more thorough.
more data.
more value.

annual report 2020

ISO 9001:2015
ISO/IEC 17025:2017
Accredited

presented at the
119th annual meeting

February 5, 2021
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. 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.

ISO QUALITY POLICY
The Indiana Crop Improvement Association, Inc. is dedicated to providing superior field inspection and laboratory testing services to customers by continually improving our quality system.

ICIA MISSION STATEMENT
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.

ICIA VISION STATEMENT
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.

AOSCA
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
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 120 years. The following are highlights from 2020.

Focus on Member Customers: In August, ICIA held its 6th annual member appreciation event. The event was kicked off with a golf outing at Coyote Crossing. While many were golfing, Painting with a Twist hosted a small group on the patio where they enjoyed painting and sharing many laughs. Awards were given out to the winning golf team, and to the painter that received the most votes for their artwork. An outdoor dinner was hosted on the back patio at the Whittaker Inn. The next day, ICIA gave private tours of the lab and hosted food trucks for our members to enjoy.

ICIA is continually seeking ways to add more value to our membership. With last year’s Culture study involving six member companies and a workshop presented by Context Network at the Corn Belt Seed Conference, we were all inspired to drive positive culture change at our companies. It was clear that our team members and colleagues want a more constructive culture style, leading to improved relationships, enjoyment of work, and sense of achievement. The Planning Committee invited Context Network back to create a follow-up focus group study and report on how our member companies navigated the coronavirus pandemic. The year 2020 was certainly a test of resiliency. Our members will have found valuable insight to influence positive culture shift.

Accreditation Programs: We continued the ISO/IEC 17025:2017 standard to stay current with our quality management system for tests being offered in our 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: Development has begun to upgrade our internal computing systems. Project PREC (short for Production Recording) is focused on the ease of data entry, more simplified workflows, and speed of sample results to our customers. Our new system will enable operational analytics to drive improvements and increase performance.

Finance: Certified Public Accounting firm, Huth Thompson performed a full Balance Sheet Audit and helped ICIA in the conversion from a cash-based accounting system to accrual-based. The audit did not find any fraud or malicious practices but did make recommendations on improving certain internal controls. Beginning October 2020, ICIA upgraded its accounting software to QuickBooks Online for streamlined bookkeeping and improved reporting.

Staff: Several changes in our staff have taken place over the past year. Daniel Heiss, Soybeans Field Program Manager, decided to relocate to Michigan and pursue interests in golf course management. Having successfully started up Natives seed testing at ICIA, Gil Waibel, Natives Program Director, retired. Then lastly, Seed Lab Director, Kevin Seward, a veteran of 46 years, retired at the end of August.

We welcomed Laura Donaldson, RST, as Seed Lab Director, overseeing both the Conventional Seed Lab and the Natives Seed Lab. She comes to ICIA with 15 years seed testing and lab management experience. Logan Cass, joined ICIA with 11 years of breeding and seed plant experience, to serve as Soybeans Inspection Program Manager and Environment, Health and Safety (EHS) Manager. Zach Sparks, currently Corn Inspection Program Manager, expands his role to include Facilities and Maintenance Manager. The Natives Seed Lab also welcomed a veteran in seed testing, Michael Scruggs, RST. Finally, beginning 2021, ICIA brings on its first Chief Science Officer, John Zheng, to provide overall scientific leadership and propel the innovation culture.

Our team developed a new employee onboarding training program designed to blend classroom information with hands-on lab work. Feedback from the new lab technicians was very positive and the full-time managers and department heads enjoyed creating the training materials and teaching them the basics. Our lab operations were able to keep up with the sample volume even with minor COVID-related disruptions.
COO Joe Delford continues to serve as the voting member on the AOSCA Standards Council representing ICIA. ICIA hosted the virtual Northern Region meeting in April, and both Joe and James attended the virtual annual AOSCA Conference in June.

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.

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.

Our team of field inspectors inspected a total of 201,711 acres, roughly 49,000 for corn, and 144,000 for soybeans.

For six consecutive years, lab services have increased year on year. The new 11,300 square feet lab space, the warm germination, cold germination, bioassay and native seed departments are being put to good use.

