



FINAL

Activity Number: 1581776

Establishment/DBA Name: Smithfield Foods - Denison

RID: 0751910

**Establishment Information**

**Establishment Information**

Establishment Name: Smithfield Foods - Denison  
 Establishment DBA:   
 Ownership: Private Sector  
 Establishment ID: 1022759008  
 Type of Business: Corporation  
 Primary NAICS:

Injury Illness

**Business Address**

Street Address 1: 800 Industrial Drive  
 Street Address 2:   
 Country: UNITED STATES OF AMERICA  
 State: IOWA  
 City: DENISON  
 County: CRAWFORD  
 Zip Code: 51442  
 E-mail Address: wmischnick@smithfield.com  
 Phone Number: 8008311812  
 Fax: 7122637229

**Mailing Address**

Street Address 1: PO BOX 490  
 Street Address 2:   
 Country:   
 State:   
 City:   
 County:   
 Zip Code: 51442

**Site Address**

Street Address 1: 800 Industrial Drive  
 Street Address 2:   
 City: DENISON  
 State: IOWA  
 County: CRAWFORD  
 Zip Code: 51442  
 Phone Number: 800-831-1812  
 Phone Number Extn:   
 Fax: 712-263-7229  
 Number of Employees:

**Management/Business Type**

Management Official First Name:   
 Type of Business:   
 Official Phone:   
 Official Phone Extension:   
 Last Name:   
 Primary NAICS: 311611 - Animal (except Poultry) Slaughtering  
 Type of Site Activity: pork production

**Receipt Information**

**Receipt Information**

Received By : Q9744  
 Receipt Date : 05/01/2020  
 Receipt Type :   
 Receipt Time: 08:00 AM  
 Activity Complaint Type :   
 Formality: Nonformal

**Complaint / Referral - Subject / Severity**

Discrimination: No

<b>Safety</b>		
Imminent No Danger:	Serious: No	Other: No
<b>Health</b>		
Imminent No Danger:	Serious: Yes	Other: No
<p>Hazard Description And Location: Employee's complaint regards the administrative controls that the company is not following to mitigate further transmission of COVID-19 in the workplace. Employee stated that a co-worker that works inches away tested positive for COVID-19 and ended up getting sent out. Everyone else who was working inches away from this individual was sent home due to being in close proximity of this individual. A day later these individuals who were sent home due to close proximity were called back to work and were told if they do not return to work then they would be fired. These administrative controls to mitigate the risk of transmission can be found in the OSHA3990 COVID-19 Manual.</p>		
No. of Alleged Hazards: 1	No. of Employees Exposed 1 (Removed from Alleged Hazard):	

**Source Information**

**Source : 1**

Source Type: Employee Representative  
 Prefix:  
 First Name:  
 Last Name:  
 Suffix:  
 Job Title:  
 E-mail Address:  
 CSHO ID:  
 CSHO First Name:  
 CSHO Last Name:  
 CSHO Job Title:  
 Date Separated:  
 Relationship:  
 Other:

Phone Number:  
 Phone Number Extn:  
 Fax Number:  
 Reveal Source Name: No  
 Organization Name:  
 Organization Title:  
 Bought To Attention of: Employer  
 Name Of The Govt Agency:  
 Street Address 1:  
 Street Address 2:  
 City:  
 State:  
 Country: UNITED STATES OF AMERICA  
 Zip Code:

CONFIDENTIAL

**Source : 2**

Source Type: Employee Representative  
 Prefix:  
 First Name: Darrin  
 Last Name: Walker  
 Suffix:  
 Job Title: General Manager  
 E-mail Address:  
 CSHO ID:  
 CSHO First Name:  
 CSHO Last Name:  
 CSHO Job Title:  
 Date Separated:

Phone Number:  
 Phone Number Extn:  
 Fax Number:  
 Reveal Source Name: No  
 Organization Name:  
 Organization Title:  
 Bought To Attention of:  
 Name Of The Govt Agency:  
 Street Address 1: 800 Industrial Dr  
 Street Address 2:  
 City: DENISON  
 State: IOWA

Relationship:	Country: UNITED STATES OF AMERICA
Other:	Zip Code: 51442

**Assign/Transfer Information**

**Assignment**

<b>Assigned CSHO's Login Name</b> Q9744	<b>Assigned Supervisor's Login Name</b> Q9744
--	--

**Additional Fat Cat Information**

**Classification**

Classification:	Employer Report Date:
No. Hospitalized:	Employer Report Time:
No. Unaccounted For:	Event Date:
No. Fatalities:	Event Time:
No. Non-Hospitalized:	Incident Type:

**Do Inspection**

Do Inspection?: No	Explanation:
Reason for No Inspection:	

**Complaint/ Referral Information**

Close Yes  
Complaint/Referral?:

**Complaint/Referral Action Source : 1**

Action Date: 05/01/2020  
Action Type: Valid = Y

**Complaint/Referral Action Source : 2**

Action Date: 05/01/2020  
Action Type: Contact with Source  
Type of Letter: Acknowledgement-Receipt of Complaint  
Communication Method: Email Letter  
Days to Respond: 5  
Date Response Due: 05/08/2020

**Complaint/Referral Action Source : 3**

Action Date: 05/01/2020  
Action Type: Do Inspection = N  
Reason for No Inspection: meat plant RRI/covid-19

**Complaint/Referral Action Source : 4**

Action Date: 05/01/2020  
Action Type: Contact with Employer  
Type of Letter: Initiate Inquiry by Phone/Email to be followed by Letter

Communication Email Letter  
Method:

Days to Respond: 5  
Date Response Due: 05/08/2020

**Complaint/Referral Action Source : 5**

Action Date: 05/07/2020  
Action Type: Contact with Source  
Type of Letter: Notification-Satisfactory Response to Inquiry  
Communication Email Letter  
Method:  
Days to Respond: 5  
Date Response Due: 05/14/2020

**Complaint/Referral Response Source : 1**

Date Response Received: 05/01/2020  
Type Response Recieved: Employer - Response with Corrective Action Described  
Evaluation: Satisfactory  
Evaluated By: sawvel.russell

**Program Information**

**National Emphasis Programs**

**Local Emphasis Programs**

**Federal Strategic Initiative :**

**State Strategic Initiative :**

Migrant Farm Worker No  
Camp:

Additional Codes:	Type	Id	Value	Description
	N	16	COVID-19	Response activities related to the COVID-19 Coronav...



Uehling, Kathleen &lt;kathleen.uehling@iwd.iowa.gov&gt;

**Re: Trade secret**

1 message

**Uehling, Kathleen** <kathleen.uehling@iwd.iowa.gov>  
To: "Mischnick, William H." <wmischnick@smithfield.com>

Wed, May 20, 2020 at 2:10 PM

Now we have received an open records request for the documents we discussed in our emails below. We will delay release of these documents until June 30 to allow you an opportunity to obtain an injunction. If we haven't heard from you by that date, we will release the stamped pages.

On Wed, May 6, 2020 at 4:19 PM Mischnick, William H. <wmischnick@smithfield.com> wrote:  
Kathleen,

The confidentiality statement only applies to pages that are stamped. Any photos showing our production areas are protected as confidential. The information alone is shareable.

Please let me know if there is anything else I can do.

Thank you

Bill Mischnick  
Plant Safety Manager  
Denison Iowa

**Smithfield***Good food. Responsibly.*

William H. Mischnick  
Plant Safety Manager  
p: (712) 263-5002  
e: wmischnick@smithfield.com  
800 Industrial Dr.  
Denison, IA 51442-2714  
smithfieldfoods.com

On May 6, 2020, at 2:19 PM, Uehling, Kathleen <kathleen.uehling@iwd.iowa.gov> wrote:

I am writing concerning the COVID survey response you sent to this office May 1. Some of the pages are stamped "Confidential business information." I am writing to get a clarification on the extent of your confidentiality claim. Do you only want to make the claim on the stamped pages? If it applies to pages that are not stamped, please clearly identify which pages are covered.

