

NATIONAL BEEF -CATTLE HANDLING AND WELFARE PROGRAM FOR OUTSIDE CATTLE TRANSPORTATION COMPANIES

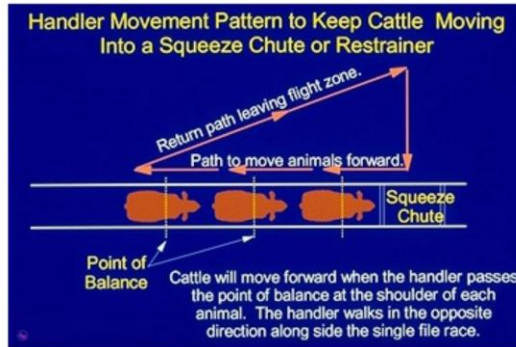
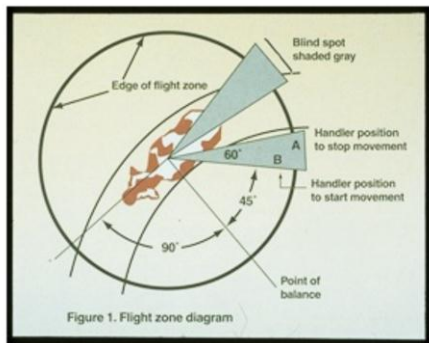
Original Date: July 31, 2009

Revised Date: August 5, 2014

National Beef has implemented this Cattle Handling and Welfare Program to assist Cattle Transportation Companies in complying with National Beef Cattle Welfare and USDA FSIS Animal Handling requirements during the transportation of cattle. We expect all drivers to conform to the program's requirements and expectations.

1.0 THE LOADING PROCESS:

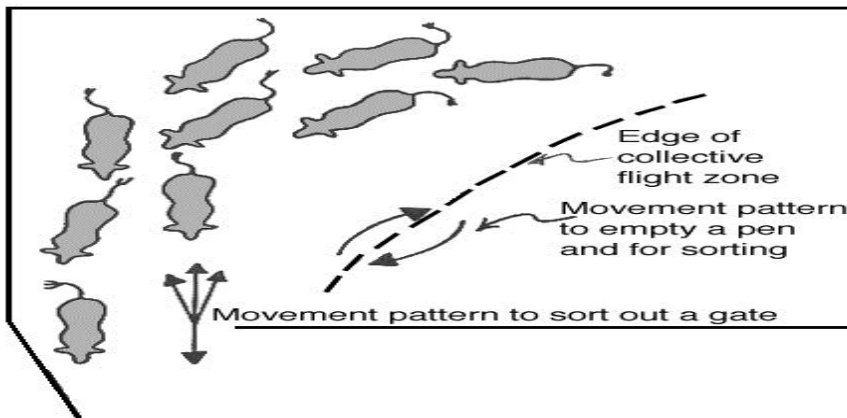
- Driver(s) will inspect trailer(s) prior to loading cattle to ensure traps are closed, gates secure, etc.
- Truck driver(s) will stop at the feedlot office and pick up the mail containing directions for loading pen(s) of cattle.
- The driver(s) will review the loading instructions of the cattle being picked up to ensure the proper cattle are loaded.
- The driver at the chute is the only driver allowed to have a hot shot, and is in charge of ensuring cattle are loaded in a safe, humane manner.
- All other drivers assisting loading the cattle will take instruction(s) from the "chute" driver.
- The driver(s) will have all proper and required paperwork for cattle in transit.
- **Do not load cattle that appear to be sick, injured, or unable to walk. Report immediately to the feedlot representative and dispatcher any sick or injured cattle.**
- Driver(s) will call dispatch upon leaving feed yard and confirm head count, pen/ear tag numbers and departure time.
- **Any egregious act observed will result in immediate suspension of the cattle hauling company from National Beef until Corporate Technical Services and Cattle Procurement can investigate the incident and determine the most prudent action(s) to take.**



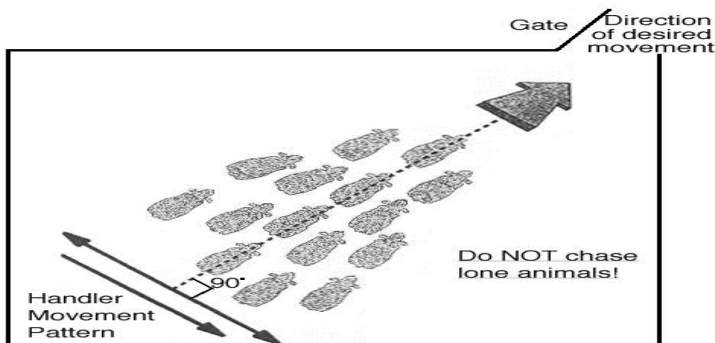
- Driver(s) will handle all cattle in a quiet, humane manner to avoid stress during moving and loading cattle.
- Cattle will follow the leader and handlers need to take advantage of this natural behavior to move animals easily. Animals will move more easily into the single file chute if it is allowed to become partially empty before attempting to fill it.
- Cattle balk and may refuse to move if they see distractions. Common distractions are:
 - Sparkling reflections on puddles
 - Reflections on smooth metal
 - Chains that jiggle and jingle
 - Metal clanging or banging
 - High pitched noise
 - Air-hissing should be silenced with mufflers
 - Clothing hung on fence
 - Piece of plastic that is moving
 - Fan blade movement
 - Seeing people moving up ahead or standing alongside of the chute(s)
 - Small object on the floor
 - Changes in flooring and texture
 - Drain gate on the floor
 - Bright light such as blinding sun. Cattle will move from a darker place to a brighter place, but they will not move toward blinding light.



