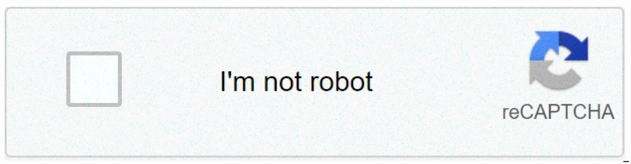

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Cattle farm jobs in iowa

Farmers are more commonly called ranchers if they focus on beef production and milk producers if they raise livestock to produce milk. Farmers and milk producers often own their own land, although some may lease additional land, either for a season or throughout the year. A farmer's exact duties depend on the size of the operation and other factors, such as the purchase of the ranch products market, the degree of technology used, and the geographical location of the ranch. However, certain duties are consistent. Cattle must have food and water throughout the year. When pastures are lushly vegetated, herds can be released to graze on their own. As the food supply in a pasture decreases, farmers may have to move the herd to another grass. In winter, livestock are typically fed hay or special food that must be delivered to pens, barns or pastures. Dairy cattle are usually kept on a specific diet to maximize milk production and quality. Cattle usually receive special feed just before sale to increase their weight. Water must be delivered to livestock held in barns, and when in pastures, farmers must ensure that storage tanks or natural sources are full and uncontained. Farmers practice selective breeding to produce broth with the desired qualities. Artificial insemination is often used to eliminate the need to physically transport cattle between ranches. The rancher can handle the task or hire the services of a veterinarian. During labor, ranchers are often at their disposal to assist in childbirth and monitor the health of both the cow and calf. A rancher must keep a close eye on livestock health. Numerous diseases and parasittic pests can affect entire herds in no time. Minor health problems, such as ticks or surface cuts, are usually addressed by the rancher. If necessary, some ranchers handle tasks such ashorning or castration themselves. Shelters, barns, fences, feed channels and gates are some of the structures common to most ranches. The rancher should see that they are built and repaired as needed. Ranchers can handle tasks themselves in small operations, hire someone to handle a specific job, or employ full-time workers to handle a variety of tasks, including structural repairs. Ranchers must find buyers for their products. Depending on the transaction, they may have to negotiate contracts with buyers or arrange the shipment of their shares. They must also handle accounting duties, such as payroll, taxes, or Farmers must ensure that all chemicals and feed delivered to livestock comply with government regulations. They can also operate agricultural equipment, such as hay balers or tractors. Milk producers must milk cows according to a strict schedule. If they hire workers, they may need to be trained and supervised. Most ranchers learn occupation through experience, often on a family ranch. Most are high school graduates, although the Bureau of Labor Statistics technological advances have led many to get a college education. Livestock income varies by ranch size, and may fluctuate annually due to weather or market prices. However, the BLS reported an average annual salary of $60,750 for 2010, with 10 percent earning $29,280 or less and 10 percent earning at least $106,980. The BLS also predicted that agricultural and livestock jobs would decline by about 8% by 2020. This profile is from the QRIS Compendium, a comprehensive resource for information on all QRIS operating in the United States and its Territories. It was developed by an association of the BUILD Initiative, the Collaborative Early Learning Challenge, and Child Trends. Livestock farming is the process of raising livestock from birth to the moment they provide food or milk for consumption. A rancher usually has a barn where milking cows live and a grass where cattle graze. Milk producers raise livestock to provide milk for family consumption and distribution for income. Beef farmers raise cattle until they reach adulthood and are large enough to produce meat in slaughter. Farmers also bring some cattle to auction and sell them. Most of the livestock that farmers develop for beef consumption are sent to a USDA processing plant and sold through wholesale and retail channels. A will, also called last will and testament, can help protect your family and property. You can use an assignment to: leave your property to individuals or organizations to appoint a personal guardian to care for your minor children by a trusted person to manage the property that leaves underage children, and appoint an executor, the person who makes sure the terms of their will are carried out. What if I die unwillingly? In Iowa, if you die unwillingly, your property will be distributed in accordance with state intestacy laws. Iowa's intestacy law gives its property to its closest relatives, starting with your spouse and children. If you do not have a spouse or children, your grandchildren or parents will receive your property. This list continues with increasingly distant relatives, including siblings, grandparents, aunts and uncles, cousins, and relatives of their spouse. If the court exhausts this list to find out that you do not have living relatives by blood or marriage, the state