more thorough.
more data.
more value.

annual report 2019

ISO 9001:2015
ISO/IEC 17025:2017
Accredited

presented at the
119th annual meeting

February 6, 2020

ICIA
The Indiana Crop Improvement Association (ICIA) is the designated official seed certifying agency for the State of Indiana. It began as an agricultural service and educational organization in 1900 under the name “Indiana Corn Growers Association.” Seed certification began a few years later in cooperation with Purdue University. State legislation in 1935 established seed certification as an official program that continues today. In 1956 the name was changed to Indiana Crop Improvement Association to reflect activity with many crop kinds. ICIA is a not-for-profit, self-supporting corporation under Indiana law.

In addition to certifying seed, ICIA provides a large number of service programs for customers in the seed and related industries. ICIA operates a full-service laboratory for seed testing. The conventional seed laboratory provides a complete line up of seed tests and the Bioassay Lab provides a full spectrum of herbicide tolerance tests.

In 1988, ICIA developed a Genetics Laboratory, which provides a wide range of genetic purity and trait testing services. A complete summary of lab services is available at www.indianacrop.org.

Indiana Crop has a strong working relationship with Purdue University. This enhances ICIA in many ways – especially in the areas of education and training for full-time staff, field inspectors and members. We appreciate this relationship with Purdue and on behalf of all our members we thank those involved in the College of Agriculture.

The Indiana Crop Improvement Association, Inc. (ICIA) is dedicated to improving productivity, profitability and the competitive position of ICIA members by providing services to producers, conditioners and distributors of plant products enabling them to provide high quality products to Indiana, the United States and the world.

The vision of the Indiana Crop Improvement Association is to expand field services, seed laboratory services, genetic identification capabilities and targeted research activities. These programs may include traditional, accredited or other customized quality assurance programs.

Indiana Crop is an active member of the Association of Official Seed Certifying Agencies (AOSCA). It is an international association, organized in 1919 to develop and maintain the genetic standards for seed certification.

As the membership of AOSCA expands around the world, the opportunity to move seed with standard AOSCA agency certification tags and labels increases. AOSCA also provides a network of organizations providing other uniform programs and services across large geographic areas. Quality Assurance (QA) for seed and Identity Preserved (IP) programs for grain and related products are being used by many customers.

Chet Boruff is the Chief Executive Officer of AOSCA. For information about AOSCA programs, contact Indiana Crop or the AOSCA office listed below.

Mr. Chet Boruff, Chief Executive Officer
Association of Official Seed Certifying Agencies
1601 52nd Avenue, Suite 1
Moline, IL 61265
phone...309-736-0120
fax...309-736-0115
cboruff@aosca.org
ICIA continues to provide services valuable to the seed industry and global agriculture. The diversity of programs and offering of needed services are primary factors for ICIA's growth throughout its 119 years. The following are highlights from 2019.

Focus on Member Customers: In August, a record number of more than 170, attended our fifth annual open house and customer appreciation two-day event. Attendees participated in a golf outing in the afternoon of the first day and a reception and dinner for all participants at the golf course. On the second day customers had the opportunity to tour the ICIA facility, which included a hardhat tour of the 11,300 square feet addition and meet with the staff. We also took the opportunity to introduce the new ICIA CEO, James Fung, and to say goodbye to the retiring CEO Alan Galbreth.

We hosted several companies and groups during the year under our LAB ACADEMY program. This program uses poster presentations as well as tours of the laboratories to display hands-on testing activities.

ICIA is continually seeking ways to add value to our membership. At the Corn Belt Seed Conference planning committee meeting, many had suggested topics of employee retention, engagement, recruiting and job satisfaction as being the more difficult challenges facing our seed companies today. To pull these different concepts together and address them as “culture”, we decided to approach the Leadership Seminar a bit differently. We invested in a project led by the consultant group, Context Network, to survey a small sample of our membership companies to understand what it is like to work at a seed company. The respondents then took a second survey to express how they would like their workplace to be. Our member customers will certainly find this study relatable and can carry out strategic initiatives to drive positive culture change.