Board & Other Committees: As always, we want to thank the Board of Directors, Executive Committee, and other committees for their support, guidance, and counsel. The Board appointed a Strategic Plan Committee to develop the new 5-year plan. ICIA has made remarkable achievement in each of the 4 Goals set in the 2013 Plan, and the annual growth in net assets is evidence of that. We thank the members of the Strategic Plan Committee for devoting their time in many meetings over a four-month period and gaining approval of the Strategic Plan from the Board in the November Board meeting. We also thank the Corn Belt Seed Conference Planning Committee who met in May and August to develop the 2021 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 continue to strengthen our core competencies in quality field inspections and laboratory testing. The new strategic plan points us in the direction of science and innovation of new services. We strive to expand services everywhere our members operate and will do so by investing in our staff and perfecting our company culture.

Our projects will prepare ICIA to scale its services, maintain reliability and accuracy while improving turn-around time. Beginning 2021, we will see a shift in data management that will create operational excellence and increase customer service level. ICIA will continue to invest in personnel, equipment, technology, and other resources to provide needed services to our member customers. We look forward to the opportunities 2021 will bring. We are here to serve our members, so we welcome your input and feedback.
The annual meeting of the Indiana Crop Improvement Association was called to order at 7:45 AM by President Chuck Schneider following a group breakfast at the 2020 Corn Belt Seed Conference. President Schneider welcomed the approximately 125 members and guests present and thanked them for attending.

The annual report is available online at the indianacrop.org website. The minutes from the February 7, 2019 meeting are included in the annual report. The president asked for additions or corrections. David Pearl moved the minutes be approved as presented. The motion was seconded and carried.

The ICIA Examining Committee report was presented by James Fung on behalf of Joel Magiera, Chair of the Examining Committee. Fung reported the committee had met in the Association office on December 3, 2019 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.

President Schneider thanked the retiring directors, Scott Johnson and Frank Lynch, and Ryan Campbell who was completing his term as immediate past president on the board, for their years of service and presented them with engraved stone paper weights as a token of appreciation for a job well done.

The Nominating Committee report was presented by Ryan Campbell, Chair of the ICIA Nominating Committee. Ryan reported the committee had spent time deliberating about potential candidates during the meeting at ICIA headquarters on December 3, 2019 and had slated Samantha Bock, Troy Ginther, and Aaron Whalen as candidates for election to the board of directors. He reported the regular, four-year terms are up for Scott Johnson, Frank Lynch, and Chuck Schneider, but Chuck would be serving another year on the board in his position as immediate past president.

The president called for nominations from the floor. None were offered. A motion to approve the nominations for Samantha Bock, Troy Ginther, and Aaron Whalen was made. The motion was seconded and carried. The newly elected directors were asked to stand for recognition.

The president then called on James Fung, ICIA Chief Executive Officer, to present the Secretary/Treasurer’s report. Since December 31, 2009, ten years ago, ICIA has doubled its membership equity to just over $5.2 million. For the 2018 fiscal year which ended April 30, 2019 net operating profit was $451,865, up 4% from 2018. The final net revenues, after adding interest and investment income, were $542,223, up 5.6% from previous year and is the highest income ever for ICIA in a fiscal year. Fung anticipates finishing the 2019 fiscal year slightly behind to meeting budget. Overall, inspection acres dropped from the peak last year at 260,000 to about 220,000 due to an unprecedented year of delayed and prevented planting. The inspected corn acreage this year was down 24% to 48,000 while soybean acreage was down 15% to 170,000. Lab income for the year is on track to also be one of the best ever. ICIA has been able to build long-term reserves to finance the facility expansion, which was completed in October 2019. ICIA has no debt obligations. With cash on hand and the long-term reserves, ICIA is able to remain debt free.

CEO Fung then provided an update of some of the key activities in the association which occurred in 2019. 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 2019 striving to increase visibility with stakeholders and customers. The new lab space provided much needed de-bottlenecking, and at the time of this report in late January, the number of lab tests has surpassed that of the 2018-19 season. As new residents in the newly expanded area, the Native Seed and Bioassay labs now have much more bench space and utilize additional germinators. Both Warm and Cold germination labs grew into the newly vacated space. ICIA colleagues are so grateful for the Board’s decision to expand the lab. ICIA added several more part time staff to the laboratory to keep up with samples.
In August, ICIA hosted its annual open house with record attendance. The golf outing was a success despite the heavy rain. Many came to see the new expansion project, but more importantly to celebrate Alan Galbreth’s retirement after 43 years with ICIA. It was a joyful day for him and his family, and there were many stories told of the “good ol’ days”.

