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FEEDER INFORMATION HIGHLIGHTS

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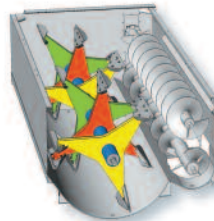
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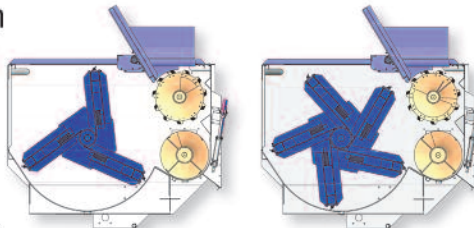
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FEEDLOT FOCUS

7 Tips for Silage Feedout	8
Safety and protection from decay are critical	
Scoring for Better Bunk Management	14
Scores, record keeping and charting are key	
Bigger, Better Beef Herds	22
What way is expansion headed	

STOCKER SPECIAL

Backgrounding and Average Daily Gain	16
Find the optimum gain during this phase	
Docility: Performance or Convenience Trait?	20
Can rations make a difference for less docile cattle	

COW CALF CORNER

Heifers That Don't Mother Their Calves	25
Tips for the unwilling dam	

MANAGEMENT

Fragile: Handle with Care	6
Are you storing vaccines properly?	
Navigating Changing Labor Rules	10
Is your business prepared?	
Making the Most of Your Veterinary Relationship	18
A vet is good for more than just an emergency	

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“Quality means doing it right when no one is looking.” — Henry Ford

Does your business strategy revolve around producing a quality product? Quality control in the beef industry reaches much further than our own doorstep. It's much larger than one operation because of many different facets of the beef industry. One segment must depend on the previous segment's quality

control measures while adding additional quality of their own.

This issue offers several tips on maintaining or increasing quality in your operation. There are simple steps each segment can take to further the quality of our beef product. Think about this. If a producer vaccinates his calf crop but doesn't properly handle vaccines, those calves might not be protected from disease exposure later in the production chain. If those cattle get sick, they must be treated with antibiotics and will likely be behind their counterparts in terms of performance, weight gain and profit. The impact of poor quality control is felt months afterwards.

Page 6 features a story on the care and handling of pharmaceutical products. It may seem like a simple step, but quality control at each step of the vaccination program can impact the final beef product we produce.

Proper silage feedout is another example. Exposure to oxygen in the silage pit can result in nutrient losses and spoilage, decreasing the quality of a ration. A short story on page 8 offers tips to maintain high quality

silage during the feeding process.

Bunk management can lead to better performance in the feedyard. Balancing feed intake with conversion while minimizing waste and keeping cattle on a consistent eating pattern goes a long way in producing quality beef. Read about those tips on page 14.

Henry Ford is correct about doing “right” when no one is looking. The problem is, the consumer will be looking. And tasting. Quality decisions we can make early in the production chain will help grow a quality product that performs in the stocker and feedyard phases. And then becomes a quality food item for the public.

No, these customers aren't looking to see if our vaccine is kept at the proper temperature. Or if the ration we feed is high quality. But those things and many more help produce a quality product that they want to taste and serve their families.

“Success is the sum of small efforts, repeated day-in and day-out.” — Robert Collier

Here's to producing a successful, quality product. **FL**



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HANDLE WITH CARE

Is your refrigerator running?

That's a common joke among elementary kids, but when it comes to pharmaceutical storage, it's not a laughing matter. Multiple university studies have indicated that pharmaceutical efficacy, especially vaccines, can be at risk due to improper handling and storage by livestock producers. Most animal vaccines should be stored between 35-45F. Yet studies show the vast majority – up to 76% of refrigerators used for vaccine storage in the livestock industry failed to maintain those temperatures.

And that's not the only problem. Improper handling and storage including exposing vaccines to UV light or temperature extremes can render vaccines useless. The vaccine dose itself may not seem like much of a loss, but injecting an ineffective vaccine in a calf might not protect the calf from illness or death. Then the loss makes a much bigger impact on your bottom line.

Temperature swings have a big effect on killed vaccines. But heat

is not the only enemy. Freezing temperatures can be just as damaging. According to information from the University of Idaho, freezing temperatures will change the adjuvant structure of the vaccine. This affects efficacy by altering the immune response to the antigen.

Stored modified live vaccines are more stable because they are in a freeze-dried state. However, improper storage can still reduce the efficacy of the product. Once activated, modified live vaccines must be used within 2 hours and kept between 35F and 45F and out of UV light or the product can be damaged.

There are a variety of ways to protect vaccine and ensure its integrity while sitting on your shelf. One of the easiest quality control items available is battery-operated thermometer that sits inside the refrigerator. A minimum/maximum thermometer will track temperature swings of a refrigerator and can alert you to a problem before it becomes a bigger one.

The external environment of a refrigerator can also account for temperature swings or the lack of maintaining a proper temperature. Experts say refrigerators that are exposed to drastic external temperatures have to work harder to maintain a consistent temperature.

Regardless of the quantity of products stored in a temperature-controlled environment, products that

are rendered ineffective due to improper storage or products that go unaccounted for can make a significant impact on an operation's bottom line. For a small producer, keeping an accurate count of products on hand may be as simple as purchasing enough doses to give each cow in a pasture. But larger operations must track inventory, know when to reorder and how to bill each dose used. Tracking and accounting for every dose is critical, but sometimes inventory numbers still don't match up.

Technology has caught up to the problem, and one company offers a vending-type storage solution that tracks inventory, what employee used it and also monitors the storage environment. Joe Kallal with Apex Supply Chain Technologies said their product is similar to a candy machine, only instead of holding \$1 candy bars, it can hold a \$5,000 bottle of medicine. Keypads or ID readers control and track access to the inventory.

"Producers have a lot of containers full of expensive pharmaceutical products. These products are often not in a controlled environment like in a hospital. It's not difficult for someone to pick up an expensive bottle of medicine and walk out," he said.

In addition to tracking who picks up what, the automated dispensing device monitor's the storage temperature and alerts someone if there is a problem, potentially saving the supply of pharmaceuticals.

Megan Kennison, Office Manager for SouthRidge Dairy in Idaho said the automated dispensing device has saved her two to three hours of inventory work each week that she previously spent manually counting medicine. And the peace of mind that products are stored at correct temperatures is also valuable.

Chute side storage is also an issue when it comes to protecting product, especially vaccine. Cattle are often worked in open areas



Controlling temperature and inventory saves time and money for tracking products

where vaccine can get too hot or too cold and be exposed to UV light. Keeping a cooler nearby to store product in is one way to help ensure the stability of the product. But syringe guns sitting on the bed of a pickup truck in between calves can still compromise the product.

Michael Cowley, farm and ranch sales manager at Pierce Sales in Henrietta, Texas, knew their had to be a better way that would be user friendly and long lasting. His company produced a line of "rotomolded" coolers (think hard plastic cooler like a Yeti), and Cowley wondered if they could design a rotomolded cooler specially made for chute side vaccine storage.

