



**Special message from Ben Harrison, President of Amick Farms, LLC
November 17, 2018**

Amick Farms is fully committed to the humane treatment of the animals in our care. This commitment is reflected in our mission statement, in our company's core values and in our commitment over the last 75 years to continuously improve in all facets of our business, especially in the appropriate handling of our birds. It's the right thing to do for our birds and for the people who work with them, and it's what our customers and consumers rightfully expect of us.

Recently, we were made aware of allegations and a surreptitious, highly edited video made by a former, short-time employee with ties to an animal rights activist group.

As soon as we became aware of the video, which was several months after it was allegedly filmed, Amick Farms initiated its own investigation. Amick Farms has also fully cooperated with government officials in a detailed investigation by the U.S. Department of Agriculture (USDA).

Some of the actions in the video, if true, are clear violations of our animal welfare policies and our company values. We are taking all appropriate actions including, but not limited to, further training, swift disciplinary action, and a more rigorous approach to ensuring compliance with our policies for the humane handling of our birds.

Sincerely,

Ben