

WITCC in the News

APR 24 18

Chef Gasaway, March Madness Recipes

https://siouxcityjournal.com/news/local/food-march-madness-eats-restaurants/article_beed3dae-dd3a-11ee-9df0-9bd4e0fb2d6c.html

Carolyn Rants passes away

https://siouxcityjournal.com/news/local/carolyn-rants-sioux-city-witcc-morningside/article_4deb2b1e-df21-11ee-a152-7bb10374e327.html

<https://www.ktiv.com/2024/03/11/longtime-well-known-siouxland-educator-dr-carolyn-rants-passes-away/>

<https://www.sioxlandproud.com/news/local-news/siouxland-educator-dr-carloyn-rants-passes-away-at-87/>

Construction Trades in Siouxland

<https://www.sioxlandproud.com/news/local-news/sioux-city-contractors-keep-busy-as-iowa-sees-boom-in-construction-jobs/>

KWIT, What's The Frequency– Comet Guests

<https://www.kwit.org/podcast/whats-the-frequency/2024-03-08/whats-the-frequency-the-challenges-and-benefits-of-siouxland-colleges-high-schools-launching-new-sports-programs>

BRIEF MENTIONS–

Sioux City Schools construction trades facility completed

https://siouxcityjournal.com/special-section/local/industry/schools-construction-trades/article_ee464f2c-d0fc-11ee-8cc1-afa65b47588e.htm

ALUMNI–

Scott Dorhout retires, Police Science Grad

https://www.nwestiowa.com/sentinel/sheriff-s-lt-scott-dorhout-retiring-after-30-years-in-law-enforcement/article_c514e0b0-e23a-11ee-816c-cfbcbd4e1bdb.html

ATHLETICS–

Mention: Laurel Durst VBall coach

<https://kvoe.com/2024/03/14/241587/>

J1–

https://www.insidehighered.com/news?mc_cid=c53fcd2d51&mc_eid=68a99fbc0e&page=1540

**MEMO**

DATE: March 26, 2024

TO: Dr. Terry Murrell, President

FROM: Darin Moeller, Executive Dean of Instruction
Carmen Wilson, Associate Dean of Corporate College
Sam Pribil, Economic Development Coordinator

RE: 260E Preliminary Agreement for Seaboard Triumph Foods, LLC

The first formal step in initiating a 260E Iowa New Jobs Training (INJT) Project is the execution of a Preliminary Industrial New Jobs Training Agreement. The preliminary agreement establishes a State recognized INJT project start date.

Seaboard Triumph Foods, LLC will be creating 150 additional new jobs for the Value Add Expansion at their Sioux City, Iowa location. Attached is the preliminary Iowa New Jobs Training Agreement.

As noted in Article III, section 3.4 in the Preliminary Agreement, all commitments of the Seaboard Triumph Foods, LLC and Western Iowa Tech Community College under this Preliminary Agreement are subject to the condition that mutually agreeable terms of a permanent training agreement shall be reached on or before April 8, 2026. It is understood and agreed that if such final agreement is not reached; neither Seaboard Triumph Foods, LLC nor Western Iowa Tech Community College shall be obligated to proceed with a training program.



Company Description:

Seaboard Triumph Foods, LLC is the second largest hog producer, a top 5 U.S. pork processor and a leading exporter of U.S. pork. Their production facility in Sioux City manufactures raw materials and transports it across to the bacon processing plant in Salt Lake City, Utah, Missoula, Montana and St. Joseph, Missouri. The hiring of 150+ additional new positions will begin in April 2024.

Recommendation:

It is the administrative recommendation that the Board approve the Preliminary Iowa New Jobs Training Agreement with Seaboard Triumph Foods, LLC.

**IOWA NEW JOBS TRAINING PROGRAM (260E)
PRELIMINARY AGREEMENT**

**Western Iowa Tech
Community College**
The "College"

&

Seaboard Triumph Foods
The "Employer"

Project # 5

5555 Seaboard Triumph Parkway, Sioux City, IA 51111
Employer Address

Agree to pursue the development of an Iowa New Jobs Training Program (260E) training project, effective as of the date both College and Employer shall have executed this Preliminary Agreement (the "Effective Date"). The Employer agrees to provide the College with the information necessary to develop a training project. If the parties are able to agree on a training project, they will enter into a New Jobs Training Agreement (the "Agreement"), which is subject to the approval of the College's Board of Directors. If the Agreement is approved by the College, any new positions that are created by the Employer on or after the Effective Date may be included in the Agreement. The parties acknowledge that this Preliminary Agreement is not a guarantee of project approval or project funding. This Preliminary Agreement is intended to remain in effect for a maximum of two calendar years from the Effective Date.

It is acknowledged by the parties that if the Employer commences training prior to approval of the Agreement by the College's Board of Directors and project funding, the Employer does so at its own risk and without any guarantee that costs incurred will be reimbursed by the College. Nothing herein shall under any circumstances be interpreted as a commitment by the College to approve the project or provide funding prior to approval of the Agreement by the College's Board of Directors. The Employer acknowledges that any costs of the training project in excess of amounts available from New Jobs Training Certificates, and any debt service on the New Jobs Training Certificates in excess of amounts available from the new jobs credit from withholding, will be the responsibility of the Employer, and that the payments required to be made by the Employer under the Agreement will be subject to the provisions of Section 260E.3(5) of the Iowa Code.

**Western Iowa Tech
Community College**

Name of Community College

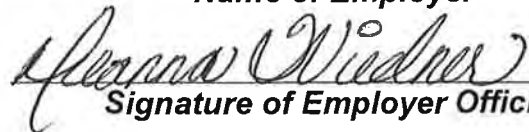
Signature of President of the Board

Signature of Secretary of the Board

Date

Seaboard Triumph Foods

Name of Employer


Signature of Employer Official

3/22/2024

Date

Notes: Base Employment Number: 2713

WESTERN IOWA TECH COMMUNITY COLLEGE

Industrial New Jobs Training Program.
(Seaboard Triumph Foods, LLC)

- Resolution Approving Preliminary Industrial New Jobs Training Agreement.

NOTICE MUST BE GIVEN PURSUANT TO IOWA CODE
CHAPTER 21 AND THE LOCAL RULES OF THE COLLEGE.

_____, 2024

The Board of Directors of Western Iowa Tech Community College met in _____ session, at _____, _____, Iowa, at _____ o'clock __.M., on the above date. There were present President Russell Wray, in the chair, and the following named Board Members:

Absent: _____

* * * * *

Board Member _____ introduced the following Resolution entitled "RESOLUTION APPROVING THE PRELIMINARY INDUSTRIAL NEW JOBS TRAINING AGREEMENT", and moved that the same be adopted. Board Member _____ seconded the motion to adopt. The roll was called and the vote was,

AYES: _____

NAYS: _____

Whereupon, the President declared the Resolution duly adopted.

RESOLUTION APPROVING THE PRELIMINARY INDUSTRIAL NEW JOBS TRAINING AGREEMENT

WHEREAS, the Western Iowa Tech Community College (the "Community College") is in need of funds to carry out a new jobs training project as hereinafter described; and, it is deemed necessary that it should provide funds to pay the costs thereof in an amount to be determined upon completion of the budget for the project as authorized by Chapter 260E and 260F, Code of Iowa, as amended (the "Act"); and

WHEREAS, a Preliminary Industrial New Jobs Training Agreement (the "Preliminary Agreement") has been negotiated with Seaboard Triumph Foods, LLC (the "Employer"), which Preliminary Agreement established a new jobs training program to educate and train certain persons employed by Employer in new jobs and such Preliminary Agreement is deemed to be beneficial to the Community College and Employer; and

WHEREAS, the form of Preliminary Agreement has been presented to this Board and is deemed to be appropriate for the purpose; and

WHEREAS, before Industrial New Jobs Training Certificates or a fund advance may be issued to fund the project contemplated by the Preliminary Agreement, it is necessary to comply with the provisions of the Act and to approve the execution of the Preliminary Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF WESTERN IOWA TECH COMMUNITY COLLEGE:

That the Preliminary Agreement with Seaboard Triumph Foods, LLC and the form thereof are hereby approved and the President of the Board and Secretary of the Board are authorized to sign the Preliminary Agreement on behalf of the Community College.

PASSED AND APPROVED this _____ day of _____, 2024.

President of the Board of Directors

ATTEST:

Secretary of the Board of Directors



MEMO

DATE: March 26, 2024

TO: Dr. Terry Murrell, President

FROM: Darin Moeller, Executive Dean of Instruction
Carmen Wilson, Associate Dean - Corporate College
Sam Pribil, Economic Development Coordinator

RE: Iowa Industrial New Jobs Training Program 260E
Seaboard Triumph Foods, LLC

Enclosed are copies of Seaboard Triumph Foods, LLC's final agreement for the Iowa Industrial New Jobs Training Agreement 260E.

Administration Recommendation:

It is the administrative recommendation that the Board approve the Seaboard Triumph Foods, LLC's Iowa Industrial New Jobs Training Agreement.

WESTERN IOWA TECH COMMUNITY COLLEGE

\$905,000 New Jobs Training Certificates, Series 2024.
(Seaboard Triumph Foods, LLC Project)

- Resolution Approving New Jobs Training Agreement.

NOTICE MUST BE GIVEN PURSUANT TO IOWA CODE
CHAPTER 21 AND THE LOCAL RULES OF THE COLLEGE.

_____, 2024

The Board of Directors of Western Iowa Tech Community College met in _____ session, at _____, _____, Iowa, at _____ o'clock __.M., on the above date. There were present President Russell Wray, in the chair, and the following named Board Members:

Absent: _____

* * * * *

Board Member _____ introduced the following Resolution entitled "RESOLUTION APPROVING NEW JOBS TRAINING AGREEMENT", and moved that the same be adopted. Board Member _____ seconded the motion to adopt. The roll was called and the vote was,

AYES: _____

NAYS: _____

Whereupon, the President declared the Resolution duly adopted.

RESOLUTION APPROVING NEW JOBS TRAINING AGREEMENT

WHEREAS, the Community College is in need of funds to carry out a new jobs training project as hereinafter described; and, it is deemed necessary that it should issue Job Training Certificates to the amount of not to exceed \$905,000 as authorized by Chapter 260E, Code of Iowa, as amended (the "Act"), for the purpose of providing funds to pay costs thereof; and

WHEREAS, a New Jobs Training Agreement has been negotiated with Seaboard Triumph Foods, LLC, which Agreement establishes a new jobs training program to educate and train certain persons employed by Seaboard Triumph Foods, LLC in new jobs and such Agreement is deemed to be beneficial to the Community College and to Seaboard Triumph Foods, LLC; and

WHEREAS, the form of Agreement has been presented to this Board and is deemed to be appropriate for the purpose; and

WHEREAS, before Industrial New Jobs Training Certificates may be issued to fund the project contemplated by the Agreement, it is necessary to comply with the provisions of the Act and to approve the execution of the Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF WESTERN IOWA TECH COMMUNITY COLLEGE:

That the New Jobs Training Agreement with Seaboard Triumph Foods, LLC and the form thereof are hereby approved and the President and Secretary are authorized to sign the Agreement on behalf of the Community College.

PASSED AND APPROVED this ____ day of _____, 2024.

President

ATTEST:

Secretary

INDUSTRIAL NEW JOBS
TRAINING AGREEMENT

between

Western Iowa Tech Community College
Sioux City, Iowa (the "Community College")

and

Seaboard Triumph Foods, LLC

Dated as of March 21, 2024

Relating to

\$905,000

Western Iowa Tech Community College
Sioux City, Iowa

Industrial New Jobs Training Certificates

(Seaboard Triumph Foods, LLC Project)
Series 2024

INDUSTRIAL NEW JOBS
TRAINING AGREEMENT

This Industrial New Jobs Training Agreement (the "Agreement") made and entered into as of _____ between Western Iowa Tech Community College, Sioux City, Iowa (the "Community College") and Seaboard Triumph Foods, LLC (the "Employer"), under the following circumstances:

A. Pursuant to Chapter 260E, Code of Iowa, as amended (the "Act"), the Community College and Employer have determined to enter into this Agreement for purposes of establishing a Project to educate and train certain persons employed by Employer in new jobs within Merged Area XII (the "Merged Area").

