



HR Challenges and Solutions

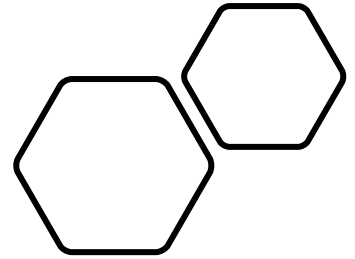
8.11.2022

SIRE Information

- Located in Council Bluffs, IA on approximately 200 acres
- Permitted to produce 140 million gallons per year of denatured ethanol
- Process approximately 45 million bushels of corn annually
- Produce approximately 420,000 tons of Distillers Grains (wet and dried)
- Produce approximately 125,000 lbs of Distillers Corn Oil per day
- 3 million gallons of ethanol storage
- 3.5 million bushels of corn storage
- Ownership by approximately 830 members
- Employs 70 full time employees



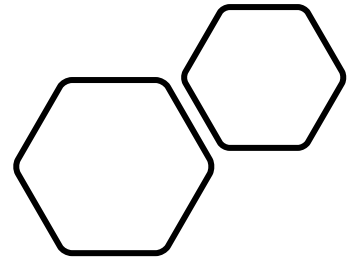
CHALLENGES



Top Challenges in 2021/2022

- Employee personal financial challenges
- Lack of “middle” experience
- Safety violations
- Drug / alcohol use





Personal Financial Challenges

- Review of pay rates based on industry and regional information
- Review of incentive / bonus metrics in relation to inflation
- HRIS implementation that illustrates total compensation
- Increased 401k company match
- Increased PTO rates – based on years of service
- Promotion of FSA and HSA opportunities

Lack of “Middle” Experience

- Increased focus on plant trainer position
- Review of training guides and tools
- Use of a third-party coach to help with culture and integration
- Company-wide use of DiSC®



Safety Violations

- Monthly safety trainings – virtual and / or in person
- Additional training and supervision of violation occurs
- Robust safety committee meetings with cross-departmental participation
- Utilization of third-party resource along with a full-time safety manager
- Plant-wide communications when other facilities experience issues and appropriate learnings

Drug and Alcohol Use

- Employee Assistance Program (EAP) benefits
- Email and In-Person trainings / reminders about policies
- Random drug testing (as well as pre-employment screenings)
- Extensive pre-employment background checks
- Annual reasonable suspicion training
- Monthly supervisor meetings attended by cross-departmental representatives

An aerial photograph of an industrial facility, possibly a refinery or chemical plant. A large plume of white smoke or steam rises from a tall stack on the left side of the image. The facility includes several large white storage tanks, various buildings, and a network of pipes and roads. The background shows a flat, open landscape under a clear blue sky with a few wispy clouds.

Thank You