

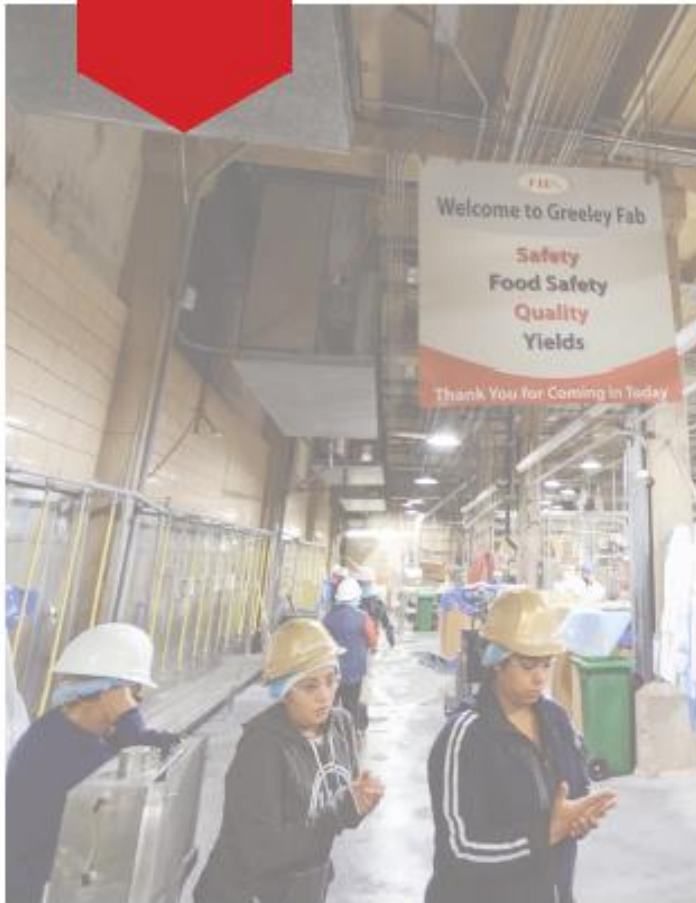
## SALUDA A SUS MIEMBROS ESENCIALES DEL EQUIPO

Estimado miembro del equipo:

Como miembro de la industria alimentaria, desempeña un papel fundamental para ayudar a América del Norte a enfrentar el desafío actual del coronavirus (COVID-19). A medida que viene a trabajar cada día, está marcando la diferencia para su comunidad y su nación. ¡Nosotros te saludamos!

En agradecimiento por su arduo trabajo y compromiso para proporcionar alimentos a las familias de los Estados Unidos y Canadá durante el desafío del coronavirus (COVID-19), ¡estamos ofreciendo inmediatamente a cada miembro del equipo un bono de \$ 600!

Gracias por todo lo que haces para alimentar a tus amigos, familiares, vecinos y nación.