B. The Community College and the Employer each have full right and lawful authority to enter into this Agreement and to perform and observe the provisions hereof on their respective parts to be performed and observed.

NOW, THEREFORE, in consideration of the premises and the mutual representations and agreements hereinafter contained, the parties hereto agree as follows:

ARTICLE I

DEFINITIONS

Section 1.1. "Certificates" mean Western Iowa Tech Community College Industrial New Jobs Training Certificates authorized to be issued by the Resolution.

Section 1.2. "Debt Service" means the payment of the principal, premium, if any, and interest on the Certificates in accordance with the Resolution adopted by the Board of Directors of the Community College authorizing the issuance of the Certificates.

Section 1.3. "Program Costs" mean all necessary and incidental costs of providing Program Services for the Project including the deferred costs of Certificate issuance and Debt Service. Attached hereto as Exhibit "B" and incorporated herein by this reference is a copy of the tentative budget of the Community College and the Employer relating to the Project.

Section 1.4. "Program Services" for the Project are as tentatively set forth on Exhibit "C" attached hereto and incorporated herein by this reference. Exhibit "C" sets forth the number of new jobs to be trained, the expected beginning and ending date of the training to be provided, the length of time each new job category will be provided training, the estimated costs, the training that will be provided and expected date by which the number of new jobs will be filled. Only such Program Services as are defined in Section 260E.2(14) of the Act may be provided by the Community College and paid for as Program Costs.

Section 1.5. The "Project" shall consist of this Agreement entered into between the Community College and the Employer to provide Program Services for persons to be employed in new jobs at the Project Site in the City of Sioux City, Woodbury County, Iowa.

Section 1.6. "Project Fund" means a special fund of the Community College into which the proceeds from the issuance and sale of the Certificates shall be deposited and which shall be used to pay Program Costs and for no other purpose.

Section 1.7. "Project Site" means the real estate (including improvements constructed or to be constructed thereon) described in Exhibit "A", attached hereto and incorporated herein by reference, where Employer's facility, where new jobs will be created, is located.

Section 1.8. "Resolution" means the Resolution authorizing the issuance of Industrial New Jobs Training Certificates to be adopted by the Community College in connection with the Project.

Section 1.9. "Revenue Fund" means the special tax fund created in the Resolution in order to pay the principal of and interest on Certificates issued in connection with the Project.

Other terms used in this Agreement shall have the meanings set out in Chapter 260E, Code of Iowa, as amended.

ARTICLE II

PROJECT; PROGRAM SERVICES

Section 2.1. The Community College agrees to provide the Program Services to the extent of funds available for that purpose in the Project Fund. It is understood and agreed that the Employer and the Community College will cooperate in the coordination and programming of the specific expenditures and operation of the Project within the guidelines set out in this Agreement and Exhibits B and C. The Community College may, in its discretion, subcontract with other entities or persons to provide all or part of the Program Services. It is understood and agreed that the Program Services set forth in Exhibit C are tentative and are subject to change, within the budget for the Project, upon the mutual agreement of the Community College, acting through its appropriate officials, and the Employer. This initial budget may be modified in the sole discretion of the Community College and upon mutual agreement in the manner provided in Section 7.5 hereof to revise Program Services or to provide for additional Program Services if interest rates upon sale of the Certificates are significantly higher or lower than expected or through the issuance of additional Certificates to the extent additional funds may be available through the creation of additional new jobs at the Project Site.

Section 2.2. The Community College and Employer agree that all necessary and incidental costs, including deferred costs, of the Project, including but not limited to Program

Services and training, legal and underwriting fees, on-the-job training, Community College administrative costs, related costs and Debt Service may be paid from one or a combination of the following sources: (a) new jobs credit from withholding as provided in Section 260E.5 of the Act, and (b) tuition, student fees, or special charges fixed by the Board of Directors of the Community College to defray Program Costs in whole or in part. Withholding shall be placed in the Revenue Fund established in the Resolution and used exclusively for purposes of the Project. Tuition, student fees or special charges, if any, shall be placed in the Project Fund and used exclusively for purposes of the Project.

Section 2.3. The Community College and Employer agree that the receipts from the new jobs credit from withholding and the Revenue Fund may be irrevocably pledged by the Community College for the payment of the principal of, premium, if any, and interest on the Certificates to be issued by the Community College to finance or refinance the Project.

Section 2.4. The term of the Agreement shall not exceed ten (10) years from the date of this Agreement and shall coincide with the period of time over which the Certificates mature and the Project costs are deferred.

Section 2.5. The Community College may revise or expand the Program Services from time to time with the consent of the Employer, provided that no revision shall be made which would change the Project to purposes other than purposes permitted by Chapter 260E of the Act and provided further, that this Agreement shall not terminate until any Certificates issued in connection with the Project shall have been paid in full.

Section 2.6. The Certificates will be issued pursuant to the Resolution adopted by the Board of Directors of the Community College in the aggregate principal amount, bearing interest, maturing and being redeemable as set forth in the Resolution. Upon final determination of the interest rates for the Certificates a final payment schedule shall be prepared and become a part of this Agreement.

The proceeds from the sale of the Certificates shall be paid to the Community College and deposited in the Project Fund established by the Community College. The Project Fund shall be used only for purposes of the Project. Pending disbursement for Program Services and Program Costs, the proceeds so deposited in the Project Fund, together with any investment earnings thereon, shall be subject to a lien in favor of the holders of the Certificates as provided in the Resolution authorizing the Certificates.

Section 2.7. In the event there are insufficient funds to pay all of the cost of the Program Services set forth in Exhibit "C", the Employer may request all Program Services set forth in Exhibit "C" be provided to Employer by the Community College upon payment by the Employer to the Community College of such additional amount as is necessary to pay for all of the Program Services set forth in Exhibit "C". If the Employer should pay any portion of such costs, it shall not be entitled to any reimbursement therefor from the Community College; nor shall it be entitled to any abatement, diminution or postponement of payments under this Agreement, provided however, that the Employer will be entitled to reimbursement without interest of its own funds

from the Project Fund or the Revenue Fund when a surplus exists and the Community College determines that such surplus is not needed to satisfy other Program Costs and the Certificates have been paid in full both as to principal and interest. Any such payments received or to be received from Employer under this Section shall not be pledged to payment of the Certificates under the Resolution.

Section 2.8. In the event Certificates are not issued by the Community College, the Employer agrees to pay to the Community College a sum equal to the necessary and incidental costs actually incurred by the Community College which would have been paid from the funds available from the sources described in Section 2.2 of this Agreement if the Certificates had been issued by the Community College.

Section 2.9. Investment earnings on the funds deposited in the Project Fund may be used, to the extent that the Community College determines that investment earnings are available and not needed for Debt Service on the Certificates, to reimburse the Employer for the cost of program services which are otherwise non-reimbursed under this Agreement or for any lawful purpose as determined by the Community College.

ARTICLE III

PAYMENTS; SECURITY

Section 3.1. The Employer shall cooperate in causing the necessary payments from the sources set forth in Section 2.2 to be made into the Revenue Fund and the Project Fund of the Community College.

Section 3.2. The Community College agrees that the Revenue Fund shall be pledged for the payment of the principal of and premium, if any, and interest on the Certificates. To the extent provided in Section 260E.3(5) of the Act, the payments required to be made by the Employer hereunder are a lien upon the Employer's business property where new jobs are created as a result of the Project until paid and have equal precedence with ordinary taxes and shall not be divested by a judicial sale. Property subject to this lien may be sold for sums due and delinquent at a tax sale, with the same forfeitures, penalties and consequences as for the nonpayment of ordinary taxes. The purchaser at any such tax sale shall obtain the property subject to the remaining payments.

Section 3.3. The Employer and Community College agree that this Agreement is entered into upon the expectation that sufficient funds from new jobs credit from withholding will be generated to pay the principal of, premium, if any, and interest on the Certificates. Employer and the Community College have designed the Project to fit within the funds expected to be available from the sources of payment set forth in Section 2.2 of this Agreement.

Section 3.4. If for any reason the funds in the Project Fund or the Revenue Fund are not sufficient to satisfy the Program Costs including Debt Service, the Employer, upon at least twenty (20) days written notice that the funds in the Project Fund or the Revenue Fund are not sufficient, will, nonetheless, advance to the Community College such amounts as may, from time to time, be

required to satisfy the Program Costs. If the Employer advances any amount under this Section, it shall not be entitled to any abatement, diminution or postponement of other payments required; provided, however, to the extent permitted by law, the Employer will be entitled to payment of amounts advanced, without interest, from the Project Fund or the Revenue Fund when the Community College determines that a surplus exists, that such surplus is not needed to satisfy other Program Costs and the Certificates have been paid in full both as to principal and interest. Any such payments received or to be received from Employer under this Section shall not be pledged to payment of the Certificates under the Resolution. The notice required hereunder shall specify the date by which the Employer is to make the necessary advance; provided, however, in the absence of such date specified in the notice, the advance shall be due within twenty (20) days of the date of the notice. The obligation of the Employer hereunder shall be primary and the Community College may proceed against the Employer without proceeding against or exhausting any other remedies which it may have and without resorting to any other security held by the Community College.

ARTICLE IV

REPRESENTATIONS

Section 4.1. Representations of the Community College. The Community College represents and covenants that: (a) it is duly organized and validly existing under the laws of the State of Iowa; (b) it is not in violation of or in conflict with any provisions of the laws of the State of Iowa which would impair its ability to carry out its obligations hereunder; (c) it is empowered to enter into the transactions contemplated by this Agreement; and (d) it will do all things in its power required of it in order to maintain its existence or assure the assumption of its obligations hereunder by any successor public body.

Section 4.2. Representations and Covenants of the Employer. The Employer represents and covenants that:

- a. It is a limited liability company organized under the laws of the State of Delaware and is authorized to do business in the State of Iowa.
- b. It has full power and authority to execute, deliver and perform this Agreement and all other instruments given by the Employer to secure its performance and to enter into and carry out the transactions contemplated herein. Such execution, delivery and performance are not in contravention of law or Employer's articles of organization, operating agreement or any indenture, agreement, mortgage, lease, undertaking or any other restriction, obligation or instrument to which the Employer is a party or by which it is bound. This Agreement has by proper action been duly authorized, executed and delivered by the Employer and all steps necessary have been taken to constitute this Agreement a valid and binding obligation of the Employer.

c. There is no litigation or proceeding pending, or to the knowledge of the Employer threatened, against the Employer or any other person affecting in any manner whatsoever the right of the Employer to execute the Agreement or to otherwise comply with its obligations contained in the Agreement.

d. The employees to be trained under this Agreement have not commenced work for the Employer prior to the date of the Preliminary Industrial New Jobs Training Agreement entered into between the Community College and the Employer dated February 22, 2024, and those employees will be employed in new jobs in connection with the expansion of the Employer's business operations in the Merged Area.

e. Employer's "base employment level" as that term is defined in Section 422.33(6) of the Code of Iowa, as amended, is 2,593 as of February 22, 2024, the date of the Preliminary Industrial New Jobs Training Agreement and the employees to be trained under this Agreement are not a part of the base employment level.

f. The Employer is an industry, as that term is defined in Section 260E.2(9) of the Act and in the regulations of the Iowa Workforce Development, and is engaged in providing products and/or services (other than retail, health or professional services) in interstate commerce.

g. Each of the jobs covered by this Agreement is a "new job" as that term is defined in Section 260E.2(10) of the Act and in the regulations of the Iowa Workforce Development.

h. Employer represents it knowingly assumes the obligations under Sections 2.8 and 3.4 hereof in the event the sources of payment described in Section 2.2 are not sufficient to satisfy the Program Costs in full.

