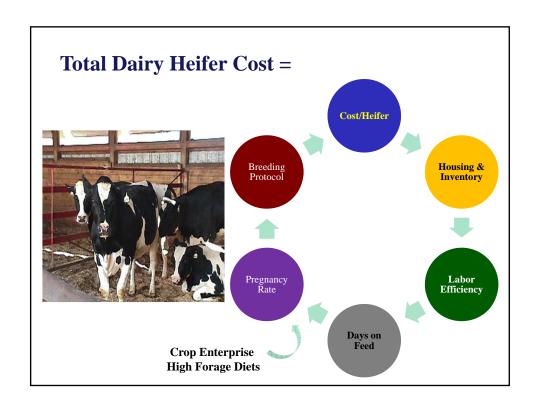
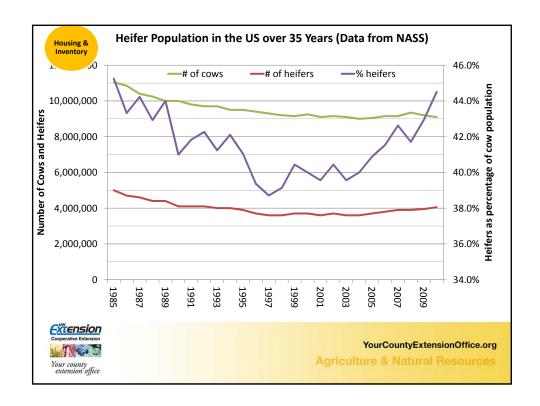
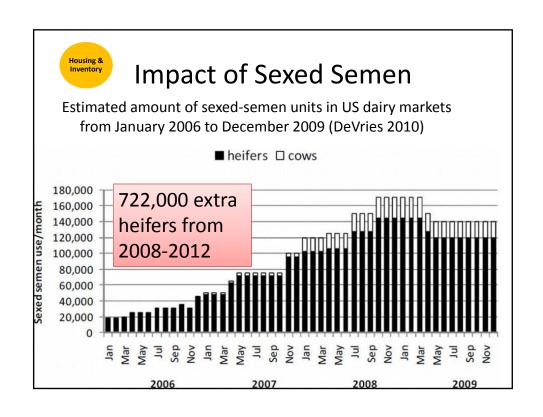


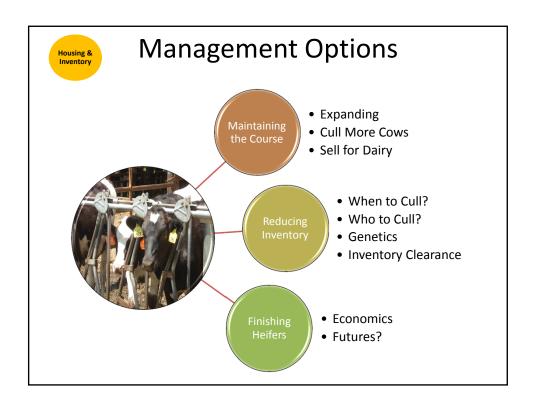


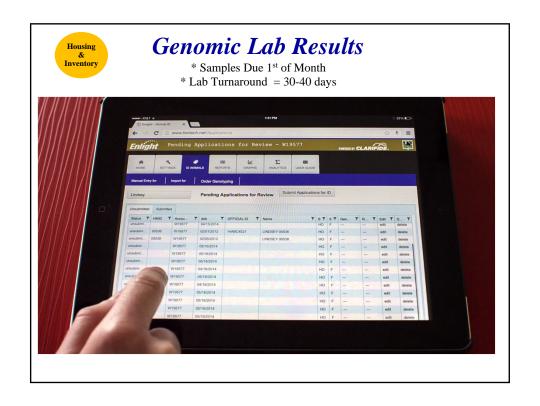
		5	r in Wis	
	1999	2007	2013	2015
Total Cost	\$1099.12	\$1322.70	\$1905.13	\$1730.29
Daily Cost	\$1.61	\$2.04	\$3.07	\$2.75
Days on Feed	683	648	630	630