After 15 months of design and fabrication planning, the VaxMate was introduced. Extra vaccine is stored inside, and the user-friendly design offers a place for several syringe guns to "rest" in between cattle that is light and temperature controlled.

"Vaccines are expensive. If you have a good vaccination program, that's the backbone of a good cattle program," Cowley said.

"But if you're out there vaccinating 100 calves, it will take some time. That vaccine won't last long on a September day in Texas if it's exposed to outside elements. If your vaccine is bad, then you've wasted time, money and stress on your cattle for nothing."

Cowley said producers who tried the product in Northern states said it was also great to keep vaccine from freezing. They simply put a jar of warm water in the bottom of the cooler to maintain the proper temperature.

"The VaxMate has a digital temperature gauge on it and will let you know what the temperature is. You can also set a high and a low,

The VaxMate is a chute-side cooler that monitors temperatures and protects products from UV light



so it will alarm you if it's too cold or too warm."

Regardless of the method your operation chooses to use, protecting pharmaceutical products is a wise investment that can pay great dividends in healthy cattle. **FL**

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7 TIPS FOR PROPER SILAGE FEEDOUT

Silage is a great way to store crops for use as cattle feed, but protecting it and using proper feedout techniques will help cattlemen get the most utilization of the crop. Hopefully producers can look forward to having quality silage that is stable and well protected. The next steps are to monitor and maintain the integrity of the plastic covering (or bag silos, or bale wrap) and manage feedout to prevent heating and spoilage.

“Aerobic spoilage is one of the main causes of losses in silage production,” explains Bob Charley, Ph.D., Forage Products Manager, Lallemand Animal Nutrition.

“The enemy of high-quality silage is oxygen, and opening new silage for feedout re-introduces oxygen into the silage mass. Even if producers have done everything right up to this point, there can still be significant losses at feedout without proper management practices.”

During feedout, exposure to oxygen allows spoilage yeasts to become active again, which then starts the process of aerobic spoilage, causing the silage to heat, driving dry matter and nutrient losses and potentially leading to mold growth, severe spoilage and mycotoxin production. Losses can be as high as 30 to 40 percent of silage dry matter (DM), and the most highly digestible forage nutrients are lost first.

To help prevent these losses, producers should use best feedout management practices, such as:

- Avoid removing the plastic cover too far ahead of feeding;
- Keep the face as flat and tight as possible;
- Feed out at a rate fast enough to avoid heating;
- Do not leave silage sitting in loose piles to compost;
- Minimize time between taking silage from the face and mixing in the ration;
- Discard all spoiled or moldy silage; and
- Use an inoculant that is research-proven to prevent heating and spoilage at ensiling.

Using an inoculant containing the high dose-rate *Lactobacillus buchneri* 40788 can help improve the aerobic stability of silage. Inoculated silage will be more resistant to heating and spoilage by reducing yeast levels, which are the main drivers of instability. *L. buchneri* 40788, applied at 400,000 CFU per gram of silage or 600,000 CFU per gram of high-moisture corn (HMC), is the only inoculant bacteria strain reviewed by the FDA and allowed to claim improved aerobic stability.

“Using these strategies as part of your overall silage management program can help minimize yeast growth and help you to retain more valuable nutrients for feeding and help increase profitability,” Dr. Charley says.

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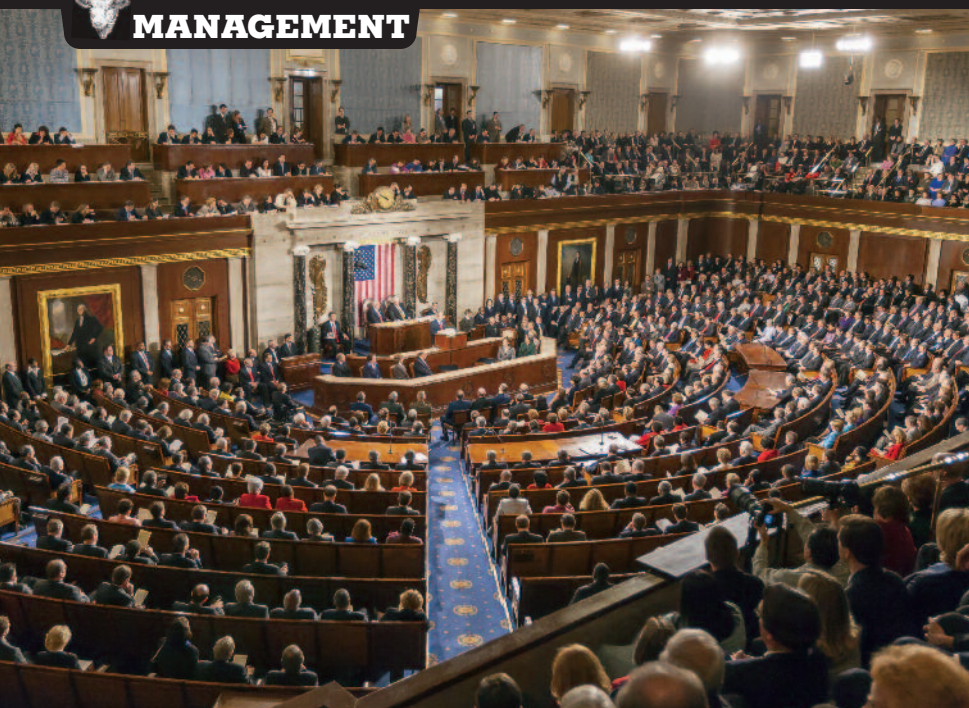
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Navigating Changing Labor Rules

BY TERRI QUECK-MATZIE

A U.S. DEPARTMENT OF LABOR RULE expanding mandatory overtime pay for salaried employees has been put on ice.

Scheduled to take effect December 1, 2016, the Fair Labor Standard's Act rule change would have extended overtime protections to nearly 4 million workers nationwide by re-defining which white collar workers are protected by the FLSA's minimum wage and overtime standards by adjusting the wage parameters.

According to a statement issued by the Texas Cattle Feeders Association: "The rule attempted to increase the salary and compensation levels needed for executive, administrative and professional workers to be exempt from overtime. Specifically, the final rule would have raised the standard salary level from \$455 per week (\$23,660 annually) to \$913 per week (\$47,476 annually) and established a mechanism for automatically updating the salary and compensation levels every three years."

TCFA held a seminar on the rule

in November, the same day a Texas federal judge entered a nationwide injunction blocking implementation of the rule, claiming it improperly created a de facto salary test for determining which workers fall under the rule.

In addition, the incoming Republican Congress has indicated the rule is one it intends to repeal.

Shawn D. Twing, a partner with Mullin Hoard & Brown LLP of Amarillo, Texas, presented the TCFA seminar. He serves as human resources consultant for the TCFA.

"It's doubtful the Fifth Circuit Court of Appeals will overturn the injunction," says Twing. "The legal argument claiming the automatic future wage guideline increase constitutes government overreach is, in my opinion, a sound one. But people in the ag industry still need to take a hard look at how they use the exemptions."

