

June 29, 2017

Selection Committee, Sages Over 70  
Business Record  
100 4th Street  
Des Moines, IA 50309

Selection Committee:

I started with DuPont Pioneer in 1974 (at that time Pioneer Hi-Bred International, Inc.) and grew to know, respect and learn from Dr. Owen Newlin. I am honored to recommend Dr. Newlin to be recognized as a "Sage Over 70".

During my early career I observed Dr. Newlin as a leader for an extraordinary company. It was later, about 1984, when he approached me to take a leadership position working for him, as Pioneer was going through organizational change. For the next 10 years I worked with him in a variety of roles, expanding my responsibility and experience, all the while continuing to learn from him. No doubt, this close relationship with him, and all that I learned, led to me being named vice-president and an officer of Pioneer in 1995. And then president of DuPont Pioneer from 2007 until 2017.

Why do I reflect on this relationship with Dr. Newlin? Because my relationship is an example of the impact Dr. Newlin has had on many individuals. He serves as a mentor and sponsor to develop people. He reaches out to those maybe not so visible as others to provide exposure. He provides experiences valuable to individuals so they can grow and expand. He is inquiring, always asking questions, keeping one on your toes. Through all this, he does it quietly (you may not know he is your sponsor) and without a spotlight on himself (he prefers the light to shine on others). But, he did not make it easy. Expectations were high and demands were meaningful.

In addition to lifting people he made significant impact on organizations. At Pioneer he expanded our production capability through the United States and then to the rest of the world, led off-season seed production in Chile, ensured that facilities were maintained to the highest level. His philosophy for seed quality systems remains in place today. Like at Pioneer, his impact elsewhere was significant and stands the test of time.... America Seed Trade Association, US Grains Council, Iowa State University, Iowa Regents, Rotary, and the global agriculture industry.

It is my privilege to recommend Dr. Newlin as a "Sage Over 70". He develops people and makes a lasting impact, and does this with humility and integrity.

Respectively submitted,  
Paul E. Schickler  
Retired, President, DuPont Pioneer