Accreditation Programs: We continued the ISO/IEC 17025: 2017 standard to stay current with our quality management system for tests being offered in the genetics lab. We are accredited by USDA-APHIS under the National Seed Health System to conduct phytosanitary field inspections on seed crops. ICIA participates in the USDA Accredited Seed Laboratory program. We are also ISO 9001: 2015 accredited for our overall quality management system.

Information Technology: We continued to upgrade and enhance elements of LabLink©, BarLink©, InspectorLink© and FieldLink. For the first time, all of our field inspections were reported to customers electronically.

Staff: Several changes in our staff have taken place over the past year. James Fung joined ICIA as CEO in August. An engineering graduate from University of Texas, he spent the last 17 of his 25-year career in Agriculture. Justin Milcarek, previously Fields Program Manager, accepted the role of Marketing Director, where he focuses on the customer experience and helps grow our lab and field services. Daniel Heiss comes to ICIA from FedEx as an operations manager. Daniel is from Michigan and enjoys the great outdoors, making walking fields a great day in the life of a Soybean and Small Grains Field Program Manager. Zach Sparks filled the Seed Corn Field Programs Manager position. Tom Mager joined ICIA as a full-time staff member when he passed the RST exam in June. Tom currently works in the native seed lab. Dr. Matheus Benatti, PhD. joined ICIA in July, as the director of the genetics lab. Matheus has more than ten years post-doc research experience in plant molecular biology, genome editing, and plant transformation. Randy Barger is a 25-year IT veteran with an MBA who has worked at several companies and across many technology platforms. Randy joined ICIA in November to help drive the technological advancements at ICIA. Lastly, we congratulated Penny Carey who was promoted to Department Head of the bio-assay department, and she is already making a huge impact.

COO Joe Deford serves as the voting member on the AOSCA Standards Council representing ICIA.

Two staff members attended the Association of Official Seed Analysts and Society of Commercial Seed Technologists annual meetings. These two groups represent the testing organizations and members are seed analysts.
Gil Waibel, RST, continued as the project leader for an international effort to continue research in testing methods for native species.

**Service Programs:** We continue to stay current in offering tests for the various biotechnology traits being sold in the marketplace. Contingent on being able to offer such tests is the requirement to show proficiency in performing the tests. We maintain our approved lab status by participating in, and satisfactorily completing, multiple proficiency tests each year. Many of the ICIA staff are directly involved in the proficiency testing activities.

The 2019 inspection season brought over ninety five percent use of the ICIA electronic reporting system for field inspection. Feedback has been very positive from inspectors and customers.

All segments of the laboratory saw increases in sample numbers. ICIA lab staff have been used to increased lab business for several years, this year was no exception. With the addition of the 11,300 square feet lab space, the warm germination, cold germination, bio-assay and native seed departments have all seen increased numbers of samples. The new space could not have come at a better time.

**Board & Other Committees:** As always, we want to thank the Board of Directors, Executive Committee, and other committees for their support, guidance and counsel. At each board meeting in 2019 one goal from the strategic plan developed in 2013 was reviewed. The entire strategic plan was reviewed in August 2018. Goal 1 of the plan, “Update internal organizational structure to meet future needs” was revised to reflect some transition activities associated with several ICIA staff positions. The other goals were still relevant to the business and no changes were made to those. The strategic plan contains measurable goals and operational priorities for ICIA. There is a plan in place in 2020 to revise the strategic plan.

We owe a big thanks to the Corn Belt Seed Conference Planning Committee who met in August to develop the 2020 CBSC program. All ICIA committee members and board members serve voluntarily and are major assets to the organization.

**Looking Ahead:** We have used our strategic plan, implemented in 2013, to increase our visibility in the seed industry and other affiliated industries where we can provide services. We have not strayed from our core competencies of quality field inspections and laboratory testing. Our name recognition has certainly improved in the last five years. Our business has increased and now that we have our new lab space operational, we can and will continue to expand services and serve the industry as we have for 120 years.

