



Vital Insight™ | Feeder
FEED MANAGEMENT ASSESSMENT



Vital Insight™ | Feeder Report — Example Dairy
Report Generated on September 25, 2025

Dear Dairy Feed Management Team,

Thank you for providing us with the opportunity to meet with you for the purposes of the Vital Insight Feeder program. It is our hope at Phibro Animal Health that the time you gave us and the information we provide will be useful.

Feed management is one of the most important roles on your dairy. The health and performance of the cows is in direct correlation to how feed management happens on your dairy. Said another way, the work you do is in direct relationship to optimizing cow health and nutrition.

We developed Vital Insight Feeder because we believe this program provides useful information on ways you and your entire dairy feeder team can get better and achieve herd performance goals.

This program has two separate components. The first component provides an overview of your feed management team activities compared to other U.S. dairies based on quantitative comparison. We believe using "All Farms" as the benchmark provides an ideal standard of realistic comparison. It is a realistic indicator of feed management protocols and performance measures.

The second component of this assessment includes qualitative or "open-ended" questions, which provide insight into current practices. It is through these questions and the answers from members of your feed management team, where additional improvement opportunities can be discovered. The data we collected from you and your dairy will never be shared and is anonymous.

We would encourage you to do four things within the next two weeks of receiving this information.

1. Thank the employees who participated and use this as an opportunity to reinforce the importance of the work they do and the impact they have on the success of your dairy.
2. Reinforce why you chose to participate in this feed management assessment and share your intention of using the information to help the dairy improve.
3. Engage your dairy leadership team and your nutritionist to review the information and identify near-term priorities. This sends a strong message to your feed management team that this exercise is acknowledged and important.
4. Act on the findings and results and the subsequent opportunities to improve.

Thank you again for the opportunity to serve your dairy.

Sincerely,
Your Phibro Representative

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Dairy Herd Performance Numbers

Performance Indicator	Our Farm	All Dairies
Percent of herd pregnant	45.00	46.34
Percent abortions	8.00	10.08
Percent sold/died	17.00	11.63
Percent sold/died >99 days	22.00	17.83
Percent RP (Retained Placenta)	1.00	4.39
Percent Milk Fevers	1.00	1.50
Percent Metritis	16.00	7.90
Percent Ketosis	0.00	5.06
Percent Mastitis	25.00	25.41
Days Open Average (on day of assessment)	107.00	122.62
Lactation #1, Average Daily Milk for Lact. 1	55.00	69.64
Lactation #2, Average Daily Milk for Lact. 2	73.00	82.07
Lactation #3, Average Daily Milk for Lact. 3	77.00	85.89

Executive Summary

Introduction

Feed management team members participated in and completed the Vital Insight Feeder assessment. Team members were presented with questions separated into seven categories. The figure below reflects category average scores compared to the peer dairy benchmark.

Assessment Category Summary

Each of the seven categories are assumed to be equally important to achieving optimal feed, feed management and herd performance. The category averages are presented and can be compared to each other. In addition, they are compared to all other participating feed centers on U.S. dairy farms who have completed the Vital Insight Feeder program.

Individual Responses to Questions

The assessment includes multiple choice questions. Each question has five answer options: Always, Most-of-the-time, Half-the-time, Sometimes and Never. Always is counted as a “5” and Never is counted as a “1.” Thus, each question has an average score. Average scores are listed for each question as is the average score for all participating dairy farms. In addition, each individual response and score for each question is also listed. This enables your team to analyze response variation.

Questions for Your Feed Management Team

1. Which categories reflect areas our feed management team is excelling in?
2. What categories and questions will we identify as our priority opportunity areas?
3. What tools, equipment or resources are needed to improve these areas?
4. How might we best implement these resources to make improvements?
5. What can we learn from the variation in responses among our feed team members?
6. What protocols or communication practices need further refined or defined?

