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annual report 2021

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Accredited

presented at the
120th annual meeting

January 26, 2022



ICIA

MANAGEMENT REPORT

James Fung, Chief Executive Officer
John Zheng, Chief Science Officer

ICIA ICIA continues to provide services valuable to the seed industry and global agriculture. The diversity of programs and offering of needed services are primary factors for ICIA's growth throughout its 120 years. The following are highlights from 2021.

Focus on Member Customers: In August, ICIA held its 7th annual member appreciation event. The event was kicked off with a golf outing at Purdue's Kampen Course, a Pete Dye design, that offered many challenges with its native grasslands and ponds. Fortunately, we were playing best-ball, and everyone had a great time reconnecting with friends. The non-golfers took a trip to Lafayette, and there is no better way to explore the historic town than by scavenger hunt.

Even our local Lafayette natives learned interesting factoids and gained greater appreciation for the history and progress of the city. The day was celebrated with an outdoor dinner on the back patio of the Whittaker Inn. On the following day, ICIA provided private tours of the laboratories and hosted food trucks for our members to enjoy.

ICIA is continually seeking ways to add more value to our membership. The last couple years were certainly a test of resiliency. At the 2021 Corn Belt Seed Conference, ICIA sponsored a follow-up focus group study of several member companies active in driving positive culture change. The Context Network provided the findings, and it was certain that leadership's role in responding to the feedback of all their employees were helping create more cohesive and aligned teams in times where mental and physical health were taxing everyone.

Accreditation Programs: We continued the ISO/IEC 17025:2017 standard to stay current with our quality management system for tests offered in our genetics lab. We are accredited by USDA-APHIS under the National Seed Health System to conduct phytosanitary field inspections on seed crops. ICIA participates in the USDA Accredited Seed Laboratory program. We are also ISO 9001:2015 accredited for our overall quality management system.

Information Technology: ICIA has successfully migrated over to the new computing system called VAULT which handles all sample and field information processes and data. Both BarLink and LabLink have seen upgrades for clarity and ease of use and reporting of lab results are now practically real-time. We continue to make improvements to VAULT using member feedback and are beginning the second phase of VAULT to provide operational and test data analytics both internally and externally to our members.

Finance: Certified Public Accounting firm, Huth Thompson performed a full Balance Sheet Audit of fiscal year 2020-21 and did not find any fraud or malicious practices. A few recommendations were made to continue improving certain internal controls. In June, a member of the Association made a strategic decision to send their lab samples elsewhere. The revenue impact resulted in a subsequent personnel reorganization and reforecasting of the annual budget. The Board approved the revised Budget at the August Board meeting, and since then, ICIA has capitalized on several new business opportunities, including overflow germination testing, a field services project, sample kit service, and genetics research projects.

Staff: Several changes in our staff have taken place over the past year. We thank Joe Deford, Chief Operating Officer, for 40 years of service and Susan Dadacz, Sample Administrator, for 23 years of service when they elected to retire in May.

In March, Research Scientist Srilakshmi Makkena in the Genetics Lab decided to pursue her career in a different direction outside of ICIA. Over the summer, we hired Shofiqul Islam, a highly qualified molecular geneticist to continue and expand R&D projects. Tom Mager, Seed Lab Supervisor, expanded his role to include supervision of the native, warm, cold, and bioassay labs. Brenton Leach became Genetics Lab Supervisor and Ken McCallister joined the company as Sample Administration Supervisor.

MANAGEMENT REPORT

continued

Susan Overdorf, expanded her role as Executive Admin, and was named Organizational Culture Manager leading ICIA's efforts to drive employee satisfaction, professional growth, and constructive workplace culture.

At the end of December, Justin Milcarek, Customer Service and Marketing Manager, decided to pursue an opportunity outside of ICIA. He remains in the local area and still in Agriculture. We thank him for his 6 years of contributions and wish him the best in his new endeavors.

Two of our four strategic goals are people-centric: Enhance Employee Professional Development through Training and Build Durable Value through Culture. Our lab directors and supervisors continue to develop new employee onboarding as well as technical training materials to build the training program with classroom information and hands-on lab experience. As part of a three-part workshop series, Lindsay Boccardo, a multi-generational expert on team and culture building, has helped our entire staff reach a deeper understanding of our own selves and brought out the best in us. Our people are our success.

ICIA hosted the virtual Northern Region meeting in April, and both James and John attended the virtual annual AOSCA Conference in June.