will take your property. Do I need a lawyer to make an at will in Iowa? Lol You can do your own will in Iowa, using Nolo's do-it-yourself software or online will programs. However, you may want to consult an attorney in some situations. For example, if you think your will could be disputed or if you want to your spouse, you should talk to an attorney. Nolo products tell you when it's wise to seek the advice of a lawyer. What are the requirements to sign a will in Iowa? To end his will in Iowa: he must sign his will in front of two witnesses, and his witnesses must sign his will. Witnesses must see you sign your will recognize it Do I need to have my will notarized? No, in Iowa, you don't have to notice your willingness to make it legal. However, Iowa allows you to do your self-testing will and you'll have to go to a notary if you want to do that. A self-test will expedite the will because the court can accept the will without contacting the witnesses who signed it. To do your will to self-test, you and your witnesses will go to the notary and sign an affidavit creating who you are and that each of you knew was signing the lightning bolt. Should I use my will to appoint an executor? Yes. In Iowa, you can use your will to appoint an executor who will ensure that the provisions of your will are made after his death. Nolo's will software and online will produce a letter to your executor that usually explains what the job requires. If you do not appoint an executor, the probate court will appoint someone to murder the job of liquidating your estate. Can I revoke or change my will? In Iowa, you can revoke or change your will at any time. You can revoke your will by burning, tearing, canceling, destroying, or destroying your will with the intention of overturning it by instructing another person to burn, rip, cancel, destroy, or destroy your will in front of you, or by making a new will that says it revokes the old or has conflicting terms to the old will. If you and your spouse divorce (or if a court determines that your marriage is not legal), Iowa law revokes any language of your will that leaves your spouse or spouse's name to be your executor. However, if you re-marry your ex, then these rules will not apply. If you have any concerns about the effects of divorce on your will, consult a estate planning attorney for assistance. If you need to make changes to your will, it's best to revoke it and create a new one. However, if you only have very simple changes to make, you could add an amendment to your existing will - this is called a codicil. In any case, you will need to finalize the changes with the same formalities you used to do your original will (see above). Hal Rosenbluth must have considered and rejected a dozen ways to reorganize Rosenbluth International, the world's third-largest travel services company. But it wasn't until she was standing in a field on her ranch in North Dakota near a company operations center that inspired her. With a failure. He was standing on a pile of cow shit about to end one day, says Rosenbluth, 44, whose Philadelphia roots are clear in his Rocky Balboa accent and meandering speaking style, when a close friend of mine went out into the country and we started talking. The friend was a farmer, and the more he talked about the operations of a family more sounded like the solution to Rosenbluth's business problem. Which was, things were about to hit the fan in Philadelphia. Rosenbluth needed a new design for his fast-growing, high-flying organization. Since joining his modest travel business in 1974, had made it one of the country's leading agencies. In 1984 he obtained a contract to provide all of DuPont's travel services, and in the process saved his client $150 million in travel and entertainment expenses. In 1992 he wrote The Customer Comes Second, and Other Secrets of Exceptional Service, arguing that Rosenbluth's unconventional management style, focusing on employee needs and creating a genuinely human workplace, would lead to a more historic service for customers. The book attracted a national following of the company: Tom Peters realized, the business press began writing about Rosenbluth, and the company flourished. But in 1993 Rosenbluth could see problems ahead; the travel business, he believed, was about to change. In fact, airlines were about to limit travel agency commissions. Companies like Rosenbluth would have to renegotiate their dealings with their customers in a hurry. They would no longer pay large companies with huge travel budgets for the opportunity to run their business. Instead, they have to convince those companies to pay them for value-added service. On a company-wide note in January of that year, Rosenbluth told his people: This price-sensitive market of the 1990s is a dramatic change in the market of the 1980s, the era of explosive growth and Rosenbluth's success. We must meet the needs of our current and future customers more consistently, more effectively and much faster. The solution, it turned out, was not in Rosenbluth International's nine-story building in downtown Philadelphia. It was in that cow-stained field in North Dakota. What I'm beginning to see, Rosenbluth says, is that the family farm is the most efficient type of unit I've ever found, because everyone on the farm