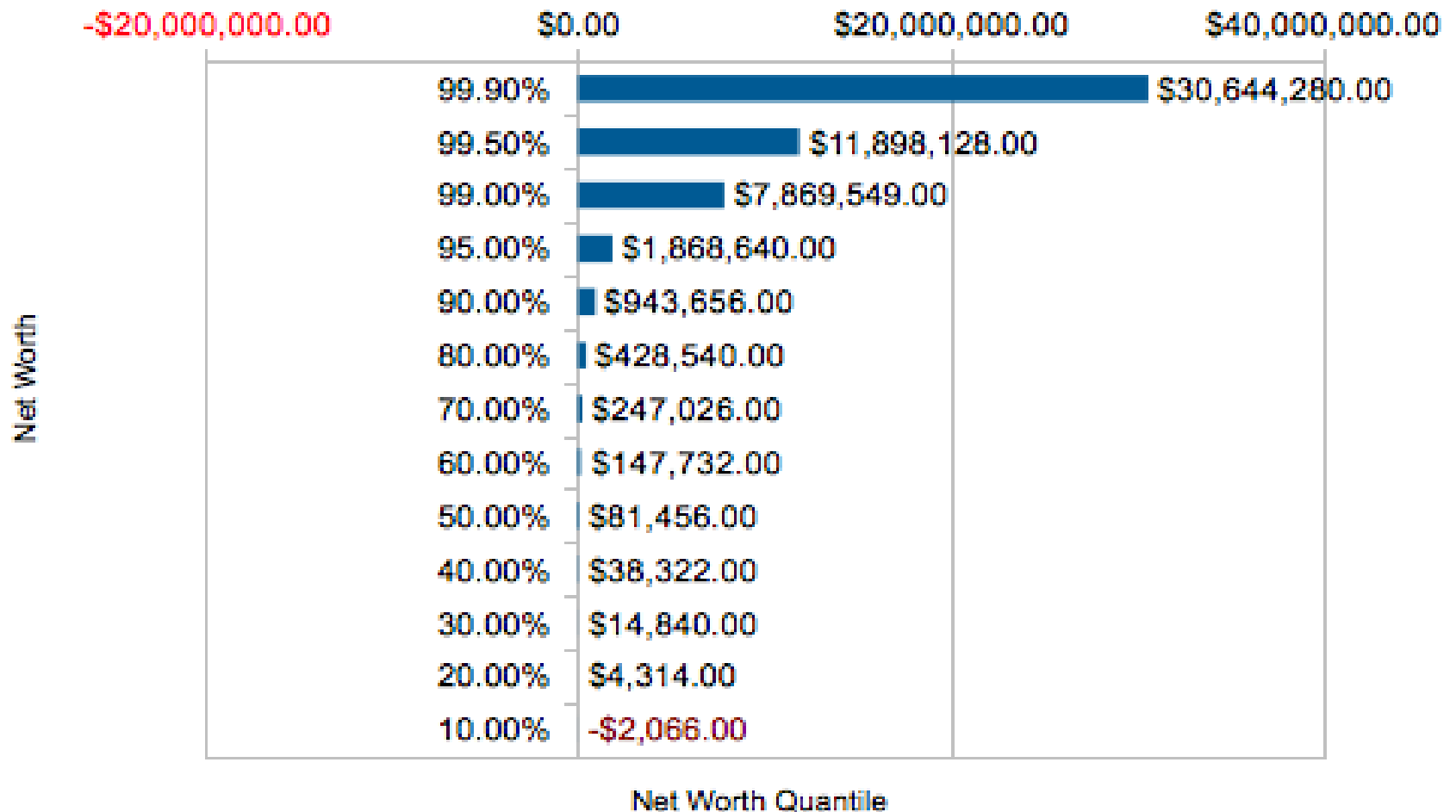




Net Worth Centiles

Survey of Consumer Finances, 2013







JVVpork.com

319-653-4933

Diesel
Mechanic

Livestock
Caretaker

Local Driver
Feed and
Ingredients

Come Join Our Growing Team



Home

New... ▾



Heidi Vittetoe

PTO



0

HOURS AVAILABLE

Unpaid Time Off



0

HOURS AVAILABLE

Request Time Off



TODAY Who's Out



TOMORROW



FRIDAY, JAN 27



SATURDAY, JAN 28

Nobody requested time off for Saturday

SUNDAY, JAN 29

Lauren C. Casillas Martinez
Jan 26 - 2nd Anniversary

Celebrations



Juan Xolo
Jan 27 - Happy Birthday!



