

Dakota Provisions LLC



2023 marks the 17th year of operations for Dakota Provisions and our mission to preserve our Earth has not lessened. Our company remains dedicated to fully supporting our Dakota Provisions Sustainability Program. Our program's importance is made evident by the company's dedication to having a senior level employee manage this activity, as well as an additional management level employee handling the day-to-day sustainability efforts.

Our efforts have produced some steady results. Accomplishments in the last year include a 5% reduction in overall CO2 usage, a 2 % reduction in total water usage and maintaining similar usage of gas and electric with little to no increase from 2022 to 2023.

In working with both our local and state communities and through our continued commitment we will strive for, and will not be satisfied, until we have the same spirit and effort displayed by all our 1000+ employees, their friends and neighbors. We work diligently to be viewed as a positive influence both locally and statewide.

I am proud of our past accomplishments and look forward to providing greater emphasis and positive results in this important portion of our company efforts.

To all our associates, suppliers, community, statewide and national friends participating in this effort, I want to express my heartfelt thanks for the work accomplished so far and remind everyone that "SERVING OUR CUSTOMERS WHILE PRESERVING OUR EARTH" is a daily part of our company's and associate's efforts. It is also simply the right thing to do for our communities, our state, our country and our planet.

Cordially,

Jordan Woodbury

President/CEO



Letter from our CEO

Thank you for your interest in our fourteenth Dakota Provisions LLC Corporate Responsibility Report. Unless noted otherwise, all data in this report covers the company's fiscal year 2023, which ended December 31st, 2023. Our reporting boundary covers all activities for two processing facilities, the corporate office, cold storage facility, in-house testing laboratory and two warehouses which are all located in Huron, South Dakota. It also includes two employee stores, Wyshbone Market in Huron, SD and Wyshbone Market in Brookings, SD. At the end of 2023 we were owned by 43 growers in South Dakota, North Dakota and Minnesota.

Dakota Provisions LLC plans to publish its next Corporate Responsibility Report in the Fall of 2025. For questions regarding the report please contact Angel Stiegelmeier, Director of Sustainability (605) 353-9637 or at angeli@dakotaprovisions.com.

Product Sales: 32% of products produced are ready-to-eat with 29% going to food service and 3% going to retail. Most products are shipped throughout the U.S. Approximately 75% of product goes out raw – 25% frozen and 50% fresh. Besides shipping domestically, trim and raw materials are exported to Mexico, Hong Kong, the Middle East and the Caribbean among others. Over 100 different products were produced for the reporting period – at least 5 of them were new products. Net sales for 2023 for all DP facilities totaled over \$300 Million.

The past year we have maintained all “NAE flocks” or “No Antibiotics Ever” flocks. These birds will not receive any antibiotics at any time during the life of the bird. If any flocks during their lifespan need antibiotics, we will distribute antibiotics to them as we do not want any birds to suffer. However, these birds will not be labeled as “NAE” flocks. Some of these flocks are also approved under the Global Animal Partnership program or known as “GAP” birds. At the end of 2023, 21% of all flocks were NAE approved. Of those 9% were also GAP approved.

Continuing in 2023 our feed mills, farms and the processing facility were certified by USDA under the “Process Verified Program”. To be certified:

- Birds must be raised by independent farmers
- Producers are trained on animal handling practices
- No antibiotics used for growth promotion – antibiotics only used for treatment and prevention of illness.
- We are audited at least yearly to assure we maintain this certification.

We are proud to announce that Dakota Provisions has received the following awards/certificates in 2023:

- Safe Quality Foods Certification “Food Safety Code for Manufacturing, Quality Edition 9.0
- “Certified Organic” to the USDA National Organic Program
- Process Verified Program (PVP) Certification

The 14th Report

Governance & Our Commitment to Corporate Responsibility

- Our strategic plan incorporates a balanced approach needed to accommodate a 2 to 3% per year average annual growth in volume without sacrificing the health of the environment or the community in which it operates and serves. We follow GAAP standards, USDA/FSIS regulations, FDA regulations and EPA regulations. We use the E-Verify program, SSNVS (Social Security Number Verification System) and background screening as part of our evaluation process for applicants before they are hired. Applicants must pass a 5-panel drug screening process to be hired. We have a signed IMAGE agreement with the Department of Homeland Security (DHS). Our short-term goals include maintaining quality standards, enforcing security mechanisms, managing natural market volatilities and sustaining a strong workforce. The company's long-term production and financial strategy is fixed on distributing 80% of its volume to be sold as further processed, fully cooked product and 20% to be sold in a raw form and in 2024 we will continue to work harder toward this goal. At the end of 2023 we were at 50% further processed, fully cooked product and 50% sold in a raw form. As poultry processing generally carries a number of risks associated with contamination and the health and safety of the animal, the environment, the workforce and the consumer; continued emphasis on taking a proactive role in minimizing overall impacts is one of our goals. The company's model of prioritizing quality, health and safety, environmental and human resources at the forefront of business objectives contributes to its economic performance. We work diligently to minimize impacts such as outbreaks of animal diseases and other serious business events which could have devastating effects on all the poultry industry.
- Operational entities include two manufacturing facilities, corporate office, cold storage facility, in-house testing laboratory, two warehouses and one employee market, which are all located in Huron, SD. It also includes another employee market in Brookings, SD. Jordan Woodbury, President/CEO, reports to a Board of Directors. Woodbury's management team consists of the Director of Operations, Chief Financial Officer, Director of Sales & Marketing, Director of Procurement, Director of Logistics, Director of Human Resources, Director of Food Safety/Quality Assurance & Sustainability, Director of Raw Material Supply and Director of Veterinary Services who each oversee their own organizational hierarchies.
- Various committees are responsible for setting organizational strategy and oversight. One such committee is the Sustainability Committee, which is served by the Director of Operations, Raw Operations Manager, RTE Operations Manager, Corporate Mechanical Engineer, Corporate Purchasing Manager, Industrial Engineers, Director of Sales/Marketing, Director of Food Safety/Quality Assurance, Maintenance Managers and the Director of Sustainability who also oversees the committee. Three groups of Safety Committees coordinated by the Safety Manager meet once a month to discuss safety topics and review the previous month's injuries. The CIT Team (Continuous Improvement Team) meets at least once per month to discuss ways to improve employee safety, food safety, production processes and products, upgrade equipment, etc., and consists of different degrees of management from all areas of the company.
- Dakota Provisions LLC participates in SEDEX (Supplier Ethical Data Exchange), which is a non-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains. It is a web-based platform for sharing information and audit results on four pillars: (1) labor standards; (2) health and safety; (3) environment; and (4) business integrity. As a member, Dakota Provisions LLC is committed to conducting audits and sharing these results within SEDEX. Dakota Provisions LLC was audited in 2014, 2016 & 2019 and found compliant for the 4 Pillars SMETA (Sedex Members Ethical Trade Audit) Report. Our reports are on the SEDEX website. Our last SMETA audit was just conducted in June of 2023 and covered both facilities (Dakota Provisions and Dakota Provisions West). The next SMETA audit will be performed in 2026.