Category Summaries Compared to the All Farm Average

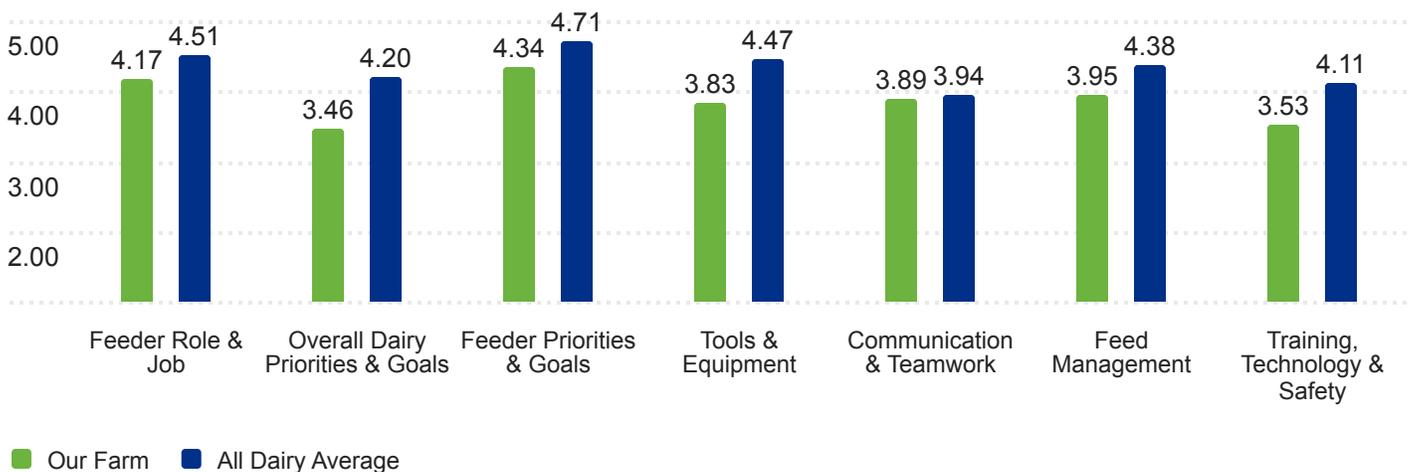


Figure 1A

Category Summary

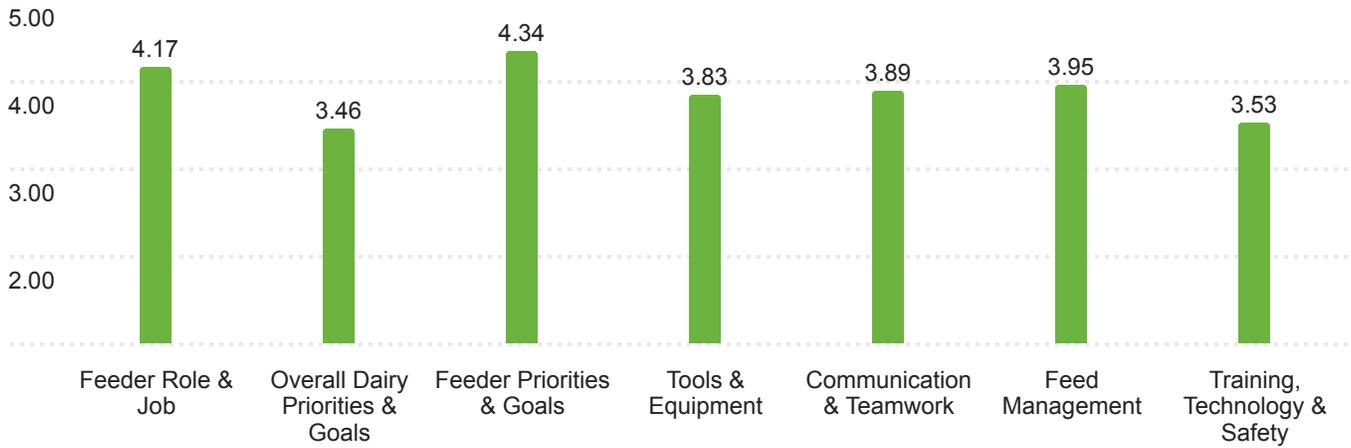
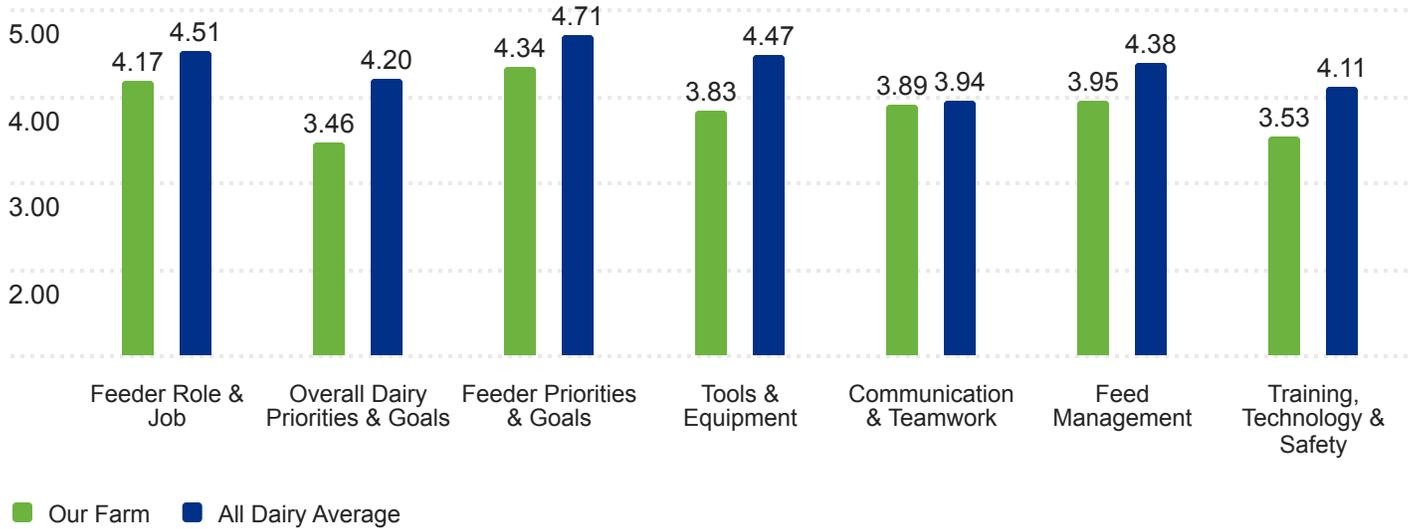


Figure 1B

Category Summaries Compared to the All Farm Average



Feeder Role and Job

The following statements relate to your job at the dairy

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 2A

I enjoy my job.

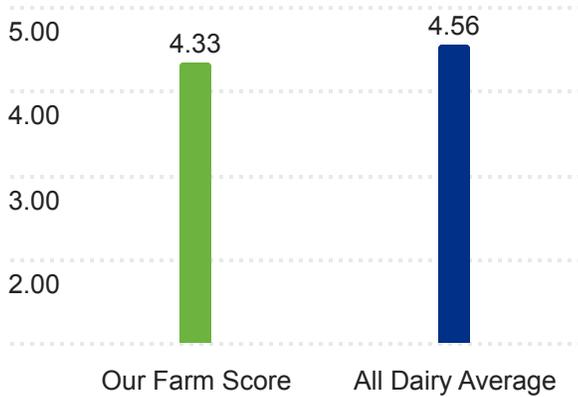
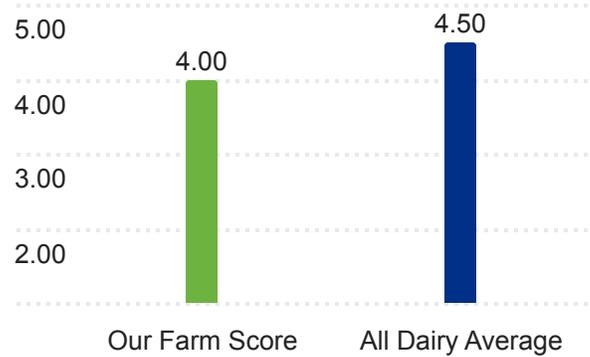


Figure 2B

My dairy has an attitude of excellence as it relates to feeding and feed management.



Response Distribution

Table 2A

I enjoy my job.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	33%	67%	0%	0%	0%
All Dairy Distribution	66%	27%	3%	3%	0%

Table 2B

My dairy has an attitude of excellence as it relates to feeding and feed management.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	100%	0%	0%	0%
All Dairy Distribution	63%	30%	1%	2%	2%

Feeder Role and Job, continued

Open Response Answers

What are one or two things about your feeding program/center that you are most proud of on your dairy?

Quality

Team work

It's clean and comfortable to work in

Cleanliness and time management

Layout, maintained equipment

Bigger loader

Quality of the daily mix

We work hard to feed at the exact same time each day

Quality of our feed every time

I am proud of how clean we keep our feed storage bays

Feeder Role and Job, continued

Open Response Answers

What are one to two things about your feeding program/center you are most proud of on your dairy?

(Original and Untranslated Responses)

Calidad

Trabajo en equipo

It's clean and comfortable to work in

Cleanliness and time management

Layout, maintained equipment

Cargador más grande

Quality of the daily mix

We work hard to feed at the exact same time each day

Quality of our feed every time

I am proud of how clean we keep our feed storage bays

Feeder Role and Job, continued

Open Response Answers

What are one to two things you would like to change about the feed center at your dairy?

Timing

Better equipment

Tractors won't start in cold

Not have to pitch off the bad feed

Weather when it's cold things take longer

Bag sizes, move bulk bins, better way to add water

More wind break

Sometimes we have to work hard to remove spoilage in forages

Changes don't always get communicated

I wish we had a better loader tractor

Some ingredients are stored too far from the mixing area

Feeder Role and Job, continued

Open Response Answers

What are one to two things you would like to change about the feed center at your dairy?

(Original and Untranslated Responses)

Momento

Mejor equipo

Tractors won't start in cold

Not have to pitch off the bad feed

Weather when it's cold things take longer

Bag sizes, move bulk bins, better way to add water

Más cortavientos

Sometimes we have to work hard to remove spoilage in forages

Changes don't always get communicated

I wish we had a better loader tractor

Some ingredients are stored too far from the mixing area

Feeder Role and Job, continued

Open Response Answers

In your opinion, what are the most important priorities of your job?

Safety and being precise

Equipment and time

Feed on time

Time, doing a good consistent job

Equipment, knowing how much to feed, knowing if pens ran out of feed

Feed the cows correctly

Quality feed and in time

On time every time

Not to be in a hurry - this is when mistakes can happen

Feeder Role and Job, continued

Open Response Answers

In your opinion, what are the most important priorities of your job?

(Original and Untranslated Responses)

Seguridad y precisión

Equipo y tiempo

Feed on time

Time, doing a good consistent job

Equipment, knowing how much to feed, knowing if pens ran out of feed

Alimentar correctamente a las vacas

Quality feed and in time

On time every time

Not to be in a hurry - this is when mistakes can happen

Overall Dairy Priorities and Goals

The following statements relate to your dairy's overall priorities and goals as well as to your dairy's feeding priorities and goals.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 3A

I know the priorities and goals of my dairy.

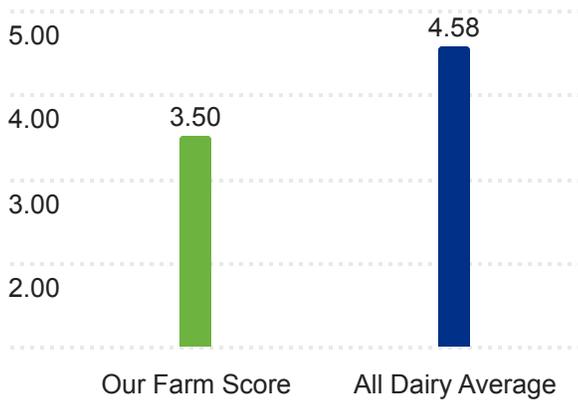


Figure 3B

I receive feedback on the work I do as a feeder.

