



SWINE SOLUTIONS

SMART PRODUCERS, SMART SOLUTIONS

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DDGS still a smart choice - Including up to 750 lbs/ton saves money

Corn distillers dried grains (DDGS) are still a great value for grow-finish diets.

Recent Hubbard Feeds research shows that feeding 500 to 750 pounds of DDGS/ton of feed saves up to \$4 per pig.

"We're getting a lot more calls from producers asking if it's still economic to use distillers grains," says Emily Frugé, swine research coordinator. The answer is yes! "DDGS are a very high quality co-product, they are readily available, and they are economical to add in grow-finish diets."

What's the optimum inclusion rate?

In late 2009, Hubbard Feeds trials at New Fashion Pork in Jackson, Minn., evaluated growth performance and carcass quality at four DDGS rates. Pigs from 50 to 290 pounds were fed 0, 250, 500, or 750 lbs DDGS/ton of feed.

The research showed feed efficiency was similar for all four diets. Average daily gain (ADG) was similar for pigs fed 0, 250, or 500 lbs DDGS/ton. But pigs fed 750 lbs DDGS/ton were six pounds lighter at the end of the trial, a significant reduction in ADG, Frugé says. Nevertheless, "this treatment still had the highest return after feed costs," she says, "assuming no discounts for quality and producers didn't have a tight production schedule and needed the space." Frugé points out that if producers don't have extra time then feeding 500 lbs of DDGS gives the best return.

What about soft fat?

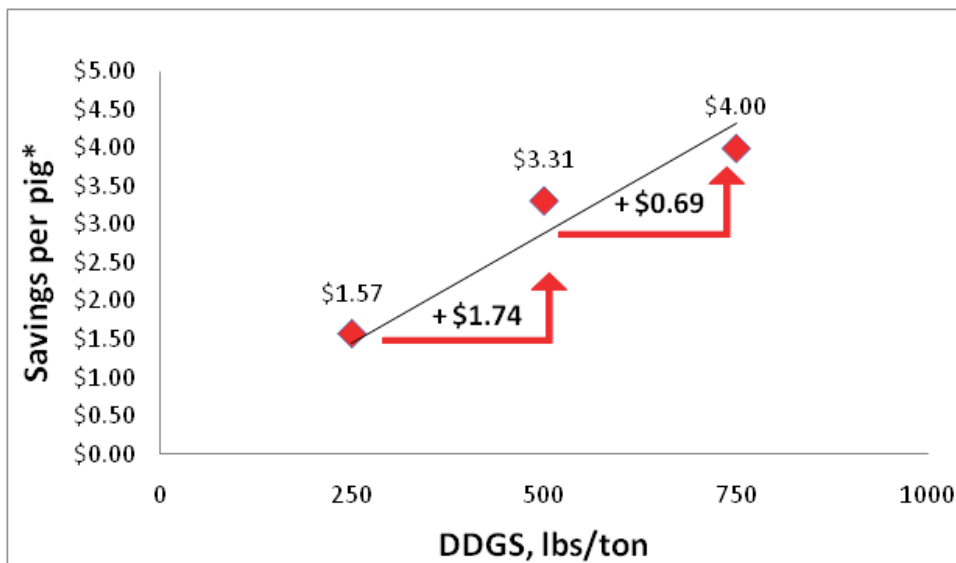
One of the main concerns with feeding high levels of DDGS is fat quality. So the research trial also looked at jowl iodine values, which are correlated with fat softness. Firmer fat is an advantage because it gives pork products a more appealing appearance and a longer shelf life.

The research showed that for every 100 lbs of DDGS/ton of feed added to the diet, jowl iodine values rose by 2. "It's a predictable, linear increase," Frugé says, "so just be aware that as the level of DDGS in the diet increases the iodine values will too." In the Hubbard Feed trials, iodine values for pigs fed no DDGS averaged 67.9. Pigs fed 750 lbs DDGS/ton had an average iodine value of 81.6 — higher than some packers consider desirable, Frugé says.

One way to address the problem of soft fat is to add conjugated linoleic acid, or CLA, in the final feeding phase, Frugé says. Preliminary research trials showed that adding five pounds of CLA to the ration significantly reduces iodine values, indicating firmer fat. Additional Hubbard Feeds research trials on this issue are now underway, she adds.

"It's exciting research," she says. "We're looking to the future. If packers start discounting for iodine values, we want to be ready with a solution for producers."