Two staff members attended the Association of Official Seed Analysts and Society of Commercial Seed Technologists annual meetings. These two groups represent the testing organizations and members are seed analysts.

Service Programs: The 2020-21 season saw significant change in the Seed Lab under the leadership of Seed Lab Director, Laura Donaldson. While processing near record number of samples, Laura and her team made improvements to the sample flow throughout the facility and labs. The upgrade to VAULT afforded many opportunities to further streamline work processes, sample management, and data entry. Supervisors Tom Mager, RST and Ken McCallister played key roles implementing the new system and training staff members. The Seed Lab passed all its proficiencies and audits to maintain all its accreditations.

We continue to stay on the forefront of technology to provide trait confirmation testing and determination of low-level GMO presence. Since the commissioning of the new automated liquid handler and high throughput PCR, the Genetics Lab has expedited the season's increased volume without delay. The genetics team participated several proficiency tests including the USDA Biotechnology Proficiency Program and maintained its accreditation with the non-GMO Project. Under the leadership of Matheus Benatti, Genetics Lab Director, the genetics lab has reached record volumes and operational efficiencies. Brenton Leach has been instrumental in optimizing the workflows while safeguarding precision and accuracy with automation and traceability.

For the 2020-2021 season, our team of field inspectors inspected nearly 140,000 acres, roughly 50,000 for corn, and 90,000 for soybeans, versus previous year's 210,000 total acres, 50,000 corn, and 160,000 soybeans. Logan Cass and Zach Sparks have the knowledge and experience to deliver the best field inspection services whether for seed certification or quality assurance.

We added two additional services recently. The ICIA staff helped a member successfully collect samples of soybeans and corn roots, plant tissue, and soil to support their breeding efforts. As well, the Genetics and Sample Administration teams launched a PCR Sample Kit fulfillment service where ICIA sends sample kits containing sample bags, instructions and return packaging directly to growers on behalf of our grain processing members. The service alleviates the administrative burden and makes the overall process more efficient for all parties. ICIA is always exploring better solutions with its members.

Board & Other Committees: As always, we want to thank the Board of Directors, Executive Committee, and other committees for their support, guidance, and counsel. All ICIA committee members and board members serve voluntarily and are major assets to the organization.

Looking Ahead: We are steadfast implementing our strategic plan to increase our visibility in the seed industry and other affiliated industries where we can provide services. We continue to strengthen our core competencies in quality field inspections and laboratory testing. The new strategic plan points us in the

direction of science and innovation of new services. We look to bring our members' voices together and collaborate with industry counterparts towards uniformity and harmonization of testing services that will ultimately benefit all producers and end users. We strive to expand services everywhere our members operate and will do so by investing in our staff and perfecting our company culture.

ICIA will continue to invest in personnel, equipment, technology, and other resources to provide needed services to our member customers. Our new capabilities in data and analytics will generate new insights for our internal operations as well as members' product performance. Our projects enable ICIA to scale its services, maintain reliability and accuracy, and increase customer service level. We look forward to the opportunities in 2022 and welcome your input and feedback.

MINUTES
ICIA ANNUAL MEMBERSHIP MEETING
Marriott North Hotel, Indianapolis, Indiana
February 5, 2021

The annual meeting of the Indiana Crop Improvement Association was called to order at 3:00 PM January 27th, 2021 by President Dave Pearl. The annual meeting was pre-recorded prior to the CBSC event due to hosting a virtual meeting. Dave outlined specifics in presenting the 2019 annual meeting minutes, and the 2020 examining committee report, nominating report and the secretary/treasurers report, including that a live chat was available to address questions or discussion and accommodate necessary member voting.

The ICIA Annual Report is available online at the indianacrop.org website. The minutes from the February 6, 2020 meeting are included in the annual report. The president asked for additions or corrections to be included in the chat for a later vote.

The ICIA Examining Committee report was presented by James Fung on behalf of Joel Magiera, Chair of the Examining Committee. Fung reported the committee had met in the association office on December 3, 2020 and had carefully reviewed the association's financial records, insurance program, long term investments and other bookkeeping information. The committee found all records in order. A recent audit by CPA, Huth Thompson was conducted in an effort to move ICIA from a cash base to accrual base accounting system beginning fiscal May 1, 2021. A summary of the audit findings by Huth Thompson were presented to the Executive Committee and at the November board meeting. President Dave thanked CEO, James Fung for his report.