Stakeholder Dialogue

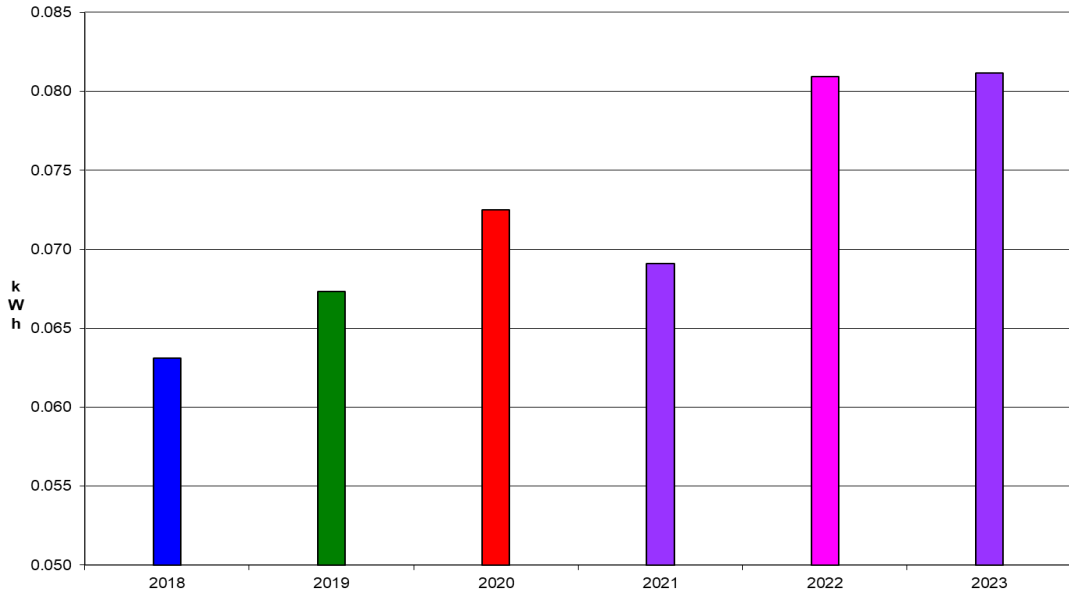
- Key internal stakeholders are the 43 owner Hutterite Colonies located in South Dakota, North Dakota and Minnesota, top management staff, and employees. Key external stakeholders are Farm Credit Services of America, the Greater Huron Development Corporation and customers providing sales of more than 10%. Internally, colonies are informed of the financial situation at routine Executive Committee and Board of Director (BOD) meetings. Top management is provided a monthly recap of performance and conducts at least two semi-annual meetings with the owner colonies to review financial information. Externally, major lenders have quarterly financial information (internal unaudited) delivered to them and receive annual audited financial statements. The value brought includes positive PR, openness for future lending or investment in DP, and managerial commitment to continued success and process improvement.

