

FEED MANAGEMENT POSITION

QUINCEY CATTLE COMPANY

RESPONSIBILITIES:

- Become proficient on the use of the computerized Feed Management Program.
- Order feed commodities.
- Insure good quality ingredients are received and fed. (Quality assurance guidelines will be developed for each ingredient).
- Make sure that any feed ingredients processed at QCC meet specifications.
- Conduct monthly ingredient inventory.
- Oversee the feed mixing to insure that feed formulation specifications are followed and mixing time of the ingredients is sufficient to provide cattle with a properly mixed ration.
- Determine which pens are fed with each load of mixed feed.
- Determine when to switch cattle from the starter ration to a grower.
- Insure that pastures/pens are properly set-up to encourage optimum feed intake. This includes physical condition of the feed bunks, correct size of feed bunks, number of feed bunks, feed bunk location, water quality, condition of waterer and area around waterer, and whether some method of enticement is required to get the cattle to the feed bunks and water.
- Feed bunk management. This includes the handling of refused feed and determining the amount of feed fed to each pen of cattle on a daily basis.

ORDER FEED COMMODITIES

- The Feed Manager will order feed commodities from suppliers approved by QCC.
- The Feed Manager will insure adequate supplies of all commodities are on the premise to provide for continuous feeding of the cattle.

QUALITY CONTROL OF INGREDIENTS

- The Feed Manger will be provided quality standards for each of the feed ingredients utilized.
- Each load of ingredients will be visually evaluated to insure that quality standards are being met. When the quality of an ingredient is questioned, it will either be rejected or a sample will be taken and sent to a qualified analytical laboratory for evaluation. Analytical results will be shared with QCC management to determine if compensation from the supplier is justified or other steps are required.
- Samples of each ingredient will be taken on a monthly basis for analysis. Results will be shared with QCC management and the Nutritionist.

INGREDIENT PROCESSING

- There are three ingredients which require processing at QCC. Corn, milo (approximately 6 weeks/year during October and November), and hay.
- Corn will be processed utilizing a roller mill, milo processed through a hammer mill and hay through a hay buster.
- Properly processed corn requires that no whole corn kernels are present, a minimum of fines and each kernel of corn broken into approximately 4-6 pieces.
- Properly processed milo requires that no whole milo kernels are present and each kernel is shattered in numerous pieces. As a general rule, the finer the grind on milo, the better the feed utilization.

CONDUCT MONTHLY INGREDIENT INVENTORY

- On a monthly basis, the quantity of each ingredient on premise at QCC will be estimated.
- The amount of each ingredient received from the supplier will be determined.
- The amount of each ingredient fed will be determined.
- The amount of each ingredient fed compared to the amount received and in inventory will be determined and reported to QCC management. This information will be utilized to determine correct ingredient shrink and after a few months of gathering the data, used to determine accuracy of ingredient addition to the rations.

RATION MIXING

- Feed truck drivers will be monitored to insure that correct ingredients and amounts are added to each load.
- Monitor to insure ingredients are added in the proper order. Normally ingredients are added to the mixer based on density. The lightest added first and the heaviest added last.
- Work with QCC management to determine mixing times required for each feed truck and ration to insure a good ingredient mix.
- Pull two feed samples from each feed truck on a monthly basis for nutrient analysis. One sample will be taken after approximately 25% of the feed has been discharged and the last sample taken when approximately 25% of the load remains in the truck. If the results are greater than 10% different, mixing times should be adjusted to provide for a well-mixed ration. Share results with Nutritionist to determine if ration nutrient specifications are being met.

MANAGEMENT OF PERSONEL

- Manage, develop, and lead all feed employees
- Interview and train new employees, plan and assign work under your direction.
- Direct supervisory responsibilities in accordance with company policy and procedures.

TRUCK ROUTING

- Work with QCC Management to determine routing procedures for feed delivery.
- Emphasis should be placed on getting cattle that have been on feed for less than 14 days fed first.

RATION CHANGE

- The decision to change rations is based on incoming weight of cattle, amount of feed consumed and owner of the cattle.
- Work with QCC Management to determine the incoming weight and owner where a ration change from the starter to grower will occur.
- When a ration change is required, the cattle have normally been on feed for a minimum of 21 days and are consuming a minimum or 2.5% body weight on a dry matter basis.

PROPER PEN SETUP

- Proper pen setup is required to get the cattle eating early in the feed period and maintaining an optimal level of intake.
- Insure that feed bunks are in good condition.
- Small bunks for light weight cattle and larger bunks for heavier weight cattle.
- Determine the number of feed bunks to place in each pasture/pen. A minimum of 12 linear inches per head is optimum.
- Feed bunks will be placed in the pasture/pen to encourage feed intake early in the feeding period. This requires bunks to be placed in all the loafing areas in the pasture/pen.
- Determine that waterers are functioning properly and when waterers should be cleaned. Evaluate area around waterers and have any deficiencies which could prevent cattle from consuming water repaired.
- Determine when modifications are required to entice cattle to feed and water in order to achieve desired feed intake. This may include changing the location of the feed bunks, remove the float from the waterer to allow continuous flow of water, utilizing the pen riders to move cattle to feed and water, top dressing the feed bunks with loose hay and utilizing panels to alter movement of the cattle.

