

THE INSIDER

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INSIDE TOPIGS NORSVIN CANADA

At Topigs Norsvin Canada we value teamwork and understand that without our amazing staff this company would not be the same. Providing the best products and services to our valued customers is the goal of each employee. This issue of the Insider will take you deeper into the company and introduce you to the hard-working teams inside the barns and offices at Topigs Norsvin Canada.

Our head office in Winnipeg, Manitoba is home to many of our employees, while many out-of-province staff work from their home offices. We take pride in having many long-term employees that excel in their work and love their work environment. At the same time, we are fortunate to have been able to recruit some of the best, very talented people that are relatively new to our company, but are critical to the continued growth and success.

Topigs Norsvin Canada is comprised of five departments: Finance & Administration; Sales, Marketing & Logistics; Genetic Services & Research; Veterinary & Health; and Production. A management team meets on a monthly basis to make sure all aspects of our business are being managed correctly and to their highest efficiency.

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Cam McGavin & friends

Cam McGavin, General Manager oversees all departments in the company to ensure everything is running smoothly. Cam is responsible for all facets of the business, including operations, genetics, sales, finance and administration. He is also the relationship manager for some of Topigs Norsvin's largest clients in Canada and reports to the Regional Director for the Americas.

"We have an amazing group of

people working for Topigs Norsvin Canada. Our success is a reflection on them," said Cam.

Finance & Administration



Heather McLelland

Office Administrator **Heather McLelland** is the first voice you hear when you call the office and the first and last smiling face you see when you visit the office. If you are ever trying to figure out where another one of our staff members is, there is a good chance Heather knows and can forward you on to them. She helps place orders for ID tags, clothing, office supplies and so much more. Heather helps in almost all

departments from organizing trade shows with the marketing team to delivering samples to the lab to help out our genetics team.



Abbey Sanchez, Janis Kennedy, Trent Leppy, Paul DelGrosso

Trent Leppy, Financial Controller oversees the company finances, Human Resources, and reporting functions. Along with his team of **Janis Kennedy**, **Abbey Sanchez**, and **Paul Del Grosso**, all financial functions are carried out. Janis is in charge of receivables; she

generates monthly volume and financial reports. Janis also ensures all animal movements are tracked and invoiced. Abbey is responsible for all payables. She ensures that vendors invoices get entered, approved, and processed in a timely manner. Paul is the newest member of the accounting team. He assists the accounting team with various tasks, and Paul assists Janis with the payment process and some filing. He also works closely with Trent Leppy on the HR side and helps with financial analysis on various projects.



Derek Schroeder

One of our offices' biggest champions is IT Administrator **Derek Schroeder**. Whenever anyone at the office or in one of our barns has a technology malfunction, Derek is there to save the day! Derek works on technological solutions and projects that use technology to improve work efficiency, security, and accuracy. He does program and software support for Topigs Norsvin colleagues and clients, and Derek

manages the company's data, databases, data flows and support in the correction of errors.

Sales, Marketing & Logistics



John Sawatzky

John Sawatzky, Sales Manager, is responsible for all sales and marketing functions in Canada. July 2021 will mark 45 years in the swine breeding stock business for John. "I've seen a lot of changes in the business of producing and selling genetics. So much has changed, and changed for the better! The goal in 1976 was to produce 20 pigs

weaned / sow / year. I am fortunate to have a great team working for me from Alberta to Quebec, and we now market genetics in every pig-producing province from coast to coast! The support and effort from Gord Edwards in Ontario has been vital to our tremendous growth in Eastern Canada," said John.



Gord Edwards

Gord Edwards, Ontario Sales Manager is responsible for sales and technical support of all the Topigs Norsvin products, while leading the eastern sales team. Gord is also a long-time veteran in the swine genetics business and is well known in the eastern provinces. The eastern team of five people consists of Gord Edwards, Rick Beunen, Veronica Anderson, Jeff Crossman and André Lavergne.

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Rick Beunen

Along with a sales role, **Rick Beunen** focusses heavily on support to our customers and multipliers in Ontario in “in barn” production and support of customer InGene® programs.

Veronica Anderson has many roles within the company. She originally started in a part-time position of logistics for eastern Canada, but her role quickly grew from there. Veronica is now in a full-time position working in sales, logistics for eastern Canada and manages the Ontario multipliers. Veronica works closely with Ontario multipliers by assisting in blood testing, selecting gilts, and organizing health testing and results.



Veronica Anderson

A relatively new member of this team is **Jeff Crossman**. Jeff has taken on his new role by showing farmers in Ontario what Topigs Norsvin Canada has to offer. He works closely with customers to help them achieve high performance results that Topigs Norsvin Canada products are capable of achieving.