Exemptions aren't for everyone

The most commonly used FLSA rule exemptions are the Ag Exemption, and the "White Collar" Exemption applied to executive, administrative, and professional employees. The Ag Exemption states specifically "any employee employed in agriculture" is exempt from the maximum hour and overtime provision of the FLSA.

But, Twing says, it is not that simple. A worker's employment must come from the code's definition of agriculture. First, the employer must be directly engaged in agriculture. Businesses that supply goods and services to the ag industry, such as grain processors or tool manufacturers, do not comply. Additionally, even within ag enterprises, an employee's job duties matter. They must be engaged in agricultural work.

The definition of agriculture cites cultivation, growing and harvesting of any agricultural products – including livestock. Since animals in a feedlot are there to be grown and harvested, that fits within the definition. It also includes any practices performed on a farm by a farmer that are incidental to farming, such as delivery to market. Farmers can be corporate entities or co-ops.

Exemptions include immediate family members, temporary hand-harvest laborers, and those principally engaged on the range in the production of livestock.

While employees in some ag-related businesses may not fall under the Ag Exemption, certain computer/IT personnel, outside sales representatives, as well as others in executive, administrative or professional positions may be covered under the White Collar Exemption. These people must meet salary and duties tests.

As a general guideline, Twing says the closer the employee's duties are to growing the animal, the more likely the exemption applies. While those engaged nearer processing, sale and delivery of the end product are less likely to meet

the requirements.

In determining whether or not to utilize the overtime pay exemptions, Twing cautions the burden of proof rests on the employer, and the U.S. Supreme Court has ruled "FLSA coverage should be applied broadly" and "exemptions should be construed narrowly." The employer has the duty to and burden to identify the proper exemption and justify it.

And mistakes can be costly.

"If an exemption is overruled, the employer will likely have to pay back wages, which includes the time and a half overtime premium," explains Twing. "If the act is determined to be willful violation, the employer can be in for punitive damages up to double the wages owed, plus the employee's legal expenses. If the suit involves a group of employees, this can be catastrophic."

He adds there is no insurance to cover FLSA mistakes, like there is for discrimination or liability

claims. "And collection is pretty demanding. There are no payment plans." Collections for violations are often turned over to the U.S. Treasury Department.

Twing says caution in using exemptions is always warranted, but with the new rule on hold, there is no reason to rush into making changes. In situations where employers have already shifted employees from salary to wages to comply with the new rule, they cite employee morale, and higher costs for lower production as the greatest hurdles to overcome.

"It means punching a time clock, closer supervision, and more rigid work hours," says Twing. The lack of flexibility, especially, can be problematic in ag operations where animal care and business deal making does not stop at a set hour. "There are also questions as to employees working from home and off-hour access to computer systems."

"The best advice," adds Twing,

"is proceed with caution, and consult an attorney with Department of Labor experience if there are any grey areas." **FL**

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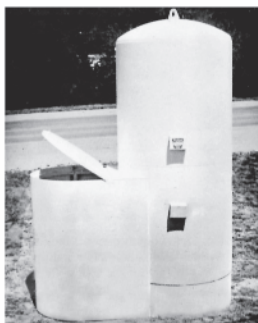
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For customer service or to obtain a copy of the MSDS, call 1-800-211-3573. For technical assistance or to report suspected adverse reactions, call 1-800-219-9286.

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Scoring for better bunk management

Consistent growth and sustainable performance are two of the pieces of the puzzle to a successful pen of cattle. Keeping your thumb on the intake of a pen can help determine the overall outcome, days on feed and conversion.

Although the scientific aspects of finishing cattle tend to get the most attention, Warren Rusche, South Dakota Extension Beef specialist, says feeding cattle successfully is as much art and judgement.

“Judgement is required to balance between over and under feeding,” he says in an article published on igrow.org. Under feeding a pen of cattle can lead to longer days on feed and a hit in quality grade, where feeding too much can trigger acidosis, poor performance and death loss. That’s where the value of a good bunk scoring system comes and a consistent bunk reader come into play.

A systematic bunk management plan was popularized in the early 1990s by Dr. Robbie Pritchard of South Dakota State, and some version of his system is often utilized

to make feed calls each day. Pritchard’s research showed that cattle fed all they would eat compared to those fed just enough so that all the feed was consumed in a 24-hour period had similar average daily gain, but improved feed efficiency.

The scoring system allows a bunk reader to estimate actual consumption, appetite and feed deliveries. Monitoring the records of the previous four to seven days offers the chance to watch feed intake trends. Monitoring increase intake,

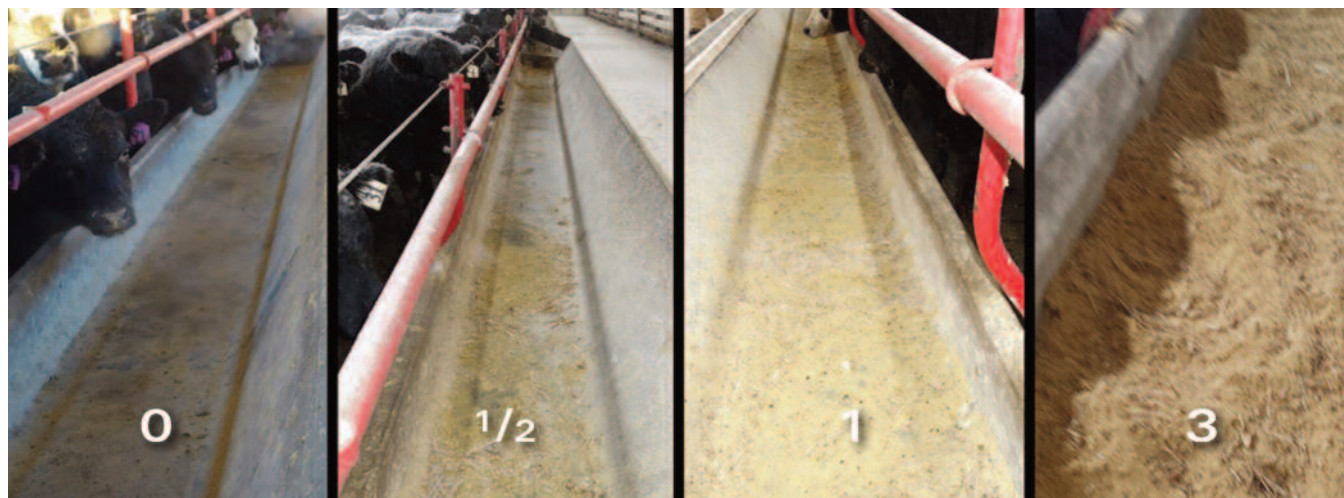
steady intake or decreasing intake can show a delayed response in cattle behavior. The scoring system is most effective if feed calls are made by the same person, at the same time, each day.