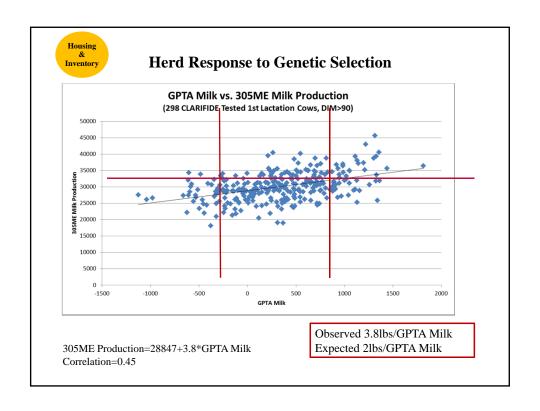


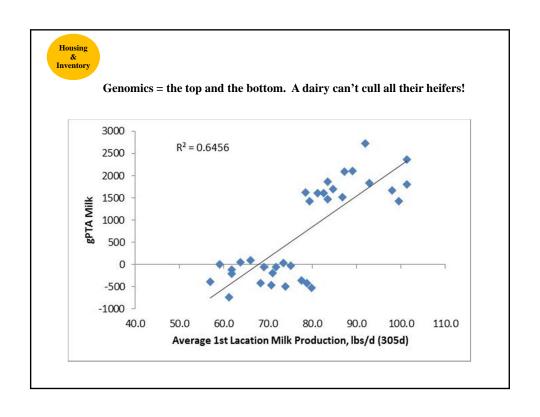


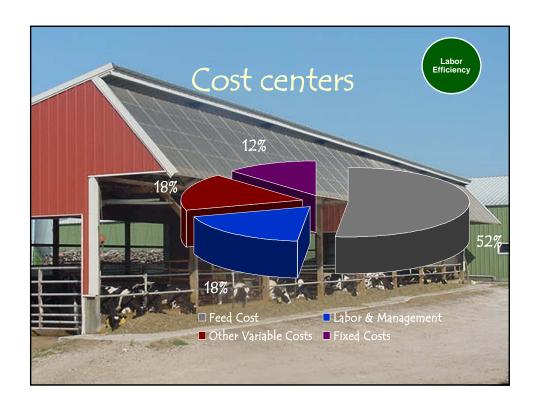


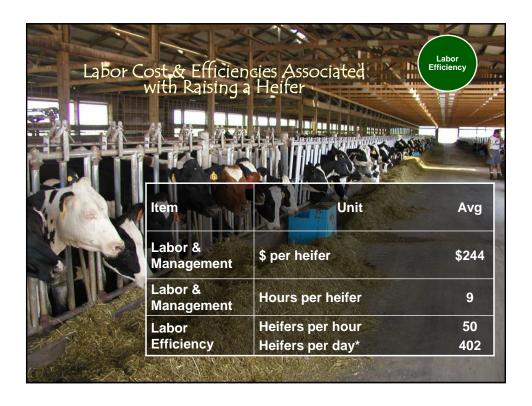




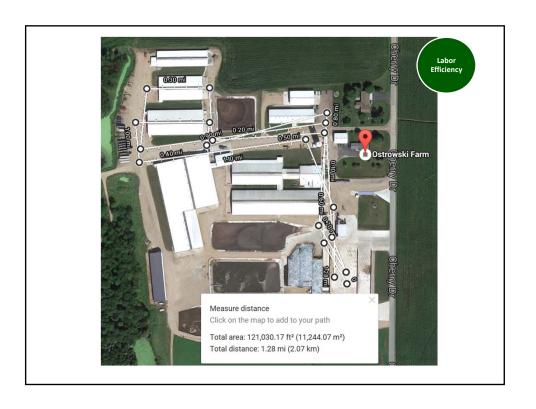




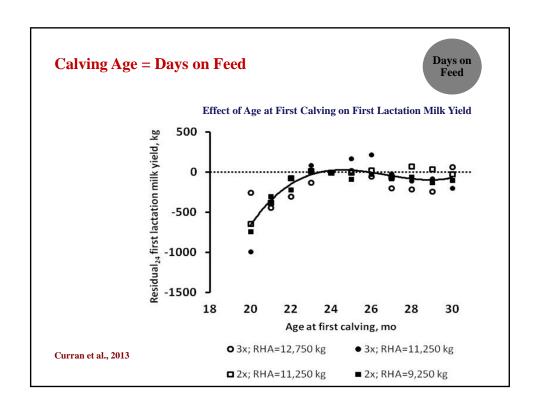


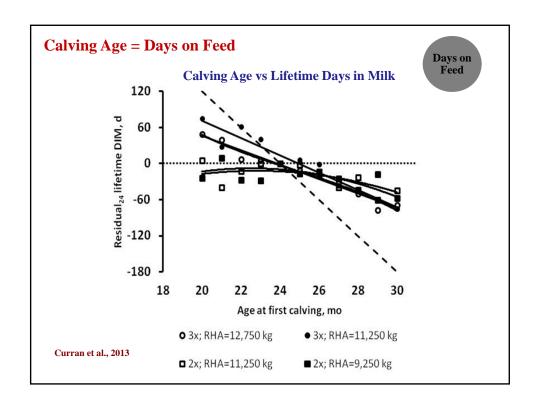


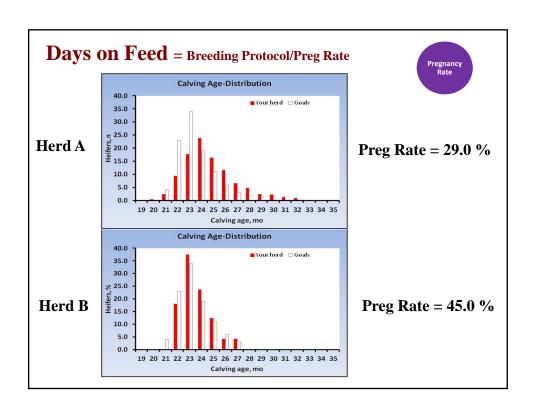
Labor Efficiency – 2 Farms (2016)				Labor Efficiency
(_0_0_0)	Heifers, n	1000	1000	
Labor		Dairy 1	Dairy 2	
	Daily Chores	6.5	14.0	
	Weekly Chores	3.0	12.0	
	Monthly Chores	4.0	20.0	
Manag	gement			
	Weekly Mgmt	2.0	1.0	
	Monthly Mgmt	5.0	20.0	
	Yearly Mgmt	20.0	12.5	
Time to	o Haul Manure	200	105	
	hrs/year	2,960.5	6,383.5	
	heifers/hr	123.3	57.2	
