



**AdvancePierre Foods Holdings, Inc.  
bey  
AdvancePierre Foods, Inc.**

**DEREJI DANRAGE BE KEETA**

AdvancePierre Foods Holdings, Inc bey tokkandejimune, hawtuki amma na djey atchata kam ngam AdvancePierre Foods, Inc (ko hawtaaki, der “Compagni”) jalata bey haala himbe houwata hattone, mo nyamata, laybata bey himbe wouro djey nastindiri filou. Banni mane, ebo doum danrageji mane woni a Pelel kougol lowougo sembe heba himbe huwa denbo wala sahare bey fitina ha nder pelel nyamde denbo wala jamba. Danreege bee keeta mane waddata narral boddoum ha pelel kougol be himbe houwata bey mawbe koude mane heba mo houwata hattone fou bana directeren, officiene, himbe laybata walla compagni haala keeta koude jee k obey watta hattone mane. Nafane bey fou haala sadi be houwougo bey himbe. Amma danrageji do hollata keetaji fou djey hollata kala ko himbe houwata bey danrageji mane. Haalaji fere ko larani no compagni houwata bey tokkandaji koude bey ko tari himbe ha kougol mane denbo mo houwata hattone foti ema to wodi ko obey famaye haala pelel kougol ha dereji Fetcho 18.

Employene bo sey bey tokka jangougo dereji haala danreegiji koude bey keeta djey woni ha nder Dereji mane denbo dole bey houwa koudeji mabbe patt bey tokkougo ko compagni wiibe na ko bey yidi ha dereji djey wiataake. Mo tokkaye haala danrageji koude compagni bo mine yarane mo ha keeta, foti bey farta mo. Compagni lowi himbe fere ha kougol heba walla employeene bey ko laarani jangougo danraageji malla mo famaye dereji keetaji mane heba bey tokka doum boddoum. Fetcho 18 djey dereji do holla ko larani keeta himbe bey mbaadi djey himbe foti wadda.

Ko hokkata amine sembe tokkougo dereji djey Compagni ndoum larougo bey bawde amine. Ndey mine pelel yamugo, mine do hawta “ardina joonde” no mine yidi koudeji wonata haddo ha Pelel Houwougo mane.

**Larougo Amine**

Himbe djey welnata pelel tchogou amine bey wadougo ko clienji amine yidi denbo hokkougo bey nyamdu boddoum.

**Bawde Amine**

**Yidde Nyamdu.** Mine yidi haala nyamdu- mine yidi mine wada nyamdu amine wela wane.

**Beddougou Sembe.** Mine do toum yaha yeso ngam mine do lowa dala jur ha himbe warata nyama, bey himbe houwata haddo.

**Sirrougo.** Mine fewata himbe ngam mine yidi aynougo ko hawtata amine bey compagni fou banato djey amine.

**Sabbugo.** Mine yawata mo houwata fou ngam moy fou wodi ko waddata heba nafa pelel kougol amine mane.

**Wallugo Himbe.** Mine do houwida bey himbe fou denbo mine wallitane mo mari fitina malla mo do mari hadje amine pat.

**Wouro.** Mine do lowa sembe ha do wallougo wouro dey waddougo nyamdu ha ko larani haala nyamdu mane fou ha mine woni.

Principleji djey woni nder danreegeji koude ha compagni do keetaji haala ko larani himbe houwata hattone malla ko larani employene, bey mawbe kougale mane.

### **1. *Sabbungo ha pele kougale.***

Compagni do jaba bey anditoutgo do employene dole bey tokka danreegeji djey wola yawougo goddo malla himbe one houwiditta. Yawougo, wagnougo, tognougo goddo bey sembe malla larougo himbe bana to mbey wala daraja nkam jabataake. Watititgo ko goddo houwi ma malla wadima do haala no a yawirimo ha pelele kougale nkam fou bey jabata kam. Compagni bo jalata bey hala tokkougo danreege djey howutirgo moyjo fou bana wola mo bouri employene fere bo, denbo mine jabata ko billita malla yawata ngam hala takdi mako, ndiyam bandougo mako, deena mako, asli mako malla doubi mako.