## ***BONO ESENCIAL DEL MIEMBRO DEL EQUIPO***

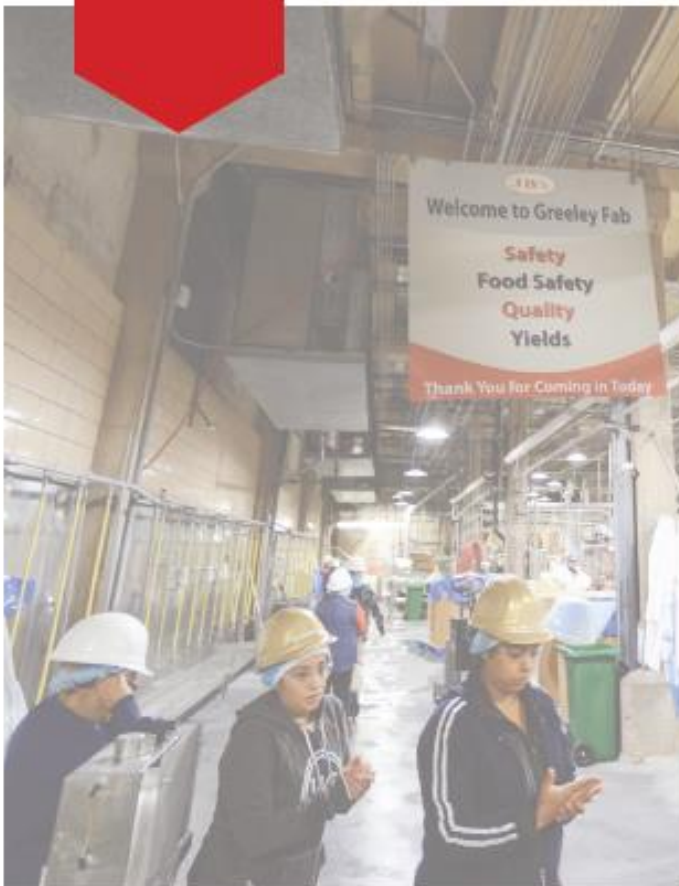
- **Miembros del equipo elegibles:** todos los miembros en basados plantas del equipo asalariados y por hora
- **Cantidad:** \$ 600, menos impuestos y retenciones aplicables
- **Fecha de pago** - viernes 15 de mayo de 2020
- **Requisitos generales:** para ser elegible para el bono de miembro esencial del equipo, una persona debe ser un miembro del equipo con buena reputación desde 23 de marzo al 15 de mayo. \* Los miembros del equipo contratados después del 23 de marzo serán elegibles, pero recibirán un bono repartido en mayo 15.
- **Requisitos de asistencia:** debe ser un miembro del equipo con buena reputación el 15 de mayo.
- **Cuídate:** si estás enfermo, no vengas a trabajar. Su salud y la salud de los miembros de su equipo es nuestra prioridad número uno.
- **Incapacidad a corto plazo:** si no puede venir a trabajar porque está enfermo por COVID-19, es inmediatamente elegible para recibir una discapacidad a corto plazo.





JBS NORTH AMERICA

# SALUTES ITS ESSENTIAL TEAM MEMBERS



Dear Team Member,

As a member of the food industry, you serve a critical role in helping North America face the current coronavirus (COVID-19) challenge. As you come to work each day, you are making a difference for your community and your Nation. We salute you!

In appreciation of your hard work and commitment to provide food to families across the United States and Canada during the coronavirus (COVID-19) challenge, we are immediately offering every team member a \$600 bonus!

Thank you for all you do to feed your friends, families, neighbors and Nation.

## ESSENTIAL TEAM MEMBER BONUS

- **Eligible Team Members**— All plant-based salaried and hourly team members
- **Amount** — \$600, less applicable taxes and withholdings
- **Payment Date** — Friday, May 15, 2020
- **General Requirements** — To be eligible for the essential team member bonus, an individual must be a team member in good standing from March 23 through May 15.  
\* Team members hired after March 23 will be eligible but will receive a prorated bonus on May 15.
- **Attendance Requirements** — Must be a team member in good standing on May 15.
- **Take Care of Yourself** — If you are sick, please do not come to work. Your health and the health of your team members is our number one priority.
- **Short-term Disability** — If you cannot come to work because you are sick from COVID-19, you are immediately eligible to receive short-term disability.







March 24, 2020

**\*\*Sent via email\*\***

Wendell Young IV  
President  
United Food and Commercial Workers, Local 1776  
3031 Walton Rd. Ste 201  
Plymouth Meeting, PA 19462  
[w@ufcw1776.org](mailto:w@ufcw1776.org)

Re: Response to COVID-19

Dear Wendell,

As you know, we are facing an unprecedented situation as COVID-19 continues to spread and are diligently following the guidance of public health experts to ensure the safety of our team members/your members.

Food Production has been identified by the U.S. Government as a critical infrastructure industry. We have a special responsibility to maintain normal work schedules to ensure the global food supply. We recognize that transparency with our union partners is critical in meeting these ends. Accordingly, below are measures we have put into place:

- International travel is not allowed.
- Domestic travel is prohibited unless approved in advance by a business unit president.
- Team members returning from personal international travel must undergo a 14-day quarantine and pass an occupational health department check-up prior to returning to work.
- In the event an employee is placed on travel-related quarantine, they will be immediately eligible to access short-term disability benefits.
  - Employees must follow the normal filing procedures.
- We have implemented measures to track all employees who are placed on quarantine.
- We have implemented enhanced sanitation procedures throughout our facilities.
- Non-JBS international visitors are prohibited from entering company locations.
- We are preparing grief and isolation counseling for employees who may need it.
- In many locations we have implemented a take home lunch program where employees can purchase sack lunches to bring home to their dependents who are not receiving school lunch either for free or a nominal \$1.00 fee as determined by the location.