ICIA will continue to invest in personnel, equipment, technology and other resources to provide needed services to our member customers. We believe there are excellent opportunities for ICIA to continue to serve the seed industry and other businesses while strengthening existing programs and introducing new lab and field inspection services. We look forward to the opportunities 2020 will bring. We are here to serve our members, so we welcome your input and feedback.
MINUTES  
ICIA ANNUAL MEMBERSHIP MEETING  
Marriott North Hotel, Indianapolis, Indiana  
February 7, 2019

The annual meeting of the Indiana Crop Improvement Association was called to order at 7:52 AM by President Ryan Campbell following a group breakfast at the 2019 Corn Belt Seed Conference. President Campbell welcomed the approximately 110 members and guests present and thanked them for attending.

The minutes from the February 8, 2018 meeting were included in the annual report. The president asked for additions or corrections. Kevin Cavanaugh moved the minutes be approved as presented. The motion was seconded and carried.

The ICIA Examining Committee report was presented by CEO Alan Galbreth on behalf of Lorrie Harper, Chair of the Examining Committee. Galbreth reported the committee had met in the Association office on December 13, 2018 and had carefully reviewed the Association’s financial records, insurance program, long term investments and other bookkeeping information. He stated the committee had found all records in proper order and balance. The examining committee members had indicated it is a pleasure to work with ICIA on this committee as management and staff are always well prepared. Greg Smith moved the report be approved. The motion was seconded and carried.

The Nominating Committee report was presented by Bruce Vester, member of the ICIA Nominating Committee. Bruce reported the committee had met on December 13, 2018 and had slated Jason Morehouse, John Sturges and Marvin Wiederhold as candidates for election to the board of directors. He reported the regular, four-year terms are up for Doug Hubner, Andy Utterback, and Ryan Campbell, but Ryan would be serving another year on the board in his position as immediate past president. Bruce reported the committee had spent time deliberating about potential candidates during the meeting at ICIA headquarters.

The president called for nominations from the floor. None were offered. Mike Davis moved the nominations be approved for Jason Morehouse, John Sturges and Marvin Wiederhold. The motion was seconded and carried.

President Campbell thanked the retiring directors, including Kevin Cavanaugh who was completing his term as immediate past president on the board, for their years of service and presented them with a token of appreciation for a job well done.

The president then called on Alan Galbreth, ICIA Chief Executive Officer, to present the Secretary/Treasurer’s report. Galbreth directed the members present to refer to the written annual report for the treasurer’s report and the management report for 2018. For the treasurer’s report Galbreth reported fiscal year 2017-2018 had a net profit of $513,645 which is the highest income ever for ICIA in a fiscal year. This was achieved with no fee increases in 2018. He indicated there is slightly over two million dollars in long term reserves some of which will be accessed to finance the facility expansion. ICIA carries no debt and would like to complete the construction project debt free. The association is financially healthy. CEO Galbreth then provided an update of some of the key activities in the association which occurred in 2018.

He reported all programs are growing thanks to the coordinated and continued efforts of ICIA’s employees. Management and staff continued to meet with customers across the country in 2018 striving to increase visibility with stakeholders and customers. As a result of those efforts over 100,000 tests were performed in the 2017-2018 testing season. He indicated ICIA was probably one year late adding additional lab space but the board of directors has recognized the need and has been actively engaged in assisting management with the new facility.

ICIA had to add several more part time staff to the laboratory to keep up with samples. Even with the additional personnel, space constraints resulted in the lab not being able to maintain the turn-around time on test results which members have come to expect. That problem will be rectified with the additional laboratory facilities. In August, ICIA hosted the fourth annual customer appreciation event and open house. The response from the membership was very good as there was record attendance. Another open house will be conducted in the summer of 2019 but it will be tied to the completion of the new lab facilities.
ICIA had a pilot program for an electronic field reporting system in 2017. Feedback from the volunteers was extremely positive. After improving the system in the off-season, it was made available to all field customer members and ICIA inspectors for the 2018 season. It was used for all crops and over ninety percent of the field inspection reports in 2018 were delivered electronically. Customers and staff have been very satisfied with the new reporting system.

Proficiency testing for Balance GT on soybeans has been completed and approval for adventitious testing of the Balance trait in Liberty Link soybeans has been granted. Work has just begun on Enlist testing for soybeans due to recent Chinese approval. The Dow AgroSciences facility in West Lafayette closed last May and ICIA was fortunate to hire three very experienced lab technicians on a part-time basis to help in the lab. Two of those individuals also helped with field inspections.