has to be fully functional and multifaceted. And what I'm looking for is an organizational design that can communicate that change. Before discarding the family farm as an endangered species, more suitable for dealing with last century's business climate than the next, consider Rosenbluth's argument. Agriculture, such as travel services and many other businesses, is all about merging cutting-edge technology and cutting-edge people. The demands are the same: surviving with fine profit margins, reacting instantly to unpredictable changes, meticulously controlling resources, and creating new ways to sell merchandise that, at first glance, seems indistinguishable from the other type of product. With this in mind, Rosenbluth divided his company into more than 100 business units, each functioning as a farm serving specific regions and customers. Corporate headquarters became the equivalent of the agricultural city, where such as human resources and accounting do what farmers need. At Rosenbluth Farm, decision-making and learning would be localized. Faced with impending difficult times, it was an attempt to recreate the spirit of young, young, Rosenbluth Environment; if the whole company was too big to be a farm, at least every unit could be one. The transition wasn't easy. Despite a specific promise in The Customer Comes Second — We don't subject our people to layoffs, reduced size, or staff cuts —Rosenbluth fell apart from 217 employees when the crisis hit in 1994. But the farm-inspired reorganization softened the blow, and today Rosenbluth is back in the best shape. A company that raised a modest $20 million in 1978, Rosenbluth surpassed $2.5 billion in sales in 1996. Its 3,500 employees are spread across more than 1,000 locations in 41 countries, writing nearly 4 million entries each year. In addition to DuPont, its customers include Wal-Mart, Merck, Intel and Oracle. Many companies get into trouble because times are good, says Human Resources Development Director Cecily Carel, looking back at the travel agency's maneuver as a farm that seemed strangely at odds with the company's success at the time. But without radical reorganization, say Carel, we would never have positioned ourselves to make this global growth. We were losing him. Farm Life Part 1: It Ain't Norman RockwellThe mere mention of the family farm is enough to evoke the image of an illustration by Norman Rockwell, a pink-cheeked calf nestled around a burning home, celebrating the virtues of union and hard work. In fact, Rosenbluth built much of his 1980s reputation in such a warm and fuzzy management style. From the beginning, a single core value has overshadowed everyone else: treat your employees well and everything else will fall into place. In fact, Rosenbluth does not even use the condescending term employed - everyone in the company is associated; a manager is called a leader. But for all the emphasis on soft things, Hal Rosenbluth has been constantly willing to bet the farm on a much tougher and tougher competitive element: advanced information technology. After all, when you're up against giants like American Express and Carlson Wagonlit Travel, or the new self-service possibilities that offer to book trips over the web, cutting-edge information technology makes all the difference. The family farm is high-techThe travel services business today is all about costs: demonstrating to your customers that you can help them control theirs, while doing everything they can internally to control theirs. The key is efficiency, and Rosenbluth's relentless focus on technology creates efficiency in all kinds of ways, large and small. In general, technology is the link between customers, booking agents, sales reps, and senior managers. It's a lesson Rosenbluth learned on another visit from North Dakota, his farmer friend was falling behind. When you need something, go to your neighbor, Rosenbluth says. It doesn't cost you anything. It's just that you'd better run when your neighbor asks for help. The equivalent of Rosenbluth is its Global Distribution Network, which each booking agent in its more than 100 business units to AS400 mini-mainframes in Philadelphia that are bulked up with customer-specific information. This means that any Rosenbluth agent anywhere in the world can leverage each customer's global travel data, or serve any customer. All this is integrated with two proprietary Rosenbluth programs. One is called Res-Monitor, the equivalent of the travel industry of a low-fare search engine. Linked to fare information from major airlines, it finds the lowest fares at the time of the customer's request, and then continues to look for new and better deals until the time of departure. A second, more flexible system, known as DACODA, takes into account a wide range of other criteria to help a customer select not only the lowest fare, but also the best trip. Find these options based on customer data, from individual business travel compliance rules to special offers that a particular customer can have with specific carriers. The system also quantifies a range of difficult-to-measure qualitative factors: seat tone, flight time, or time spent making ground connections. Software formulas do those calculations, says Diane Peters, a long-time Rosenbluth executive, now a company