Amanda Adam
Jan 28 - Happy Birthday!



WHAT'S HAPPENING AT JWV PORK

Announcements (3)



You have 7 applicants for the Weaned Pig Production (WPP)
General Application opening.

2 days ago

[See Applicants](#) ×



Shannon Rios posted an Announcement, PTO Payout!

21 days ago



Amanda Adam posted an Announcement, January Safety Meeting

A month ago



Shannon Rios posted an Announcement, Keota Meat Locker

A month ago



Dan McCullough applied for the General Application opening.

2 months ago

1 older Notification ▾

MY BENEFITS



Wellmark BCBS Health Insurance - 1V6/1X9 (\$5000/\$1...
Mar 1, 2014-Feb 28, 2017

\$0.00 / \$108.29 every other week
You Pay / Employer Pays



Unum ST Disability/Term Life - 8/8/26 \$300 - \$17,500
Mar 1, 2014-Feb 28, 2017

null / \$169.56 every other week
You Pay / Employer Pays



JWV Family Values

Our responsibility as humans is to respect one another

Nuestra responsabilidad de ser humanos es de respeto entre unos y otros

We are humble and help each other

Somos humildes y nos ayudamos mutuamente

We are passionate and determined

Somos apasionados y decididos

We pursue growth and learning

Buscamos el crecimiento y el aprendizaje

We will adapt to changing conditions

Nos adaptamos a las condiciones cambiantes

We make good use of the resources available to us

Hacemos un buen uso de los recursos disponibles

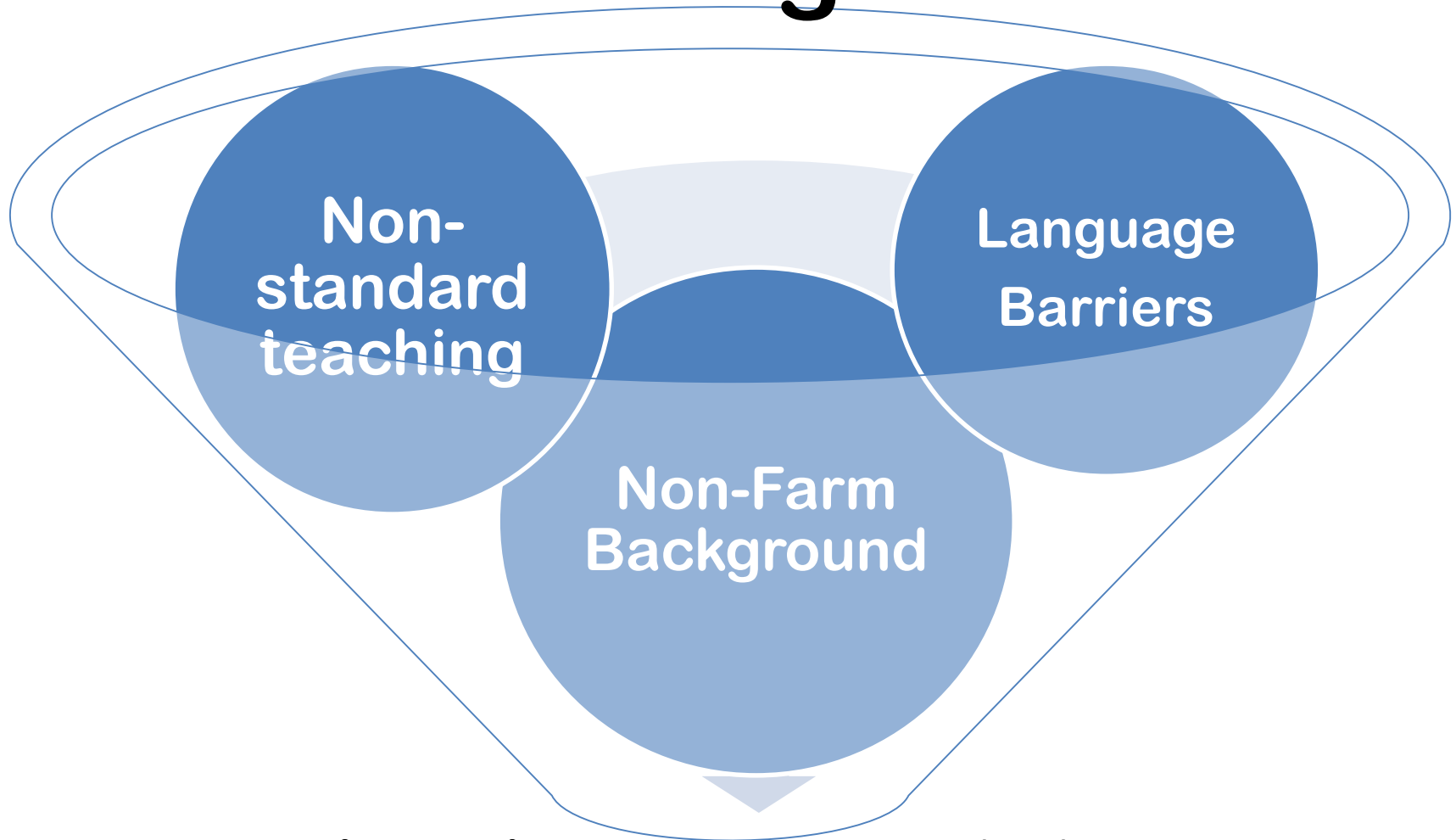
We strive to be valuable members of our community