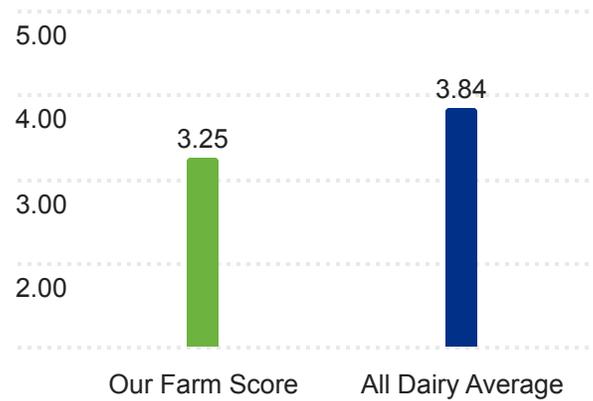
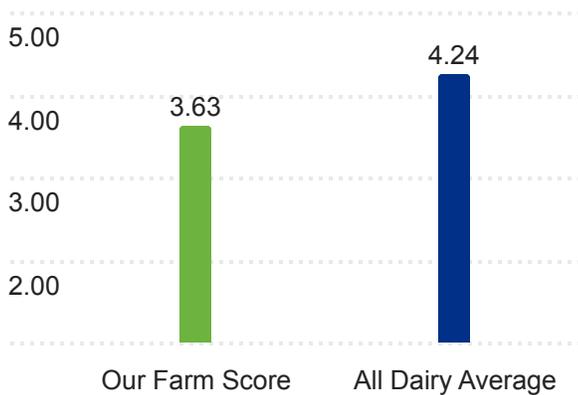


Figure 3C

If I don't have the information I need to do my job/work, I can easily find it.



Overall Dairy Priorities and Goals, continued

Response Distribution

Table 3A

I know the priorities and goals of my dairy.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	13%	50%	13%	25%	0%
All Dairy Distribution	72%	21%	2%	4%	1%

Table 3B

I receive feedback on the work I do as a feeder.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	13%	0%	88%	0%	0%
All Dairy Distribution	44%	19%	18%	14%	5%

Table 3C

If I don't have the information I need to do my job/work, I can easily find it.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	25%	38%	13%	25%	0%
All Dairy Distribution	59%	24%	3%	10%	4%

Feeder Priorities and Goals

The following statements relate to your dairy's feeder priorities and goals.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 4A

The priorities and goals for my feeder role are made clear to me.

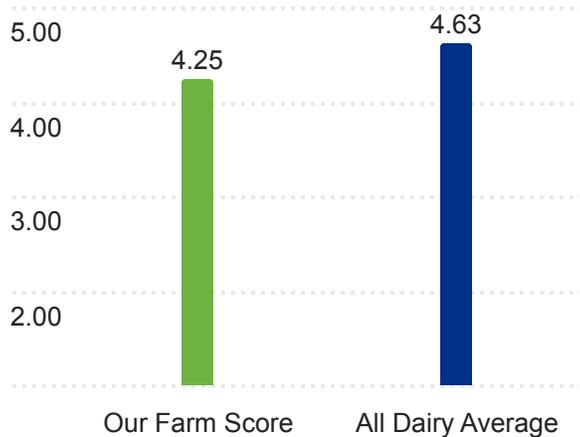


Figure 4B

Feed/forage quality is a high priority.

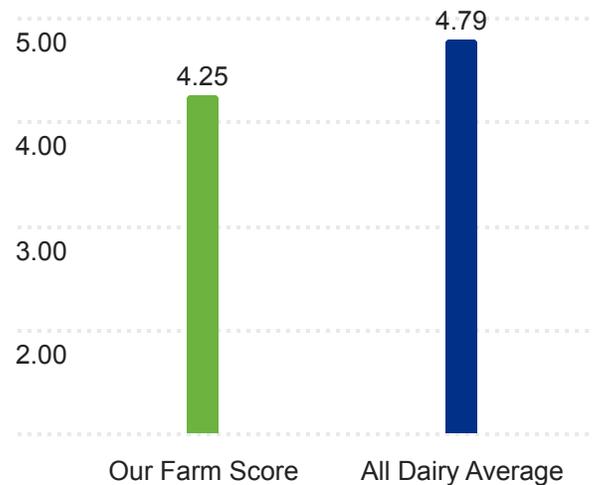


Figure 4C

Timing of feed delivery is a high priority.

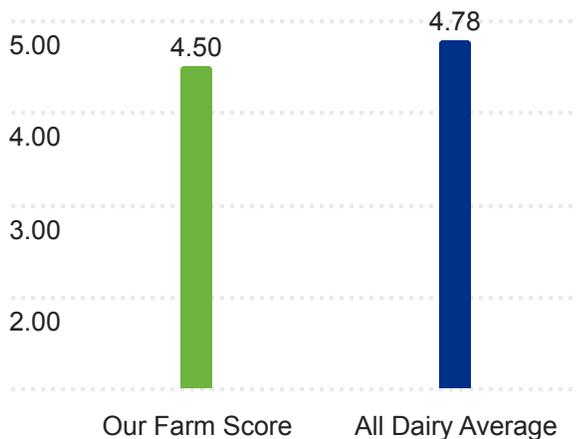
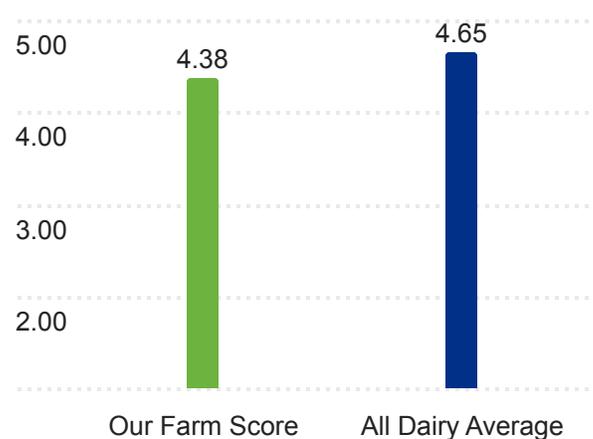


Figure 4D

Accuracy and consistency are high priorities.



Feeder Priorities and Goals, continued
Response Distribution

Table 4A

The priorities and goals for my feeder role are made clear to me.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	38%	50%	13%	0%	0%
All Dairy Distribution	74%	19%	3%	3%	1%

Table 4B

Feed/forage quality is a high priority.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	38%	50%	13%	0%	0%
All Dairy Distribution	84%	14%	1%	0%	1%

Table 4C

Timing of feed delivery is a high priority.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	63%	25%	13%	0%	0%
All Dairy Distribution	85%	11%	3%	0%	1%

Table 4D

Accuracy and consistency are high priorities.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	38%	63%	0%	0%	0%
All Dairy Distribution	79%	15%	0%	1%	4%

Tools and Equipment

The following statements relate to the tools and equipment you use on your dairy.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 5A

I have the tools and equipment I need to do my job well.

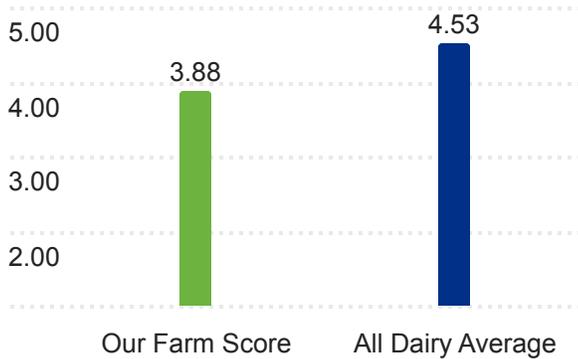


Figure 5B

Our feed equipment works well and achieves what we need it to do.