President Dave Pearl thanked retiring directors, Jill Zeller and Matt Nice, Chuck Schneider, also stating he would be completing his term as president, however remaining on the board an additional year as immediate past president. He thanked the retiring directors for their years of service and a job well done.

President Dave Pearl called upon James to present the nominating report. James reported the committee met in a virtual existence on December 3, 2020 to slate three directors for 4-year terms. The three directors are Roger Budreau, Remington Seeds, Troy McKillip, AgVenture McKillip Seed, and Jim Parks, Corteva. There is also a new ex-officio member, Shawn Donkin, Purdue University replacing retiring ex-officio member, Marshall Martin.

Dave asked for nominations from the floor to be entered in the chat, stating they would be reviewed upon the conclusion of presenting the reports, along with a final vote to be conducted.

The president then called on James Fung, ICIA Chief Executive Officer, to present the Secretary/Treasurers report. James stated the treasurers report of December 31, 2020 is available in the annual report.

President David Pearl introduced a motion to accept the minutes of the following: 2020 Annual Meeting Minutes, 2020 Examining Committee Report and the 2020 Nominating Committee Report which includes the board of director nominees of: Roger Budreau, Remington Seed, Troy McKillip, AgVenture/McKillip Seed and Jim Parks, Corteva. And finally, the 2020 Secretary's report. Samantha Bock motioned to approve the reports. Jason Morehouse seconded the motion. David stated to include further discussion and voting in the chat with any opposing the reports to also so say in the chat, seeing none, the reports were approved and passed.

President Dave provided the president report. David stated just after taking office as president, COVID hit our world. He said we have just completed our first full year with James Fung serving as our CEO and it has been good a journey. There was a complete audit to create a new starting point with a change in leadership. This was necessary to bring the books in order.

ICIA has been in the process of discovering a new patentable process with the help of Srilakshmi Makkena, this will position ICIA's lab testing move forward.

There was a price increase to some of ICIA testing services. New customers have been acquired and additional testing services have been added to existing customers – all part of ICIA's strategic plan.

ICIA has outlined 5-year strategic plan for continued growth set forth by the 2013 strategic plan.

ICIA has experienced its first virtual Executive Committee Meeting, virtual Board Meetings, and will now hold its first ever Virtual Corn Belt Seed Conference. This is significant change from past meetings. Dave stated ICIA is a great organization and thanked James Fung, Joe Deford, Susan Overdorf and Justin Milcarek for their work and leadership in creating a successful, virtual CBSC.

President Dave thanked Jason Morehouse as the incoming president on the ICIA Board of Directors. He stated they will continue to work together to make certain ICIA remains a great organization – one that customers have confidence.

Jason Moreshouse was introduced as the new incoming president of ICIA. Jason Morehouse, Beck's Hybrids stated he is looking forward to serving the association. He attended his first CBSC approximately 15 years ago and looks forward to giving back to the organization.

Jason thanked David for his leadership and service and for the adaptability and encouragement this past year. Jason then presented David a gavel plaque and a folded, framed Indiana flag commemorating his year of service as ICIA president.

President David Pearl called for old business. There was none. He then called for new business. There was none. David moved on to announcements with welcoming CSO, John Zheng to the ICIA executive leadership. He reminded the new board members of a virtual orientation session to follow Annual Business Meeting at 2:00 PM.

The ICIA Board of Director's meeting is scheduled for February 9, 9:00 AM – 12:00 PM. The Past Presidents and Managers Dinner is scheduled for Wednesday, August 18.

Following the annual meeting, a session with Andy LaVigne will introduce the 117th Congress updates, as well as updates within ASTA.

Samantha Bock motioned for the meeting to be adjourned. Jason Morehouse seconded and carried, and the meeting was so adjourned at 3:45 PM.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'J. Fung', is positioned above the printed name.

James Fung
Chief Executive Officer

FIELD PROGRAMS

Logan Cass, Soybean Field Programs

Zachary Sparks, Corn Field Programs

The 2021 season saw few challenges in the field like a few of the previous years. We had good planting weather, timely rains, and a good pollination season. The small grains producers could argue with us on the timely rains and good planting weather. Spring will tell the tale for the 2022 small grains season we hope what was planted will be good quality. Our biggest challenge was the changing of our internal computer system. This was the first update that we have had in the field programs since the 2018 season. The challenge was not only were we learning a new system we also had to teach the inspection staff how to use the updated inspector portal. While we made it through the season with very few issues, we are continuing to improve the system to be more efficient for ICIA, the inspectors, and the producers.

