Investing in the Health and Well-Being of Our Employees

National Beef’s ability to operate is solely dependent on the safety and well-being of our employees.

We are an integral part of our nation’s critical infrastructure, keeping America’s food supply operating throughout this pandemic, a serious but special responsibility. Below is an update on the investments and process changes we made to help our employees feel safe, informed and protected while working in our facilities.

First and definitely foremost, it is vital to know that every leadership decision being made is focused on one chief goal: how we can reduce the spread of COVID-19 throughout our communities and uphold our primary commitment to the safety and well-being of our employees. We are being extremely vigilant in our plants, offices, and entire operation and supply chain to follow the guidance of the Centers for Disease Control and Prevention (CDC) and state and local health authorities.

Our highest priority for the last month has been ensuring and protecting the health of our employees. We have been sharing daily updates with our 9,400 employees and have made significant investments for them.

Our enhancements come in six key areas.

**Employee Health**

- We are conducting temperature screenings of employees and personnel entering our facilities to help us identify and isolate employees who have a fever, one of the COVID-19 symptoms. Employees who have a temperature higher than 100.4°F Fahrenheit are required to return home until they are fever free for 72 hours.
- We continue to provide updates to employees on practices to enhance health and safety and stop the spread of COVID-19.
- We have daily reminders for our employees who are sick to STAY HOME.
- We have restricted travel for associates and ask employees to follow any self-quarantine restrictions required due to necessary travel.
- Our special Emergency Response Pay and Benefits provisions require and allow employees who don’t feel well to stay home and includes relaxed attendance policies.
Safety Measures

- We have an ample supply of disposable face masks for all employees and mandate their use; face shields are also readily available.
- We have installed stainless steel partitions between workstations on the production floors for increased safety.
- As always, our facilities are thoroughly sanitized and disinfected daily, following our strict sanitation protocols.

- We modified offerings in our cafeteria, using prepackaged foods and different drink and flatware dispensing options.
- We have implemented protocol to keep drivers in their trucks while on our property, providing them a non-contact lunch delivery at the security gate.
- All visitors follow the same protocol as employees for temperature checks and other precautions.

- Visitors are restricted to only those classified as essential by the general manager and must complete a health screening before entering the facility.
- We have increased frequency of sanitation for employee common areas, such as eating areas, locker rooms, handrails, doors, and other frequent-contact surfaces.
- We have increased the number of and ease of access to hand sanitization stations.
Social Distancing

- We have installed plexiglass dividers at cafeteria tables and other locations throughout the facility to provide safety barriers between employees.
- Employee break and lunch schedules have been staggered to reduce congestion in hallways, break areas, locker rooms and other common areas.
- We have increased the number of cafeteria areas for employees to use to allow them to spread out during break/lunch.
- We have increased physical space by putting up tents and moving tables into these areas to allow employees to practice increased social distancing at breaks/lunch.
- We have limited the number of individuals/employees in meetings to 10 or less.
- New Hire Orientation classes are limited to 10 people per classroom.

We continue to educate our employees and share social distancing guidelines and practices.
Increased Employee Communications

We regularly communicate plant news, hygiene practices, local health resources and stay-at-home orders via Blackboard texting tool.

We encourage employees to limit their exposure outside of essential errands and work.

Materials are translated into the native languages of our employees to ensure our employees clearly understand key messages.

We utilize closed employee groups on Facebook to enable additional information sharing and to allow employees to share thoughts and concerns, but also to provide support to each other.

We have created videos, with translated subtitles, of key messages from our CEO and highlighted Vice President Pence’s message thanking food supply chain workers.

We share key plant and employee news with local media to help our communities understand measures we are taking to keep our employees and their communities safe.

We regularly provide employee appreciation measures, such as free beef product.

Special Emergency Response Pay and Benefits

In recognition of valuable contributions during this period, we are offering the following Special Emergency Response Pay and Benefits for our production employees from March 16-May 10, 2020:

- **Emergency Response Pay** – All hourly production employees will receive a $2 per hour increase in their base wage rate for all hours worked from March 16-May 10, 2020.

- **Quarantine Pay** – If an employee is prohibited from working and must stay home due to a quarantine required by a government agency or by National Beef, the employee will receive up to two weeks of regularly scheduled hours missed at their base wage rate.

- **Sickness & Disability** – The seven-day waiting period will be waived for employees eligible for disability benefits under our sickness and accident plan due to COVID-19.

- **TeleDoc** – 24/7 access to health providers via phone is available at all locations. All applicable copays are currently being waived.

- **Prescriptions** – All employees can fill 90-day prescriptions at local pharmacies with a 30-day copay.
Engagement with City, County and State Officials

- Our plant teams are having open dialogue with and complying with regulations set forth by city, county, state and national health authorities. We are vigilant about following the guidance of the CDC and state and local health authorities.

- Our CEO and other senior leaders are in contact with state officials and her team to discuss what resources our plants need to operate and provide them with any information they need to ensure they make informed decisions that impact our employees, communities and our state.

- Our plant teams are in regular contact with mayors and other city/county leaders. It is not enough to keep our employees safe when they are in our plants; they must also feel safe in their communities. This is a shared responsibility we take very seriously.

- We welcome dialogue with any leader who seeks to understand the work we are doing.

We recognize that as this pandemic evolves, we will need to do more in the areas listed above and also address yet-known challenges.

Our latest updates will always be available at NationalBeef.com.