



How to Get the Most from Your TCFA Membership

TCFA exists for its members – all of its members – whether you are a feedyard operator, a feedyard customer or a feedyard supplier. If building a strong cattle feeding industry is beneficial to you, TCFA is working on your behalf. Here is some of what TCFA has to offer.

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Legislative Representation

Of all the services TCFA offers, many members say its aggressive legislative efforts are among the most important. That's because government activities affect cattle feeders every day. Not only do TCFA officers and staff visit Washington and Austin to take cattle feeders' concerns directly to legislators, TCFA also brings national legislators and their staffs to the area to give them an understanding of cattle feeding.

In addition, TCFA uses BEEF-PAC, its Political Action Committee, to support candidates who understand and are friendly to the cattle feeding industry. Key staff contacts: Josh Winegarner, josh@tcfa.org and Shannon Standley, shannon@tcfa.org.

Market Information

Day-in, day-out, it's the cattle market that dominates the thoughts of cattle feeders, and for over 50 years, the TCFA Market Department has been helping members keep up so they can sell their cattle for all the market offers.

The TCFA area accounts for about 28 percent of the fed cattle marketed in the U.S., making Cattle Feeding Country the center of the nation's fed cattle market. TCFA's Market Department is tuned in to the market pulse and can provide up-to-the-minute information for qualified members.

And with Web-Net and text messaging, feeder and feedyard members get detailed market information transmitted directly to them anytime, anywhere. Web-Net is TCFA's internet-based market information system that allows feeder and feedyard members to automatically receive market updates as they occur. TCFA's Market Department can help put market power in your hands and help you get the best price for your cattle. Key staff contacts: Brady Miller, brady@tcfa.org, Rachel Hernandez, rachel@tcfa.org, and Brenda Waits, brenda@tcfa.org.

Communications

Information that is accurate and timely. That's the stock in trade of the TCFA Communications Department as it works to keep members and the media informed about the events and activities that shape cattle feeding.

The weekly TCFA *Newsletter* is available to all TCFA members, in addition to the *Cattle Feeders Resource Guide*, brochures and other publications that keep you informed of events and actions that may impact your business.

The website is a valuable resource for market data, research reports, industry news, directories for Allied Industry and Feedyard Members and many other subjects.

TCFA is also very active on multiple social media platforms, providing sharable content to tell the story of cattle feeding. Connect

with TCFA on Facebook, Twitter and Instagram to get involved.

A video library on a variety of subjects of interest to cattle feeders is available. Members can check out videos on loan from TCFA to use in employee trainings or as a program for 4-H, FFA or civic club meetings. And should you be contacted by the media, TCFA can help you develop a response. Key staff contact: Madeleine Bezner, madeleine@tcfa.org.

Regulatory Liaison

The impact of government regulations on cattle feeders' daily lives is undeniable. Between state and federal government agencies, feedyards in Cattle Feeding Country must adhere to regulations from more than 20 different agencies. Sorting through the maze of

regulations can be daunting. That's why TCFA maintains a close relationship with many government agencies. And that's how you can earn a valuable return on your TCFA membership – by consulting with staff members as you draw plans to comply with these regulations.

Should you need interpretation or clarification of regulations, TCFA can help you decipher the rules. Should you need to contact a government agency, TCFA can assist in the discussion. Should you wish to suggest changes, reductions or additions to regulations, you can channel your ideas through TCFA and know they'll reach the proper person. Key staff contacts: Ben Weinheimer, ben@tcfa.org and Josh Winegarner, josh@tcfa.org.

Arbitration

Even in the best businesses, disagreements sometimes arise. To assist members in resolving their differences, TCFA offers its Arbitration Program.

The TCFA Arbitration Program allows any TCFA member who has a cattle feeding business dispute with another member to air grievances before a panel of fellow cattlemen. This panel renders a decision, which can be appealed to another cattlemen's panel if the parties desire. Both parties must agree to arbitrate. Key staff contact: Shannon Standley, shannon@tcfa.org.

Seminars and Meetings

There's a maxim in business that holds that you can't know enough about your industry, and you can't meet too many people. Combine this truism with the unique and special need for knowledge and information that cattle feeders have, and it's easy to see why TCFA seminars are important.

You and your employees can benefit from seminars on such topics as feedyard office procedures, employee safety, animal health, feedmill management, financial management, labor law and others. The TCFA Annual Convention is another event that provides fertile ground for education and an exchange of ideas.

TCFA's cost-effective educational seminars and the information-packed Annual Convention can return significant benefits to your operation through greater employee productivity. Key staff contacts: Brady Miller, brady@tcfa.org, and Rachel Hernandez, rachel@tcfa.org.

Research

The cattle feeding industry was bred and born with a scientific mind. Combining traditions proven by the test of time with cutting-edge technology, feedyards in Cattle Feeding Country stay ahead of the curve in feeding cattle. And with an industry raised on technology and whose future will be determined by science, TCFA encourages a wide range of research projects on cattle feeding.

