



FAQs

What is the Better Futures program?

JBS USA and Pilgrim's are building Better Futures to be the largest college tuition assistance program in rural America and to provide our team members and their dependents the opportunity to pursue their higher education dreams (associate degrees, trade certificates).

Why is the Company offering the Better Futures Program?

The Better Futures Program aligns with our mission to create the opportunity for a better future for our team members. We believe that community colleges and technical schools provide team members and dependents an opportunity to learn, develop, and grow as they work toward their future goals.

How many credits does the program cover?

The program covers a fixed dollar amount in tuition for approved students. These dollar amounts are \$1,750 per semester, \$3,500 per year, and \$7,000 for each student after grants and scholarships are applied. Previously, the program covered \$1,500 per semester, \$3,500 per year, and \$5,000 per student at local community colleges and up to 15 credits per semester, 30 credits per year, with a cap of 60 credits total for the program if enrolled at Rio Salado College. The increase in tuition assistance offered is to allow team members to enroll in both academic credit and non-credit courses.

What should I expect to pay out-of-pocket?

Better Futures Program students should expect to pay up to \$500 per year for general fees and books before receiving tuition assistance. The company covers tuition costs and some general fees to keep the general costs per student low. Aside from general fees and books, Better Futures Program students may have some additional costs that vary by location and school (including individual course fees, lab fees, parking permits, etc.). Your partner school can help you estimate costs based on your degree program, course load, and financial aid profile.

What is the FAFSA?

The U.S. Department of Education uses the FAFSA (Free Application for Federal Student Aid) form to determine a student's eligibility for need-based federal financial aid for college based upon their financial situation. This aid can include federal, state, and local grants and scholarships.

Why am I required to complete the FAFSA?

We require Better Futures Program students to complete the FAFSA completion to help lower the cost of education for each student. By completing the FAFSA, you may be eligible for aid that will not only cover the cost of fees and books, but may also help pay for other educational expenses (including technology, individual course fees, transportation, supplies, etc). Between the company and any financial aid you receive, your community or technical college education may be entirely free!

In the case where a student is ineligible for the FAFSA, please contact betterfutures@jbssa.com to discuss options to utilize the benefit.

How does the Program work with other financial aid?

The Better Futures Program operates as a last dollar model of funding to help lower the cost of college. The Company commitment is customized for each student, and pays the remaining tuition balance after federal, state, and local grants and scholarships have been applied.

How does the Program affect the team member's taxes?

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.

How many team members or dependents can utilize this benefit at a given time?

Participation is limited to one dependent or team member, per team member, at any one time. Qualifying team members with multiple dependents may utilize the benefit more than once, but the program can only be utilized by one dependent at a time.

What if my spouse/partner works at the Company as well? Can we both utilize the benefit?

Each team member can utilize the benefit for themselves or one dependent per term.

Are there specific courses that I or my dependent are required to take?

No. Team members and dependents are able to select any courses or degree programs they wish to. However, team members who work with their local HR teams to prove job relevance or career trajectory within the company could be approved for additional funding.

What if there is not a Community or Technical College near me?

To apply Better Futures program tuition, the student needs to be eligible for in county and/or in state tuition rates. If there are no partner schools near the facility, or if team members are unable to utilize the benefit in person at their local college partner, team members will be directed to [Rio Salado College](#), our online college partner for available courses.

Can I take courses during my work shift?

Team members will not be approved for time off during their work shifts to complete courses or coursework. Any team member wishing to utilize the Better Futures Program must plan to do so outside of their work shifts.

What if my dependent or I enroll part-time? Can an additional dependent utilize the remainder of the benefit in the same term?

No. The benefit is only available to one team member or one dependent each term, regardless of the enrollment status of the student.

What happens if I cease to be an employee of the Company in the middle of a semester?

In the event a team member ceases to be an employee of Company in the middle of a semester, the Qualifying Student(s) will be permitted to complete the semester in the Program, but will not be eligible for the benefit thereafter.

How did the Company choose the partner colleges?

Human Resources team members from JBS USA and Pilgrim's chose [approved partner colleges](#) based off prior relationships between facilities and colleges, and the proximity to our facilities to help reinforce our commitment to the Hometown Strong initiative.

We are committed to providing meaningful investments that have a lasting impact in our communities for generations to come. In this case, our investment is being made in the futures of our team members and their families, as well as the partner colleges.

How soon after I start at the Company can I participate in the Better Futures Program?

The Better Futures Program provides free community college or technical school tuition to any team member or child dependent of a team member who:

- Is an active employee,
- Is in good standing,
- Has been employed as a full-time employee by the Company for the past six months,

- Has a base salary that does not exceed \$130,000 per year, and
- Remains employed by the Company during the dependent's or team member's community college term.

How will JBS USA and Pilgrim's pay the partner college?

The partner college will invoice the Company for the tuition charges each term, and the Company will pay the partner college directly for the fixed tuition assistance dollar amount for any approved Better Futures students utilizing the program at that partner college (only after the FAFSA has been completed). Colleges send invoices to the company after the add/drop period (usually two weeks into the term).

How long would it take the Company to pay the invoice?

In most cases, the Company will pay the invoice 30 days after receiving it. Colleges are responsible for awarding tuition to each student account. The Better Futures program is NOT a reimbursement program.

Can I use this for my grandkids?

If a team member has sole custody of their grandchildren, the grandchildren are considered eligible dependents for the benefit. Team members will be asked to provide proof of sole custody in these cases.

Can I use this for my spouse?

The Better Futures program does not cover the spouses of our team members.

What if I live in a different state than the partner college for my plant?

In the event a team member is a resident of a different state than their plant's partner college, the team member or dependent child must utilize the Rio Salado College online partner option.