According to Rusche, a successful slick bunk feeding program matches dry matter intake (DMI) to the cattle’s appetite as closely as possible and keeps DMI consistent from day-to-day. For maximum intake, cattle should have access to feed at all times. However there

Table 1. SDSU 4-point bunk scoring system

Score	Description
0	No feed remaining in bunk.
1/2	Scattered feed present. Most of bottom of bunk exposed
1	Thin uniform layer of feed across bottom of bunk. Typically about 1 corn kernel deep.
2	25% – 50% of previous feed delivery remaining.
3	Crown of feed is thoroughly disturbed. More than 50% of previous day’s feed remains.
4	Feed is virtually untouched. Crown of previous day’s feed still noticeable or undisturbed.

South Dakota 4-point bunk scoring



can be considerable waste. An Iowa Beef Center brochure states a “slick bunk” or clean bunk approach reduces waste and may improve conversion.

The best bunk managers strive to strike a balance between high feed intake for performance and minimal waste, while maintaining consistent intake, according to the brochure. Ideally, cattle will maintain a near maximum intake for days or even weeks, and at that point there is little need to adjust the amount fed.

“Over a period of 7 to 10 days, seeing bunk score of ½ for two or three days with scores of zero for the balance of the period would indicate a good balance between high intake to support performance with minimal DMI variation.”

Various software is available to monitor bunk calls. The Iowa Beef Center offers Feedlot Monitoring Software that makes a three day his-

tory available. The software is available from the Iowa Beef Center and works on Windows-based systems.

Charting dry matter intake allows for visual assessment of feed intake patterns as well as identification of potential health issues prior to noticeable signs of illness. Many programs offer charting as a means to observe patterns.

Intake can change with weather, especially with temperature swings or precipitation. Moisture can reduce feed palatability and consumption, while approaching storms tend to create an uptick in consumption.

Rusche offers these tips to managing bunks for feed efficiency, reduced waste and maximum intake:

- Feed calls should be made at the same time every day.
- Feed should be delivered at the same time every day, ideally within a 15-minute window.
- Do not increase feed offered

by more than 3/4 pound of dry matter.

- In adapted cattle, feed should not be increased more frequently than every third day.
- Remove stale feed; watch for sorting
- Maintain consistence of feed quality and quantity throughout the entire length of the bunk.

Cattle behavior and aggressiveness in coming to the feed bunk can tell a great deal about whether or not feed deliveries should be increased.

Although no system is foolproof and feedlots often adapt their own style of feed bunk management, consistency and accurate record keeping are vital in order to watch for trends and make appropriate decisions for amounts fed in order to maximize gain and efficiency while minimizing waste. **FL**

Information and graphics courtesy of South Dakota State University and the Iowa Beef Center.

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Brief Summary: Before using Enroflox[®] 100, consult the product insert, a summary of which follows.

CAUTION: Federal (U.S.A.) law restricts this drug to use by or on the order of a licensed veterinarian. Federal (U.S.A.) law prohibits the extra-label use of this drug in food-producing animals.

PRODUCT DESCRIPTION: Each mL of Enroflox 100 contains 100 mg of enrofloxacin. Excipients are L-arginine base 200 mg, n-butyl alcohol 30 mg, benzyl alcohol (as a preservative) 20 mg and water for injection q.s.

INDICATIONS:

Cattle - Single-Dose Therapy: Enroflox 100 is indicated for the treatment of bovine respiratory disease (BRD) associated with *Mannheimia haemolytica*, *Pasteurella multocida*, *Histophilus somni* and *Mycoplasma bovis* in beef and non-lactating dairy cattle; and for the control of BRD in beef and non-lactating dairy cattle at high risk of developing BRD associated with *M. haemolytica*, *P. multocida*, *H. somni* and *M. bovis*.

Cattle - Multiple-Day Therapy: Enroflox 100 is indicated for the treatment of bovine respiratory disease (BRD) associated with *Mannheimia haemolytica*, *Pasteurella multocida* and *Histophilus somni* in beef and non-lactating dairy cattle.

Swine: Enroflox 100 is indicated for the treatment and control of swine respiratory disease (SRD) associated with *Actinobacillus pleuropneumoniae*, *Pasteurella multocida*, *Haemophilus parasuis* and *Streptococcus suis*.

RESIDUE WARNINGS:

Cattle: Animals intended for human consumption must not be slaughtered within 28 days from the last treatment. This product is not approved for female dairy cattle 20 months of age or older, including dry dairy cows. Use in these cattle may cause drug residues in milk and/or in calves born to these cows. A withdrawal period has not been established for this product in pre-ruminating calves. Do not use in calves to be processed for veal.

Swine: Animals intended for human consumption must not be slaughtered within 5 days of receiving a single-injection dose.

HUMAN WARNINGS: For use in animals only. Keep out of the reach of children. Avoid contact with eyes. In case of contact, immediately flush eyes with copious amounts of water for 15 minutes. In case of dermal contact, wash skin with soap and water. Consult a physician if irritation persists following ocular or dermal exposures. Individuals with a history of hypersensitivity to quinolones should avoid this product. In humans, there is a risk of user photosensitization within a few hours after excessive exposure to quinolones. If excessive accidental exposure occurs, avoid direct sunlight. For customer service, to obtain a copy of the Safety Data Sheet (SDS) or to report adverse reactions, call Norbrook at 1-866-591-5777.

PRECAUTIONS:

The effects of enrofloxacin on cattle or swine reproductive performance, pregnancy and lactation have not been adequately determined.

The long-term effects on articular joint cartilage have not been determined in pigs above market weight. Subcutaneous injection can cause a transient local tissue reaction that may result in trim loss of edible tissue at slaughter.

Enroflox 100 contains different excipients than other enrofloxacin products. The safety and efficacy of this formulation in species other than cattle and swine have not been determined.

Quinolone-class drugs should be used with caution in animals with known or suspected Central Nervous System (CNS) disorders. In such animals, quinolones have, in rare instances, been associated with CNS stimulation which may lead to convulsive seizures. Quinolone-class drugs have been shown to produce erosions of cartilage of weight-bearing joints and other signs of arthropathy in immature animals of various species. See Animal Safety section for additional information.

ADVERSE REACTIONS: No adverse reactions were observed during clinical trials.

ANIMAL SAFETY:

In cattle safety studies, clinical signs of depression, incoordination and muscle fasciculation were observed in calves when doses of 15 or 25 mg/kg were administered for 10 to 15 days. Clinical signs of depression, inappetence and incoordination were observed when a dose of 50 mg/kg was administered for 3 days. An injection site study conducted in feeder calves demonstrated that the formulation may induce a transient reaction in the subcutaneous tissue and underlying muscle. In swine safety studies, incidental lameness of short duration was observed in all groups, including the saline-treated controls. Musculoskeletal stiffness was observed following the 15 and 25 mg/kg treatments with clinical signs appearing during the second week of treatment. Clinical signs of lameness improved after treatment ceased and most animals were clinically normal at necropsy. An injection site study conducted in pigs demonstrated that the formulation may induce a transient reaction in the subcutaneous tissue.