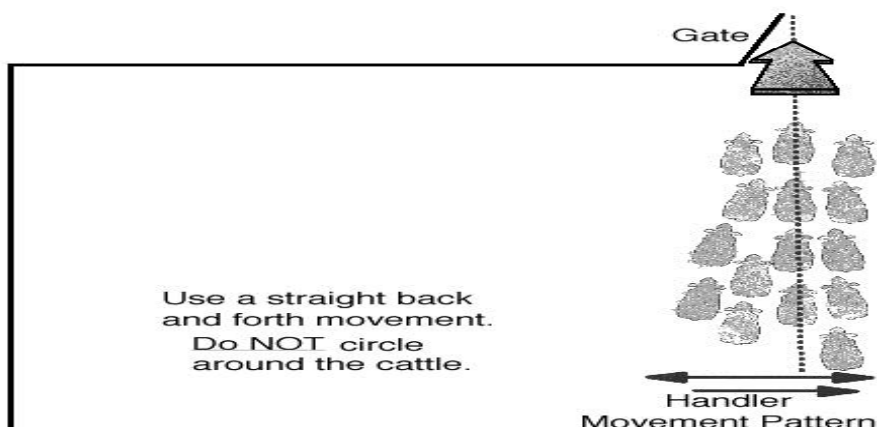
Moving cattle out of the pen: The handler controls the movement of cattle through the gate.



- When moving cattle to a gate in a large feedlot pen, handler(s) will use the T-Square method. Handler(s) will move back and forth behind the group of cattle at a 90 degree angle to the direction of the desired movement. Handler(s) will work on the edge of the flight zone as shown above in the diagram. When the cattle start moving, the handler(s) will back off and reduce pressure on the group. If cattle slow down, then increase the pressure gradually.
- Calm cattle are easier to handle. All movements are done at a walk and handler(s) should be silent with NO yelling or whistling. If cattle become excited, it will take 15 to 30 minutes for them to calm down.



- The crowd pen should not be more than $\frac{3}{4}$ full
- Cattle move easier through a curved race system with solid sides. Solid sides prevent the cattle from seeing people or other distractions.
- Curved chutes are better than straight chutes. Cattle want to go back to where they came from. Curved chutes give them that impression.



Equipment in the Loading Process:

- **Electric Prods are not in the possession of any driver and are only used when it is absolutely necessary. Driver(s) will ensure electric prod(s) are permissible at specific feed yard(s) (and under what conditions they can be used) prior to them being used.**
- Sorting stick(s) are the only approved persuader(s) approved for loading cattle.
- Throwing a gate into the side of an animal can result in a bruise or more serious injury and is not allowed.
- Protruding objects such as broken boards, nails and exposed bolts should be eliminated.

Loading Densities:

Recommended Truck Loading Densities		
Feedlot Fed Steers or Cows, Avg. Weight English/Metric Units	Horned or Tipped or more than 10% Horned and Tipped English/Metric Units	No Horns (polled) English/Metric Units
800 lbs (360 kg)	10.90 sq. ft. (1.01 sq. m.)	10.40 sq. ft. (0.97 sq.m.)
1000 lbs (454 kg)	12.80 sq. ft. (1.20 sq. m.)	12.00 sq. ft. (1.11 sq. m.)
1200 lbs (545 kg)	15.30 sq. ft. (1.42 sq. m.)	14.50 sq. ft. (1.35 sq. m.)
1400 lbs (635 kg)	19.00 sq. ft. (1.76 sq. m.)	18.0 q. ft. (1.67 sq. m.)

- Driver(s) should keep trucks within industry standards for weight limits and also distribute loads evenly. Failure to do so could result in fines and cause vehicles to be difficult to control.
- Assure proper stocking density by following good loading practices, anticipating weather conditions and knowing the average individual animal weight as well as the condition of the stock.
- Use good judgment when deciding how many cattle to put in the trailer. Determinations cannot be made by weight alone. Breeds that tend to be especially tall and narrow can be loaded more densely than breeds that are short and wide.
- Assuming an average of 685 sq. ft. on each fat cattle trailer, the following cattle densities should be followed using the chart above:
 - Majority of horned or tipped cattle with an average weight of 1,400 lbs-36 head per trailer
 - Majority of horned or tipped cattle with an average weight of 1,200 lbs-45 head per trailer
 - Majority of horned or tipped cattle with an average weight of 1,000 lbs-54 head per trailer
 - Majority of horned or tipped cattle with an average weight of 800 lbs-63 head per trailer
 - Majority of polled cattle with an average weight of 1,400 lbs-38 head per trailer
 - Majority of polled cattle with an average weight of 1,200 lbs-47 head per trailer
 - Majority of polled cattle with an average weight of 1,000 lbs- 57 head per trailer
 - Majority of polled cattle with an average weight of 800 lbs-66 head per trailer