FEED BUNK MANAGEMENT

- The objective of feed bunk management is to get the cattle eating when they arrive in the pen, maintain good quality feed in the feed bunk, reduce the amount of feed refusal and

make the correct feed call. Doing this will help maintain optimum feed intake throughout the feeding period.

- The Feed Bunk Manager will arrive at QCC earlier than the feed truck drivers in order to determine the amount of feed which will be fed to each pen on a daily basis and determine which feed bunks should be cleaned prior to feeding. A feed bunk containing feed refusal for more than one day, musty/moldy smelling feed, wet feed and contaminated/dirty feed should be shoveled from the bunk.
- Any feed remaining in the bunk that is in good condition will be stirred to entice consumption.
- Cattle will be fed once/day with the exception of when filling a new pen or directed by the Feed Manager. During the time period when a pen is filling with cattle, normally a maximum of 4 days, feed bunks will be checked and fed twice/day.
- The feed bunks for cattle on feed less than 10 days will be checked daily. All pens will be checked every two days.
- As a result of not checking all the feed bunks on a daily basis, the feed truck drivers need to be provided some flexibility in the amount of feed delivered and when feed bunks should be cleaned. Review the feeding guidelines below to determine the flexibility which should be provided. The feed truck drivers should make the Feed Manager aware of any pens with significant feed remaining in the bunk.
- Calling feed bunks is more of an art than a science. The following information is for guidance. Changes should be made to this guideline as experience dictates.
- The feed call (amount of feed to feed/pen) will generally depend on how long cattle have been at OCC, number of days on feed, and condition (dry or wet slick, amount of feed not consumed) of the feed bunk.
- There is one of three conditions present when you check a bunk. The desired condition is a wet slick bunk.
 - A dry slick bunk refers to a bunk that contains no feed and is dry. This bunk condition should dictate that the amount of feed called today will be greater than the amount fed yesterday. See tables below.
 - A wet slick bunk or a bunk with feed crumbs may indicate that optimum feed intake has been achieved. However, new cattle that are building intake may need to have their feed increased. For longer fed cattle and if the feed bunks are in the same condition the following day, increase feed intake. See tables below.
 - The time on feed will dictate how to handle the bunks when there is feed remaining in the bunk. In any situation where there is feed remaining in the bunk, the Feed Manager needs go through a series of questions to determine how much feed to call:
 - Does the bunk need to be cleaned?
 - Are these new cattle with growing intakes?
 - Are these longer day cattle that have reached stable intakes?

- Did something happen with this pen of cattle to cause a reduction in intake? Did we have a water problem? Did we revaccinate the cattle? Did we get the cattle fed late? Did we overfeed yesterday?
 - An Example: If a pen of cattle received 1000 pounds of feed yesterday and there is 50 pounds remaining in the bunk today, how much feed do you call today?
 - If the cattle are longer day, and have been relative stable on intake, the reason for carry over feed probably relates to water problems, overfeeding, time of feeding, or revaccinating. According to the example, the cattle consumed 950 pounds of feed yesterday; I would call the feed for today at approximately 975 pounds thinking their intake will be greater than yesterday, but less than the 1000 pounds we had fed previously. If we call feed for 975 pounds today, then the amount fed would be 925 pounds to account for the 50 pounds in the bunk.
 - If the cattle are short fed (less than five days on feed), we will need to maintain a small quantity of feed in the bunk at all times. The primary concern is having fresh feed available when the calves come in contact with the bunk. The thing to remember is these cattle are growing their intake and just because there is feed in the bunk today, the cattle will actually consume more feed tomorrow. As a result, today's feed call should not be what they consumed yesterday, increase according to the table below. This, plus new cattle being added to the pen, requires reading and feeding the bunks twice daily.
- The following intake guidelines are on a dry matter basis. Feed Manager will need to convert to an as-fed-basis.
 - The overall goal for the total feeding period is to achieve a minimum dry matter intake of 2.4% body weight (based on the calf's average pen weight) for the feeding period. The alarm should sound if this intake is below 2.1% body weight. The question when the alarm sounds, is why the lower intake?
 - Day one with any new cattle, I would have 1% body weight of feed in the bunk available when cattle arrive in the pasture.
 - The following guidelines assume cattle assume 1% body weight on day one. If this is not achieved, the feed increased on a dry and wet slick may need to be increased by 0.1 to 0.2%. If intake is less than 1% body weight on days one and two, need to entice cattle to the feed bunk.

- Intake goals at different days on feed:

Days on Feed	Intake Goal, % Body Weight	Alarm if Intake Below
7	1.5	1.25
14	2.2	2.0
25	2.6	2.4
45	3.0	2.7

- The condition of the bunk and days on feed will dictate how much is called.

Days on Feed	Dry Slick, Dry Matter Body Weight to Increase	Wet Slick, Dry Matter Body Weight to Increase
0-7	0.2	0-0.1
7-14	0.3	0-0.1
14-21	0.2	0-0.1
21-45	0.1-0.2	0-0.1