ARTICLE V

EVENTS OF DEFAULT

Section 5.1. Events of Default. Each of the following shall be an "event of default":

a. The Employer shall cease operation of its facilities at the Project Site.

b. The Employer shall fail to pay or advance any amount required to be made by the Employer on or prior to the date on which such payment is due and payable and continuing for more than five (5) business days thereafter.

c. The Employer shall fail to observe and perform any other agreement, term or condition contained in this Agreement, if such failure continues for a period of thirty (30) days after notice of such failure is given to the Employer by the Community College,

or for such longer period as the Community College may agree to in writing; provided, that if the failure is other than the payment of money and is of such nature that it cannot be corrected within the applicable period, such failure shall not constitute an event of default so long as the Employer institutes curative action within the applicable period and diligently pursues such action to completion.

d. The Employer shall: (i) admit in writing its inability to pay its debts generally as they become due; (ii) have an order for relief entered in any case commenced by or against it under the federal bankruptcy laws, as now or hereafter in effect; (iii) commence a proceeding under any other federal or state bankruptcy, insolvency, reorganization or other similar law, or have such a proceeding commenced against it and either have an order of insolvency or reorganization entered against it or have the proceeding remain undismissed and unstayed for ninety (90) days; (iv) make an assignment for the benefit of creditors; or (v) have a receiver or trustee appointed for it or for the whole or any substantial part of its property.

e. Any representation or warranty made by the Employer herein or any statement in any report, certificate, financial statement or other instrument furnished in connection with this Agreement or with the sale of the Certificates shall at any time prove to have been false or misleading in any material respect when made or given.

The declaration of an event of default under Subsection (d) above, and the exercise of remedies upon any such declaration shall be subject to any applicable limitations of federal bankruptcy law affecting or precluding such declaration or exercise during the pendency of or immediately following any bankruptcy, liquidation or reorganization proceedings.

Section 5.2. Whenever an event of default shall have happened and be subsisting, the Community College may take whatever action at law or in equity may appear necessary or desirable to collect the payments and other amounts then due and thereafter to become due, or to enforce performance and observance of any other obligation or agreement of the Employer under this Agreement. Notwithstanding the foregoing, the Community College shall not be obligated to take any step which in its opinion will or might cause it to expend time or money or otherwise incur liability unless and until a satisfactory indemnity bond has been furnished to the Community College at no cost or expense to the Community College. Any amounts collected as payments or applicable to payments and any other amounts which would be applicable to payment of principal of, premium, if any, and interest on the Certificates collected pursuant to action taken under this Section shall be paid to the holders of the Certificates for application to such payment.

Section 5.3. No remedy conferred upon or reserved to the Community College by this Agreement is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity or by statute. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient. In order to entitle the Community College to exercise any remedy

reserved to it in this Article, it shall not be necessary to give any notice, other than such notice as may be expressly required herein.

Section 5.4. In the event any agreement contained in this Agreement should be breached by either party and thereafter waived by the other party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

Section 5.5. If the Community College fails to observe and perform any obligation, term or condition contained in this Agreement for a period of thirty (30) days after notice of such failure is given by Employer, or for such longer period as Employer may agree to in writing, such action or omission will be considered a default and Employer may take whatever action, at law or in equity, may appear necessary or desirable, to enforce performance and the observance of any obligation or term of this Agreement; provided, however, the foregoing shall not be construed as a waiver of any defense available to the Community College nor shall the foregoing be construed as an agreement or concession by the Community College to take any action or refrain from taking any action inconsistent with Iowa law governing this Agreement or the operation of the Community College.

ARTICLE VI

PROJECT REQUIREMENTS; STATE DATA BASE

For purposes of establishing a consistent and meaningful data base to track aggregate wages of employees over time, evaluate the effectiveness of job training programs and auditing the use of training funds the Iowa Workforce Development 260E System Data Base ("IWD 260E System") has been established. Employer agrees that it shall provide all information reasonably requested by the Community College, Iowa Department of Revenue, Iowa Workforce Development and Department of Education for purposes of the IWD 260E System. Without limiting the foregoing, Employer agrees to provide the following information and follow the procedures set forth below.

Section 6.1. Employer shall utilize the Iowa Department of Revenue "GovConnectIowa" in order to electronically file its monthly or quarterly withholding tax returns, and shall provide a copy of each return to the Community College for purposes of reconciliation.

Section 6.2. Employer shall provide to the Community College information sufficient to permit the calculation of the annual average wage for the new jobs covered under this Agreement.

Section 6.3. Employer shall cooperate with the Community College and the Iowa Department of Revenue in order to coordinate the proper filing of income tax withholding and to resolve filing errors. Employer specifically consents to the sharing of information by and among the Iowa Department of Revenue, the Iowa Workforce Development and the Community College, including withholding tax returns, for purposes of reconciliation and as otherwise necessary for purposes of the IWD 260E System.

Section 6.4. Employer shall provide directly to the Community College appropriate payroll records to verify eligibility of the Project, including, to the extent allowed by applicable law, the Social Security number of each employee (collectively, the "Payroll Information") for whom withholding credit is claimed as a part of the Project. Any Social Security numbers provided shall remain confidential except as provided in this section. The matching of such Payroll Information of all employees for whom withholding credit is claimed to the Unemployment Insurance Benefit Wage Record file is required in order to satisfy state performance and compliance requirements. The Payroll Information received by the College under this Agreement shall be utilized only to the extent necessary to meet these requirements. Transfer of any Social Security numbers to state agencies shall be accomplished by secure file transfer protocols under terms of written agreements among the Community College, Iowa Workforce Development, Iowa Department of Revenue and Department of Education.

Section 6.5. Employer consents to the release and public disclosure of aggregate wage and employment data developed through this Agreement and similar agreements between the Community College and other employers. The wage and employment data reported publicly shall identify employers by random number, not by name. The Community College shall not publicly disclose any personal identifying information, including any Social Security numbers, concerning an individual employee. Only information compiled in aggregate form, without individual employer or employee information, shall be included in public reports.

ARTICLE VII

MISCELLANEOUS

Section 7.1. This Agreement may be executed in any number of counterparts, each of which shall be regarded as an original and all of which shall constitute but one and the same instrument.

Section 7.2. If any provisions of this Agreement, or any covenant, stipulation, obligation, agreement, act or action, or part thereof made, assumed, entered into or taken thereunder or any application thereof, is for any reason held to be illegal or invalid, such illegality or invalidity shall not affect any other provision or any other covenant, stipulation, obligation, agreement, act or action or part thereof, made, assumed, entered into, or taken, each of which shall be construed and enforced as if such illegal or invalid portion were not contained herein. Nor shall such illegality or invalidity of any application thereof affect any legal and valid application thereof, and each such provision, covenant, stipulation, obligation, agreement, act or action, or part shall be deemed to be effective, operative, made, entered into or taken in the manner and to the full extent permitted by law.

Section 7.3. The provisions of this Agreement and the provisions of the Resolution are to be construed wherever possible so that they will not be in conflict. In the event such construction is not possible, the provisions of the Resolution shall prevail.

Section 7.4. This Agreement shall be governed exclusively by and construed in accordance with the laws of the State of Iowa.

Section 7.5. All notices, requests or other communications hereunder shall be in writing and shall be deemed to be sufficiently given when mailed by registered or certified mail, postage prepaid, addressed to the appropriate Notice Address as follows:

Western Iowa Tech Community College
4647 Stone Avenue
Box 5199
Sioux City, Iowa 51102-5199

Seaboard Triumph Foods, LLC
5555 Seaboard Triumph Parkway
Sioux City, Iowa 51111

Employer and the Community College shall each designate authorized representatives to conduct this Agreement. Employer and the Community College may, by notice given hereunder, designate any further or different addresses to which subsequent notices, requests or other communications shall be sent.

Revisions in the Program Services set forth in Exhibit "C" and resulting adjustments in Program Costs shall be permitted in the sole discretion of the Community College and must be approved in writing by the above representatives of the Community College and Employer, their respective successors or such other individuals as either party designates in the manner set forth herein.

Section 7.6. All covenants, stipulations, obligations and agreements of the Community College contained in this Agreement shall be effective to the extent authorized and permitted by applicable law. No such covenant, stipulation, obligation or agreement shall be deemed to be a covenant, stipulation, obligation or agreement of any present or future member, officer, agent or employee of the Community College or the Board of Directors other than in his official capacity, and neither the members of the Board of Directors nor any official executing the Certificates shall be liable personally on the Certificates or be subject to any personal liability or accountability by reason of the issuance thereof or by reason of the covenants, stipulations, obligations or agreements of the Community College contained in this Agreement.

Section 7.7. This Agreement shall inure to the benefit of and shall be binding in accordance with its terms upon the Community College, the Employer and their respective permitted successors and assigns provided that this Agreement may not be assigned by the Employer without the express written consent of the Community College and may not be assigned by the Community College except as may otherwise be necessary to enforce or secure payment of the principal of, premium, if any, and interest on the Certificates.

Section 7.8. Employer covenants and agrees to keep the facilities continuously insured against loss or damage by fire, lightning, such other perils as are covered by standard "extended coverage" endorsements, vandalism and malicious mischief and containing customary loss deductible provisions.

Section 7.9. The Community College agrees to use its best efforts to sell and issue the Certificates and the Employer will cooperate with the Community College to provide necessary financial information in connection with the sale of the Certificates. It is understood and agreed that should the Certificates not be marketed or marketable within a reasonable time that this Agreement may be terminated and the Project terminated; provided, however, the obligation of the Employer under Section 2.8 hereof shall continue following any such termination.

Section 7.10. Disbursement to the Employer for Program Services under this Agreement shall be made by the Treasurer of the Community College upon receipt of vouchers approved by the Board of Directors of the Community College. Employer agrees that payments received shall only be used for purposes of the Project.

Section 7.11. Except as provided in Section 7.12 herein, no monies disbursed to the Employer from the proceeds of the Certificates will be used directly or indirectly to finance land, facilities or depreciable property (or an interest therein) of the Employer or other private person.

Section 7.12. No monies disbursed to the Employer from the proceeds of the Certificates will be used directly or indirectly for the acquisition of any property (or an interest therein) unless the first use of such property is pursuant to such acquisition and such property is used exclusively for Program Services or the cost of acquisition is proportionally allocated to Program Services based upon actual usage for Program Services.

Section 7.13. No monies disbursed to the Employer from the proceeds of the Certificates will be used directly or indirectly to provide any airplane, skybox or other private luxury box, health club facility, facility primarily used for gambling or store the principal business of which is the sale of alcoholic beverages for consumption off premises.

Section 7.14. It is recognized that the prospect of providing education and training to workers in addition to those currently covered by this Agreement may result in the hiring of additional workers by the Employer. Any new job created within two (2) years of the date of this Agreement will qualify for training and may be included in a final agreement, if the new job has not, to the maximum extent permitted under the Act, been included in any prior final training agreement. Thereafter, any new jobs created pursuant to a separate written agreement or statement of intent signed by both parties ("Preliminary Agreement") or final training agreement signed by both parties ("Additional Agreement") may be included in an Additional Agreement if the new job has not, to the maximum extent permitted under the Act, been included in any prior final training agreement.

One or more Additional Agreement(s) may be entered into by the parties with respect to new jobs. The date of commencement of each Project with respect to additional new jobs not covered by this Agreement shall be determined as of the date of each Additional Agreement.

Both parties acknowledge that neither party is obligated by this Agreement or any Preliminary Agreement to enter into an Additional Agreement, nor are they restricted to a specific budget with respect to any such Additional Agreement. Factors that may affect whether the parties enter into an Additional Agreement and the budget for an Additional Agreement include, but are not limited to: state and federal law, the occurrence of an event of default, prevailing interest rates and Employer's employment level.

ARTICLE VIII

SUPPLEMENTAL NEW JOBS CREDIT FROM WITHHOLDING

Certain jobs included in the Project are eligible for a supplemental new jobs credit from withholding in an amount equal to one and one-half percent of the gross wages paid by the Employer pursuant to Chapter 15A.7, Code of Iowa. The Community College and the Employer agree that the Supplemental Program shall be administered in the same manner as the remainder of the Project and that all terms and conditions of this Agreement shall apply to the entire Project including the Supplemental Program.

Section 8.1. Terms used in this Article shall have the meanings set out in Article I or this Section 8.1. Other terms used in this Article shall have the meanings set out in Chapters 15A or 260E, Code of Iowa, as amended.

