



January 14, 2011

Subject : Sunglasses On Workroom Floor

Memorandum For All Employees

To improve security at the Des Moines Processing and Distribution Center and for the safety of yourselves and others, the following policy will apply to all employees at this facility.

Sunglasses or dark tinted glasses will not be allowed to be worn on the workroom floor or while operating machinery or equipment unless they are prescribed by a licensed physician.

A handwritten signature in black ink, appearing to read "W. J. Herrmann".

William J. Herrmann
Senior Plant Manager
Hawkeye District