Besides the people hired from Dow, ICIA was also given an opportunity to purchase any lab equipment or supplies which were not being moved to other Corteva laboratories. CEO Galbreth reported ICIA was able purchase almost everything needed to outfit the new lab space as well as get some equipment for other areas of the existing lab. Dow was very generous in working with ICIA and allowing ICIA to purchase equipment which Dow did not need.

CEO Galbreth recognized James Bonick again for his 15 years of service to ICIA. James had been awarded a certificate the previous day. He also recognized Greg Smith, from Hubner Industries, who had received the Crops and Soils Merit Award. He also again recognized staff member Fred Halsema for receiving the Distinguished Service Award for forty-five years of exemplary service to ICIA and its members. Galbreth also thanked the members for presenting him with a Seed Industry Lifetime Service Award yesterday. He said he was very surprised and that it had been a pleasure to work with the staff and members over the last 43 plus years at ICIA.

He also acknowledged Susan Overdorf’s efforts in putting the Corn Belt Seed Conference together. Galbreth thanked the full-time staff for helping ICIA continue to serve its membership and customers. He thanked the part-time lab staff who come back year after year to assist in the testing of the seed samples as well as the dedicated field inspectors.

Galbreth thanked the sponsors and exhibitors for their support of the Corn Belt Seed Conference. Finally, he thanked President Ryan Campbell for providing great leadership during his time on the board. Galbreth concluded by reminding members ICIA is their association and if they have thoughts or suggestions to share with staff to please do so.

Ryan Campbell gave a retiring president’s message which is repeated here: “ICIA has had the foresight to recognize the need to proactively diversify by adding tests and services that continue to add value to its members and the seed industry. We have had two consecutive record setting years in terms of profit and samples processed. I attribute this to three things. Attracting new customers. Growth of our existing customers. Addition of new services.”

“Due to the growth and success the existing lab has been stretched to its limits. As most of you know the new addition is well underway and on track to open this fall. I think 2019 will be an exciting year and I can’t wait to see what the future holds for this great association.”

“Alan will be stepping down as CEO in August and transitioning into retirement. We will all miss Alan and his tremendous leadership but wish him and Marti all the happiness. I feel very honored to have presented Alan with the Seed Industry Lifetime Service Award yesterday. It was so fun to not only surprise him but to honor Alan and all that he has accomplished while at ICIA. I have learned so much from Alan during my term as President and I will always be grateful for this opportunity.”

“Again, I would like to thank you for allowing me to serve as your President this past year. I have learned so much and feel extremely blessed to have worked with great people and to be part of an amazing organization. I am thankful and excited to stay on the Board for another year.”

“I’d like to start off by giving a huge thank you to the exhibitors, sponsors, planning committee and especially Susan Overdorf for all of their time and effort that went into this event. It’s always so well organized and a great two days of meetings with amazing presenters. Thank you again for all that you have done and continue to do. We had some amazing people recognized yesterday: Fred (Halsema), congratulation on receiving the Distinguished Service Award.
Congratulations to Greg (Smith) for receiving the Crops and Soils Merit Award. Alan you do such an amazing job that the organization created an award just for you! Congratulations again!”

“I have been privileged to serve on the ICIA Board of Directors for the past four years and as President of the Board this past year. The dedication and passion that I’ve witnessed from the staff, management, board members and committee members of ICIA has truly amazed and inspired me. Getting the opportunity to work and serve with you all has made my term exciting, successful and something I will always remember.”

“In the past four years we have seen ICIA grow and remain profitable despite some tough times in the seed industry. Success and growth were accomplished while still keeping prices steady for our members. I attribute this to the ICIA Board and management who are dedicated to helping make our members, customers and all of you in this room successful. Now I would like to introduce everyone to our incoming President, Chuck Schneider. Chuck has been very involved in ICIA, serving on various committees in addition to the Board of Directors. I am excited for Chuck and look forward to his leadership over the next year.”

