



BRANDT

- **Address:** 2935 S. Koke Mill Road, Springfield, IL 62711
- **Website:** www.brandt-inc.com
- **Year founded:** 1953
- **Gross revenue:** \$225M
- **Type of organization:** Privately Held
- **CEO:** Rick C. Brandt, tenure - 15 years
- **# of Employees / Demographics:**
 full-time - 201
 part-time employees - 56 active
 80% male / 20% female
- **Unionized?** No
- **Bonus or Merit Program offered?** Yes
- **Employee Stock Participation Plan?** Yes
- **Compensation & Benefits:**
 Medical Coverage
 Dental Coverage
 Vision Coverage
 Prescription Drug Plan
 Life Insurance
 Paid Maternity Leave
- **Hours a week to be eligible for benefits?** 32
- **Paid percentage of health care premium?** Yes
- **Paid Time Off:** Yes
- **Paid holidays:** 8
- **Length of orientation program:** 4 hours
- **Voluntary turnover rate in the last year:** -1%
- **Any layoffs affecting more than 2% of employee population in the last two years?** No
- **Employee recognition / appreciation program?** Yes
- **Employee suggestion box?** No

Brandt Consolidated



From the farms of Pleasant Plains to the capital city of Springfield, Brandt Consolidated has come a long way over the past five and a half decades.

The brainchild of Glen Brandt and his sister, Evelyn

and grow the company in a progressive and fortifying way, much like a family."

During his tenure, Rick has overseen growth within the company, which includes increased sales and the

Mission Statement:

For over 50 years, Brandt has delivered a common theme: control. Our product portfolio offers customers greater control against the uncertainties of nature. Our services help customers bring certainty to their life and their business. Brandt was founded to help farmers mitigate the risks inherent in nature. Today we offer growers around the globe unlimited opportunity by helping them to enhance their business. Through new technologies and processes, we strive every day to make our customers' businesses more reliable and less volatile.

Brandt Thomas, Brandt Consolidated was formed in 1953 in the small farm town of Pleasant Plains. The goal was to lend a hand to Illinois farmers by giving them new and profitable technologies for their operations. After 56 years and a move of the headquarters to Springfield, Brandt Consolidated is stronger than ever.

Current president and CEO Rick Brandt took over the company in 1995 at age 29. He is the son of founder Glen Brandt and feels he has been a part of the company since the day he was born. "I feel I have had 44 years of real training in the 'Brandt' environment as I tagged along to meetings and worked at the plants weekends, holidays and summers as a kid," Rick says. "Accordingly, I have worked in nearly every capacity in the company over the years, which has been essential to understand the DNA of the company and to nurture

move to a new facility in Springfield in 2007. "We were headquartered in Pleasant Plains for over 50 years, so making the decision to move was very difficult," he says. "At the time, we recognized that we had undergone a great deal of growth both organically and through acquisition, yet had not addressed our corporate headquarter needs." There were many dynamics for the move, but the company had outgrown where they were and needed opportunity to grow even more.

"We are on great growth curve, which has come from an array of reasons," says Rick. "Foremost was a renaissance toward aggressive growth, opportunities and exciting challenges. Our growth has been multidimensional as the result of several acquisitions as well as enthusiastic organic growth."

Three operating divisions make up the core of Brandt Consolidated. The first is Specialty Formulations,

which began over 30 years ago and helped to pioneer the crop specialty chemical field. Today, the Specialty Formulations division is a diversified manufacturing, distributing and marketing enterprise that comprises three distinct segments: commercial agriculture, international, and turf and ornamental. Commercial agriculture provides crop nutrients, adjuvants, pesticides, fungicides and nematicides. The international segment focuses on a commitment to the agricultural markets outside of the United States. The turf and ornamental segment services over 2000 direct turf customers and hundreds of distributors around the world. Specialty Formulations has grown domestically and internationally with offices in Paris, France; Santiago, Chile; and Guatemala City, Guatemala. The most recent addition was Monterey AgResources in Fresno, Calif.

The second operating division is Retail Agronomy. This division centers on providing products and services to farmers such as crop nutrients, seed, crop protection products, crop scouting, soil testing, custom application of pesticides and fertilizers, and developing comprehensive nutrient management plans. "Our Retail Agronomy division has followed this aggressive path of growth, and we recently acquired the Myers group in the Bloomington area," says Rick.

The Dealer Support division of Brandt Consolidated markets a range of fertilizer commodities through both agricultural and industrial dealers, distributors, and consumers. They offer 24-hour automated fertilizer terminals, technical support of its products and services, and brokerage services of crop nutrient commodities just to name a few. Dealer Support has exploited many opportunities domestically and into diverse industries. "My philosophy is to get good people and then give them the tools and opportunities to do great things," says Rick. "We are doing that and it works. I am very proud of the whole team."