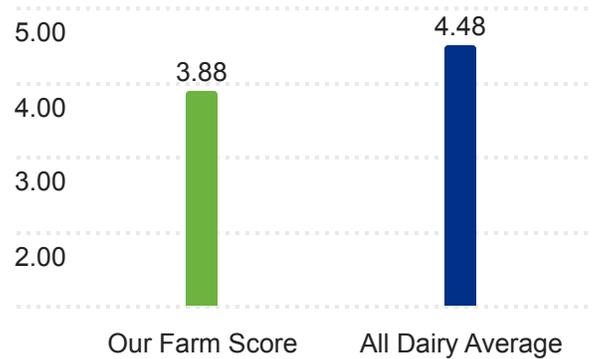
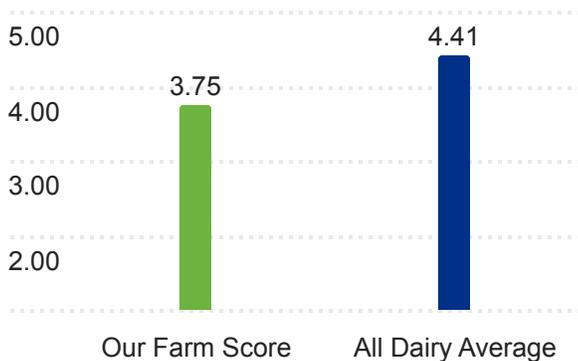


Figure 5C

Our feed equipment maintenance protocols are defined and followed.

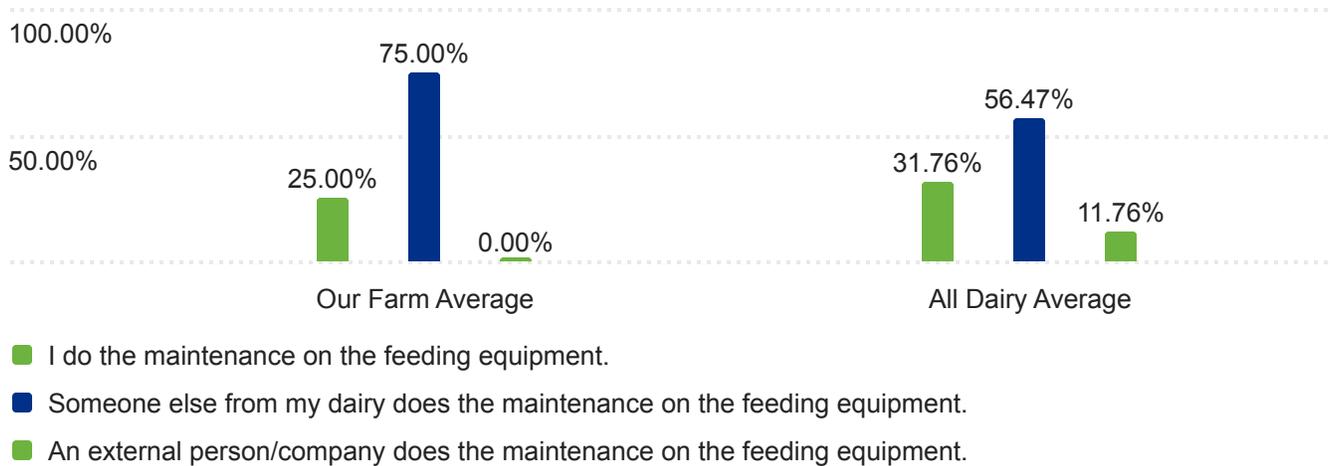


Tools and Equipment, continued

The following statements relate to the tools and equipment you use on your dairy.

Figure 5D

Who primarily does maintenance on the feeding equipment?



Response Distribution

Table 5A

I have the tools and equipment I need to do my job well.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	88%	13%	0%	0%
All Dairy Distribution	65%	28%	2%	5%	0%

Table 5B

Our feed equipment works well and achieves what we need it to do.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	25%	38%	38%	0%	0%
All Dairy Distribution	62%	27%	8%	1%	1%

Tools and Equipment, continued

Response Distribution

Table 5C

Our feed equipment maintenance protocols are defined and followed.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	38%	13%	38%	13%	0%
All Dairy Distribution	67%	15%	11%	6%	1%

Table 5D

Who primarily does maintenance on the feeding equipment?

Field	I do the maintenance on the feeding equipment.	Someone else from my dairy does the maintenance on the feeding equipment.	An external person/company does the maintenance on the feeding equipment.
Our Farm's Distribution	25%	75%	0%
All Dairy Distribution	32%	56%	12%

Tools and Equipment, continued

Open Response Answers

What are the two or three most important tools or pieces of equipment you need to do your job well?

Skid loader feed pusher

Loaders and mixers

Tractor
TMR mixer

Tractor, mixer with scale, rake

Good working equipment, cow numbers, tools

Loader and scales

Mixer + tractor + updated clipboard

Mixer + clean skid loader + loader tractor

Tools and Equipment, continued

Open Response Answers

What are the two or three most important tools or pieces of equipment you need to do your job well?

(Original and Untranslated Responses)

Empujador de alimentación de cargadora deslizando

Cargadoras y mezcladoras

Tractor
TMR mixer

Tractor, mixer with scale, rake

Good working equipment, cow numbers, tools

Cargador y báscula

Mixer + tractor + updated clipboard

Mixer + clean skid loader + loader tractor

Feed Management

The following statements relate to your dairy's feed management program and protocols.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 6A

My dairy is disciplined in all aspects of its feed management program.

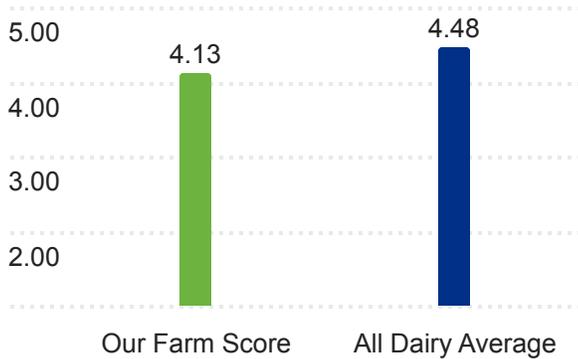


Figure 6B

My dairy is disciplined in adhering to specific feeding times.

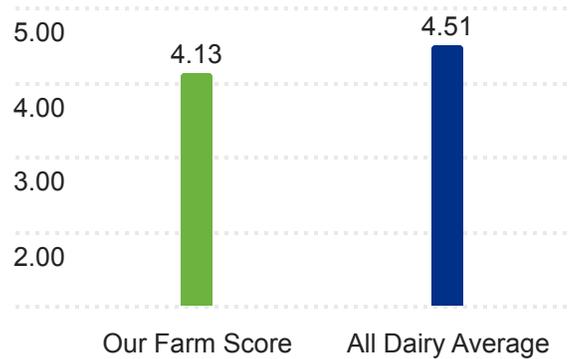


Figure 6C

The order of ingredient adding/inclusion is clear and adhered to on my dairy.

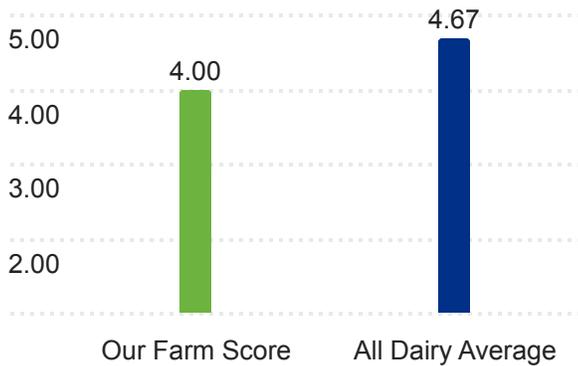
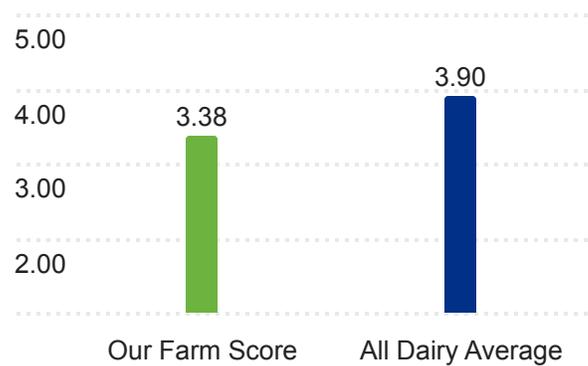


Figure 6D

My dairy uses a scale to measure hand-added ingredients.



Feed Management, continued

The following statements relate to your dairy's feed management program and protocols.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 6E

Dry matters are taken on all silages to ensure accuracy.