Norbrook Laboratories Limited,
Newry, BT35 6PU, Co. Down, Northern Ireland

102 September 2016

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Backgrounding and Average Daily Gain Rates Can Make a Difference

Aim for an average daily gain that's not too high or low.

As cattle producers wean their fall calves or make plans for their spring calves, they have some decisions to make. Keeping those calves after weaning for a backgrounding phase is an option.

Producers are aware that as the calves' average daily gain increases, the cost per pound of gain decreases. The producers also know that if they don't add

sufficient weight, they won't realize a profit. But adding too much weight during backgrounding is always a concern.

"However, there is always concern about calves getting too fleshy at higher rates of gain," says Karl Hoppe, the North Dakota State University Extension Service's area livestock systems specialist at the Carrington Research Extension Center. "Cattle buyers tend to discount fleshy calves that exhibit too much body fat or condition because fleshy calves tend to have poorer subsequent feed yard performance."

Hoppe recommends aiming for a goal of 2.5 pounds of gain per day. He says that's a "safe place to be" because it's not too high or low.

He is basing his recommendation on the results of a study Anna Taylor, a former animal scientist at the Carrington center, and colleagues at South Dakota State University conducted. The study focused on how backgrounding rates of gain impact carcass characteristics.

In the study, steer calves weighing an average of 697 pounds were backgrounded until they weighed an average of 878 pounds. They were divided into three groups. Each group was backgrounded at a different rate of gain: 3 pounds per day for 63 days, 2.5 pounds per

day for 79 days or 2 pounds per day for 93 days.

The steers were fed a corn silage-based diet. At the end of each backgrounding treatment, the calves were fed the same finishing ration and harvested at a common backfat thickness of 0.55 inch.

To reach the common backfat thickness, the calves with the lower backgrounding rate had to be fed longer than did the other two groups. The calves gaining at the rate of 3 pounds per day were fed the finishing ration for 187 days, while the calves gaining at the rate of 2.5 pounds per day were fed 201 days and the calves gaining at 2 pounds per day were fed 221 days.

The study also found that calves performed better, with increased average daily gain, during the finishing period when the backgrounding average daily gain was lower. In addition, hot carcass weights were heavier in calves backgrounded at a lower average daily gain.

"In other words, when backgrounding calves at lower rates of gain, calves are set up to gain faster and go to heavier slaughter weights when fed to a consistent 0.55 inch backfat," Hoppe says.

He adds that Taylor and the other researchers also found that marbling appeared to be best when calves are not grown too fast or slowly, which in this study equated to the average daily gain rate of 2.5 pounds per day.

For more information on backgrounding, contact Hoppe at 701-652-2951 or karl.hoppe@ndsu.edu, or watch NDSU videos on YouTube at <https://youtu.be/fPSw7zDfdqo> and youtu.be/TdamrpUCW9c. **FL**

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MAKE THE MOST OF YOUR VETERINARY RELATIONSHIP



It pays to have a good working relationship with a veterinarian who can answer questions and assist in herd health management strategy and/or feedlot health to help prevent problems. This is generally more helpful, and more profitable in the long run, than just relying on the veterinarian for emergencies.

Dr. James England, University of Idaho, says producers tend to be emergency-oriented, and hesitant to pay for advice. "They may discuss health issues while the veterinarian is on the ranch palpating cows, but what's needed is to occasionally just sit down and talk about preventative maintenance, like what to use in a vaccination program," he says.

It also helps if the producer and veterinarian can get together with a nutritionist regarding the overall health program. "As a veterinarian, nothing I can do or suggest will work very well unless the animals are adequately fed," says England. Nutrition (proper amounts and balance of certain nutrients) affects everything else in a cattle operation such as fertility and the immune system. Deficiencies can be the root of many problems.

Consulting with the veterinarian periodically gives opportunity to discuss any problems experienced that year, or ask about new vaccines

(to know which ones to use). There's not much difference in vaccines, but the important thing is to make sure you are using one that matches your management, production or health maintenance program.

By having the veterinarian as a consultant, you can stay ahead of the curve, rather than dealing with emergencies after the fact. A veterinarian is also aware of new products that might be helpful in your operation. If there is a change in vaccines or dewormers, the veterinarian can make recommendations. "One of the big problems is fly control. It's tough to stay ahead of resistant flies. Veterinarians are keyed into this, and know what you might be able to use," says John Hall, Extension Beef Specialist, University of Idaho.

"The vet has to feed and clothe his/her family 365 days of the year, just like we all do. One way he/she can do that is charge a high fee every time you have an emergency. The other way is by helping you increase your profit margin by having you pay for his/her expertise in certain areas—and maybe prevent catastrophes," says Hall.

"If you save a few more calves,

or get 3 more cows bred, or prevent more feedlot pulls, you can afford that consultation. Putting the veterinarian into a partnership role can pay off.

It's hard for producers to become educated about health issues when the only opportunity is during an emergency. It's hard for the veterinarian to concentrate on anything else, other than dealing with the emergency. The producer wants to know how to prevent this happening to the next cow or calf. During times of year when things are a little slow, you can get together and discuss things," says Hall. You can look at problems you had last year and what you might do differently.

David Van Metre, Associate Professor and Extension Veterinarian at Colorado State University, says many diseases are more successfully prevented than treated. "If a serious health problem develops in a herd or feed yard, something has already gone wrong. Most veterinarians can serve as an important resource for helping clients figure out why certain diseases occur, and how management and environment can be changed to help prevent disease. Other ways veterinarians can be utilized include health programs like vaccination, deworming strategies, and helping clients design treatment protocols to ensure that appropriate medications are

used for specific problems,” says Van Metre.

Your vet can help with a bio-security program. “Where are purchased animals coming from?” asks England. “Are you keeping purchased animals separate from the main herd until you know they are free of disease? Do your cattle run on range with other ranchers’ cattle? If you are doing the maximum for herd health and someone else in the grazing association is doing minimum, it may cost you money for extra vaccinations but save a lot more money in the long run. A little money spent on consultation with your vet might prevent a big wreck on down the road,” England says.

Dr. Mark Bramwell, one of 4 veterinarians at South Fork Veterinary Clinic in Rigby, Idaho, says a good relationship with his clients helps them become more successful. “We’ve talked about minerals and the huge health benefits to cattle

that are not mineral deficient. In our region we have severe deficiencies (particularly copper and selenium). Many ranchers come ask us what vaccines they should use, and we try to be available to answer their questions, give advice, and proactively discuss herd health issues,” says Bramwell.

Van Metre stresses the need for veterinarians to be educators, able to explain and demonstrate health care procedures and diagnostics (even basic necropsies) to stockmen. “Most producers want to do a good job; they want to raise healthy animals and are willing to learn. Our side of the obligation is to be able to teach. The opportunity to teach is a two-way street; the stockman must be willing to learn, and the veterinarian must be willing to listen and learn as well. For example, some of the best tips on helping heifers with dystocia is one I learned from a rancher,” he says.