Chuck briefly introduced himself as the business development director for AgVenture. Chuck said he was honored to be coming in as president and looked forward to carrying out the duties of the office. He thanked the membership for their support of ICIA. Chuck mentioned the profitability and productiveness of ICIA and looked for that to continue with board leadership and staff involvement. He focused on some key items for the next twelve months of his tenure. One being the search for a new CEO to take Alan’s position. He told the members the plan was for the search to be completed by early to mid-summer. The next item of focus; the completion of the 11,000 square foot addition to the laboratory space at ICIA. Chuck said all ongoing and future services would be crucial in keeping ICIA fiscally strong.

Chuck then called retiring President Campbell back to the podium to be recognized for his leadership. He presented Ryan with an Indiana State flag, pictorial barn books and a gavel plaque commemorating Ryan's year of service as ICIA president.

President Campbell called for old business. There was none. He then called for new business. There was none. Ryan reminded the ICIA board members to attend the board lunch and meeting scheduled at the close of the conference program.

There being no further business the meeting was adjourned at 8:17 AM.

Respectfully submitted,

Alan J. Galbreth
Chief Executive Officer
Our Field Program Department has two new additions to the staff. Zach Sparks currently oversees the Corn Field Inspection Program. He brings a background of 5 plus years of experience in hybrid research and seed production in popcorn. Daniel Heiss now oversees the Soybean Field Inspection Program. He has a background in Turf Science and is learning about his new role with Soybean certification and production. Daniel and Zach will both be working together to help improve and oversee all field programs and processes into the future.

The 2019 growing season was demanding for our members and the ICIA field program staff. Daniel and Zach were introduced to a challenging year for their first year as program managers. As a field program department, we always focus on the challenges of late planting dates, field quality issues, new fields being added and re-planted fields. However, this year was unique in that these issues were magnified by the weather conditions. These experiences will prove to be invaluable for the ICIA staff and field programs moving forward.

Overall, acres for the 2019 inspection year were down compared to previous years at a total of 231,045 acres. Seed corn acres remained relatively flat but fell slightly to 48,334 for the year. Soybean inspections saw a bigger drop in acres than any other crop to 172,561 total acres. The 2020 inspections season expectations are that acres will remain relatively flat. Even after having a difficult growing year yield and seed quality were higher than expected.

We have continued to use the InspectorLink© software in order to help improve the inspection process with producers and inspectors alike. We are still working to update and improve the phytosanitary inspections to the electronic system currently in place for inspection needs. In addition to our routine field inspections for genetic purity and assessment of field production, we also offer some customized services and inspection procedures.

With the field inspection staff inspecting 231,045 acres this season, our inspection foot print continues to evolve and adapt to our member’s needs. We do our very best to hire inspectors who are local to the acreage and then invest training time with them so they can provide the data and information you need. It is our goal to have an inspection staff that communicates well and delivers quality reports in a timely fashion. We are confident we routinely achieve this goal as numerous success stories are shared with us throughout the season. These stories detail various inspectors and their personal experiences including growth during training and discovering issues—or potential issues—during the production cycle.

In planning your 2020 production, keep in mind that ICIA will continue to provide timely, unbiased, information to your personnel. Contact Daniel or Zach at (765) 523-2535 to discuss creating a customized field inspection program tailored to fit your needs.
## Treasurer's Report

**December 31, 2019**

### Assets:

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<td>Payroll Checking Account</td>
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<td>Petty Cash Fund</td>
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<td>Real Estate Fund</td>
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<table>
<thead>
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<tbody>
<tr>
<td>Accounts Receivables</td>
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<td>Prepaid Expenses</td>
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### Fixed Assets:

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<tr>
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<tr>
<td>Equipment</td>
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<td>Less Accumulated Depreciation</td>
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<td><strong>Total Fixed Assets</strong></td>
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<tr>
<td><strong>Less Accumulated Depreciation</strong></td>
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<tr>
<td><strong>Total Fixed Assets</strong></td>
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### Liabilities and Equity:

#### Current Liabilities

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<td>Cafeteria Plan</td>
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<td>Withheld and Accrued Payroll Items</td>
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<td>Deferred Income</td>
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<td>Royalty Payable</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Revenue</th>
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<tbody>
<tr>
<td>Net Revenue</td>
<td>428,618.55</td>
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<td>Membership Equity</td>
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<tr>
<td>Restricted Net Assets</td>
<td>19,072.07</td>
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The lab is having a very busy testing season. The corn quality is very good and the soybean quality is likewise good. The average corn germ is around 95% and soybean germ is around 92%.