STAKEHOLDER	INTERESTS	DAKOTA PROVISIONS RESPONSIBILITY
INVESTORS	ENSURE THAT OUR BUSINESS IS ETHICAL, RESPONSIBLE, PROFITABLE AND SUCCESSFUL.	OPENLY COMMUNICATE OUR BUSINESS STRATEGY AND PLANS TO ACHIEVE LONG TERM SUSTAINABLE GROWTH.
CUSTOMERS	DELIVER SAFE QUALITY FOOD TO MEET CUSTOMER NEEDS AND DEMANDS.	CONTINUOUSLY IMPROVE THE QUALITY OF OUR PRODUCTS IN A TIMELY MANNER AT A REASONABLE COST.
EMPLOYEES	ASSURE EMPLOYEES WORK IN A SAFE, RESPECTFUL PROFESSIONAL ENVIRONMENT.	TO ENSURE THAT THE COMPANY'S COMMITMENT TO ETHICAL AND RESPONSIBLE BEHAVIOR STARTS AT THE TOP.
SUPPLIERS	COORDINATE TOGETHER TO ASSURE CUSTOMERS NEEDS ARE MET.	PROMOTE THE RELATIONSHIPS WITH BUSINESS PARTNERS TO ENSURE DAKOTA PROVISION'S COMMITMENT TO FOOD SAFETY AND QUALITY, ENVIRONMENTAL, SOCIAL AND ECONOMIC RESPONSIBILITIES.
GOVERNMENT	OPERATE IN ACCORDANCE WITH ALL LOCAL, STATE AND FEDERAL LAWS.	PROVIDE ADEQUATE RESOURCES TO ENSURE OUR FACILITIES OPERATE IN ACCORDANCE WITH ALL APPLICABLE LAWS AND REGULATIONS.
ADVOCACY GROUPS	OPEN DISCUSSIONS WITH SPECIAL INTEREST GROUPS AND ISSUES WITH SOCIETY	COMMUNICATE OUR POSITION AND PROGRESS CLEARLY ON IMPORTANT ECONOMIC, SOCIAL AND ENVIRONMENTAL ISSUES RELATED TO OUR COMPANY AND OUR BUSINESS.

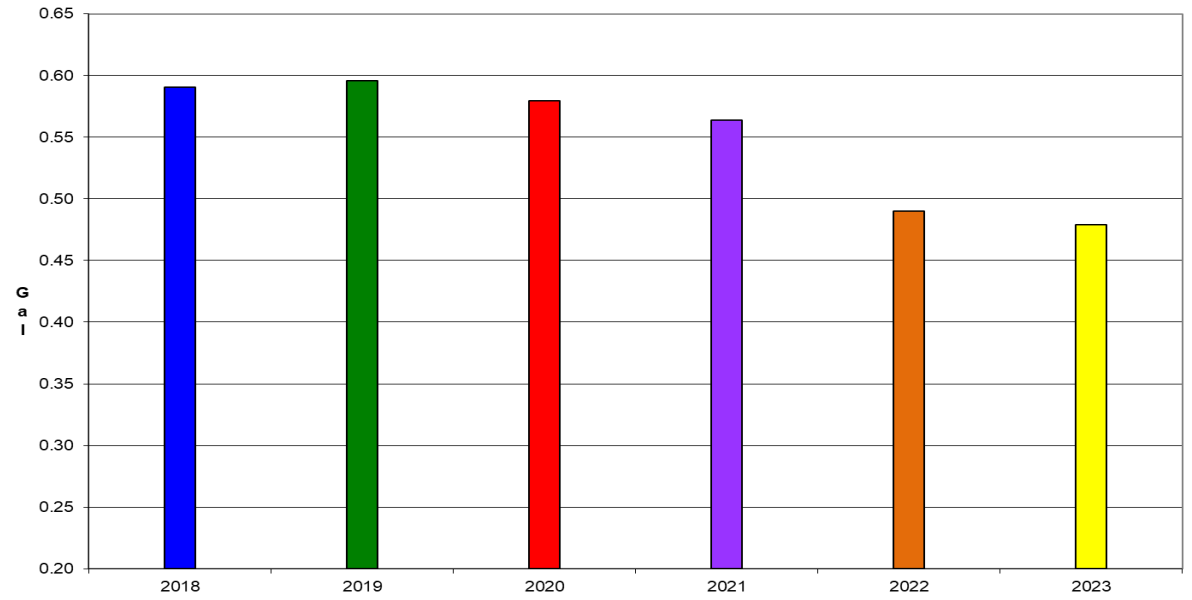
Community

- Two major company initiatives include a ten-year monetary commitment to the GHDC community fund that finances economic development in the Huron/Beadle County area. Additionally, Dakota Provisions remains a partner in a Housing Development group that focus on pre-purchase education, post-purchase education and rehab grants. We encourage and support our employees in volunteering for community projects. Many of our employees served on committees or assisted with the Huron Chamber of Commerce Board of Directors, Day of Caring, Emergency Preparedness Board, Huron Clinic Board, Huron Community Foundation Board, Huron Convention & Visitor's Bureau, Huron Country Club Board, James Valley Housing Board, Kiwanis, National Turkey Federation, Relay for Life, School Diversity Board, Sertoma Club, South Dakota Retailer's Association, South Dakota Poultry Industries Association, United Way of Huron Board of Directors, U.S. Poultry and Egg Export Council, Green Energy Task Force of Huron, Delta Waterfowl, Sioux Council Boy Scouts, Huron Community Backpack Program and the Huron's Lion and Lioness Club. Last year Dakota Provisions employees not only donated their time but also donated over \$10,000 of their wages to the Heartland Region United Way! Employees are very generous when it comes to donating their time and energy. Overall in 2023 Dakota Provisions LLC and their employees donated/sponsored over \$50,000 as a way of giving back. We also donated over 20,000 lbs. of product to help the schools, Senior Citizens Center and Salvation Army feed meals to families that lost their jobs or were displaced due to disaster.

