

Farm Operations

Mekonen Geteneh

Farmers' Training Center.

The last harvest on the MAI farm at the FTC near Kersa Illala yielded 13 quintals of haricot beans and 22 quintals of potatoes.

School Farm.

The last harvest on the School Farm near Kersa Illala yielded 28 quintals of a local wheat variety, 32 quintals of Jefferson wheat, and 11 quintals of Walker barley.



Kokosa Dairy Farm

Abera Chala

On the MAI dairy farm in Kokosa there are currently 56 cows, six of which are pregnant. There are also 39 calves (24 females and 15 males). On an average week on the farm, 92.25 liters of milk are produced. Staff on the farm are now selecting the site for barn construction, which will start within the next three months.

Message from the Executive VP



Wallace S. Odd II

What a pleasure it is to work with true professionals. Our MAI team has been working on the Ethiopia Africa project since 2009, and look at what has happened. This newsletter is filled with the success of people working together for the good of all. Land has been

cleared, crops planted, farmers trained, materials imported, a staff formed, an office building renovated, government officials informed, and people empowered. And we still like each other.

MAI is making a difference and having an impact on an entire country. May I extend a very special thank you to each of you for choosing to work for MAI. Reading of your successes in the lines and words of this newsletter is exciting, motivating, and enjoyable.

We appreciate you and the job you're are doing to make MAI the best company to work for in Ethiopia.

With sincere appreciation,
"Wally"
Executive Vice President
Morrell Agro Industries, PLC.



MAI working to get radio communications to Beltu Farm

The MAI Administration Department, in collaboration with Government Relations, is working on getting a new radio and satellite communication for the Beltu Farm. As we all know, the Beltu Farm is found in Oromia Region, Bale Zone, Beltu Woreda, which is a very remote area with no means of communication to the rest of Ethiopia.

In addition to this, the Admin Department. has been working on preparing the yearly MAI calendar and rotation schedule that helps with in-and-out processing, They have also been preparing the immigration documents that allow our expert employees to be legal in Ethiopia. In this case, the department has been getting Resident IDs and Work Permits for new employees, while renewing the old ones, as well.

Alyssa Farm

Dennis Strong, Kimball Shill

Planting at the MAI farm in Beltu was delayed several weeks behind the original schedule. Staff on the farm began planting on April 11. The rains in the Beltu area have been very late this season, and the farm only received 0.20 inches prior to planting beginning.

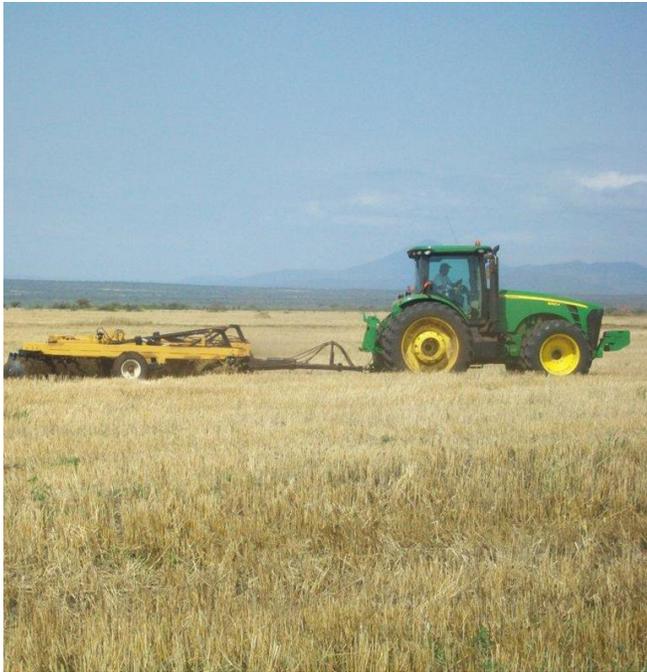
As of April 21, about 1,600 hectares of Jefferson wheat were planted. It was then decided to halt the planting operations until enough rain is received to insure a good germinations of the crop. The crops that have been planted so far are not yet showing any signs of growth. If sufficient rainfall is received, the crop should be ready to harvest in late July.

Over 3,200 hectares have been cleared on the farm, and all are planned to be planted. Those hectares of land have been cleared and prepared for planting using a combination of hand labor with axes, loaders, and wagons. This latter effort has provided a much needed opportunity for the people living in the poor economic area of Beltu, Ethiopia.

Some plots on the farm will be used for green manure tests and to plant barely and other varieties.