Loading Cattle for Transport:

- Always keep handling time to a minimum. Cattle will be less stressed using efficient, humane handling procedures.
- Do not rush animals. Let animals follow the leader at their own pace.
- Be sensitive to the differences in animal behavior.
- Be aware of the flight zone of cattle.
- After loading, let the cattle settle for a few minutes before moving the truck.
- Trucks should be on the road as soon as possible after the loading process.
- Lighting that is even and not harsh should be provided at the loading facility.
- When loading cattle at night, truck interiors that are lighted will induce the cattle to enter. Cattle are drawn toward light rather than darkness.

2.0 THE HAULING PROCESS:

Driver(s) will follow industry standards listed below when hauling cattle.

- Start out slowly, avoid abrupt stops, and do not take curves too fast as these may cause cattle to fall.
- Whenever possible keep loaded cattle trucks moving during hot weather. This will maintain air flow to keep the cattle cool and prevent the buildup of gases from animal waste.
- Generally, driver(s) should stop every 4 to 5 hours to check the welfare of the cattle and trailer conditions. However, good judgment must be used considering animal, weather and road conditions.
- Drivers should be prepared to make decisions or get instructions quickly about the care of animals, weather conditions, need for food and water, and what to do with sick and injured cattle.
- Keep transit time to a minimum subject to FMCSA hours of service regulations.
- Once trucks reach their destination, unload cattle as soon as possible.
- Upon arrival at destination be prepared to clearly identify and communicate source and head count of cattle.
- If the trip is extended due to weather, truck breakdown, or other issues, the truck driver will contact dispatch and they will make proper

arrangements when necessary for the cattle to be unloaded, fed and watered.

3.0 THE UNLOADING PROCESS

- Position truck(s) so that they line up flush with the unloading dock(s). Ensure there is no gap between the end of the trailer and the beginning of the unloading dock in which cattle could be injured or escape.
- All downers, sick and injured cattle are to be reported immediately to beef plant personnel.
- Electric prod(s) are not allowed during the unloading of cattle at any beef slaughter plant. Only approved cattle motivators (sorting stick) can be used.



- The number of cattle that can be safely unloaded depends upon the average weight and the number of horned or “tipped” cattle being unloaded. As the weight of the animal increases and the percentage of horned animal(s) increase, the number of cattle that can be safely unloaded decreases. Cattle will be allowed to exit the trailer at a controlled pace.
- Driver(s) will not use any item to stick through the ventilation holes in the trailer(s) in order to motivate cattle to unload.
- Cattle will not be unloaded unless plant personnel are present at the unloading dock.
- Cattle will not be unloaded until driver has received verbal permission to unload.
- Every effort will be made to unload trailer(s) in a timely manner. Unloading order will be determined by the Carrier and plant personnel and will be based on the time cattle have been on trailer, stress on the cattle and the ambient temperature.

- The driver is responsible for driving cattle from the trailer. Beef plant personnel are responsible as the animal exits the trailer and steps onto the loading ramp.
- The driver will chain gate(s) open and secure all gate(s) back prior to unloading the cattle and ensure there is proper footing.

4.0 TRAILER/TRUCK MAINTENANCE:

- All ramps and floors will have adequate material for the cattle to obtain secure footing.
- Any sharp or jagged edges will be documented in writing by the driver and promptly reported to the Carrier management.
- The back and side doors of the trailers will be in good operating condition with all panels and sliders in good operating condition to prevent injury to animals during loading, transit and unloading.
- Trailer(s) will be kept in good repair and have non-slip flooring.
- Trailer(s) are drained daily and cleaned weekly. All trailer washout(s) are documented.
- Driver(s) inspect and document the condition of their truck and trailer(s) prior to and after hauling cattle.
- Driver(s) will schedule truck(s) and trailer(s) for maintenance review once per month. These maintenance reviews will be documented.
- Trailer(s) must comply with applicable DOT regulations and flooring should be leak proof to prevent urine and manure from dripping onto roadways.
- Trailer(s) will have sufficient height between decks to prevent back injuries to the tallest cattle being transported.

5.0 Corrective and Preventative Action:

National Beef takes appropriate corrective actions to address any issue identified at any time including USDA reviews, plant and 3rd party audits. If an issue is identified, the cause is determined and corrective actions are implemented to prevent a recurrence. Corrective actions may include the following: employee retraining, retention of truck/trailer, retention of cattle and all other corrective actions that may be deemed appropriate at the time.

National Beef takes the following corrective/preventative action steps when

issues are identified occurring at or outside the slaughter/processing plant.

