

Livingston Plant Newsletter

Winter 2005

Issue 2 Nr 1

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In Memoriam Elidio Chavez Marin



Elidio Chavez Marin had a big impact on many lives in his short career with Foster Farms. Elidio came to the Livingston Plant Packaging Department in January of 2004. He was outgoing and had a positive outlook on

life. He brought a smile to everyone's face. He was a responsible young man who took care of his family. We are deeply saddened by his untimely death and everyone who knew him will greatly miss him.

Foster Farms Tsunami Relief Effort

Ana Perez

As we all know there was a traumatic event that occurred on December 26, 2004. Indonesia and Sri Lanka were hit by a tsunami and suffered a devastating loss. The estimated number of dead and missing is now between 180,000 to 220,000. Their cities have been torn to shreds. Our hearts go out to the people that lost so much. We would like to thank Foster Farms and Livingston Plant Complex for all of the generous donations that we received. As employees contributed to the tsunami relief, Foster Farms has matched their donations dollar for dollar.

3,449 employees have donated a total of \$59,690. This amount has been matched by Foster Farms which totals \$119,380 given to the various funds. 370 employees have elected to donate over multiple pay periods adding close to another \$25,000 towards the need (which with the matched amount totals \$50,000). This brings the projected total close to \$170,000! We can all be proud of our response to this disaster.

The Foster family wishes to thank all Foster Farms employees for their care and giving.

If you have not yet contributed and would like to, it is not too late to pick up a form at the Human Resource office at Livingston Plant 1.

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Team Recognition: AM Shift Drum and Thigh Line

The night shift Drum and Thigh line is responsible for all the various packages of drums, thighs, and drum/thigh combinations. They process the majority of all racks produced by the packaging department each night. Their supervisor, David Alverson, says: "I would like to thank everyone from my line for recognizing the importance of working safely."



(l-r) Gurcharan Lakhanpal, Charanjit Kalket, Boonmee Eads, Neelam Pannu, David Alverson (supervisor), Maria Perreira, Balvir Kaur, Fabian Aguilar, Mark Lewis, Sukhdev Dhugga, Elvira Rubalcava, Maria Gomez, and Shae Thao.

Not pictured: Hwa Whitted, Kashmira Singh, Maria Gonzalez, Kulwinder Kaur, Surinder Dhanota, Tripta Dola, Ana Trejo, Lidia Arredondo, Elvia Corona, Maria Martinez, Juana Motanez, Olivia Espindola, Laura Tapia, Maricela Perez, Baljit Kuar, Maria Ruiz, Parmjit Kaur, Maria Alvarez, Isidra Hernandez, Lucia Jimenez, Lonnie Huerta, Guadalupe Frias, Dolores De Smith, Maricela Palomares, Letty Kushnier, Lair Saephan, Surjit Songha, Thao Khou, Josefina Sumagang, Jasbir Sangha, Javier Montoya, Amrik Singh, Harmesh Singh, Pablo Villegas, Angel Villareal, Jenaro Vasquez, Maria Gomes, Jose Jimenez, Roberto Medina.

Retirement Party

Congratulations to Maria Costa who retired after 31 years of service at Foster Farms. Maria is pictured here at her recent retirement party. That's a 10 ct. gold ring she's holding, her retirement gift from Foster Farms. Congratulations Maria and good luck to you in your retirement!



(l-r) Frank Pena (Maria's supervisor), Maria Costa, Domingos Aguiar, & Joe Pires (dept. supervisor)

Baby Shower

A baby shower was given to Natividad Casillas. Natividad works in the plant two day shift pool and is pictured here with several of the many friends and coworkers who attended her shower. Congratulations to Natividad; we wish you and your baby well.



(l-r) Raimundo Munoz, Natividad, Rosa Perez, and Josefina Cardenas

Miracles Do Happen

Joanne Hull

On September 29, 2004, twin baby boys were born to Joginder Singh and Paramjit Kaur. The babies were not due until December 6th, but Lovepreet S. Kahlon was first to arrive at 8:05 p.m. weighing 3 pounds 4 ounces and measuring 16.4 inches. One minute later Harpreet S. Kahlon joined his brother. Harpreet weighed only 1 pound 15 ounces and was 13 and one half inches long. The babies were born at Doctors Medical Center in Modesto where their mother had been on complete bed rest for some time. Joginder and Paramjit have both worked for Foster Farms for many years. Joginder works nights and Paramjit days, both in packaging. They have been married for 22 years this December and had longed for children all these years. Their joy was so great at the birth of their babies that they bought 160 dozen doughnuts for all of night shift and Indian sweets for day shift. Both babies are finally home and doing very well. We congratulate Joginder and Paramjit on the birth of the boys and wish the whole family good health and an excellent future.