Construction of the grain silos and elevator on the farm also continues. The project will be ongoing for several more months.





US Embassy endorses MAI to OPIC

The American Ambassador to Ethiopia, Ambassador Booth, is recommending Morrell Agro Industries to the Overseas Private Investment Corporation (OPIC), in the Office of The President of the United States of America. We are honored and pleased with this endorsement and thank the Ambassador and the Department of State for their support.

MAI Badges

MAI has new badges as a part of our building security program. If you don't have one yet, please get one and wear it.

May 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Tony, Clair, and Taz return to Ethiopia Labor Day in Djibouti 1	2	3	4	Patriots Victory Day 5	6	7
8	9	10	11	12	13	14
15	16	Evan return to Ethiopia 17	18	19	Marty and Nate return to Ethiopia 20	21
22	23	24	25	Dennis return to Ethiopia 26	27	Dawn Fall Dergue 28
29	30	31	<ul style="list-style-type: none"> Trips Renewals Rotations Event Djibouti holidays Ethiopian Holiday 			

Visibility Corner

Quicklist

1. Create a passenger profile.
2. Always know when your Traveler's passport expires.
3. Keep your Traveler's profile updated.
4. Keep records of the names and addresses for all international offices.

Don't wait until the last minute...

Rotation Calendar

We have a working rotation calendar. Please inform Nohamit of your planned travel dates. If these dates change for any reason please keep her updated. We use this calendar for many things and it helps when it is current

Name	Jan-Feb	Feb.-Mar	Mar.-April	April - May	May - June	June - Jul	Jul - Aug	Aug - Sept	Sept - Oct.	Oct. - Nov.	Nov. - Dec.	Dec.- Jan
Paul												
Joe	Green	Green	Black	Green	Black	Green	Green	Black			Green	Green
Wally		Black				Green	Black	Green	Green	Black		
Marty	Green	Black	Green	Black		Green	Green	Black			Green	
Kimball	Black	Green										
Dennis		Green	Black	Green	Green	Black	Green	Green			Green	
Anthony												
Perry	Black	Green		Black	Green	Black	Green	Green	Black		Green	Black
Jason		Black										
Nathan	Green	Green	Black	Green	Black	Green						
Lloyd	Black	Green	Black	Black	Green	Black	Black	Black	Green	Green	Black	Black
Clair		Black	Green	Black	Green	Green	Black	Green	Green		Green	
Max					Green	Black				Green	Black	
Mark	Green		Black	Black	Black	Green	Green	Green	Green		Black	
Dexter												
Bracken												
Jim	Green	Black	Black	Green								
Trevor												
Alan		Green	Black									

	Come To ETHIOPIA
	Postponement
	Back to USA

In-and-out Processing

In an effort to smooth out the details of moving in and out of Ethiopia, Nohamit and Menen have Implemented a new In & Out Processing Procedure. It allows us to better serve employee needs.

- When we receive your Itinerary you will receive, by e-mail, a Processing form.
- Please fill out the form and return it.
- This information will be used to plan for your arrival and stay in Ethiopia.
- When you arrive please meet with Nohamit and/or Menen and they will:
 - Review the dates and details of immigration documents, rotation schedules, and master calendar inputs.
 - Arrange meetings with Shimelis for communication needs, Akawak for per diem, Alebachew for transportation, and Masresha for housing needs.
 - Ensure you have an MAI badge.

MAI Facilities & Logistics

Guest house apartments to be purchased by MAI

Currently, MAI has five guest houses. Three are located at the back of the office, one in an area called Bole Homes, and one was recently rented around the CMC area.

The newly rented CMC guest house serves to meet the needs for accommodation because the Bole Homes guest house contract will soon end. However, in order to facilitate accommodation for the traveling staff of MAI, it was possible to locate a new apartment complex to be built in the Bole area by Access Real Estate.

The neighboring area of the two apartments to be purchased is a ten minute walk from the office. This would be easily accessible for the staff who will need accommodation.

Thus, the first quarterly installment payment for the two apartment purchases from Access Real Estate has been affected. And, in fifteen months time it will be delivered for use.

Dodge trucks make it to Addis!

The Dodge trucks that left Salt Lake City, Utah back in December 2010 finally made it out of the customs in Addis this April 2011.

After traveling across the Atlantic, the Dodge trucks arrived in Djibouti in August 2010. They were held in Djibouti for six months until officials from Addis could give the final approval to release them.