Kathleen Uehling  
Attorney for the Labor Commissioner  
150 Des Moines Street  
Des Moines, Iowa 50309  
515-725-5615

*Mission: We power Iowa's possibilities by connecting workers to opportunities and employers to workforce solutions.*

*NOTICE: This email may contain confidential information, or be otherwise exempt from disclosure under applicable law. If you are not the addressee or you have received this email in error, please advise me immediately by reply email, keep the contents confidential, and immediately delete the message and any attachments from your system. Views or opinions presented in this email are solely those of the author and do not necessarily represent those of Iowa Workforce Development. Iowa Workforce Development is committed to providing equal access to all services, programs and activities in accordance with the Americans with Disabilities Act. You or your representative may request accommodations via phone, email, in person, or another method. Requests must be received three business days prior to event dates.*

5/20/2020

State of Iowa Mail - Re: Trade secret

This communication (including any attachments) is confidential and is intended to be privileged pursuant to applicable law. If you are not the intended recipient, or the employee or agent responsible for delivering it to the intended recipient, then you are hereby notified that the dissemination, distribution or copying of this communication is prohibited. If you received this communication in error, please notify Smithfield Foods, Inc. immediately by telephone (+1 757-365-3000) and then delete this communication and destroy all copies thereof.

--

Kathleen Uehling  
Attorney for the Labor Commissioner  
150 Des Moines Street  
Des Moines, Iowa 50309  
515-725-5615

# Smithfield.

Good food. Responsibly.®

Smithfield Foods  
800 Industrial Dr  
Denison, Iowa 51442

4-29- 2020

Russel Perry  
Iowa OSHA Administrator  
Iowa Division of Labor Des Moines  
150 Des Moines  
Des Moines, Iowa, 50309

Re: 1577952

Dear Mr. Perry,

This letter is in response to the correspondence and 1577952 received from your office on April 24, 2020.

Our facility has had 12 employees who have confirmed to have COVID-19. We have conducted a risk assessment and have attached a copy. The risk assessment includes the control measures implemented as noted throughout this document. Consistent with our Hazard ID and Risk Assessment process, the Covid-19 HIRA has also been shared with our employees throughout the facility. The HIRA was posted and elements have been shared verbally as described below.

Smithfield Foods, is considered a critical infrastructure operating facility in the food and agriculture industry, as defined by the U.S. Department of Homeland Security. As such, our workers are needed to maintain the continuity of our processing functions. We have instituted policies and protocols that strictly follow guidance from the Centers for Disease Control and Prevention (CDC) and OSHA. Among other things, we have taken the following steps:

- Educated employees about COVID-19 including symptoms and how to prevent spread of the virus;
- Instructed employees to stay home if sick, if they have exposure to someone diagnosed with COVID-19, or have traveled internationally;
- Encouraged good hygiene, including frequent and thorough hand washing and use of alcohol based hand sanitizer, and covering coughs and sneezes.

- Personnel self-identified with potential elevated risk are allowed to work from home or stay home.

We have communicated these protective measures verbally in meetings and in individual communications. Employees receive additional reminders as they enter pre-screening each day. In addition to verbal communications, we have signage and postings up throughout the facility. We also had a video message from our CEO, Ken Sullivan that played on our televisions in the break rooms. Additional communications are sent out via our Bee Keeper App which we've encouraged for all employees to download and subscribe to on their smartphones. In addition to the steps noted above, we have prohibited all non-essential visitors to our facility.

Our facility has implemented health screenings for all personnel prior to entering the facility to include temperature scans. This takes place on all shifts. We have also set up an area for secondary screening for anyone identified with an elevated temperature at initial screening. Employees who present with fevers during the secondary screening, or have any other COVID-19 symptoms, are sent home with instructions to quarantine for 14 days. We have designated a trained individual for each shift as the primary contact for employees with questions, symptoms or other concerns with regards to COVID-19. Employees who become sick while at work are sent home.

Due to the nature of our business, employees in production areas are issued nitrile gloves to prevent the spread of germs as part of their required attire. This PPE was in place prior to COVID-19. Washing and sanitizing hands multiple times daily also is part of our pre-existing normal required work practices, but we have reiterated and emphasized the importance of these steps in our communications during this pandemic. We have also added additional sanitizer stations throughout the facility. Upon entry to the facility, personnel (including non-production employees) have been issued facemasks and face shields. These infection management steps are monitored by management and quality assurance personnel while non-management employees are encouraged to monitor themselves and others.

Our production facility undergoes regular cleaning and sanitation by a third-party service contractor. Soon after news of COVID-19 broke, we began additional cleaning and disinfecting of frequently touched surfaces in welfare and common areas of our facility including restrooms and locker rooms with cleaning solutions approved by the EPA for this purpose. This additional cleaning and disinfecting is completed multiple times throughout each day. Areas cleaned and disinfected outside the production areas include:

- Countertops,
- copy machine control panel,
- tables, sink, faucets,
- all door panels and handles
- handrails on all stairwells
- time clock control panels
- light switch covers



In our breakrooms, we have disconnected vending machines and microwaves to assist in preventing the spread of Covid-19. In addition to routine cleaning and disinfecting the common areas during the work week, we initiated fogging in the welfare areas of the facility twice each week. Prior to this process, meetings were conducted to provide information regarding the process and chemical utilized in the process. We have also added safety signage/postings for the process.

Where possible, we have implemented social distancing and are continuously evaluating additional social distancing measures we could take consistent with maintaining food production as an essential business. These efforts include staggering breaks to assist in keeping with social distancing in the breakroom and locker room. We have also installed partitions on break room tables and added additional seating in hallways and throughout welfare areas. To assist with social distancing we erected a large tent and picnic tables with dividers for additional break and lunch space and opened conference rooms for additional seating at break times. In As noted with production areas, personnel are also scheduled to monitor social distancing of breakrooms and welfare areas.

While our plant is operating, we have reduced line speed and are working half day on cut & kill and have also staggered the work schedule to assist with social distancing. Employees self-identifying as high risk are allowed to quarantine at home and others with jobs that allow them to do so are working from home.

Attached are photos with examples of some of the measures described in this document. At Smithfield Foods, we are committed to the health and wellbeing of our employees. We are confident that the measures we've taken are protecting our employees; as we have not had any diagnosed case among our workers at this location. If you have further questions, or I can be of further assistance, please contact me.

Respectfully,



Darrin Walker  
General Manager



Bill Mischnick  
Plant Safety Manager

Location		Denison					
Area		General Hazards					
Date last reviewed		4/29/2020					
Lead Assessor		William Mischnick					
HAZARD Consider all tasks, activities, situations, conditions	HAZARD CATEGORY Routine, non-routine, or emergency	CONTRIBUTION FACTORS, PROCESSES, TASKS. (Why does the hazard exist?)	CONTROLS What is done to prevent exposure to this hazard?	7 SEVERITY	8 EXPOSURE	9 LIKELIHOOD	MONITORING OF CONTROL Monitoring for effectiveness
Large-scale outbreaks of infectious disease that can greatly increase morbidity and mortality of employees	Non-Routine	Increased global travel and integration, urbanization, working / socializing in close quarters, fellow employees continuing to work while ill	<p>Engineering: Work Space Partitions, Cafeteria Table Separation, Common Area Partitions; Administrative: Temp Screen Plant Entry, Touch Point Cleaning, Workstation Sanitizers, Social Distancing Rules, HandWash Rules; PPE: Face Masks, Face Shields</p> <p>determined per CDC guidance Restrict plant entry to one. Allow essential visitors only. Screen all visitors' travel history and health. Conduct health screening of all personnel prior to entering the facility including body temperature scans; turn away those with fever and/or symptoms. Training to all employees on infectious disease, good health and hygiene practices; stay at home if symptoms arise, cover coughs, frequent hand washing / sanitizing and social distancing, face mask use. Communicate CDC posters in various languages in the facility and play training of disease on TVs using video loops in the break room and main hallway. Install additional sanitizing stations at entrances and shared areas. Perform additional surface sanitizing of general welfare areas and offices. Limit gatherings to less than ten. Stagger breaks and start times to limit ee contact. Separate break room seating and add partitions to allow for 6' distance between ees. Conduct meetings via electronic media. Install physical barriers between work stations / welfare areas. Wear PPE -- disposable face mask and face shields; nitrile gloves, full face hairnet. Demarking on the flooring in designated areas and rearrange conference room to provide social distancing.</p>	10	13	4	Security Dept. / Safety Dept. monitors screening of essential visitors. Safety Dept. monitors / reports body temperature screening results, HR Dept. monitors and tracks potential exposures and directs employee quarantines. HR Dept. & Mgmt. monitors postings and video loops. Mgmt. monitors all employees for PPE usage and good hygiene practices.