The 2021 inspection season was a smaller season for inspections than the previous year. We saw decreases in both our corn and soybean acres. Seed corn acres remained relatively flat but decreased slightly to 46,576. Soybean inspection acres saw a bigger drop than any other crop to 94,745. The 2022 season expectations are for acres of both corn and soybeans to increase. This can be contributed to higher commodity prices and a larger demand from around the world for grain. Soybeans experienced an end of the season seed quality issue due to continuous rains in October. Small grain inspections are believed to remain flat or slightly down for 2022.

With the field inspection staff inspecting 149,941 acres this season, our inspection footprint continues to evolve and adapt to our member's needs. We do our very best to hire inspectors who are local to the acreage and then invest training time with them so they can provide the data and information you need. It is our goal to have an inspection staff that communicates well and delivers quality reports in a timely fashion. We are confident we routinely achieve this goal as numerous success stories are shared with us throughout the season. These stories detail various inspectors and their personal experiences including growth during training and discovering issues--or potential issues--during the production cycle.

In planning your 2022 production, keep in mind that ICIA will continue to provide timely, unbiased, information to your personnel. Contact Logan (765) 376-2644 or Zach at (317) 313-8633 to discuss creating a customized field inspection program tailored to fit your needs.

GENERAL LABORATORY REPORT

Laura Donaldson, RST, Seed Lab Director

Overall, the warm and cold labs continue to be very busy with the demand of seed testing remaining steady over the last five years. The corn warm germ quality averaged 97% while the soybean warm germ quality averaged 94%. The data below summarizes the total number of corn and soybeans received for testing over the last five years. For the 2020-2021 season the warm totaled 27,463 tests and cold tests totaled 31,883. Our fiscal year runs from May 1st to April 30th.

In addition to corn and soybeans, the lab also performs testing on wheat, oats, rye, barley, triticale, sorghum, millet, grasses, clovers, vegetables, wildflowers, and seeds for native reclamation.

<u>Test</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Warm Germs	21,980	26,936	27,544	29,587	27,463
Cold tests	17,952	21,968	27,147	32,256	31,883

In addition to corn and soybeans, the lab also performs testing on wheat, oats, rye, barley, triticale, sorghum, millet, grasses, clovers, vegetables, wildflowers, and seeds for native reclamation.

Ken McCallister was hired in as the new Sample Administration Supervisor. Ken brings years of experience to ICIA. Ken comes to us with experience in packet creation, receiving and shipping of seed samples, general seed testing knowledge, warehouse experiences, troubleshooting and customer service. If you call in with sample creation questions or how to navigate through BarLink you will most likely be talking with Ken. We are really excited to have his knowledge and expertise at ICIA. If you have questions on sample submission, you can reach out to Ken at mccallister@indianacrop.org.

Tom Mager is our Seed Lab Supervisor. Tom spends most of his time focusing on the Native and Small Seeds Program as our customer base continues to increase. The department has settled into their new lab space and is utilizing the additional germinator capacity, workstations, and storage to the fullest. Along with the additional space, the department has talented and highly trained personnel performing the meticulous analysis of native testing. The Native Lab provides mechanical purities, TZs and warm germination on all native seeds, grasses, vegetables, and flowers. If you have questions on native seed testing, you can reach out to Tom at mager@indianacrop.org.

ICIA is fortunate to have highly trained and experienced full-time, part-time and seasonal staff to aid in all our testing needs. We currently have over 200 years of seed testing experience at ICIA. This past season we had three Registered Seed Technologists and three SCST Associate members on staff.

We continue to participate in proficiency testing throughout the industry. We participated in multiple external hosted proficiencies and successfully passed all tests. The proficiency tests cover herbicide, warm germ, physical purity and seed identification. The Seed Lab was audited this fall for re-accreditation of ISO 9001:2015 standards and with the USDA as an Accredited Seed Lab. Both audits were successfully completed with no major findings.

The seed lab offers a wide variety of tests for our customer testing needs. We encourage you to visit our website at www.indianacrop.org. There you will see a complete list of our testing services as well as all the other services offered. Also, through our website, you will find access to our LabLink portal where you can find all your testing and sample information. You can also check to see when your results will be completed for various tests and print your own reports.

If you need any lab assistance, please call the office, or reach out to Laura Donaldson at donaldson@indianacrop.org and I would be happy to assist you. We appreciate your business and look forward to working with you.