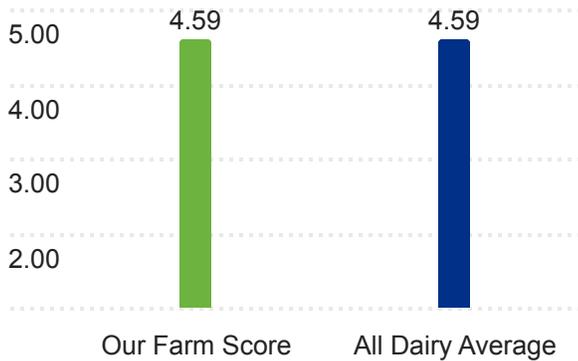


Figure 6F

My dairy fills the TMR mixer only to capacity and avoids overfill.

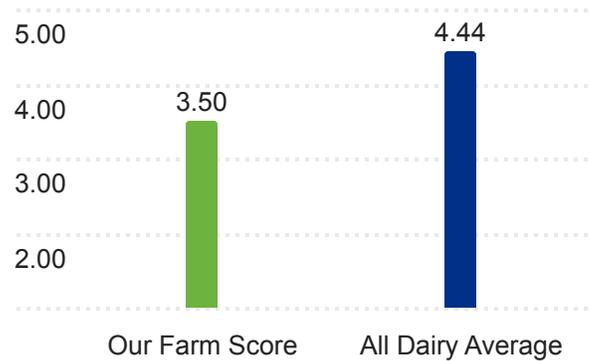
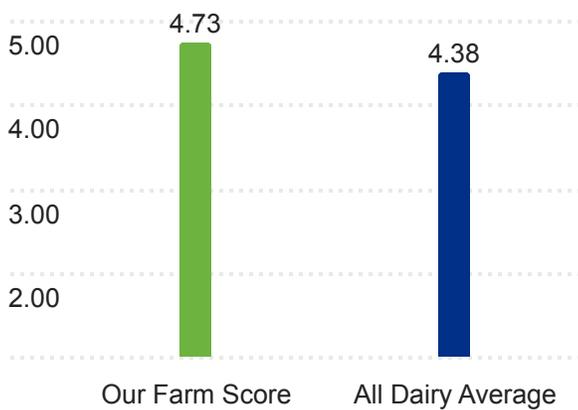


Figure 6G

The TMR mixer is on level ground when mixing.



Feed Management, continued

Response Distribution

Table 6A

My dairy is disciplined in all aspects of its feed management program.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	13%	88%	0%	0%	0%
All Dairy Distribution	60%	33%	5%	0%	2%

Table 6B

My dairy is disciplined in adhering to specific feeding times.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	50%	13%	38%	0%	0%
All Dairy Distribution	68%	21%	5%	5%	1%

Table 6C

The order of ingredient adding/inclusion is clear and adhered to on my dairy.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	25%	50%	25%	0%	0%
All Dairy Distribution	79%	14%	4%	2%	1%

Table 6D

My dairy uses a scale to measure hand-added ingredients.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	25%	38%	13%	0%	25%
All Dairy Distribution	63%	10%	4%	2%	21%

Feed Management, continued

Response Distribution

Table 6E

Dry matters are taken on all silages to ensure accuracy.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	38%	38%	25%	0%	0%
All Dairy Distribution	78%	12%	5%	4%	2%

Table 6F

My dairy fills the TMR mixer only to capacity and avoid overflow.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	63%	25%	13%	0%
All Dairy Distribution	63%	25%	6%	5%	1%

Table 6G

The TMR mixer is on level ground when mixing.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	37.50%	62.50%	0.00%	0.00%	0.00%
All Dairy Distribution	83.05%	11.86%	1.69%	1.69%	1.69%

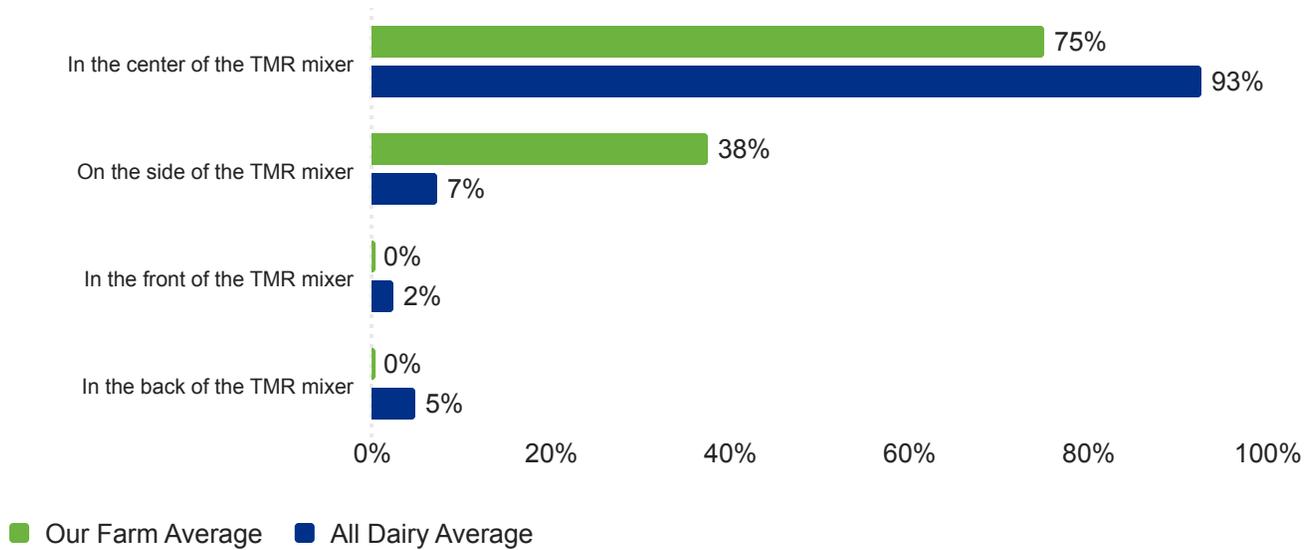
Feed Management, continued

The following statements relate to your dairy's feed management program and protocols.

Figure 6H

Where do you place ingredients in the feed mixer? Please select all that apply.

(Percentages may add to greater than 100% since respondents can select more than one answer)



Response Distribution

Table 6H

Where do you place ingredients in the feed mixer? Please select all that apply.

(Percentages may add to greater than 100% since respondents can select more than one answer)

Field	In the center of the TMR mixer	On the side of the TMR mixer	In the front of the TMR mixer	In the back of the TMR mixer
Our Farm's Distribution	75%	38%	0%	0%
All Dairy Distribution	93%	7%	2%	5%

Feed Management, continued

The following statements relate to your dairy's feed management program and protocols.

Figure 6I

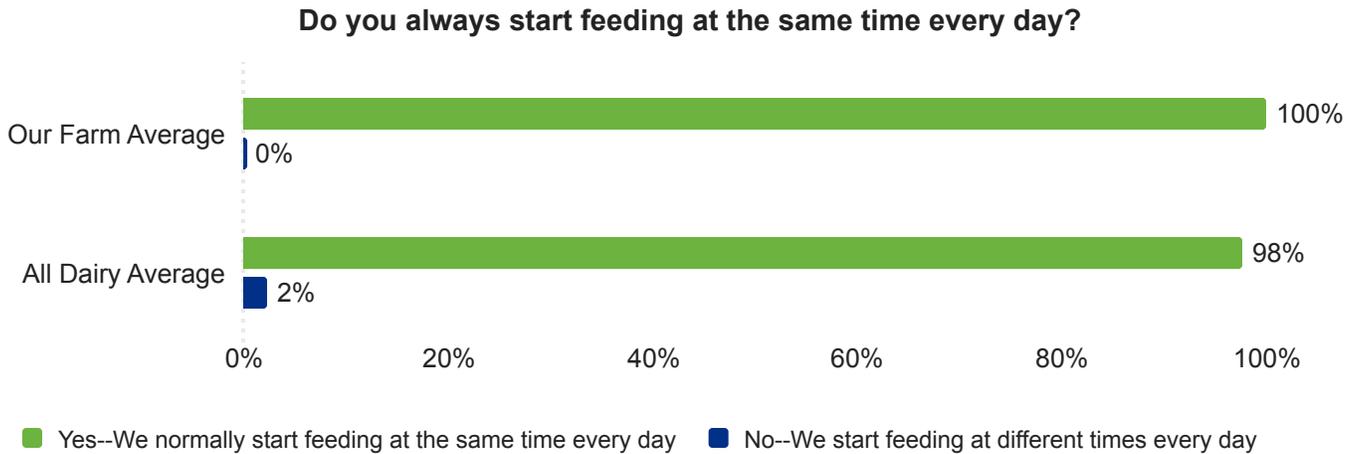


Table 6I

Do you always start feeding at the same time every day?