Our lab is fortunate to have a highly trained part-time work force to assist our full-time staff. We currently have 21 testing technicians assisting in our testing stations in our conventional lab. Many of these individuals have been with ICIA for several years, therefore equipping the laboratories with a great deal of experience in seed testing.

The data summarizes information for the past four seasons. We have summarized warm germ and cold tests for corn and soybeans only (our two major crops) below. Our calendar year runs from May 1 to April 30.

<table>
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<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Warm Germs</td>
<td>27,544</td>
<td>26,936</td>
<td>21,980</td>
<td>19,054</td>
</tr>
<tr>
<td>Cold tests</td>
<td>27,147</td>
<td>21,968</td>
<td>17,952</td>
<td>15,570</td>
</tr>
</tbody>
</table>

In addition to the two crops of corn and soybeans listed above the lab also performs testing for other crops such as wheat, oats, sorghum, millet, triticale, rye, barley, grasses, and a few other crops.

The conventional seed lab offers a large range of tests for our customers testing needs. Please visit our website through Barlink or check our sample bags for a complete list of all the tests offered. Many of these tests are the familiar tests but you may find some of the newer tests which may fit within your testing needs.

ICIA routinely uses a color sorter which enables the lab to serve our customers with the ability of separating your corn rib samples for lab testing. We invite you to take advantage of this service.

We encourage you to visit our website. There you can check out the complete list of our services as well as all of the other information available. Our web address is www.indianacrop.org. Also found on the website is the LabLink© program. Within in LabLink© one can obtain testing results and sample information 24/7. Here you can check when samples will be evaluated for various tests and all test results. There is the option to print official ICIA reports when needed.

If you need any lab testing assistance please email either Susan Dadacz dadacz@indianacrop.org or me, Kevin Seward at seward@indianacrop.org or call our office. We appreciate your business and look forward to serving your testing needs.

NATIVE SEED LABORATORY
Gil Waibel, RST, Native Seed Program Director

Native species require different testing expertise and equipment than those for most field crops. Finding meaningful testing results on species with dormancy is challenging as well as time consuming due to the chaffy nature natives can have. Many native species do not have any published testing protocols, which creates difficulties in testing uniformity between seed labs.

The native seed lab is well equipped to enable testing of most native species. A new addition to the ICIA building now houses the native seed testing department! Additional germination capacity, work stations for purity and germination, seed sample storage and a segregated sample dividing room are greatly increasing the seed testing capacity of native species as well as other small seeds. Everyone working in the Native Seed Lab is grateful for this new seed lab working space.

Work continues in contacting current and finding potential customers and training staff members to test these specialized species. Tom Mager passed his examination last April and is now a Registered Seed Technologist (RST). Other technicians include Carolyn Fruits, Shirley Hinkle, Kim Bowsher and Judy Hittel.

Gil Waibel is co-chair of the AOSA/SCST Purity Committee. He is also chair of the International Wild Species Working Group which is a collaborative effort between Association of Official Seed Analysts (AOSA), Society of Commercial Seed Analysts (SCST), International Seed Testing Association (ISTA) and Royal Botanic Gardens (KEW) Millennium Seedbank Partnership. This working group is involved in making an international wild species handbook to help solve uniformity testing issues. Tom Mager is serving on the AOSA/SCST Annual Meeting program committee. The annual meeting will be held in conjunction with the American Seed Trade Association (ASTA) summer meeting in Indianapolis, IN next June 2020.

Contact information: Gil Waibel; 765-523-2535; waibel@indianacrop.org
Once again, our Genetics Laboratory continues to provide cutting edge genetic testing services to our members. Our genetics laboratory staff continues to make improvements in our testing methods each year to guarantee the highest quality of testing and providing accurate and reliable results that our members expect.