Nos esforzamos por ser miembros valiosos de nuestra comunidad

JWV Family Values

- **We show one another respect**
- **We are humble and help each other**
- **We are passionate and determined**
- **We pursue growth and learning**
- **We will adapt to changing conditions**
- **We make good use of the resources available to us**
- **We strive to be valuable members of our community**

Training Past



Inadequate training



FARROWING TRAINING PROGRAM

Level A Performance Evaluation

Employee's name: _____ Preview Date: _____ Midpoint: _____



PART I BASICS	No skill yet	Needs work	Coming along	Mastered!	NOTES
FEEDING & WATER					
Knows how to use feed scoop to deliver desired amount of feed					
Knows how to feed sows in farrowing before they farrow					
Knows how to feed sows in farrowing after they farrow, and how to increase daily intake					
Knows how to record information properly on feed card					
Gets all sows up every morning, and understands why it matters					
Scrapes out feeders to assure that sows always have fresh feed					
Properly disposes of scraped out feed according to farm protocol					
Assures proper water availability					
Identifies and reports to manager about sows that are not eating as anticipated					
Identifies and reports to manager sows with problems standing, or won't stand at all					

PERSONAL ASPECTS TO EVALUATE					
Able to do Basic Math I					
Able to demonstrate skills in multiple farm settings					
Interpersonal skills					
Attendance and being on time					
Willing to learn new skills					
Time management					
Makes good use of JWV Pork resources					
Models safe operation and encourages others to do likewise					
Demonstrates loyalty and honesty					
Encourages others to succeed					
Operates proactively					



A-Evaluación de Matemáticas básicas I

1. Aritmética básica.

- Escribe los números del 0 al nueve.

- Cuenta en voz alta en inglés o español del 10 al 1.

- Demuestra en grupos de 5 cuantos palitos representan los siguientes números:

17 _____ 12 _____ 21 _____ 9 _____

- Siguiendo el orden de los números, llena los espacios en blanco con el número que falta:

3, _____, _____, 6 5, _____, 7, _____, 9, _____, _____, 12

2, 4, _____, _____, 10, 12 5, _____, 15, _____, 25

- Con un círculo marca el número más grande de cada par de números escritos abajo:

13 20 7 5 15 13

- Resuelve las siguientes sumas y restas:

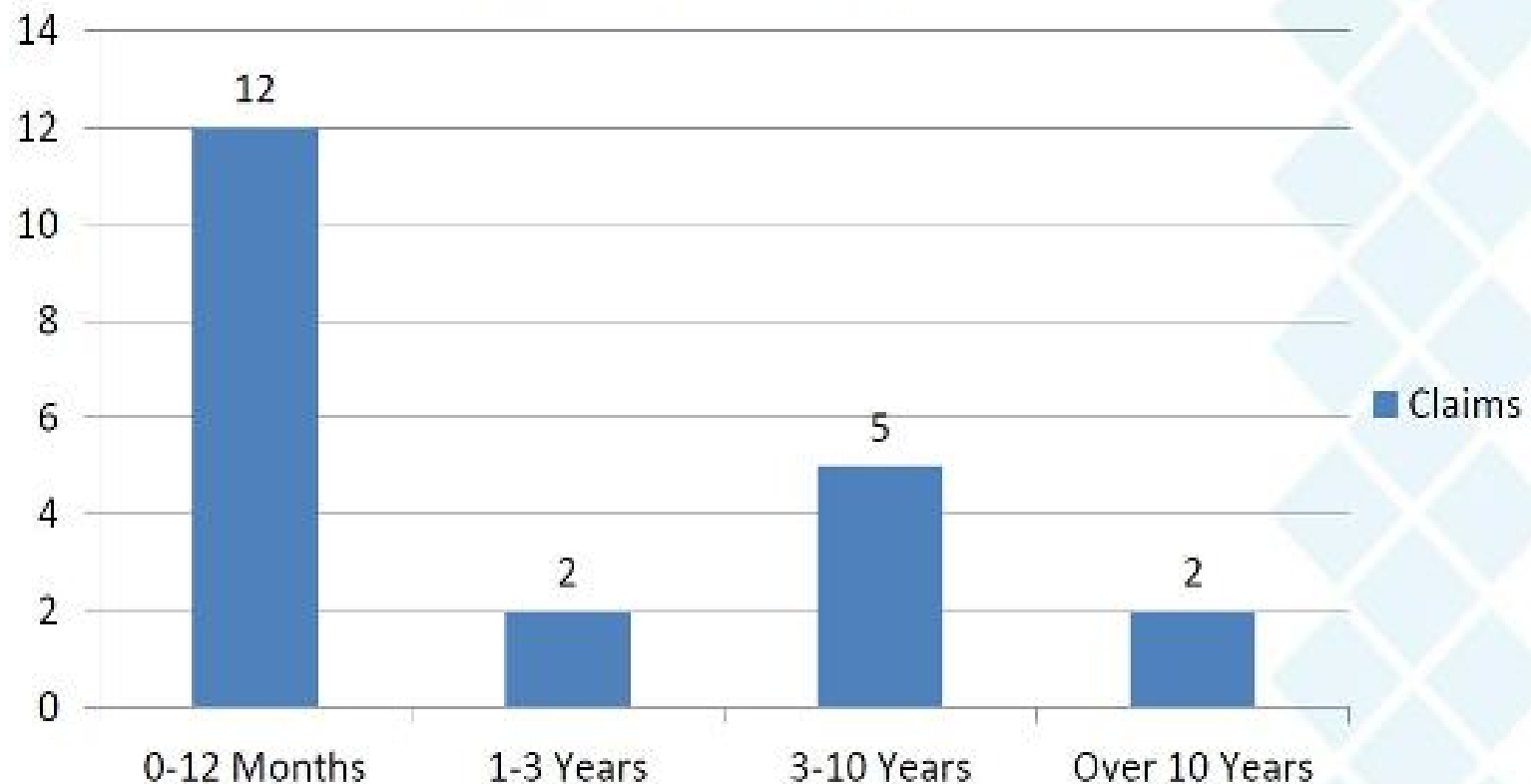
$2+3=$ _____ $4+4=$ _____ $7-2=$ _____ $2+3+4=$ _____ $3+2+2=$ _____