- "Laborshed wage" means the wage level represented by those wages within two standard deviations from the mean wage within the laborshed area in which the Employer is located as calculated by the Iowa Workforce Development, by rule, using the most current covered wage and employment data available from the Iowa Workforce Development for the laborshed area.
- "Starting Wages" or "Wages" means the wage being paid or to be paid by the Employer under the terms of this Agreement and which has been determined by the Community College to equal or exceed the Laborshed wage based upon criteria established in Section 15A.7, Code of Iowa, as amended, and rules promulgated by the Iowa Workforce Development.
- "Supplemental Program" means that portion of the Project including Program Services and Program Costs eligible to be funded from a supplemental new jobs credit from withholding from jobs created under this Agreement because the Employer has agreed to pay Starting Wages as defined in this Agreement.

Section 8.2. The Employer agrees that it shall pay Wages for the jobs included in the Supplemental Program (and for which the supplemental new jobs credit from withholding is collected) at least equal to the Laborshed wage. In the event the Employer fails to pay such Wages for the jobs included in the Supplemental Program, such failure may constitute an event of default under this Agreement.

Section 8.3. The supplemental new jobs credit from withholding shall be collected, accounted for and may be pledged by the Community College in the same manner as described in Section 2.2 of this Agreement and Section 260E.5 of the Act.

Section 8.4. The number of jobs included in the Supplemental Program are separately identified on Exhibit C. The specific jobs are as identified in writing by the Employer. The Community College hereby determines eligibility of the Supplemental Program and Starting Wages for those jobs described on Exhibit C as included in the Supplemental Program.

Section 8.5. To provide funds for the payment of the costs of the Supplemental Program the Community College may borrow money, issue and sell Certificates and secure the payment of the Certificates in the same manner as described in Article II of this Agreement and Section 260E.6 of the Act. It is the intent of the parties that the Supplemental Program shall be funded and administered in such a manner as to maintain any tax exempt status of the interest on Certificates issued to fund the Program Services under Chapter 260E.

Section 8.6. The Supplemental Program and the supplemental new jobs credit from withholding provided for in this Article VIII shall be in addition to and not in lieu of the program and credit authorized in Article II of this Agreement and Section 260E.5 of the Act. The Program Services set forth on Exhibits B and C, including the tentative payment schedule, and the Employer's projections of wages to be paid in those new jobs qualifying for the supplemental new jobs credit from withholding includes the Supplemental Program.

IN WITNESS WHEREOF, the Community College and the Employer have caused this Agreement to be duly executed all as of the date hereinabove written.

WESTERN IOWA TECH COMMUNITY
COLLEGE

By: _____

ATTEST:

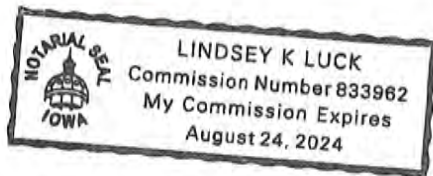
SEABOARD TRIUMPH FOODS, LLC

By:  3/21/24

(Seal, if any)

ATTEST:





STATE OF IOWA)
) SS
COUNTY OF WOODBURY)

On this _____ day of _____, 2024, before me, a Notary Public in and for the State of Iowa, personally appeared Russell Wray and Brenda Wright, to me personally known, who, being by me duly sworn, did say that they are the President of the Board of Directors and the Secretary, respectively, of Western Iowa Tech Community College, Sioux City, Iowa, that the foregoing Industrial New Jobs Training Agreement was signed by authority of the Board of Directors; and Russell Wray and Brenda Wright, as such officers, acknowledged the execution of said instrument to be the voluntary act and deed of said College by it and by them voluntarily executed.

Given under my hand and seal of office, this _____ day of _____, 2024.

Notary Public

(SEAL)

STATE OF Iowa)
) SS
COUNTY OF Woodbury)

On this 21 day of March, 2024, before me, a Notary Public in and for the State of Iowa, personally appeared Francisous Koekkoek and _____, to me personally known, who, being by me duly sworn, did say that they are the VP, GM and the _____, respectively, of Seaboard Triumph Foods, LLC, a Delaware (member managed) (manager managed) limited liability company; [no seal has been procured by] [the seal affixed thereto is the seal of] the limited liability company; that the foregoing Industrial New Jobs Training Agreement was signed on behalf of said limited liability company by authority of its governing body; and Francisous Koekkoek and _____, as such officers, acknowledged the execution of said instrument to be the voluntary act and deed of said limited liability company by it and by them voluntarily executed.

Given under my hand and seal of office, this 21 day of March, 2024.

Lindsey K Luck
Notary Public

(SEAL)

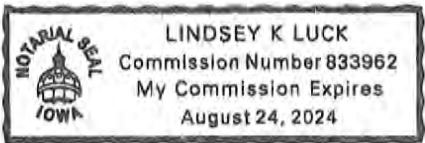


EXHIBIT "A"

Legal Description of Project Site

EXHIBIT 'A'

Legal Description of Project Site
And/or Address

Project Site:

Seaboard Triumph Foods, LLC
5555 Seaboard Triumph Pkwy
Sioux City, IA 51111

EXHIBIT "B"
Tentative Budget

EXHIBIT "B"
Tentative Budget Summary
Seaboard Triumph Foods, LLC
2024

Training

1	Structured/OJT Training Costs	\$296,224.60	
2	Formal Training Costs	<u>\$308,315.40</u>	
	<i>Training Subtotal</i>		\$604,540.00

Administration Costs

1	Administrative Support: accounting, business management, banking record keeping, reporting, project staff cost, arbitrage expense, auditing, certificate registraring, etc.	\$176,475.00	
2	State Administration	<u>\$9,050.00</u>	
	<i>Administrative Subtotal</i>		\$185,525.00

Professional Services

1	Legal/Cost of Issue	\$17,195.00	
2	Underwriting/Financial	<u>\$7,240.00</u>	
	<i>Professional Subtotal</i>		\$24,435.00

Reserve

1	Reserve for Accounting Pro-Forma	<u>\$90,500.00</u>	
	Reserve Subtotal		<u>\$90,500.00</u>

TOTAL CERTIFICATE ISSUE	\$ 905,000.00
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PRELIMINARY SUBJECT TO CHANGE

Western Iowa Tech Community College

PREFINAL

Speer Financial, Inc.

Iowa's Industrial New Jobs Training Certificates
(Taxable)

Company: Seaboard Triumph Foods, LLC, Sioux City, (Confidential)
[120 jobs; Laborshed \$22.56]

Date of Bonds: 05/Jun/24 10 Year Maturity

Date	Principal	Estimated Interest Rate	Interest	Principal and Interest	Fiscal Year	Estimated Series 2024 Debt Service	Projected Income	Projected Annual Cash Flow	Projected Income Balance	Projected % of Par	Projected Income Balance % of Outstanding Certificates:
01/Dec/24			\$22,122.22	\$22,122.22							
01/Jun/25	85,000	5.000%	22,625.00	107,625.00	2024	\$129,747.22	\$ 197,154.70	\$ 67,407.48	\$ 67,407.48	7.448%	8.220%
01/Dec/25			20,500.00	20,500.00							
01/Jun/26	95,000	5.000%	20,500.00	115,500.00	2025	136,000.00	106,654.70	(29,345.30)	38,062.18	4.206%	5.250%
01/Dec/26			18,125.00	18,125.00							
01/Jun/27	95,000	5.000%	18,125.00	113,125.00	2026	131,250.00	106,654.70	(24,595.30)	13,466.88	1.488%	2.138%
01/Dec/27			15,750.00	15,750.00							
01/Jun/28	90,000	5.000%	15,750.00	105,750.00	2027	121,500.00	106,654.70	(14,845.30)	(1,378.42)	-0.152%	-0.255%
01/Dec/28			13,500.00	13,500.00							
01/Jun/29	90,000	5.000%	13,500.00	103,500.00	2028	117,000.00	106,654.70	(10,345.30)	(11,723.72)	-1.295%	-2.605%
01/Dec/29			11,250.00	11,250.00							
call 01/Jun/30	90,000	5.000%	11,250.00	101,250.00	2029	112,500.00	106,654.70	(5,845.30)	(17,569.02)	-1.941%	-4.880%
01/Dec/30			9,000.00	9,000.00							
01/Jun/31	90,000	5.000%	9,000.00	99,000.00	2030	108,000.00	106,654.70	(1,345.30)	(18,914.32)	-2.090%	-7.005%
01/Dec/31			6,750.00	6,750.00							
01/Jun/32	90,000	5.000%	6,750.00	96,750.00	2031	103,500.00	106,654.70	3,154.70	(15,759.62)	-1.741%	-8.755%
01/Dec/32			4,500.00	4,500.00							
01/Jun/33	90,000	5.000%	4,500.00	94,500.00	2032	99,000.00	106,654.70	7,654.70	(8,104.92)	-0.896%	-9.005%
01/Dec/33			2,250.00	2,250.00							
01/Jun/34	90,000	5.000%	2,250.00	92,250.00	2033	94,500.00	106,654.70	12,154.70	4,049.78	0.447%	
Total	\$905,000		\$247,997.22	\$1,152,997.22		\$1,152,997.22	\$ 1,157,047.00	\$ 4,049.78			

Source of Funds

Par Amount:	\$ 905,000.00
Total Sources:	\$ 905,000.00

Use of Funds:

Underwriter Discount:	\$ 7,240.00
Legal/Issuance:	17,195.00
Reserve Fund:	90,500.00
College Administration Fee:	176,475.00
State Administration Fee:	9,050.00
Deposit to Training Funds:	604,540.00
Total Uses:	\$ 905,000.00

Net Interest Rate: 5.145969%
Bond Years: 4,959.945
Average Life: 5.481

Premium Discount: \$7,240.00

run date: 08/Mar/24

file name: Western Iowa Tech Community Coll

SPEER FINANCIAL, INC.
(Confidential)

SPEER FINANCIAL, INC.

SUMMARY COMPILATION

Contact: Sam Pribil, Economic Development Coordinator
College: Western Iowa Tech Community College
Company: Seaboard Triumph Foods, LLC, Sioux City, Iowa
Issue Date: 5-Jun-24
Revised From: 23-Feb-24
Date: 8-Mar-24

	Fiscal Year	2024	Fiscal Year	2025	Fiscal Year	2026
1.5% JOBS TOTAL	\$	-	\$	4,731,168	\$	4,731,168
3.0% JOBS TOTAL	\$	-	\$	1,189,573	\$	1,189,573
		Total # All Jobs		120		
		Total # 3.0% Jobs		18		
		Total # 1.5% Jobs		102		

ASSUMPTIONS:

Fiscal Year	1.50% Payroll	Withholding at 1.50%	3.0% Payroll	Withholding at 3.0%	Total Payroll	Total Withholding	Initial 1.50% WH	Supplem. 1.50% WH
2025	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2026	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2027	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2028	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2029	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2030	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2031	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2032	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2033	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
2034	4,731,168	70,967.52	1,189,573	35,687.18	5,920,741	106,654.70	88,811.11	17,843.59
Total Projected 10yr WH:		709,675.20		356,871.84	59,207,408	1,066,547.04		
	Total Jobs:	120						

SPEER FINANCIAL, INC.

PAYROLL CALCULATION

Contact: Sam Pribil, Economic Development Coordinator
College: Western Iowa Tech Community College
Company: Seaboard Triumph Foods, LLC, Sioux City, Iowa 22.56
Issue Date: 5-Jun-24
Revised From: 23-Feb-24
Date: 8-Mar-24

Fiscal Year	2024		Fiscal Year	2025		Fiscal Year	2026	
Hourly Pay:	\$ 22.30	\$ -	Hourly Pay:	\$ 22.30	\$ -	Hourly Pay:	\$ 22.30	\$ -

Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.
2023	June			2024	June	102		2025	June		
	July				July				July		
	August				August				August		
	September				September				September		
	October				October				October		
	November				November				November		
	December				December				December		
2024	January			2025	January			2026	January		
	February				February				February		
	March				March				March		
	April				April				April		
	May				May				May		
	Total	0	0		Total	102	0		Total	0	0
	Payroll Total	\$ -	\$ -		Payroll Total	\$ 4,731,168	\$ -		Payroll Total	\$ 4,731,168	\$ -
	Annual Total	\$ -	\$ -		Annual Total	\$ 4,731,168	\$ -		Annual Total	\$ 4,731,168	\$ -

Total # Employees 102 0

SPEER FINANCIAL, INC.