Feedback Corner

There have been several questions and concerns brought up this last quarter. They are presented here along with the company's responses. We hope this is helpful to you. Please continue to bring up your concerns via the Feedback Corner box at the main gate security building. You can also use it to let us know about your children who are graduating from college this spring or entering the military.

What should I do if there is a strong chlorine odor?

Both Quality Control (QC) and Refrigeration regularly test the chlorine level of our water to ensure it stays within the proper operational range. If you are concerned about a strong chlorine odor in the air, you should notify your supervisor immediately. At that point, your supervisor will contact QC who will use a Dragger Unit to test the chlorine level in that area. If the reading is unacceptable, employees in that area will be asked to leave. The area will be tested again 10 to 15 minutes later. If the levels are within limits, employees can return to their work area. OSHA has established the safe exposure level limits; however, we take action sooner, and at lower exposure levels than those limits, to insure the safety of all employees.

People are driving too fast in the parking lot, especially right in front of security where passengers are dropped off or picked up. Could the speed limit be reduced, especially in front of security and/or speed bumps be placed in the parking lot?

The concern about cars driving too fast in the parking lot is being evaluated. A new program with five new dispatchers is in place to allow the regular security officers to circulate the parking lot and address any concerns that might arise. Following is a list of current parking lot rules:

- Speed limit =15 mph.
- Follow directional arrows.
- Yield right-of-way to pedestrians.
- Park only between the white lines.
- Do not back into a parking space.
- Do not park in restricted areas without a

handicap placard or license plate.

- A red curbs indicates No Parking.
- A yellow Curb indicates Loading/Unloading only.
- No parking within 15 ft. of a fire hydrant.

Citations are given to employees that park in non-assigned or no-parking areas. Keep in mind that Foster Farms is not liable for theft or damage to your vehicle. It is recommended that you do not leave anything in your vehicle that might invite theft. You are also reminded that ample parking is available towards the far corners of the parking lot.

Are bonuses subject to deductions?

With any company bonus the IRS will tax you accordingly. Bonuses must be treated as income, and income is indeed taxable.

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Team Recognition

Jim Collins

In this issue, we highlight the team of *Drum & Thigh Line, AM shift*. See page 8 for their picture and a brief explanation of the important part they play on the Foster Farm's team here at Livingston.

We all have necessary and important jobs in producing and marketing the best fresh poultry products in the world. If you would like to see your team highlighted here in the newsletter, please speak to your supervisor and let him or her know.

Supervisors, please let us know of your team's desire for recognition. Come see any member of the newsletter committee and we'll schedule a time for photo's, and help you develop an article that highlights your team's efforts.

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Important Numbers

Employee Benefits Department

ext. 6600

(209)668-6600 Fax (209) 668-6604
(888) 445-5043 (out of area)

Other Customer Service Numbers

Kaiser (HMO) 1-800-464-4000
 PCS (Prescription Service Plan) 1-800-966-5772
 VSP (Vision Service Plan) 1-800-877-7195
 PUD (Pacific Union Dental) 1-800-999-3367
 DHS (Delta Health Systems) 1-866-475-4915
 (PPO) Blue Cross Medical Network 1-866-475-4915
 (PPO) Blue Cross Dental Network 1-800-627-0004

PRIOR AUTHORIZATION for inpatient hospital
 and outpatient surgical procedures (all plans)
 1-800-274-7767

Human Resources Department

(209) 394-7901

Marty Jakosa, ext. 5329
 Joanne Hull, ext. 4331
 Anna Talbot, ext. 6402
 Maria Cardenas, ext. 4182
 Madalena Xavier, ext. 4282
 Ana Perez, ext. 4607
 Maria Macias, ext. 4335
 Dayana Serrano, ext. 4337

Employee Advocates

Gloria Sosa & Maria Hernandez

Office open from 6:00 am to 6:00 pm

ext. 6779
 (209) 398-6779

Accident/Injury Rate Reduced by 46%

Spotlight on Safety Committees

Reported by the Safety Activities Committee



This newsletter's safety spotlight is shining on "The Accident Investigation Committee". This committee, as with all committees here in Livingston, is committed to making our facility a safer place to work.