# Initial and Secondary Screening



Initial temperature screenings



Infrared Scanner used for temp screenings



Small cabin used for Secondary health screenings

# Signs, Postings & Communications

**Smithfield**  
Goat (el) (Español)

**Take Steps to Protect Others from COVID-19 (Coronavirus)**

- Stay Home if you're Sick
- Cover Coughs and Sneezes
- Throw Used Tissues in the Trash
- Wash Hands made by You, Not Us!
- Clean and Disinfect frequently touched Surfaces often

**Smithfield**  
Goat (el) (Español)

**How Smithfield is Protecting You from COVID-19 (Coronavirus)**

Adopting a strict, no-sneezing policy

Regularly cleaning and sanitizing all common areas

Eliminating shared items and surfaces in common areas

Ensuring all employees are following proper hand hygiene practices

Implementing temperature checks for all employees

Prohibiting employees from sneezing or coughing into their hands

Ensuring all employees are wearing face masks

Isolating all employees who are sick

**Smithfield**  
Goat (el) (Español)

**Cómo Smithfield lo protege del COVID-19 (Coronavirus)**

Adoptando una política estricta de no estornudar

Limpiando y desinfectando regularmente todas las superficies que se tocan con frecuencia

Eliminando artículos y superficies compartidos en áreas comunes

Garantizando que todos los empleados estén siguiendo las prácticas correctas de higiene de las manos

Prohibiendo a los empleados que estornuden o tosen en sus manos

Implementando chequeos de temperatura para todos los empleados

Prohibiendo a los empleados que estornuden o tosen en sus manos

Garantizando que todos los empleados estén usando mascarillas

**Smithfield**  
Goat (el) (Español)

**Siga estos pasos para proteger a los demás del COVID-19 (Coronavirus)**

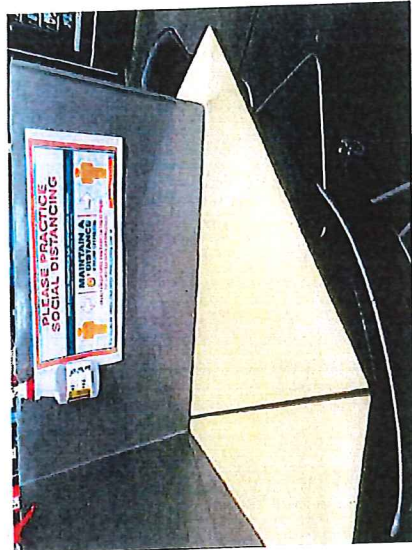
Quédese en casa si está enfermo

Cubra su nariz y estornuda

Deséchelo en un bote o bolsa de basura

Use mascarilla si está enfermo

Toda la data, limpié y desinféctelo con frecuencia las superficies que se tocan



Thank you for fighting COVID-19 by ensuring our food supply during these unprecedented times.

#ThankAFoodWorker initiative, your lunch is on us today!

You are responsible for keeping food on America's shelves. #ThankAFoodWorker

Smithfield

Gracias por luchar contra la COVID-19 asegurando nuestro suministro de alimentos. Como parte de nuestra iniciativa #ThankAFoodWorker, su almuerzo es por nuestra cuenta hoy!

Usted es responsable de mantener los alimentos en las estanterías de los Estados Unidos. #ThankAFoodWorker

Smithfield

**Smithfield** Goat (el) (Español)

**Bee in the know on Company Updates with BEEKEEPER!**

**To Use BEEKEEPER:**

1. Go to the App Store or Google Play
2. Search for BEEKEEPER-Digital Workplace
3. Install and Open the App

Now you'll get the messages for your sign-up (login instructions)

Now, there's no need to print, with the app, you can get the updates on your smartphone.

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**Smithfield** Goat (el) (Español)

**BEEKEEPER**

**Bee informado de las actualizaciones de la empresa con BEEKEEPER!**

**Para utilizar BEEKEEPER:**

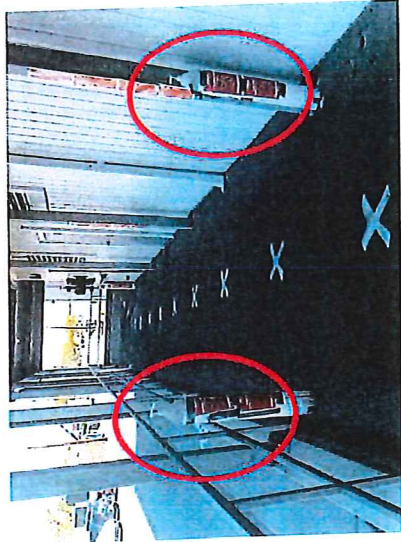
1. Vaya a la App Store o Google Play
2. Busque BEEKEEPER-Digital Workplace
3. Instálelo y abra la aplicación

Ahora obtendrá los mensajes de suscripción (instrucciones de inicio de sesión)

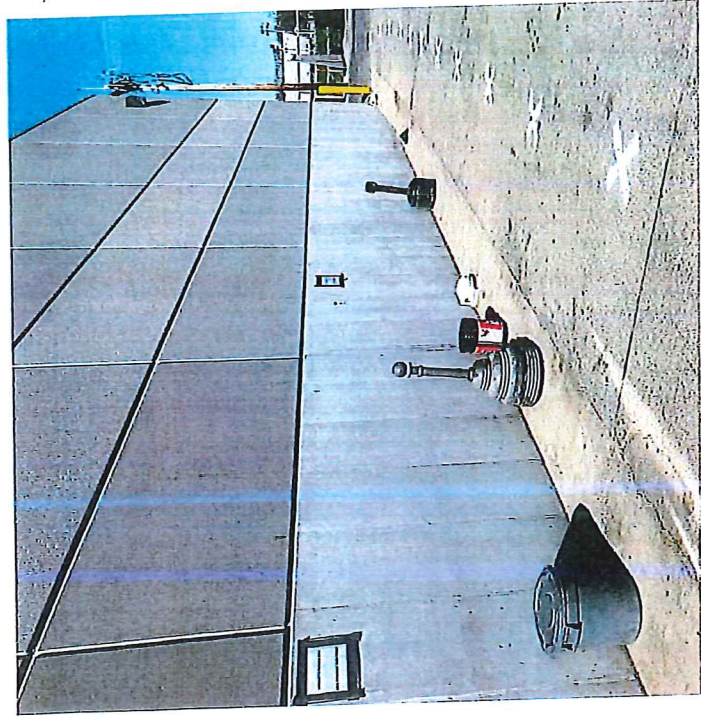
Ahora, no es necesario imprimir, con la aplicación, puede obtener las actualizaciones en su teléfono inteligente.

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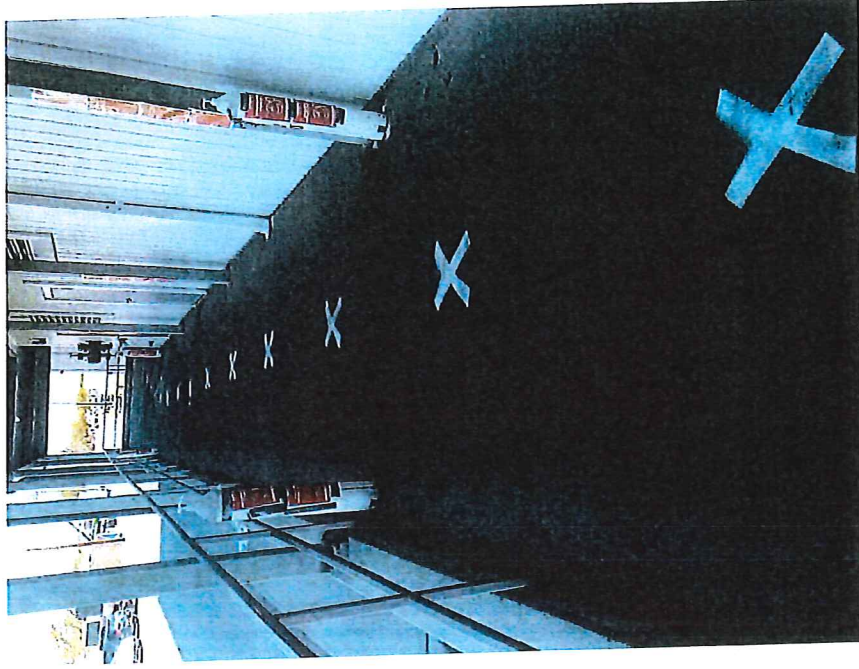
# Hand Sanitizing