Newly arrived Dodge Trucks

When the Dodge trucks finally arrived in Ethiopia in February 2011, the long process of finalizing the documentation of the trucks was

already in process. The well trained staff of MAI, and their counter teams in other offices, worked frantically during long hours of the day, through the weekends, and on public holidays to acquire the necessary documents to finalize the legalization for the trucks to roll on the roads of Addis to the MAI farm in Beltu.

Currently only one truck does not have final-

ized documentation, one truck is on it's way down to the farm in Beltu, and the rest are in the premises of the MAI office in Addis.

Alyssa Farm land clearing successful

During the month of February, a team of both professional and labor workers made possible the land clearing of 1,200 hectares at the Alyssa farm down in Beltu.

The clearing process was assisted by both the farm staff, as well as the Addis staff to be made possible. Currently a total of 3,200 hectares of land has been cleared for harvest.



Work in Progress - Alyssa Farm

Contribution of MAI Logistics Department Staff and Pictures from Clair Jackson & Mamayenesh Teshome

Government Relations “saved more than 3.5 million birr from tax.”

Government Relations is the department used as a bridge between MAI and various government offices. There is no specific duty for this department; it handles all cases that come its way. The department’s priority task is to get all of the imported items out of customs, tax free, as fast as possible. Staff in the department have been exceeding at this task.

This department has played a major role in clearing tractors, combines, and spare parts. In recent activities, it was possible to obtain five Dodge trucks. Even though MAI only had a privilege of getting three trucks out of customs tax free, we then exceeded and got free permits for the other two. We are proud to say that we saved more than 3.5 million birr for MAI.

MAI also obtained a tax free permit to import new technologies to Africa. This includes a Crop Cam, GPS, and grain handling. We received permission to purchase the Crop Cam. Our department is also happy to see Alyssa Farm being equipped with this

technology, which crossed the long distance from the USA to Djibouti to Addis Ababa, and finally to Beltu.

The Government Relations team uses every opportunity and chance to promote the good will of MAI in all government offices. We can now proudly walk into any government office, in front of most officials, because Morrell Agro Industries has gained a good name for the unique business it runs - growing seeds in dry areas with low rainfall and introducing new technologies that no farm or company has in Ethiopia. We are also working on getting new farm lands in Ethiopia in order to promote this new technology. Currently, we are considering upper Awash, Billito State Farm, north Gonder-Tegede Farm, Bale State Farm, and others. We are looking at more than 16,000 hectares of land, and we are now waiting for the results.

In the future, MAI will continue to work to build a good image with government offices throughout the country.



MAI is looking to acquire additional land in Awash and other areas of Ethiopia. Staff have been taking soil samples from the land in consideration.

Quarterly bonus for speeding success!

HR is now carrying out the 3rd quarterly evaluation and incentive program. The purpose of the bonus plan is to inspire MAI employees to work harder, challenging them to go beyond outlined expectations. The bonus helps reward employees who work hard to meet targets, as well as motivate low performers to improve and reach a higher performance level.

This procedure involves objective setting, implementation, and review. In the objective setting, each supervisor/individual sets objectives, or performance targets, for the next three months. Where teamwork dominates, a team objective will be set. Supervisors play important role in having an utmost achievable plan in place. Supervisors help employees in implementing the plan, and all employees are encouraged to do beyond the expected tasks. This system is expected to develop further in the foreseeable future and play a significant role in speeding up the success of MAI project works.

MAI currently has about 190 full-time employees for its Addis, Alyssa Farm, Kokosa, and Arsi Negele projects. These projects hire up to 300 casual laborers for constructions and other related activities. MAI has created job opportunities in the Oromia Region, and the center, as well. Thousands of people have participated in land clearing works in Beltu, and this has created income for the community that is believed to have started changing people's lives in the area.



Happenings in Africa

- Ethiopia began construction building a new mega dam on the Nile this month. A century-old pact entitles Egypt to a majority share of the waters, and they are nervous about any dam projects upriver. Relations have improved since Mubarak's downfall earlier this year, but tensions are still high in Egypt.
- Ethiopia plans to increase their support of neighboring Eritrean rebels.
- The US has begun using predator drones in Libya to target Gadhafi's forces, assisting the besieged rebels in their fight.
- Ivory Coast libertarian forces have turned on one another. This violence presents a setback to getting medical, humanitarian, and economic conditions back to normal.
- Heavy fighting continues in Somalia between government troops and al Shabaab, forcing refugees to nearby Kenya.