

## Inside this issue:

CEO Update	1 & 5
GM - Profit Update	2
GM - People & Production Update	2
BST Leader Update	4
CEO Update continued	5
Asset Manager Update	6
Ballance Update	6
ASB Economic Update	7
BEL People	8
Reflecting on her 'NZ dairying experience at Ashton' - report from Rachel Hartlaub, USA.	9
Operations Team Updates	10
Out & About at BEL	11
Lee Astridge -No8 HR	11
Payroll and Business Services Update	12
Farm Work Plan	13
BEL Group Contacts	14
News and Events	15

## BEL GROUP CEO UPDATE

***"All change is hard at first, messy in the middle and gorgeous at the end"***

Robin Sharma

### OUR THREE YEAR GAME

BEL Group has set the following as its strategy to get us through to 2020:

1. Back to basics – take control of our systems, drive out cost, think creatively to be ready to
2. Leverage opportunities in a way that ensures by 2020 we are ready to
3. Thrive and grow.

Our focus is on 10% up and 10% down – that is lifting our revenue by 10% and reducing our costs by 10%.

Our long game hasn't changed, we are still all about building a financially secure and sustainable future for our BEL family and community.

### YEAR THREE AT SUB \$5.00/KGMS

We are starting the climb towards the new dairy season at 1<sup>st</sup> of June and are facing square-on a third year with milk price under \$5.00/kgMS. There is no apparent change to the global market drivers that suggest a recovery in the immediate future so BEL Group has settled on planning for FY17 to be another low milk price year.

We made significant in-roads to reducing BEL Group break-even milk price this year, with a focus on cost control and "skinning out" production systems. We have reduced our Break-Even Milk Price by 70 cents/kgMS over the last couple of years.

### THINGS HAVE CHANGED

In June 2015 we were able to make the commitment to you that we wouldn't compromise any of our "People" strategies. BEL Group accepted the financial loss this decision meant for the year we are in. All forecasting was for a recovery in commodity prices towards the end of 2015 meaning this was a short term sacrifice.

These forecasts have not proven correct and in fact we now face no sign of recovery in the next 12 months.

The changes we made in June 2015 were good enough to face one year, but staring down the barrel of another year (and possibly two) at sub-\$5.00 - we have more work to do!

It is going to feel messy over the next few months as we look at this challenge. I am asking you to hang in there with us as we pull apart and put back together options and opportunities to manage the risks of year three sub-\$5.00 milk price.

In order for us all, BEL Group and our People, to come out the other side of this thriving we have to:

1. Face the reality.
2. Take control of what we can control.
3. Decide on short term strategies that minimise long term effects.
4. Make decisions and implement them.
5. Monitor and adapt to changes in the world around us and our business performance.

### BEL GROUP IS STILL STRONG

You can be confident that BEL Group is a strong business; this is about weathering a severe storm in good enough shape to move on once it has passed. We are not in "reacting to survive" mode. We are reacting now so we don't get battered beyond repair. BUT some businesses around us will already be in survival mode so we also need to be looking out for our neighbours.

### THERE WILL BE SHARED PAIN

While we have managed to shield our people from the pain of the reality of Milk Price for the last 12 months, we can't do this for the next year on current forecast.

Our goal is to make this pain as short term and as little as possible. We are currently reviewing ideas for next year. These range from things like: going back to one set of wet weather gear, to cutting our newsletter and Friday Noticeboards, to thinking about bigger things like job sharing and hourly rate pay.

NOTHING is decided yet. We will be consulting and talking with you over the next month as part of our process to create options.

DO NOT PANIC - we will work with you, your farm team, and the whole BEL Group family to make sure everyone knows what is going to happen and how it might affect them.

### STRATEGIES BEING REVIEWED

There are four on-farm strategies that we are reviewing and discussing for potential implementation on 1<sup>st</sup> June 2016:

1. Contract Milking opportunities for our Farm Managers.
2. Once a day milking systems.
3. Milking more cows.
4. 100% self-containment for feed and grazing.

These options are under intense review right now and a final proposal of how some of each will be incorporated into next season's management plan will be presented to the BEL Board in late April, for approval alongside the FY17 operating budget.

**CONTINUED ON PAGE 5.....**

## GM - PROFIT UPDATE

At the end of February, our results showed that we remain on track to hit our target Break Even Milk Price Key Performance Indicator for this season of \$5.60/kgMS. To the end of February we were on track to do better than this by 40 cents.

There are a few items of expenditure that have been delayed and we have one quarter left to go, but we are most definitely well on track thanks to a high awareness of, and control over, expenditure.

Fonterra have released a further decrease in their forecast farm gate milk price, down to \$3.90/kgMS, with milk paid out before the end of May 2016 at \$3.15/kgMS (excluding 51c capacity adjustment). Fonterra are currently forecasting a dividend payment on shares of 45—55cents on top of milk price. About 80% of BEL Group milk is share backed and eligible for this dividend

Milk production improving and or original budget for milk price being more conservative that where Fonterra are currently means that our income is currently better than budget. This is also supported by good cull cow prices. Bull sales have been on budget.

On-farm expenditure was 12% below budget to the end of February. The big savings are in Animal Health, Fertiliser and Nitrogen, Vehicles, Administration and Shed Expenses. The variances in Shed and Repairs and Maintenance are mainly due to projects which have been deferred or not yet spent. There are no areas significantly over budget which is great to see – this is due to the intensified focus on farm expenditure to the revised budget.

The Pre-Approval process has been in place for some time now and helping to ensure that Farm Managers are planning expenditure with their Operations Manager regularly, and consulting the revised budget in detail.

**Rachael Riddell, GM - Profit**

## GM - PEOPLE & PRODUCTION UPDATE

It's been a busy start to the year for the team and we have a number of changes happening on our farms over the next while:

- Sampath Gamage (Springfield) has been appointed to Manager's Assistant on Cloverlea. Sam has been on our Development Programme and it's great to see our people going on to fulfil their career aspirations.
- Rob and Alison Barry will be moving to Reigate in the new season to continue their internship under the stewardship of Mike Oakly.
- Brooke Tindall will start at Ellingham this month replacing Ikey, who has secured his lifelong dream of a farrier apprenticeship.
- Jake Stevens will be joining the Ashton team as Manager's Assistant in June. Jake is currently working for one of BEL's key partners, Paddy Fogarty.

Sadly, this month we say goodbye to Pete Kroot, our Operations Manager for Dairy Support. Pete's long association with the Barry family began more than 10 years ago, when he spent two seasons involved with the Ashcott Potatoes operation.

An opportunity arose in 2008 to help convert a cropping farm in Georgia, U.S.A. (in which the Barry's had shares) to a 1000-cow pastoral 'kiwi-style' dairy farm. Pete first got into the dairy support side of the business when Peterdale was purchased in 2010. Pete was charged with developing it into a drystock farm. He worked to improve access, stock water systems and established a pasture management programme. More recently, leading the Dairy Support team, Pete has developed and maintained positive relationships with our lease farm owners and key business partners. We wish Pete all the very best for his future endeavours and the reduction of his golf handicap!