	heifers/man/ day	986.3	457.4	
	\$\$/heifer	59.2	127.7	
	\$\$/farm	59,210.00	127,670.00	





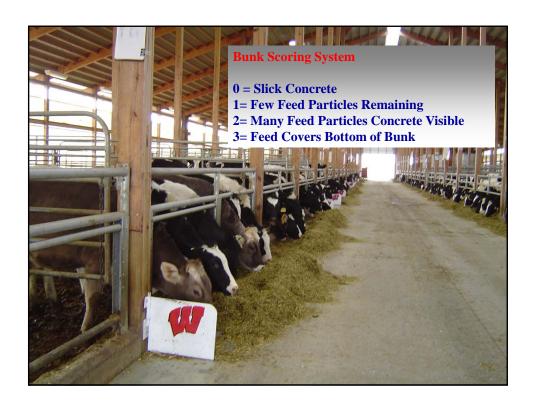






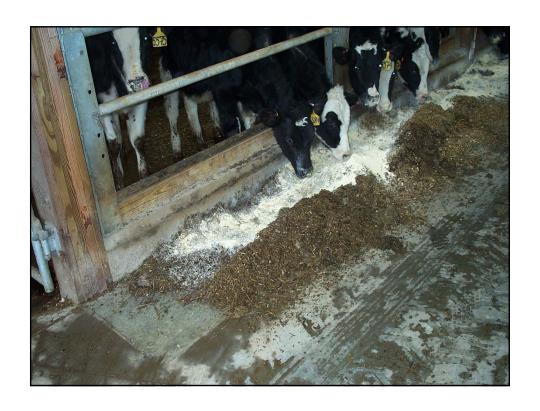
Breeding Protocol Modern Breeding Criteria: Controls days on feed Example - No variance calving age 23.4 mo - Min breeding age 13 mo - Max breeding age 16 mo (-AI = 3 straw max)- HH carrier **HH free bulls** - Pre-breeding BW > 825 lbs (12 mo) - Light BW @ 12 mo Cull & Fix - Heavy BW @ 12 mo **DNB & Monitor Energy** - Low genomics/disease **DNB & Cull** - Sexed semen Yes











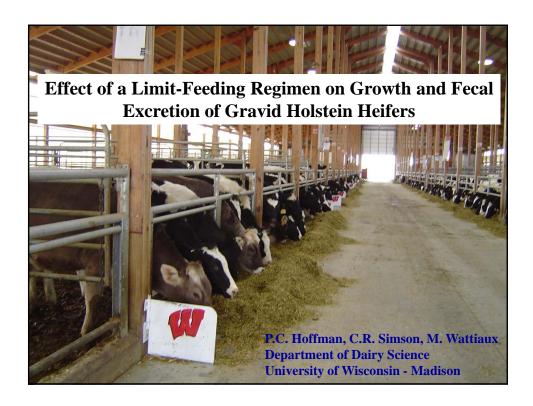


Table 2. Nutrient and energy intake of heifers fed treatment diets.