Merely two years ago, since the pilot program for an electronic field reporting system started in 2017, all field inspections were reported to our customers electronically. Feedback has been extremely positive. Our customers and staff have been very satisfied with the new reporting system.

ICIA will continue to harness efficiencies through technological improvements. In the fourth quarter 2019, the payroll system successfully migrated out of the iSeries mainframe to ADP to streamline the payroll process. ICIA colleagues find their ADP app for payroll and time and attendance to be very user friendly. For the front office, it is safe to say that the time to process payroll has been reduced to less than 10% from before.

In November 2019, Randy Barger joined ICIA as IT Manager to help ICIA with a data-driven IT strategy, one that ensures the company and the labs have the necessary data to drive decisions for growth and efficiencies and for improving the customers’ user experience. Through the data strategy, the IT infrastructure will continue to evolve to meet the needs of the business.

Fung recognized Karen Laffoon, Cold Germination Department Head for her 15 years of service to ICIA. He also thanked Susan Overdorf who plans every detail and coordinates all the activities up to the Corn Belt Seed Conference. He thanked the full-time staff for helping ICIA continue to serve its membership and customers and 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.

CEO Fung expressed his excitement and humility joining the association with such rich history. He thanked Kevin Cavanaugh, Chair of the Search Committee, for selecting him. Fung said he is hyper focused on creating value for the member customers and building on the well-established trust in ICIA’s services. He said, “I’m all about connecting with people, improving relationships, realizing that everyone’s intention is good and that misunderstandings get in the way... about recognizing talent and promoting cooperation and providing safe environments for colleagues to thrive. In fact, we all are colleagues. We are colleagues in the Ag Industry.” Fung said he looks forward to work with all the members, to understand the challenges together, and to move forward creating the future of Ag.

Fung thanked all the contributors who make the Corn Belt Seed Conference a success and gave special thanks to the exhibitors and sponsors. He expressed his gratitude for Chuck Schneider who served as board president this past year and provided great leadership during his time on the board of directors. Fung closed by reminding the attendees that ICIA is their association, and he welcomes any suggestion or recommendations.

Chuck Schneider returned to the podium to provide the President’s report. He first thanked all the sponsors, the exhibitors, and the planning committee for their time and effort into this year’s conference. President Schneider praised the dedicated employees, board members, and committee members working together and making the industry better. Schneider announced the completion of two major projects this past year. The first being the CEO search to replace retiring CEO Alan Galbreth. The search committee, comprised of Kevin Cavanaugh as Chair, Marshall Martin, David Pearl, Matt Nice, Ryan Campbell, and Chuck Schneider, retained Kincannon and Reed for a nationwide search. Ironically, James Fung, the new CEO, lives in Carmel, Indiana, less than 2 miles from Schneider. The second major project was the addition of 11,000 square feet of laboratory space at the ICIA campus. The additional space allowed for the Herbicide Bioassay and Native Seeds Labs to have their own dedicated workspace and germinators. The Conventional Lab grew into the vacated space previously occupied. In August, the Open House showcased the new addition to the membership. Schneider thanked COO Joe Deford for his dedication and leadership on the Lab Expansion project. Finally, Chuck expressed his gratitude for the opportunity to serve and thanked the Board for the honor to lead. President Schneider handed over the reins by introducing David Pearl as incoming President.

David briefly introduced himself, and 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.
David then called retiring President Chuck Schneider back to the stage to be recognized for his past year of service. He presented Chuck with an Indiana State flag, pictorial barn books and a gavel plaque commemorating him for the year of service as ICIA president.

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

Board member Ben Green motioned for the meeting to be adjourned. Marshall Martin seconded, and the meeting was so adjourned at 8:30 AM.

Respectfully submitted,

[Signature]

James Fung
Chief Executive Officer
We are excited to announce that we have a new addition to our Field Programs Team. Logan Cass joined our team back in August of 2020, he oversees our Soybean field program along with managing our safety program. Logan brings with him over 12 years of seed industry experience from planting research plots to overseeing seed production. Logan will be working closely with Zach to help oversee and drive improvements in the field inspection process.