A standout for me over the last two months is seeing BEL Group people working together outside of their own farm gates, without prompt, helping their neighbours with completion of silage stacks (in the extreme heat) and even grubbing weeds on each other's farms. It makes me very proud of our people and clearly demonstrates our 'Working Together' values. Particular thanks go to: Doug Dolan, Harrison Cordova, Craig Pennell, Jim Barnes, Marius Strydom, Mike Oakly, Rob Barry, Alison Barry, Mike Pallesen, Paul Hopkinson, Ray Peters and Rhoxes Tumagos.

We have had a 100% completion rate for all 'Keeping On Tracks' for January, and the quality of the feedback improves every time. Each member of our farm team now has a one-page development plan to work on for the next 3 months that will be posted in the cowsheds, along with date it needs to be completed. Well done everyone!

Lastly, a big congratulations to Amanda Pottinger and Lauren Dolan (Doug's daughter) who both competed at Horse of the Year in Hastings recently and had some super results. Amanda came second in the 1.25m show jumping champi-



onship on Achilles II 'aka Gerry' and Just Kidding 'aka Ferg' completed his second 3-star cross country.

Lauren won Lady Rider of the Year in the Showing section, and was runner up in the Working Hunter Horse of the Year and Supreme Pinto Horse of the Year.

Well done to the girls and their steeds!

## BUSINESS STRATEGY

As part of our 2016/17 drive for efficiencies on farm, I will be working closely with our teams to implement the **Dairy NZ Farm Tune Programme**. This Programme is about getting everyone involved to take responsibility for maximising value and minimising waste throughout all the processes in the dairy business.

The first component part of the Farm Tune Programme is the Waste Hunt. This is a process to help you identify and remove some of the waste or costs from your day-to-day operation. The aim is to give you and your team activities and tips to help you improve your operational efficiency by identifying and addressing things that cause waste every day.

### Quick Waste Hunt Quiz:

Do you have any waste in your systems? Answer the quick quiz below to see how you rate.

In the last 7 days, have you or any of your team had to:

- Wait for anything? e.g. information, cows, someone else, a breakdown, equipment.
- Search for a tool or piece of equipment, information or a person?
- Redo a job because it wasn't done properly?
- Throw away something because of a defect? e.g. product, drugs, milk, broken tools or equipment.

I suspect that all of you were able to answer yes to each of those questions. I look forward to getting out on farm with you over the next month to kick off the Farm Tune Programme. If you want to do some research in the meantime go to: <http://www.dairynz.co.nz/farm/farmtune>.

## PRODUCTIVE PERFORMANCE

### Managing through our summer – Maximise cows in milk

The harvesting of grass and barley silage has been completed and our maize silage is underway. Good rainfall through summer has meant the amount of silage stacked on both the dairy farms and the dairy support blocks yielded above plan; this additional silage will be marked 'CAPITAL' and carried forward into next year.

In line with our business strategy for 16/17, which is all about getting back to basics, taking control and delivering efficiencies, we are asking our Farm Managers to review their feed budgets and identify opportunities where we can avoid opening up our silage stacks in April and May, where we would normally feed this supplement to keep our cows in production longer. We have had a strong pasture-growing season and should be identifying opportunities to defer this feed where possible.

#### Summer Management Objectives: (In order of priority)

1. To milk a large proportion of cows through until the autumn.
2. To protect next season's production and reproduction by getting all mixed age cows to body condition score 5.0 (BCS) and ALL first and second calvers at 5.5 CS by 20<sup>th</sup> June.
3. To achieve maximum, profitable milksolids production for the rest of the current season.

#### Key Actions :

1. Use our specific summer management plan with defined trigger points for cow condition, pasture cover and then action key decisions in the plan.
2. Keep as many cows milking as possible to make use of a recovery in pasture growth from autumn rains.
3. Feed supplements once significant autumn rains arrive.
4. Dry off cows on BCS and calving date, in time for them all to get to BCS 5.0 at calving, and for first calvers 5.5 CS.

## WISE FEED USE = FOLLOWING THE PLAN.

Feed is expensive to grow and move around. Feeding supplements keeps animals in production longer than would otherwise be possible in April and May, mostly by ensuring cows keep milking until autumn rainfall occurs.

Our action plan is very clear. First and foremost, we earmark 10-14 days of supplement for the period after rain in March. Given the current on-farm conditions, most farms will probably not need this feed and it is a target to carry forward into next year.

Winter supplements are winter supplements! These are not to be used for milking cows. Profit from feeding supplements comes firstly from keeping cows milking by maintaining body condition and secondly from their immediate milk produced.

DairyNZ has developed a great tool to assess the profitability of feeding supplements at any given milk price, price of feed and time of year. Check it out at [www.dairynz.co.nz](http://www.dairynz.co.nz) - feed calculator.



*Maize silage harvest underway*

## MONITOR, MONITOR, MONITOR.

The art of feeding supplements to the cow on pasture, and having her not waste feed is a skill that takes time to learn. It's easy to not feed the animal enough or feed her too much and waste both grass and supplement and therefore money.

It is imperative that pasture walks are completed, feed budgets reviewed and wedges created, and silage fed to meet intake targets. We know what it takes to get a cow to target body condition and it's as simple as day's x intake above maintenance. If we miss our intake targets or we get our days wrong, we will have issues of cows being too light going into the winter increasing the risk of calving cows below body condition score targets. The end result of this is more days for a cow to cycle after calving so our risks of poor mating results are increased. It is a self-fulfilling downward spiral.

As I write this article in we have had one of the hottest February's on record. Winter rape crops have all been planted and our spray programme has just commenced. The rain last week and forecast will provide a flush of grass growth that will allow our cows to stay well fed. We all love to see well fed cows producing plenty of milk.

All farms are currently on track with their grazing rotation lengths and have plans in place to reach targets for 20<sup>th</sup> April and 1<sup>st</sup> June. Attention to rotation lengths has been the excellent this year and has contributed significantly to the strong milk production pre-Christmas and the good on-farm positions now evident.

The reality is that in a grass-based system this picture can change very quickly. Our goal is to ensure good decisions are made each and every week, that the plan is written down and that we all understand the plan. Talk to your farm manager if you are unclear about the plan on your farm.



## COMING UP

As Justine discussed in her section, we have a busy time across the entire business for the next few months, preparing for the 2016/17 year. Please read her piece thoroughly and ask questions - Operations Managers, Justine, Nicola or I will all be able to help.

Don't forget we have the BEL Group Awards coming up in May.

### Recognition Awards

Rookie of the Year

Idea of the Year

Stock Care and Performance

Milk Quality

SHED Individual Leader Award

### Management Awards

Business Owner Award

Financial Performance

Productive Performance

People and Leadership

### BEL Awards

Development Programme -Participant of the year

SHED Team of the Year

Individual of the Year

Team of the Year

Manager of Year

Have you thought about these awards as an individual? Are they being discussed at your farm team meetings or with you and your manager? What award do you want to win? What plan have you in place to win the award?

Bring it up at your next team meeting or 1-2-1 with your manager. Lets get the competition started!

**If it grows, moves or moos - MEASURE it.  
You cannot manage what you don't MEASURE!**

## Toni Goodlass - GM People & Production



## BST LEADER - UPDATE

### DEVELOPMENT PROGRAMME

I want to start by saying what a great team the guys are on this year's programme. They always turn up on time, are well prepared and open to discussion, ask loads of questions and stand up to Lee's challenges. For many of them this will be their last season on the programme and they are doing themselves proud. Thanks team.