- An investigation is conducted and documented on the incident form.
- At minimum, a letter of corrective/preventative action (including employee re-training) is submitted to the slaughter facility in which the cattle are being delivered.
- The letter must be found sufficient by the facilities' Corporate Technical Services/Food Safety Division to correct the issue and to prevent its reoccurrence.
- All other actions determined by the Corporate Technical Services/Food Safety Division to ensure all USDA regulations and corporate policies are being followed.

Corrective and Preventative actions are documented on the Incident Report. Additionally, National Beef takes appropriate actions to correct issues, when necessary.

National Beef will determine and implement action to eliminate the causes of potential non-conformances in order to prevent the occurrence.

6.0 Human Resources: Training Criteria for Cattle Haulers delivering cattle to all National Beef Slaughter Plants:

- Employee(s) understand the USDA FSIS definition of an egregious act as it relates to cattle haulers as well as other procedures. **Definition of an Egregious Act-The USDA FSIS defines this as any act or condition that results in severe harm to animals in the opinion of the USDA FSIS inspector. Egregious acts result in the suspension of slaughter operations by USDA FSIS. Examples of these are:**
 - Dragging a conscious, non-ambulatory animal
 - Moving live cattle over a downed animal or an animal lying down
 - Hitting cattle with motorized equipment
 - Slamming gates on cattle
 - Hitting or beating cattle with any tool used for motivating cattle to move
 - Using any motivating tool in sensitive areas of cattle such as the eyes, ears, nose, mouth, anus or testicles.
 - Dead cattle froze to the sides of trailers
 - Not having effective temperature control during extreme hot and/or humid weather
- Training is conducted according to written procedure. Each employee with

responsibilities in the program is re-trained at minimum once a year.

- Training is evaluated through routine monitoring.
- Issues will result minimally in the retraining of the employee(s) involved.
- Ongoing monitoring of documentation will also result in additional training on an as needed basis.

7.0 Continual Improvement:

Cattle Hauling Companies should continually strives to improve its' processes and procedures. They should use staff meetings, quality control records, customer feedback and corrective and preventative action to improve our program.

Each month, the Cattle Hauling Company should solicit feedback from 1 beef plant and/or feed yard to evaluate their process.

When it is determined that changes to the program is required, Cattle Hauling Companies should train all affected employees/driver(s) on the changes and will implement the changes only after training has occurred.

MASTER DOCUMENT LIST

Document Name	Revision Date
Program Manual	May 1, 2014
Attachment AW1 Animal Handling Audit	May 1, 2014
Attachment AW2 Driver/Truck/Trailer Evaluation	May 1, 2014
Attachment AW3 Training Document	May 1, 2014
Attachment AW4 Training Document Quiz	May 1, 2014
Attachment AW5 Training Document Quiz (Answers)	May 1, 2014
Attachment AW6 Deviation Report	May 1, 2014
Attachment AW7 Customer Feedback Report	May 1, 2014

ANIMAL WELFARE AUDIT FORM

Truck Number and/or Name of the Driver

Auditor:

Date of Audit:

Cattle handling while being loaded at the feedlot. Items 1,2, and 3 can be scored at the same time. Score 80 head of cattle or all they have to load.

1. Electric Prod Use- Percentage of cattle loaded at the feedlot without an electric prod. 90% acceptable, 98% excellent. No electric prods in the area. People must not constantly carry them

98% or greater= 20 pts

97 to 95%= 10 pts

below 95%= 0 pts

X= moved quietly, no electric prod

P= electric prod, score P

even touched with an electric prod

B= animal balked or backed up

Percent electric prodded

Score 20

Percent balking or backing up

Score 20

Animal #

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80

2. Cattle Exit Speed Score- Percentage of cattle that walk or trot out of the pens for loading onto the truck. 85% acceptable and 90% excellent. Fail if more than 5% fall while being loaded. Cattle that run or jump when they are loaded will have a higher percentage of shrink, bruises and dark cutters. If an animal bolts out of the chute like shot out of a gun, this is considered a run. If an animal lopes out and it is obvious the animal is not in distress then this is not considered a jump or run. If the animal falls on the ground and its body or knees hit the ground this is considered a fall.

X= walk or trot out quietly

F= fall or stumble

R= run or jump out

Percent walk or trot

Percent jump or run

Percent fall down or stumble

Score 20

Score 20

Score 20

Score a fall if the body touches the ground. Score a stumble if the animal's knees touch the ground while being loaded and unloaded.

90% or higher that do not run or jump- 20pts.

89% to 85% that do not run or jump- 10pts.

less than 85% that do not run or jump-0 pts.

2% or less that fall- 20pts.

More than 2% that fall- 0pts.

Animal #

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80

3. Percentage of Cattle that strike objects- Observe 80 head or all cattle loaded. Score the percentage of cattle that strike objects while being loaded at the feedlot. This includes objects on the truck.

Any observance that notes that 5% or more cattle that strike objects will result in automatic failure.

X= correct with none of the faults

S=Animals that strike objects while being loaded, being maintained on the truck and while being unloaded.

Percent Strike

Score 10

MINIMAL ACCEPTABLE PASSING SCORE

	Passing	Points
Excellent	0%	10pts.
Acceptable	1%	5pts.
Not Acceptable	2% to 4%	0 pts.
Serious Problem	5% or more	0 pts.