# Social Distancing



Signs and floor markings to assist with keeping 6 ft distance between people



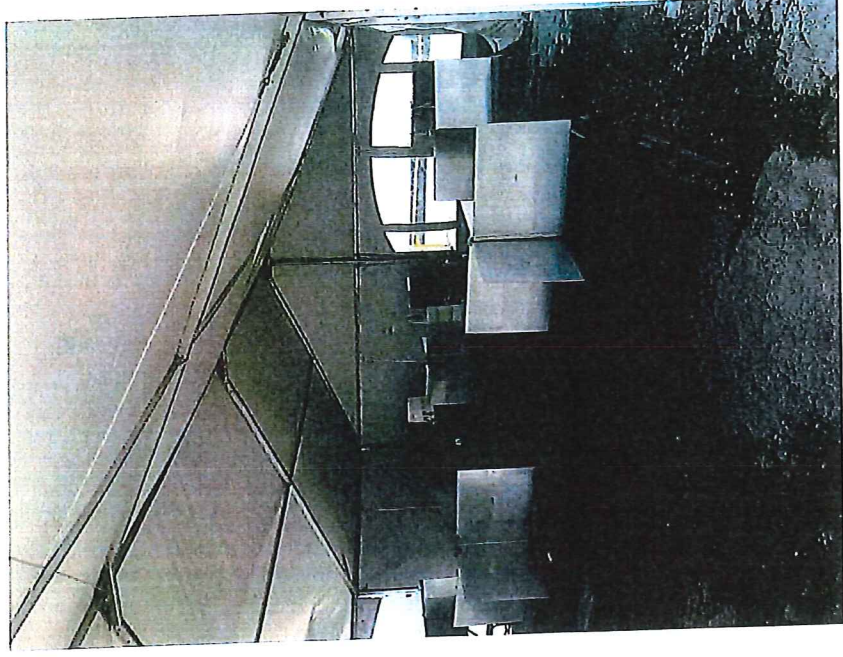
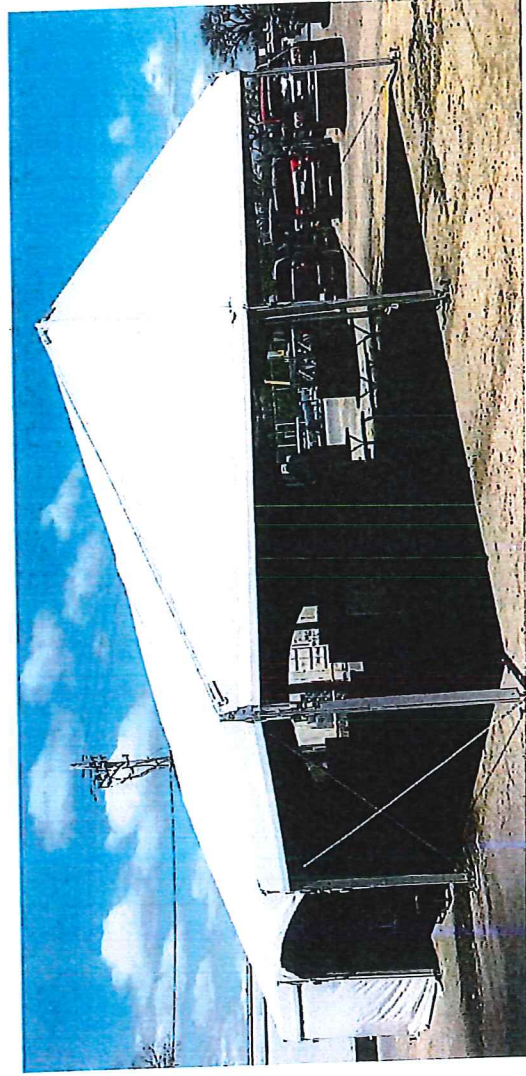
# Social Distancing



Tables separated and partitions to separate employees at breaks

# Social Distancing

Tents and tables installed to provide additional room for distancing during breaks





# Social Distancing



**Alcohol Antiseptic 80% Topical Solution**

**SECTION 1. PRODUCT AND COMPANY IDENTIFICATION**

Product name : Alcohol Antiseptic 80% Topical Solution  
Other means of identification : not applicable  
Recommended use : Hand Sanitizer  
Restrictions on use : Reserved for industrial and professional use.  
Product dilution information : Product is sold ready to use.  
Company : Cedar Ridge Distillery  
1441 Marak Rd.  
Swisher, Iowa 52338  
1-319-857-4300  
Emergency telephone : 1-800-328-0026 (US/Canada), 1-651-222-5352 (outside US)  
Issuing date : 03/22/2020

**SECTION 2. HAZARDS IDENTIFICATION**

**GHS Classification**

Flammable liquids : Category 3  
Eye Irritation : Category 2A

**GHS Label element**

Hazard pictograms :



Signal Word :

Warning

Hazard Statements :

Flammable liquid and vapor.  
Causes serious eye irritation.

Precautionary Statements :

**Prevention:**  
Keep away from heat/sparks/open flames/hot surfaces. - No smoking.  
Keep container tightly closed.  
**Response:**  
IF IN EYES: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing. If eye irritation persists: Get medical advice/ attention. In case of fire: Use dry sand, dry chemical or alcohol-resistant foam for extinction.  
**Storage:**  
Store in a well-ventilated place. Keep cool.  
**Disposal:**  
Dispose of contents/ container to an approved waste disposal plant.

Other hazards :

None known.

**SECTION 3. COMPOSITION/INFORMATION ON INGREDIENTS**

Pure substance/mixture : Mixture

## SAFETY DATA SHEET

### Alcohol Antiseptic 80% Topical Solution

Chemical Name	CAS-No.	Concentration (%)
ethanol	64-17-5	80

#### SECTION 4. FIRST AID MEASURES

In case of eye contact : Rinse with water.

In case of skin contact : Rinse with water.

If swallowed : Rinse mouth. Get medical attention if symptoms occur.

If inhaled : Get medical attention if symptoms occur.

Protection of first-aiders : No special precautions are necessary for first aid responders.

Notes to physician : Treat symptomatically.

See toxicological information (Section 11)

#### SECTION 5. FIRE-FIGHTING MEASURES

Suitable extinguishing media : Use extinguishing measures that are appropriate to local circumstances and the surrounding environment.

Unsuitable extinguishing media : High volume water jet

Specific hazards during fire fighting : Fire Hazard  
Keep away from heat and sources of ignition.  
Flash back possible over considerable distance.  
Beware of vapors accumulating to form explosive concentrations.  
Vapors can accumulate in low areas.

Hazardous combustion products : Carbon oxides

Special protective equipment for fire-fighters : Use personal protective equipment.

Specific extinguishing methods : Use water spray to cool unopened containers. Fire residues and contaminated fire extinguishing water must be disposed of in accordance with local regulations. In the event of fire and/or explosion do not breathe fumes.

#### SECTION 6. ACCIDENTAL RELEASE MEASURES

Personal precautions, protective equipment and emergency procedures : Remove all sources of ignition. Ensure clean-up is conducted by trained personnel only. Refer to protective measures listed in sections 7 and 8.

Environmental precautions : Do not allow contact with soil, surface or ground water.

Methods and materials for containment and cleaning up : Eliminate all ignition sources if safe to do so. Stop leak if safe to do so. Contain spillage, and then collect with non-combustible absorbent material, (e.g. sand, earth, diatomaceous earth, vermiculite) and place in container for disposal according to local / national regulations (see section 13). Flush away traces with water. For large spills, dike spilled material or otherwise contain material to ensure runoff does not reach a waterway.

# SAFETY DATA SHEET

## Alcohol Antiseptic 80% Topical Solution

### SECTION 7. HANDLING AND STORAGE

- Advice on safe handling : Take necessary action to avoid static electricity discharge (which might cause ignition of organic vapors). Keep away from fire, sparks and heated surfaces.
- Conditions for safe storage : Keep away from heat and sources of ignition. Keep in a cool, well-ventilated place. Keep away from oxidizing agents. Keep out of reach of children. Keep container tightly closed. Store in suitable labeled containers.
- Storage temperature : 0 °C to 35 °C

### SECTION 8. EXPOSURE CONTROLS/PERSONAL PROTECTION

#### Ingredients with workplace control parameters

Ingredients	CAS-No.	Form of exposure	Permissible concentration	Basis
ethanol	64-17-5	TWA	1,000 ppm	ACGIH
		TWA	1,000 ppm 1,900 mg/m <sup>3</sup>	NIOSH REL
		TWA	1,000 ppm 1,900 mg/m <sup>3</sup>	OSHA Z1

- Engineering measures : Good general ventilation should be sufficient to control worker exposure to airborne contaminants.