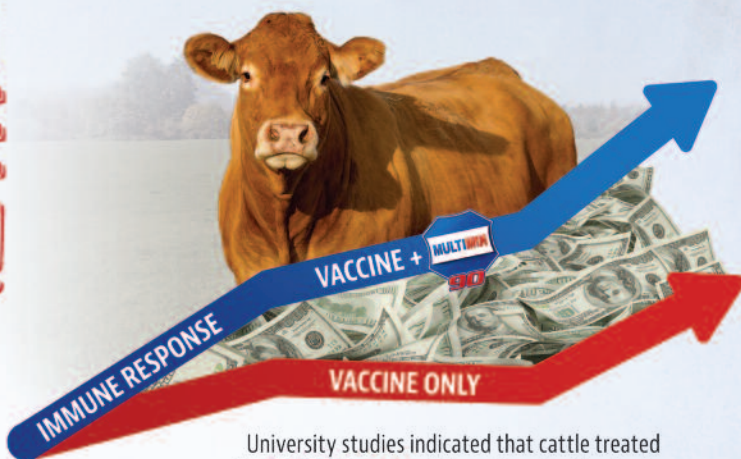
The subject of antibiotic use is

one that is gaining more attention today, and this is another area where a good working relationship with your veterinarian pays off. He/she can be familiar enough with your operation (as well as diagnosing any sick animals) to prescribe the proper antibiotic, instruct you in the best use of antibiotics, and write a VFD (Veterinary Feed Directive) if needed. The VFD is a written statement from a licensed veterinarian authorizing the producer to purchase and use certain antimicrobial drugs in and on livestock feed. A vet-client relationship is required for a VFD.

The client-veterinarian relationship is important, to discuss the medications being used, and the ones the producer might plan to use. Consulting with your veterinarian ensures that you will be able to comply with the current requirements for a VFD, and any new requirements that come along in the future. **FL**

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READ ENTIRE BROCHURE CAREFULLY BEFORE USING THIS PRODUCT.
INDICATIONS

 ZACTRAN is indicated for the treatment of bovine respiratory disease (BRD) associated with *Mannheimia haemolytica*, *Pasteurella multocida*, *Histophilus somni* and *Mycoplasma bovis* in beef and non-lactating dairy cattle. ZACTRAN is also indicated for the control of respiratory disease in beef and non-lactating dairy cattle at high risk of developing BRD associated with *Mannheimia haemolytica* and *Pasteurella multocida*.

CONTRAINDICATIONS

As with all drugs, the use of ZACTRAN is contraindicated in animals previously found to be hypersensitive to this drug.

WARNING: FOR USE IN CATTLE ONLY. NOT FOR USE IN HUMANS. KEEP THIS AND ALL DRUGS OUT OF REACH OF CHILDREN. NOT FOR USE IN CHICKENS OR TURKEYS.

The material safety data sheet (MSDS) contains more detailed occupational safety information. To report adverse effects, obtain an MSDS or for assistance, contact Merial at 1-888-637-4251.

RESIDUE WARNINGS: Do not treat cattle within 35 days of slaughter. Because a discard time in milk has not been established, do not use in female dairy cattle 20 months of age or older. A withdrawal period has not been established for this product in pre-ruminating calves. Do not use in calves to be processed for veal.

PRECAUTIONS

The effects of ZACTRAN on bovine reproductive performance, pregnancy, and lactation have not been determined. Subcutaneous injection of ZACTRAN may cause a transient local tissue reaction in some cattle that may result in trim loss of edible tissues at slaughter.

ADVERSE REACTIONS

Transient animal discomfort and mild to moderate injection site swelling may be seen in cattle treated with ZACTRAN.

EFFECTIVENESS

 The effectiveness of ZACTRAN for the treatment of BRD associated with *Mannheimia haemolytica*, *Pasteurella multocida* and *Histophilus somni* was demonstrated in a field study conducted at four geographic locations in the United States. A total of 497 cattle exhibiting clinical signs of BRD were enrolled in the study. Cattle were administered ZACTRAN (6 mg/kg BW) or an equivalent volume of sterile saline as a subcutaneous injection once on Day 0. Cattle were observed daily for clinical signs of BRD and were evaluated for clinical success on Day 10. The percentage of successes in cattle treated with ZACTRAN (58%) was statistically significantly higher ($p < 0.05$) than the percentage of successes in the cattle treated with saline (19%).

 The effectiveness of ZACTRAN for the treatment of BRD associated with *M. bovis* was demonstrated independently at two U.S. study sites. A total of 502 cattle exhibiting clinical signs of BRD were enrolled in the studies. Cattle were administered ZACTRAN (6 mg/kg BW) or an equivalent volume of sterile saline as a subcutaneous injection once on Day 0. At each site, the percentage of successes in cattle treated with ZACTRAN on Day 10 was statistically significantly higher than the percentage of successes in the cattle treated with saline (74.4% vs. 24% [$p < 0.001$], and 67.4% vs. 46.2% [$p = 0.002$]). In addition, in the group of calves treated with gamithromycin that were confirmed positive for *M. bovis* (pre-treatment nasopharyngeal swabs), there were more calves at each site (45 of 57 calves, and 5 of 6 calves) classified as successes than as failures.

 The effectiveness of ZACTRAN for the control of respiratory disease in cattle at high risk of developing BRD associated with *Mannheimia haemolytica* and *Pasteurella multocida* was demonstrated in two independent studies conducted in the United States. A total of 467 crossbred beef cattle at high risk of developing BRD were enrolled in the study. ZACTRAN (6 mg/kg BW) or an equivalent volume of sterile saline was administered as a single subcutaneous injection within one day after arrival. Cattle were observed daily for clinical signs of BRD and were evaluated for clinical success on Day 10 post-treatment. In each of the two studies, the percentage of successes in the cattle treated with ZACTRAN (86% and 78%) was statistically significantly higher ($p = 0.0019$ and $p = 0.0016$) than the percentage of successes in the cattle treated with saline (36% and 58%).

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DOCILITY

Performance or Convenience Trait?

Historical results have shown docile cattle tend to perform better in the feedyard. But could the performance woes of flighty cattle be overcome with a change in diet?

We know docility is moderately heritable, so the trait can be moved in a positive or negative direction through selection. Historically, removing the outliers has been the approach to improving docility in most herds. Recent research published in the *Journal of Animal Science* by Kelsey Bruno and co-workers at the University of Kentucky looks at measuring systems and the effect of docility on calves during the receiving period. It offers a different approach to the impact of docility with that focus on receiving, and penning cattle by their various docility rankings.

Previous research has shown less docile cattle tend to eat less, a problem compounded with the stress from weaning and shipping to feedyards that can lead to nutrient deficiencies. Penning cattle by docility score, the researchers hypothesized, could allow for diets modified to accommodate lower feed intake.