I am delighted to announce the promotion of Sampath Gamage, who will be taking on the role of Manager's Assistant at Cloverlea in the near future. Sampath has worked really hard and put in a lot of his own personal time outside work, learning the business, doing research and spending time with his operations manager to understand areas he needs development.

We met with Lee Astridge in December, February and March for People Development Skills – these are always a highlight. We also met with Simon Charteris for Finance Training – what an informative session. We all learnt a lot and look forward to Simon's next visit in March – in which we will open up the session to all staff.

In early March we met for a BBQ dinner and had a session on Summer Management, led by Mike Oakly and Anthony Williams – with Paul Phippen adding his wisdom when called upon.

Individual Performance Plans were also completed and are being worked on.

### TRAINING

We had Tractor Training on Ashton in January, led by Paul Phippen and Shane Mackie, and had a fantastic turn out. This session was largely around the safety and maintenance



of the tractors and we will be preparing another training in the near future with a focus on implements and attachments. We also completed Fencing Training on Ashton, led by Doug Dolan.

### HOUSING

Housing inspections took place in the middle of January and it was fantastic to see how many of the staff were taking extra time to ensure the house are not only neat and tidy on the inside but are keeping on top of the gardens and exterior of the houses. Turfreys booked into do Fire Place inspections in March.

### WELCOME

Brooke Tindall to BEL Group - Brooke has joined Daryl at Ellingham and we look forward to her contribution to his team.

### BEL AWARDS

Preparation is underway for the BEL Group Annual Awards event which will be taking place on 19th May this year – more details will follow but this is sure to be another wonderful event all staff can look forward to.

**Nicola Whittle - BST Leader**

## BEL GROUP CEO UPDATE CONTINUED.....

### Contract Milking

BEL Group has talked about the contract milking opportunity regularly throughout my tenure. It is tabled as the preferred vehicle to grow Farm Managers into their own businesses, and for them to share in the risks and rewards of performance; but of course it comes with its own sets of risks. BEL Group believes as a business, it is now ready to minimise these risks through our Operations Managers and business systems. We have matured to a point where we are now ready to offer this growth opportunity.

BEL Group also believes that the positive tension for improved milk production that sits with Contract Milking will be a positive contributor to our goal of 10% up, while it fixes a set of variable costs within our 10% down focus.

As you read this, Farm Managers are working through the options and opportunities with BEL Group. We will talk directly with any farm teams where Managers are committing to the opportunity of Contract Milking. This might feel unsettling right now, but we will work with you, once a decision is made, through the change over. If you have any concerns please just talk to an Operations Manager, Nicola, Toni or Justine.

### Once A Day Milking

This change in system has been discussed on and off over the last few years as we have grappled with the challenge of having a dairy farm business able to compete with other industries employment conditions. We see it as an opportunity to really challenge our employment paradigms, particularly work hours and rostered days on and off.

At this stage we are considering the potential for Once A Day (OAD) systems at Hedley, Ellingham and Reigate. This is because they have crossbred herds and have other farm factors that OAD will support the management of.

Budgets and farm management plans are being drafted to compare a OAD system against status quo, and then a risk analysis will be completed before a final decision is taken.

### Milk more cows

We have also been considering the opportunity of milking cows at Peterdale. While a full conversion is not on the agenda this year, there are options to integrate some areas with the Hedley and Ellingham farms to provide them with more area to milk more cows on, with little infrastructure costs.

This option, like the OAD system, is currently being reviewed. A decision will be made in the next few weeks.

### 100% self containment

This is about increasing the productive outputs of our Dairy Support business while limiting our Dairy Farms to only use feed and grazing supplied internally. We have been making steady progress towards this over the last three years so this isn't a drastic change but a definite commitment.

### GOSSIP AND RUMOUR

Of course as we navigate these challenges, the analysis of options and decision-making to deal with another year or two at such low milk prices, gossip and rumour can run rife.

We are aware there has been gossip circulating about BEL Group's financial situation. It is important that all our people, suppliers and stakeholders know that the gossip circulating is exactly that. It is unfounded and not true. BEL Group does not have any farms on the market, is not in financial trouble and is not going to make any mass redundancies. We are going to take a responsible look at what we do next year that can help our business and our people navigate another tough year in the best possible shape, minimising the financial losses and making sure we are ALL ready to thrive out the other side. Some of these things will be short term and some of them might be such good ideas they become permanent.

We are being extremely responsible, trying to plan for the worst and hope for the best.

If you have any concerns at all just talk to an Operations Manager, Toni or myself.

***We will always make sure that our BEL Group family have the real information,  
so if you haven't heard it from me, chances are, it just isn't true.***

### THANKS PETE KROOT

Pete Kroot is leaving BEL Group at the end of March. We have enjoyed Pete's contribution to the business over the years and this contribution has taken many forms - from helping with the conversion of the American Farm, to developing Peterdale, to leading the Dairy Support Team.

Thanks Pete, for all of your effort, work and contribution to the BEL Group. We will look forward to staying in touch with your next ventures.

### THE NEXT TWO MONTHS

April and May will be very busy off farm as we review our opportunities, finalise budgets and operating plans for next season.

There are also the BEL Awards to look forward to in May. These are a night to enjoy and recognise the successes of the year that has been. I look forward to saying thanks and recognising performance excellence with you on this evening.

Remember, over the next few months there is a lot of change to think about. It won't all happen, but we need to look at all the options to decide what we will do. If you have any concerns just talk to us!

**Justine Kidd - CEO**

## ASSET MANAGER UPDATE

Since the start of the year there has been a strong focus on preparing the project/capex component of the budgets. This is becoming an exercise in getting into the detail of projects and getting quotes from suppliers to enable us to be as accurate as possible in our budgeting. While milk price will require significant pruning of the “wish list”, the exercise still provides value in terms of teasing out the detail of propositions, ranking projects on importance and urgency and provides good information when the time comes to determine which projects will be done when.

Other tasks that have featured in 2016 have been the final commissioning of the Springfield domestic water treatment system and the replacement of a vat at Parkhill due to a fault developing in the vat which led to the refrigerant being repeatedly lost. Associated with the vat replacement was a requirement for upgraded chilling capacity.

More recently the installation of the synthetic pond liner in the new pond at Reigate has been completed. This pond should be ready for use by winter.



**Easy does it:**  
Parkhill's new vat going in.



House inspections were completed in January and in most cases it was pleasing to see that the “fix it list” is getting shorter.

Coming up in the next few months we will be installing automatic shut-off controls on the effluent pumps on Paget Road, continuing with planning and pricing of any capex proposals, and like the rest of the team learning again to live with a low-ish pay-out.

**Paul Phippen - Asset Manager**



**Walking the plank:** Paul Phippen (above) at work on the new walkway in Reigate's pond. Installation of the new liner is now complete.

## BALLANCE AGRI-NUTRIENTS

### NITROGEN & LEGUMES

There are many reasons why farmers are rightfully cautious regarding N fertiliser application with clover based pastures:

1. The N fixation activity of rhizobia decreases as plant-available N in the soil increases due to the plant taking 'free' N rather than allocating energy to the rhizobia.
2. N stimulates the growth of grasses which grow in an upward manner to shade the clover plant, decreasing photosynthesis in the clover.
3. The sensitivity of legumes to soil pH and nutrient availability may limit growth when grasses have adequate nutrition to make the most of the N.