Animal #

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80

4. Loading Density- Fat Cattle trailers have an average of 685 sq. ft. of loading space. Using the chart the below, determine the average individual animal weight, determine if the trailer has been loaded to meet density requirements. Evaluate 8 trucks of cattle either being loaded at the feedlot.

1. Horned Cattle with 1400 lb average	36 hd	Are the cattle primarily horned (yes or no)-
2. Horned Cattle with 1200 lb average	45 hd	What is the average individual weight of the animal?
3. Horned Cattle with 1000 lb average	54 hd	How many cattle were loaded on the trailer?
4. Horned Cattle with 800 lb average	63 hd	Using the boxes below numbered for each category, score 10 points if the density level is at or below the number of head as directed by the chart. If the number of head loaded is above the standard directed in the chart, then 0 points is scored. If a truck is loaded with 5 or more head above the guidelines in the chart, this is an automatic failure in the audit.
5. Polled cattle with 1400 lb average	38 hd	
6. Polled cattle with 1200 lb average	47 hd	
7. Polled cattle with 1000 lb average	57 hd	
8. Polled cattle with 800 lb average	66 hd	

For each load, round to the nearest hundredth on average weight. If the load is more than 50% horned then consider the load to be horned. If the load is more than 50% polled, consider the load to be polled. Polled means that the cattle do not have horns through genetics. De-horned or cattle with horn tips are considered horned.

1	0	2	0	3	0	4	0	5	0	6	0	7	0	8	0
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Score 80

5. Numerical Ranking Score for Conditions on the Trailer

E = Excellent- Well maintained. No broken gate(s), metal siding, flooring on the trailer. No trash in the trailer. No bolts or loose metal sticking out.
A = Acceptable- Must have trash picked up. 95% of gates and siding in good repair. Must have sufficient flooring.
N = Not Acceptable- Holes in floor in a few areas. 10% or more gates drag on the floor or are difficult to open or close. 10% or more siding not acceptable.
F = Fail- Gates in state of disrepair. Trailer is dirty with trash with little evidence of cleaning. Any major structural damage or bolts/pieces of metal sticking out.
Any category with F will result in automatic failure of the audit.

Area	Name of Area	Rating	E Rating- 3 pts	A Rating- 2 pts	N Rating- 1 pts	F Rating- 0 pts
1			Score	3		
2			Score	3		
3			Score	3		
4			Score	3		
5			Score	3		
6			Score	3		
			5 B. Total	18		

Each passing answer will be scored 10 pts.
Failing answers will receive no points.

6. Heat Stress- Trailer has adequate ventilation to promote air flow so that the cattle remain comfortable.

Circle one: Pass Fail Score 10

7. Trailer Washed and Sanitized at Approved location- Was the trailer washed and sanitized at an approved location after unloading the cattle? Yes or No

Circle one: Pass Fail Score 10

8. Cold Weather- During adverse winter weather conditions, was there side covers or partial plugs?

Circle one: Pass Fail Score 10

9. Differing Breeds- Did the driver take into consideration the size and shape of animals loaded?

Circle one: Pass Fail Score 10

10. Long Distance- If the driver hauled cattle over long distances, did the driver stop and rest the cattle every 4 to 5 hours? If not observed write "Not Observed".

Circle one: Pass Fail Score 10

11. Loading or Unloading at Night- If the cattle were loaded at night, was there sufficient lighting? If not observed write "NA".

Circle one: Pass Fail Score 10

12. Trailer Positioning- Did the driver position the trailer properly while loading so that cattle could move easily without possible injury or stress?

Circle one: Pass Fail Score 10

13. Truck Driver Handling- Pass if loaded and unloaded quietly. Fail if handlers yell and scream. Yelling and screaming at cattle will result in automatic failure of the audit.

Circle one: Pass Fail Score 10

468 Total Points Possible	Total	288
A 288 Pts to 221 Pts	Grade	
B 220 Pts to 174 Pts		
C 173 pts to 127pts		
D 126 Pts or below		

GENERAL WELFARE REQUIREMENTS		
Failure on any one of these general areas is an automatic FAILURE entire audit.		
A. Downers and Non-Ambulatory Cattle- The entire audit is failed if non-ambulatory cattle are dragged anywhere in the process.		
Circle one:	Pass	Fail
C. Chronic Sick Cattle That Do Not Recover- If there are cattle that are transported to slaughter, they must be fully ambulatory. This is failed if the driver transports non-ambulatory cattle loaded at the feedlot.		
Circle one:	Pass	Fail
D. Employee Training- The driver must have documented training to ensure compliance.		
Circle one:	Pass	Fail
E. Obvious Cruelty- The entire audit is failed if an auditor sees any act of obvious cruelty such as inserting an object into sensitive parts of the animal such as eyes or anus, dragging nonambulatory cattle, beating cattle, slamming gates on purpose on an animal or an employee loses his temper and hits an animal. Clearly an act of self-defense doesn't count.		
Circle one:	Pass	Fail