Docility was determined multiple ways – first, at initial processing while the animal was in the chute. The second scoring system used in this and many other studies was exit velocity, where faster exit is related to less docile cattle. The downside to this measure in actual practice is that it's taken as the animal leaves the chute, thus requiring a later sort for culling.

In the Kentucky study, cattle were penned in four groups: calm in the chute and slow to exit, calm in chute and fast to exit, excited

in the chute and slow to exit, and exited in the chute and fast to exit. If you've spent much time as monitor at the receiving pen, you can imagine the joy of checking those "less docile" groups. This experiment offered the chance to see if the less docile cattle exhibit performance differences because of their interaction with tame cattle, or because they are inherently less docile themselves.

The fast-exiting cattle gained 0.18 lb./day less during the 58-day receiving period than the slow docile counterparts. Feed intake was 1.1 lb./day more for slow-exiting cattle, an expected result that was the basic rationale for feeding different diets based on docility classification.

However, the increased nutrient-density diet for less-docile cattle in this experiment had no effect on the group's performance. That suggests the higher dietary protein levels used were either not high enough to overcome lower feed intake, or docile cattle are more efficient at nutrient use.

While this work didn't report carcass merit, we know in Tri-County Steer Carcass Futurity data, calves that were calm or simply swished their tail while in the chute consistently returned more dollars to the feeding enterprise through improved quality grade while maintaining better health. How we identify docile cattle will continue to evolve, depending on where you are in the supply chain, but there are clear benefits to maintaining focus on improved docility from ranch through harvest.

FL

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IMPORTANT SAFETY INFORMATION: For use in cattle only. Do not treat cattle within 35 days of slaughter. Because a discard time in milk has not been established, do not use in female dairy cattle 20 months of age or older, or in calves to be processed for veal. The effects of ZACTRAN on bovine reproductive performance, pregnancy and lactation have not been determined.

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CAUTION: Federal (USA) law restricts this drug to use by or on the order of a licensed veterinarian.

BIGGER, BETTER BEEF HERDS

A bigger beef cattle herd. A younger cow herd. In the face of declining cattle prices, these two facts can bring hope.

Had it not been for the drought early in this decade, Oklahoma State University ag economist Darrell Peel says the expansion would have come sooner.

“We continued to place heifers on feed” – no grass for them to join the herds – “but because of the drought, we were forced to liquidate cows off of the old end of the herd,” he explains. When expansion finally began in 2015, it was with a large influx of heifers. “As a result, we made the herd very young.”

That gives way to higher quality because of genetic progress.

“The 2015 cow culling rate was very low for as far back as I have data; 2016 is still below average,” says Peel, who suggests 2017 will continue below average. “Eventually as you add more cows, you get back to normal culling for physical reasons, but I would imagine we are still a year away from that at this point.”

The share of heifers in the USDA reported fed-cattle harvest is a good indicator of expansion trends, says Paul Dykstra, beef cattle specialist for the Certified Angus Beef brand.

“As we retain heifers to expand or replace the cows culled from drought, those heifers never show up in the fed cattle harvest tabulated weekly at USDA-inspected plants,” Dykstra says. Historic data shows the share of heifers in that mix has been more than 36% for 20 years, except for a slight dip in 2006.

“There’s been a dramatic build-up in the past two years as heifers in the fed-cattle mix dipped to

32.5% in 2015 and 31.9% in 2016,” Dykstra notes (see charts).

The most rapid years of expansion are behind us, he says, but Angus producers have made gains.

“Genetics have been upgraded more rapidly with the higher rate of replacements from the drought,” Dykstra says. “And some of those herds destocked in the south are restocking with primarily Angus genetics.”

Simply based on supply and demand, a larger supply of beef means a softening cattle market. But for Angus producers, the steadily higher demand for quality beef despite its increasing supply indicates a strong future.

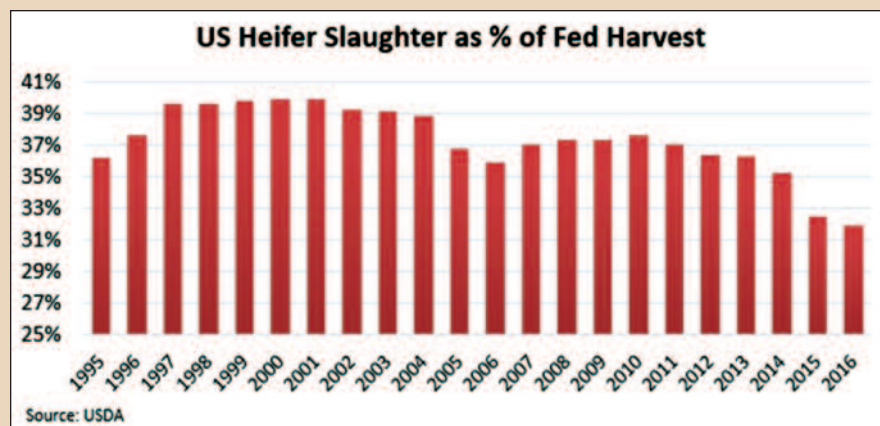
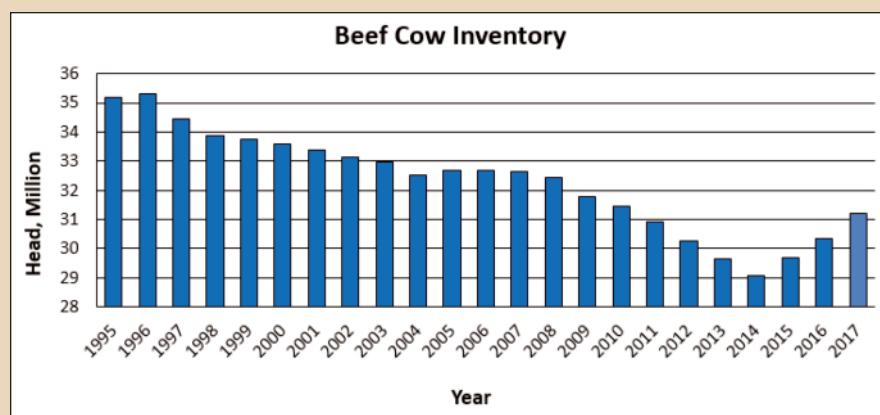
“More cattle have been accepted into the CAB brand based on meeting

the marbling parameter of our 10 specifications,” Dykstra says. “So as a result, we are looking at increased sales volumes.”

The cattle cycle will move ahead as expansion eventually levels off.

“Prices drive decisions to expand or cut back,” he says. “If we are surprised with better-than-expected prices on these increased supplies, that could continue the heifer retention we’ve been seeing at the cow-calf level.”

Dykstra says a heifer percentage of the fed-cattle harvest mix shifting to higher than 35% indicates cow herd expansion is slowing or reaching equilibrium. Read more of Dykstra’s biweekly comments in the CAB Insider at www.cabpartners.com/news/cabinsider/ **FL**



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MANAGING MANAGERS

For many feedlot owners and managers, employee management has enough challenges of its own, and managing managers takes the difficulty level up another notch. The individuals in your business that manage your people have tremendous influence on your entire company culture, level of teamwork, employee satisfaction ratings, accountability, motivation and every other metric of employee engagement.