The challenges of 2020 were not limited to just a worldwide COVID-19 pandemic and adapting to a new way of living. The seed and farming industry also saw their own set of challenges ranging from poor stands, replanting, and ensuring that delays were planted at the correct time. Zach and Daniel started out their second season with an unexpected obstacle but were able to overcome the challenges of inspecting and training inspectors even with COVID-19 restrictions. In August, Logan joined our team to take over where Daniel left off and continue the inspection season. The Covid year presented challenges, but yet opportunities that were invaluable for the ICIA staff and field programs moving forward.

Overall acres for the 2020 inspection year were down compared to previous years at a total of 201,711 acres. Seed corn acres remained relatively flat but increased slightly to 49,219 for the year. Soybean inspections saw a bigger drop in acres than any other crop to 144,004 total acres. The 2021 inspection season expectations are for acres to remain relatively flat for our corn and small grain acres. Soybean acres are once again expected to slightly drop even with the recent increase in soybean prices.

With the introduction of our new software system, we are looking forward to seeing quite a few changes this year. We will have electronic phytosanitary forms available to our members, and improvements to InspectorLink. These improvements will deliver a user friendly and more efficient interface for our inspectors to use. We are also beta testing a mobile app for our inspectors, this will help improve our turnaround time for inspections along with reducing the amount of work an inspector will have to do after the inspection. In addition to these changes, we are continuing to offer customized services and inspection procedures to help meet the ever-evolving needs of our members.

With the field inspection staff inspecting 201,711 acres this season, our inspection footprint 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 2021 production, keep in mind that ICIA will continue to provide timely, unbiased, information to your personnel. Contact Logan (765) 376-2644 or Zach at (317) 313-8633 to discuss creating a customized field inspection program tailored to fit your needs.
With 46 plus years of dedicated service, Kevin Seward retired from ICIA at the end of the summer. We worked together for a few weeks to ensure a smooth transition as I assumed the Seed Lab Director position. Since then, I have immersed myself getting to know the staff, gaining understanding of the lab work processes, and ensuring a reliable 2020-21 testing season.

Overall, the warm and cold labs continue to be very busy with the demand of seed testing steadily increasing over the last five years. The average corn warm germ quality is around 96% while the soybean warm germ quality is around 95%. The data below summarizes the total number of corn and soybeans received for testing over the last five years. For the 2019-2020 season the warm germ totaled 29,587 tests and cold tests totaled 32,256. Our fiscal year runs from May 1st to April 30th.

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Warm Germs</td>
<td>19,054</td>
<td>21,980</td>
<td>26,936</td>
<td>27,544</td>
<td>29,587</td>
</tr>
<tr>
<td>Cold tests</td>
<td>15,570</td>
<td>17,952</td>
<td>21,968</td>
<td>27,147</td>
<td>32,256</td>
</tr>
</tbody>
</table>

In addition to corn and soybeans, the lab also performs testing on wheat, oats, rye, barley, triticale, sorghum, millet, grasses, clovers, vegetables, wildflowers, and seeds for native reclamation.

Tom Mager, RST, was named the new Native Department Head after Gil Waibel retired from ICIA to be closer to his family. Tom is taking the foundation and vision that Gil had for ICIA and continuing to build the Native and Small Seeds Program while steadily increasing the customer base. The department has settled into their new lab space and is utilizing the additional germinator capacity, workstations, and storage to the fullest. Along with the additional space, the department has talented and highly trained personnel performing the meticulous analysis of native testing. The Native Lab provides mechanical purities, TZs and warm germination on all native seeds, grasses, vegetables, and flowers. If you have questions on native seed testing, you can reach out to Tom at mager@indianacrop.org.

ICIA is fortunate to have highly trained and experienced Department Heads, part-time and seasonal staff to aid in all our testing needs. Several of these individuals have been with ICIA for many years. Currently, we have three Registered Seed Technologists on staff with two other staff members planning to become Certified Viability Technologist within the next two years.

The seed lab offers a wide variety of tests for our customer testing needs. We encourage you to visit our website at www.indianacrop.org. There you will see a complete list of our testing services as well as all the other services offered. Also, through our website, you will find access to our LabLink program. Within LabLink, you will find all your testing and sample information. You can also check to see when your results will be completed for various tests and print your own reports.