While all the points above hold in most practical situations, please note that none link directly to the growth of legumes. In fact, legumes need a lot of N. If you consider the evolution of legumes, despite expending energy to host the rhizobia, they survived because N is so important to the plant's growth!

Theoretically N fertiliser can be used to stimulate legume growth. In practice, if legumes do respond to an N application it is usually because they are not fixing N efficiently – deficiencies of trace elements like molybdenum (Mo) may be the cause.

Caution around N fertiliser and legumes is warranted, mainly due to the point regarding competition. However understanding the role of N can help make the most of opportunities, such as strategic use of N for finishing of lambs or beef. High feed utilisation and tight grazing management will allow the clover to remain competitive, but the extra dry matter gives the ability to generate more liveweight/milk. This could be through a higher stocking rate, finishing stock faster, or from carrying stock to a heavier weight. All other factors (soil acidity and nutrient availability) need to be conducive to legume growth so soil and herbage testing is wise.

**James Parsons - Ballance**



# Economic Update

Fonterra 2015/16 milk price forecast update

8 March 2016

ASB

## Kicking the recovery can down the road

- Fonterra has lowered its 2015/16 milk price forecast by 25 cents, bringing it into line with our \$3.90/kg forecast.
- In response, Fonterra has hinted that additional cashflow support for farmers may be possible.
- Meanwhile, Fonterra maintains its confidence in long-term dairy demand – a view we share.

### Summary

Fonterra trimmed its 2015/16 milk price by 25 cents to \$3.90/kg of milk solids. This move was in line with our earlier revision to \$3.90/kg made back in February.

The revision follows weak prices over February. Dairy markets remain over-supplied and weak global market sentiment spilled over into dairy markets. Notably, though, market sentiment has since improved and dairy prices have begun March on a better note.

However, our long-run dairy view remains positive. Current low prices are unsustainable both locally and abroad, and as producers respond to low prices in earnest, prices will lift later in the year. Accordingly and with an already lower NZD in play, we continue to expect the milk price to lift to \$6.00/kg next season.

### Comment

Fonterra trimmed its 2015/16 milk price forecast today by 25 cents to \$3.90/kg of milk solids. Fonterra also maintained its estimated cash dividend of 35-40 cents per share.

The latest revision follows weak prices, particularly over February, as the threat of el Nino largely passed and weak global market sentiment weighed on commodity prices, including dairy. Overall auction prices, for example, dipped 10% over the two February auctions. Prices have fared better, so far in March, on the back of improving global market sentiment. In the first March auction, prices rose 1.4%, while key whole milk powder (WMP) prices posted a 5.5% gain.

As such Fonterra notes that “the time frame for a rebalancing has moved out and largely depends on production reducing – particularly in Europe – in response to these unsustainably low global dairy prices.”

We largely agree with Fonterra, though point out that NZ has made a very large contribution to the expansion of global exports as well, with little adjustment to date. For example, since annual WMP export volumes peaked in July 2014, exports from NZ have remained high. Hence, softer NZ production will continue to play a role in rebalancing supply with demand.

Indeed, “Fonterra is forecasting its New Zealand milk production to be at least 4 per cent lower than last season as New Zealand farmers respond to the ongoing low prices by reducing herd size and feeding significantly less supplementary feed which is expected to have an impact on this autumn’s production.”

Lastly, Fonterra has hinted at further support for farmers with details to come at its 23 March Interim Results release. We suspect that it may be in the form of something similar to its interest-free loan provided earlier in the season, but Fonterra may also be considering other options such as a higher cash dividend or changes to the advance schedule.

### Implications

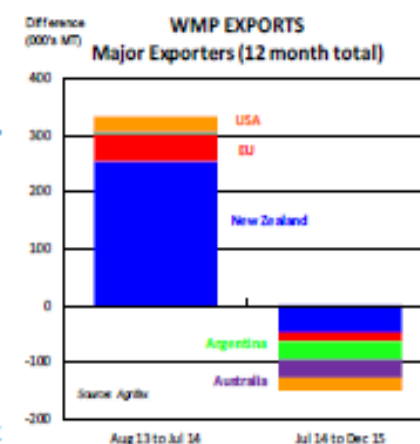
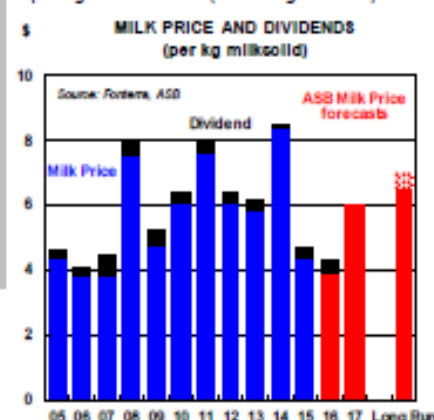
Fonterra’s revision brings our two 2015/16 milk price forecasts into line. Looking beyond the current season, we also stick with our 2016/17 forecast of \$6.00/kg and our long-run view of \$6.50/kg to \$7.00/kg.

Also, this revision reaffirms our OCR view; we continue to expect the RBNZ to cut by a total of 50bps this year.

### Season End Farmgate Milk Price Forecasts\*

2015/16		2016/17		Long Run	
Fonterra	ASB	ASB	ASB	ASB	ASB
\$3.90	\$3.90	\$6.00	\$6.00	\$6.50-\$7.00	

\* per kg of milk solids (excluding dividend).



## BEL PEOPLE

### Paul Phippen

**1. Position - what do you do at BEL Group?**

*Primarily I make drinks for the ladies in the Business Services team. Although officially I am the Asset Manager and keep track of assets, projects and compliance.*



**2. Time with BEL Group:**

*Since 2009. Previously I had spent 7 years with the Barry's (in the 90s) at the Longrow farms and Springfield.*

**3. What were you doing before coming to BEL Group?**

*Freelancing, mostly on dairy-focussed project work. I had spent 3 months on the BEL Group Farm in Georgia before starting with BEL in 2009.*

**4. What are your hobbies/interests?**

*My kids' sports - my children have performed well in speedway, fencing and tennis. All entail a fair bit of time and travel. I also enjoy spending time renovating our house in Fielding.*

**5. Where is your place of birth?**

*Raetihi, King Country*

**6. What dream would you love to come true?**

*To live healthily until I die.*

**7. What is the craziest or worst job you have ever had?**

*Would be a toss up between scrub-cutting the back blocks of Taumarunui and selling timeshare units.*

**8. Which 3 people (dead or alive) would you most like to have dinner with, and why?**

*Aaron Rolston - the guy who cut his own arm off to escape being trapped under a rock.*

*Peter Barry - I would have a lot of questions for him like - "What would you do in our current situation?"*

*My Grandfathers - who both passed away before I was born.*

**9. Something no one at BEL Group knows about me is...**

*My first name is not Paul, & some people call me Jack, but that's not it either.*

**10. The coolest thing I have ever been part of was...**

*Parenthood (Dad to son Matthew, daughters Shauni & Jasmine, and foster daughter Maddison).*

