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**Seaboard Triumph Foods
Micronesian Press Statement
Oct. 2, 2019**

Seaboard Triumph Foods (STF) is proactively working with its Micronesian staff, the Sioux City Human Rights Commission, and the local United Food & Commercial Workers (UFCW) Union to address allegations of mistreatment and labor violations.

When STF's leadership team became aware of these allegations, they immediately started an investigation.

The welfare of all employees at STF is extremely important to us, and we are dedicated to providing a safe and welcoming work environment for each of them. Along with our staff, we are also fully committed to complying with all labor laws and regulations, and we pledge our commitment to maintain these values.

We can already say many of the allegations being presented are untrue.

Specifically, STF recruits only employees who voluntarily want to travel to the United States to work with us, and all STF production workers including the Micronesians have the same employment rights with regards to absences and are free to exercise the attendance rights in accordance with the applicable policies.

After they arrive in Iowa, the Micronesian employees are assigned a temporary Tax Identification Number (TIN) until they receive their permanent social security card from the Social Security Administration which can take up to 90 days. The temporary TIN ensures their ability to be paid under IRS regulations in the interim. In addition, STF does not have any employees' passports in its possession.

We have also reviewed the employment paperwork of the Micronesian employees under this program with the Union to ensure that what was offered by STF is currently reflected in their job assignment, compensation package and that they have access to copies of their employment paperwork.

Lastly, STF's policy is to provide a work environment free of harassment. To that end, harassment in the STF workplace is absolutely prohibited, and we will take all steps necessary to prevent and eliminate harassment. All complaints will be investigated promptly and, if the investigation confirms conduct contrary to this policy has occurred, Seaboard Triumph Foods will take immediate, appropriate, corrective action.

We will continue to investigate and respond until we've demonstrated to the Micronesian Embassy how our Sioux City plant is compliant with all labor laws and regulations and fully addresses their formal inquiry.

Recently, STF began working with a recruitment firm in the Federated States of Micronesia to recruit and hire employees from Micronesia to work at STF's Sioux City plant. STF's goal has been to help these employees successfully transition into the Sioux City community and to become an integrated part of the production team at our new pork processing facility.

The program specific to the employees hired from Micronesia includes the following elements to help them successfully integrate into the community:

- Housing, meals, and transportation offered immediately upon arrival to the United States.
- STF assistance in identifying transitional and long-term housing options.
- \$100 gift card issued immediately upon arrival to use for incidentals.
- Starting wages at \$15.95, consistent with our labor relations agreement.
- Benefits including health, vision, and dental insurance, vacation and floating holidays, and 401k after 90 days of employment.

Please be assured that we are fully committed to ensuring we provide a positive, constructive and compliant work program at STF.

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