Field	Yes--We normally start feeding at the same time every day	No--We start feeding at different times every day
Our Farm Average	100%	0%
All Dairy Average	98%	2%

Table 6J

What time is the first load of feed normally dropped?

Field	Before 4:00 AM	4:00 AM to 4:59 AM	5:00 AM to 5:59 AM	6:00 AM to 6:59 AM	7:00 AM to 7:59 AM	8:00 AM to 8:59 AM	After 9:00 AM
Our Farm's Average	0%	0%	38%	50%	13%	0%	0%
All Dairy Average	12%	18%	37%	24%	5%	4%	0%

Feed Management, continued

The following statements relate to your dairy's feed management program and protocols.

Table 6K

We normally deface in the:

Field	Morning (AM)	Afternoon/Evening (PM)	Both Morning (AM) and Afternoon/Evening (PM)	We do not deface	I don't know/Not applicable
Our Farm's Distribution	25%	50%	25%	0%	0%
All Dairy Distribution	63%	19%	14%	0%	4%

Table 6L

How many minutes is the final mixing time after the last ingredient is added?

Field	0 to 5 minutes	6 to 10 minutes	11 to 20 minutes	More than 20 minutes	We do not mix	I don't know/No measured time is taken
Our Farm's Distribution	25%	38%	13%	0%	0%	25%
All Dairy Distribution	54%	29%	9%	0%	0%	9%

Table 6M

How often does your dairy pull back silage plastic?

Field	Every time we get feed	Daily	Every other Day	Weekly	As needed	I don't know
Our Farm's Distribution	0%	13%	50%	0%	25%	13%
All Dairy Distribution	1%	7%	20%	27%	35%	10%

Table 6N

How much plastic is pulled back at a time?

Field	0 to 3 feet	4 to 5 feet	6 to 10 feet	Just enough for the day	Just enough for the week	I don't know
Our Farm Distribution	0%	38%	38%	0%	13%	13%
All Dairy Distribution	20%	25%	14%	8%	18%	13%

Feed Management, continued

The following statements relate to your dairy's feed management program and protocols

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Table 6O

The feed team is responsible for pushing up feed.

Field	Always	Most of the time	About half of the time	Sometimes	Never
Our Farm's Distribution	50%	38%	0%	13%	0%
All Dairy Distribution	44%	8%	5%	18%	26%

Figure 6P

Pushing up feed is a priority for my dairy.

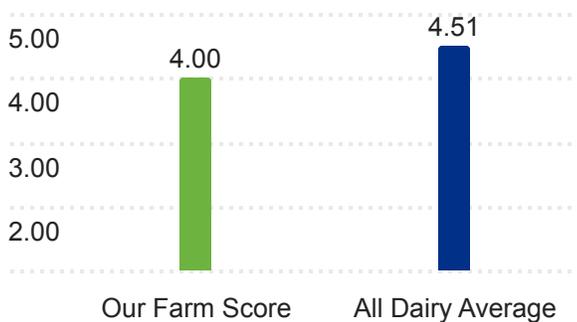


Table 6P

Pushing up feed is a priority for my dairy.

Field	Always	Most of the time	About half of the time	Sometimes	Never
Our Farm's Distribution	25%	50%	25%	0%	0%
All Dairy Distribuion	72%	18%	3%	2%	5%

Table 6Q

The feed team is responsible for pushing out feed.

Field	Always	Most of the time	About half of the time	Sometimes	Never
Our Farm's Distribution	50%	38%	0%	13%	0%
All Dairy Distribution	75%	15%	0%	3%	7%

Feed Management, continued

The following statements relate to your dairy's feed management program and protocols

Table 6R

Field	How often does the dairy push up feed?					
	5 or more times a day	3 or 4 times a day	Twice per day	Once per day	We don't push up feed	Other
Our Farm	25.00%	37.50%	37.50%	0.00%	0.00%	0.00%
All Dairy Distribution	47.83%	30.43%	10.87%	2.17%	2.17%	6.52%

Figure 6S

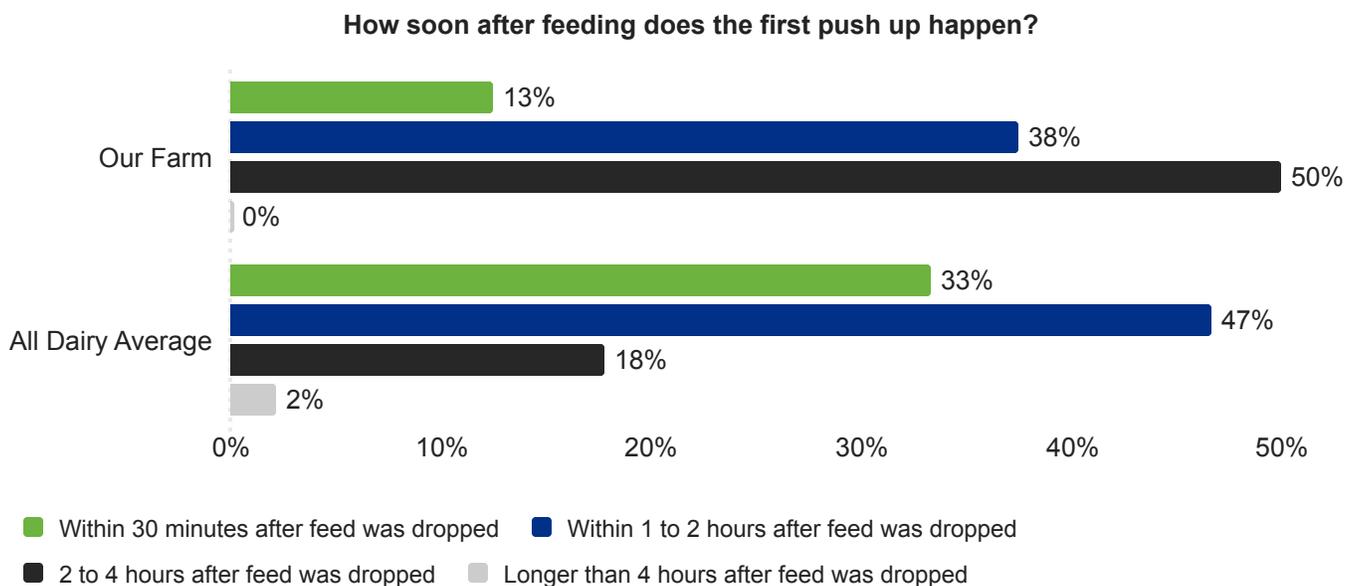


Table 6S

Field	How soon after feeding does the first push up happen?			
	Within 30 minutes after feed was dropped	Within 1 to 2 hours after feed was dropped	2 to 4 hours after feed was dropped	Longer than 4 hours after feed was dropped
Our Farm	13%	38%	50%	0%
All Dairy Distribution	33%	47%	18%	2%

Feed Management, continued

The following statements relate to your dairy's feed management program and protocols

Table 6T

How many hours do cows have feed available to them in the bunk?

Field	22 to 24 hours per day	20 to 21 hours per day	18 to 19 hours per day	Less than 18 hours per day	Not sure
Our Farm	38%	50%	13%	0%	0%
All Dairy Distribution	76%	15%	2%	2%	4%

Table 6U

How often does the dairy remove old feed from the bunk?