**11. My unusual talent is...** yet to be discovered...

### Mike Oakly

**1. Position - what do you do at BEL Group?**

*Operations Manager—Longrow Dairies.*

**2. Time with BEL Group:**

*3 Years.*

**3. What were you doing before coming to BEL Group?**

*I had been milking cows on a farm I leased in the Wairarapa for 18 years previously.*

**4. What are your hobbies/interests?**

*Work, work and working with my family. Occasionally I think about going fishing.*

**5. Where is your place of birth?**

*Masterton, Wairarapa.*

**6. What dream would you love to come true?**

*World Peace.*

**7. What is the craziest or worst job you have ever had?**

*Telephone marketing.*

**8. Which 3 people (dead or alive) would you most like to have dinner with, and why?**

*Katherine—My wife and best friend.*

*My Father— Who passed away and I miss him*

*Kevin Bloody Wilson— because he makes me laugh.*

**9. Something no one at BEL Group knows about me is...**

*I actually like people.*

**10. The coolest thing I have ever been part of was...**

*Being a father to all of my children.*

**11. My unusual talent is...**

*Making children.*





# Getting a taste for New Zealand dairying

*Travelling to and spending an extended period of time in a foreign country is the best way to discover its dairy industry and culture.*

*by Rachel Hartlaub (Courtesy Hoard's Dairyman magazine, U.S.A.)*

AFTER high school, many students pursue higher education. Attending a two or four-year school, such as the University of Wisconsin-Madison, offers a wide array of potential experiences, if students are willing to step outside their comfort zone and embrace them. I believe this is where my story begins. Two semesters ago (spring of 2015), I had the opportunity to travel to New Zealand and work on a 2,500-cow dairy in Waipukurau, New Zealand, located on the eastern coast of the North Island.

## Getting started

I wanted to do an internship like this ever since starting school at the University of Wisconsin-Madison. Traveling and the dairy industry are two passions that run through my blood, and I have always been interested in learning about other countries' dairy industries and cultures. What better way to meld my two interests than actually working on a dairy farm in a foreign country?

I asked my adviser about potential places to spend a semester. When he told me about a previous student's experience at Ashton Farm, it immediately piqued my interest. That student then put me in contact with Justine Kidd, the CEO of Bel Group Dairy Farms, and the rest is history. The people at Bel Group were very good at helping me figure out the logistics of my internship. So, I booked my ticket, made sure I had the proper documents such as my passport and work visa, and before I knew it, I was off on my 17-hour flight to New Zealand!

Bel Group Dairy Farms is owned by Andrea Barry and her late husband, Peter Barry. Bel Group was a unique place to work because it has a much larger business dynamic to it than our family's dairy. Before this, I had never worked on a farm that had a CEO, business manager, financial manager, its own staff veterinarian and so forth. But when you're running nine different dairy farms, including Reigate, Ashton, Fairlea, Springfield, Kow-hai Terrace, Parkhill, Cloverlea, Hedley and Ellingham, with approximately 9,000 cows total, you need a large team. Ashton Farm, where I spent my semester, was the largest of all the farms.

## Learning the ropes

I remember being so nervous on that first day; I really had no idea what to expect. The first task I took part in was milking. It was a 60-stall rotary, and three people did the milking. This included two people for "cups on" and "cups off" while a third man pushed up cows. I felt pretty discouraged that first day because I was terrible at milking! The parlor goes pretty fast, and I didn't know how to handle the machines. But like anything, practice makes perfect.

That was only the beginning of what I learned during my internship. This experience really allowed me to gain and develop many new skills as I tried various projects throughout the farm. Since pasture grazing is so vital to the New Zealand dairy industry, weed control was a huge job. I definitely got a lot of experience with spraying and grubbing weeds! Grubbing is the manual removal of unwanted plant material with a hoe or a similar device. I also learned how to drive a manual vehicle with the "utes" (short for utility truck), the four-wheeler and the old Fer-gusson tractor. I even got some practice on the motor bikes.

Another job I enjoyed doing was moving 220 dry cows down the highway to a different paddock that was 5 miles away.

Believe it or not, cattle and sheep have the "right of way" in New Zealand! Calving season was a great experience to be a part of while I was there. The farm became very busy when 750 cows were about to calve.

Morning chores consisted of picking up calves in a wide range of colors as crossbreeding is much more heavily used there than in the States. We then found "new mums" and "dusted" the paddock with magnesium and lime flour. This was done to prevent metabolic illnesses such as milk fever and grass tetany. After that, we put a new "break" in the paddock so the cows had fresh grass to eat. Then, I got started feeding heaps of calves.

Calves are fed milk from the "colostrum" and "peno" herd, which basically means milk from the fresh and treated cows. The calves were housed in large groups so we used large plastic feeders, or mob feeders, to feed all of the calves.

## Experience of a lifetime

Since I lived in New Zealand for three months, I truly was immersed into the culture. I stayed with the Spooner family, who were very good to me. I also had a lot of fun when I got to shadow a sheep musterer! Mustering is the process of herding sheep to places you want them to go. Sheep are mustered for shearing and other activities during the year.

I knew nothing about sheep, so it was neat to see the shepherd move the sheep from one paddock to another using the herding dogs and a whistle. I also helped with giving vaccinations to the sheep and "counting" them, which was tricky since they run pretty quickly! Lastly, I did get to do some sightseeing in Wellington, which is the capital of New Zealand, and Auckland, New Zealand's largest city. The country overall is very beautiful!

It would be an understatement to say that this experience was valuable. I hope to pursue a career path working in international agriculture, so this internship was the perfect fit for me. I enjoyed learning about all of the different dairy practices in New Zealand, including the intensive pasture grazing and seasonal calving. I also enjoyed my immersion into the Kiwi culture and making friendships with all of the wonderful people I met.

Before going, I had done a little reading here and there about farming in New Zealand, but I "reckon" you don't really learn it until you experience it! Being hands-on gave me a completely different perspective of dairy farming and definitely complemented my prior knowledge. This experience has only grown my already significant interest in dairying around the world, and I can't wait to see where my next adventure will be. I sincerely think working or studying in another country is something every animal and dairy science student should consider. This was truly an experience I will never forget.



## DAIRY OPERATIONS TEAM UPDATE

### WINTER MILK FARMS

Many years ago I stopped going to the pub because I got sick of hearing about impending droughts. Used to be that I thought it was the anti-smoking laws that wrecked the country pubs - but now the local Ongaonga pub has shut its doors for good in this great 'drought', I'm thinking the bloody meteorologists have struck again. Still, having planned for the worst has meant farms are well set up for our typical summer.

Currently all autumn cows have been dried off. A few are at Dairy Support but most are still on farm and in good shape with autumn calving starting on March 20th.

Production is tracking well with Springfield and Ashton ahead of budget. Fairlea is lagging a bit behind but is on target to have a good autumn provided the weather stays on our side.

Despite irrigation going well at Ashcott Road and good rain at Springfield, covers are slipping a little so Springfield and Fairlea have culled down to replacement numbers early. The focus is on setting up for autumn where we start to build momentum towards our 65% production by Christmas.