If you need any lab assistance please call the office or reach out to Susan Dadacz at dadacz@indianacrop.org or Laura Donaldson at donaldson@indianacrop.org and we would be happy to assist you. We appreciate your business and look forward to working with you.
## BALANCE SHEET
As of December 31, 2020

### ASSETS

**Current Assets**
- Bank Accounts
  - 1000 Petty Cash 500.00
  - 1002 Checking 126,518.32
  - 1004 Savings 50,382.55
  - 1006 Payroll Account 39,233.80
**Total Bank Accounts** $216,634.67
- Accounts Receivable 1,224,617.76
**Total Accounts Receivable** $1,224,617.76

**Other Current Assets**
- 1150 Undeposited Funds 21,642.80
- Prepaid Expenses 37,038.63
- 1302 Insurance 11,866.84
- 1304 Services 11,872.12
- 1306 Lab & Inspection 87,010.94
- 1309 Prepaid Expenses 6,481.87
**Total Prepaid Expenses** 154,270.40

**Total Other Current Assets** $175,913.20

**Total Current Assets** $1,617,165.63

**Fixed Assets**
- 1400 Building 3,166,292.61
- 1402 Building Improvements 418,102.95
- 1404 Farm Land 98,625.00
- 1406 Lab Equipment & Furniture 532,016.96
- 1408 Office Equipment & Furniture 570,733.98
- 1410 Automobiles 99,264.21
- 1412 Lawn & Warehouse Equipment 20,187.94
- 1500 Accumulated Depreciation -1,532,221.98
**Total Fixed Assets** $3,373,001.67

**Other Assets**
- 1200 Investments 1,224,093.32
**Total Other Assets** $1,224,093.32

**TOTAL ASSETS** $6,214,260.62
## Indiana Crop Improvement Association

**BALANCE SHEET**

As of December 31, 2020

<table>
<thead>
<tr>
<th>LIABILITIES AND EQUITY</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
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<tr>
<td>Current Liabilities</td>
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</tr>
<tr>
<td>Accounts Payable</td>
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<tr>
<td>2000 Accounts Payable</td>
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<td><strong>Total Accounts Payable</strong></td>
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<tr>
<td>Credit Cards</td>
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<td>2300 PFCU Credit Card</td>
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<td>2350 Makkena Visa</td>
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<td><strong>Total 2300 PFCU Credit Card</strong></td>
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<td><strong>Total Credit Cards</strong></td>
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<td>Other Current Liabilities</td>
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<td>2002 Native Seed Agency Fund</td>
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<td>2100 Accrued Wages</td>
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<td>2102 Accrued Vacation &amp; Sick Time</td>
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<td><strong>Total Other Current Liabilities</strong></td>
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<td><strong>Total Current Liabilities</strong></td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>$215,843.69</td>
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<td><strong>Equity</strong></td>
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<td>3000 Unrestricted Net Assets</td>
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<td>3002 Conference Center Fund</td>
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<td>3003 Soybean Research Fund</td>
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<td>Net Income</td>
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<tr>
<td><strong>Total Equity</strong></td>
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</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND EQUITY</strong></td>
<td>$6,214,260.62</td>
</tr>
</tbody>
</table>
Amid the most challenging times of this pandemic season, our Genetics Laboratory continued to provide cutting edge genetic testing services to our members. It made us look inside our own operations to better prepare for the unexpected. We can confidently say our team not only faced the challenges with bravery and optimism, but indeed thrived, built confidence and contingency, and adapted to better serve our association members. Our Genetics Laboratory staff continues to be fully committed to deliver and guarantee the highest quality of testing services to ICIA members.

During the 2019-2020 season our Genetics Laboratory continued to see a steady demand for GMO testing by PCR, ELISA, and Lateral Flow Strips. We 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 analysis are available for dent corn, sweet corn, and popcorn, and continue to experience a steady number of samples compared to the previous year. PCR testing of samples for the Non-GMO Project represented the largest growth. We forecast a significant increase for both PCR (about 30%) and IEF (10%) services this 2020-2021 season.