The Accident Investigation Committee is run by Jeff Segars (Plant Manager), Wayne Packnit (Superintendent), Claudio DeSousa (Superintendent), Dario Avila (Superintendent), Rick Whittaker (Department Supervisor), Paul Xavier (Department Supervisor) and Tom Talbot (Safety Manager). Their primary goal is to review the accident investigations completed by supervisors and to get personally involved in making changes to prevent the most serious of accidents or those accidents that appear to happen most often.

The Accident Investigation Committee provides very important data that enables the company and its employees to focus on safety improvement. Some examples are:

- Number of accidents reported this year compared to last year so that we can measure improvement.
- Comparing lost time accidents/injuries for each month and year.
- Measuring types of injury, for example whether it's a sprain, strain, cut, etc.
- Tracking injury by body part; for example, where employees were most injured such as the foot, leg, head, hands, shoulders etc.
- Reporting on number of injuries by department.

This allows our company to focus on the biggest safety issues that will positively affect the most employees. As a result of the information they provide and the solutions that they help the supervisors put into place we have been able to reduce our injury/accident rate by 46% during 2004.

Plant One Valentine's Day Party





Foster Farms Scholarship Program

Foster Farms scholarship applications are now available for the 2005-2006 academic year. Applications are available at your Human Resource Department or on the intranet at:

<http://ff-web-server/communications/scholarship.htm>.

Completed applications must be submitted no later than June 24, 2005. Recipients will be notified by July 19, 2005.

Questions may be referred to Joanne Hull, x4331.

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Foster Farms

Profit Sharing Retirement 401(k) Plan

Lanita Chambers

Retirement can be a special period of relaxation and enjoyment, but only if there is enough income to meet your needs. Effective January 1, 2004 Foster Farms will contribute \$.50 for each \$1.00 you deposit to your account, up to a maximum of 3% of your annual income. The Foster Farms Profit Sharing Retirement 401(k) Plan is designed to work with Social Security to help provide income to make your retirement years comfortable. The Plan provides nineteen mutual funds for you to invest your money and in any combination of these funds. Fund investment changes can be made as often as you like by calling the Fidelity Investment Benefits Line.

FIDELITY INVESTMENT BENEFITS LINE 1-800-835-5098

Did you know that you could have your own page on the Fidelity Website? It's easy to view your current account balance, make transactions, and track historical fund performance, whenever you want. Call the toll free Fidelity Investments number to activate your account or visit Fidelity NetBenefits at www.401k.com.

FIDELITY NETBENEFITS 1-800-581-5801

The following is a brief summary of the nineteen Fidelity Investment mutual funds that are currently offered in the Foster Farms Profit Sharing and 401(k) Plan. **Mutual Fund** is a sum of money grouped together from investors to buy a variety of stocks and bonds. The people who bought shares in the fund itself own it.

Fidelity Retirement Money Market Portfolio

The Fidelity Retirement Money Market Portfolio seeks a high level of current income and the preservation of capital and liquidity. The fund invests in high quality, money market instruments. Investments include short-term corporate obligations and certificates of deposit. **2004 Return – 1.07%**

Fidelity Intermediate Bond Fund

The Fidelity Intermediate Bond Fund seeks a high level of current income. The strategy is to invest in investment-grade fixed-income obligations. The fund invests in corporate debt obligations and obligations that are issued or guaranteed by the U.S. government and in obligations of U.S. banks. The average portfolio maturity ranges from three to ten years. **2004 Return– 3.20%**

Fidelity Balanced Fund

The Fidelity Balanced Fund seeks high income with preservation of capital. The fund invests in a broadly diversified portfolio of domestic and foreign high-yielding securities including common stock, preferred stocks and bonds. At least 25% of its total assets are invested in fixed-income securities. **2004 Return–10.94%**

Spartan U.S. Equity Index Fund

The Spartan U.S. Equity Index Fund normally invests at least 90% of its assets in stocks of companies that compose the S & P 500® Index. This fund offers you a convenient way to invest in the stocks of the S & P 500® Index, while striving for both dividend income and long-term growth. The value of the fund's domestic and foreign investments will vary from day to day in response to many factors. **2004 Return – 10.73%**

Fidelity Contrafund

The Fidelity Contrafund investment objective is capital appreciation. The fund invests in securities of companies where value is not fully recognized by the public. The company may be unpopular but have promising improvements on the horizon. It could be recently popular, but temporarily out-of-favor. Or, it may just be undervalued compared to other companies in the same industry. Securities purchased in this fund may be considered speculative and involve a greater degree of risk. **2004 Return – 15.07%**

Fidelity Diversified International Fund

The Fidelity Diversified International Fund seeks long-term growth of capital primarily through investment in foreign securities. The fund invests primarily in equity securities of companies located

Continued on next page

Profit Sharing Retirement 401(k) plan, continued

outside of the U.S. Foreign investments involve greater risks than U.S. investments including political developments and the currency fluctuations.

