Recognition — It’s How We’re Making a Difference

Welcome to Making a Difference, Tyson Foods’ new TEAM Member recognition program.

Our commitment to culture, rewards, people, and career is the driving force behind the Tyson Recognition Program. We want to create a unified company culture where, at every level, TEAM Members can recognize and reward each other — and be recognized and rewarded for their contributions.

TEAM Members can be recognized for exemplifying our Core and TEAM Values and TEAM Behaviors (5Cs) — as well as worthy contributions to workplace priorities like quality and safety. The program also provides opportunities to recognize TEAM Members for service anniversaries and life events like birthdays.

This TEAM Member Guide provides everything you need to know to get started — how to log in, navigate the website, and recognize your TEAM Members.
Logging In

When Making a Difference launches, there will be a link directly on The Source. For our plant-based hourly TEAM Members, there will be an icon on the desktop of the kiosk or computer in the plant. If accessing the website outside of a Tyson computer, the URL is recognize.tyson.com.

Logging in from The Source

TEAM Members with Tyson email addresses will receive emails welcoming them to the program. The welcome email will guide them to access the site on The Source:

- From The Source homepage, hover your mouse over Human Resources and click the Recognition link.
- Click the Making a Difference link at the top of the page.

Logging in from the Internet or as an hourly TEAM Member at a plant computer or kiosk

TEAM Members can access the program on a personal computer by visiting recognize.tyson.com. Plant-based hourly TEAM Members will have access to the Making a Difference website at plant-based computers or kiosks as well as on their smartphones. If they do not have a Tyson e-mail address, they can still fully participate in the program.

Here’s how:

- Enter your Tyson SAP ID, which can be found on your paycheck, most Production TEAM Members’ Work Badges, or by going to The Source > Other Sites > Team Member Links > Personnel Number; or contact your HR Representative.
- Enter the month and day of your birthday and last four digits of your Social Security number in this format: mm/dd/nnnn.
- Set your password and choose three security questions to answer.
- Review the statement about participating in the program. Check the box to agree.
- Click on submit. You will now be on the home page!

Logging in from the EZ Thanks App

The EZ Thanks mobile app gives TEAM Members the ability to quickly and easily send recognition to the social feed and receive program notifications via mobile device. The app is free and easy to download. Before activating the EZ Thanks app, a TEAM Member must first log in to Making a Difference via The Source or the Internet and go to My Profile to establish a password. An individual login ID and password are required to activate the app.

- Android users can get the app from Google Play.
- iPhone users can get EZ Thanks from the App Store.
- The app will ask for a code for the first-time login, the code is: Tyson
- You will also need the password you chose when you first logged in from the Internet or The Source.
- Before activating the EZ Thanks app, a TEAM Member must first log in to Making a Difference via The Source or the Internet and go to My Profile to establish a password. An individual login ID and password are required to activate the app.
- To redeem points on a mobile device, TEAM Members can use the web browser to go to the mobile website at recognize.tyson.com. A username and password is required to access the site.
How It Works

The program’s online, social-media-style recognition platform makes recognition simple, meaningful, and fun — so you can easily integrate recognition into the daily routine. You can even request to acknowledge extra-special contributions with points as well as recognition. (The recipient’s Manager must approve any point awards.) Points can be spent for merchandise and more on the Making a Difference online awards catalog. Through this program you can also recognize fellow TEAM members without points for Life Events such as birthdays or anniversaries or send them an eThank You for their support with day to day job responsibilities.

Program website home page

Here’s a quick guide to the home page.

A  Upper Navigation — Select a tab to find everything you need:
   Home: Quickly access the most-used program features.
   Award Feed: View recognitions sent by others at Tyson Foods.
   Redeem: Redeem points for merchandise, event tickets, or travel.
   All: Display the Home page, Award Feed, and Redeem page all at once.

B  View and edit your profile, and search for TEAM Members to recognize.

C  Recognize a TEAM Member (see below for details).

D  See which badges you’ve earned.

E  Get news about the program.

F  Find program documents and helpful information.

G  View your celebration page (for TEAM Members celebrating a service anniversary).