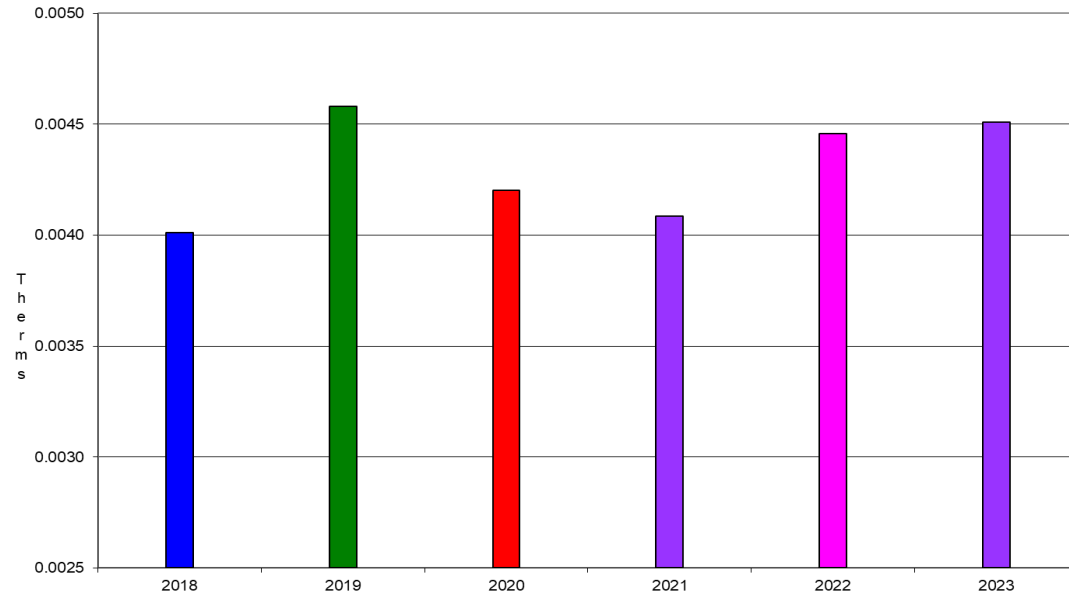
Average Electrical Usage (kWh per Processed Lb)



Average Water Usage (Gal per Processed Lb)



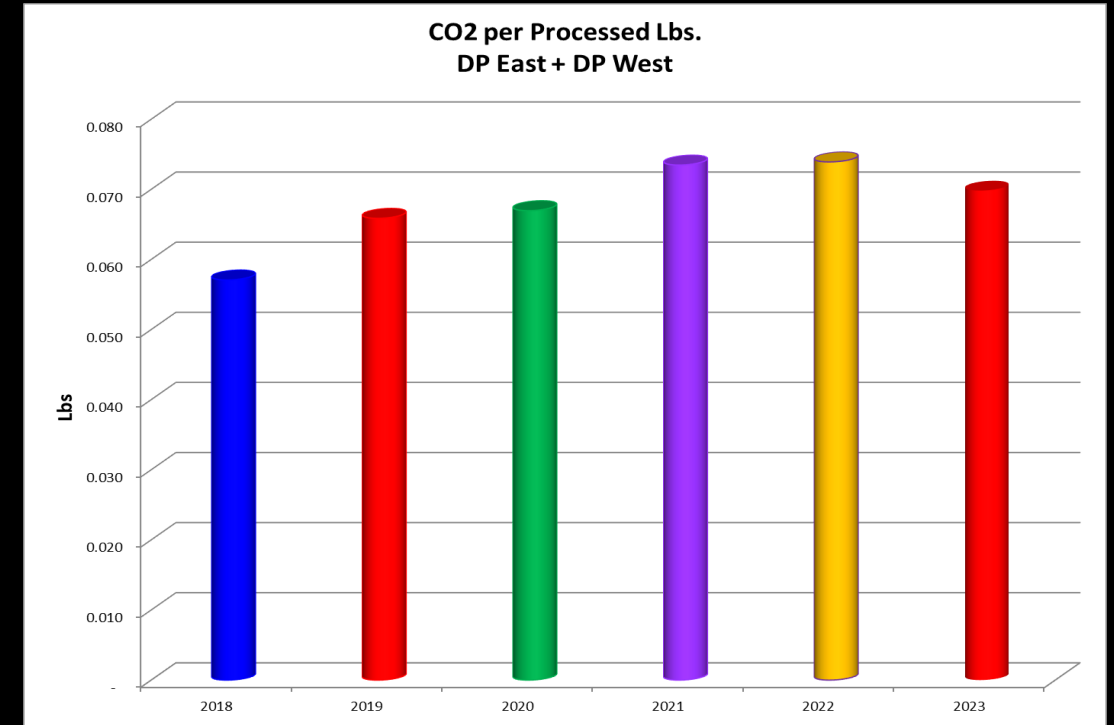
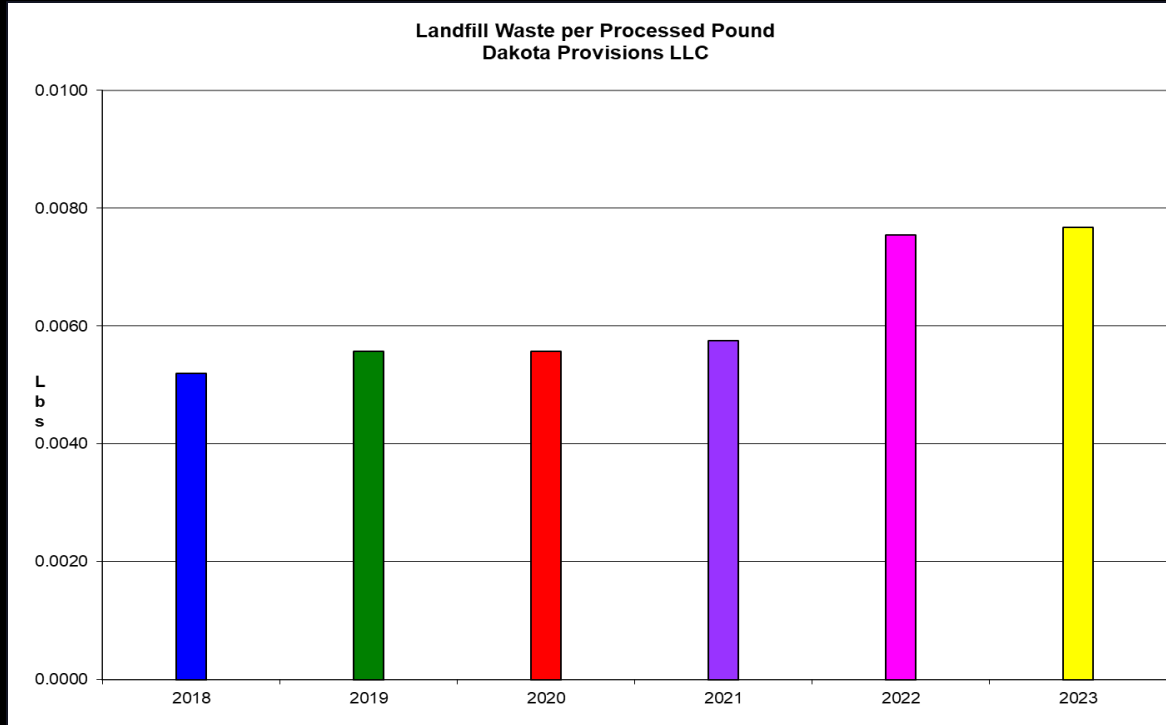
Average Gas Usage (Therms per Processed Lb)