DRIVER EVALUATION FORM			
Truck Number and/or Name of the Driver			
Auditor:			
Date of Audit:			
Answer each question below. Each correct answer will receive 4 pts. Failed questions will receive 0 pts.			
1. Truck Driver Evaluation- Truck Driver can read and understand dispatch			
Circle one:	Pass	Fail	Score 4
2. Truck Driver Evaluation- Truck Driver can fill out paperwork properly			
Circle one:	Pass	Fail	Score 4
3. Truck Driver Evaluation- Truck Driver can read and understand mail at feed yards			
Circle one:	Pass	Fail	Score 4
4. Truck Driver Evaluation- Matches ear tags and pen numbers at feed yards			
Circle one:	Pass	Fail	Score 4
5. Truck Driver Evaluation- Relays information on cattle left at feed yard to others			
Circle one:	Pass	Fail	Score 4
6. Truck Driver Evaluation- Knows how and when to keep cows separate			
Circle one:	Pass	Fail	Score 4
7. Truck Driver Evaluation- Knows how to load trailer properly for weight distribution			
Circle one:	Pass	Fail	Score 4
8. Truck Driver Evaluation- Does not over crowd loading tub			
Circle one:	Pass	Fail	Score 4
9. Truck Driver Evaluation- Watches out for others in the alley			
Circle one:	Pass	Fail	Score 4
10. Truck Driver Evaluation- Works with others when bringing cattle up			
Circle one:	Pass	Fail	Score 4
11. Truck Driver Evaluation- Dumps air on axle when loading and unloading (Where appropriate)			
Circle one:	Pass	Fail	Score 4
12. Truck Driver Evaluation- Make sure traps are closed and checks trailer			
Circle one:	Pass	Fail	Score 4
13. Truck Driver Evaluation- Does not drive down the road with ramps down, gates open and tailgate up when truck is empty			
Circle one:	Pass	Fail	Score 4
14. Truck Driver Evaluation- Watches for and calls in sick cattle			
Circle one:	Pass	Fail	Score 4
15. Truck Driver Evaluation- Driver did not unload cattle without notifying the beef plant, receiving permission and plant personnel present at the receiving dock.			
Circle one:	Pass	Fail	Score 4
16. Truck Driver Evaluation- Driver evaluates cattle on truck for stress due to temperature and time on the truck.			
Circle one:	Pass	Fail	Score 4
17. Truck Driver Evaluation- Chained gates open and secure all gates back prior to unloading the cattle			
Circle one:	Pass	Fail	Score 4
18. Truck Driver Evaluation- Driver reviewed receiving ramp for excessive mud, manure and water. Driver did not unload the cattle in unacceptable conditions			
Circle one:	Pass	Fail	Score 4
19. Truck Driver Evaluation- Driver did not unload cattle at night without sufficient lighting			
Circle one:	Pass	Fail	Score 4
20. Trailer Evaluation- Sharp and jagged edges are fixed immediately with repair date with authorizing initial. Sharp and jagged edges are documented in writing.			
Circle one:	Pass	Fail	Score 4
21. Trailer Evaluation- Trailer(s) are drained and cleaned every day. Trailer washouts are documented.			
Circle one:	Pass	Fail	Score 4
22. Trailer Evaluation- Truck Driver inspects and documents the condition of their truck and trailer prior to and after hauling cattle.			
Circle one:	Pass	Fail	Score 4
23. Trailer Evaluation- Trailer is scheduled for maintenance review once per month. These reviews are documented.			
Circle one:	Pass	Fail	Score 4
24. Trailer Evaluation- Trailer complies with applicable DOT regulations and flooring is leak proof to prevent urine and manure			

from dripping onto roadways.				
Circle one:	Pass	Fail	Score	4
25. Trailer Evaluation- Trailer has sufficient height between decks to prevent back injuries to the tallest cattle being transported.				
Circle one:	Pass	Fail	Score	4
26. Truck Driver Evaluation- Employees understand what could be considered as an egregious act by USDA FSIS.				
Circle one:	Pass	Fail	Score	4
104 Total Points Possible			Total	104
A	104 Pts to 90 Pts	Excellent	Grade	
B	89 Pts to 80 Pts	Good		
C	70 pts to 60 pts	Needs Improvement		
D	60 Pts or below	Fail		

Original Date: July 31st, 2009

Revised Date: May 15, 2014

Attachment AW3

Training Document for Animal Handling and Welfare Program

Proper trailer loading, transport and unloading procedures are essential to animal welfare and to minimize stress, bruising, injury and downer or DOA cattle occurrence.