### **2. *Baadale hakkunde Employene.***

Baadi hakkunde himbe houwata ha pelele kougale dole ta bey andindira ngam torrane ha yeeso, ndikka bey atcha baadiji mabbe ha yaasi kougale. Ngam to bey waddi ha kougale denbo to bey darni sobirgo mabbe, wartane fitina manga ngam moyfou wiane nan gam kanko bey wolwiditta. To himbe didi jabi houwougo ha kougale be a yaasi kougale nastinane compagni nder soukle mapindiwa heba bey sendira denbo torrane compagni yawougo yeeso ha pelele nyamdu mabbe denbo mine jabata. No famdiri fou, dole Compagni anda haala hakkunde himbeji mane ngam dole goddo gotel malla bey didi fou bey itta be pelele kougale mane mall abo bey yara bey ha pelele fere.

Sey Himbe soubata employene anda ko larani haala employene mane djey houwata hattone djey done andindiri heba bey anda no bey watta ngam haala clienji mabbe, bey hokkobe malla himbe djey haajataene.

Compagni nastata haalaji djey himbe wiata ko hawti himbe ko larani habre: amma to wodi ko himbe laari sey bey wadda ha der pelele kougale heba yetcha aynobe Koude compagni denbo to mi didi fou bey yetchaye himbe Soubata djey kougale, bey didi mane fou mine wadane lignal do ko himbe wi mane. To mine verifi den mine foti mine fartabe mawo keeta malla mine darna koude mabbe.

### **3. *Saklaareji.***

Saklaare wonane ha pelele to tawi goddo ha yasi billane mo bey ko compagni djey ha houwata watta denbo torrane compagni. Compagni kam do lowa sembe ha houwougo bey ko larani filouji mune bey himbe sorata nyamdu, malla waddata kouje nyamdu, malla haajataene djey woni ha nder fulou mabbe mane denbo himbe houwata ha kougale compagni djey pelele fere heba ta wadda habre hakkunde mabbe. Ngam haala do, Compagni jabata housougo keeta do himbe mabbe djey houwata do pelele nyamdu ngam torrane compagni mane. Haalaji banni

mane bana to a do houwa bey himbe djei hajata compagni ma, malla houwougo bey clienji djei hajata amine, kandjoum wadi mine jabata ko larani jabbougo kouje bey himbeji haajata amine.

Ko ndey wodi ko wadi mone ha pelel kougol malla narral woda, denbo a andi wagnal do nastinane compagni nder soukle sendirougo bey himbe habata, dole employene wadda haala mane ha aynaado malla mawdo kougol bana no windiri ha dereji Fetcho 18.

#### **4. *Laabi Koude.***

Dole bo Employene ta jaba koudje djei horee mabbe ngam bey utilize inde compagnie heba no bey haalaji ko nafata compagni denbo bey emaye mawdo kougol malla mo mari compagni mane. Wola goddo foti hoosa kouje jey himbe fere ngam nafane bey kobe waddinta bey. Employene sey bey wadda ko nafata compagnie to doum presenti.

#### **5. *Haajugo.***

Compagnie do toum haba jaftougo Pelel sembe loumo, amma bey tokkougo keeta, bey danrageeji wadougo mane. Bey do nyeema ko nafata bey houwougo boddoum, amma wola sahare hattone ha wadougo filou mane. Dole compagni bey employene tokka binddi djei wadata compagni mane yaha yes obey keetaji. Tchaka kouje fere, Compagni malla employene fotaye hokka dala sippougo, malla haala tchogou, hokkougo malla sendougo loumo bey himbe warata nyamata malla darna defougo. Mo tokkaye keeta bo yarane bone ngam foti o yaha dangaye malla bo yoba chede. Denbo Dole, compagni tokka danreegeji djei Robinson-Patman, djei medaye jabougo sippougo koujde dala fere ha loumo mane malla hokka sembe ha produuji bey kaliteji fere ha himbe fere heba no filou medda chede bey heebata ha der loumo mane. Tokkougo keetaji haala danreegeji sadi waane. Mo doum do billa fou sey yaha tawa mawdo kougol mane heba one famitidira bana no windi ha danreegeji Fetcho 18 do haala ko one emi fou.