Jeff Crossman

The newest member of the eastern team is **André Lavergne**. André works as the Business Development Representative for Québec and a Technical Support Representative for Eastern Canada. He is well-known in the Quebec pork production sector, and he will be instrumental in developing more business in Quebec as well as giving local support to the existing customer base. André also assists in translating all Topigs



André Lavergne

Norsvin Canada support tools into French.

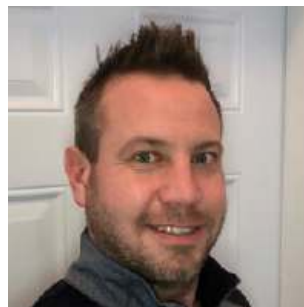


Art Friesen



Sheldon Friesen

Our western Canada team responsible for business development and service in Saskatchewan, Alberta and Montana is the father and son duo of **Art and Sheldon Friesen**. Art is based in southern Alberta and specializes in the natural mating genetic market, working closely with the Hutterite communities. He is a veteran of the swine industry having worked with pig farmers for over 30 years. Art’s skill is building positive relationships with his customers and working passionately at service. He is well known to producers and can be seen at trade shows across Western Canada or at appointments in his vast territory. Sheldon Friesen started in the pig business at Delta Canada and worked in several of our nucleus farms prior to joining the sales team. This experience has been invaluable to his current role of sales and service. Sheldon is based in central Alberta where he works with various types of farms and customers. He supports the Alberta multiplier farm with selection of gilts at Kingdom Farms to ensure customers receive top-quality gilts. Though based in Central Alberta, you can see Sheldon working trade shows and visiting pig barns in Southern Alberta, South-west Saskatchewan, and Montana.



Russ Penner

Russ Penner handles sales and technical support in Manitoba. Having owned a 1,500-sow production farm, Russ is very competent in production support of our products. In addition to a sales and service role, Russ also looks after one of our multiplier pyramids, Stanley Pork and Grass River. Regular visits to both sites are done to assure health and quality control as well as give

support and advice on how to produce the best product for sale to our customers.

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Ron Musick

Ron Musick is the Canadian Export and Logistics manager. Ron manages the company's breeding stock supply chain and logistics operations. One of Ron's main roles is the coordination of exports and imports of live breeding stock in and out of Canada. Topigs Norsvin Canada is proud to have the highest ranked Z-line and TN Tempo populations in the Topigs Norsvin global system. That leads to a demand for live exports of both gilts

and boars to support genetic progress in other countries. The logistics and health certificates vary greatly between countries and take a considerable amount of time from start to completion with animals arriving safely at their destination.



Annika Armstrong

Annika Armstrong assists Ron in logistics and coordinates the domestic shipments in Canada and the USA. She helps organize the company's breeding stock supply/demand to keep the sales team current with availabilities. She also assists in the health department by tracking all lab testing results. In the marketing department, Annika assists John Sawatzky with various tasks which include coordinating

trade shows, updating social media, and keeping advertising up to date in different publications throughout Canada.



Walter Klochko



Ryan David

Walter Klochko is also a member of the export/logistics team with Ron and Annika. Walter manages all three of our isolation barns, with help from **Ryan David**. Whenever there are international exports that require an isolation period, this team prepares the isolation barns for

CFIA inspections prior to animals entering the isolation barns. Once approved and animals are in quarantine, they care for the animals while they are in isolation, administer vaccinations, help prepare and participate in testing and selection. Once the isolation period is over, they load the final selected export group onto trucks for delivery to meet a plane at an airport which could be Chicago, Winnipeg or even Hamilton, Ontario. Once empty, the barn is washed, disinfected and prepared for the next export. This team is also in charge of caring for any boars that are imported from the US during their quarantine time. Walter is responsible for moving nucleus farm by-product animals to brokers and packers.



Marcos Amorim

Marcos Amorim has held several roles within Topigs Norsvin Canada. He started as barn manager at the Paradise Valley nucleus, then moved on to the Genetic Nucleus Production Manager, and is now the Key Account Technical Manager. As the Key Account Technical Manager, Marcos visits and supports key accounts of Topigs Norsvin Canada where he organizes and analyzes data to increase the production

output and efficiency of customer production systems. Marcos ensures there is dataflow between multiplier farms and Topigs Norsvin Canada and is also responsible for the support and development of InGene® in customer farms.



Mike Shaw

Genetic Services & Research

Mike Shaw, Director of Genetic Services, is responsible for our Genetic Nucleus pyramids in Canada. He oversees the genetics program, production, human resources, and operations at these nucleus farms. Mike was the project manager of our Delta Canada Research Barn from conception to completion in 2018, and is now focusing on new special projects. Mike is also involved with some of our key accounts in Canada and Mexico focusing on production and genetic program support.