- Trailers will be kept in good repair and have non-slip flooring.
- Trailers comply with applicable DOT regulations and flooring is leak proof to prevent urine and manure from dripping onto roadways
- Careful driving prevents bruising, shrink and injuries to the animals. Also sudden stops and hard acceleration should be avoided.
- Overloading or the packing of cattle on trailers is prohibited.
- Semi-trailers will have sufficient height between decks to prevent back injuries to the tallest cattle being transported.
- During Hot weather, wet the cattle prior to shipping or keep the truck moving from the time they are loaded until the time of unloading.
- During cold weather, ensure cattle are dry prior to loading or plug no more than 50% of the air holes in the trailer to reduce chill effect.
- Driver(s) handle cattle in a quiet, humane manner to avoid animal welfare issues when moving, loading, hauling and unloading cattle.
- Electric prods are never be used while moving and loading cattle at the feedlot except when it is absolutely necessary. Electric prods should not be in people's hands. Feedlot representative is contacted to ensure electric prods are allowed and under what conditions they can be used.
- Drivers do not load cattle that are downers. The driver will contact the feedlot representative immediately in all cases.
- The total number(s) of cattle that can be safely loaded on a trailer depend on the average animal weight and the number of horned or "tipped" animals being loaded. As the animal weight increases and % of horned animals increases, the number of cattle that will safely fit on the trailer decreases.
- Driver(s) do not rush livestock during unloading.
- Cattle are allowed to exit the trailer at a controlled pace.
- Drivers stop every 4 to 5 hours to check the welfare of the cattle and trailer condition.
- Drivers notify and ensure plant personnel are present at the receiving dock prior to unloading.
- Drivers notify plant personnel of any sick, suspect, non-ambulatory or downer animal on the trailer.
- Drivers transport and unload cattle in a timely manner.
- Electric prods are not allowed on any beef plant policy in accordance to the USDA Humane Slaughter Act and Plant Policies. Sorting Sticks are the only approved cattle motivators.
- Drivers will read, review, understand and comply with all requirements contained in the Cattle Hauler Training Packet.
- All Cattle Haulers understand the USDA FSIS definition of an egregious act which can result in the suspension of the beef plant from operating:
 - Dragging a conscious, non-ambulatory animal
 - Moving live cattle over a downed animal or an animal lying down
 - Hitting cattle with motorized equipment
 - Slamming gates on cattle
 - Hitting or beating cattle with any tool used for motivating cattle to move
 - Using any motivating tool in sensitive areas of cattle such as the eyes, ears, nose, mouth, anus or testicles.
 - Dead cattle froze to the sides of trailers
 - Not having effective temperature control during extreme hot and/or humid weather.

As an approved cattle hauler, I have read and acknowledge the cattle welfare program requirements and expectations. Each driver will be held responsible for the humane treatment of all cattle in their care. If any inhumane actions are observed, I understand, the driver will be immediately stopped and the Carrier notified. Said driver will be prohibited from delivering cattle until a full investigation can be completed and documented. Actions will be taken based off of the investigation which may include expulsion from all National Beef Slaughter Facilities.

Name of Employee (Print)

Signature of Employee

Date

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Animal Handling and Welfare Program Training Quiz

Name of Person: _____

Score: _____

Each question counts 5 points each. The Grade scale is the following:

- A-105 points to 95 points Excellent
- B-94 points to 85 points Good
- C-84 points to 75 points Needs Improvement
- Below 75 points Fail

Any driver or participant in the program receiving 85 points or higher is immediately eligible to haul cattle. Any driver or participant in the program receiving 84 to 75 points is eligible to haul cattle with sufficient monitoring. Any driver or participant in the program receiving a score of below 75 points is not eligible to haul cattle until a sufficient score is achieved. ANSWER THE FOLLOWING QUESTIONS BY CIRCLING TRUE OR FALSE

1. **True or False:** Trailers should be kept in good repair and have non-slip flooring.
2. **True or False:** Proper trailer loading, transport and unloading procedures are not essential to animal welfare and to minimize stress, bruising, injury and downer or DOA cattle occurrence.
3. **True or False:** Trailers must comply with applicable DOT regulations but flooring does not have to be leak proof to prevent urine and manure from dripping onto roadways.
4. **True or False:** Careful driving will prevent bruising, shrink and injuries to the animals. Also sudden stops and hard acceleration should be avoided.
5. **True or False:** Overloading or packing cattle too tightly on trucks will increase animal bruising.
6. **True or False:** Semi-trailers should have sufficient height between decks to prevent back injuries to the tallest cattle being transported.
7. **True or False:** During Hot weather wet the animals prior to shipping or stops the truck for 3 hours to keep the cattle cool.
8. **True or False:** During cold weather, make sure the animals are dry prior to loading or plug no more than 50% of the air holes in the trailer to reduce chill effect.
9. **True or False:** Driver(s) will handle cattle in a quiet, humane manner when loading, hauling or unloading.
10. **True or False:** Electric prods can be used all the time.
11. **True or False:** Drivers can load non-ambulatory cattle.
12. **True or False:** The weight of the cattle and if they have horns doesn't matter when deciding how many cattle to load on a trailer.
13. **True or False:** Rushing livestock during unloading puts cattle at risk of being injured and is not sufficient handling methods.
14. **True or False:** Cattle should be allowed to exit the trailer at a controlled pace.
15. **True or False:** Drivers should never stop to check the welfare of the cattle on their trailer.
16. **True or False:** Drivers will notify and ensure plant personnel are present at the receiving dock prior to unloading.
17. **True or False:** Drivers will notify plant personnel of any sick, suspect, non-ambulatory or downer animal on the trailer.
18. **True or False:** Drivers will transport and unload cattle in a timely manner.
19. **True or False:** Electric prods are allowed at all National Beef plants.
20. **True or False:** If USDA FSIS observes an egregious act by a cattle hauler at National Beef, USDA FSIS will suspend operations.
21. **True or False:** The following examples are all considered egregious acts by USDA FSIS:
 - Dragging a conscious, non-ambulatory animal
 - Moving live cattle over a downed animal or an animal lying down
 - Hitting cattle with motorized equipment
 - Slamming gates on cattle
 - Hitting or beating cattle with any tool used for motivating cattle to move
 - Using any motivating tool in sensitive areas of cattle such as the eyes, ears, nose, mouth, anus or testicles.
 - Dead cattle froze to the sides of trailers
 - Not having effective temperature control during extreme hot and/or humid weather.

