome with positive related work experience. Bucher recommends that college students strive to maintain at least a 3.0 grade-point average.

### Ability To Collaborate

In the changing nature of employment, one skill that ranks much higher than before is "ability to collaborate." This trait placed third in the survey of employers. As the economy shifts to a service base, working in teams to satisfy consumers becomes more important.

On many farms, working relationships among producer, veterinarian, financial institution, and nutritionist have become routine. Likewise, in many companies, teamwork between technical consultants and sales staff is essential for success in solving problems.

How does one show an ability to collaborate? In the college world,



Dale R. Olver

working together in class projects, debates, and case-decision studies are good ways to develop this team approach. A second and more fun way is to become involved in undergraduate clubs and judging teams. These activities demonstrate that members can work together for a common goal, and they also offer positive networking opportunities.

### Networking

Networking is critical in searching for employment today. Bucher states that finding jobs in today's world is "like being a private detective."

Large companies are no longer doing the majority of hiring. Industry contacts made through clubs, judging teams, volunteer work, and summer internships greatly enhance the likelihood that a student can discover career opportunities in the smaller companies that hire only one or two employees per year.

### Other Traits

Other candidate traits receiving high priority by employers are knowledge of total quality management (TQM), computer literacy, and "customer orientation." The basis for many of the best newly available jobs is working directly with customers, so the ability to understand their needs and limitations is critical for success. That is why employers favor candidates who have experience, even if it is working in a fast-food restaurant or a convenience store. These jobs demonstrate capabili-

ties to relate to customers and work in teams.

The representatives from Archer Daniels Midland and CIBA also stressed willingness to relocate as a primary qualification. Many of the companies that interview at Penn State have few positions available in Pennsylvania, but they are hiring for slots in New England and the Midwest. If a candidate has rigid geographical restr-

ictions, then chances for employment are greatly hampered.

In summary, the ideal career opportunities of 20 years ago may no longer exist. However, rapidly growing sectors of customer- and service-related careers offer many opportunities for candidates who have solid academic performance with relevant work experiences. Networking is critical in searching for and locating these positions.

## Pa. Grange Endorses Ag Services

HARRISBURG, (Dauphin Co.) — The Pennsylvania State Grange Service Corporation of Harrisburg, recently announced its endorsement of Agri-Service Agencies Inc. of Syracuse, N.Y.

Under the terms of the agreement, the Pennsylvania State Grange Service Corporation will make the products, programs, and benefits of Agri-Service available to the more than 33,000 Pennsylvania State Grange members.

"This is an outstanding addition to the growing line of services for Pennsylvania Grangers," said State Master Gordon Hiller. Founded in March of 1987, the Pennsylvania State Grange Service Corporation provides various services to Pennsylvania State Grange members, including health, accident and auto insurance, Pennsylvania Grange Exchange (food co-op), timber service, and tool source.

For more than 25 years, Agri-Service has provided health insurance and other employee benefit programs to dairy farmers and other small agri-business owners across the Northeast.

"This alliance will provide Pennsylvania farmers and business owners greater access to our many cost-effective group programs," said Craig Buckhout, President of Agri-Service Agencies Inc. "We are pleased to be working with the Pennsylvania State Grange and its Service Corporation."

Agri-Service Agencies, Inc. is a wholly owned insurance subsidiary of DairyLea, a Syracuse-based dairy cooperative with more than 2,300 member farms throughout the Northeast, that markets approximately 3.1 billion pounds of milk annually. DairyLea participates and is invested in a milk marketing network stretching from Maine to Maryland to Ohio.

The Pennsylvania State Grange is a non-profit, rural, family, and farm organization dedicated to: improving the quality of rural living through educational, social and legislative activity; advancing the cause of agriculture; developing rural leadership and acting as a spokesperson in public affairs; and promoting family life through family-oriented activities.