PAYROLL CALCULATION

Contact: Sam Pribil, Economic Development Coordinator
College: Western Iowa Tech Community College
Company: Seaboard Triumph Foods, LLC, Sioux City, Iowa
Issue Date: 5-Jun-24
Revised From: 23-Feb-24
Date: 8-Mar-24

Fiscal Year	2024		Fiscal Year	2025		Fiscal Year	2026	
Hourly Pay:	\$ 22.78	\$ 23.55	Hourly Pay:	\$ 22.78	\$ 23.55	Hourly Pay:	\$ 22.78	\$ 23.55

Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.
2023	June			2024	June	2	5	2025	June		
	July				July				July		
	August				August				August		
	September				September				September		
	October				October				October		
	November				November				November		
	December				December				December		
2024	January			2025	January			2026	January		
	February				February				February		
	March				March				March		
	April				April				April		
	May				May				May		
	Total	0	0		Total	2	5		Total	0	0
	Payroll Total	\$ -	\$ -		Payroll Total	\$ 94,765	\$ 244,920		Payroll Total	\$ 94,765	\$ 244,920
	Annual Total	\$ -			Annual Total	\$ 339,685			Annual Total	\$ 339,685	

Total # Employees 2 5

SPEER FINANCIAL, INC.

PAYROLL CALCULATION

Contact: Sam Pribil, Economic Development Coordinator
College: Western Iowa Tech Community College
Company: Seaboard Triumph Foods, LLC, Sioux City, Iowa
Issue Date: 5-Jun-24
Revised From: 23-Feb-24
Date: 8-Mar-24

Fiscal Year	2024	Fiscal Year	2025	Fiscal Year	2026
Hourly Pay:	\$ 36.65	\$ 42.10	Hourly Pay:	\$ 36.65	\$ 42.10

Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.	Year	Month	# of Emp.	# of Emp.
2023	June			2024	June	10	1	2025	June		
	July				July				July		
	August				August				August		
	September				September				September		
	October				October				October		
	November				November				November		
	December				December				December		
2024	January			2025	January			2026	January		
	February				February				February		
	March				March				March		
	April				April				April		
	May				May				May		
Total		0	0	Total		10	1	Total		0	0
Payroll Total	\$	-	\$ -	Payroll Total	\$	762,320	\$ 87,568	Payroll Total	\$	762,320	\$ 87,568
Annual Total	\$	-		Annual Total	\$	849,888		Annual Total	\$	849,888	

Total # Employees 10 1

EXHIBIT "C"

Tentative Program Services

02323170\13026-264

EXHIBIT 'C'

Tentative Program Services Seaboard Triumph Foods, LLC

Administration

Western Iowa Tech Community College (WITCC) will provide the necessary staff time and related expenses needed to develop, monitor, and supervise the project, including contract development, administrative supervision of the project staff, record keeping, banking, and other related fiscal services. The College will also perform the certificate registrar function and arbitrage on a project cost basis.

The New Jobs Training Program policy does not provide for project training funds to be totally expensed for structured job training. The Employer and the College will determine an agreeable or proper mix of structured and formal training. The target mix should be approximately **49% structured/on-the-job training** and **51% classroom/formal training**.

Upon receipt of proper documentation, reimbursement to Seaboard Triumph Foods, LLC for training expenses will be made if the requests meet the guidelines of Iowa Code 260E, WITCC, and this training plan.

The plan may be revised to meet the changing training needs of Seaboard Triumph Foods, LLC with the consent of the company and WITCC. Any revision will be filed to adjust this original plan.

The number of new positions under this project is **120** jobs.

Structured (On-the-Job) Training

Cost: \$296,224.60

- All new employees will be trained on new employee procedures and competency training. Training will include compliance with all local, state, and federal regulations and all food safety policies and procedures as required by Seaboard Triumph Foods, LLC.

Formal (Classroom) Training

Cost: \$308,315.40

- Safety and Health
- Management/Leadership
- Employee Development
- Industrial Maintenance/Production
- Computer Training
- Employee Professional Skill/Workshops
- Training materials and other training expenses as designated

WITCC will reimburse, as program funds permit, approved expenses incurred by the Employer in providing specific individualized training for those employees requiring it. WITCC will reimburse the Employer any allowed claims for wages and salaries incurred for structured training of qualified employees as provided for in the budget detail attached as Exhibit B in accordance with all applicable Iowa Workforce Development regulations. A reimbursement schedule will be developed based on mutual agreement between the Employer and the College.

Total Training Budget

Cost: \$604,540.00

Seaboard Triumph Foods, LLC

FY2024 INJT Project
Structured (OJT) Training

Supplemental Wage Threshold:	\$22.56
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Position/Title	No. of positions	Hourly Wage	Actual Training Hours/Position	Actual OJT Budget	OJT Budget Total
Managers	1	\$42.10	120	\$5,052.00	\$2,468.54
Supervisors	9	\$36.65	120	\$39,582.00	\$22,216.85
Trainers	5	\$23.55	120	\$14,130.00	\$12,342.69
Technicians	2	\$22.78	120	\$5,467.20	\$4,937.08
Clerical	1	\$36.65	120	\$4,398.00	\$2,468.54
Hourly Production	102	\$22.30	100	\$227,460.00	\$251,790.91
TOTAL	120	\$30.67		\$296,089.20	\$296,224.60

Structured (On-The-Job) Training Fund	\$296,224.60
Formal (Classroom) Training Fund	\$308,315.40
Total Training Fund	<u>\$604,540.00</u>

* Reimbursements will be processed on any approved claims for wages of eligible employees up to the amount of the the Structured Training Fund



JOB TITLE: SR MANAGER OF SANITATION

FLSA STATUS: Exempt	DEPT/DIVISION:
REPORTS TO: VP of Operations	LOCATION: Sioux City, Iowa
SHIFT: C Shift – 3 rd Shift	PAY GRADE:
LINE:	PCODE:
DATE JOB DESCRIPTION ADOPTED: February 2024	

SUMMARY: The Sr Manager of Sanitation will be accountable for holistic plant sanitation program direction and results for plant, warehouse and plant grounds. The Sanitation Manager will assist, develop and oversee the daily application of core sanitation activities. Lead with us as you will identify and deliver programs and processes that are essential to our plant food safety operations. Being accountable for holistic direction of plant sanitation program for plant, warehouse and plant grounds. This includes compliance with all local, state and federal regulations and all food safety policies and procedures.

ESSENTIAL DUTIES AND RESPONSIBILITIES: This list is not intended to be all-inclusive and other duties may be assigned.

- The sanitarian is responsible for compliance with all local, state and federal regulations; adhering to and administering company policies and procedures to ensure compliance with all food safety policies and procedures while ensuring the plant is in proper sanitary condition.
- The ability to evaluate facility sanitary conditions visually and analytically, assessing risk based on food safety and prioritizing corrective actions and preventative measures.
- Ability to partner with and communicate with many diverse groups including Plant Operations, HACCP Department, Supply Chain, Engineering, Quality Control, Purchasing, sanitation vendors, third-party auditors and other technical organizations/associations to effectively manage sanitation issues within the plant sanitation programs.
- Knowledge and ability to evaluate sanitation procedures, e.g. CIP for effectiveness and adequacy.
- Communicate with the management staff of contracted programs related to sanitation to ensure completion of sanitation activities as outlined in the Master Sanitation Schedule (MSS).
- Thorough knowledge of HACCP and Sanitation principles.
- Effective written and oral communication with working knowledge of Word and Excel through daily documentation to plant and corporate level management.
- Ability to follow and adhere to lock out/tag out safety procedures for equipment.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Bachelor of Science degree in Biological Science, Chemistry, or Food Science or job related experience or Bachelors' degree in Pure Sciences or equivalent experience in plant food safety/sanitation. Although a combination of education and experience that enables performance in all aspects of the position can be accepted.

COMMUNICATION SKILLS: Must have excellent written and verbal communication skills and demonstrated ability to work well with others. Ability to interact, effectively speak and communicate with Senior Executives, customers, employees and sanitation vendors.

LANGUAGE SKILLS: Ability to read and interpret documents in the English language such as safety files, operating and maintenance instructions, and procedure manuals. Must be able to effectively communicate with outside regulatory agencies, employees, and production and management personnel. Bilingual skills a plus.

MATHEMATICAL SKILLS: Ability to apply basic math, statistics, and algebra concepts.

REASONING ABILITY: Ability to apply common sense understanding to carry out instructions furnished in written, oral, diagram, or schedule form.

OTHER SKILLS AND ABILITIES: Basic computer skills and knowledge of standard programs including, but not limited to: Microsoft Word, Excel, Outlook, PowerPoint and HRIS including data entry, reporting and query procedures. While performing the duties of this job, the employee must be able to use a keyboard, calculator, and telephone. Must be flexible, adaptable to change, able to work in fast paced environment, ability to meet deadlines, demonstrated ability to manage multiple tasks and projects, exceptional organizational skills, and demonstrated accuracy and attention to detail. Ability to work independently, with minimal supervision and has sound judgment skills. Have proven management skills.

MISSION, VISION, & VALUES: Must believe and lead STF's **MISSION** of producing quality port products, igniting the passion and growth of our team members, helping our community thrive, and making our business prosperous. Remembering that together we will achieve more by working safely and cultivating an inclusive and empowering environment. Must believe and fully engage in STF's **VISION** of being a place where we all belong, working as one, to build out future. Must live STF's **VALUES** in all decisions, behaviors, and interactions, which include-

SAFETY- Be committed to the safety and welfare of all employees through prevention, education, and awareness, with the ultimate goal of eliminating workplace accidents.

QUALITY- Our customers and families depend on us to provide a safe, quality product, by maintaining the highest food safety standards and desired customer specifications. Must take pride in the products we produce and serve.

DIVERSITY- We embrace diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our company and our work. By promoting these values, we aim to create a positive work experience that encourage a sense of belonging.

COMMUNITY- Be a positive representative of STF in our community while supporting the organizations who work for the betterment of Siouxland.

SUSTAINABILITY- Be a steward of the earth by managing our environmental footprint.

PHYSICAL DEMANDS: The employee frequently is required to stand; walk; move about the facility. Frequent sitting, talking, hearing, and occasionally stand, stoop, kneel, crouch, crawl, lift (50 lbs.), and ability to adjust vision for close vision work. Occasional exposure to airborne dust, high humidity, and extremes of hot and cold are possible. Must be able to wear all safety equipment. Individual must be able to effectively work in an office environment as well as normal production environment where temperatures and noise levels may vary. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me. Additionally, I am committed to treating everyone with dignity and respect. I fully understand and am committed to the company's Mission, Vision, and Values.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

Employee Name (please print)

Employee Number

Employee Signature

Date

**Seaboard Triumph Foods
Representative**

Date



JOB TITLE: Sanitation Supervisor

FLSA STATUS: Exempt
REPORTS TO: Sanitation Manager
SHIFT: C – 3rd Shift

DEPT/DIVISION: Sanitation
LOCATION: Sioux City, Iowa
PAY GRADE: 15
PCODE:

DATE JOB DESCRIPTION ADOPTED: February 2024

SUMMARY: This position is responsible for compliance with USDA regulations and company requirements to ensure the highest standard and quality of work, adherence to procedures, and accuracy of results in regard to company’s sanitation practices. The position will also require training in the company’s requirements in quality specifications and food safety practices. Job will be broken up in 80% sanitation coverage and 20% training/FSQA coverage.

ESSENTIAL DUTIES AND RESPONSIBILITIES: This list is not intended to be all-inclusive and other duties may be assigned.

