

EMPLOYEE Q&A

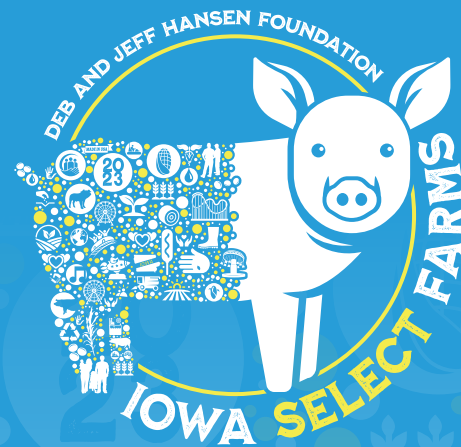
Iowa Select Farms treats full-time and part-time employees and their families to a day at the Iowa State Fair as a way to say thank you for all their hard work and effort. This is a living example of the People Care pillar of the Select Care program—creating opportunities for employees and their families to enjoy a unique experience while taking a break from the daily workload.

Here's how it works—Iowa Select Farms identifies the two Friday's of the Iowa State Fair and invites families to enjoy a full day at the fair. Production leaders work with their teams to schedule the days off while maintaining proper pig care and biosecurity compliance at all times.

Why the Iowa State Fair? Because we're proud of Iowa, and proud to have one of the best—if not the best—fair in the U.S. right in our backyard. The state fair celebrates agriculture and livestock and embraces a multitude of delicious food items on a stick, including the most popular—Pork-Chop-On-A-Stick. Top it off with rides, attractions, games, shows and concerts, the Iowa State Fair is something you don't want to miss.

How do I sign-up to go?

Sign Up will be completed using this link: <https://www.iowaselect.com/people-care/iowa-state-fair-sign-up/> If you are having trouble signing up, please contact **Eleanor Korum**, ekorum@iowaselect.com. Iowa Select Farms only covers day passes and dinner tickets for employees and their immediate family members or one guest if you are single. If you have more children than spaces allotted on the registration form, simply type those in the box at the bottom of the form.



IOWA STATE FAIR

FAMILY DAYS

AUGUST 11 & 18

IOWASELECT.COM

The IowaState Fair family days experience for employees and their families includes:

- ADMISSION PASSES FOR ALL FAMILY MEMBERS
- T-SHIRTS FOR ALL FAMILY MEMBERS
- FOOD PACK COUPONS FOR DINNERS AT THE IOWA PORK TENT, WATERMELON, PORK CHOPS-ON-A-STICK AND MUCH MORE!
- ICE CREAM SOCIAL FOR ALL FAMILY MEMBERS AND GUESTS (EVERYONE IS WELCOME!)
- \$50 CASH PER EMPLOYEE (YOU MUST BE WEARING YOUR 2023 IOWA STATE FAIR T-SHIRT)

Who is eligible to attend?

All active, part-time and active, full-time employees who register by the deadline of July 21, 2023 are eligible and welcome to attend. Employees that are out of work on medical leave (workers compensation, STD, LTD, FMLA) are not eligible to attend. These employees will be eligible for future events when they return to an active working status.



IMPORTANT DETAILS AROUND ELIGIBILITY

- All **active, full-time employees** employed by July 21, 2023 are eligible for the free Iowa State Fair Days. Active, full-time employees will receive a paid day off to attend the event and all families members (or one guest, if single) will receive the T-shirt and goodie packet with Iowa Pork Tent dinner vouchers, Pork Chop on a Stick vouchers and more! In addition, if all family members are wearing their Iowa Select Farms T-shirts the employee will receive \$50 in cash to spend at the fair.
- All **active part-time employees** are eligible for the free Iowa State Fair Days. Part-time employees will not receive a paid day off to attend the event, however they are welcome to participate and bring their family, or one guest if single. Part-time employees will also receive the T-shirt and goodie packet with Iowa Pork Tent dinner vouchers, Pork Chop on a Stick vouchers and more! In addition, if all family members are wearing their Iowa Select Farms t-shirts he or she will receive \$50 in cash to spend at the fair.

If one of my kids or my spouse does not want to come along, can I bring someone else in their place? What about friends?

Yes, you can bring as many people as you would like, however Iowa Select Farms only offers the free admission passes and food tickets for you and your immediate family, or if you are single—one guest. Additional admission tickets for grandchildren, cousins, neighbors, friends or grown children over the age of 18 can be purchased at a discounted rate of \$11 in advance. For children ages 6-11 advance tickets are \$7. Children 5 and under are free. Payment for additional admission tickets must be received by July 21, 2023. Please mail or deliver payment and a copy of your registration to Jaime Keninger at the Iowa Falls office. Additional Iowa Pork Tent tickets can be purchased on-site at the Iowa Pork Tent.

How do I receive my admission tickets and T-shirts to wear?