Net Savings from DDGS in Grow-Finish Diets



Feeding DDGS saved \$1.57/pig at the 250 lbs/ton rate, \$3.31 at the 500 lbs/ton rate, and \$4.00 at the 750 lbs/ton rate. Because of lower average daily gain at the 750 lbs/ton rate, an extra 4 or 5 days on feed are required to capture the full \$4 in savings. The economic optimum DDGS rate in a fixed space operation is 500 lbs/ton, DDGS.

Source: Hubbard Feeds trials, 2009; Emily Frugé

*Assumptions: corn: \$4.69/bushel; soybean meal: \$303.83/ton; DDGS: \$132.31/ton; space cost for additional days in the facility: \$0.12/pig/day

Part 2 - Using your knowledge of social styles

Poor communication is the root of many workplace problems, says Tom Koch, director of organizational development for Ridley, Inc., Hubbard Feeds' parent company.

But it's not hard to improve your communication skills. How? By using your knowledge of social styles (see Part I of Improving Communication at www.hubbardfeeds.com/swine/tools) to approach people in a way that puts them at ease. This is not a matter of being false, insincere, or manipulative, Koch says. Far from it: "It's really a variation on the Golden Rule. It means you try to interact with others in the manner that they prefer."

Let's say, for instance, that a colleague, employee, or customer has a Cautious social style. That person will likely respond well if you adopt an analytical, detailed and methodical approach that allows plenty of time to think things through. A person with an Influencer social style, by contrast, will appreciate a faster-paced, enthusiastic, stimulating approach that invites a lot of input. People with a Dominant social style like it when you skip the small talk and cut to the chase. Those with a Steady social style respond better to an unhurried, sincere, non-threatening approach, and may feel hurt if you are too formal or curt.

Master these different approaches to communication, and "things go more smoothly," Koch says. "I don't know anything that's not improved by better communication." It's a little bit like salt in soup, he says. "If your soup is full of good ingredients, but it lacks salt, it's not all it could be." If you add some salt, the ingredients work better together. "You can't see the salt, but you can taste it in every bite. Good communication is like that."

Check out Tom Koch's tips for adjusting your communication approach based on your listener's social style.

Applying your knowledge of social styles

When communicating with Dominant-style people:

DO

- Focus on goals and action
- Be clear, specific, brief, and to the point
- Stick to business
- Be well-prepared
- Present facts and ideas logically and efficiently
- Allow for a rapid pace
- Ask specific "what" questions
- Talk about the bottom line
- Motivate by linking actions to objectives and results
- Offer challenges and give responsibility

DON'T

- Ramble on or waste their time
- Try to build personal relationships or make personal remarks
- Be disorganized, messy, or forgetful
- Be unclear
- Ask rhetorical questions
- Watch over their shoulder or make decisions for them

When communicating with Influencer-style people:

DO

- Focus on ideas, dreams, goals
- Encourage them to look at the "big picture"
- Be stimulating, fun, enthusiastic, fast-paced
- Ask for their opinions and ideas
- Encourage input and collaboration
- Spend time discussing alternatives
- Offer ideas for implementing action
- Handle details in writing
- Offer opportunities for leadership, public speaking, and a variety of tasks
- Leave time for socializing

DON'T

- Be curt or impersonal
- Be dogmatic or authoritarian
- Squelch input
- Assign a lot of detail work
- Ignore their interests
- Talk primarily in terms of nuts and bolts

When communicating with Steady-style people:

DO

- Break the ice with a friendly comment
- Show sincere interest in them
- Find common areas of interest
- Speak candidly and openly
- Focus on creating harmony
- Ask "how" questions to draw out their ideas
- Move casually and informally
- Allow them to be part of the group
- Offer frequent verbal recognition
- Look for hurt feelings or personal reasons for workplace problems

DON'T

- Rush headlong into business without some personal interaction first
- Force quick responses
- Be curt or formal
- Ignore their feelings
- Overload with routines or details

When communicating with Cautious-style people:

DO

- Focus on tasks
- Be straightforward, direct, and analytical
- Use a deliberate, thoughtful pace
- Give them time to think about things
- Focus on details and specifics
- Be precise, clear, and accurate
- Encourage analysis and fact-finding
- Assign detail work
- Spell out procedures
- Show support for their thoroughness

DON'T

- Surprise them
- Be disorganized, messy, giddy, casual, informal, or loud
- Require fast decisions or push for unrealistic deadlines
- Use gimmicks to motivate them
- Be vague about what is expected
- Dilly-dally

How to avoid 'ear aches'

Hybrid selection the best way to avoid corn ear mold problems

'D.I.S.C.' Social Styles Guide

Dominant Style

- focused on goals
- direct
- confident
- pragmatic

Influencer Style

- focused on ideas
- creative
- expressive
- spontaneous

Steady Style

- focused on people and the team
- loyal
- friendly
- patient
- values security

Cautious Style

- focused on tasks
- analytical
- thorough
- values accuracy and detail

For more on social styles, see Part I of our Improving Communication series at www.hubbardfeeds.com/swine/tools.