- In some locations we have implemented programs where employees have access to Company products at cost.
- Our virtual doctor service, Live Health Online, is available to all team members completely free of charge.
- Employees who may be or are ill with a fever or respiratory infection are to stay home until they are symptom free for at least 24 hours, without the use of medication.
- Employees who test positive for COVID-19 or have other illnesses that prevent them from working will be subject to the STD plan.
- In the near future, we will begin implementing temperature scanning protocols at our facility.

In addition to the above, we are waiving the traditional wait time required prior to receiving pay under the current short term disability program. This includes employees who become ill or are under a Company mandated quarantine. Further, we are granting short term disability benefits to employees after thirty days versus the traditional one year waiting period.

In an effort to help our team members who are at a higher risk, we are allowing employees age 70 or older, employees who are pregnant, and employees who currently being treated for cancer, to go on a voluntary leave of absence and receive Short Term Disability benefits during that period.

To ensure our team members are able to travel to and from work uninhibited, we have provided each employee with a letter that they can utilize if questioned. This letter will help explain the nature of their work, the industry, and the reality of the critical nature of continuing to provide food for the nation.

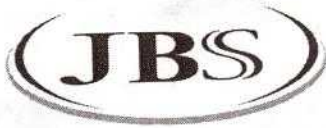
Finally, included with this letter, you will find a flyer that has been posted in our Beef, Pork, and Retail Ready facilities announcing an "Essential Team Member" bonus for our team members. This bonus is intended to show the Company's appreciation for our team members' hard work and dedication as we move forward supporting our communities and our nation.

This situation is continually changing and any or all of this may change due to this emergent situation. Baring all of that in mind, we plan to continue to communicate as our response to this global pandemic continues to develop. Together we will overcome these challenging times.

Best regards,

A handwritten signature in blue ink, appearing to read "Matthew J. Lovell".

Matthew J. Lovell, SHRM-SCP, SPHR  
Head of Labor Relations, Health and Safety  
JBS USA  
720-937-4338



MAKING YOUR WORLD STRONGER

**Employee Travel Related to Critical Infrastructure**

1. Presidential Policy Directive 21 (PPD-21) designates the food and agriculture sector as a critical infrastructure sector whose assets, systems, and networks are considered so vital that their incapacitation or destruction would have debilitating effect on security, national economic security, national public health, or safety.
2. The President's Coronavirus Guidance published on March 16, 2020 instructs employees of Critical Infrastructure Industries, such as the food and agriculture sector, to maintain normal work patterns during the global coronavirus outbreak.
3. The Cybersecurity and Infrastructure Agency (CISA) published guidance on March 19, 2020 identifying food and agriculture employees as critical infrastructure workers essential to the continued viability of this sector who should maintain normal work patterns pursuant to the President's Coronavirus Guidance.
4. This document certifies that the individual bearing this document is an employee of, and traveling to or from work in, a food or agriculture facility that has been designated as critical infrastructure, the continued operation of which is vital for security, national economic security, national public health, and safety.
5. Accordingly, it is appropriate in light of the President's Coronavirus Guidance to all this critical infrastructure sector employee to proceed in the federal interests of protecting the nation's food supply chain, notwithstanding local restrictions such as curfews, shelter-in-place orders, and other similar restrictions on travel.

The bearer of this document is an employee of JBS or its subsidiaries who is currently performing services that are essential to the health, safety, and security of the nation, and is therefore exempt from any local, state, or federal restrictions on travel or work outside the home imposed in connection with pandemic control measures. Accordingly, as a matter of federal law, you may not prevent, delay, or otherwise interfere with the performance of this individual's duties for JBS or its subsidiaries.

If you have questions regarding this person's exemption, please contact Dylan Moore in the JBS Legal Department at 970-506-7613.

Sincerely,

/s/ Andre Nogueira, Chief Executive Officer