We continue to offer GMO testing by ELISA, PCR, and Lateral Flow Strips, and are equipped to confirm presence of all major biotech traits as well as help determine AP/LLP levels for individual traits. Our IEF services for purity are available for dent corn, sweet corn, and popcorn. IEF tests continue to experience a steady number of samples compared to last year. PCR testing of samples for the Non-GMO Project represented the largest expansion of the PCR services.

We always participate heavily in proficiency testing; ICIA genetics staff participated in multiple externally hosted proficiencies and passed all tests. Annual and semi-annual proficiency testing covers all the tests offered by the genetics program. The genetics laboratory was audited this fall for both re-registration of ISO 9001:2015 (on-site audit) and ISO/IEC 17025:2017 (desktop audit) standards. Both audits were successfully completed. ICIA also successfully completed re-accreditation of the genetics laboratory in the Non-GMO Project and remains listed as an approved lab on the Non-GMO Project website.

Justin Milcarek, ICIA Marketing Director, and Matheus continue to attend industry meetings and visit customers. The intent of the customer visits was to maintain business with long term customers, obtain feedback regarding our testing services quality, as well as promote our exceptional services to new and potential customers. These visits and meetings continue to prove to be extremely successful. As a result, the genetics lab has experienced significant growth in all testing services.

This year was also marked with progress in the research program. Genetic markers previously developed for the dent sterility trait by Srilakshmi have now been used in characterizing popcorn lines as well as aided in trait selection in specialty corn breeding programs. To learn more about these projects please contact our office.

We have a highly experienced and educated team in the ICIA Genetics Program: Department Heads: Rachael Sondeno, RGT and Karen Miller, CGT, and Technicians: Melissa Crull, Christiaan Meadows, Ph.D., Samantha Pettit, Dalton Vestal, Breanna Winter, Felicia Ellis, as well as Research Scientist Srilakshmi Makkena, Ph.D. All members should feel welcome to take advantage of these excellent resources. We encourage you to give the office a call and see if we can support your business in new ways as our services continue to expand. Contact us at benatti@indianacrop.org or 866-899-2518.
board and staff 2019

executive committee

president...  ... chuck schneider
vice president ...  ... david pearl
director at large ...  ... matt nice
immediate past president ...  ... ryan campbell
purdue staff ...  ... marshall martin

board of directors

ryan campbell, tipton
ben green, marshall
barry johnson, farmersburg
scott johnson, crawfordsville
frank lynch, westfield
marshall martin, purdue
jason morehouse, atlanta
matt nice, crawfordsville
david pearl, indianapolis
dan rowland, south whitely
chuck schneider, westfield
chris staiger, purdue
john sturges, remington
ron turco, purdue
marvin wiederhold, lafayette
jill zeller, indianapolis

full-time staff

james fung, chief executive officer
joe deford, chief operating officer
randy barger, information technology manager
matheus benatti, genetics lab director
james bonick, warm germination & tag printing
penny carey, bio-assay department head
susan dadacz, seed lab records/field programs
daniel heiss, field programs
karen laffoon, cold test director
thomas mager, registered seed technologist
srilakshmi makkena, Ph.D., research associate
justin milcarek, marketing director
karen miller, c.g.t., genetics lab/elisa testing
susan overdorf, executive assistant
kevin seward, r.s.t., seed lab director
rachael sondeno, r.g.t., genetics lab/pcr testing
zach sparks, field programs
gil waibel, r.s.t., native seed program director
jayne wolff, bookkeeper
curt miller
rebekah myers
samantha petit
cheryl schuringa
alan shambaugh
dave siemers
sandra smith
jill weaver-beams

part-time staff

holly albertson
sophie bailey
jeannie benjamin
kim bowsher
jeff cass
melissa crull
john deluca
dan edwards
felicia ellis
carolyn fruits
fred halsema
judith hittel
shirley hinkle
kristy korchnak
suzanne latoz
jerry lewis
larry mays
christiann meadows
curt miller
rebekah myers
samantha petit
cheryl schuringa
alan shambaugh
dave siemers
sandra smith
jill weaver-beams