Source: Dr. Russell Watson, Target Consultants, adapted by Tom Koch, Ridley, Inc., 2010

Do you raise hogs and also grow your own feed?

Genetic resistance to ear molds should be high on your priority list of desirable traits when you make your corn hybrid choices, says Dr. Dan Jones of Pioneer. "It's the only effective tool that corn growers have to manage ear rots."

Ear molds were a horrendous problem in the 2009 crop. Corn tainted with Gibberella, Fusarium, or Diplodia ear rots made life really difficult for swine growers throughout the Corn Belt this year, says Dr. Stewart Galloway, Hubbard Feeds nutritionist. "Gibberella and Fusarium produce harmful mycotoxins that can cause severe production and health problems in pigs. Diplodia doesn't produce mycotoxins, but it makes the grain taste bad, cutting feed intake. The problems with mold-tainted corn were magnified in dried distillers grains, forcing some growers to reduce or eliminate DDGS use," he adds.

Fortunately, corn ear molds don't appear to be a concern in the 2010 corn crop, Galloway says. "Growing conditions and harvest conditions this year didn't favor molds."

Still, ear rots are a perennial risk, Jones notes. "The pathogens that cause ear molds are pretty much always in the environment" and can rear up if the weather conditions are right. And disease pressure is on the rise, he adds, as farmers reduce tillage and plant more acres of continuous corn.

Crop rotation and tillage can help control the build-up of disease-causing inoculum. But the most effective tool for managing ear molds is hybrid selection, Jones says.

Susceptibility to ear molds is genetically determined, and "there are major differences in genetic resistance among hybrid lines" Jones says. Pioneer and other seed companies are mapping genes for ear rot resistance and incorporating them into their breeding programs. In addition, Pioneer offers ratings of ear rot susceptibility for all of its hybrids, Jones says.

"If you are in an environment where ear molds are a problem, give resistance scores high consideration, especially with corn on corn."

*Corn ear molds can threaten pig health.
The primary tool for managing ear molds is hybrid selection.*



Gibberella Ear Rot

Photos: Pioneer



Diplodia Ear Rot



Fusarium Ear Rot

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Products and Answers that WORK*

Good vibrations - New field swine nutritionist helping growers boost profits

Jamie Pietig is a people person who loves working with pigs.

Pietig is Hubbard Feeds' newest field swine nutritionist. He advises feed dealers and hog producers in southern Minnesota, North and South Dakota.

Pietig, 25, grew up on a livestock farm near Sleepy Eye, in south central Minnesota. When he was in high school, the hog industry around Sleepy Eye boomed. Pietig got the chance to work for some local hog operations in the summer and part-time during the school year. That sparked his interest in swine nutrition.

Pietig earned degrees in animal science and ag business from South Dakota State University in 2008, and is now finishing an M.S. in animal science with an emphasis on swine nutrition.

During college and graduate school, he did internships at Schwartz Farms Inc, a sow operation in Sleepy Eye, and New Fashion Pork in Jackson, Minn., one of Hubbard Feeds' research partners. Those experiences gave him "a very strong production background," he says.

Pietig joined the Hubbard Feeds field staff in August. He provides swine nutrition advice to Hubbard's network of feed salesmen and dealers. He also works directly with growers on swine production issues. "I'm in the field most of the time talking with people and visiting farms."

One trend he's seeing is the use of more distillers dried grains (DDGS) to cut feed costs. Many producers are including 400 to 500 pounds of DDGS/ton in grow finish diets, he says. "We've seen really good success with that. And we have the research to back up our recommendations."

He advises growers to look closely at using cost-effective distillers grains. "We've devised programs to minimize the higher iodine values associated with feeding DDGS. We're here to customize and tailor the nutrition program to your operation."

Pietig describes himself as a hard worker and a people person. "I really like interacting with producers, visiting farms, trying to help growers."

In addition to his work with swine producers, Pietig farms with his uncle near Sleepy Eye. In his spare time, he plays the guitar and enjoys boating, fishing, and hunting.

This is a hopeful time in the swine industry, he adds. As hog markets continue to strengthen, "people are gearing up to increase production, start moving forward again. There's a good vibe out there!"

Hubbard Feeds swine nutritionist Jamie Pietig, Sleepy Eye, Minn., works with hog producers and feed dealers in Minnesota and the Dakotas.



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