Field	2 or more times per day	Once per day	We don't push out feed	Not sure
Our Farm	13%	88%	0%	0%
All Dairy Distribution	7%	82%	0%	11%

Feed Management, continued

Open Response Answers

Who is the person responsible for removing old feed from the bunk?

Do not know

Jose

Joey

Jaun

Mark

Feed Management, continued

Open Response Answers

Who is the person responsible for pushing out feed?

(Original and Untranslated Responses)

no lo se

Jose

Joey

Jaun

Mark

Me

Ricardo

Ricardo

Training, Technology and Safety

The following statements relate to the training, technology and safety on your dairy.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 7A

My dairy invests in my job growth and development in my job.

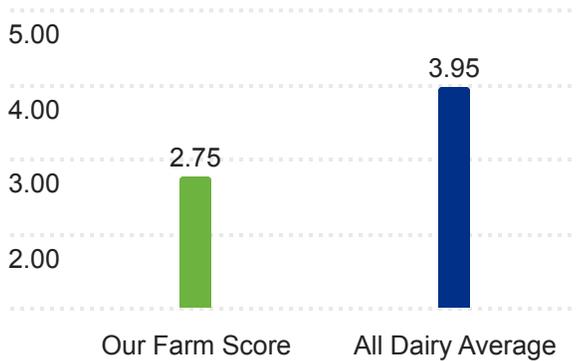


Figure 7B

I receive the specific training I need to do my job well.

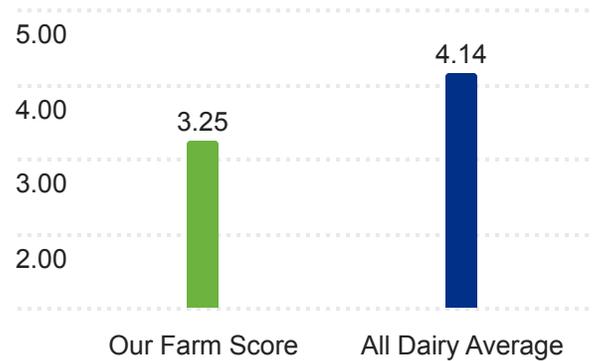


Figure 7C

My dairy utilizes a feed software/computer program. (Example: TMR Tracker)

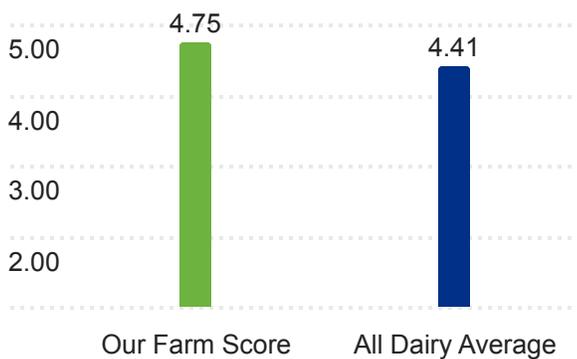
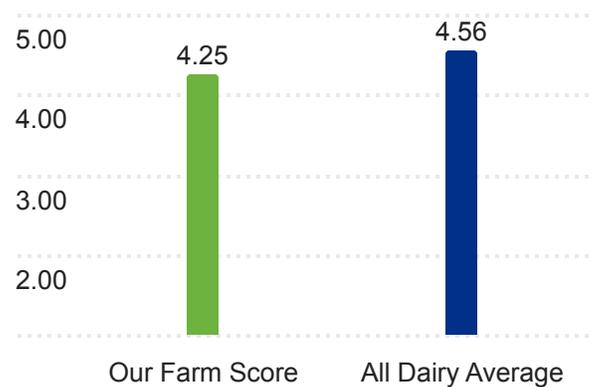


Figure 7D

At my dairy, employee safety is a top priority.



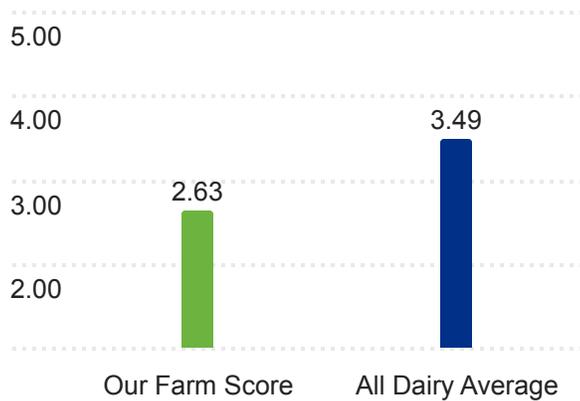
Training, Technology and Safety, continued

The following statements relate to the training, technology and safety on your dairy.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 7E

My dairy has written feed center safety protocols.



Response Distribution

Table 7A

My dairy invests in my growth and development in my job.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	25%	25%	50%	0%
All Dairy Distribution	53%	19%	6%	13%	8%

Table 7B

I receive the specific training I need to do my job well.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	50%	38%	0%	13%
All Dairy Distribution	54%	25%	6%	10%	5%

Training, Technology and Safety, continued

Response Distribution

Table 7C

My dairy utilizes a feed software/computer program. (Example: TMR Tracker)

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	75%	25%	0%	0%	0%
All Dairy Distribution	76%	10%	0%	10%	5%

Table 7D

At my dairy, employee safety is a top priority.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	25%	75%	0%	0%	0%
All Dairy Distribution	74%	17%	2%	2%	4%

Table 7E

My dairy has written feed center safety protocols.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	13%	25%	13%	13%	38%
All Dairy Distribution	46%	16%	5%	9%	25%

Communication and Teamwork

The following statements relate to the teamwork and communication on your dairy and feeding team.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 8A

My teammates trust me to manage the feeding program.

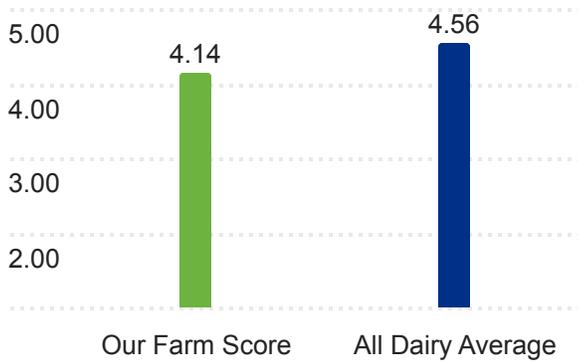


Figure 8B

We work well together as a team.

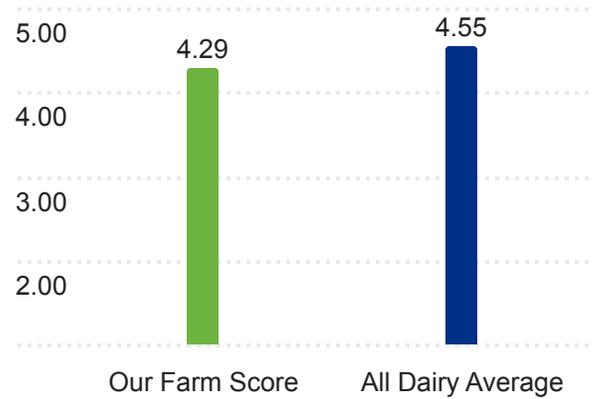


Figure 8C

My supervisor asks me my thoughts on feed management decisions.

