



THIS IS OPPORTUNITY KNOCKING

JBS USA and Pilgrim's are providing team members and their dependents the opportunity to pursue their higher education dreams for Associates Degrees and Trade Certificates tuition free.

We recognize and believe in the transformative power of higher education and the opportunities that come from education, coursework and technical skill training. The Better Futures Program provides meaningful investments in the futures of our team members, their children and our communities.

Participation Requirements

Participation is limited to one team member or dependent at any one time. This means that a team member can utilize the benefit, or have one dependent utilize the benefit, but not at the same time.

- If two team members are a couple, each team member (or one dependent each) is allowed to utilize the benefit at the same time.
- Qualifying team members with multiple dependents may utilize the benefit more than once, but only one team member or dependent can participate at a time.

- Team members will be provided a list of approved schools they can choose from to utilize the benefit.
- If there are no schools near the facility or team members are unable to utilize the benefit in person, team members will be directed to an online partner college option.
- If a local option is available for a facility, team members are required to be a resident of the state where the partner college is located.

Questions? Contact betterfutures@jbssa.com

Process

1. Complete the Sign-Up Form on the Better Futures website: betterfutures.jbssa.com
2. Review the list of approved schools – select a local partner school or the Rio Salado College online option
3. Complete the Free Application For Federal Student Aid (FAFSA) – <http://studentaid.gov/h/apply-for-aid/fafsa>
4. Apply to the college of your choice on the college's admissions website

Who's Eligible

Team members or child dependents (under 26) of team members who:

- Are in good standing
- Have been employed by the Company for the preceding six months
- Have a base salary that does not exceed \$130,000 per year
- Have received at least one dose of a COVID-19 vaccine, or have been approved for an accommodation

Costs

- Tuition will be paid for by JBS USA and Pilgrim's.
- Students can expect to pay no more than \$500 per year for general fees and/or books.
- The Better Futures program is tax-free for team members, but may not be tax-free for dependent children. We recommend you consult your tax preparation assistant to understand the potential tax liability for dependent use of the benefit.



Learn more at
betterfutures.jbssa.com