**TriOak Employee FAQ**

1. **Who will I report to?** Continue to report to your immediate supervisor as normal. As the two businesses become one there will undoubtedly be some gradual structural changes. As the changes are made, those individuals and team members will be communicated with.
2. **Will I have to relocate?** Nobody is being asked to relocate.
3. **Will my job responsibilities change?** Initially most people will not see any change in their responsibilities.
4. **Will our culture change?** Culture is extremely important within the JBS organization. They are committed to helping and educating all employees about JBS: who they are, how they work, and what they expect from their team members.
5. **Will our work processes change?** The core of your work responsibilities will not change. However, over time software programs, approval processes, etc. are likely to evolve.
6. **Why weren’t we told about the deal before now?** TriOak prides itself on transparency with all stakeholders. In a transaction of this magnitude, and due to many regulatory issues along with several confidentiality agreements, it was not possible to inform people before now.
7. **Will any locations close?** At this time, it is not expected that any locations will close.
8. **Who do I need to notify?** It is not necessary for you to notify anyone at this time. If there becomes a need in the future, we will let you know.
9. **How should we answer the phone?** Make no changes in your daily routine such as answering the phone.
10. **How can I learn more about JBS?** More information will be provided in the coming weeks, but in the meantime, feel free to visit their website.
11. **When will we meet the staff?** JBS leadership will be in Oakville during the announcement period and the following weeks to introduce themselves to employees.
12. **What support will we receive from JBS?** One of the reasons TriOak chose JBS was because of the commitment that JBS gave to understanding the value of the people. You should expect full support from JBS going forward.
13. **How does the way they do business differ from the way we do business?** Both companies are in the live pork production business, therefore sharing common core goals. The exact processes to achieve those goals can differ. It is too early to tell exactly which ones and to what extent that they will vary.
14. **What are the new owner’s goals, values, expectations?** Culture is very important to JBS, and they feel it has been integral to their success.
15. **Will we have career opportunities at other locations now?** Yes, one of the reasons TriOak chose JBS was because of the potential opportunities that exist within a company with the depth and breadth of JBS.

**Customer Questions** - Not many customers outside of JBS but there are a few: cull sow and hog buyers, semen customers, a few on the grain side.

1. **How will this change in ownership impact me?** Customer relationships are just as important to JBS as they were to TriOak. We are confident that JBS will communicate any changes with you. If you have any specific questions or concerns, work with your current contact to get them answered.
2. **What do I stand to gain from the deal? What are the benefits to me?** JBS is a growing and successful multinational company that provides a variety of business opportunities.
3. **Will policies change?** Policies will follow the standard protocol for conducting business with JBS.
4. **Will there be any staffing changes that might affect me**? We do not have any specific changes to announce at this time.
5. **Who do I call if I have a problem or concern?** Start with your normal contact and let them answer or obtain an answer to your problem or concern.
6. **Will contracts be honored?** All contracts will be honored through the existing term.

**Vendor/Supplier Questions** - How will the changes in ownership affect my company?

1. **What is the legal name of the new organization?** TriOak Foods LLC.
2. **Where and to whom should invoices be sent now?** Initially no changeswith vendors after the transaction.
3. **Are the contracts/purchase orders we have in place still valid?**  Yes.
4. **Will policies regarding how you select vendors/suppliers change?** Not initially, over time this likely will evolve.
5. **Will we be required to ship materials to a different location?** No.
6. **Will we still be dealing with the same purchasing agent(s)?** Yes initially, long term this will certainly evolve.
7. **Do you expect the volume that you have been ordering to increase or decrease?** No, not in the short term.

**Community Questions**

1. **Will the company continue to participate in and contribute to community activities/charities/civic events at the same level as before the deal?** JBS prides itself on fostering a strong relationship where their stakeholders live and work.
2. **Will the new owner play an active role in community activities?** JBS values the relationship it has in all the communities where it operates and will strive to maintain and grow those relationships.
3. **Will the previous owner continue to be actively involved in the community?** The former owners of TriOak have resided in the community all their lives and plan to continue to be a value-added member.
4. **Will the deal create new jobs for our community? Will there be job losses?** This acquisition is not expected to create any additional jobs or cause any job loss.
5. **How will the community benefit from the deal?** JBS is a successful and growing company that provides opportunities for employees and businesses.

**Media Questions**

1. **What information can be shared about the deal publicly?** JBS bought TriOak Foods, Inc. The current ownership of TriOak will continue to own the Iowa farms assets along with a few other assets excluded from the transaction.
2. **What will become of the previous owners?** They plan to remain a viable part of the local community where they have lived their lives.
3. **Will there be any jobs lost as a result of the deal?** There is no loss of jobs with the transaction.
4. **Will there be any facilities closed as a result of the deal?** None are expected at this time.
5. **Where will the new company be headquartered?** TriOak will remain headquartered in Oakville, IA. JBS headquarters are in Greely, Colorado.