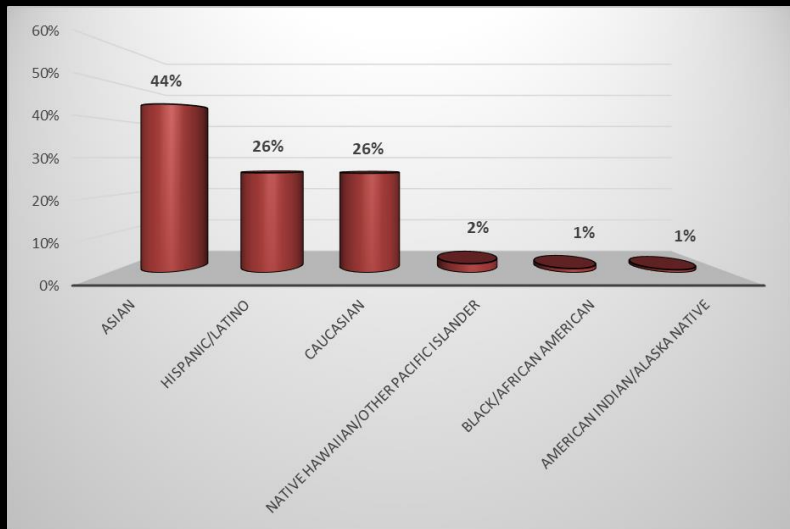
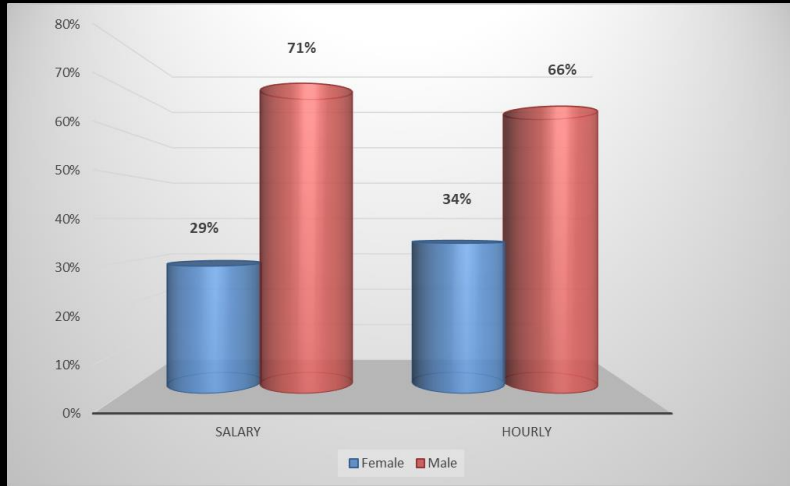
Environmental- Electric, Gas & Water

In the past fifteen (15) years our environmental usage has moved up and down. In 2023 we reduced our water usage by 2%. Unfortunately, due to the continued battles with HPAI and major processing changes at both our Dakota Provisions East & West facilities our gas increased by 1% & electrical usage maintained at about the same as 2022. Keeping these changes in mind and as usage seems to stabilize, we plan to utilize 2024 as a year to establish usage baselines to set new reduction targets.

Environmental- Waste to Landfill & CO2



- In the past year we have increased our landfill waste by 3%, this is largely due to product packaging changes as well as utilizing increased raw material from outside suppliers caused by HPAI. Our CO2 usage has decreased by 5% in the last year going from 0.074lbs to 0.070lbs. The decrease in CO2 can be contributed to the changes in product processes, doing less MAP packaging at our facilities and making improvements to the stunner equipment. We continue to search for new avenues to recycle more of our waste and send less to landfill. Unfortunately, in the area we are located the city waste management can't utilize a lot of our waste material within their waste streams.