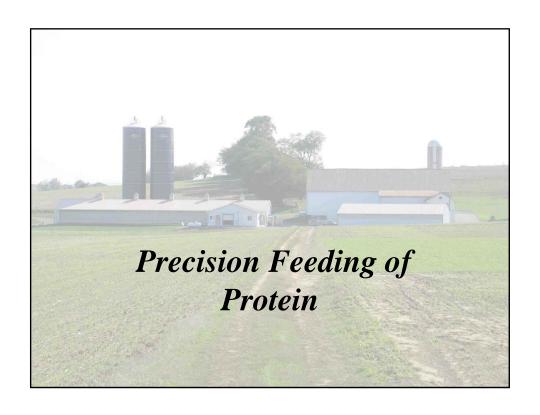
	Treatmer		t ¹	
Item	C-100	R-90	R-80	
Nutrient intake, lbs/d				
DM	21.3	19.9	18.3	
CP	2.42	2.54	2.57	
NDF	10.06	8.29	6.50	
Non-fiber carbohydrate	7.26	7.60	7.85	
Р	0.057	0.058	0.058	
Ca	0.086	0.090	0.089	
Energy intake ³				
TDN, lbs/heifer/d	14.4	13.9	13.5	
NE _g , Mcals/d	9.4	9.4	9.5	
NE _m , Mcals/d	13.7	13.3	13.0	

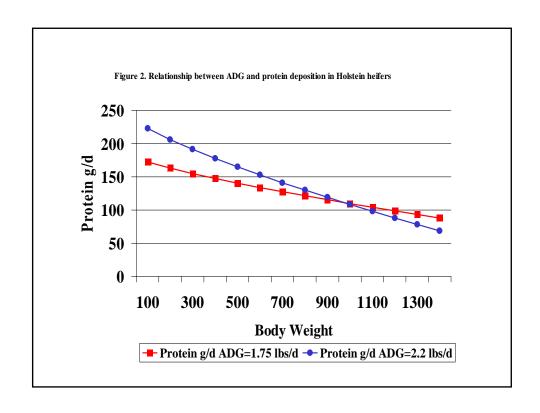
Hoffman et al. 2005

Table 3. Effect of dietary regimen on body size and growth of replacement heifers.

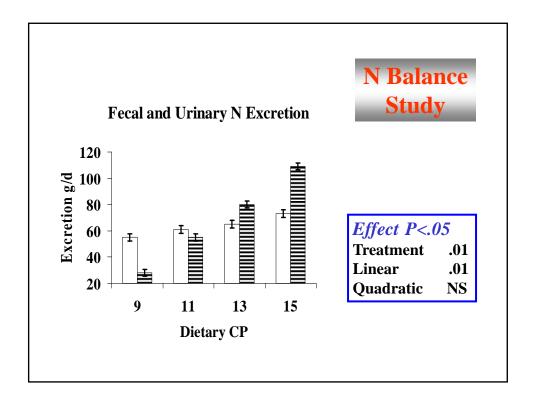
		Treatment ²	
Item	C-100	R-90	R-80
Intial			
Weight, Ibs	1036	1021	1011
Hip height, in	54.20	54.60	54.90
Body condition score	3.1	3.0	2.9
Final			
Weight, Ibs	1220	1234	1217
Hip height, in	56.0	56.3	56.4
Body condition score	3.2	3.2	3.2
Growth			
Average daily gain, lbs/d	1.66	1.92	1.84
Feed efficiency, lbs DM/lb gain	13.2	10.7	11.1
Excretion			
DM, lbs/d	7.7	6.9	5.8