The mission of Brandt Consolidated is: Take Control. "For over 50 years, this company has delivered a common theme – control," says Rick. "Our product portfolio offers customers greater control against the uncertainties of nature. Our services help customers bring certainty to their life and their business." Brandt Consolidated was founded to help farmers mitigate the risks inherent in nature. Today the company offers growers around the globe unlimited opportunities by helping them enhance their business. "Through new technologies and processes, we strive every day to make your business more reliable and less volatile."

Joe Brummel, currently an executive director and

chief financial officer, has seen the growth during his tenure with Brandt Consolidated. "I was previously a partner with RSM McGladrey, a CPA and consulting firm, where I worked with Brandt as a consultant for six years prior to joining Brandt in October 2007," he says. "We have positive, proactive, innovative people focused on serving our customers."

Brandt Consolidated officials say they are proud to be chosen as one the Best Places to Work for 2009. The company's belief is always that the employees are their best assets. "Essentially, the company is a family," says Rick. "We are family-owned and operated, and have been for over 55 years, but we have now very much extended the culture to our extended family/employees and their families. We try very hard to extend benefits, opportunities and rewards to employees and to their families."

The philosophy is that when new employees join Brandt Consolidated, they not only join a company, they join a family. "We have the most unique corporate-family culture I have ever seen," he says. "I see a great deal of pride for our company/family and culture from our employees. I find it exciting for them and for all of us, as well as very humbling when I see them exhibit such pride. I think that is very important to our employees and their families, so it's important to me." As CEO, Brandt has full appreciation for individual objectives and the ability to extend opportunities to those with the desire to drive them forward.

High tenure and low turnover are two more aspects of which Brandt is proud. Approximately one third of the employees have been with Brandt Consolidated for more than 10 years, and many have surpassed 20 and 30 years.

Brandt Consolidated offers a benefits package that includes health insurance, dental, vision coverage, long-term disability, life insurance, additional portable life insurance, sick and personal leave, 401(k), paid holidays, vacation time, and profit sharing. The company recognizes employees at milestone anniversaries and gives a watch at 20 years of service. Employees are also recognized for accomplishments, awards and special life events in the company newsletter as well as at the annual holiday party.

"The owners truly care about our people and treat employees as extended family," says Brummel. "We have fun, work hard and feel appreciated."

Eric Woods is a freelance writer from Springfield.

NOTABLE NOMINATION

I really enjoy working for Brandt Consolidated where I feel like I am part of a family team where everyone works towards a common goal. Different departments don't squabble about the other departments, but instead work in unity. The amount of respect and personal attention you receive at Brandt Consolidated is second to none. Employees are well taken care of and hard work does not go unnoticed. We work hard, but we also have a lot of fun too.

Brandt Consolidated has never lost sight of where they came from and continues to give back to the community through various charities, scholarships and fund raisers. Working at Brandt Consolidated is a dream come true. I look forward to coming to work each and every day.



Linda M. Lybarger
Accounts Payable

I have worked at Brandt for nearly 20 years. Once someone comes to work for Brandt, they tend to want to stay here for the rest of their career. Our work environment is wonderful, we have an excellent benefit program, pay is great, everyone works together to get things done and the owners of the company really do care about their employees. I still find it amazing that all of this started with just a man, his sister and a tractor.



Leon Mason
Truck Driver

When you work for Brandt Consolidated, you've got everything you need – great pay, a full benefits packages, and a great environment to work in. I work for good people who care about their employees. Everyone is so motivated – I like to come to work.



Denny Myers
Manager of Lexington Plant

Honesty, integrity and great service – That was Myers, Inc. motto and that is also what makes Brandt Consolidated shine. We sold our family business to Brandt in September. One of the biggest reasons we chose to sell our business to Brandt over other companies was because of the way they treated their employees. When visiting with employees one felt the family atmosphere. The benefits are top-notch. They believe in my family's philosophy of, 'Employees are what make your business.' We've been very pleased so far to be part of the Brandt family.



From the CEO
Rick C. Brandt

While it's said often, this recognition proves it; Brandt isn't a company, it's a family. A family that started in 1953 when my father Glen and his sister Evelyn created Brandt. They were filled with the excitement of opportunity right here in Sangamon County and worked incredibly hard to create a vehicle that would both endure and to be the kind

of place where they could expand this family. They were successful, prospered, and the family today includes more than 300 around the country and around the world. Glen and Evelyn fostered a spirit of family, teamwork and high aspirations that endures today.

The home of Brandt's worldwide operations is still here in Springfield, Sangamon County, where we are involved in cutting edge agriculture from our Farm Direct operations to our crop nutrient division known as Specialty Formulations.

Brandt strives to recognize the accomplishments of all the fine people that make Brandt what it is today, and being nominated by the employees and then recognized as one of the "Best Places to Work" is an honor to them and all of the Brandt family.



Ken Vincent
Plant Manager of Oakford Retail

From a management standpoint, what I appreciate about working for Brandt is that they allow me to take ownership of my retail location. This is a relationship-based business – customers don't care how much you know until they know how much you care. Brandt recognizes this and leaves it up to us to determine how we develop our customer relationships. Brandt trusts their employees – and by doing that, we all want to work especially hard.