If knowledge is power, then TCFA members swing a big stick when it comes to getting top dollar for fed cattle.

TCFA works closely with universities in Cattle Feeding Country to provide cattle feeders with the best science

available by planting seed money in research projects that provide the information to stay ahead of the knowledge curve. In fact, TCFA has helped fund more than 100 research projects over the years. Key staff contact: Ben Weinheimer, ben@tcfa.org.

Safety and Insurance

The TCFA Safety Program for feedyard employees literally saves lives. With a goal of preventing accidents and injuries, TCFA's Safety Program helps feedyards develop worker safety programs that first and foremost keep employees healthy and safe. Healthy, safe employees are productive and reliable, which keeps feedyards running smoothly and efficiently. Key staff contact: Brady Miller, brady@tcfa.org.

Working alongside the TCFA Safety Program, TCFA's Workers' Compensation Insurance Group Purchase Plan offers feedyards an opportunity to save money while protecting their employees' well-being. Members of the Group Purchase Plan receive a premium discount, currently over 10 percent, on excellent workers' comp coverage that has paid TCFA group members more than \$4 million in dividends in the last five years. Key staff contact: Christie Culp, christie@tcfa.org.

The TCFA Group Health and Life Insurance Plans provide Blue Cross-Blue Shield insurance with attractive benefits at competitive rates for Texas-based employers. If you're looking for cost-effective health insurance for your employees, check out the TCFA Insurance Plan. Key staff contact: Kristi Gillispie, kristi@tcfa.org.

Quality Assurance

Helping members stay ahead of the curve. That's TCFA's goal, and that's why TCFA was the first state cattlemen's association in the nation to develop the Beef Quality Assurance Program



(BQA). In fact, TCFA's program has served as the foundation for beef quality assurance efforts now in place in nearly every state.

TCFA's BQA Program includes Hazard Analysis Critical Control Points (HACCP) principles, site-specific Best Management Practices and documented employee training for all employees in the feed, cattle and yard departments. To participate in the program, feedyards must be audited by TCFA and verified by a nutritionist and veterinarian and must re-qualify every year to keep their certification. In addition to addressing beef safety and quality, annual audits by TCFA staff include cattle handling evaluations and inspections of facilities, feed bunks, water tanks and pens. Key staff contact: Matt Davis, matt@tcfa.org.

Environmental Services

From the beginning, cattle feeders have recognized that sound environmental stewardship is not only the right thing to do, but it also makes good business sense. TCFA developed a model Pollution Prevention Plan for feedyards that has become the standard for other industries. And to help TCFA Feedyard Members become as environmentally proactive as possible, TCFA conducts environmental site assessments that help feedyard managers understand the many federal and state environmental regulations they must comply with.

In addition, TCFA offers enhanced environmental services to help feedyards with monitoring, testing and recordkeeping. TCFA conducts training for feedyard personnel, inspects environmental equipment and facilities, reviews logs and records, and assists with water, soil and nutrient sampling. Key staff contact: Ben Weinheimer, ben@tcfa.org.

Human Resources

TCFA works to help promote a sustainable, competent labor force to address the unique employment needs of feedyards. TCFA staff can answer questions about employee relations, immigration, hiring, firing, interviews, compensation, workers' comp and many other tough issues facing feedyard management in the ever-changing world of employee relations.

If bilingual communications is sometimes a challenge for you and your employees, Browning's Concise English to Spanish Feedyard Terms is available to provide translation for words and phrases commonly used day to day in feedyards. Key staff contact: Christie Culp, christie@tcfa.org.

Preparing Future Leaders

To develop future leaders for our industry, TCFA has partnered with Texas A&M AgriLife Extension Service and West Texas A&M University on a Feedyard Technician Program that prepares students for feedyard employment. TCFA works to attract young people to the industry through its Junior Fed Beef Challenge and Junior Fed Beef Career and Leadership



TCFA sponsors many seminars that help you work smarter.

Program, also known as "Feedyard Camp," which is held at West Texas A&M University. Key staff contacts: Brady Miller, brady@tcfa.org, and Rachel Hernandez, rachel@tcfa.org.

TCFA also helps students at the university level with scholarships provided through the TCFA Education Foundation. TCFA sponsors representatives to NCBA's Young Cattlemen's Conference to enhance knowledge for younger professionals already in the industry. Key staff contact: Shannon Standley, shannon@tcfa.org.

Alliances

TCFA strongly supports the State and National Beef Checkoff and works with various organizations including, but not limited to, the National Cattlemen's Beef Association, Cattlemen's Beef Board, U.S. Meat Export Federation and Texas Beef Council to address industry challenges. Key staff contact: Ross Wilson, ross@tcfa.org. 