- Evaluate Sanitation conditions analytically to assess risk based on food safety and public health criteria. Use innovative thinking and problem-solving skills.
- Must be able to communicate at all levels effectively and clearly within and outside of the company, which include the cleaning company, maintenance crew and operations.
- Responsible for monitoring and verifying adequate implantation of the cleaning procedures.
- Responsible for the safety of oneself and others working within their area.
- Prepare media and reagents as needed for daily microbiological and chemical testing. Evaluate Sanitation conditions analytically to assess risk based on food safety and public health criteria.
- Evaluate the progress of daily and non-daily cleaning scheduled tasks.
- Use innovative thinking to create a new way to approach problem solving.
- Evaluate the correct applications and usage of chemicals, managing the proper way of drain baskets usage, and maintain inventory of equipment.
- Verification of cleaning efficiency with ATP swabbing and utilize swab results to problem solve and employ new techniques.
- Responsible for the monitoring and managing of all pre-operational sanitation non-compliances during USDA inspection including taking applicable Corrective Actions
- Support SQF Program such as Allergen Control, Pest Control, Chemical Control, Glass, and Brittle Plastics.
- Manage maintenance items as they relate to sanitation standards.
- Ensures appropriate preventive maintenance programs and practices are utilized by maintenance and operation departments as they relate to the cleaning and sanitation master schedule and coordinate with these departments to ensure appropriate attention is taken in a timely fashion.
- Always strive towards minimizing the number of pre-operational deficiencies, non-compliance, and down time in the cleaning and sanitation procedure.

- Sanitation supervisor is responsible for validating the titration of chemical compounds throughout their shift.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Minimum B.S Degree or equivalent work experience in food manufacturing. Able to use Excel, Word, Outlook, and interpret and create appropriate data analysis. A person who can multitask and operate within strict timelines in a fast-paced environment. Must be self-motivated, committed to do quality work and able to work within a team environment. Must complete assigned tasks, and willing to take ownership and accountability of projects from start to finish which includes making sure the cleaning company follows the nightly sanitation procedure. Must have knowledge of current Good Manufacturing Practices as designated by the FSQA department.

COMMUNICATION SKILLS: Must have excellent written and verbal communication skills. Ability to write reports and business correspondence. Ability to effectively manage time and meet all specified deadlines.

LANGUAGE SKILLS: Ability to read and interpret documents in the English language such as safety files, operating and maintenance instructions, and procedure manuals. Must be able to effectively communicate with USDA, production, and management personnel.

MATHEMATICAL SKILLS: Ability to use computers and all standard programs used by industry and the ability to learn and effectively use all other computer programs that are or will be made available. Advanced skills in MS Office.

REASONING ABILITY: Ability to solve practical problems. Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

OTHER SKILLS AND ABILITIES: Ability to use computers and all standard programs used by the industry and the ability to learn and effectively use all other computer programs that are or will be made available. Advanced skills in MS Office.

MISSION, VISION, & VALUES: Must believe and lead STF's **MISSION** of producing quality port products, igniting the passion and growth of our team members, helping our community thrive, and making our business prosperous. Remembering that together we will achieve more by working safely and cultivating an inclusive and empowering environment. Must believe and fully engage in STF's **VISION** of being a place where we all belong, working as one, to build out future. Must live STF's **VALUES** in all decisions, behaviors, and interactions, which include-

SAFETY- Be committed to the safety and welfare of all employees through prevention, education, and awareness, with the ultimate goal of eliminating workplace accidents.

QUALITY- Our customers and families depend on us to provide a safe, quality product, by maintaining the highest food safety standards and desired customer specifications. Must take pride in the products we produce and serve.

DIVERSITY- We embrace diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our company and our work. By promoting these values, we aim to create positive work experience that encourage a sense of belonging.

COMMUNITY- Be a positive representative of STF in our community while supporting the organizations who work for the betterment of Siouxland.

SUSTAINABILITY- Be a steward of the earth by managing our environmental footprint.

PHYSICAL DEMANDS: The physical demands are representative of those that must be met by an employee to successfully perform essential functions of this job. Must be able to move from place to place to all areas of facility. Must be able to climb ladders and platforms and enter confined spaces. Must be able to wear all safety equipment. The employee is required to sit, use hands to finger, handle, or feel/hold objects, reach with hands and arms, climb or balance; speak, hear, taste and smell. Employees may occasionally lift, push/pull up to forty (40) pounds. Must be Lock Out Tag Qualified.

WORK ENVIRONMENT: Work environment consists of a normal office environment as well as exposure to cleaning and sanitation chemicals.

NORMAL WORK SCHEDULE: While performing the duties of this job, the employee is regularly exposed to cold/hot and/or humid conditions. The employee frequently works near moving mechanical parts, may be in tight spaces, and around live animals. The employee is occasionally exposed to fumes or airborne particles, cold/hot temperature, and vibration. The noise level in the work environment is usually loud. The work environment includes climate extremes found in all areas of plant operations.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety, and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me. Additionally, I am committed to treating everyone with dignity and respect. I fully understand and am committed to the company's Mission, Vision, and Values.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

Employee Name (please print)

Employee Number

Employee Signature

Date

**Seaboard Triumph Foods
Hiring Manager**

Date

**Senior HR Manager of
Recruiting and Employment**

Date



JOB TITLE: Sanitation Trainer

FLSA STATUS: Non-Exempt
REPORTS TO: Sanitation Superintendent
SHIFT: C Shift – 3rd Shift

DEPT/DIVISION: Sanitation
LOCATION: Sioux City, Iowa
PAY GRADE:
PCODE: YC31005/YC31006

DATE JOB DESCRIPTION ADOPTED: 09/26/23

SUMMARY: The Sanitation Trainer is responsible for all aspects of externally sanitizing all production equipment, tools, and work areas, as well as the cleanliness of the entire plant according to a set schedule ensuring GMP and quality standards are met to maintain an efficient flow of the production process. The trainer will educate new employees to follow GMPs, operate at a level suitable of meeting FSQA standards. The trainer will ensure that safe work practices are enforced and that all Food Safety Standards are met throughout the site with the objective of minimizing pre-operational deficiencies, reducing product loss, downtime, and optimization of water and compressed air usage.

SUPERVISORY RESPONSIBILITIES:

No direct subordinates.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Include the following: Other duties may be assigned.

- Maintain and clean all work areas throughout the entire plant.
- Remove excess products from the floor and dispose of them properly.
- Perform all functions of sanitation, including product removal, mopping, scrubbing, sweeping, and detail cleaning.
- Obtain and apply the appropriate cleaning and sanitizing solution to all food and non-food contact surfaces, scrub surfaces, and parts.
- Remove condensation from production equipment.
- Various other sanitation duties as assigned by the Sanitation Manager and/or the Supervisor.
- Follow established programs, policies, and practices to produce safe, quality foods that meet regulatory and company requirements.
- Inform management of any food safety or quality issues or of any processes which have become non-compliant with specified requirements.
- The effectiveness of the cleaning and sanitation process and other pre-requisite programs, including, but not limited to:
 - Performance during dry pick-up conducted by operations and/or the cleaning company.
 - Progress of daily and non-daily cleaning scheduled tasks.

- Correct application of chemicals through titration testing, drain baskets management, and water house usage.
- Verification of cleaning efficiency with ATP swabs and implementation of corrective actions.
- Verification of sanitation efficiency with Environmental Pre-Operational swab results and implementation of corrective actions.
- Responsible for monitoring and verifying the adequate implementation of cleaning and sanitation activities to support the pre-requisite programs (Allergen Control, Pest Control, Chemical Control, Glass, and Brittle, etc.)
- Pre-Operational deficiencies identified by the QA department.
- Pre-Operational Sanitation non-compliances during USDA inspection.
- Trains new hires and ensures proper usage of chemicals, tools, PPE, etc.
- Available for questions Sanitation Technicians may have.
- Other duties or projects may be assigned by supervisors, managers, etc.

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

A high school diploma or equivalent is required. A bachelor's degree is a plus.

COMMUNICATION SKILLS: Must have excellent written and verbal communication skills. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and/or governmental regulations. Ability to write effective reports and business correspondence. Ability to effectively present information and respond to questions from management, and employees at all levels of the organization. Must have the ability to influence and persuade others.

KNOWLEDGE:

Must have a working knowledge of Good Manufacturing Practices (GMP). Ability to follow all Sanitation and Quality Policies and Procedures, troubleshoot deficiencies, and correct concerns in an appropriate and timely fashion.

LICENSE/CERTIFICATIONS:

Safe Quality Food (SQF) Certification is preferred.

LANGUAGE SKILLS:

Excellent verbal and written communication skills. Bilingual preferred.

MATHEMATICAL SKILLS:

Basic math skills.

REASONING ABILITY:

Ability to solve practical problems and interpret a variety of instructions provided in team meetings and/or in written, oral, diagram, and schedule formats.

OTHER SKILLS AND ABILITIES:

None required.

PHYSICAL DEMANDS:

The physical demands here are representative of those an employee should possess to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee will be required to move about the facility. The employee is required to sit; use hands to finger; handle; or feel/hold objects; reach with hands and arms; climb or balance; speak, hear, taste, and smell.

Specific vision abilities required by this job include close vision, color vision, depth perception, and the ability to adjust focus. Must be able to climb ladders and platforms, enter confined spaces and wear all safety equipment. Must occasionally lift and/or move up to 40 pounds.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters when performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Regularly exposed to cold/hot and/or humid conditions, climate extremes are found in all areas of the plant. Frequently works near machinery with moving parts and vibration. Regularly exposed to strong odors and the sight of blood. Frequent exposure to cleaning and sanitation chemicals, hazardous material, and waste, as well as fumes or airborne particles. The noise level in the work environment is moderate but can be loud when in the production area.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety, and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me. Additionally, I am committed to treating everyone with dignity and respect. I fully understand and am committed to the company's Mission, Vision, and Values.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

Employee Name (please print)

Employee Number

Employee Signature

Date

**Seaboard Triumph Foods
Hiring Manager**

Date

**Senior HR Manager of
Recruiting and Employment**

Date



JOB TITLE: Sanitation Tech

FLSA STATUS: Hourly Y53	DEPT/DIVISION:
REPORTS TO: Sanitation Supervisor	LOCATION: Sioux City, Iowa
SHIFT: C Shift – 3 rd Shift	PAY GRADE:
LINE: Sanitation	PCODE:
DATE JOB DESCRIPTION ADOPTED: February 2024	

SUMMARY: The position performs sanitation labor while understanding and complying with all food safety and safety policies and procedures. This position requires food safety and safety awareness, attention to detail, adaptability, and a strong work ethic.

ESSENTIAL DUTIES AND RESPONSIBILITIES: To be qualified to perform a food safety sanitation job, an individual must be able to perform each essential duty satisfactorily. This list is not intended to be all-inclusive and other duties may be assigned.

- Work cooperatively with FSQA personnel and management to ensure sanitation procedures are followed.
- Frequently lift hoses, equipment, and chemical containers, etc.
- Wear employer-specified PPE (gloves, face shield, eye goggles, aprons, boots, safety glasses, etc.).
- Exposure to chemicals (with PPE required for the task).
- All night standing, lifting, crouching for periods at a time.
- Perform all tasks safely.
- Use Lock-out/Tag-out.
- Other duties as assigned.
- Understanding and compliance of all safety policies covered during training.
- Understanding of chemical types, labeling, PPE, and warnings regarding mixing chemicals.
- Work at an acceptable speed to deliver the plant on time.

The food safety sanitation tech must understand how to work with necessary chemicals, work at a pace that delivers a clean plant to the customer on time and abide by company policies, including satisfactory attendance.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work

environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: High school diploma or general education degree (GED) preferred; or one to three months related experience and/or training; or equivalent combination of education and experience.

REASONING ABILITY: Ability to solve practical problems. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

OTHER SKILLS AND ABILITIES: Accountable for his/her own actions, ability to take direction and instruction from managers, prompt and timely, safety awareness, attention to detail, ability to focus on tasks at hand, adaptability, communication with peers, strong work ethic, ability to wear personal protective equipment, ability to work in environments with extreme temperature fluctuations.

PHYSICAL DEMANDS: While performing the duties of this job, the employee will be required to move about the facility. The employee is required to sit; use hands to finger; handle; or feel/hold objects; reach with hands and arms; climb or balance; speak; hear taste and smell. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT: While performing the duties of this job, the employee occasionally is exposed to fumes or airborne particles, wet/cold/hot temperature, and vibration. The employee will be using products of household strength to clean. The noise level in the work environment may vary depending on the work area.