consultant. That's totally unique in our industry. By building this network, Rosenbluth has diminished the importance of the physical location of its agents. In the 1980s, it was the first agency to leverage its technology to create a huge center of booking nerves, where agents in a single location handled travel management for clients across the country. That kept costs down; but as the company grew, Rosenbluth realized that similar IntelliCenters could disperse anywhere in the country. The company now has major telephone banks in areas where labor costs are low and work ethic is high: North Dakota, Delaware, and Allentown, PA. Because of these lower costs, a customer can save 30% to 40% per ticket by booking through an IntelliCenter, estimating Vice President of Sales Joe Terrion.La Rosenbluth network not only links all their agents to each other, but also monitors them from the Network Operations Center on the fifth floor of Philadelphia headquarters. With a couple of partners dividing their attention between seven computers and a network of nine video monitors, this screen-lit electronic tracking center provides a window across all farms. With a few clicks, employees can check any Rosenbluth reservation center: how many calls are coming, how long customers are waiting wait, how long each call lasts. The center also acts as an early warning system for unforeseen developments that could cause a sudden spike in the volume of calls in an area or disrupt travel altogether. CNN or The Weather Channel shines from the center screen, and information about airport conditions and major events in cities around the world scrolls through other screens. If a farm is hit with a flood flood calls—or a real flood—calls are seamlessly transferred to another center. During the '96 Blizzard, for example, some 21,000 calls to Rosenbluth's East Coast outlets were easily redirected in this way. This technology also translates into a number of microlevel efficiencies, which become small but critical productivity gains. For example, Rosenbluth noticed that his agents had to write the same words over and over again over the course of a day, or even a single call, as they investigated fare possibilities for customers. So the company developed Custom-Res, a software platform with built-in indications, which require only one yes or no click. It also created recurring customer information, identifying company-specific travel patterns, so agents don't waste time creating options outside acceptable guidelines. The result: the keystroke count was reduced by 75%. Fewer keystrokes means less waiting time for the customer, and increased productivity for Rosenbluth.By closely monitoring the volume of calls in each booking center, the company can have staff for each with precision. That cost management indirectly benefits the customer, of course, but Rosenbluth also paralytes their efficiency in a more direct benefit to the customer. The company measures the percentage of calls answered in 20 seconds, the average response rate, the maximum amount of time spent on hold, and the percentage of abandoned calls. For each category, the company has specific operating standards, and if the numbers get out of hand, something changes: staff are added or subtracted, calls are moved. All of this adds up to hard-minded cost control, both hard and soft costs. Rosenbluth prides itself on using technology to offer its customers the lowest rates. But the company also recognizes that travel costs extend far beyond the ticket price. In a large company with many travelers, each trip can influence future travel decisions, if you collect and analyze the data. By dissecting travel patterns, for example, companies can discover new ways to adjust travel patterns. Rosenbluth's back-office software, VISION, generates detailed reports for customers, and saves administrative time for them by automatically filling out expense reports at the end of each trip. The key to Rosenbluth's growth is its mix of technology and marketing. And to make sure the two elements are integrated, Rosenbluth has put one person in charge of both: Dean Sivley, the former Duracell chief technology officer who took over Rosenbluth's IT department in 1995, now also has marketing responsibility. Most of the things that doing in IT are driven by what we should do from a marketing point of view, he says. It is easier for a person to make a decision about what is most reasonable. One of Sivley's first tasks was to create a set of products to combine the company's technology parts into an attractive package. If you're a company out there you're on making your own trip in a big way, says Sivley, you want to deal with a company that knows you need an agentless booking product, an integrated expense management system, and an integrated reporting tool. Sivley points to Wal-Mart as a good example. The giant retailer worked with Rosenbluth to create local area network (LAN) electronic booking systems accessible from each company traveler's desktop (or laptop). The agentless system, E-Res, allows Wal-Mart's 7,000 frequent flyers to book their own air, hotel and car reservations simply by calling the program, entering their name, travel dates, times and cities of origin and destination. Then, using Trip Planner, Rosenbluth's booking system