H  See your recognition statistics.
How It Works (continued)

How to Recognize a TEAM Member’s Life Events

Making a Difference makes it easy to recognize a TEAM Member with an eCard. Here’s how:

1. Click Recognize Someone.
2. Select program: TEAM Member Life Events.
3. Enter your TEAM Member’s name.
4. Select an eCard image.
5. Customize the image if you wish.
6. Add a personal note recognizing the life event.
7. Hit Preview, then Send.

SPECIAL NOTE FOR SERVICE ANNIVERSARIES: Starting in January 2017, the program will recognize TEAM Members’ service anniversaries by sharing this achievement on the award feed. TEAM Members can send recognition directly to the honoree. Be on the lookout for additional recognition on your Service Anniversary.
### How to Recognize a TEAM Member’s Contributions

Select the level of recognition

Use the levels of recognition outlined below to determine what kind of recognition a TEAM Member deserves. TEAM Members can earn a variety of badges for receiving different levels of recognition.

<table>
<thead>
<tr>
<th>Level</th>
<th>Description of level</th>
<th>Who can give this award</th>
<th>Who can receive this award</th>
<th>Who must approve this award</th>
<th>Reward</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making an Impression</td>
<td>Clear demonstration of one of the 5Cs or Values. Measurable impact on results is not required; part of normal, day-to-day job responsibilities.</td>
<td>Anyone</td>
<td>Anyone</td>
<td>None</td>
<td>Behavior or Values Badge</td>
</tr>
<tr>
<td>Making It Happen</td>
<td>Impacts TEAM or work group in a meaningful and possibly measurable way; part of normal, day-to-day job responsibilities and may be demonstrated in a short amount of time.</td>
<td>Anyone</td>
<td>Anyone</td>
<td>Recipient’s People Manager</td>
<td>40 points plus Behavior or Values Badge</td>
</tr>
<tr>
<td>Making an Impact</td>
<td>Impacts entire job function but considered a stretch or takes place over a period of weeks, possibly months, and likely has an impact on results in some way; extended effort, key project work.</td>
<td>Anyone</td>
<td>Anyone</td>
<td>Recipient’s People Manager and Recipient’s Manager’s Manager</td>
<td>100 points plus Behavior or Values Badge</td>
</tr>
<tr>
<td>Making a Difference</td>
<td>Based on a significant business outcome or result tied to the Core and TEAM Values and 5Cs. Impact is company-wide.</td>
<td>Directors and above</td>
<td>Anyone</td>
<td>Recipient’s Manager and their Manager, BU Functional VP, VPHR, and Compensation</td>
<td>2,000 points plus Behavior or Values Badge and public recognition at an All Hands Meeting</td>
</tr>
</tbody>
</table>
Select the TEAM behaviors and values shown

Choose a badge that best reflects why you are recognizing the TEAM Member. These badges can be awarded by any TEAM Member to any TEAM Member:

**Candor**
- Listens and keeps an open mind.
- Demonstrates the courage to speak up and gives feedback in an honest, sincere and respectful manner.
- Shares information, challenges assumptions, and acknowledges mistakes/failures.

**Commitment**
- Considers cost, benefits and risk when making decisions.
- Makes complex things easy.
- Operates with integrity to deliver results in the right way.

**Creativity**
- Identifies better, faster, more cost effective ways of doing things.
- Tries different things, takes appropriate risks, not afraid to fail.
- Develops relevant ideas and takes action to implement.

**Caring**
- Listens to understand and satisfy the needs of others and works to provide solutions.
- Seeks feedback and developmental opportunities.
- Motivates and empowers others.

**Collaboration**
- Builds and maintains win-win partnerships.
- Seeks out and finds value in diverse perspectives.
- Recognizes that the best ideas come from the minds and efforts of many.