Mating is still proving to be our Achilles heel with average 6-week in-calf rates and final empty rates being: Springfield 13%, Fairlea 14%, and Ashton 16%. This autumn we do not plan to milk any empty cows through winter and have full replacement numbers coming in. This allows us to cull large numbers of old girls which should help us get back on track.

On farm the teams have been busy grubbing and spraying weeds, emptying effluent ponds, getting calving equipment ready, fencing and tiding up. Some of my highlights would be Basil's metalling of troughs and gateways at Fairlea and the fences Mike P has been tiding up at Springfield (it looks different every time I go there). Other projects completed on farm are the new Springfield house water system and replacement of pipework above platform in Ashton's cowshed (the cows are a bit confused with the shiny pipes but have a lot more room now) - thanks Paul P.

On the people front - Rhys has started at Springfield and Jake Stevens replaces him at Ashton, starting 1st June. Michaela Oakly has started at Ashton and Sampath will be moving to 21C at Cloverlea - which leaves some big boots to fill at Springfield.

Over the next month or so teams will be concentrating on autumn calving, continuing to be frugal with FWEs and rolling anything they can through to another low pay-out year.

**Doug Dolan - Operations Manager Winter Milking Farms**



### ASHLEY CLINTON

Don't you just love this el-Niño?! With consistent rainfall throughout the summer, growth rates have been good and milk production has followed. I am sure it will bite us in the

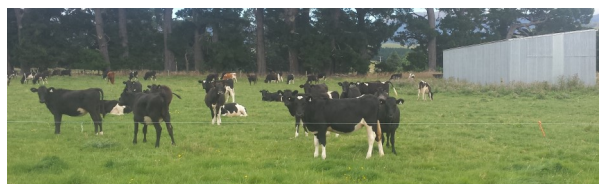
butt somewhere but for now let's enjoy what we have. To date we have produced 870 and 884 kg/ha across the both farms and are on target to achieve our production goals.

Pregnancy tests have been completed and the results are 6.2% MT on Ellingham and 6.5% on Hedley - well done guys, great effort. Now we need to come up with a plan for our surplus cows.

With next year's tight calving spread our focus now is ending the season well, without compromising either the cows or the start of next season. We need to make smart decisions around dry-off dates and building covers as we go into autumn. I encourage you all to use your feed budgets to build cover and extend grazing rounds; it will pay off.

Isaac left us in January (after 18 months on Ellingham) to pursue a career as a farrier. Good luck and thank you for your hard work. Brooke Tindall will be stepping into his role in the coming weeks - so I'd like to welcome her into BEL Group.

**Anthony Williams - Operations Manager Ashley Clinton**



### LONGROW

It's been a mixed couple of months. From Christmas through January, we've seen reasonable rainfall and grass growth which has kept the cows happy and spirits high.

February on the other hand has seen high temperatures and little rain. This has taken its toll on production and grass growth, with a marked decrease in daily milk solid production. Remember to slowly extend your rotation lengths out to 80 days by May 10<sup>th</sup> - this is far easier and will have less negative implications if you are extending it a little each day (reverse spring rotation planner).

PDs are all finished now, with mixed empty results across the group ranging from 10.7% to 14.7%. With three weeks AI and a reduction in total mating length to 12 weeks - is this acceptable? It will be interesting to read the mating review once completed, and see what we keep and what we change going forward.

A lot of effort has been put into weed control on all farms, with a little help even coming from outside your own farm boundaries, which is great to see. So that's a 'well done' and a thank you from me (with a friendly reminder not to drop the ball now when you're on the front foot).

As we all know the economic climate is a difficult one at the moment for dairy farming in New Zealand, so your dedication to controlling FWEs is to be commended. Any savings and/or ideas are always welcome - *maintenance saves dollars!*

It's not all bad news, I must say. When I look out my window, there's no concrete buildings, no traffic to get stuck in on my way to work, no crowds to fight my way through or

smog to cloud the way. Instead I have an awesome mountain backdrop, native bush, I saw a quail at Parkhill yesterday, Tuis in the trees at Reigate, and a bush pigeon (Kereru) at Cloverlea. We all have kind, sincere and respectful people to work for and with, so keep smiling, work hard and remember "New Zealand's a great place to live".

Mike Oakly - Operations Manager Longrow



## DAIRY SUPPORT

As the dry sets in, the support farms are all getting the 'I need a drink' look. With the extreme heat we are experiencing we are seeing pasture covers drop. All winter rape crops are planted and the harvesting of maize for silage has just started. The stock is all doing well on crops and pasture with plenty of water. We will hold our grazing rounds and hope the autumn rains arrive.

Pete Kroot - Operations Manager Dairy Support

## OUT & ABOUT AT BEL GROUP...



Jim Barnes at Wainui with winter rape and maize

## What a difference a tidy-up makes...

Yesterday I tidied my office...I realised it was about time when I was starting to have to climb over boxes to get to my desk....and the best thing about it was that I had a deadline – people were coming to the office and I was going to be judged.

So in the space of 15 minutes the team and I had clear desks, there was a lot of rubbish in bins and we'd recycled a lot of stationery products (plastic wallets, cardboard covers, binder spines) .... all of which made us all feel great.

Our shoulders relaxed, we started laughing, we wondered why we hadn't done it a long time ago and the pace of the change had got our blood pumping and we were happy...

When we walked in to the office today it was like walking in to a new environment, one that felt under control, clean and a place that we deserved to work in.

So there it was, a really easy thing to do that made a huge difference....

So my tip for this period is 'tidy it up' – start at home and then, when the excitement gets too much for you and you can't face the work mess at all, start there....

DairyNZ has a tool called Waste Hunt on their website that challenges you to find the waste at work and is a pre-cursor to their Farm Tune Programme. There's lots to be gained from doing the waste hunt on your farm, not the least the relief of coming to work in a place that feels under control... and that's got to be good for confidence and productivity.

Until next time, happy clearing up, hunting and work.

Lee Astridge - No8HR

## OUT & ABOUT AT BEL GROUP...



HR professional Lee Astridge working with BEL Group's David Mochrie and Doug Dolan, discussing their team's recent training and development.

**Striking a pose** (almost worthy of a high-end fashion shoot, Doug): this photo appeared in *Inside Dairy* magazine, March 2016.



## PAYROLL & BUSINESS SERVICES

### REMINDERS:

**Leave:** Please ensure that you complete leave request forms for all Days in Lieu, and Annual Leave that you wish to take – BEFORE YOU TAKE THEM ☺

**Changes of Details:** There is a 'Change of Details' form on the website (or available from the Business Services office), that should be filled out whenever any of your personal, address, contact (phone/e-mail) or bank details change.

### CONTACTS FOR PAYROLL ENQUIRIES:

Please firstly talk to your Farm Manager or Operations Manager with any queries regarding payroll.

All **Longrow** Dairies (Cloverlea, Kowhai Terrace, Parkhill and Reigate) payroll queries can be directed to:

*Kelly on 021 0816 3455, 9am – 3pm.*

All **BEL** Group (Ashton, Ellingham, Fairlea, Hedley and Springfield, Dairy Support, Engineering) payroll queries can be directed to:

*Nikki on 027 360 1022.*

### OVERSEAS DRIVER'S LICENCES:

Did you know that your overseas licence is only valid for a period of 12 months in New Zealand? To ensure you are legal to drive on New Zealand's roads, you must obtain a New Zealand Driver's Licence before this 12 month period expires. For more details please follow these links:

<https://www.nzta.govt.nz/assets/resources/factsheets/56/docs/56-new-residents.pdf>

<https://www.nzta.govt.nz/assets/resources/factsheets/72/docs/72-overseas-driver-licence.pdf>

### DID YOU KNOW...

#### **Minimum Wage Increase:**

As of 1st April 2016, the minimum wage is increasing to \$15.25 per hour (excluding holiday pay).