There are three key areas to focus on when managing managers: Directing/Delegating; Motivation, and Development. Their ability in each of these areas is crucial to their success—and yours. Let's look at them individually.

Directing/Delegating

A manager that can't direct and delegate effectively, is just another production employee—but with the authority to tell other people what to do. Directing and delegating are two skills that work hand-in-hand to effectively balance duties, create a sense of urgency, keep people moving forward, help people reach their potential, provide encouragement and hold people accountable for their actions. The person's behavioral style has an effect on how they express these skills. Some will be more collaborative in the process, while others are more authoritarian with a tendency to push their people. Both styles can be effective so long as they are tactful, positive, and set clear expectations. Astute managers realize the

difference in delegating to a person with a significant level of experience, compared to a person with limited experience, and adjust their strategy accordingly.

Motivation

You can't motivate someone, but you can create an environment where they can tap into their own natural motivation. That atmosphere must be one where they can do their best work, gain a sense of purpose, have a certain level of autonomy and believe that they belong to something worthwhile. Some managers may naturally accomplish this by providing consistency, being positive, and knowing their people at an individual level. Others will do this by setting challenging goals, being enthusiastic and stimulating innovation. The majority of today's employees are motivated by an environment that celebrates victories, provides flexibility and recognizes group achievement.

Development

Managers develop employees by supporting their long-term personal and professional growth. It is accomplished by providing resources, environments and opportunities that capitalize on their potential. Recent research shows that focusing on developing their strengths is more effective than trying to fix all their weaknesses.

Some will develop their employees by challenging them to do better, encouraging them to think big,

instilling confidence and inspiring them to take on ambitious projects. Others will focus more on creating reliable plans for development, listening to people's concerns, providing tactful feedback, being patient and allowing them to develop at a comfortable pace.

How Managers See Their Boss

As a business owner or operations manager, the managers under you don't just look under them in the organizational chart, they also look up. What do they see and how effective are they in working with you?

Key to managing managers is knowing their behavioral style, levels of experience and personal goals for development. The way that they want to direct, motivate and develop others is the same way they want you to develop them. You are great at reading cattle to maximize their potential! Use those same skills in reading your employees and your managers to maximize their potential as well.

There are some newly designed computerized tools available for accurately measuring a manager's preferences and abilities in all these areas. Send an e-mail to don@gooddayswork.ag to learn more about these tools and how you can use them in your operation. **FL**

Don Tyler is the owner of Tyler & Associates management coaching and President of Good Day's Work safety training. For more information on these and other employee management topics, contact him at 765-490-0353 or don@gooddayswork.ag.



Heifers That Don't Mother Their Calves

Some heifers reject or are slow to mother their newborn calves. Dr. Jack Whittier, University of Nebraska, says maternal behavior can be unpredictable. Producers can minimize confusion, however, by having heifers in small groups and not confined.

The calving female usually leaves the herd to go off by herself to give birth. This helps ensure that another cow or heifer won't steal the calf, and that the calf will bond with its mother.

"Allowing them to calve out in the field by themselves is best, moving them into a pen with their calf only if they don't bond quickly. Getting from point A to B can be a challenge, however, and may confuse a heifer and make it worse than if you'd left her alone," he says. Knowing which ones to help and which ones to leave alone comes with experience and understanding cattle behavior. If it's cold/windy and calf survival is at risk if bonding will be slow out in the field, you'll have to bring the pair in for shelter.

"When the newborn gets up, it seeks the mother, until it reaches a point where it gives up—if it gets cold and weak. Monitor the pair

and don't let the calf become weak and dehydrated. Make sure it gets colostrum in a timely manner," says Whittier. If the calf has quit trying because he's cold, or discouraged by the heifer moving

away or kicking, you can feed him another source of colostrum to give him energy and enthusiasm to continue searching for more.

If a heifer won't let the calf suckle, restrain her and help the calf. ►

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Heifers That Don't... from previous page

Suckling stimulates production of oxytocin in the dam, which triggers milk let-down and mothering behavior. In many cases, a confused or indifferent heifer will accept and bond with the calf after it nurses. If the heifer is kicking the calf, hobbling her hind legs for a few hours or for the first day or two until she stops kicking will allow the calf to nurse and she will become more motherly.

If the heifer is aggressive, kicking and bunting the calf, keep them separate a day or so, in adjacent

stalls or pens. They can be put together every 8 hours to allow the calf to nurse with supervision, so she doesn't hurt the calf. In some instances a halter can be left on her, so you can pick up the trailing rope and tie her (and feed her some hay) during nursing sessions, so she won't bunt the calf or run off. Most reluctant mothers become more interested in the calf after a day or so, but some individuals take a week or two before you can take hobbles off and leave them together.

"There are tricks to get a cow to claim a calf, such as ranchers do

when grafting an orphan onto a cow that's not its mother, and some of these can help with a bonding problem," says Whittier. If the heifer is indifferent, stockmen use various products (to sprinkle on the calf) that encourage her to lick him.

Some heifers don't have much milk at first and ignore their calves until they come to their milk, and then suddenly decide to mother the calf. "A complex hormone system causes birth and initiates lactation. Like any biological system, it can sometimes get a little bit out of sequence. Often if you just give

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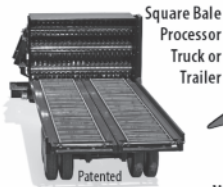
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the heifer a little time, things work out. I prefer to wait and see, rather than immediately jump in and try to change something. There are occasions when you need to do that, but I caution producers not to be too anxious, and let the heifer and calf figure it out," says Whittier.

"If a cow is aggressive and kicking, or hitting the calf with her head, restraint may be needed, so she won't hurt the calf. Don't punish her. I've seen cows abused, with a stick or something, when they kick at the calf. Hurting the cow does more harm than good." It

won't improve her attitude, and may make her harder to handle.

Patience, good husbandry, astute observation and being in tune with the cattle can be most helpful. Look for ways to overcome the problems," says Whittier.

Sometimes a physical problem is to blame for a heifer being slow to mother the calf. A heifer with a swollen, painful udder (with hard edema or "cake") may find nursing painful; she kicks at her calf because it hurts. You may have to assist nursing until her udder is less sore. **FL**

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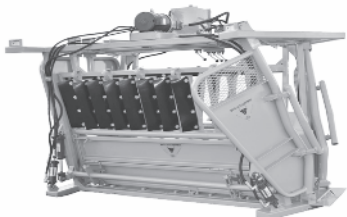
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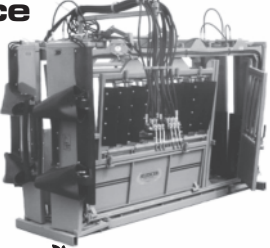
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