NORMAL WORK SCHEDULE: The hours and days of work are established as needed by operations and at the discretion of management and may be changed (increased or decreased) by management as required.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety, and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

Employee Name (please print)

Employee Number

Employee Signature

Date

**Seaboard Triumph Foods
Representative**

Date



JOB TITLE: Chemical Room/Titration/SSOP Tech

FLSA STATUS: Non-exempt
REPORTS TO: FSQA
SHIFT: C – 3rd Shift

DEPT/DIVISION: FSQA
LOCATION: Sioux City, Iowa
PAY GRADE:
PCODE: YC31009

DATE JOB DESCRIPTION ADOPTED: 02/26/2024

SUMMARY: The Chemical room operator will possess a solid understanding of chemical processes and handling, mechanics, and safety. This position may be responsible for retrieving, weighing, and mixing chemicals to sanitize production areas effectively and efficiently.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Properly mix chemical jugs for nightly sanitation, using ALX dispensing machine, doing nightly chemical titrations, keep chemical room in order and clean, ensure all jugs buckets, and barrels have proper chemical tags before leaving chemical room. Wear proper PPE assigned to job

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: High school diploma or equivalent. Associate degree or 2 years relevant work experience. Sanitation or chemical experience.

LANGUAGE SKILLS: Ability to read, write, and interpret documents in the English language. SDS sheets, logging chemical titrations daily, understanding how to operate ALX machine in chemical room. Bilingual in Spanish preferred.

MATHEMATICAL SKILLS: Ability to apply mathematical applications to practical situations.

REASONING ABILITY: Ability to solve practical problems. Ability to interpret a variety of instructions furnished in written, oral, diagram and or schedule form.

OTHER SKILLS AND ABILITIES: Accountable for his/her own actions, ability to take direction and instruction from managers, prompt and timely, safety awareness, attention to detail, ability to focus on tasks at hand, adaptability, communication with peers, strong work ethic, ability to wear personal protective equipment, ability to work in environments with extreme temperature fluctuations.

PHYSICAL DEMANDS:

Standing, bending, pulling/pushing, lifting up to 50lbs, walking

WORK ENVIRONMENT:

Regularly exposed to cold/hot and/or humid conditions, climate extremes are found in all areas of the plant. Frequently works near machinery with moving parts and vibration. Regularly exposed to strong odors and the sight of blood. Frequent exposure to cleaning and sanitation chemicals, hazardous material, and waste, as well as fumes or airborne particles. The noise level in the work environment is moderate but can be loud when in the production area.

NORMAL WORK SCHEDULE: The hours and days of work are established as needed by operations and at the discretion of management and may be changed (increased or decreased) by management as required.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

_____	_____
Employee Name (please print)	Employee Number
_____	_____
Employee Signature	Date
_____	_____
Seaboard Triumph Foods Hiring Manager	Date
_____	_____
Senior HR Manager of Recruiting and Employment	Date



JOB TITLE: General Supervisor Sanitation – Cold Side

FLSA STATUS: Exempt

REPORTS TO: Sr. Manager Sanitation

SHIFT: C Shift – 3rd Shift

DEPT/DIVISION: FSQA

LOCATION: Sioux City, Iowa

PAY GRADE: 16

PCODE: YS31002

DATE JOB DESCRIPTION ADOPTED: March 2024

SUMMARY: The General Supervisor will provide day-to-day leadership and management for Sanitation Supervisors at Seaboard Triumph Foods Sioux City Plant. Establish means and methods to ensure all Supervisors perform job functions correctly and safely. Adhere to company policies and procedures, and responsible for employee performance and retention. Must possess a high level of technical proficiency to assist operators in problem solving while exercising considerable judgement and have the ability to supervise the sanitation process. Direct the routine maintenance and set-up of machines, equipment and facilities.

SUPERVISORY RESPONSIBILITIES:

- The General Supervisor oversees the operations of the cleaning and sanitation processes performed by operations and maintenance.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Include the following: Other duties may be assigned.
- Manages all Sanitation staff.
- Maintains and updates the master cleaning and sanitation schedule daily, weekly, monthly, quarterly, and annually.
- Ensures appropriate preventative maintenance programs and practices are utilized by Maintenance and Operation departments as they relate to the Cleaning and Sanitation Master Schedule, and coordinates with these departments to ensure appropriate attention is given to dry pick up, equipment disassembly and reassembly, and other activities related to the effectiveness of cleaning and sanitation.
- Acts as a leader in assessing and mitigating food safety risks associated with construction and major maintenance projects.
- Evaluate facility cleaning and sanitation conditions visually and analytically to assess risk based on food safety and public health principles and prioritize corrective actions.
- Verifies that the use of Titration and Chemical mixtures is documented and complies with the manufacturer’s usage guidelines.
- Audits processes and documentation against the consistent application and execution of SSOPs, SPSs, and all related sanitation practices.

- Manages the allergen swab program
- Monitoring and verifying sanitation KPI.
- Conducts SQF internal audits, elaborates reports, and maintains record keeping relating to the sanitary design of equipment and facilities.
- Develops and uses SPC to support the SQF Program.
- Liaison with USDA-FSIS on documentation to support the SQF Program
- Follow established programs, policies, and practices to produce safe, quality foods that meet regulatory and company requirements.
- Informs management of any food safety or quality issues or of any processes that have become non-compliant with specified requirements.

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Bachelor's in Food Science, Food Technology, Chemistry/Microbiology, or related field with 5+ years' experience in plant sanitation, food safety, quality assurance, or an equivalent combination of education and experience. Must have Sanitation Management experience in a USDA-inspected slaughter and fabrication facility. Must have a working knowledge of Good Manufacturing Practices (GMP).

COMMUNICATION SKILLS: Must have excellent written and verbal communication skills. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and/or governmental regulations. Ability to write effective reports and business correspondence. Ability to effectively present information and respond to questions from management, and employees at all levels of the organization. Must have the ability to influence and persuade others.

KNOWLEDGE:

Ability to follow all sanitation and quality policies/procedures, troubleshoot deficiencies, and correct concerns in an appropriate and timely fashion. Hold the sanitation team accountable to expectations and take action when warranted. Inform management of any food safety or quality issues or of any processes which have become non-compliant with specified requirements. Ability to adapt to changing organizational and operational needs; ability to lead others through change. Proficient in Microsoft Word, Excel, and computer-based applications.

LICENSES/CERTIFICATIONS:

HACCP and SQF Certifications preferred

LANGUAGE SKILLS:

Excellent verbal and written communication skills. English is required. Bilingual preferred.

MATHEMATICAL SKILLS:

Math skills to calculate sanitation efficiencies, % reductions, chemical usage and titrations and volumetric analysis.

REASONING ABILITY: Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical, diagram, written and/or verbal form and deal with several abstract and concrete variables. Strong leadership skills and the ability to advise, champion and uphold regulatory, company and customer standards at all levels of the organization. Strong decision making, experiment design, planning and project management skills needed.

OTHER SKILLS AND ABILITIES: HACCP/Food Safety Certification and experience with GFSI/SQF (SQF Practitioner a plus). Must be well versed in current FSIS directives and regulatory requirements. Strong personal computer skills and understanding of Microsoft Office programs. Must hold a valid driver's license and be able to travel up to 50% of the time. Professionals in this role combine technical skills with emotional intelligence; analytics skills with strong communication; and the ability to always manage with dignity and respect.

PHYSICAL DEMANDS:

The physical demands here are representative of those an employee should possess to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee will be required to move about the facility. The employee is required to sit; use hands to finger; handle; or feel/hold objects; reach with hands and arms; climb or balance; speak, hear, taste, and smell.

Specific vision abilities required by this job include close vision, color vision, depth perception, and the ability to adjust focus. Must be able to climb ladders and platforms, enter confined spaces and wear all safety equipment. Must occasionally lift and/or move up to 40 pounds.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters when performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Regularly exposed to cold/hot and/or humid conditions, climate extremes are found in all areas of the plant. Frequently works near machinery with moving parts and vibration. Regularly exposed to strong odors and the sight of blood. Frequent exposure to cleaning and sanitation chemicals, hazardous material, and waste, as well as fumes or airborne particles. The noise level in the work environment is moderate but can be loud when in the production area.

MISSION, VISION, & VALUES: Must believe and lead STF's **MISSION** of producing quality pork products, igniting the passion and growth of our team members, helping our community thrive, and making our business prosperous. Remembering that together we will achieve more by working safely and cultivating an inclusive and empowering environment. Must believe and fully engage in STF's **VISION** of being a place where we all belong, working as one, to build our future. Must live STF's **VALUES** in all decisions, behaviors, and interactions, which include-

SAFETY- Be committed to the safety and welfare of all employees through prevention, education, and awareness, with the ultimate goal of eliminating workplace accidents.

QUALITY- Our customers and families depend on us to provide a safe, quality product, by maintaining the highest food safety standards and desired customer specifications. Must take pride in the products we produce and serve.

DIVERSITY- We embrace diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our company and our work. By promoting these values, we aim to create a positive work experience that encourages a sense of belonging.

COMMUNITY- Be a positive representative of STF in our community while supporting the organizations who work for the betterment of Siouxland.

SUSTAINABILITY- Be a steward of the earth by managing our environmental footprint.

JOB DESCRIPTION REVIEW: I have reviewed this job description in its entirety, and I confirm that I am able to perform the functions and requirements of this position as described herein and explained to me. Additionally, I am committed to treating everyone with dignity and respect. I fully understand and am committed to the company's Mission, Vision, and Values.

I have noted below any accommodations that are required to enable me to perform these duties. I have also noted below any job responsibilities or functions which I am unable to perform with or without accommodation.

<hr/> Employee Name (please print)	<hr/> Employee Number
<hr/> Employee Signature	<hr/> Date

**Seaboard Triumph Foods
Hiring Manager**

Date

**Senior HR Manager of
Recruiting and Employment**

Date



JOB TITLE: General Supervisor Sanitation – Hot Side

FLSA STATUS: Exempt

REPORTS TO: Sr. Manager Sanitation

SHIFT: C Shift – 3rd Shift

DEPT/DIVISION: FSQA

LOCATION: Sioux City, Iowa

PAY GRADE: 16

PCODE: YS31001

DATE JOB DESCRIPTION ADOPTED: March 2024

SUMMARY: The General Supervisor will provide day-to-day leadership and management for Sanitation Supervisors at Seaboard Triumph Foods Sioux City Plant. Establish means and methods to ensure all Supervisors perform job functions correctly and safely. Adhere to company policies/procedures and responsible for employee performance and retention. Must possess a high level of technical proficiency to assist operators in problem solving while exercising considerable judgement and have the ability to supervise the sanitation process. Direct the routine maintenance and set-up of machines, equipment, and facilities.

SUPERVISORY RESPONSIBILITIES:

- The General Supervisor oversees the operations of the cleaning and sanitation processes performed by operations and maintenance.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Other duties may be assigned.
- Manages all Sanitation staff.
- Maintains and updates the master cleaning and sanitation schedule daily, weekly, monthly, quarterly, and annually.
- Ensures appropriate preventative maintenance programs and practices are utilized by Maintenance and Operation departments as they relate to the Cleaning and Sanitation Master Schedule, and coordinates with these departments to ensure appropriate attention is given to dry pick up, equipment disassembly and reassembly, and other activities related to the effectiveness of cleaning and sanitation.
- Acts as a leader in assessing and mitigating food safety risks associated with construction and major maintenance projects.
- Evaluate facility cleaning and sanitation conditions visually and analytically to assess risk based on food safety and public health principles and prioritize corrective actions.
- Verifies that the use of Titration and Chemical mixtures is documented and complies with the manufacturer’s usage guidelines.
- Audits processes and documentation against the consistent application and execution of SSOPs, SPSs, and all related sanitation practices.

- Manages the allergen swab program
- Monitoring and verifying sanitation KPI.
- Conducts SQF internal audits, elaborates reports, and maintains record keeping relating to the sanitary design of equipment and facilities.
- Develops and uses SPC to support the SQF Program.
- Liaison with USDA-FSIS on documentation to support the SQF Program
- Follow established programs, policies, and practices to produce safe, quality foods that meet regulatory and company requirements.
- Informs management of any food safety or quality issues or of any processes that have become non-compliant with specified requirements.

