

Steven E. Wenzel
Senior Plant Manager
Des Moines Processing and Distribution Center



October 16, 2006

Diane Roll
Branch President, Local 333
NPMHU

Jim Spina
President, DSM Area Local
APWU

Diane/Jim,

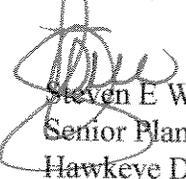
This is to advise you effective immediately I will be implementing Accident Review Boards for all OSHA II Reportable Accidents at the Des Moines Plant. The purpose of these review boards is to identify the root cause of the accident and to avoid future accidents. Each Review Board will normally be convened within two weeks of the accident. Review Board participants will be:

Employee who suffered the accident
Employees immediate Supervisor
Employees immediate Manager
Plant Safety Specialist
Plant Manager
Employee's Union Representative

We will notify you at least four days prior to the scheduling of each Review Board. Review Boards will normally be conducted in the Plant Manager's Conference Room. An on-site visit of the accident scene during the review is also likely.

Feel free to contact me with any concerns or questions you might have.

Sincerely,



Steven E Wenzel
Senior Plant Manager
Hawkeye District

Cc: District Manager
Manager, Human Resources