#### **6. *Sirrutugo.***

Dole employene ta yetcha malla sirrita ko compagni hokki bey fou ngam vodaye do haala employene malla himbe houwata hattone malla ko larani himbe hokkata nyamdu ha kougol. Haala Mo mari compagni foti bey hoosa heba no bey tappira mo haajata compagni mane sina to (i) dole bey keeta, (ii) wourtingo malla sirrutogo haala pelel nyamdu djei bey emi mo o sirrita ngam mawbe wi banni done nder danreegeji compagni, malla (iii) kouje bey howi heba ta hala do goddo kobo himbe ta wourta ha yaasi compagni( bey nastougo lawol boddoum djei bey jabi ha der danrageji wourtingo haalaji bey utilisou haalaji mane fou). Ko bey haadi banni do do lowa do ko watta ha nder compagnie fou bey ko himbe houwata yewtata malla ko wourtata ha yaasi compagni mane sey dara kam. To bey emaye mone one wourtina haalaji nder pelel kougol bo torrane compagni denbo nastinte keeta dereji ane bey compagni mane fou kam.

#### **7. *Danreege Houwougo.***

Doum sembe compagni bo dole ha wona goddo djei yetchata haala gonga wala fewer ta sirrita compagni mane bo, ta yawa himbe houwata be amine malla himbe haajata bey ko gomna wi bo. Compagni bo dole bey wada tchogou bey filou boddoum wala hambre denbo wola jabougo chede malla dala himbe fere heeba no one naftotira ha one torra himbe fere mall abo hokkougo

goddo dola corupsionji mall abo chede vodaye, malla faver malla “Iornougo bawo” ko Sali hakkunde mone ha nder filou mone. Dole employene pat anda dala djey bey yobi pat doum jabataake denbo dereji mane do windi djey haala chede mane. Wola employene ko foti wadda hounde tchir malla na tchir dala ko djey toy, malla ko bey saayi mo ha goddo houwata bey gomna malla mawdo wouro.

Ko wadi himbe sayata koudje filou malla saayou ngam heba wada himbe seya wadougou kougoual mabbe denbo houwougou wola sahare malla jambougou wonatako bo ha pelel kougoual. Wola bo sayougou himbe koudje djey beldoum heba nafa himbe houwata malla mawbe djey compagni malla bandiraabe houwata hattone fou: (1) na saayo; (2) wartira bana tradisionji kougoual hakkunde himbe kougoual mane; (3) ndoum hounde do mari bawde; (4) fotaye bo mine laara bana to bey yoni himbe denbo (5) violaye danraageji koude dey keetaji mane malla dereji danrage djey bey to tokka ha compagni mane. Denbo to employene seekaya haala jabougou tchayou mane boddoum bo, sey kanko mane o nyoona mawdo maako malla himbe mari bawde ha kougoual mane bana no dereji Fetcho 18.

#### **8. *Ha nder Filou.***

Himbe nangata djey houwata ha U.S nyibi do yo goddo sorata bey goddo sippata koudje mabbe sina mara sembe gotel denbo ta goto boura goddo fere, fahine sina bey mara sembe gotel ha ko larani marougou sembe tchougou. Ngam mane kadi, keeta dereji djey wouro jabata goddo yidi majjingu chede mako ta jaba sorougou malla sippougou malla sanjougou ngam goto wola hala do goddo filou fere do.