### ACC

If you need to go on ACC for any reason it is important that you quote "BEL Group" as your employer **HOWEVER** if you work for any of the Longrow farms - Parkhill, Cloverlea, Kowhai Terrace or Reigate you will need to quote "Longrow Dairies" as your employer.

### IS YOUR PHONE ON THE BEL GROUP PHONE ACCOUNT?

We have had a few instances of employees using premium text services, calling overseas numbers (other than Australia which is free) and using excessive data (allowance is 1GB per person) on their phones that are on the BEL Group phone plan. The cost of some of the premium texts is around \$3.50 per text, which can add up dramatically after just a few texts being received. Please be careful of what you are signing up for as **YOU WILL BE CHARGED FOR THESE**. We will also be adding a **\$20 Administration Fee** as it does take quite a bit of our time to process these charges through both the payroll and accounts systems.

### NEW LEAVE FORMS:

Please note that the Leave Request Form has been altered slightly, to make it more user friendly. The new form can be accessed on the website. Can those of you out there using very dated leave forms (some look like they have been around since the 1800's!), please throw them away, and use the new form J

### RULES AROUND CASHING IN LEAVE:

**Annual Leave:** You are entitled to cash up 1 week of your 4 weeks of allocated leave each year. The following **Department of Labour** criteria apply:

- You must have been working for BEL Group for a minimum of 12 months (continuously).
- There also needs to be enough leave (from this previous 12 month period) available to cash up. (for example: If you have taken your 4 weeks of annual leave in the previous 12 month period, you are possibly not able to cash up annual leave, as the leave you have available may be accumulating leave (leave that is accruing for the current 12 month period).

#### **Days in Lieu:**

You are only entitled to cash up days in lieu under the following circumstances as per the **Department of Labour** regulations:

- You are finishing your employment with us and have outstanding days owing to you.
- The Days in Lieu were accrued at least 12 months before the date of being cashed up AND you and your manager have not been able to agree on a date for you to take these Days in Lieu in the past 12 months. (This in theory should never occur as all Days in Lieu should be taken within a month of accruing them.)

### Upcoming Statutory (Public) Holiday Days

<b><u>Friday 25<sup>th</sup> of March</u></b>	Good Friday
<b><u>Monday 28<sup>th</sup> of March</u></b>	Easter Monday
<b><u>Monday 25<sup>th</sup> of April</u></b>	ANZAC Day
<b><u>Monday 6<sup>th</sup> of June</u></b>	Queen's Birthday

**Nikki Johansen - Finance and Payroll**

## ON FARM WORKPLAN

ACTIVITY	MARCH	APRIL
<b>EFFLUENT (RECORD USE OF APPLICATION IN EFFLUENT DIARY)</b>	Effluent Irrigation Scheduled - effluent pond if any cleaned. Sample effluent for analysis. Soil tests/ nutrient budgets reviewed.	Effluent Irrigation Scheduled.
<b>FARM BUILDING MAINTANANCE</b>	Shed water blasted - painting of dairy etc.	
<b>FINANCIAL</b>	Draft Budget Feedback. Farm Budget Update. Final Budget.	Farm Budget Update. Budget Approval.
<b>HOUSE AND SECTIONS</b>	Painting buildings. Lawns Mowed Fortnightly. Annual Heat Pump Service.	Lawns mowed fortnightly. Clean Gutters. House Inspections.
<b>MILK AND COLOSTRUM SUPPLY</b>		
<b>PEOPLE</b>	Performance Reviews. Confirm plans for next year. Plan Annual Leave for June and July.	Remuneration Reviews. Manager Plan 2017 Staff Orientation. Remuneration Reviews Completed.
<b>RAINFALL &amp; SOIL TEMP</b>	Daily soil temp and rainfall.	Daily soil temp and rainfall.
<b>REPAIRS AND MAINTANANCE</b>	Fencing, Drain & Cleaning, Irrigation tracks Filled, Races repaired.	Tanker tracks/driveways graded.
<b>STOCK RECORDS</b>	Each week managers to enter all movements, sales, purchases & deaths into the Daily Update. 2nd Round PD, Update Minda records, ID Culls.	Update Deaths & Culls in Daily Update. After culling - herd list of # old/ lost tags re-tagged. Autumn calving to MINDA & Daily Update. BCS Herd.
<b>SUPPLEMENT AND FEEDING</b>	Feeding out Grass Silage Y/N. Feed Budget Review maize silage volumes. Review winter feed plans & Feed budget.	Feeding out maize silage. Review winter feed/grazing plans.
<b>WEEDS (FLUSH GEAR WKLY WHEN IN USE)</b>	Hazard Review Chemical Storage.	Drains sprayed.
<b>EVENTS/MEETINGS/ REVIEWS</b>	Farm Managers Meeting, SLT, OPM. On-Farm Plan Update.	Farm manager's meeting. On-Farm Plan Update. SLT. DOT. Mating Review completed. Board plan & proposal - approval/induction of budgets.
<b>CALVING</b>	Autumn Calving - trim cow tails, B12. Colostrum to calves, all fed 2 x daily until 14d old. Spray sheds with ecosafe.	Repairs to calf sheds include drainage/guttering. Order shaving. Dehorning. Autumn Calving - trim cow tails, B12. Colostrum to calves, all fed 2 x daily until 14d old.
<b>MASTITIS &amp; SCC</b>	No penicillin treatment of cull cows. Manual teat spray.	No penicillin treatment of MT cows.
<b>MINERALS</b>	Mag Dusting on WMF, Selenium, Zinc in troughs.	Liver sample on 10 culls. Mag Dusting on WMF. Zinc in troughs.
<b>TREATMENTS</b>	DCT. Lepto vaccine.	DCT.
<b>REPRODUCTION</b>	2nd PD @ 6wks post bulls out for spring mating. Identify MT's. Tailpaint & write up cycling cows. Bloods, BVD & Lepto Vaccines for Bulls.	Order your tail-paint supplies for mating winter milkers. Metrickcheck cows calved in first 3 weeks in winter herd 40 days before PSM.
<b>SEASONAL RISK</b>	Calves: Sours, Pneumonia, Navel Ill and Parasite. Cows: Milk Fever, Facial Eczema and heat stress.	Calves: Sours, Pneumonia, Navel Ill and Parasite. Cows: Milk Fever, Facial Eczema.
<b>STOCK MONITORING</b>	No penicillin for Cull or MT cows, Cull if feed short. All cows minimum of 4.5 1st March. Dry off: Heifers at BCS 3.0, cows at 2.5. BCS profile, all to be $\geq 5$ at Calving.	All culls & MT's gone end of week 1 April BCS Profile Herd fortnightly. Dry off on CS. LW monitoring heifers at grazing. Dry Off: Heifers at BCS 3.5, cows at 3.5.