Justin Reimer

Genetic and Health Program Manager, **Justin Reimer** oversees the genetic program within Topigs Norsvin Canada. Working in a role of both genetic data and actual "barn level" phenotypic information, Justin's role is to make sure the characteristics we deem as essential

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in each breed line is maximized to its fullest potential. These essential characteristics are portrayed in a numerical value which we call the TSI (Topigs Selection Index). Justin breaks the TSI down into its individual characteristics to ensure they are strong throughout the Genetic Nucleus system. This process applies not only to Canada, Justin also participates in a Global Selection Team to ensure our products are very similar around the world. Justin visits all the Nucleus barns to keep an eye on the strength of their genetic program. He also monitors boar placements to all AI studs in Canada to ensure the productive herd meets the genetic criteria for all our breed lines. Justin works with the veterinarians in the health program to monitor health testing and protocols our nucleus and multiplier barns.



Yang Liu



Lee-Anna Murray



Mikala Sasley

Three key people are part of Justin's team. **Yang Liu, Lee-Anna Murray, and Mikala Sasley** assist in testing, data flow and monitoring information between our nucleus barns and the head office. Various genetics tests and sampling are done routinely including Lean Muscle Scanning, weighing of animals and DNA sampling. Being in nucleus farms every week, Lee-Anna and Mikala also head up our weekly meat quality testing done in the lab at our head office. Yang focuses on Key Account barns to make sure protocols are followed. He is also in charge of leading the InGene® process for customers across Canada.



Victor Lei

Victor Lei oversees all the Topigs Norsvin Canada Research and

Development activities, and manages research projects within the R&D department. Victor has built and maintained a direct link between R&D departments and the Topigs Norsvin International research group where he collaborates with different Topigs Norsvin genetics groups from around the world. Victor directs and oversees the quality of data collection and the selection program which includes CT scanning, automatic feed intake recording, and other precision phenotype protocols.



Dr. Brad Chappell

Veterinary & Health

On January 1, 2021, **Dr. Brad Chappell** joined our team to become the Director of Veterinary Services for Topigs Norsvin Canada. Dr. Chappell is responsible for health programs within Canada. Brad makes weekly herd visits to nucleus and multiplier barns to ensure the health of the herd is being monitored regularly

to ensure the highest health.



Claude Verrier

Production

Claude Verrier, Genetic Nucleus Production Manager, works on production with all our nucleus farms. Direct contact with barn staff and reviewing production data daily ensures everything is flowing properly. Claude helped with the Paradise Valley renovations.



Matthew Waldner, Windy Acres

Our dedicated barn staff is vital to successful production. Our two main Genetic Nucleus farms are Windy Acres and Paradise Valley. Windy Acres is managed by **Matthew Waldner** where he and his team produce some of the best terminal sires available today. TN Tempo, TN Talent and Norsvin Duroc boars are produced here for sale and distribution to AI stations in Canada, the USA and the world.

Paradise Valley is our maternal Genetic Nucleus managed by **Anna Tobias**. Anna and her team produce the Z-line and Norsvin Landrace. The Z-lines at Paradise Valley are ranked the highest in the world and are in big demand to produce TN70 gilts.

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Windy Acres - L to R - Jordan and Will



Windy Acres - L to R - Emily and Shelly



Windy Acres - L to R - Alvin and Rae



Windy Acres - L to R - Luisa and Eva



Windy Acres - Marion

Production Staff Not Photographed (Paradise Valley):
Gino Nardo, April Valdez, Richard Stastny, Peter Teichrib, Myra Quidep, Jason Ybanez, Shelly Lapad, Lanesa Olais, Nikoli Escandor, Maffel Escandor and Manager, Anna Tobias

The Delta Canada pyramid consists of the boar testing/CT scanning site which opened in 2018 near Woodlands, and four all-in/all-out nursery



Harry Waldner, Victor Billan, Earl Villanueva



Delta Canada (back L to R) Alex, Romeo, Stephen (front L to R) Roy, Harold, Marion

barns approximately 30 km away. The Delta Nursery site is managed by **Harry Waldner** and his team, **Earl Villanueva**, and **Victor Billan**. These barns get filled in a rotation every three weeks with Z-line and TN Tempo boars from our nucleus barns. This team covers all aspects of production including basic feeding and care, health checks, and general barn duties. All pigs are identified with RFID tags and a DNA sample registered in our database. The staff makes sure that all identification is correct.

Each week the Delta Nursery sends the best 144 Z-line and TN Tempo boars to Delta Canada which is managed by **Alex Yanguiez**. Here the boars are grown out to 130 kg when they are off-tested. Alex and his team conduct many different tests on each boar such as a Live Muscle Scan, CT Scanning, and health tests prior to being on our Z-line and TN Tempo boars. Most boars at Delta Canada are selected for different international exports.