software, they get a grid of flight options, all selected according to Wal-Mart's internal travel policies, organized according to price. A few clicks, and bookings are made. For companies that don't want the complexity of a LAN-based system, Sivley offers a web-based version and a simpler online system. It's best to develop a dial-up product, he says. You can drop it on the user's desktop. You don't have to involve the tech department. It's not fancy. But it's much more realistic in terms of installing it, getting a lot of people who use it, and then, when it spreads to the whole enterprise, you move into a LAN environment. This kind of thinking to the ground shows why it only makes sense for the marketing person and the tech person to be the same person. Farm Life Part 2: It Ain't Dorothea LangeI the first image of farm life is that of an illustration by Norman Rockwell, the second is that of a photograph of Dorothea Lange: a thin, hollow-eyed man standing in the face of a hut, a reminder of the relentless demands of the earth and the climate. So if agricultural life is as difficult, as difficult as the weather in a lot of business, does a company like Rosenbluth start grinding everything to the end, stop looking at employees and get stockings? It's out of the question, Rosenbluth says. Even though your company is trying to position itself for an uncertain market, there is at least as much emphasis on what you want to remain in what you are willing to become. At the end of the day, Rosenbluth says, I think our only sustainable competitive advantages are the partners and the environment in which we work. But how do you maintain that culture? How do you make sure a desperate-looking photo of Dorothea Lange isn't lurking beneath that touching Norman Rockwell painting? Answer: Above all, remember that it is a family farm. Personal your farm with friends? Good idea! Our company is based on something that is alien to most companies, Rosenbluth says. We are a company based on friendship. When I was in college, I not to work with friends because you can't take productivity out of them, you can't make the tough decisions. But, he argues, if his co-workers become his friends, he will never allow every Down. You can accomplish anything. This is Rosenbluth's definitive answer (and the subject, he says, from his next book): That's exactly when things get tough that you want to work with your friends. In fact, if your people are anything less than that during a downswing, you're in trouble. In other words, the company continues to put its employees first. Rosenbluth's two-day orientation for new employees is already a legend. The first day reaches a high level of tea, in white clothing, led by a senior company official. It's a nice welcome, but it's also something else, watch veteran Rosenbluth executive Frank Hoffman, who led Learning and Development at the company for eight years. The main purpose is for them to experience a service that is above, he says. The product means nothing, in this case it is water and tea bags, but the way you do it is everything. On the second day, new hires are divided into small groups and create sketches based on experiences of good and bad services. A facilitator pushes them to discuss how to fix what's wrong and improve what's right. Hoffman says: How do we get that out a little bit? That requires a special thought, a personal touch. That's the point we're trying to drive home. It's practically a sacred program. Of course, promising a close-knit culture in a two-day controlled session is easy. Tracking is what counts. All Rosenbluth offices, for example, publish schedules for business meetings and allow any employee to attend. You want to know what Rosenbluth executive day is like? Any associate can register for shade anyone in senior management for a day. A month after signing with Rosenbluth's communications department in 1994, Jeanine Shumaker made an appointment to shade Hal Rosenbluth. When he suddenly had to make a trip to Mexico City on that date, Shumaker left. I sat there with my mouth open and thought, this is too cool, he says. We were buying another travel agency, so I played a part for me communicating that while I was down there. I was able to contribute. Rosenbluth's leaders are asked if this kind of thing is not a distraction. Ralph Smith, vice president of partner and supplier relations, says a happy workplace is a key psycho-benefit that attracts good people and maintains them. It also evicted problematic employees. There's a lot of peer pressure here, Smith says. It's less structured, more flexible. People have a problem with that. I mean, I had a problem with him at first. Bobbee Rose, who runs the Philadelphia Reservation Center, oversees the 60 booking agents working on the first floor of the company's headquarters. A former agent, herself spends the day circulating among the current agents, scanning their faces in signs of trouble. If no one needs help, she jokes, they send her back to her office. Every once in a while he works on phones. Rose points to the example of a recent group leader who didn't work. The problem was not that of the knowledge or skills; was his reluctance to develop associates as required by culture. After a while, he realized he couldn't go down that route. So he left the