



Investor Relations | Smithfield Foods USA, Global Food Company

A Message from Ken Sullivan: Supporting Our Veterans

Dear Smithfield Family,

Smithfield has a long history of supporting military families through volunteerism, food and charitable donations and partnerships. I am proud of the ways our employees have celebrated the military community throughout the years, including our partnership with Operation Homefront through our Eckrich brand, where we have donated more than \$2.5 million in the last five years. Through this partnership, Smithfield also has provided military families with free groceries, unique NASCAR experiences, backyard make-overs, and cars. These are just some of the ways we have supported and celebrated our military.

Today, I'm pleased to announce OPERATION 4000!, a Smithfield Foods initiative to employ 4,000 military veterans – or 10% of our domestic workforce – by the end of 2020. OPERATION 4000! takes our commitment to our military to an entirely new level by focusing talent acquisition efforts on skilled candidates with prior military service, in addition to working to better retain and engage existing veteran employees. Each division of Smithfield will receive hiring goals to support this initiative and to ensure our goals become a reality. Your participation is essential as we work to recruit, employ and retain candidates with prior military service.

To ensure the transition from military service to a civilian workplace is as seamless as possible, we will develop a Veterans Employee Resource Group, Smithfield Salutes to ensure that all veteran employees and those employees who want to support veterans have the tools available to help them be successful in their Smithfield careers. Similar to Women's Connect and Smithfield Next, Smithfield Salutes will support, develop, and empower employees.

Hiring veterans is not only the right thing to do, after all they have faithfully served all of us, it is good for our company. Veterans embody one of our core principles – Responsibility. *OPERATION 4000!* will help us achieve our core mission, to produce “Good food. Responsibly.®”

So, thank you in advance for your support of *OPERATION 4000!*

Kenneth M. Sullivan, President and CEO

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