Kyla Ripley

AIM Worldwide

Kyla Ripley, AIM Worldwide-AI Specialist Americas, oversees AIM services which includes setup and execution of plans to improve semen collection, processing and efficiency of owned, contracted and key account AI stations inside the Americas. This includes the monitoring of AIM standards

through on site auditing and the implementation of a third party Quality Control Andrology program. Kyla assists in the development of training programs for new and existing partnership AI stations, and she supports the implementation of new techniques and software solutions. Kyla also contributes from a market perspective to the reproduction and fertility research platform through setup and support of research projects in practice with AIM customer boar studs.

PARADISE VALLEY RENOVATIONS



Paradise Valley

For many years now, group housing of sows has been practiced in Topigs Norsvin nucleus farms in Norway and The Netherlands. All animals in our maternal line genetic programs have been selected in a group environment for more than a decade. The Paradise Valley Genetic Nucleus in Manitoba is now the highest ranked maternal nucleus within the whole of Topigs Norsvin worldwide. To continue the work started many years ago, and to meet the standard of group sow housing, a major renovation took place in the latter part of 2020.

After several delays due to equipment not arriving on time and COVID-19 issues, construction finally began August 17, 2020. The construction and renovations were completed in only 128 days. The planning team spent many long days planning and organizing these renovations to ensure they were properly done, that biosecurity was not compromised, and that the design and equipment equaled or exceeded the Topigs

Norsvin standard. This planning team included Mike Shaw, Russ Penner, Claude Verrier, and Jeroen Van Boekel.

Paradise Valley was built in 1996 and, as with all barns this age, most of the equipment had been in the barn for years, so this was a good time for an upgrade. Renovations occurred in the gilt rooms, breeding rooms and gestation rooms. Each room received new slatted floors, which were converted in the gestation room from partially slatted floors to fully slatted floors, new water lines, a fresh coat of paint and upgraded lighting and ventilation. The heating systems were also upgraded to floor and tube heating in the gestation rooms to help keep the animals warm in the cold Manitoba winters. The group sow housing was installed with free access feeding stations.

Not only did our Topigs Norsvin Canada team put a lot of their time and effort into these renovations, so did our contactors:

A2 Ventures Inc. completed the construction aspects of the renovations; Golf View Electric completed the electrical work; Summit Technology upgraded the Maximus ventilation controllers; After Hours Plumbing and Heating updated the heaters in the gestation room; and MK Painting helped give the barn a fresh coat of paint. We would like to thank everyone who helped us with the Paradise Valley renovations. Without all the long days and hard work, this project never could have been completed with such speed and efficiency.



Paradise Valley Renovations

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AI STUD STATIONS

Magnum Swine Genetics Inc.
Fort Macleod, AB
Andrew Buesekom
(888) 553-4844

Total Swine Genetics Inc.
Tillsonburg, ON
Stuart De Vries
(800) 844-9913

Sunrise Genetics
Amherst, NS
Mike MacDonald
(902) 661-7883

Carlo Genetics Inc.
Ste. Anne, MB
Katrin Braasch
(204) 371-0411

C & M Genetics
Lucan, ON
Dr. Corneliu Oltean
(888) 259-7594

INSIDER QUIZ

HOW TO PLAY

Please answer the questions in our Insider Quiz. All the answers are in this newsletter. Then fax, mail or email your answers, along with your name, address, and phone number to: Fax: 204-489-3152 or Email: info@topignorsvin.ca

Entries are to be received by **May 31, 2021**. The *first 10 entries drawn with the correct answers* will receive a \$20.00 gift card. The Topigs Norsvin rep in your area will deliver the prize. Employees of Topigs Norsvin and their subsidiaries are not eligible.

1. Who is the Genetic and Health Program Manager?
2. Who manages all three Topigs Norsvin Canada isolation barns?
3. How many days did the Paradise Valley Renovations take?
4. Who joined the Topigs Norsvin Canada team on January 1st, 2021?
5. How many Z-line and TN Tempo boars are sent to Delta Canada each week?

Name:

Address:

Phone #: Fax #: Email:

Topigs Norsvin INSIDER Quiz Winners

Winners from the December 2020 Winter issue will receive a \$20.00 gift card. Arnold Weber, ON; Ezra Wipf, Cascade Colony, USA MT; Joe Kleinsasser, Kingsbury Colony, USA MT; Benjamin Mandel, Shamrock Colony, AB; Kourtney Waldner, New Rockport Colony, AB; Delilah Wipf, Wymark Colony, SK; Eddy Wipf, Wymark Colony, SK; Mariah Gross, Iberville Colony, MB; Darren Waldner, Evergreen Colony, MB; Kevin Wurtz, Horizon Colony, MB. The Topigs Norsvin rep in your area will deliver your prize. Congratulations!