#### Personal protective equipment

- Eye protection : No special protective equipment required.
- Hand protection : No special protective equipment required.
- Skin protection : No special protective equipment required.
- Respiratory protection : No personal respiratory protective equipment normally required.
- Hygiene measures : No specific measures identified.

### SECTION 9. PHYSICAL AND CHEMICAL PROPERTIES

- Appearance : liquid
- Color : clear
- Odor : alcoholic
- pH : 6.3 - 8.5, 100 %
- Flash point : 23 °C closed cup
- Odor Threshold : no data available
- Melting point/freezing point : no data available
- Initial boiling point and boiling range : no data available

## SAFETY DATA SHEET

### Alcohol Antiseptic 80% Topical Solution

Evaporation rate	: no data available
Flammability (solid, gas)	: no data available
Upper explosion limit	: no data available
Lower explosion limit	: no data available
Vapor pressure	: no data available
Relative vapor density	: no data available
Relative density	: 0.869 - 0.873
Water solubility	: no data available
Solubility in other solvents	: no data available
Partition coefficient: n-octanol/water	: no data available
Autoignition temperature	: no data available
Thermal decomposition	: no data available
Viscosity, kinematic	: no data available
Explosive properties	: no data available
Oxidizing properties	: no data available
Molecular weight	: no data available
VOC	: no data available

### SECTION 10. STABILITY AND REACTIVITY

Chemical stability	: Stable under normal conditions.
Possibility of hazardous reactions	: No dangerous reaction known under conditions of normal use.
Conditions to avoid	: Heat, flames and sparks.
Incompatible materials	: None known.
Hazardous decomposition products	: Carbon oxides

### SECTION 11. TOXICOLOGICAL INFORMATION

Information on likely routes of exposure : Inhalation, Eye contact, Skin contact

#### Potential Health Effects

Eyes	: Causes serious eye irritation.
Skin	: Health injuries are not known or expected under normal use.
Ingestion	: Health injuries are not known or expected under normal use.
Inhalation	: Health injuries are not known or expected under normal use.
Chronic Exposure	: Health injuries are not known or expected under normal use.

Experience with human exposure

## SAFETY DATA SHEET

### Alcohol Antiseptic 80% Topical Solution

Eye contact : Redness, Pain, Irritation  
Skin contact : No symptoms known or expected.  
Ingestion : No symptoms known or expected.  
Inhalation : No symptoms known or expected.

#### Toxicity

Acute oral toxicity : Acute toxicity estimate > 5,000 mg/kg  
Acute inhalation toxicity : no data available  
Acute dermal toxicity : no data available  
Skin corrosion/irritation : no data available  
Serious eye damage/eye irritation : no data available  
Respiratory or skin sensitization : no data available

#### Carcinogenicity

##### IARC

No component of this product present at levels greater than or equal to 0.1% is identified as probable, possible or confirmed human carcinogen by IARC.

##### OSHA

No ingredient of this product present at levels greater than or equal to 0.1% is identified as a carcinogen or potential carcinogen by OSHA.

##### NTP

No ingredient of this product present at levels greater than or equal to 0.1% is identified as a known or anticipated carcinogen by NTP.

Reproductive effects : no data available  
Germ cell mutagenicity : no data available  
Teratogenicity : no data available  
STOT-single exposure : The substance or mixture is not classified as specific target organ toxicant, single exposure.  
STOT-repeated exposure : no data available  
Aspiration toxicity : no data available

#### Ingredients

Acute inhalation toxicity : ethanol  
4 h LC50 rat: 117 mg/l

#### Ingredients

Acute dermal toxicity : ethanol  
LD50 rabbit: 15,800 mg/kg

## SECTION 12. ECOLOGICAL INFORMATION

#### Ecotoxicity

Environmental Effects : Harmful to aquatic life.

## SAFETY DATA SHEET

### Alcohol Antiseptic 80% Topical Solution

#### Product

- Toxicity to fish : no data available  
Toxicity to daphnia and other aquatic invertebrates : no data available  
Toxicity to algae : no data available

#### Ingredients

- Toxicity to fish : ethanol  
96 h LC50 Fish: 11,000 mg/l

#### Persistence and degradability

no data available

#### Bioaccumulative potential

no data available

#### Mobility in soil

no data available

#### Other adverse effects

no data available

### SECTION 13. DISPOSAL CONSIDERATIONS

- Disposal methods : The product should not be allowed to enter drains, water courses or the soil. Where possible recycling is preferred to disposal or incineration. If recycling is not practicable, dispose of in compliance with local regulations. Dispose of wastes in an approved waste disposal facility.
- Disposal considerations : Dispose of as unused product. Empty containers should be taken to an approved waste handling site for recycling or disposal. Do not re-use empty containers.
- RCRA - Resource Conservation and Recovery Authorization Act Hazardous waste : D001 (Ignitable)

### SECTION 14. TRANSPORT INFORMATION

The shipper/consignor/sender is responsible to ensure that the packaging, labeling, and markings are in compliance with the selected mode of transport.

#### Land transport (DOT)

- UN number : 1987  
Description of the goods : Alcohol, n.o.s.  
Class : 3  
Packing group : II  
Environmentally hazardous : no

#### Sea transport (IMDG/IMO)

- UN number : 1987  
Description of the goods : Alcohol, n.o.s.

## SAFETY DATA SHEET

### Alcohol Antiseptic 80% Topical Solution

Class : 3  
Packing group : II  
Marine pollutant : no

### SECTION 15. REGULATORY INFORMATION

#### EPCRA - Emergency Planning and Community Right-to-Know

##### CERCLA Reportable Quantity

This material does not contain any components with a CERCLA RQ.

##### SARA 304 Extremely Hazardous Substances Reportable Quantity

This material does not contain any components with a section 304 EHS RQ.

SARA 311/312 Hazards : Fire Hazard  
Acute Health Hazard

SARA 302 : SARA 302: No chemicals in this material are subject to the reporting requirements of SARA Title III, Section 302.

SARA 313 : SARA 313: This material does not contain any chemical components with known CAS numbers that exceed the threshold (De Minimis) reporting levels established by SARA Title III, Section 313.

#### California Prop 65

This product does not contain any chemicals known to the State of California to cause cancer, birth, or any other reproductive defects.

The ingredients of this product are reported in the following inventories:

1907/2008 (EU) :  
not determined

Switzerland. New notified substances and declared preparations :  
not determined

United States TSCA Inventory :  
On TSCA Inventory

Canadian Domestic Substances List (DSL) :  
This product contains one or several components that are not on the Canadian DSL nor NDSL.

Australia Inventory of Chemical Substances (AICS) :  
not determined

New Zealand. Inventory of Chemical Substances :  
not determined

Japan. ENCS - Existing and New Chemical Substances Inventory :  
not determined

Japan. ISHL - Inventory of Chemical Substances (METI) :  
not determined

Korea. Korean Existing Chemicals Inventory (KECI) :  
not determined

Philippines Inventory of Chemicals and Chemical Substances (PICCS) :



**SAFETY DATA SHEET**

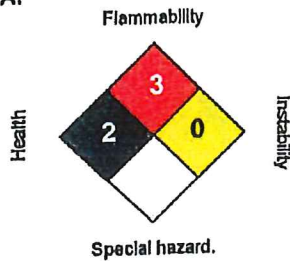
**Alcohol Antiseptic 80% Topical Solution**

not determined

China. Inventory of Existing Chemical Substances in China (IECSC) :  
not determined

**SECTION 16. OTHER INFORMATION**

**NFPA:**



**HMIS III:**

<b>HEALTH</b>	<b>2</b>
<b>FLAMMABILITY</b>	<b>3</b>
<b>PHYSICAL HAZARD</b>	<b>0</b>

0 = not significant, 1 = Slight,  
2 = Moderate, 3 = High  
4 = Extreme, \* = Chronic

Issuing date : 03/22/2020  
Version : 1.0  
Prepared by : Regulatory Affairs

**REVISED INFORMATION:** Significant changes to regulatory or health information for this revision is indicated by a bar in the left-hand margin of the SDS.

The information provided in this Material Safety Data Sheet is correct to the best of our knowledge, information and belief at the date of its publication. The information given is designed only as a guidance for safe handling, use, processing, storage, transportation, disposal and release and is not to be considered a warranty or quality specification. The information relates only to the specific material designated and may not be valid for such material used in combination with any other materials or in any process, unless specified in the text.