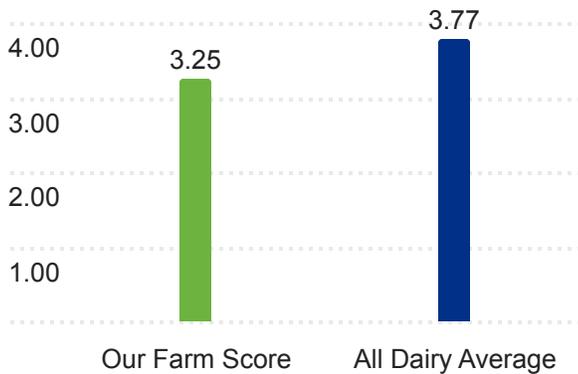
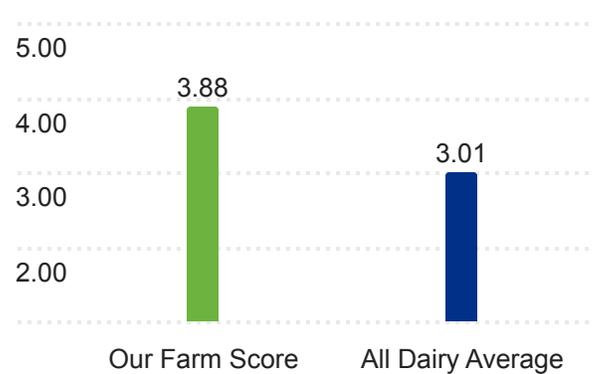


Figure 8D

Others are available when I need them to help make feed and feed management decisions.



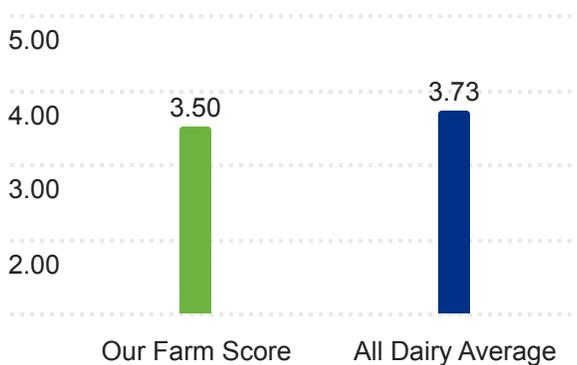
Communication and Teamwork, continued

The following statements relate to the teamwork and communication on your dairy and feeding team.

Scale: 5=Always, 4=Most of the Time, 3=About Half of the Time, 2=Sometimes, 1=Never

Figure 8E

My team supports my thoughts and ideas on feeding and feed management.



Response Distribution

Table 8A

My teammates trust me to manage the feeding program.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	29%	57%	14%	0%	0%
All Dairy Distribution	73%	18%	4%	3%	3%

Table 8B

We work well together as a team.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	29%	71%	0%	0%	0%
All Dairy Distribution	71%	21%	4%	4%	1%

Communication and Teamwork, continued

Response Distribution

Table 8C

My supervisor asks me my thoughts on feed management decisions.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	38%	50%	13%	0%
All Dairy Distribution	43%	21%	12%	18%	6%

Table 8D

Others are available when I need them to help make feed and feed management decisions.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	13%	63%	25%	0%	0%
All Dairy Distribution	37%	12%	6%	6%	39%

Table 8E

My team supports my thoughts and ideas on feeding and feed management.

Field	Always	Most of the time	About half the time	Sometimes	Never
Our Farm's Distribution	0%	63%	25%	13%	0%
All Dairy Distribution	37%	32%	6%	20%	6%

Communication and Teamwork, continued

Open Response Answers

Before leaving for the day, two things I believe are important to communicate to my team members are:

What we can improve on from the day

Feed stuff availability and condition of the equipment

Pen head counts / changes

Issues with equipment

.

Pile locations during harvest, plastic maintenance and disposal, feeding amount

Equipment breakdown

Any changes in inventory location and changes in bunks

Inventory changes and needs + changes in animal numbers

Communication and Teamwork, continued

Open Response Answers

Before leaving for the day, two things I believe are important to communicate to my feed team members are:

(Original and Untranslated Responses)

Lo que podemos mejorar a partir del día

Disponibilidad de pienso y estado del equipo

Pen head counts / changes

Issues with equipment

.

Pile locations during harvest, plastic maintenance and disposal, feeding amount

Avería del equipo

Any changes in inventory location and changes in bunks

Inventory changes and needs + changes in animal numbers

Communication and Teamwork, continued

Open Response Answers

Who makes the decision on increasing or decreasing the amount of feed fed each day?

Herdsman

The feed division manager

I do

Nutritionist

Me

Feed manager

Jose'

Jose'

Communication and Teamwork, continued

Open Response Answers

Who makes the decision on increasing or decreasing the amount of feed fed each day?

(Original and Untranslated Responses)

Herdsman

El gerente de la división de feeds

I do

Nutricionista

A mí

Feed manager

Jose'

Jose'

Communication and Teamwork, continued

Open Response Answers

What are one or two ways communication could improve with those deciding how much feed to mix?

White board, group message

Keeping records of feed left on a board at the common area and monitoring the weather

Taking dry matters and talking to Joey about refusals

Phone

Print out of cow numbers every morning, cow numbers adjusted a head of time if cows are going to be moved

Daily meetings

Don't leave without clear instructions for me

Always let me know what changes will need communicated about weekend changes ... we'll ahead of the weekend

Communication and Teamwork, continued

Open Response Answers

What are one or two ways communication could improve with those deciding how much feed to mix?

(Original and Untranslated Responses)

Pizarra blanca, mensaje grupal

Keeping records of feed left on a board at the common area and monitoring the weather

Taking dry matters and talking to Joey about refusals

Teléfono

Print out of cow numbers every morning, cow numbers adjusted a head of time if cows are going to be moved

Reuniones diarias

Don't leave without clear instructions for me

Always let me know what changes will need communicated about weekend changes ... we'll ahead of the weekend

Demographics

Table 9A

My primary role at this feed center is:

Field	Feed Center Manager	Feeder	Relief Feeder	In-Training Employee	Other
Our Farm's Distribution	25%	63%	13%	0%	0%
All Dairy Distribution	12%	56%	25%	2%	5%

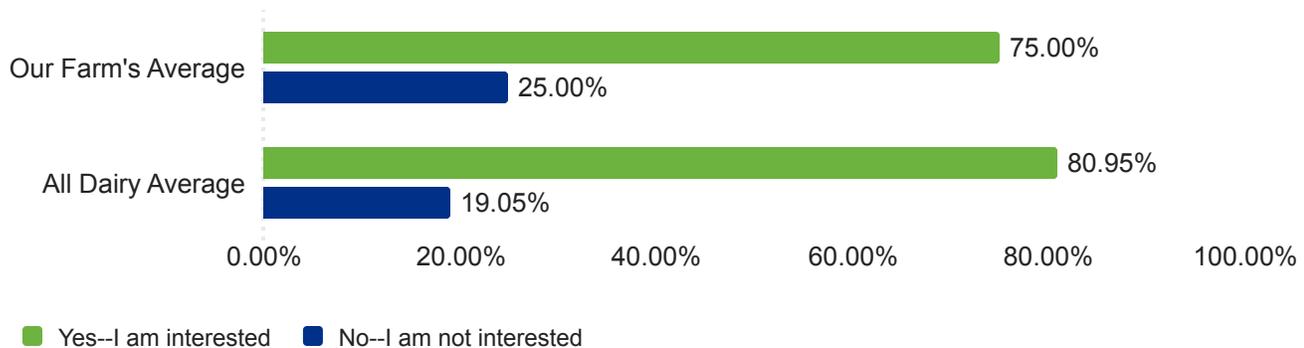
Table 9B

I have been working as a feeder or with feeding for:

Field	Less than one year	1 to 2 years	3 to 4 years	5 to 9 years	More than 10 years
Our Farm's Distribution	0%	50%	25%	25%	0%
All Dairy Distribution	16%	19%	20%	20%	24%

Figure 9C

Please indicate if you are interested in learning about feed centers on other U.S. dairy farms and opportunities that could help you evaluate your dairy's feeding program and routine.



Additional Information

Open Response Answers

Please list things that you would like to know about other dairy feeders and feed centers.

Feed softwards that they use

How they balance timing of feeding with milking times

Benchmarks

Layout, bin utilization, liquid applications

How long to mix is best?

I would like a list of the things that the best Dairies do to make their feed center the best it can be

Additional Information, continued

Open Response Answers

Please list things that you would like to know about other dairy feeders and feed centers.

(Original and Untranslated Responses)

Software de alimentación que utilizan

How they balance timing of feeding with milking times

Puntos de referencia

Layout, bin utilization, liquid applications

How long to mix is best?

I would like a list of the things that the best Dairies do to make their feed center the best it can be



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