

Gruber Livestock North, LLC

Employee Training Plan

Objective

This training plan will enable employees of Gruber Livestock North, LLC to follow standard operating procedures and practices which ensure that the operation fulfills the requirements for an application under ATCP 51.30, Wis. Admin. Code. The following are goals for fully trained employees of Gruber Livestock North, LLC.

1. Implementation of the Nutrient Management Plan as approved by the county.
2. Management of odor in accordance with control practices.
3. Handling of manure and waste in a responsible and ethical manner.
4. Management of surface water runoff on the facility in accordance with the locally approved permit.
5. Maintenance of safe working conditions.
6. Adequate response to environmental incidents in accordance with Gruber Livestock North, LLC's Environmental Incident Response Plan.

Training Activities & Procedures

Training activities will be designed by Gruber Livestock North, LLC, to provide the necessary knowledge, skills, and standard operating procedures to meet the objectives listed above. These activities will be customized to reflect changes in requirements, standards, procedures or practices; accommodate specific farm needs; or provide new information critical to sound management of the operation. Training activities will occur annually but may be scheduled more often as needed, especially in the case of hiring new employees. Different approaches to each training may be chosen to ensure that information is effectively communicated and may include classroom sessions, field exercises, and other opportunities. A minimum of two employees will be trained on the standards and requirements of the locally approved siting permit and topics listed below as they pertain to their assigned work duties. Trainings will be performed by Gruber Livestock North, LLC's, barn manager and/or other subject matter experts as noted below. Here is a list of training topics that will be covered:

Nutrient Management

- Reviewing manure spreading maps
- Calibrating equipment
- Logging and inspecting manure applications
- Collecting manure samples
- Collecting and reviewing soil samples
- Recording and analyzing manure sample data
- Reviewing crop rotations and yields
- Runoff Risk Advisory Forecasting Tool

Odor Management

- Purpose of odor management and Worksheet 2 of the livestock siting application
- Primary odor generators
- Maintaining odor control practices in accordance with locally approved permit
- Other best management practices to control odor
- Responding to odor complaints
- Farm Odor Management Plan

Runoff Management

- What are the potential source areas that require runoff management
- What are the runoff risks for each source and what increases the risk for runoff
- Necessary inspection and maintenance to keep each runoff management area operating properly

Manure and Waste Handling

- Handling manure in animal housing areas
- Inspection and monitoring of manure storage levels
- Confined spaces and other hazards
- Truck/tanker routes and loading areas
- Procedure for loading and pumping manure
- Important or emergency contacts identified in Gruber Livestock North LLC's Environmental Incident Response Plan
- Required runoff collection areas
- What to do during a major runoff event

Employee Safety

- Proper animal handling
- Proper machinery operation and required certifications
- Storage and maintenance of safety equipment
- Hazardous chemicals and materials
- Working in confined spaces
- Protocols for reporting accidents
- Maintaining protective areas like fences and gates
- Emergency contacts
- Biosecurity
- Manure gas safety

Environmental Incident Response (EIR)

- Identifying an environmental incident
- Review of the Example Farm Environmental Incident Response Plan
- Reporting and documenting environmental incidents

The table below identifies which trainings are necessary for each employee.

Position	Required Trainings for Employee Descriptions											
	Animal Handling	Animal Health/Care	PQA Plus	Euthanasia Training	Record Keeping	Biosecurity	Nutrient Mgmt.	Odor Mgmt.	Runoff Mgmt.	Manure & Waste Handling	Employee Safety	EIR
Caretaker	X	X	X	X	X	X	X	X	X	X	X	X
Field Rep	X	X	X	X	X	X	X	X	X	X	X	X
Manure Applicator						X	X	X	X	X	X	X

Employee Position List

- Animal Caretaker
- Field Representative
- Manure Applicator (Contracted)

Training Presenters

The following are presenters and individuals scheduled to assist in training activities.

- Dennis Gruber- Barn Owner/Manager
- Morgan Worek- Wisconsin Pork Association
- Cody Anderson- Field Representative
- Roger Geisking- Agronomy Consultant
- Dr. Ethan Spronk- Veterinarian
- Kurt Grajkowski- Wisconsin DATCP Emergency Services Coordinator

Digital Resources

- [Free on-line, Nutrient Management Farmer Education Curriculum – Integrated Pest and Crop Management – UW–Madison](#)
- [DATCP Home Soil Health Training](#)
- [DATCP Home Nutrient Management Trainings](#)
- [Runoff Risk Advisory Forecast](#)
- [SnapPlusVideo - YouTube](#)
- [SnapPlus – Wisconsin's Nutrient Management Planning Software](#)
- [DATCP Home Nutrient Management](#)
- [PQA Plus - Pork Checkoff](#)
- [PQA Plus - Pork Checkoff](#)

Training Attendance

Attendance will be recorded for each training session to verify each employee has received the required training. The sign-in sheet on the next page will be used to create a record for each training.

Training Attendance Sheet

See next page.

Gruber Livestock North, LLC, Training Attendance Sheet

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