**Packers Chemical, Inc.**  
"The Company With Priorities"

Revision Date 21-Apr-2015

# SAFETY DATA SHEET

Version 1

## 1. IDENTIFICATION OF THE SUBSTANCE/PREPARATION AND OF THE COMPANY/UNDERTAKING

**Product identifier**

**Product Name** PURE Hard Surface

**Other means of Identification**

**Product Code** 30250

**Recommended use of the chemical and restrictions on use**

**Recommended Use** Ready To Use Hard Surface Disinfectant and Food Contact Surface Sanitizer

**Uses advised against** It is a violation of federal law to use this product in a manner inconsistent with its labeling

**Details of the supplier of the safety data sheet**

**Manufacturer Address**

Packers Chemical, Inc.  
3729 Peddle Hollow Road  
Kieler, WI 53812

**Emergency telephone number**

**Company Phone Number** 888-671-5366  
**Emergency Telephone** Chemtrec 1-800-424-9300

## 2. HAZARDS IDENTIFICATION

**Classification**

**OSHA Regulatory Status**

This chemical is not considered hazardous by the 2012 OSHA Hazard Communication Standard (29 CFR 1910.122)  
Not a dangerous substance or mixture according to the Globally Harmonized System (GHS)

**Label elements**

**Emergency Overview**

The product contains no substances which at their given concentration, are considered to be hazardous to health  
**Appearance** Aqueous solution      **Physical state** Liquid      **Odor** Odorless

**Hazards not otherwise classified (HNOC)**

Not Applicable

**Other Information**

**Unknown Acute Toxicity** 4.849% of the mixture consists of ingredient(s) of unknown toxicity.

## 3. COMPOSITION/INFORMATION ON INGREDIENTS

Chemical Name	CAS No.	weight-%
Water	7732-18-5	> 95
Citric acid	77-92-9	< 5.0
Silver ions		0.0030

\*The exact percentage (concentration) of composition has been withheld as a trade secret.

## 4. FIRST AID MEASURES

**First aid measures**

**Eye contact**

Hold eye(s) open and rinse slowly and gently with water for 15-20 minutes. Remove contact lenses, if present, after first 5 minutes, then continue rinsing eye(s). If eye irritation persists: Get medical advice/attention.

**Skin contact**

Rinse with water. Get medical attention if irritation develops and persists.

**Inhalation**

If breathing is affected, remove victim to fresh air and consult a physician.

**Ingestion**

Consult a physician if discomfort occurs. Do NOT induce vomiting.

**Most important symptoms and effects, both acute and delayed**

**Symptoms** See Section 11 for symptom information.

**Indication of any immediate medical attention and special treatment needed**

**Note to physicians** Treat symptomatically.

## 5. FIRE-FIGHTING MEASURES

**Suitable extinguishing media**

Use extinguishing agents appropriate for surrounding fire.

**Unsuitable extinguishing media** No information available.

**Specific hazards arising from the chemical**

No information available.

**Explosion data**

**Sensitivity to Mechanical Impact** None.  
**Sensitivity to Static Discharge** None.

**Protective equipment and precautions for firefighters**

As in any fire, wear self-contained breathing apparatus pressure-demand, MSHA/NIOSH (approved or equivalent) and full protective gear. Cool containers with flooding quantities of water until well after fire is out.

**6. ACCIDENTAL RELEASE MEASURES**

**Personal precautions, protective equipment and emergency procedures**

**Personal precautions** Use personal protection recommended in Section 8. Ensure adequate ventilation, especially in confined areas. Avoid contact with eyes.

**For emergency responders** Isolate area. Keep unnecessary personnel away.

**Environmental precautions** Prevent entry into waterways, sewers, basements or confined areas. See Section 12 for additional ecological information.

**Methods and material for containment and cleaning up**

**Methods for containment** Prevent further leakage or spillage if safe to do so.

**Methods for cleaning up** Collect spillage. Soak up with inert absorbent material. Sweep up and shovel into suitable containers for disposal. Following product recovery, flush area with water.

**7. HANDLING AND STORAGE**

**Precautions for safe handling**

**Advice on safe handling** Use personal protection recommended in Section 8. Avoid contact with eyes. Wash thoroughly after handling. Handle in accordance with good industrial hygiene and safety practice.

**Conditions for safe storage, including any incompatibilities**

**Storage Conditions** Keep tightly closed in a dry and cool place. Do not contaminate water, food or feed. Keep from freezing. Protect from direct sunlight.

**Incompatible materials** None known based on information supplied.

**8. EXPOSURE CONTROLS/PERSONAL PROTECTION**

**Control parameters**

**Exposure Guidelines** No special protection or precautions have been identified for using this product under directed consumer use conditions. The following recommendations are given for production facilities and for other conditions and situations where there is increased potential for accidental, large-scale or prolonged exposure.

**Appropriate engineering controls**

**Engineering Controls** Eyewash stations. Ventilation systems.

**Individual protection measures, such as personal protective equipment**

**Eyeface protection** Avoid contact with eyes. Safety glasses when the possibility of splashing exists.

**Skin and body protection** For prolonged and frequent use of this product rubber gloves are recommended.

**Respiratory protection** No protective equipment is needed under normal use conditions.

**General Hygiene Considerations** Wash face, hands and any exposed skin thoroughly after handling. Wash contaminated clothing and shoes before reuse. Do not eat, drink or smoke when using this product.

**9. PHYSICAL AND CHEMICAL PROPERTIES**

**Information on basic physical and chemical properties**

Property	Values	Odor	Odorless
Property	Values	Odor threshold	No information available
Property	Values	Remarks	Method
Physical state	Liquid		
Appearance	Aqueous solution		
Color	Colorless		
pH	2.1		
Melting point/freezing point	No information available		
Boiling point / boiling range	No information available		
Flash point	No information available		
Evaporation rate	No information available		
Flammability (solid, gas)	No information available		
Flammability Limit in Air			
Upper flammability limit:	No information available		
Lower flammability limit:	No information available		
Vapor pressure	No information available		
Vapor density	No information available		
Specific Gravity	1.0 g/cc		
Water solubility	Soluble in water		
Solubility in other solvents	No information available		
Partition coefficient	No information available		
Autoignition temperature	No information available		
Decomposition temperature	No information available		
Kinematic viscosity	No information available		
Dynamic viscosity	No information available		

**PURE Hard Surface**

<b>Explosive properties</b>	No information available
<b>Oxidizing properties</b>	No information available
<b>Other Information</b>	
<b>VOC Content (%)</b>	0.00%

**10. STABILITY AND REACTIVITY****Reactivity**

No data available

**Chemical stability**

Stable under recommended storage conditions.

**Possibility of Hazardous Reactions**

None under normal processing.

**Conditions to avoid**

None known.

**Incompatible materials**

None known based on information supplied.

**Hazardous Decomposition Products**

None known based on information supplied.

**11. TOXICOLOGICAL INFORMATION****Information on likely routes of exposure****Product Information****Inhalation**

None under normal use conditions.

**Eye contact**

May cause slight irritation.

**Skin Contact**

Prolonged contact may cause slight irritation.

**Ingestion**

Not an expected route of exposure.

Chemical Name	Oral LD50	Dermal LD50	Inhalation LC50
Water 7732-18-5	> 90 mL/kg (Rat)	-	-
Citric acid 77-92-9	= 3000 mg/kg (Rat)	-	-

**Information on toxicological effects****Symptoms**

No information available.

**Delayed and immediate effects as well as chronic effects from short and long-term exposure****Sensitization**

No information available.

**Germ cell mutagenicity**

No information available.

**Carcinogenicity**

This product does not contain any carcinogens or potential carcinogens as listed by OSHA, IARC or NTP.

**Reproductive toxicity**

No information available.

**STOT - single exposure**

No information available.

**STOT - repeated exposure**

No information available.

**Aspiration hazard**

No information available.

**Numerical measures of toxicity - Product Information**

**Unknown Acute Toxicity** 4.849% of the mixture consists of ingredient(s) of unknown toxicity  
 The following values are calculated based on chapter 3.1 of the GHS document . mg/kg mg/l

**12. ECOLOGICAL INFORMATION****Ecotoxicity**

0.003% of the mixture consists of components(s) of unknown hazards to the aquatic environment

Chemical Name	Algae/aquatic plants	Fish	Crustacea
Citric acid 77-92-9	-	1516: 96 h Lepomis macrochirus mg/L LC50 static	-

**Persistence and degradability**

Ionic silver is degraded into inert elemental silver or insoluble silver complexes in the environment.

