



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.