company. I know it was because of team pressure, discussion and even training, Rose says. It didn't make sense to her. Learning benefits the worker first, the farm second. As Rosenbluth changed the way he operated, he also changed the way his employees learned. Despite having a strong department of learning and development, and a culture that encouraged, if not required, the acquisition of new skills, the old system placed the burden on leaders. No leader can really know all the different options that exist within a company and is expected to do that kind of professional advice, argues Hoffman, the former head of learning and development, who now holds the title of Director of Human Capital. You can't. And let's face it, they're going to be careful what they're responsible for, so they focus more on how you can help their particular role. In the old system people weren't learning enough and, more importantly, they weren't getting enough back from the company. What we really felt was that no one cares more about your career than you do. So why not say, here are all the things we're going to make available to you as a company. We have HR, where you can get professional advice, we have a shadow program where you can spend time in any other department and see what's going on. But it's up to you to pursue those things, says Hoffman Scavenger learning is Rosenbluth's term for this style of training, and change has meant two things. First, as the company was divided into more efficient business units, each named a leader in learning, who informs the head of the unit. These learning leaders can spend 25% to 100% of their time dealing with unit learning and development issues. There are about 110 of these links now, based on the extensive curriculum the company has already developed, and the skills of the 24-member L&D team at Philadelphia headquarters. Second, more importantly, the company changed the power to shape learning experiences for its partners. Each has a personalized learning plan developed in conjunction with their business leader and human resources, identifying both long-term goals and short-term projects, such as taking a class or spending time in another department. Developing skills between departments benefits the company. But the real reward is for employees, argues Vice President Ralph Smith, who sees this as another psychological benefit. The type of job security ibm offers 25 years ago no longer not even at IBM. In today's labour market, safety is presented only in the form of skills. All you can get out of a situation is experience, knowledge, and learning, Smith says. We are actually competing for the same talent as ICM and Motorolas at this point. We don't have profit margins like some of Companies. So part of what we have is workplace fun, access to travel and perks. And oh, by the way, 10 years at IBM? You'll get it in two years here, in terms of experience and what you can get involved in. The beauty of agriculture, and this is what's wrong with many businesses today, is that you can't fake agriculture, says Hal Rosenbluth. I love that. I love it. Either the crops grow, or they don't. Our customers are the harvest. They either grow up or they don't. It's a performance ethic that appears in deep-rooted independence, only in the go, in person, and in Rosenbluth's performance. Privately owned, the company still does not take an interest in counting shareholders who would follow even the most lucrative public offering. In the early decade, Rosenbluth recognized the potential for global growth and began building partnerships with agencies around the world. It didn't work. Each agency had its own loving dealings with travel service providers, Rosenbluth says, and sometimes those deals weren't the best thing for their company's customers. Now untangled from most of those relationships, Rosenbluth has been buying smaller agencies around the world and shaping each one to fit the Rosenbluth mold. Rosenbluth's latest move was an aborted partnership with Microsoft to develop agentless travel software. The benefits of the deal were obvious, but Rosenbluth was already a long way off in developing his own product, and Microsoft, which went on to partner with American Express, became a potentially dominant partner the month. Says Dean Sivley: Microsoft doesn't travel, so they're getting used to the idea of working with American Express. And they don't do the service like we do. We have grown as a service company that is now applying technology. Besides, I think people still like the idea that when something goes wrong, you can talk to a human. That's the part we do better than anyone. As for Hal Rosenbluth, at the moment he seems happy to work on the farm, preparing for the future of an industry that is completely in the air. I get more excited when I see a whole industry confused, he says. And the travel industry is confused. No one has been able to explain what's going on. It's the kind of environment, in other words, where you have to see where you're stepping. Rob Walker (rwalker@hearst.com), a senior editor at SmartMoney, has written for New York, The New Yorker, Texas Monthly and other publications. Captain Spirit farm teamFuturos Farmers of AmericaRosenbluth Rodeo Rodeo Rodeo

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