**Bioaccumulation**

No information available.

Chemical Name	Partition coefficient
Citric acid 77-92-9	-1.72

**Mobility**

Soluble in water.

**Other adverse effects**

No information available

**13. DISPOSAL CONSIDERATIONS****Waste treatment methods**

Disposal of wastes

Disposal should be in accordance with applicable regional, national and local laws and regulations.

**PURE Hard Surface**

Revision Date 21-Apr-2015

Contaminated packaging Dispose of in accordance with federal, state and local regulations.

**14. TRANSPORT INFORMATION**

DOT Not regulated

**15. REGULATORY INFORMATION**

**International Inventories**

TSCA Does not comply  
DSL/NDSL Does not comply  
EINECS/ELINCS Does not comply

**Legend:**

TSCA - United States Toxic Substances Control Act Section 8(b) Inventory  
DSL/NDSL - Canadian Domestic Substances List/Non-Domestic Substances List  
EINECS/ELINCS - European Inventory of Existing Chemical Substances/European List of Notified Chemical Substances

**US Federal Regulations**

**SARA 313**

Section 313 of Title III of the Superfund Amendments and Reauthorization Act of 1986 (SARA). This product does not contain any chemicals which are subject to the reporting requirements of the Act and Title 40 of the Code of Federal Regulations, Part 372

**SARA 311/312 Hazard Categories**

Acute health hazard No  
Chronic Health Hazard No  
Fire hazard No  
Sudden release of pressure hazard No  
Reactive Hazard No

**CWA (Clean Water Act)**

This product does not contain any substances regulated as pollutants pursuant to the Clean Water Act (40 CFR 122.21 and 40 CFR 122.42)

**CERCLA**

This material, as supplied, does not contain any substances regulated as hazardous substances under the Comprehensive Environmental Response Compensation and Liability Act (CERCLA) (40 CFR 302) or the Superfund Amendments and Reauthorization Act (SARA) (40 CFR 355). There may be specific reporting requirements at the local, regional, or state level pertaining to releases of this material

**US State Regulations**

**California Proposition 65**

This product does not contain any Proposition 65 chemicals

**U.S. State Right-to-Know Regulations**

**U.S. EPA Label Information**

EPA Pesticide Registration Number 72977-5-63679

**16. OTHER INFORMATION**

<b>NFPA</b>	Health hazards 0	Flammability 0	Instability 0	Physical and Chemical Properties None
<b>HMIS</b>	Health hazards 0	Flammability 0	Physical hazards 0	Personal protection None

Prepared By Technical Department  
Issue Date 21-Apr-2015  
Revision Date 21-Apr-2015  
Version 1  
Revision Note

No information available

**Disclaimer**

The information provided in this Safety Data Sheet is correct to the best of our knowledge, information and belief at the date of its publication. The information given is designed only as a guidance for safe handling, use, processing, storage, transportation, disposal and release and is not to be considered a warranty or quality specification. The health hazards given on this SDS apply to this product in its concentrated form (as supplied) and may differ significantly at use dilution. The signs and symptoms of exposure apply only to negligence in handling or misuse of the concentrated product and not to the routine exposure of the diluted product under conditions of ordinary use.

End of Safety Data Sheet



**Fwd: Trade secret**

1 message

**Peddy, Luther** <luther.peddy@iwd.iowa.gov>  
To: Russell Sawvel <russell.sawvel@iwd.iowa.gov>

Thu, May 7, 2020 at 10:16 AM

----- Forwarded message -----

From: **Mischnick, William H.** <[wmischnick@smithfield.com](mailto:wmischnick@smithfield.com)>  
Date: Wed, May 6, 2020 at 4:19 PM  
Subject: Re: Trade secret  
To: Uehling, Kathleen <[kathleen.uehling@iwd.iowa.gov](mailto:kathleen.uehling@iwd.iowa.gov)>  
Cc: Peddy, Luther <[luther.peddy@iwd.iowa.gov](mailto:luther.peddy@iwd.iowa.gov)>, Walker, Darrin <[dwalker@smithfield.com](mailto:dwalker@smithfield.com)>, Lee, Chuck <[clee@smithfield.com](mailto:clee@smithfield.com)>

Kathleen,

The confidentiality statement only applies to pages that are stamped. Any photos showing our production areas are protected as confidential. The information alone is shareable.  
Please let me know if there is anything else I can do.  
Thank you

Bill Mischnick  
Plant Safety Manager  
Denison Iowa



**William H. Mischnick**  
Plant Safety Manager  
p: (712) 263-5002  
e: [wmischnick@smithfield.com](mailto:wmischnick@smithfield.com)  
**800 Industrial Dr.**  
Denison, IA 51442-2714  
[smithfieldfoods.com](http://smithfieldfoods.com)

On May 6, 2020, at 2:19 PM, Uehling, Kathleen <[kathleen.uehling@iwd.iowa.gov](mailto:kathleen.uehling@iwd.iowa.gov)> wrote:

I am writing concerning the COVID survey response you sent to this office May 1. Some of the pages are stamped "Confidential business information." I am writing to get a clarification on the extent of your confidentiality claim. Do you only want to make the claim on the stamped pages? If it applies to pages that are not stamped, please clearly identify which pages are covered.

Kathleen Uehling  
Attorney for the Labor Commissioner  
[150 Des Moines Street](http://150DesMoinesStreet.com)  
Des Moines, Iowa 50309  
515-725-5615



Castillo, Jacqueline <jacqueline.castillo@iwd.iowa.gov>

**Denison - Covid Inquiry Response.docx**

1 message

Mischnick, William H. <wmischnick@smithfield.com>

Fri, May 1, 2020 at 12:41 PM

To: "jacqueline.castillo@iwd.iowa.gov" <jacqueline.castillo@iwd.iowa.gov>

Cc: "Lee, Chuck" <cle@smithfield.com>, "Mischnick, William H." <wmischnick@smithfield.com>, "Walker, Darrin" <dwalker@smithfield.com>

Jacqueline,

Please see attached for Smithfield Denison, Iowa survey response.

Please let me know if you need anything else.

Thank you,






Bill



**William H. Mischnick**  
Plant Safety Manager  
p: (712) 263-5002  
e: [wmischnick@smithfield.com](mailto:wmischnick@smithfield.com)  
800 Industrial Dr.  
Denison, IA 51442-2714  
[smithfieldfoods.com](http://smithfieldfoods.com)

This communication (including any attachments) is confidential and is intended to be privileged pursuant to applicable law. If you are not the intended recipient, or the employee or agent responsible for delivering it to the intended recipient, then you are hereby notified that the dissemination, distribution or copying of this communication is prohibited. If you received this communication in error, please notify Smithfield Foods, Inc. immediately by telephone (+1 757-365-3000) and then delete this communication and destroy all copies thereof.

**5 attachments**

-  Denison COVID 19 Example Photos.pdf  
3349K
-  Denison - Covid HIRA.pdf  
102K
-  Cedar Ridge Sanitizer SDS.pdf  
2718K
-  PURE SDS.pdf  
321K
-  Signed Denison- Covid Inquiry Response.pdf  
157K

# Smithfield.

Good food. Responsibly.®

Smithfield Foods  
800 Industrial Dr  
Denison, Iowa 51442

4-29- 2020

Russel Perry  
Iowa OSHA Administrator  
Iowa Division of Labor Des Moines  
150 Des Moines  
Des Moines, Iowa, 50309

Re: 1577952

Dear Mr. Perry,

This letter is in response to the correspondence and 1577952 received from your office on April 24, 2020.

Our facility has had 12 employees who have confirmed to have COVID-19. We have conducted a risk assessment and have attached a copy. The risk assessment includes the control measures implemented as noted throughout this document. Consistent with our Hazard ID and Risk Assessment process, the Covid-19 HIRA has also been shared with our employees throughout the facility. The HIRA was posted and elements have been shared verbally as described below.

Smithfield Foods, is considered a critical infrastructure operating facility in the food and agriculture industry, as defined by the U.S. Department of Homeland Security. As such, our workers are needed to maintain the continuity of our processing functions. We have instituted policies and protocols that strictly follow guidance from the Centers for Disease Control and Prevention (CDC) and OSHA. Among other things, we have taken the following steps:

- Educated employees about COVID-19 including symptoms and how to prevent spread of the virus;
- Instructed employees to stay home if sick, if they have exposure to someone diagnosed with COVID-19, or have traveled internationally;
- Encouraged good hygiene, including frequent and thorough hand washing and use of alcohol based hand sanitizer, and covering coughs and sneezes.