Indiana Crop Improvement Association
Balance Sheet
As of December 31, 2021

	<u>Total</u>		<u>Total</u>
ASSETS		LIABILITIES AND EQUITY	
Current Assets		Liabilities	
Bank Accounts		Current Liabilities	
1000 Petty Cash	500.00	Accounts Payable	
1002 Checking	43,536.30	2000 Accounts Payable	65,040.40
1004 Savings	461.82	Total Accounts Payable	<u>\$ 65,040.40</u>
1006 Payroll Account	16,744.09	Total Credit Cards	<u>\$ 26,266.23</u>
Total Bank Accounts	<u>\$ 61,242.21</u>	Other Current Liabilities	
Accounts Receivable		2002 Native Seed Agency Fund	2,413.24
1100 Accounts Receivable	872,056.12	2106 Retirement Plan W/H	8,706.26
Total Accounts Receivable	<u>\$ 872,056.12</u>	2108 Cafeteria Plan W/H	2,194.68
Other Current Assets		2200 Capital Lease Obligation	1,679.13
1150 Undeposited Funds	2,346.00	2310 Deferred Revenue	-30,482.44
Total Prepaid Expenses	<u>\$ 224,505.63</u>	Total Other Current Liabilities	<u>-\$ 15,489.13</u>
Total Other Current Assets	<u>\$ 226,851.63</u>	Total Current Liabilities	<u>\$ 75,817.50</u>
Total Current Assets	<u>\$1,160,149.96</u>	Total Liabilities	<u>\$ 75,817.50</u>
Fixed Assets		Equity	
1400 Building	3,211,019.22	3000 Unrestricted Net Assets	6,129,811.07
1402 Building Improvements	437,562.56	3002 Conference Center Fund	2,077.93
1404 Farm Land	98,625.00	3003 Soybean Research Fund	5,950.39
1406 Lab Equipment & Furniture	723,126.15	Net Income	-147,844.84
1407 Software	308,043.25	Total Equity	<u>\$5,989,994.55</u>
1408 Office Equipment & Furniture	590,533.23	TOTAL LIABILITIES AND EQUITY	<u>\$6,065,812.05</u>
1410 Automobiles	77,479.00		
1412 Lawn & Warehouse Equipment	20,689.00		
1500 Accumulated Depreciation	-1,803,010.15		
Total Fixed Assets	<u>\$3,664,067.26</u>		
Other Assets			
1200 Investments	1,241,594.83		
Total Other Assets	<u>\$1,241,594.83</u>		
TOTAL ASSETS	<u>\$6,065,812.05</u>		

GENETICS PROGRAM REPORT

Matheus R. Benatti, Ph.D., Genetics Program Director

ICIA's Genetics Lab commits to providing cutting edge genetic testing services to our members. We have made significant efforts towards improving the lab processes, including sample receiving and sorting, batching, sample tracing, quality checking, and results reporting. All of which had resulted in significant gains in efficiency, agility, and contingency capabilities in our internal lab operations to better serve our association members. In addition, we recently purchased an automated liquid handling system and a second PCR machine with 4-fold higher capacity. These investments increased testing efficiencies, shorter turnaround times, higher sample processing capacity, and higher accuracy/precision. The Genetics team participates in their internal technical training program to expand their technical competence to assure the highest quality testing services to ICIA members.

During the 2020-2021 season, the Genetics Lab continued to see a steady demand for GMO testing. Compared to the previous year, ELISA tests were up 67%, representing the largest increase of all genetics tests, followed by increases of 41% for PCR, and 7% for IEFs. PCR testing of samples for the Non-GMO Project represented the largest expansion of the PCR services. Lateral Flow Strip tests experienced a 24% drop compared to the previous year. Our lab is fully equipped to confirm presence of all major biotech traits and determine Adventitious Presence (AP)/Low Level Presence (LLP) levels for individual traits. Our IEF services for purity analysis are available for dent corn, sweet corn, and popcorn. We continue to offer a selection of other genetics tests, including dent sterility trait genotyping and custom on-demand tests.