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the work environment, knowledge, skill, and/or ability required or preferred. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Bachelor's in Food Science, Food Technology, Chemistry/Microbiology, or related field with 5+ years' experience in plant sanitation, food safety, quality assurance, or an equivalent combination of education and experience. Must have Sanitation Management experience in a USDA-inspected slaughter and fabrication facility. Must have a working knowledge of Good Manufacturing Practices (GMP).

COMMUNICATION SKILLS: Must have excellent written and verbal communication skills. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and/or governmental regulations. Ability to write effective reports and business correspondence. Ability to effectively present information and respond to questions from management, and employees at all levels of the organization. Must have the ability to influence and persuade others.

KNOWLEDGE:

Ability to follow all sanitation and quality policies/procedures, troubleshoot deficiencies, and correct concerns in an appropriate and timely fashion. Hold the sanitation team accountable to expectations and take action when warranted. Inform management of any food safety or quality issues or of any processes which have become non-compliant with specified requirements. Ability to adapt to changing organizational and operational needs; ability to lead others through change. Proficient in Microsoft Word, Excel, and computer-based applications.

LICENSES/CERTIFICATIONS:

HACCP and SQF Certifications preferred

LANGUAGE SKILLS:

Excellent verbal and written communication skills. English is required. Bilingual preferred.

MATHEMATICAL SKILLS:

Math skills to calculate sanitation efficiencies, chemical usage and titrations, and volumetric analysis.

REASONING ABILITY: Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical, diagram, written and/or verbal form and deal with several abstract and concrete variables. Strong leadership skills and the ability to advise, champion and uphold regulatory, company and customer standards at all levels of the organization. Strong decision making, experiment design, planning and project management skills needed.

OTHER SKILLS AND ABILITIES: HACCP/Food Safety Certification and experience with GFSI/SQF (SQF Practitioner a plus). Must be well versed in current FSIS directives and regulatory requirements. Strong personal computer skills and understanding of Microsoft Office programs. Must hold a valid driver's license and be able to travel up to 50% of the time. Professionals in this role combine technical skills with emotional intelligence; analytics skills with strong communication; and the ability to always manage with dignity and respect.

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_____	_____
Employee Name (please print)	Employee Number
_____	_____
Employee Signature	Date
_____	_____
Seaboard Triumph Foods Hiring Manager	Date

**Senior HR Manager of
Recruiting and Employment**

Date

**Seaboard Triumph Foods, LLC
FY2024 INJT Project
Formal Training**

Formal Training Fund: **\$308,315.40**

New positions: **120**

Training Plan Completion Date: **June 1, 2034**

1. Safety & Health – \$138,741.93 or 45% of the classroom training fund is projected to be spent on Safety & Health Training which will include the following topics:
 - OSHA Topics
 - Ergonomics
 - Fire Extinguisher Safety Training
 - Job Hazard Analysis Training
 - CPR Training
 - First aid
 - Blood borne pathogens
 - MDS
 - Forklift
 - Hoists and Cranes
 - Lock Out/Tag Out
 - PPE
 - Confined Space
 - Confined Space Rescue
 - Machine guarding
 - Health, Safety, and Environmental
 - HAZ Comm
 - HACCP
 - GMP
 - Food Safety Hazards
 - Basics of Food Safety and Quality
 - Process Safety Management
 - Effective knife training
 - Industrial Hygiene
 - FDA
 - USDA
 - Emergency Action Planning
 - Wellness
 - Caught in / Struck by
 - Electrical safety
 - ACR Flash
 - Hoists / Cranes
 - Qualified climber
 - Defensive driving
 - HAZMAT
 - Evacuation and Emergency Planning
 - Electrical Standards

- Fall Protection
 - Metal detection
 - Ammonia training
 - Boiler training
 - RETA
 - Refrigeration
 - Vendor-specific Training
2. Management/Leadership - \$61,663.08 or 20% of the classroom training fund is projected to be spent on developmental training which will include the following topics:
- Manager/Supervisor/Leads training
 - LEAN/quality training
 - Six Sigma
 - EEOC/Regulatory training
 - Customer Relations
 - Customized Company Specific
 - Software
 - Vendor specific
 - Facilitation
 - Legal Issues of Managing
 - Drug –free workplace
 - Reasonable Suspicion
 - Strategic Planning
 - Quality Improvement
 - Train the Trainer
 - Estimating
 - Presentation / Communication Styles
 - Delegation
 - Financial Accounting
 - SHRM
 - Federal DOT training
 - I-9
 - Vendor-specific Training
3. Employee Development - \$46,247.31 or 15% of the classroom training fund is projected to be spent on the following items:
- Harassment and Discrimination
 - Customer Service
 - Effective Communication
 - Time Management and Organizational Skills
 - Machine Maintenance
 - Machine Operations
 - Industrial Maintenance
 - Blueprint reading
 - Quality Improvement
 - ESL and Workplace Spanish

- Business Communication
- Welding
- Team Building
- Recruiting for success
- Skills for Success
- Basic Leadership Development
- Performance Management
- Interviewing
- Vendor-specific Training

4. Industrial Maintenance/Production - \$15,415.77 or 5% of the classroom training fund is projected to be spent on Production-specific or Maintenance Training which will include the following topics:

- Welding
- Grinding
- Fabrication
- AWS Certification
- CNC
- Machine Orientation – vendor specific
- New Equipment specific
- Blue Print Reading
- Steam Plant
- Waste Water Treatment
- Electrical Mechanical Maintenance
- Mechanical Maintenance
- Predictive and Preventative Maintenance
- Blueprint
- Reliability Tech
- Energy Technician courses
- Applied mathematics
- Systems Analysis
- Ammonia
- Refrigeration
- Vibration analysis
- Boiler
- Job Specific Analysis
- AutoCad
- Solid Works
- Robotics and Automation
- Motors and Controls
- PLC
- Electrical concepts
- Vendor-specific Training

5. Computer Training - \$15,415.77 or 5% of the classroom training fund is projected to be spent on the following topics:
 - Microsoft Office Suite products
 - Proprietary software
 - Basic computer skills
 - Learning Management System
 - SharePoint
 - Microsoft Exchange Server
 - Basic and advanced networking
 - VMware
 - PLC Programming
 - Vendor-specific Training

6. Employee Professional skill Development/Workshops - \$15,415.77 or 5% of the classroom training fund is projected to be spent on the following items:
 - Tuition, Fees, and Books for College courses
 - Travel and lodging for employees while training
 - Off-site Seminars (including employee travel)
 - On-site Seminars (including vendor travel)
 - Memberships
 - National, local and regional conferences/seminars

7. Training Materials - \$15,415.77 or 5% of the classroom training fund is projected to be spent on the following items:
 - Manuals/Course Development – produced or purchased
 - Safety Materials
 - Printing
 - Textbooks
 - Training materials
 - Library Materials
 - Periodical Subscriptions
 - Assessment Instruments Development or purchase
 - Safety equipment for use in training

\$905,000

Western Iowa Tech Community College


Industrial New Jobs Training Certificates
(Seaboard Triumph Foods, LLC Project)
Series 2024

Employer's Certificate re: Operating Agreement

The undersigned, Francisous Koekkoek (name), hereby certifies that he/she is the duly qualified and acting VP, GM (title) of Seaboard Triumph Foods, LLC, a Delaware limited liability company (the "Employer") in good standing and duly authorized and qualified to do business in the State of Iowa. The undersigned further certifies that attached hereto is a true and correct copy of the Employer's Operating Agreement or excerpts thereof setting out the officer or officers authorized to enter into binding contracts as the same may have been amended from time to time, which Operating Agreement or excerpts thereof are presently in full force and effect as of this date.

WITNESS the signature of the undersigned this 21 day of March, 2024.

Seaboard Triumph Foods, LLC

By  VP/GM (title)

\$905,000

Western Iowa Tech Community College

Industrial New Jobs Training Certificates
(Seaboard Triumph Foods, LLC Project)
Series 2024

Employer's Certificate re: Supplemental Program

The undersigned, Francisous Koekkoek (name), hereby certifies that he/she is the duly qualified and acting VP, GM (title) of Seaboard Triumph Foods, LLC (the "Employer"). The undersigned further certifies that, except as fully disclosed on the exhibit attached hereto, each of the jobs identified on the attached shall be paid Starting Wages, equal to or greater than the applicable Laborshed wage, as such terms are defined in the Industrial New Jobs Training Agreement (the "Agreement") between the Employer and the Community College which Agreement includes the jobs identified on the attached.

The applicable Laborshed wage is \$ 22.56 per hour.

WITNESS the signature of the undersigned this 21 day of March, 2024.

Seaboard Triumph Foods, LLC

By  VP/GM (title)

Western Iowa Tech Community College
Merged Area XII
(Seaboard Triumph Foods, LLC Project)

02323172\13026-264

Supplemental Program
 FY2024 INJT Project
 Seaboard Triumph Foods, LLC

Supplemental Wage Threshold:	\$22.56
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Position/Title	No. of positions	Hourly Wage	Withholding
Managers	1	\$42.10	3%
Supervisors	9	\$36.65	3%
Trainers	5	\$23.55	3%
Technicians	2	\$22.78	3%
Clerical	1	\$36.65	3%
TOTAL	18		

PERSONNEL REPORT
Regular Appointments
April 8, 2024

I. INSTRUCTIONAL STAFF

- A. **Mariana Pacheco** has submitted her voluntary resignation as Psychology Instructor effective March 29, 2024. She is to be paid for all time worked through that date.

II. ADMINISTRATIVE STAFF

- A. **Misty M. Wankum** has submitted her voluntary resignation as Recruitment Specialist effective March 29, 2024. She is to be paid for all time worked through that date and for all earned and unused vacation.
- B. **Trang T. Nguyen** has submitted her voluntary resignation as Educational Coordinator effective April 18, 2024. She is to be paid for all time worked through that date and for all earned and unused vacation.

III. SUPPORT STAFF

- A. **Nathan A. Schulz** has been selected for the position of Accounting Clerk effective April 9, 2024, at an annualized salary of \$35,398, grade 3 support position. This is a previously authorized position, vacant due to resignation, eligible for full time benefits.
- B. **Tanya Reyes** has been selected for the position of Secretary effective April 15, 2024, at an annualized salary of \$35,398, grade 3 support position. This is a previously authorized position, vacant due to reassignment, eligible for full time benefits.

IV. TEMPORARY STAFF

- A. The attached list of temporary appointments includes temporary employees, adjunct, substitute, work study, and community and continuing education instructors selected since the last report and not previously presented to the Board for approval in the position stated, not eligible for benefits.

Personnel Report
 Temporary Employees
 (Not eligible for benefits)

April 8, 2024

NAME	DEPARTMENT OR COURSE # - SECT	APPOINTMENT	FROM	THROUGH	APPT \$/HR	SALARY
Aramendia Zabalza, Aimar	CLC	Tutor	03/18/24	05/10/24	\$ 10.00	Time Entry
Hassan, Najwan	Perkins	Tutor	03/11/24	05/10/24	\$ 18.00	Time Entry
Lansink, Blair	BIR	Adjunct Instructor	04/08/24	06/30/24	\$ 41.50	Time Sheet
Johnson-Zimney, Tina	C.N.A	Adjunct Instructor	03/27/24	06/30/25	\$ 41.50	Time Entry
Mohr, Donnie	EMT, Paramedic	Adjunct	03/07/24	06/30/25	\$ 41.50	Time Entry
Neswick, Judi	EMS	Adjunct	03/29/24	06/30/25	\$ 25.91	Time Entry
Ocran, Kevin	A/V	Work Study	03/20/24	05/10/24	\$ 9.00	Time Entry
Place, Taylor	Inclusion	Work Study	03/18/24	05/10/24	\$ 9.00	Time Entry
Ridgway, Amber	College Now	NACEP Visit- SC East	04/01/24	04/01/24		\$ 100.00
Ridgway, Amber	College Now	NACEP Visit- SC North	04/01/24	04/01/24		\$ 100.00