Compagni mane do jaba haalaji aynougou chede bey hawougou ko himbe wadata filou mane sippata ha himbe amma na djey-publiq (“haala nder”), djey wourti do haala keetaji mane. Doum vodaye bo, denbo jabataake goddo jabougou haala banni heba nafamo ko wourtaye ha himbe fou anda haala do compagni do malla compagni fere malla compagniji fere djey houwata bey mone malla subtougou haala djey torrata compagni, malla dereji haala ko do doume djey compagni mane. Mo mari dereji malla deftere haala do compagni mane denbo bey medaye yoftougou haala mane fotaye sora malla sippa kala ko compagni mane mari fou malla bo suptougou haala wourtingo sina to bey wourtini bey horee mabbe denbo bey jabbougou narral sirritougou mall abo to doum dole sina haala mane wourta do compagni ( bana do haala avocaji bey kontable compagniji mane).

To employene wonaye sur haala keetaji mane do tchougou sippougou malla sorougou kouje ko compagni mane watta malla sembe compagniji, ndikka mo houwata mane janga haala ko laarani koude mabbe djey bey wadi bey compagni mane, malla bo dey yeema himbe mawdo kougoual mabbe mane malla bona no windi ha dereji Fetcho 18.

#### **9. *Tokkugo Keetaji bey Danreeji.***

Tokkugo Keetaji, bana no windi bey wadougou one wadi compagni amine mari sembe denbo mine nyibiri doum. Denbo Employene fou dole tokka danregeji, keetaji bey tokkandeji mane. Employene sey yetcha malla wada to wodi ko bey laari djey wodaye, denbo foti torra compagni malla one wada ha mawdo employene fere malla one ligna danregeji Fetcho 17.

#### **10. *Limngal Malla Lignal Chede.***

Dole bo compagni yewta haala chede ngam rapor djey dala bey limngal danraage lowane do woungou compagni mane. Employene bo fotaye hoosa desizion heeba vallita malla nafa him, be houwata bey lignougou dereji compagni. To wodi mo yidi nyemougo haala chede malla ko hawtaye bo teefa mawdo kougou malla mo aynata bey heba yetcha mo lawol bey tokkata djey wadougou limngal mane. Amma do mewadaye bo dokam bey foti be winda ha dereji haala mane bey hakkilo hiddoko compagni hefta dabare mane bana no Fetcho 18 yetchi malla bana no himbe lignata haala kougou djey mawbe koude yetchi banni: AdvancePierre Foods himbe Lignal, AdvancePierre Foods Holdings, Inc, 9987 Carver Lawol, Blue Ash, OH 45242.

#### **11. *Aynougo Ko Mi Mari.***

Employene djey compagni mane dole mabbe bey ayna ko compagni mari diga chede mabbe malla ko mi houwita bey riskou mabbe pat heba ta bey woudja doum. Nguyka mall abo, yaware, malla sahare malla wonnougou do wonna sembe chede djey compagni mane bo. Dole bo dala compagni b obey utiliza ha wadougou hunde boddoum. To wodi hounde billaare malla sargue bo sey one nasta ligneego.

Dole bo employene ayna inde malla haala do goddo mari compagni mane ngam kanko joogi doum bo. Haala mako bo bana ko one do houwida, sirriji mako, no one defirta, desingo bey koudje sippougou mone, chede one yobata himbe houwata, haala ko larani dala one hebata toum bey hikka do fou vodaye one yetcha himbe djey laaranaye bey denbo wola mo wourtini doum ha dereji jurnal djey jangougou sina ane sirriti haala mane bo. Ngam vodaye, kanjoum wadi a foti yaha dangaye.

#### **12. *Njamou bey Hakkilungo.***

Compagni bo sina wada himbe houwa ha pelel laddoum ngam himbe fotaye ha pelel djey labaye kam, denbo himbe foti lara pelel mane nyiddi ndikka employene wona ha Pelel boddoum heba clienji jaba ko mine sippintabe ha kougou mane fou. Dole do employene fou lignougou pelel bey houwata wona do laabi toum denbo salite wooda ngam to himbe wonaye babal boddoum kam nastinane compagni der masibo woodaye. No haani be wad abo ndikka bey yetchi to woodi ko wadi bey malla bey nawni ha nder compagni mane sinanone bey hiitane ha Fetcho 18. Heeba mine ayna himbe houwata bo, compagni do tokka aynougo pelel mabbe wona do laabi toum, heba employene wara houwa ha kougou boddoum wola billare kam bana ko fodata hattone mane bey wikougou malla yarougou mbal malla sippougou doum fou.