The Genetics lab participated successfully in multiple externally hosted proficiencies. Annual and semi-annual proficiency testing covers all the tests offered by the Genetics lab. The Genetics lab was audited this fall for maintenance of ISO 9001:2015 and ISO/IEC 17025:2017 standards. ICIA also successfully completed re-accreditation by the Non-GMO Project and remains listed as an approved laboratory on the Non-GMO Project website. ICIA Genetics leadership continues to participate as an active member of the Analytical Excellence through Industry Collaboration (AEIC), an organization dedicated to establishing performance standards for bioanalytical, nucleic acid and immunochemical methods. This initiative has allowed ICIA to participate more closely with other seed testing companies by obtaining more insight and leveraging the use and implementation of new testing methodologies in the testing industry. Currently, three ICIA members volunteer in two area-specific workstreams (DNA Ambiguous Results and Next Generation Sequencing) providing technical advice necessary for changes and harmonization of interlaboratory testing methods. Additional participation in the Plant Genomics & Gene Editing Congress, Organic & Non-GMO Conference, ASTA CSS & Seed Expo, and ASTA Vegetable and Flower Seed Conference continued to be efforts to develop new relationships, identify new testing opportunities, and bring awareness of our genetics testing services to the market. The Genetics team would like to express our gratitude to former Research Scientist Dr. Srilakshmi Makkena. After 6 years of service and dedication to our organization, Dr. Makkena decided to pursue a career outside the seed industry. She successfully led the development of a genetic testing method for the determination of the Cross Incompatibility (Dent Sterility) trait in corn. She was also responsible for the development of a new method for quantitative determination of the level of a genetic trait within a seed sample. Her initial efforts culminated in the successful filing of a provisional patent application in March 2021.

In July 2021, the Genetics team welcomed Dr. Shofiqul Islam as the new Research Scientist at ICIA. Dr. Islam is bringing experience and strong knowledge in the field of molecular biology and plant genomics. As part of our ongoing efforts to innovate and advance our capabilities in the field of genetic seed testing, he is pursuing the development of a new method for the varietal identification of grasses.

We continue to explore the addition of new talents to our Genetics team. In the past year, we have been very successful in recruiting highly motivated members, who brought a new set of skills, enthusiasm, and adaptability to the new directions and needs of genetic seed testing. In July, Brenton Leach joined our Genetics team as the new Genetics Lab Supervisor. Leach brings vast experience in the field of automation and use of high-throughput platforms in laboratory operations. He has been an integral member of our team leading the new efforts for improving our lab operations by the implementation of automation and a new internal laboratory sample management system.

We have also been able to develop an effective training program, which is bringing our staff members new opportunities for technical advancement, development of leadership skills, and a more collaborative environment. The Genetics team is currently composed of Shofiqul Islam, PhD (Research Scientist), Brenton Leach (Genetics Lab Supervisor), Samantha Pettit (Protein-Platform Specialist), Melissa Crull, Christiaan Meadows, PhD, Christian Gomez, Eric Pouliot, and Juan Carlos Ochoa-Balcazar. All members should feel welcome to take advantage of these excellent resources. We encourage you to give our office a call and see if we can support your business in new ways as our services continue to expand. Contact us at benatti@indianacrop.org or 765-523-2535.

board and staff 2021

executive committee

president...	... marvin wiederhold
vice president jim parks
director at large marvin wiederhold
immediate past president david pearl
purdue staff shawn donkin

board of directors

samantha bock, indianapolis	dan rowland, south whitley
roger budreau, remington	chris staiger, west lafayette
troy ginther, westfield	jim parks, windfall
ben green, marshall	john sturges, remington
barry johnson, farmersburg	ron turco, west lafayette
troy mckillip, wabash	aaron whalen, romney
david pearl, noblesville	marvin wiederhold, lafayette

full-time staff

james fung, chief executive officer
john zheng, chief science officer
randy barger, information technology manager
matheus benatti, genetics lab director
logan cass, soybean field programs/ehs manager
laura donaldson, r.s.t., seed lab director
shofiqul islam, ph.d., research scientist
brenton leach, genetics lab supevisor
thomas mager, r.s.t., native lab department head
justin milcarek, marketing director
susan overdorf, executive admin/organizational culture manager
samantha pettit, genetics lab/protein specialist
zach sparks, field programs/facility maintenance manager
jayne wolff, bookkeeper

part-time staff

holly albertson	phil devillez	christiaan meadows
jeannie benjamin	dan edwards	abby paugh
jerry bower	carolyn frui	cheryl schuringa
kim bowsher	nikki galeener	alan shambaugh
jeff cass	christian gomez	brooke stinson
melissa crull	lylly graham	
phil devillez	fred halsema	
dan edwards	suzanne latoz	
carolyn fruits	larry mays	
nikki galeener	christiaan meadows	



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