



Tyson Project in Leavenworth County, Kansas Frequently Asked Questions

1. Why were people involved in this project operating under a non-disclosure agreement?

Non-disclosure agreements are standard operating business practices. As a publicly-traded company, we also use non-disclosure agreements to help prevent potential market rumors and maintain the integrity of non-public information until we are in a position to convey full and accurate information to our shareholders and the investing public.

2. What is Tyson Foods doing to mitigate potential odor problems?

Our plants and feed mills are governed by the requirements of the Clean Air Act. We will work hard to meet environmental regulatory requirements including any regulations related to odor. Independent poultry farmers and state regulators have authority over the specific locations for poultry houses but Tyson will not contract with any farmer whose houses do not meet our minimum guidelines for the siting of poultry houses. Those guidelines include required set back distances from residences, schools and churches. Tyson will also provide farmers with information on recommended Best Management Practices designed to mitigate any potential odor issues.

3. Will you have to hire people from outside the area to staff the plant once it's running?

Our research says there are plenty of residents within a 30-minute drive of the location who would like to take advantage of our high wages and benefits to keep this location fully staffed. A survey initiated by Leavenworth County Development Corporation supplied the following labor statistics: There is an available workforce of 1.2 million people within a 30-40 minute drive. Additionally, there about 37,000 people looking for jobs in the \$10 to \$15 per hour range within a 30 minute drive. We would hope to hire from as many local communities as possible, and we anticipate some Team Members will also commute.

4. How will this impact schools in our area?

We expect that many of the jobs created will be filled by people in the Tonganoxie area and by people living in the surrounding communities. According to our research, there are about 37,000 people looking for jobs in the \$10 to \$15 per hour range within a 30 minute drive. We anticipate that many of our Team Members will commute.

(Tyson Foods' hourly wages will range from \$13 to \$15 per hour with some skilled labor jobs paying more than \$20 per hour.)

5. How will this impact our roads?

We have already begun work with the Kansas Department of Transportation (KDOT). Infrastructure improvements will be primarily funded through KDOT.

6. How will this impact housing in Tonganoxie?

The City of Tonganoxie has said it's already been working to attract and develop both high-quality single family housing and market-rate multi-family housing in the area. Our anticipation is, given market research, we will have Team Members commute from a variety of communities.

7. We heard that there was a plant vacated in Topeka?

We're not aware of any vacated plants in Topeka. Additionally, Leavenworth County was selected because of labor statistics and our market research, the area's proximity to readily available grain and the area's reputation for strong work ethic and great people.

8. Contracting with family farmers

Tyson Foods contracts with about 4,000 independent farmers located across the US to raise chickens for us. The company supplies the birds, feed and technical advice, while the farmer provides the raising, housing and utilities. It's a business relationship that has worked well. The average contract farmer has been raising chickens for Tyson Foods for 15 years. Some have been raising birds for us for three generations.

9. How many farmers will you need to grow chickens for this operation?

It depends on several factors that we're still evaluating, so we don't have a specific number. Farmers who are interested can contact us through the [GrowWithTyson website](#).

10. How will construction and operations affect the environment?

Environmental stewardship is a core value of Tyson Foods' business philosophy and commitment to sustainability. We believe protecting the environment and conserving natural resources is essential for maintaining clean air, water and land in our world. We strive to operate our business in an environmentally sustainable manner by recognizing our environmental footprint and minimizing it where possible. We are committed to compliance with environmental laws and set high standards for managing identified environmental risks.

11. Did you get incentives from the state to locate the operations here?

We had discussions with the Kansas Department of Commerce and hope to benefit from the programs available in Kansas. We plan to apply for benefits under the Job Creation Fund, Promoting Employment Across Kansas (PEAK), High Performance Incentive Program (HPIP). We have also been in discussions with Leavenworth County for a partial property tax abatement.

12. How much will workers be paid?

Hourly wages will range from \$13 to \$15 per hour with some skilled labor jobs paying more than \$20 per hour. There will also be a significant number of high paying management jobs. Tyson Foods offers competitive pay, benefits, 401(k) and opportunity for advancement.

13. You said this will be an antibiotic-free plant, why is that?

Consumers are interested in products made from chickens that have been raised without the use of antibiotics. We responded to that consumer interest by converting nearly all of the broiler chickens we raise in all our US complexes to NAE birds. We're now the largest producer

of no antibiotics ever chicken in the world. We're committed to animal welfare, so if a flock becomes ill, we'll treat them under the care of a veterinarian.

14. What are you using instead of antibiotics?

We've made progress through the use of antibiotic alternatives, such as essential oils and botanicals like oregano, thyme, yucca and peppers. We also use probiotics – like the good bacteria found in yogurt – as another antibiotic alternative.

15. What does Tyson do to ensure the well-being of the animals they handle?

As a company, one of our Core Values is to serve as stewards of the animals that we depend on to operate. For us, proper animal handling is an important moral and ethical obligation. In 2000, Tyson Foods became one of the first companies in the meat industry to create an Office of Animal Well-Being, which is primarily focused on the proper treatment of live animals at our processing plants. In 2012, this effort was expanded with the development and introduction of the Tyson FarmCheck™ program, which involves animal well-being audits of the farms that supply the company. It also includes an Animal Well-Being Advisory Panel, Farm Animal Well-Being Research Program, and an internal management team led by the Vice President of Sustainable Food Strategy.

16. Where else in Kansas does Tyson operate?

Tyson currently has six facilities in Kansas: one beef processing plant, one further-processed beef plant, three prepared foods facilities, and a distribution center. We have jobs located in Lyon, Finney, Reno, and Johnson counties. We employ around 5,770 team members in Kansas, and purchase cattle and hogs from 333 Kansas suppliers. Currently we have a statewide economic impact of around \$2.46 billion. That number is calculated using wages, property and sales and use taxes, utilities, cattle and hog supplier pay, grain purchases, diesel, charitable and food donations, and college scholarships.

17. What economic impact will Tyson have in our community?

Accounting only for wages, grower pay, corn and soybean meal purchases, and utilities, we estimate the plant will have approximately \$150.2 million annual impact in the area.

18. What other benefits will Tyson bring to the community?

Tyson works to be a good neighbor in each community where we operate. In our 2016 fiscal year, we donated more than 9,600 pounds of food to help curb food insecurity in Kansas. In addition, we made more than \$100,000 in charitable contributions and more than \$150,000 in college scholarships to our team members and their family members.



Tyson Foods, Inc.
Kansas State Profile



Kansas Complexes

Emporia	Further-processed beef
Finney County	Beef processing
Hutchinson	Prepared foods
Kansas City	Prepared Foods
Olathe	Distribution Center
South Hutchinson	Prepared Foods

Jobs located in Lyon, Finney, Reno and Johnson counties

Statewide

Team Members	5,767
Cattle Suppliers	322
Hog Suppliers	11

Economic Footprint

Wages	\$ 210.6 million
Property / S&U Tax	\$ 5.15 million
Utilities*	\$ 31.1 million
Cattle Supplier Pay	\$ 2.1 billion
Hog Supplier Pay	\$ 1.37 million
Grain Purchases^	\$ 115 million
Diesel#	\$ 500,000
Charitable Contributions	\$ 100,000
Food Donations	9,600 lbs
College Scholarships	\$ 150,000

Statewide Impact \$ 2.46 billion

*Gas, water & electric. ^May not include all delivered grain. #Transport level.