Hoffman et al. 2005



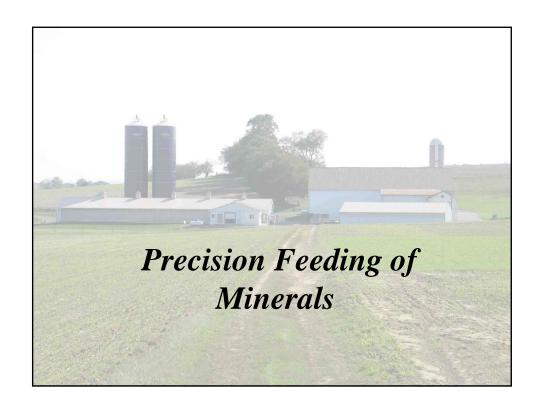


				Heifer Body	Weight, Ibs	3
Item	Unit	Abbreviation _	300	600	900	1200
Dry Matter Intake	lbs/d	DMI	9.3	13.7	19.4	26.9
Crude Protein	% of DM	CP	16.9	15.0	14.2	13.3
Rumen-Undegraded Protein	% of CP	RUP	39.4	33.8	30.3	26.3
Rumen-Degraded Protein	% of CP	RDP	60.6	66.2	69.7	73.7
Total Digestible Nutrients	% of DM	TDN	67.4	65.3	63.3	62.3
Metabolizable Energy	ME	Mcals/lb	1.11	1.10	1.08	1.02



Heifer Protein Nutrition

- * Feeding Excess Protein Does not Result in Enhanced Lean Growth
- * Feeding Excess Protein is an Expensive way to Reduce Dietary Energy
- * Feeding High Levels of Bypass Protein has not been Demonstrated to Improve Heifer Growth
- * Feeding Excessive Protein Results in Increased N Excretion
- * NRC Protein Requirements appear Reasonable



Mineral Feeding Adequacy of 660 lb Holstein Heifers in Wisconsin Dairy Operations (Zygarlicke and Hoffman, 2001)

Macro-mineral, %of DM	atus²	Mineral Nutrition Status ²		quacy) ¹	NRC (Ade		
Macro-mineral, %of DM Ca	Excess	Adequate	Deficient	Upper	Lower		Mineral
Ca 0.41 0.51 3 4 P 0.23 0.29 7 7 Mg 0.11 0.14 0 7 Cl 0.12 0.15 0 0 K 0.48 0.60 0 0 Na 0.08 0.10 27 10 S 0.20 0.25 37 47 Micro-mineral, mg/kg Cu 10 13 13 14 Fe 31 39 0 0		% of herds					
P 0.23 0.29 7 7 7 Mg 0.11 0.14 0 7 CI 0.12 0.15 0 0 K 0.48 0.60 0 0 Na 0.08 0.10 27 10 S 0.20 0.25 37 47 Micro-mineral, mg/kg Cu 10 13 13 14 Fe 31 39 0 0						neral, %of DM	Macro-min
Mg 0.11 0.14 0 7 CI 0.12 0.15 0 0 K 0.48 0.60 0 0 Na 0.08 0.10 27 10 S 0.20 0.25 37 47 Micro-mineral, mg/kg Cu 10 13 13 14 Fe 31 39 0 0	93	4	3	0.51	0.41	Ca	
CI 0.12 0.15 0 0 K 0.48 0.60 0 0 Na 0.08 0.10 27 10 S 0.20 0.25 37 47 Micro-mineral, mg/kg Cu 10 13 13 14 Fe 31 39 0 0	86	7	7	0.29	0.23	P	
K 0.48 0.60 0 0 Na 0.08 0.10 27 10 S 0.20 0.25 37 47 Micro-mineral, mg/kg	93	7	0	0.14	0.11	Mg	
Na 0.08 0.10 27 10	100	0	0	0.15	0.12	CI	
S 0.20 0.25 37 47 Micro-mineral, mg/kg Cu 10 13 13 14 Fe 31 39 0 0	10	0	0	0.60	0.48	K	
Micro-mineral, mg/kg	63	10	27	0.10	0.08	Na	
Cu 10 13 13 14 Fe 31 39 0 0	16	47	37	0.25	0.20	S	
Fe 31 39 0 0						eral, mg/kg	Micro-min
	73	14	13	13	10	Cu	
	100	0	0	39	31	Fe	
Mn 20 25 0 0	100	0	0	25	20	Mn	
Zn 27 34 10 10	80	10	10	34	27	Zn	

Take Home Messages – Heifer Cost

- Assess and if feasible reduce heifer inventory
- Use genomic/genetic data to cull heifers
- Labor = 100/heifers/hr
- Pregnancy rates > 45 %
- Utilize a modern breeding criteria
- Insist that heifers consume all feed
- Reduce feed shrink
- Avoid excess protein/mineral supplementation



