

# People.

As a fourth-generation family business, Herbruck's has a long-standing history demonstrating our commitment to our employees and the community. Family comes first in all aspects of our business, and our employees and communities are a part of our extended family. From dedicating resources to ensure our employees are healthy to providing for the needs of the communities we call home, serving people is a key pillar to our success.



# Serving our employees

## *Health and well-being*

At Herbruck's, we're committed to supporting our team members and their families. Our benefits package is one of the most comprehensive in the industry with premium-free health care and matching Health Savings Account contributions.

To provide employees and their dependents with free, convenient access to a wide range of preventive health care services close to where they live and work, we opened the Herbruck's Employee Wellness Clinic in 2019. Clinic services include physicals, lab work, vaccinations, flu shots and chronic disease management for conditions such as diabetes, high blood pressure, high cholesterol and asthma. There is no cost for employees and their dependents who are on Herbruck's health plans who use the Clinic and employees can receive services via drop-in or by appointment. Herbruck's also offers annual on-site flu vaccinations and prescription safety eyewear.

An employee's well-being doesn't end when they leave our facilities. Herbruck's strives to help our employees achieve a good work/home life balance, by offering flexibility in scheduling and paid time off to support employee's personal activities.

## *Safety*

With nearly 1,000 employees across nine locations in three states, Herbruck's ensures employees are engaged and safe by continually improving our occupational health and safety management and performance. We provide Day One orientations to help new employees get off to a good start and facilitate monthly safety trainings that expand on the Day One experience. We also discuss safety performance and identify opportunities for improvement during monthly company-wide and site-specific safety meetings.

Comprehensive job safety analyses define what safe work looks like by informing our employees about hazards they may encounter during their work and how to avoid them. Herbruck's compliance team visits each location annually for safety inspections and follows up on the findings by assisting managers with corrective actions that ensure employees recognize safety is a top priority. In addition, Herbruck's has 20 Occupational Safety and Health Administration (OSHA) 30-hour certified employees who act as resident safety champions at our various locations.



## Employee development and advancement

Herbruck's offers employees many opportunities for learning, development and advancement – from entry-level roles and internships for animal science majors to professional-level positions in business, marketing, finance and other sectors. Paths for advancement in the production and processing locations are clearly defined in our job descriptions and we have clear processes for internal postings and transfers. To ensure there is talent depth within the organization, we have implemented an annual evaluation and assessment process. In addition, professional development projects and programs are identified and individualized for employees.



## Appreciation

Engaged employees mean content birds. We demonstrate our gratitude and appreciation to Herbruck's employees in a variety of ways by:

- *Providing an Employee Assistance Program and a robust state-supported success coach program, which focuses on breaking down barriers that impact the employee's ability to be successful at work such as legal, financial, housing, transportation or childcare issues/concerns.*
- *Providing meals, gift cards, anniversary gifts and local recognition.*
- *Offering incentives for work performance.*
- *Tuition reimbursement.*

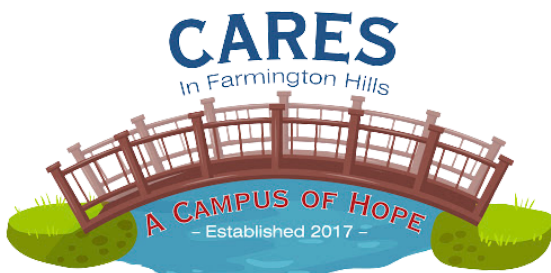
# Serving our community

With a culture of humble generosity, Herbruck's encourages team members to be active in the community by volunteering with local organizations and nonprofits.

We're proud to serve communities in Michigan, Indiana and Pennsylvania. Our employees and leadership are involved in a variety of efforts, including:

- *Identifying sources for job placement and learning opportunities.*
- *Educating K-12 students on agricultural careers by working closely with area schools and agricultural agencies such as 4-H and FFA.*
- *Working with refugee and ethnic centers and churches in the west and central Michigan areas.*
- *Identifying opportunities to work with incarcerated Michiganders.*

As a company, we're focused on being a good neighbor. We donate more than 1 million eggs annually to our neighboring communities and provide nutritional education and opportunities for the community and support local organizations including food banks, schools and community support groups.



Ronald McDonald House Charities®