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Animal Handling and Welfare Program Training Quiz (Answer Key)

Name of Person: _____

Score: _____

Each question counts 5 points each. The Grade scale is the following:

- A-105 points to 95 points Excellent
- B-94 points to 85 points Good
- C-84 points to 75 points Needs Improvement
- Below 75 points Fail

Any driver or participant in the program receiving 85 points or higher is immediately eligible to haul cattle. Any driver or participant in the program receiving 84 to 75 points is eligible to haul cattle with sufficient monitoring. Any driver or participant in the program receiving a score of below 75 points is not eligible to haul cattle until a sufficient score is achieved. ANSWER THE FOLLOWING QUESTIONS BY CIRCLING TRUE OR FALSE

1. **True:** Trailers should be kept in good repair and have non-slip flooring.
2. **False:** Proper trailer loading, transport and unloading procedures are not essential to animal welfare and to minimize stress, bruising, injury and downer or DOA cattle occurrence.
3. **True:** Trailers must comply with applicable DOT regulations but flooring does not have to be leak proof to prevent urine and manure from dripping onto roadways.
4. **True:** Careful driving will prevent bruising, shrink and injuries to the animals. Also sudden stops and hard acceleration should be avoided.
5. **True:** Overloading or packing cattle too tightly on trucks will increase animal bruising.
6. **True:** Semi-trailers should have sufficient height between decks to prevent back injuries to the tallest cattle being transported.
7. **False:** During Hot weather wet the animals prior to shipping or stops the truck for 3 hours to keep the cattle cool.
8. **True:** During cold weather, make sure the animals are dry prior to loading or plug no more than 50% of the air holes in the trailer to reduce chill effect.
9. **True:** Driver(s) will handle cattle in a quiet, humane manner when loading, hauling and unloading cattle.
10. **False:** Electric prods can be used all the time.
11. **False:** Drivers can load non-ambulatory cattle.
12. **False:** The weight of the cattle and if they have horns doesn't matter when deciding how many cattle to load on a trailer.
13. **True:** Rushing livestock during unloading puts cattle at risk of being injured and is not sufficient handling methods.
14. **True:** Cattle should be allowed to exit the trailer at a controlled pace.
15. **False:** Drivers should never stop to check the welfare of the cattle on their trailer.
16. **True:** Drivers will notify and ensure plant personnel are present at the receiving dock prior to unloading.
17. **True:** Drivers will notify plant personnel of any sick, suspect, non-ambulatory or downer animal on the trailer.
18. **True:** Drivers will transport and unload cattle in a timely manner.
19. **False:** Electric prods are allowed at all National Beef plants.
20. **True:** If USDA FSIS observes an egregious act by a cattle hauler at National Beef, USDA FSIS will suspend operations.
21. **True:** The following examples are all considered egregious acts by USDA FSIS:
 - Dragging a conscious, non-ambulatory animal
 - Moving live cattle over a downed animal or an animal lying down
 - Hitting cattle with motorized equipment
 - Slamming gates on cattle
 - Hitting or beating cattle with any tool used for motivating cattle to move
 - Using any motivating tool in sensitive areas of cattle such as the eyes, ears, nose, mouth, anus or testicles.
 - Dead cattle froze to the sides of trailers
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ATTACHMENT AW6

ANIMAL HANDLING DEVIATION REPORT

DATE _____

TIME _____

TYPE OF INCIDENT: _____ (ex. Handling Issues, Trailer Issues, etc...)

DESCRIPTION OF INCIDENT: _____

CORRECTIVE ACTIONS: _____

PREVENTATIVE ACTIONS _____

POTENTIAL NON-CONFORMANCES _____

DRIVER(S) NAME: _____

Reviewed by _____ Date _____

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Original Date: July 31, 2009

Revision Date: May 1, 2014

ATTACHMENT AW7

CUSTOMER FEEDBACK LOG FOR CATTLE HAULERS

Carrier Management Team will contact a customer for animal handling feedback of its driver's once per month

Date	Customer contacted	Name of Contact person	Animal Handling Program Issues in the Field	Name of Carrier personnel	Overall Satisfaction of the Program

Original Date: July 31st, 2009

Revised Date: May 1, 2014

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