2004 Return – 19.66%

Fidelity Large Cap Stock Fund

The Fidelity Large Cap Stock Fund seeks long-term growth of capital. It invests at least 80% of its asset in common stocks of companies with large market capitalization. **Moderate risk. 2004 Return – 6.37%**

Fidelity Mid-Cap Stock Fund

The Fidelity Mid-Cap Stock Fund seeks long-term growth of capital. **High risk. 2004 Return – 9.05%**

Fidelity Low-Priced Stock Fund

The Fidelity Low-Priced Stock Fund seeks long-term growth of capital. **Moderate risk. 2004 Return – 22.24%**

Fidelity Freedom Funds

The Fidelity Freedom Funds invest in a combination of Fidelity mutual funds. Eight of the funds are specifically designed to match a target retirement date. Furthermore, Fidelity experts adjust each fund over time as the fund's target date approaches. Freedom Funds may be an ideal investment for you if you don't have the time or interest to make the investment choices or need some help in structuring an investment program. Of course you can create your own investment mix with any of the Fidelity Investment mutual funds.

FIDELITY FREEDOM INCOME FUND
2004 Return – 3.89%

FIDELITY FREEDOM 2000 FUND
2004 Return – 4.52%

FIDELITY FREEDOM 2005 FUND
2004 Return – 6.95%

FIDELITY FREEDOM 2010 FUND
2004 Return – 7.24%

FIDELITY FREEDOM 2015 FUND
2004 Return – 8.49%

FIDELITY FREEDOM 2020 FUND
2004 Return – 9.55%

FIDELITY FREEDOM 2025 FUND
2004 Return – 9.91%

FIDELITY FREEDOM 2030 FUND
2004 Return – 10.45%

FIDELITY FREEDOM 2035 FUND
2004 Return – 10.90%

FIDELITY FREEDOM 2040 FUND
2004 Return – 11.32%

If you have questions regarding the Foster Farms Profit Sharing and 401(k) Plan you can visit your Human Resource Department.

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Holiday Luncheon

Marty Jakosa

Every year, for as long as any of us can remember, we have had the pleasure of hosting the holiday meal for all of our Livingston (and surrounding area) employees. This past year was no different.

As you can imagine, the coordination of this event takes months of planning to ensure that all employees interested in joining with their coworkers for the meal are included. This includes coordinating the scheduling so all departments can attend, the food, the Foster Farms Restaurant, supplies, refreshments, servers, etc.

Here is what takes place:

- We plan to serve approximately 2800 meals
- We use 1050 pounds of turkey
- We use 1050 pounds of mashed potatoes
- We use 875 pounds of stuffing
- We use 3000 rolls
- We use over 1000 pounds of carrot cake

We are always looking for ways to improve this activity and would appreciate any comments you wish to make. The holiday meal allows us the opportunity to show all employees the company's appreciation for the work that is done.

The preparation for this event begins in August/September. While we have a lot of volunteers to help with the holiday meal, we are always looking for assistance. If you would like to assist in this, please contact Anna Talbot at extension 6402.

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Join and Help

Jim Collins

Pictured here are the current members of the newsletter staff. We are all volunteers who want to make this a useful and enjoyable newsletter for our fellow employees here at Livingston. We like to think that we are only the nucleus for a much more representative and involved staff and so we welcome anyone who would like to help. It is not necessary to be able to write or speak perfect English. We are interested in having as many different viewpoints and ideas as possible to help make this a great newsletter that all will enjoy. So if you would like to be part of a growing team that is an important part of the communications effort at Foster Farms Livingston, talk with me, or our editor Lanita Chambers, or any other member of the staff and we'll be happy to explain what we do and invite you to our next planning meeting.

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Alma (ext. 4353)
Reporter & Editing



Maria Hernandez (ext. 6779)
Employee Advocate



Lanita Chambers (ext. 4760)
Managing Editor



Gloria Sosa (ext. 6779)
Employee Advocate



Ana Perez (ext. 4607)
Reporter; Design & Editing



Jim Collins (ext. 4299)
Layout & Design; Photos; Editing