



June 29, 2020

Office of Senator Elizabeth Warren
United States Senate
Washington, DC 20510

Office of Senator Cory A. Booker
United States Senate
Washington, DC 20510

Dear Senator Warren and Senator Booker,

I am writing in response to your letter dated June 22, 2020 addressed to David MacLennan, Chief Executive Officer of Cargill, and other CEOs across the protein industry. We appreciate this opportunity to outline the actions we've taken during the COVID-19 crisis to protect our employees and to deliver safe and affordable food to tables across the nation. Our food system is resilient. As we navigate the heartbreaking impacts of this pandemic, we welcome a dialogue about our shared commitment to worker safety and ensuring a reliable supply of staple foods for U.S. consumers during this challenging time.

Maintaining a safe workplace has long been a core value of our company. Cargill recognizes that the well-being of our plant employees is integral to our business and to the continuity of the food supply chain throughout the country. We have reaffirmed our commitment to these principles in response to COVID-19, and we are proud that key partners among the organized labor and regulatory communities have recognized our efforts as being best in class. As Anthony Marc Perrone, President of the United Food and Commercial Workers International Union (UFCW), aptly observed in recent Congressional testimony, "food workers deserve not only our gratitude, but adequate protection and provision for their health, safety, and financial security." We are gratified that, in surveying the challenges experienced by workers in the grocery, health care, and meat processing sectors during this pandemic, Mr. Perrone assessed: "Some responsible employers like Cargill... have done what is right."¹

Cargill has worked hard to maintain safe and consistent operations throughout the COVID-19 crisis. At the same time, we have not hesitated to temporarily idle or reduce capacity at processing plants when we determined it necessary to do so. Cargill has operated in a manner that meets or exceeds the federal government's health and safety standards as outlined in the guidance jointly issued by the Centers for Disease Control and Prevention (CDC) and the Department of Labor's (DOL) Occupational Health and Safety Administration (OSHA) regarding worker health and safety in meat and poultry processing facilities (the "CDC/OSHA Guidance"). Informed by this guidance, informational exchanges with regulatory partners, and Cargill's internal policies and procedures, we implemented enhanced health and

¹ Written Testimony of Anthony Marc Perrone, United Food and Commercial Workers International Union, before the U.S. House of Representatives Committee on Oversight and Reform, June 10, 2020 ("No Worker Left Behind: Legislation Honoring Essential Workers").

safety protocols and adjusted the operations of plants to prevent COVID-19 outbreaks, while maintaining a steady overall level of operations across our systems.

Here are just some of the measures we have undertaken to keep our employees safe and our facilities in operation:

- Implemented daily screening questions posed prior to personnel entering the plant, including questions on any illness-related symptoms, questions on recent travel out of the state, and any close contact with someone who has COVID-19.
- Initiated temperature screening in addition to the screening questions each day.
- Prohibited all unnecessary visitors to the facility.
- Increased sanitation throughout the day in all common areas and office spaces, as well as additional sanitation each night in these areas.
- Installed protective barriers on the production floor between employees.
- Provided full face shields for personnel performing any job where the installation of a protective barrier is not feasible due to the movements inherent in the performance of the job.
- Providing standard-issue face masks and making their use mandatory.
- Provided buses that have been retrofitted with protective barriers between the seats to alleviate the need for carpooling from multiple areas.
- Added additional barriers in the bathrooms and reassigned lockers to allow for necessary spacing.
- Conducted an extensive COVID-19 sanitation process, including additional cleaning in the parts of our facility that have been closed.
- Continued to focus on education and awareness of social distancing inside and outside of work. This includes encouraging employees not to share food during meals.

Cargill has also instituted a temporary wage increase, an additional 80 hours of paid sick leave, and a purpose pay program to recognize the contributions of our employees during this challenging time. Employees who must be absent from work for any reasons that are consistent with the company's health and safety protocols are still eligible for this bonus upon their cleared return.

We have also been pleased to host tours of our facilities and briefings on Cargill's efforts for visiting representatives of CDC, OSHA, the Department of Homeland Security and the National Institute for Occupational Safety and Health, as well as state and local health departments and other officials. The feedback from these visits has been overwhelmingly supportive of our approach, and has helped confirm that Cargill beef and poultry facilities are operating in line with the CDC/OSHA Guidance.

Turning to the additional concerns expressed in your letter, we wish to clarify several points regarding the business lines and export markets in which Cargill is, and is not, involved.

First, we respectfully note that Cargill sold its pork primary processing business in 2015, and does not operate a chicken business in the United States. Cargill's only primary protein facilities in the U.S. process beef and turkey. In this context, we trust that the portions of your letter regarding pork and chicken processing were addressed to others in the industry.

Second, during the referenced time period (March 1 – May 31, 2020), the volumes of our total beef exports and total turkey exports were down in comparison to the same period in 2019, and this decrease has continued through the first three weeks of June. Additionally, Cargill's boxed beef exports to Hong Kong are down more than 1/3rd during this period, and we have not exported any beef or turkey from the U.S. to China in 2020. Adhering to the health and safety procedures described above, Cargill

has maintained its ability to fulfill U.S. customers' orders and continues to provide a steady supply of protein for the U.S. market.

Finally, there has been no increase in livestock brought in from outside of the United States. All of our turkeys and fed cattle are sourced from U.S. growers, producers and feedlots.

Cargill appreciates the opportunity to share this information on the actions we are taking to keep employees safe, facilities in operation, and American consumers well supplied with food. We take each of these responsibilities seriously, and hope that this information is helpful to you. We share your goal of putting people first and nourishing the world in a safe, responsible and sustainable way.

Sincerely,

A handwritten signature in black ink, appearing to read "Jon Nash", with a long horizontal flourish extending to the right.

Jon Nash
President, Cargill Protein Group, North America