#### **13. *Labbingo Nyamdu.***

Pelel houwougou djey compagni mane foti sanja haala keeta mabbe heba bey andira houwougou ha nder Pelel houwougou djey Souklingou Ndemri United States, bey Nyamdu bey himbe aynata fodoobe bey ko laarani ko nandi be mane fou ha yaasi leddi haala labbingo nyamdu. Dole bo employene yetcha to wodi ko bey laari ha pelel kougou djey foti torra compagni, k obo to wodi ko himbe fere do houwa djey bey emaye be. Employene bo sina bey yetcha haala koudje houwata malla djey wonni ha babal defougou hattone mane mall abo wodi ko wadi ha nder kougou djey foti billa defougou bey wonnougou nyamdu ngam salite.

#### **14. *Pellel kougou.***

Compagni do wada sembe mabbe pat heba no himbe houwira haala ko laarani pelel kougol malla pelel aynougo himbe houwata denbo do wada bawde mabbe heba be sanja sembe koude. Employene bo dole bey wada haala to yahaye do himbe sankita kouje ha kougol mabbe malla koudje djey defirgo ha ko vonnata pelel houwougo. Ngam mane mane sey aynoobe hirrata haala mane wara yetcha ha do keeta dereji Fetcho 18. Dole bo Mawbe kougol wara sirrita himbe houwata djey warata kougol mabbe boddoum denbo yetcha gomna heeba farta bey.

**15. *Sigougo Dereji, Aynougo Chede bey Sirrutogo.***

Compagni lowi himbe fere ha kougol heba walla employeene bey ko laarani jangougo danraageji malla mo famaye dereji keetaji mane heba bey tokka doum boddoum. To wodi mo yidi nyemougo haala chede malla ko hawtaye bo teefa mawdo kougol malla mo aynata bey heba yetcha mo lawol bey tokkata djey wadougo aynougl mane.

Dereji compagni djey binndi mabbe pat sina wona do sigi boddoum ha kougol mane bo, denbo ta goddo wara mema wonna malla majjina. Sey holla tchogou djey bey wadi ha compagni mane wola fewougo malla meddougo chede bey wola ha limngal nder compagni.

Compagni bo sina bey wada no be watta fou ta billa himbe houwata hattone malla billa houwoobe ngam wadane bey wonna filou mabbe. Sey be hakkila bo haala hollougo dereji djey raporji bey dereji djey bey foti bey yerba ha himbe lignata keeta sanjeego denbo kouje fere djey himbe aganseji bey himbe wolwata sirriti dala compagni heebata.

Raporji Filou yaakego foti wourta ha yaasi djey himbe pat laara, denbo employene fotate fewa malla ndikka bey atchi yewtugo ko be anda do haala compagni, ko bo bey yetcha haala chede compagni mari djey bey anda kambe ma. Danrage do mane to tokki kala ko laarani bana e-mail, binddiji nder, bey raporji. Sey bo one siga dereji djey one houwidirta heba mine anda dala noye one madji malla chede sunku noye one mine lowi ha koudje compagni djey danraage darata mane.

**16. *Sanjugo bey Woitungo Danrage.***

Compagni foti dey bey yidi fou sanja malla waitina malla bo darna deftere danreege bey keetaji wola bo bey yetchata.