$4+4+5=$ _____ $2+3+5=$ _____ $6+2+1=$ _____ $9-3=$ _____

Level	Spanglish	
A	winiar, destetar	
A	wachale	
A	secadora	
A	procesa	
A	primeriza	
A	por favor	
A	panel	
A	Myco-Circo	
A	mueve	
A	limpia	
A	lavar y doblar la ropa	
A	lavadora	
A	iodin	
A	hierro ferroso	
A	hembra	
A	gracias	
A	Excede	
A	cule	
A	crate	
A	castrar	
A	cajas	
A	cachar	
A	barrer	
A	alimento de bebes	
A	alimento	
A	aguja	
A	agua	



Length of Employment



September 1, 2012– October 31, 2015

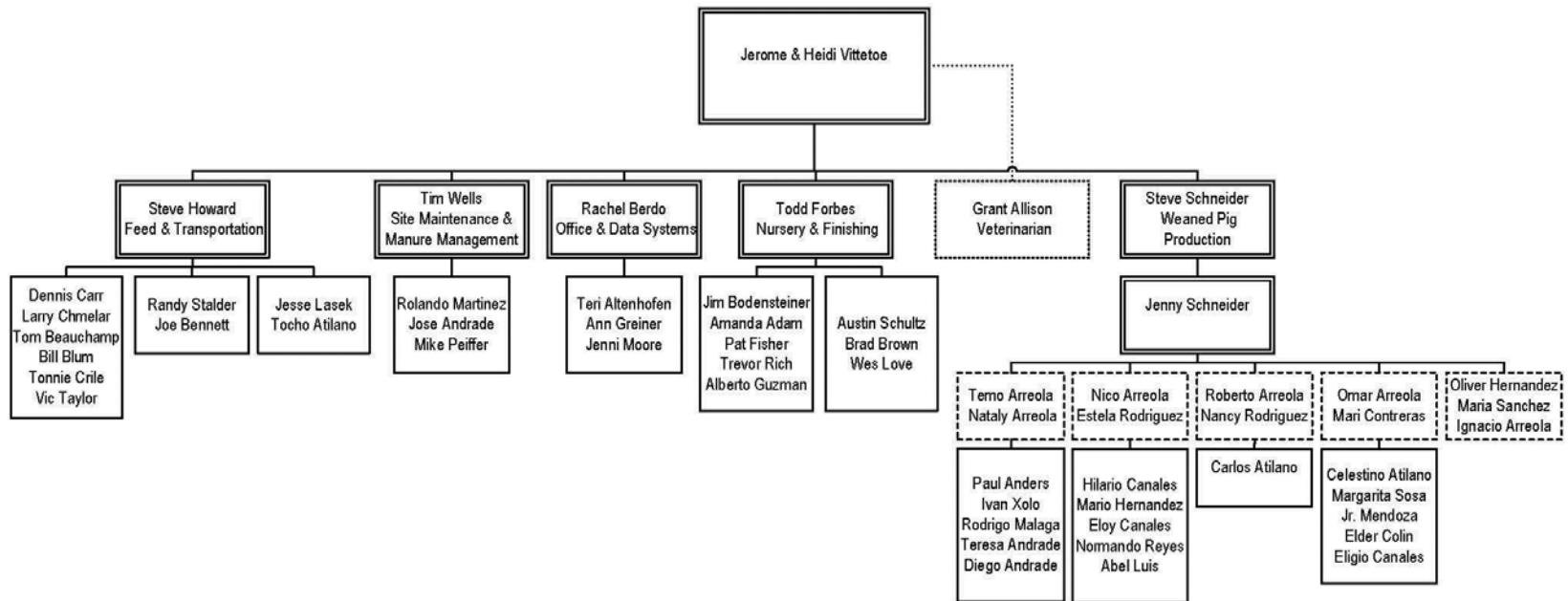
- First year employees account for over 57% of reported claims
- 3 - 10 year employees account for 24% of reported claims.



Leadership Development

- Annual Grower Training - Neighbor to Neighbor
- Annual Employee Leadership Development
- Seven Habits of Highly Effective People
- ESL Classes
- Math & Vocabulary
- People First
- DISC Profiles

Company structure - past





2015 Team Building



Family Events





Would you work for you?

- For how long?
- Why?
- What experience would you want for your children in their employment?
- How do you perceive the mix of work and personal and family activities within your life?

