To all employees:

From: Josh Thompson – President

RE: Update on company

First of all, I just want to thank every employee for the dedication in working through these tough times with all the uncertainty of the COVID-19 virus. You all have been exceptional in helping to keep the food flowing to the grocery stores and homes all across the US. Your dedication is helping millions of families all across the United States to have food on the table. Here are some stats that show how much our companies are involved in feeding America:

On a weekly basis we deliver:

* 52,000,000 pounds of poultry feed to farms all across AR, MO & OK
* 26,000,000 pounds of live chickens and turkeys to processing plants in AR & MO
* 16,000,000 pounds of ready to cook chicken and turkey to grocery stores and cold storage warehouses all across the US
* The average person in the US consumes roughly 80 pounds per year of poultry, and with 325,000,000 people in the US, it’s hard to believe our companies feed over 10,000,000 people weekly!

As most of you can imagine, we are in the middle of some uncertain times regarding how our business will be impacted and I wanted to let everyone know what we have seen so far, and to the best of our ability, to predict what the future will look like. You have to remember though that things are changing daily and this forecast could change tomorrow. When this virus first started taking hold a month or so ago, we noticed an uptick in demand to deliver food to grocery stores as everyone made a run to stock up on food and essential supplies. As the weeks have gone on though, and restaurants and schools have been shut down or forced to take out only, the demand for food has really dropped off. Fortunately, we have not seen a huge drop off in the need for our services as of yet, but with restaurant and food service sales down 75% in some cases, and if they stay shut down for much longer, we could see a significant drop off in poultry sales, thus reducing the amount of product we would haul in the short term. Several of you serve plants that are primarily focused on retail sales (like all of Ozark Mountain Poultry and the Butterball plant in Huntsville and Ozark) and those plants will not be affected much at all if any, but other plants like Butterball in Carthage and Georges serve a lot of foodservice and restaurants, therefore the sales related to those plants could fall off and impact any of our employees that service those plants more than others. We have been told though however, that even if these plants make a cutback on production, it will be somewhat minor and short lived (roughly 10% is what we are hearing). Even if/when this happens, we have no plans to lay off any employees. We feel like we can get through this with minimal disruptions to our business but I wanted to let everyone know what we are seeing. Fortunately, we haul poultry and no matter what happens, people still have to eat, and with poultry being a low cost protein, our business will be affected much less than most other industries including even some other food products. I am hearing beef sales (primarily steak and higher end cuts of beef) are really falling off now. Fortunately, our company is in a very strong financial situation so we can weather the storm. Lets pray this ends soon and we can get back to normal ASAP!

As a final and most important note, our business depends on you and without a healthy workforce, we will fail as a company so the one thing that we will make sure of is that we will do whatever we can to keep everyone safe and healthy. If you have any concerns regarding your health or others, please reach out to our HR department and they will be addressed immediately. Thanks for all you do!

Stay safe!

Josh Thompson

President

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