We continue to 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 re-accreditation of ISO 9001:2015 and ISO/IEC 17025:2017 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 laboratory on the Non-GMO Project website. Also, this past October ICIA participated for the first time as a member of the Analytical Excellence through Industry Collaboration (AEIC), an organization dedicated to establishing performance standards for bioanalytical, nucleic acid and immunochemical methods. This initiative will allow ICIA to participate more closely with other seed testing companies by obtaining more insight and leveraging the use and implementation of new testing methodologies in the testing industry.

This past October, our Genetics Laboratory accepted the challenge to extend its daily operations by adding an evening shift and employing a new team of talented laboratory staff. The extended hours have allowed us to accommodate an increase in our testing capacity and diversification of new services to attend the growing demands of our members.

Our Research & Development program also continued to make substantial progress in the development of new testing methods that will broaden our testing service portfolio and answer to the needs of new ICIA members. Led by our Research Scientist Dr. Srilakshmi Makkena, our Genetics team started the process of securing Intellectual Property Protection of a new method for quantitative determination of the level of a genetic trait within a seed sample. We are also very excited to advance our testing capabilities to varietal identification of grasses as part of our ongoing efforts to innovate in the field of genetic seed testing.

Our Genetics team would like to express our gratitude to our former ELISA Specialist Karen Miller, CGT, who retired after 25 years of service and dedication to our organization. Also, we could not be happier to welcome Miller’s former “student” Samantha Pettit as a new full-time staff of our team with the responsibility to lead our Protein-Platform operations.

We continue to explore the addition of new talents to our Genetics team. In the past year we have been very successful in the recruitment of a highly motivated group of new staff members, who brought a new set of skills, enthusiasm, and adaptability to the new directions and needs of genetic seed testing. We have also been able to develop an effective training program, which is bringing our staff members new opportunities for technical advancement, development of leadership skills, and a more collaborative environment. Our Genetics team includes Srilakshmi Makkena, PhD (Research Scientist), Samantha Pettit (Protein-Platform Specialist), Melissa Crull, Christiaan Meadows, PhD, Brenton Leach, Christian Gomez, Sarah Swanson, Tan Pham, Alex Pajor, Matthew Van Buren, John Applegate, and Erin Johnson. All members should feel welcome to take advantage of these excellent resources. We encourage you to give our 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 765-523-2535.
board and staff 2020

executive committee

president...                  ... david pearl
vice president ...          ... jason morehouse
director at large ...       ... marvin wiederhold
immediate past president ... ... chuck schneider
purdue staff ...            ... marshall martin

board of directors

samantha bock, west lafayette
troy ginther, westfield
ben green, marshall
barry johnson, farmersburg
marshall martin, west lafayette
jason morehouse, atlanta
matt nice, crawfordsville
david pearl, noblesville
dan rowland, south whitley
chuck schneider, westfield
chris staiger, west lafayette
john sturges, remington
ron turco, west lafayette
aaron whalen, romney
marvin wiederhold, lafayette
jill zeller, indianapolis

full-time staff

james fung, chief executive officer
joe deford, chief operating officer
john zheng, chief science officer
randy barger, information technology manager
matheus benatti, genetics lab director
james bonick, warm germination department head
penny carey, bio-assay department head
logan cass, soybean field programs/ehs manager
susan dadacz, seed lab records/field programs
karen laffoon, cold germination department head
thomas mager, r.s.t., native lab department head
srilakshmi makkena, Ph.D., research associate
justin milcarek, marketing director
susie overdorf, executive assistant
samantha pettit, genetics lab/protein specialist
zach sparks, field programs/facility maintenance manager
jayne wolff, bookkeeper

part-time staff

holly albertson
john applegate
sophie bailey
jeannie benjamin
jerry bower
kim bowsher
jeff cass
andrew chapman
devonte coleman
peter correa
melissa crull
phil devillez
dan edwards
carolyn fruits
nikki galeener
christian gomez
lylly graham
fred halsema
shirley hinkle
erin johnson
kristy korchnak
suzanne latoz
brenton leach
larry mays
christiaan meadows
monica noyola
alex pajor
abby paugh
tan pham
rosemarie ramirez
yoali ramirez
marianna roberson
rafael santos
cheryl schuringa
michael scruggs
alan shambaugh
dave siemers
quentin smith
sandra smith
brooke stinson
sarah swanson
matthew van buren
dave williams
sarah willis