



Share & Grow Together: Improving Our Daily Work Life



Employees First

We wanted National Beef® to be a workplace that not only attracted great new employees but also made them want to stay. In 2018, our executive leadership team set into motion a layered strategy that involved a new focus on internal communications, and at its core building a new level of trust with our employees. Instead of focusing on employee turnover, we concentrated on employee retention. We didn't want to make small changes, but a true paradigm shift. From this initiative, the Share & Grow Together program was created.

Teamwork

Our pilot project started at our Dodge City and Liberal, Kansas facilities with in-person interviews and meetings. Employees were asked to share their opinions about what National Beef did well and what we could do better. In all, about 1,300 employees were interviewed across all departments. This was the start of what became the Employee Opinion Survey (EOS). Now in our sixth year of administering the EOS across 10 locations and 10,000+ employees, we're proud that 93% of our employees participated in the 2023 survey.



Our Greatest Asset

Every one of our 10,000+ employees has a place here and an important role to play. They are highly skilled and have a relentless work ethic. Their voices are heard, valued, and appreciated. They tell us that is one of the best things about working for National Beef.

When employees walk through our doors, they become part of our family. We remain committed to listening and acting on their ideas and opinions so that we all continue to grow to make National Beef an even better place to work.

Common priorities emerged from the 2023 EOS across all National Beef facilities and offices.

We want our employees to know we value their opinions, that we're working hard to improve their work environment and recognizing them for their hard work.

To help accomplish that, we're sharing some of the key actions and results from 2023:

Show Improvements Based on EOS

Provided results and action items from EOS utilizing bulletin boards. Newsletters and employee Facebook pages offer a chance to recognize employees. A Share & Grow Together section was added to the newsletter.

Value My Opinion and Ideas

Moultrie, Kansas City Steak Company and Tama started holding monthly and weekly roundtable meetings with general managers and plant leadership.

Recognize Me for My Hard Work

Hummels Wharf, National Beef Leathers and National Carriers started employee recognition programs.

Hire and Keep People

Dodge City and Moultrie developed monthly discussion topics to highlight for supervisors to communicate and engage in with their employees and improved training through one-on-one supervisor coaching.

Educate Me About Benefits

Kansas City Steak Company started a monthly Benefits station in the cafeteria to provide materials about benefits and insurance plan options.

Improve My Work Environment

Tama expanded their cafeteria by offering new vending options, water bottle stations and more.