Employees - Injury, Turnover & Diversity

- 2023 saw a slight increase in turnover for Dakota Provisions from 2022. Industry turnover averages 11 to 13% and Dakota Provisions has been well below that in the last 13 years.
- Our injury/illness rate saw an increase as well in 2023, this increase was primarily caused by more hours worked and more working days in the fiscal year after recovering from HPAI outbreak in 2022. Our top priority is always to make the workplace safer for our employees and we strive to do better in 2024. Zero is the goal!

Employees

At the end of 2023, we had 850 employees working for Dakota Provisions. This includes employees at Dakota Gobblers (cold storage warehouse), both Wyshbone Markets (the employee stores), and both DP Warehouses which store processing supplies and equipment. It does not include employees at DaPro, a joint venture between Dakota Provisions and the Boyer Valley Company to use the by-products from Dakota Provisions facility. These employees are paid at least entry level wages that are above local minimum wage. In addition to wages and salaries, employees are offered benefits including medical, eye care and dental benefits, disability, 401k, life insurance, worker's compensation. Our Health Services Department has one full time RN nurse and at least 1 certified EMT on duty at the plant. The nurse and EMT are certified instructors for certifying our employees to conduct training for CPR; 1st aid and Bloodborne Pathogens; etc. The nurse also coordinates our Wellness Program that offers "No Smoking" Classes, Healthy Lifestyle Programs (eating plans and exercise programs), mammograms, flu shots and colorectal screenings. We offer Employee Assistance Program and Family and Medical Leave to our employees. We have three Safety Committees that are headed up by our Safety Manager to ensure the workplace is safe for all employees. Health and workplace safety training starts during an employee's orientation. Monthly meetings are held with processing departments covering topics such as health, employee safety, food safety and quality.

For employees that have just moved to the USA our HR Director offers personal training to help them adapt to our culture such as: Home Ownership; Money Management; Pest Control; Game, Fish and Park Regulations; Drug & Alcohol Prevention; Retirement Plans for Your Future. We also encourage our employees to attend Cornerstone Career Learning Center English Second Language Classes and SMART Training for career development. Dakota Provisions LLC became the first business in South Dakota to participate in the IMAGE Program. This participation was first approved in 2014 and a special award was given to Dakota Turkey Growers for participating. This program helps to assure that all employees hired meet US requirements. We are in the process of re-applying to participate again in the IMAGE Program.

Each Dakota Provision's employee is given a handbook in their native language that covers information on the following issues: At-Will Employment, Equal Opportunity Policy, "Open Door" Communication, Confidential, Proprietary and Trade Secret, Personnel Information, Outside Work and Conflicts of Interest, Privacy and the Right to Inspect, Solicitation and Distribution, Becoming a Regular Employee, Your Supervisor, Alcohol and Drug Free Workplace, Policy on Harassment and Sexual Harassment, Visitors Policy, Security Conditions, Threats of Violence, Rules of Conduct, Reporting Non-Compliance, Mail and Telephone Calls, Requests for Time Off, Food Safety Inspection Service (FSIS), Food Safety, Prohibited Conduct Toward Government Inspectors, Bribery, Threats or Intimidation, Consorting with Government Inspectors, Product Quality, Personal Hygiene and Plant Sanitation, South Dakota Food Safety Certification, Animal Welfare, Rest and Meal Periods, Payday, Hours of Work and Overtime (Production), Temporary Assignment, Holidays, Jury Duty, Funeral Leave, Vacations, Leave of Absence, Military Duty/ Full Time Active Duty, Attendance Policy, Safe Work Practices, Safety Committee, Health Services, Personnel and Medical Files, Employee Assistance Program (EAP), Family and Medical Leave Policy (FMLA) and Health and Dental Insurance.

Suppliers / Transportation

- Our direction has always been to include sourcing from local and/or minority groups whenever possible. We obtain quotes from vendors, including local vendors and minorities, review quotes and make selection based on criteria – i.e. pricing, service, quality, and other pertinent information. We continue to use SAP software in all facilities to help increase our efficiency and management of our information. The SAP software tracks of all our processing steps from farms to final product. SAP also tracks number and usage of supplies and other information pertinent to our business. At present, we contract with trucking companies to transport our products, supplies, etc. All incoming and outgoing trailers are monitored and inspected before loading or unloading. Any that do not meet our requirements are rejected. Most of our companies are already members of the Smart Way Transport Partners and Affiliates (EPA). We encourage all trucking companies we do business with to also become members if they are not already. The new federal law went into effect in 2018 requiring truck drivers to use electronic monitoring systems (ELD). The monitoring systems are tied to the transmission of trucks and upload their data to the internet. When inspectors check the records, they can see when trucks were in motion and make sure they're not on the road too long. By the end of 2019 all contracted trucking companies were in compliance.