**17. *Tokkougo Dereji danrage.***

- A. Employene houwata ha compagni bo de lewrou waati fou be emane bey to bey to janga keeta dereji djey kougol bey jabougo be denbo bey faami bey windi do dereji djey hollinta bey do tokka Dereji danrage kougol. Employene heesbe bo dole sina bey jaba haala ko mine windi haddo ngam dole bey jaba hiddoko bey foudda kougol. Himbe fere bo djey do consulta malla wallata himbe nasta kougol bo kambe fou dole sina bey jaba haala signougo dereji djey do hollina bey tokkane wadougo ko compagni emi bey malla bo tokkane houwougo bana no windiri ha dereji keeta.
- B. Mo tokkaye ko windi ha nder dereji djey bo mine yarane mo ha keeta amine denbo foti wada bey fartamo malla bey itta tonanone bo bey wourtina mo pelel kougol mane to mine nani habre wadi hakkunde himbe houwata mane. Himbe djey mine yarata kawtal woitungo kam himbe djey wonni bawde mine hokkibe malla tchaka ko

windi haddo: (i) Himbe nastata hakkunde djeɗ wallaye darnougo habre mane; (ii) himbe djeɗ wari hakkunde himbe habata denbo bey fewi heba no wallaitira sobajo mabbe denbo bey yiata ko wadi woodaye; denbo (iii) himbe ayanata kougol denbo bey jabi goddo wada sahare denbo bey wolwaye.

- C. Hitaande nde tokki fou himbe aynata do haala tokkougo dereji keeta warane ligna to himbe fou do tokka.

### **18. *Emugo bey Wallugo.***

Compagni lowi malla wadi himbe jur houwa ha pellet kougol djeɗ wallugo mone heba himbe pat tokka dereji danrage keetaji denbo one faama. Ha less do windi inde himbe aynata djeɗ houwata djeɗ one foti one nyoona malla apela ko bo one windina bey ngam bey foti bey walla mone. To one nyooni mawbe malla aynoobe, malla himbe Waddal himbe notaye, do kam one foti one nyoona Mawdo Kougol, mane malla mo foti nafamone kadi ha lamba maako ko bo a djeɗ windi ha dereji kougol djeɗ mine hokki mone.

- A. Aynoobe/Souklinowo. Dole employene contacta mo aynata mo malla mo souklinta mo.
- B. Mawdo Waddata Himbe. Himbe houwata haddo mine hollibe malla mine ekkitinbe no bey watta bey ko larani banni fou.
- C. Mawdo Kougol Waadata Himbe. To employene do yerdi haala nyoonugo malla emugo nyemdeji mabbe ha mawdo kougol djeɗ Waddata himbe mane, dokam bey foti bey apela malla bey hefta bana tindini ha less do:

Dave Tipton  
Mawdo kougol Himbe Waddata  
AdvancePierre Foods Holdings, Inc.  
9987 Carver Rd., Suite 500  
Blue Ash, OH 45242  
(513) 682-1312

### **19. *Danrage Wolde Do Waya.***

Compagni do habda toum heba bey holla ko nafata kougol, himbe houwata hattone denbo ko be sippata ha kougol mabbe mane. Dole bo employene tokka danrage djeɗ wolwugo toum, bey anda no bey wolwirta denbo bey haala yetchugo gonga wola fewre kam bana no windi ha deftere djeɗ danrage keetaji.

Ndeɗ mine mari haadje fou, compagni do yetcha employene, himbe houwata denbo himbe sippintabe koudje bey mari haadje “tokka do lawol dereji keeta” denbo yetcha compagni ko bey laari yahaye fou bey dabareji jur. Wolde djeɗ tokki lawol boddoum djeɗ compagni wi ha nder tokkande dereji danrage pat, himbe keeta jabane ndeɗ bey jabane houwata ha kougol a yaasi. To billi ma bo malla to wodi ko a yidi nyeemugo a atcha inde ma ha himbe kougol mane djeɗ waya heeba bey apela ma yeso sedda.

Nda lamba bey e-mailji himbe houwata ha danrage djeɗ waya to yidi teefougo bey:



Lamba: 1-866-330-2778

e-Mailji: [advancepierreb@openboard.info](mailto:advancepierreb@openboard.info)

e-Peƙel : Englishree: <https://www.openboard.info/advancepierreb/>

Spanish: [https://www.openboard.info/advancepierreb/es/index\\_es.cfm](https://www.openboard.info/advancepierreb/es/index_es.cfm)

Nda hawtuki Peƙel mabbe bo haddo [www.advancepierre.com](http://www.advancepierre.com).