- Personnel self-identified with potential elevated risk are allowed to work from home or stay home.

We have communicated these protective measures verbally in meetings and in individual communications. Employees receive additional reminders as they enter pre-screening each day. In addition to verbal communications, we have signage and postings up throughout the facility. We also had a video message from our CEO, Ken Sullivan that played on our televisions in the break rooms. Additional communications are sent out via our Bee Keeper App which we've encouraged for all employees to download and subscribe to on their smartphones. In addition to the steps noted above, we have prohibited all non-essential visitors to our facility.

Our facility has implemented health screenings for all personnel prior to entering the facility to include temperature scans. This takes place on all shifts. We have also set up an area for secondary screening for anyone identified with an elevated temperature at initial screening. Employees who present with fevers during the secondary screening, or have any other COVID-19 symptoms, are sent home with instructions to quarantine for 14 days. We have designated a trained individual for each shift as the primary contact for employees with questions, symptoms or other concerns with regards to COVID-19. Employees who become sick while at work are sent home.

Due to the nature of our business, employees in production areas are issued nitrile gloves to prevent the spread of germs as part of their required attire. This PPE was in place prior to COVID-19. Washing and sanitizing hands multiple times daily also is part of our pre-existing normal required work practices, but we have reiterated and emphasized the importance of these steps in our communications during this pandemic. We have also added additional sanitizer stations throughout the facility. Upon entry to the facility, personnel (including non-production employees) have been issued facemasks and face shields. These infection management steps are monitored by management and quality assurance personnel while non-management employees are encouraged to monitor themselves and others.

Our production facility undergoes regular cleaning and sanitation by a third-party service contractor. Soon after news of COVID-19 broke, we began additional cleaning and disinfecting of frequently touched surfaces in welfare and common areas of our facility including restrooms and locker rooms with cleaning solutions approved by the EPA for this purpose. This additional cleaning and disinfecting is completed multiple times throughout each day. Areas cleaned and disinfected outside the production areas include:

- Countertops,
- copy machine control panel,
- tables, sink, faucets,
- all door panels and handles
- handrails on all stairwells
- time clock control panels
- light switch covers

In our breakrooms, we have disconnected vending machines and microwaves to assist in preventing the spread of Covid-19. In addition to routine cleaning and disinfecting the common areas during the work week, we initiated fogging in the welfare areas of the facility twice each week. Prior to this process, meetings were conducted to provide information regarding the process and chemical utilized in the process. We have also added safety signage/postings for the process.

Where possible, we have implemented social distancing and are continuously evaluating additional social distancing measures we could take consistent with maintaining food production as an essential business. These efforts include staggering breaks to assist in keeping with social distancing in the breakroom and locker room. We have also installed partitions on break room tables and added additional seating in hallways and throughout welfare areas. To assist with social distancing we erected a large tent and picnic tables with dividers for additional break and lunch space and opened conference rooms for additional seating at break times. In As noted with production areas, personnel are also scheduled to monitor social distancing of breakrooms and welfare areas.

While our plant is operating, we have reduced line speed and are working half day on cut & kill and have also staggered the work schedule to assist with social distancing. Employees self-identifying as high risk are allowed to quarantine at home and others with jobs that allow them to do so are working from home.

Attached are photos with examples of some of the measures described in this document. At Smithfield Foods, we are committed to the health and wellbeing of our employees. We are confident that the measures we've taken are protecting our employees; as we have not had any diagnosed case among our workers at this location. If you have further questions, or I can be of further assistance, please contact me.

Respectfully,

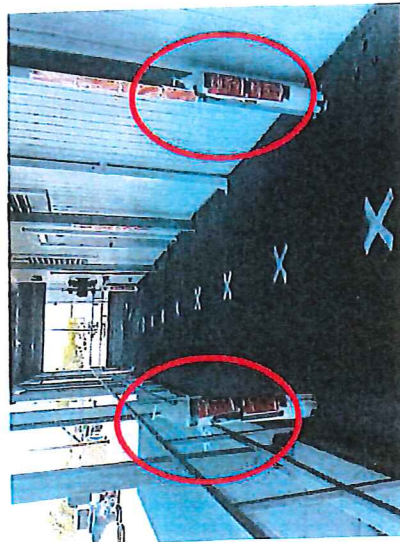


Darrin Walker  
General Manager

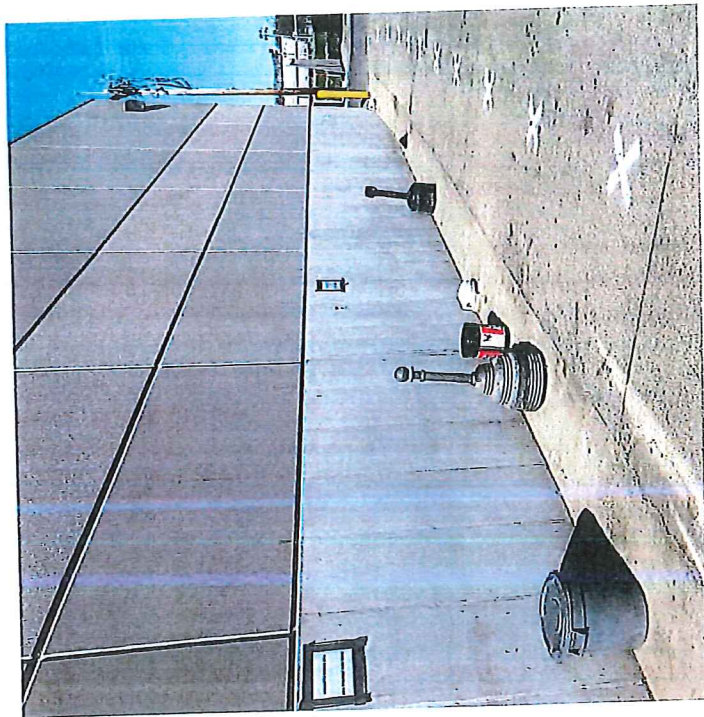


Bill Mischnick  
Plant Safety Manager

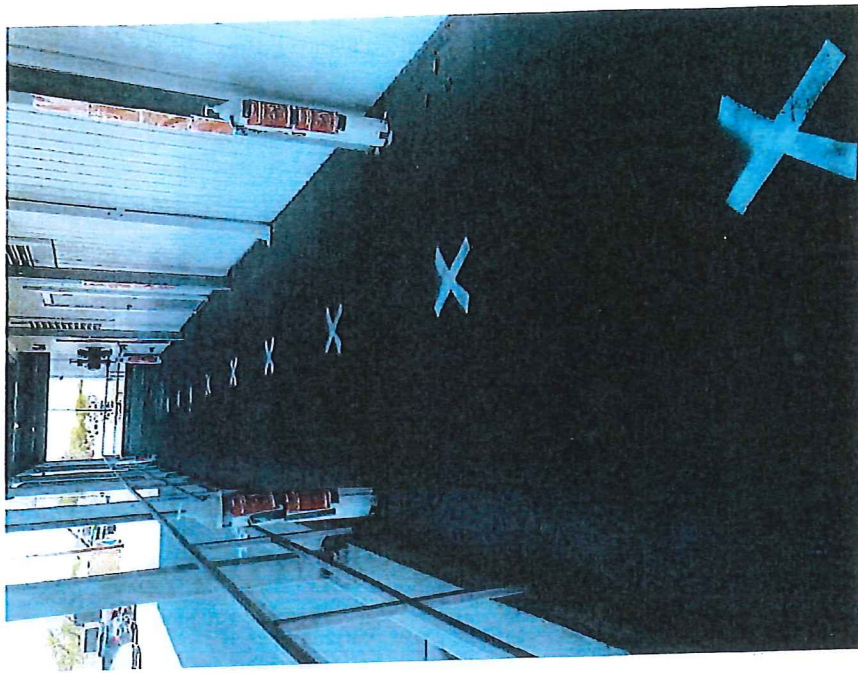
# Hand Sanitizing



# Social Distancing



Signs and floor markings to assist with keeping 6 ft distance between people



# Social Distancing



Tables separated and partitions to separate employees at breaks

# Social Distancing

Tents and tables installed to provide additional room for distancing during breaks