Customers

- The Dakota Provisions Team believes in one thing - extremely high standards for extremely safe and clean food handling. From beginning to end, exceeding our customers' expectations is paramount.
- Our facilities are designed and developed to be completely food safe and easily sanitized. By taking a progressive approach to addressing food safety, we are also taking a proactive approach to the quality of our product that includes real time PCR testing to detect pathogens, multiple interventions to reduce or eliminate contamination and facilities that never mix raw and cooked products. In addition, training and education are essential to our programs. Each employee is required to complete Food Safety Orientation courses on good manufacturing practices, employee hygiene and possible hazards to food safety before entering the processing facility. Our Food Safety Orientation was reviewed and approved by the South Dakota Animal Industry Board and is presented by Quality Management Staff.
- More than 500 years of combined industry experience give Dakota Provisions the confidence and know-how to produce high-quality products for our customers. Our strengths lie in experience, educational background, high-tech machinery and the unsurpassed customer service we provide. Equipped with the latest knowledge in new product development, process engineering, product matching, food safety and quality control, we are skilled in the development and improvement of product, processes and packaging.
- Customer complaints are handled by forwarding each complaint received directly to the Food Safety Quality Manager of each facility while the Director of Food Safety/QA receives a copy for review. The Manager then contacts the appropriate department managers, discusses the issue and starts the investigation. After the investigation has concluded and the matter resolved, a written response is sent to the customer stating what corrective actions and preventative measures will be implemented to prevent the problem from occurring again. Quality checks are completed to assure the preventative measures are working.



Dakota Provisions - "Our Year in 2023"

In 2023 the West facility ground line converted to a different packaging system that allowed us to increase line speed, an additional stuffing line was added in further processing as well as an additional oven and chill lane. The East facility completed upgrades on the thigh deboning line and installed a new POSS machine to increase capacities for wings, drums, breast trim and necks. The East plant also plans to add an additional packaging line beginning of 2024.

Winner!

Mauricio Longoria is the January \$25.00 Gift Card Winner.

Mauricio works in Refrigeration at Gobblers.

GIFT CARD Winner!

May Win is the August's \$25.00 gift card winner. May works at DP East, Boning

GIFT CARD Winner!

Ler Lah is the November's \$25.00 gift card winner. Ler works at DP West, FP 2nd Shift.

GIFT CARD Winner!

Ta Chay is the July \$25.00 gift card winner. Ta works at DP East, Boning

- Become an Employee of the Month -

Dakota Provisions will recognize two Employees of the Month who have served in an exceptional manner and provided outstanding service through his or her work, and with a positive and supportive attitude.

Eligibility
The EOM will be selected from among the Turkey Bucks recipients each month. HR will keep track of the recipients list and management will select the EOM from that list at the end of the month.
Contact your supervisor for details.

GIFT CARD Winner!

Lee Pu is the August's \$25.00 gift card winner. Lee works at DP East, 2nd shift Coolers

Winner!

December's \$25 gift card winner is Wanda Latalladi. Wanda works in Evi DPE. Congrats... Wanda!

Winner!

Dora Bartolon Lopez is the March \$25.00 Gift Card Winner. Dora works 1st shift RTE at DPE. Congratulations Dora!

Congratulations to our September Employee of the Month !!

Chi Cuong Tran

Chi Cuong Tran works RTE 1st shift DPE, he has been with Dakota Provisions for over five months. Thank you Chi!



GIFT CARD Winner!

Palan Wah is the May \$25.00 gift card winner. Palan works at DP East, First shift RTE.

GIFT CARD Winner!

Kyaw Soe is the August's \$25.00 gift card winner. Kyaw works at DP East, Boning

GIFT CARD Winner!


Thoung Sing is the May \$25.00 gift card winner. Thoung works at DP East, in the Production Dept.

CONGRATULATIONS TO OUR OCTOBER EMPLOYEE OF THE MONTH !!

Lue Lu

Lue Lu works in boning department, he has been with Dakota Provisions for over 12 years. Lue Lu works on the breast line and he is always helping out in other areas of boning. Thank you for everything you do Lue Lu!

GRACIAS POR TRABAJAR SEGURO HOY!



- Dakota Provisions continued their various incentive programs that reward employees for attendance and performance. In 2023 a new Employee of the Month program was started as well.



Company Achievements

- Dakota Provisions' Growers received awards for their great job caring for and growing turkeys. Growers who won awards include the following colonies: Maxwell, Rosedale, Heartland, Maple River, Hillside, Clark, Big Stone, Rockport and Rolland.
- Dakota Provisions received the Hometown Heroes community foundation award for 2023. The Hometown Heroes are a particular group of people, passionate about helping the community grow and thrive. They have played a vital role in strengthening the entire state of South Dakota by inspiring others to help improve lives of others.



Turkey Days Annual Golf Classic

- This years "Turkey Days" annual golf tournament was one of the biggest Dakota Provisions has seen. A total of 116 golfers from all over the US participated in the 18-hole tournament at the Huron Country Club and Broadland Creek Golf Club on June 22nd. The tournament raises money for the Jeff & Marcy Sveen Foundation that provides scholarship and other financial aid to DP employees and their families.

Dakota Provisions Annual Picnic



- Dakota Provisions hosted their annual company picnic to bring employees and their families together to enjoy a meal, games and prizes. However, in typical South Dakota fashion, the weather did not allow for the planned outdoor pool party company picnic event. With some improvising employees were still able to win and take home some awesome prizes.



And the Winner is...

because of the weather;
2023 employees picnic
was cancelled;

but....
we still had winners!!!



Congratulations!



Community Events



Karen
New Year
Celebration!



2023 HOMECOMING PARADE



Huron Chamber
& Visitors Bureau
GOLF Classic

CHECK OUT DP'S
SCARECROW
DISPLAY AT
CAMPBELL PARK



DONT FORGET TO VOTE!



parade of lights



4th of July Parade



KAREN SOCCER



Dakota
Provisions
Scarecrow Festival 2023



EARLY DETECTION IS THE **BEST PROTECTION**



Mobile 3-D Mammography Screening

The Avera Breast Center's Mobile 3-D Mammography provides screenings to communities throughout the region.