If you've submitted your form by July 21, 2023, then your Iowa State Fair passes and T-shirts will be delivered to your farm or work site by your supervisor. The rest of the goodies, such as Iowa Pork Tent tickets and cash will be ready for you at our "check in" location on the Iowa State Fairgrounds—at the Iowa Pork Tent from 10:00 a.m. to 12:00 p.m. on the Friday you are attending.

What should I wear to the fair?

Your Iowa Select Farms T-shirt of course—we all wear our shirt with pride to "put a face" on pork production for our fellow Iowans. Now is the time to bring on the fanny packs, sunscreen, sunglasses, shorts and sneakers. Remember, it's Iowa—it's been known to rain and be chilly in the mornings and evenings. Please watch the weather and plan accordingly.



How do I "check in" at the Iowa State Fair—what do I need?

Your official Iowa State Fair registration packet will be waiting for you at the Iowa Select Farms registration table from 10:00 a.m. to 12:00 p.m. The table is located at the Iowa Pork Tent. Look for familiar faces when you get there to show you where to go. Members of the Human Resources team will be available to hand you your packet and answer any questions you may have.

YOUR PACKET WILL INCLUDE THE FOLLOWING:

***Iowa Pork Tent dinner tickets
Pork Chop-On-A-Stick tickets
Ice Cream Social invite
\$50 cash per employee***

AUGUST 11 & 18

What happens if I register for the Iowa State Fair but I am unable to attend?

If you are unable to attend you must inform Iowa Select Farms that you are either working or you are taking a personal day.

IMPORTANT NOTE: If you have registered and have received your tickets and you are unable to attend, we need your tickets returned. Please mail or route back to Jaime Keninger at the Iowa Falls office.

What happens if I am not there by Noon?

We have registration open for two hours to accommodate a wide range of travel schedules. Please make every attempt to be there before Noon to ensure you **1)** are accounted for and receive the day off **2)** retrieve your free offerings from Iowa Select Farms and **3)** arrive in time to enjoy the Ice Cream Social.

What happens if I miss the check-in time?

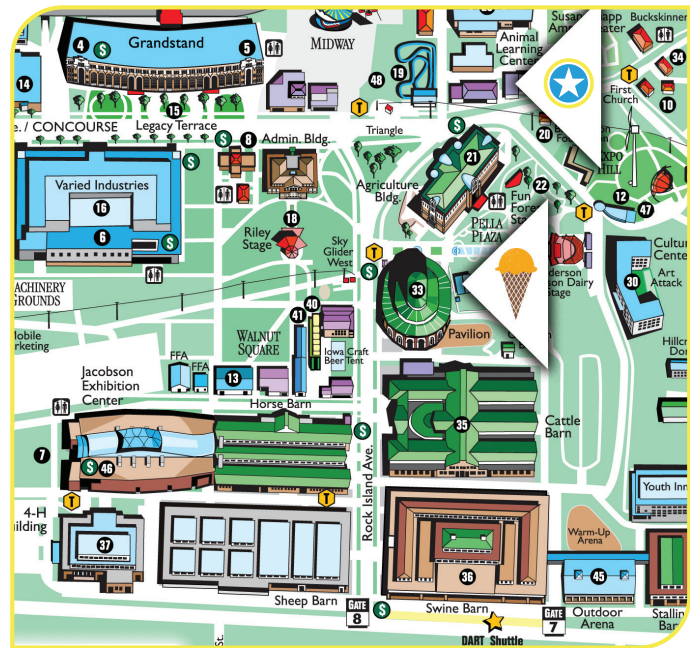
Please make every effort to arrive before 12:00 p.m. If something comes up, please call **Jaime Keninger at 641-373-1026.**


If I don't want to go to the Iowa State Fair, do I still get the day off?


No. Employees who do not wish to go are expected to complete a normal work day at their job site. **Why?** We sponsor this employee outing for you and your family/guest as a benefit of employment at Iowa Select Farms. The reason we do this is not only as a way to say thank you, but it also allows for social interaction with co-workers and employees from other departments and farms. Our employment package offers seven paid holidays and at least 18 days of paid personal time—the Iowa State Fair and Adventureland Days are optional additional benefits!

Where is the Ice Cream Social?

The Ice Cream Social was started in 2012 as a way to offer a venue to enjoy some delicious Bauder Ice Cream (the fresh peach and strawberry is amazing), rest your weary feet and—last but not least—get to know your fellow Iowa Select Farms employees and contractors. In fact, an all-employee survey conducted in early 2013 confirmed the need to offer more ways for employees to meet each other and visit outside of work, so why not stop in for some ice cream and see who you might get to know a little better! We'll have fun activities for the kiddos and adults alike.



 Check in at the Iowa Pork Tent

 Ice Cream Social

IowaStateFair

NOTHING
COMPARES

IOWA
SELECT
FARMS
IOWA STATE FAIR 2023