## 20. **Bamtugo.**

To woodi ko Mawdo Kougal yetchi malla sanji malla djey kanko mane hoosi ha wada denbo o nyeemi haala mane bey himbe (be houwiditta, himbe “Mawbe lignoobe”), emde djey ittugo danrageji ha no himbe houwata bey tokkande djey kawtal aynoobe yetchi mawbe koudeji mane. Sanjugo malla ittugo bindi keetaji djey woni kam sina mawdo kougal foti hoosa ardingo do tone denbo mine windane ha sitji amine.

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Officiene bey Mawbe kougal mane sina tokka aynougo haala mane to wodi emde himbe waddata do ko laarani danrage bey keeta windi ha dereji.

DEREJI DO HOLLAYE MALLA HOLLATA, JANGONTA HA FOTI ONE HOOSA DOUM BANA TO MINE HOKKIMONE DEREJI DJEY HEBOUGO KOUHAL MALLA DJEY YETCHI MONE GODDO JABIMONE KOUHAL KO BEY MOY.

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REV: 7/13/16





**ADVANCEPIERRE FOODS HOLDINGS, ING.  
BEY  
ADVANCEPIERRE FOODS, INC.**

**DEREJI JABI HOUWUDIDGO  
BEY DANRAGEJI KEETAJI MANE**

Mine mi jabi bo:

1. Mi janji ko windi haddo mane do haala danrageji (“danrage”) AdvancePierre Foods Holdings, Inc. bey AdvancePierre Foods, Inc (“Compagni” mane) ko de gotel diga lebbi 12 dje saali do denbo mi jabi toum kougale am malla mi jabi mi tokkane ko bey wi am do haala houwougo hattone. Mi jabi bo ko tawi am fou doum mine mane one bey nangata bey ema haala danrage denbo ko one wadi am bo pat mi fotaye mi sala ngam one maatini am hala kougale mane. A anda bo yo ko nna kouje danrage mane pat mine windi ha deftere do, jango mine foti mine sanja denbo ta a wia mine maataye ma malla to mine yari ma pelel lttugo ma haala danrage a tokkaye.
2. Amma bana windi ha nokkunde 3, ha less do:
  - (a) Mine bey horee am, yetchi, bandiraabe am, wola ko hawtibe do yendego wodi kawtal ndunya dje lourata amine wada mi anda ha Fetcho 3 dje Danrage;
  - (b) Bey ko mi andiri, Mi medaye salugo tokkunde dje pelel wouro, malla villeji haddo malla ha yaasi leddi dje ko larani compagni; denbo
  - (c) Mi anda ko compagni houwata bo dje tokkaye lawol ko gomna yetchi malla dje seli lawol danrage kougale.
3. Ko mine atchata kam hado do ko windi haddow bo jangou ha less do:

Mi jabi bo bindi haddow do pat gonga, fewougo wola denbo to hollina goonga haala am dje bey windi mane pat. Mi jabi bo wola ko windi ha Dereji danrage do wadi mi sanji hakkilo am do haala dereji kougale malla to wdi ko beddi ha nder haala heba no mi hebira kougale ,denbo tokkougou danrage mane malla danrage fere fotaye sanja laabi compagni mane denbo fotaye hoosa haala jangougou kougale malla wadidirgo hakkunde compagni bey am.

\_\_\_\_\_  
(Jabbal houwowo) Yende \_\_\_\_\_

\_\_\_\_\_  
(Mine torri mone windou inde ma fou) (Windou Saaremone/ Ha a woni)

**Dereji houwudidgo dole sina employene signa bey jabi denbo hokkita ha Dave Tipton, Mawdo Tokkowo Arranol, Mawdo Waddata Himbe ha AdvancePierre Foods, Inc., 9987 Carver Rd., Suite 500, Blue Ash, Ohio 45242.**

**Employene bo dje do mari haadje a walla bey ramplisugo dereji hiddoko bey nota bo sina teefa himbe dje do windi ha Fetcho 18 dje Danrage keetaji.**