This self-contained, mobile unit offers state-of-the-art 3-D equipment with staff who are nationally certified and accredited through the American Registry of Radiologic Technologists (ARRT).

It features self-scheduled flexible scheduling, patient education and results sent promptly to you and your doctor.

Date: January 31, 2022

Time: 9:30 am

Location: Avera Breast Center



WELLNESS FAIR

- DPE - August 28th, 8am to 3:30pm
- DPW - August 29th, 8m to Noon
- Corp. - August 30th 8am to 10am

Bring your insurance card or copy of it!

Open to spouses Attend any session

Fasting is recommended

- Blood Pressure
- Weight
- Height
- BMI
- Cardiac Screen
- Lipid Panel - Covered annually
- Glucometer
- PSA Lab (Men only) - Covered annually




Mammo truck will be here!
July 31, 2023

9:30 AM to Noon at DPE



1:00 PM-2:30 PM at DPW

Let Lori know if you want a time slot.



INFLUENZA

Vaccination Week

Please bring your insurance card

- DPE
WEDNESDAY, OCTOBER 4
NOON TO 5PM
- GOBBLERS
THURSDAY OCTOBER 5
9-10AM
- DPW
THURSDAY, OCTOBER 5
RTE 10:30- NOON
- RAW - NOON - 1PM
- FRIDAY, OCTOBER 6
CORPORATE 9-10AM

Employee Health & Wellness

- Free flu shots are offered to all employees at Dakota Provisions
 - 183 employees took advantage of this service in 2023
- Mitchell Technical University sends RN students to our facilities to help administer flu vaccines to countless employees
- Annual health screenings are offered to all employees, South Dakota State University with Avera sends RN students to our facilities to perform the screenings
- Screenings include blood pressure testing, cholesterol and glucose panels, height and weight
- Dakota Provisions also hosts the Avera Mammogram truck twice a year for employees

South Dakota Traditions



HUNTING
SEASON



HAPPY RETIREMENT AFTER 14 YEARS.....



Yong Lor Vang is planning retirement at the end of the month after 14 years. He was born in Loas on 5-12-1946. He worked in Minnesota at a popcorn factory for 14 years and then moved to Huron and has worked at Dakota Provisions. He is going to enjoy visiting his 12 children across the United States and spending time with his wife Xeng Yang. BEST WISHES.....

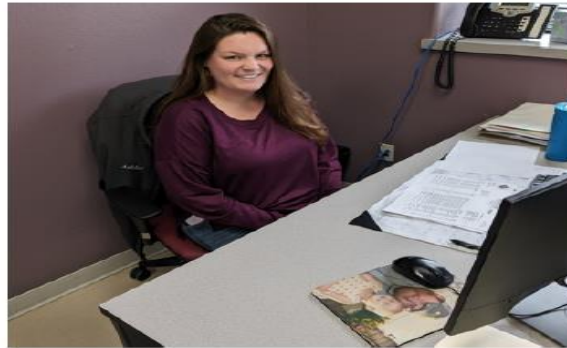
Todd Gist, Dry Goods Manager, Retires...

Todd Gist has worked for DP since January 2006 starting in boning, moving to FP and then to Dry Goods Manager. Todd worked hard to make sure everything was running smoothly in dry good every day. Todd will be missed at DP. Dustin Bradley will take over the duties in Dry Goods. Dustin is knowledgeable of SAP, and all the ins and outs of dry goods. Dustin works well with all the challenges of the day-to-day operations that dry good faces.

Best of Luck Todd and Dustin!



Randall Pete has been promoted to HACCP/GFSI Manager for all DP facilities! Congrats Randy!



Congrats!

Ashley Waagen has been promoted to Lab Manager for Dakota Provisions!



Todd Tedrow is the New Director of Veterinary Services for Dakota Provisions.

He will be working with the growers on flock health and welfare, and with the plant on animal welfare and communications with the growers. He was previously employed with the South Dakota Animal Industry Board (SD AIB) as the director of animal health for 14 years. Prior to his employment with the SD AIB he worked in private practice as a mixed animal practitioner focusing mainly on livestock. He received his Doctorate of Veterinary Medicine from Iowa State University College of Veterinary Medicine in 2002. Todd lives near Fort Pierre, SD with his wife Lynn, daughter Breanna (15yrs), and several family pets. His oldest daughter Sydney (18yrs) is a freshman at SDSU. His hobbies include anything outdoors, mainly fishing and hunting, coaching, and spending time with his family. He is excited for the opportunity to be part of the Dakota Provisions team. Welcome Todd!

Company Changes



Longtime Human Resources Manager at Dakota Provisions, Oscar Luque became director of Human Resources on January 1, 2023. Oscar, who has been with DP since 2007, took over the duties from Mark Heuston. He has two children, Oscar and Liliana, both attending Mitchell Public Schools.

Oscar is from Panama and entered the United States to play baseball with the Iowa State Baseball Team. He was a loan officer from Wells Fargo upon arriving in Huron and served on the Huron Chamber Board of Directors.

Oscar enjoys attending events with his children along with golfing and baseball.

Congratulations Oscar.

Report Content Summary

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- Throughout the report, Dakota Provisions has included key performance indicators identified by the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines. A context index showing the specific location of the GRI performance indicators included in this Corporate Responsibility Report is below. In instances where financial risk is eminent, financial impact is reported in appropriate reporting. Costs incurred by the company due to environmental and social risks over the past year are confidential in nature and will not be specifically revealed.