# BEL GROUP CONTACT LIST 2015-16

NAME	POSITION	PHONE	EMAIL
Andrea Barry	Business Owner & Chair	021 759 170 Office 06 855 6596	andrea@belgroup.co.nz
Justine Kidd	BEL Group CEO	021 895 878	justine@belgroup.co.nz
Diane Rawlinson	EA to BEL Group CEO	027 553 3214	execassist@jmkconsulting.co.nz
Toni Goodlass	GM - People and Production	027 254 6814	toni@belgroup.co.nz
Rachael Riddell	GM - Profit	021 759 178	rachael@belgroup.co.nz

## BUSINESS SERVICES - All Invoices to PO Box 63, Waipukurau, 4242

Nicola Whittle	Business Service Team Leader	021 269 9307	nicola@belgroup.co.nz
Holly Price	<b>Maternity Leave</b>	06 858 8921	holly@belgroup.co.nz
Nikki Johansen	Finance and Payroll	06 858 8921	nikki@belgroup.co.nz
Kelly Jo Kroot	Finance and Payroll	06 8588921	kelly@belgroup.co.nz
Jude Jamieson	Workplace Safety/Admin Support	06 858 8921	jude@belgroup.co.nz
Paul Phippen	Asset Manager	0274 732 026	paul@belgroup.co.nz
Amanda Pottinger	Business Analyst	027 313 4590	amanda@belgroup.co.nz
Shane Mackie	Engineering (Deliveries to Ashton, 901 Burnside Rd, Takapau)	021 285 3011	shane@belgroup.co.nz
Hamish Quinlivan	Animal Health	027 486 6984	hamish@vetabs.co.nz

## DAIRY FARMS - All Invoices to PO Box 63, Waipukurau, 4242

<b>Operations Manager - Doug Dolan</b>		027 489 3764	doug@belgroup.co.nz
Ashton #47478	Doug Dolan	021 759 165	ashton@belgroup.co.nz
Fairlea #47477	David Mochrie	021 759 154	fairlea@belgroup.co.nz
Springfield #47426	Rhys Spooner	021 759 164	springfield@belgroup.co.nz
<b>Operations Manager - Michael Oakly</b>		027 243 1205	mike@belgroup.co.nz
Reigate #47414	Michael Oakly	021 759 156	reigate@belgroup.co.nz
Cloverlea #47422	Phil Vallance	021 759 616	cloverlea@belgroup.co.nz
Parkhill #47421	Craig Pennell	021 759 161	parkhill@belgroup.co.nz
Kowhai Terrace #47423	Reetesh Prasad	021 759 163	kowhaiterrace@belgroup.co.nz
<b>Operations Manager - Anthony Williams</b>		027 627 8677	anthony@belgroup.co.nz
Hedley #47640	Peter Borges	021 759 173	hedley@belgroup.co.nz
Ellingham #47641	Daryl Spooner	021 759 174	ellingham@belgroup.co.nz

## DAIRY SUPPORT - All Invoices to PO Box 63, Waipukurau, 4242

Operations Manager	Peter Kroot	021 759 172	pete@belgroup.co.nz
Ag-Works Manager	Jim Barnes	021 759 160	jim@belgroup.co.nz
Dairy Support	Paul Hopkinson	027 763 9977	



## NEWS AND EVENTS

### LOCAL & INDUSTRY NEWS AND EVENTS

#### March

15 March Dairy NZ Heifer Focus Farm Field Day  
Graham Anderson's - 10.30am-1.30pm  
Tukituki Road (off SH50)  
Contact: Scott Cameron - 027 702 3760  
[www.dairynz.co.nz/events](http://www.dairynz.co.nz/events)

17-19 March Central Districts Field Days  
Manfield Park, Fielding  
8.30am-4.30pm  
[www.cdfielddays.co.nz](http://www.cdfielddays.co.nz)

21 March Hawkes Bay/Wairarapa Dairy Industry  
Regional Awards - 6pm-11.45pm  
Masterton War Memorial Stadium

23 March Dairy NZ CHB Discussion Group  
Ray Johnson's - 10.30am-2.30pm  
3543 SH2, Takapau SN 47502  
Contact: Gray Beagley - 027 444 8525  
[www.dairynz.co.nz/events](http://www.dairynz.co.nz/events)

25 March The Little Easy  
Russell Park, Waipukurau - 11.30am  
\$15 for adults and \$10 for kids,  
includes a "Little Easy" t-shirt.  
[www.eventfinda.co.nz](http://www.eventfinda.co.nz)

26 March The Big Easy - 10am-6pm  
Church Road Winery, Taradale  
\$30 for adults and \$10 for kids  
[www.thebigeasy.co.nz](http://www.thebigeasy.co.nz)

#### April

6 April Hawkes Bay/Wairarapa Dairy Industry  
Awards - Field Days  
Venue TBC - 10.30am-1pm  
[www.dairyindustryawards.co.nz](http://www.dairyindustryawards.co.nz)

#### May

14 May Air NZ HB International Marathon  
109 Marine Parade, Napier - 7.45am  
42km, 21km, 10km and 3km kids run.  
[www.hawkesbaymarathon.co.nz](http://www.hawkesbaymarathon.co.nz)

### WEBSITE LOG-IN

All staff are welcome to access the BEL Group website ([www.belgroup.co.nz](http://www.belgroup.co.nz)) and resources. Should you require a login and password, please contact the Business Services Office on 06 858 8921. You will need to have an email address to have this facility set up.

**Have you joined BEL Group  
on Facebook? — like us now!!**



## Geek Corner

For those of you who are interested in trying new applications for your phones...



#### S Health

Track the various physical exercises and activities using the various built-in trackers. You can record your step count activity using Pedometer, create a balanced lifestyle pattern by recording your food, caffeine and water intake details. Track your diet and weight on the go while staying comfortable using the sleep & stress tracker.



#### Sound Meter

Is an app to measure noise volume in decibels.

App features:

Fast dB response, gauge for indicate values, show the current noise environment, Min/Avg/Max values display, displays the sound level graph, can calibrate the decibel for each device.

Go to: <https://play.google.com/store> to download these and more.

### BEL GROUP EVENTS

#### March

16 March SHED Champs Meeting (Farm Reps)  
Longrow Office - 10am-11.30am

23 March Finance Workshop  
Longrow Office - 10am-1pm

24 March Staff BBQ - Longrow 12pm-1pm

30 March First Aid Training - 8am-5pm  
St John Ambulance, Waipukurau

#### April

8 April Feed Management Training  
Longrow Office - 10am-2pm

13 April SHED Leaders Meeting (Managers)  
Longrow Office - 10am-11.30am

13 April Autumn Management Workshop  
(Development Programme)  
Longrow Office, 6.30pm-9.30pm

14 April DCT - Spring Calving Cows Training  
Info TBC

18-20 April Housing Inspections

26 April Deadline for BEL Award Nominations

28 April Staff BBQ - Ashton - 12.30pm-1.30pm

#### May

4 May Farm Managers Meeting  
Venue TBC 11am-2pm



Our Business, Our People  
Growing Together in Our  
Community

- ✦ Delivering results - on time, to standard
- ✦ Being responsible – responsive, decisive action
- ✦ Working Together – supporting the team goal