**Values**
- Demonstrates one or more Tyson Foods Core Values or TEAM Values.

When you have achieved certain milestones, you can be recognized with the following badges, which are not associated with award levels:

- **30 Days** 30 days of perfect attendance for plant hourly TEAM Members.
- **60 Days** 60 days of perfect attendance for plant hourly TEAM Members.
- **90 Days** 90 days of perfect attendance for plant hourly TEAM Members.
- **365 Days** One year of perfect attendance for plant hourly TEAM Members.
- **1,000,000 Safe Hours** For TEAM Members who achieve 1,000,000 safe hours.
- **Safety Training** For TEAM Members who complete a safety training course.
- **Accident Prevention** For TEAM Members who call out an unsafe behavior or prevent a coworker from doing something unsafe.
- **Safety Responsiveness** For TEAM Members who respond quickly to an accident or other unsafe event and/or make the safety update quickly.
- **Safety Quality** For TEAM Members who make contributions that improve safety at their location.

In addition, Making a Difference will automatically award the Culture Champion badge to any TEAM Member who has been recognized for all TEAM Behaviors (5Cs) plus the Values badge.

Describe the Accomplishment

If recognizing someone for Making an Impression, Making It Happen, or Making an Impact: Describe the accomplishment. Be specific regarding what contribution the TEAM Member(s) made.
Frequently Asked Questions

Q: Why are we implementing this program?
A: We are creating a formal, consistent and transparent program to recognize TEAM Member contributions and performance. TEAM Members will have an opportunity to recognize each other for their performance and contributions aligned to our corporate values.

Q: How does the program work?
A: The program currently offers multiple ways to recognize employees:

Life Event recognition
Recognition eCards may be sent electronically on the program website under ‘TEAM Member Life Events.’ TEAM Members can send eCards to one another to celebrate birthdays, anniversaries, holidays, and other life events.

Recognition without points
All TEAM Members can recognize without points to say thank you.

Recognition with points
All TEAM Members can recognize with points. See the Levels of Recognition (page 5) for more information. People Managers must approve all recognitions with points.

Service Anniversaries
Beginning in January 2017, Making a Difference will generate recognition for TEAM Members who are celebrating service anniversaries at the following years of service: 5, 10, 15, 20, 25, 30, 35, 40, 45, 50 and each 5-year increment beyond.

Q: Who is eligible to take part?
A: All full-time and part-time TEAM Members in the U.S. are eligible to participate in the recognition program. Only full-time TEAM Members are eligible for service awards. Contract workers, temporary workers, and interns are not eligible.

Q: How do I access the program website?
A: From The Source homepage, hover your mouse over Human Resources and click the Recognition Link. From there, click the Making a Difference link at the top of the page.

Q: Do awarded points expire?
A: Points can be redeemed immediately or saved to redeem for higher-value items. Once a TEAM Member receives points, the points will not expire — they are the recipients to keep.

Q: How do I view My Profile information?
A: Click on your name in the upper right corner of the home page to get to your My Profile page.

Q: How do I change My Profile settings?
A: Click on your name in the upper right corner of the home page to get to your My Profile page. From the Profile page, go to the Personal Info drop down and click the Preferences link. Make your changes on this page and remember to click Save.

Q: How do I change the language I see on the site?
A: Choose your preferred language from the bottom of the login screen or select Change Language at the bottom of the home page after you log in. Language preference can also be updated by clicking on your name in the upper right hand corner and selecting ‘Preferences’ from the drop down.

Q: In the middle of writing a recognition, the website logs me out. What’s going on?
A: The website automatically times out after 20 minutes. You may log in again to complete your recognition, however the system will not save your previous remarks.

Q: Will I still receive a watch when I retire from Tyson?
A: Beginning in January 2017, TEAM Members will no longer receive a watch from the company upon retirement. TEAM Members will receive recognition program points to purchase merchandise of their choice from the recognition program catalog. The minimum age is 55 for a retirement award and the age plus years of service equals 70.

Q: How does one receive a Safety or Perfect Attendance Badge?
A: If a manager or HR wants a TEAM Member to receive a specific safety or attendance badge, HR will send the request to our Recognition Team with the SAP ID, TEAM Member Name and Badge name. The Recognition team will then load the badges to the TEAM Member’s profile.

Additional Assistance

If you have other questions about the Making a Difference recognition program, please email the Making a Difference TEAM at recognition@tyson.com.