



Peterson Farms

# News & Views

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Issue 1

## Peterson Foundation Scholarships

Each year the Peterson Foundation Scholarship Program awards scholarships to high school seniors who are planning to attend an institute of higher learning after graduation. To apply for a scholarship, students must meet the following eligibility requirements:

1. Applicant or parent/legal guardian must be an employee or contract grower for Peterson Farms, Inc. or Subsidiary Company of Peterson Farms.
2. They must be employed or contracted for at least six months, as of March 1, 2008.
3. They must be employed or contracted the date the scholarship recipient is selected by the committee.
4. Applicant must have a cumulative grade point average of 3.00 from grades nine through twelve based on a 4.00 scale.
5. Recipient must utilize the scholarship during the first semester after completing high school.
6. Recipient must be a full time student, carrying twelve hours, minimum.
7. In the event the recipient does not complete the first semester, they are required to return the full amount of the scholarship.

If you have a high school senior who meets these requirements, please contact Lisa Garrett at 479-752-5232 for an application and instructions. The application must be postmarked by March 14, 2008. Each application will be reviewed by the scholarship committee. We are pleased to offer this scholarship program again and we look forward to hearing from your students.

## Employees Give Generously

This past December two employee-led campaigns helped provide Christmas presents for those who otherwise might not receive any. In support of the Christmas Angels program we held a silent auction at the Fitness Center. Employees donated food and merchandise, then bid on the items they wanted. In addition to having lots of fun, we raised over \$500. This money was added to other donations to buy presents for local children whose families are in financial need (see picture). Thanks to **Shana**

**Congrove** (Fitness Center Manager) for organizing this event. *(Story continued on page 4)*





# Employee Anniversaries

**35 years**



*Arvil Dugger*

**13 years**

Elba Mendez

**12 years**

Frances Smith

**11 years**

Maria Soriano

**9 years**

Juan Garza

Richard Bray

Rafael Maldonado-Flores

**7 years**

Jose Casarez

**6 years**

Oscar Reyes

**5 years**

Gilbert Acuna

Gloria Rodriguez

Jose Trevino

Belinda Flores-Galvan

**4 years**

Jim Gideon

Lester Prettyman

Veronica Vasquez

Larue Baker

**3 years**

Roberto Castanon

Betty Boehm

**2 years**

Faustino Cantu

Patricia Mosqueda

Juan Sanchez

Eric Trevino

Michael Cook

Andres Garcia

Martin Castaneda

Dion Ruffins

Misael Santana-Santiago

Dezery Aragon

Blanca Calderon

Imelda Nieto

Arnoldo Gonzalez

Marina Lopez-Cruz

Marina Cruz-de-Lopez

Gregorio Gomez

Maria Reyna

Palmira Gonzalez

Maria Melena

Isaac Rincon

Deana Sargent-Gonzales

David Gabino

Alex Garcia

Jose Ramirez

Connie Ross

**1 year**

Juan Avila

Michelle Torres

Lonnie Linn

Frances Davis

Juan Venegas-Casillas



*Connie Deatherage*

## Fond Farewells!

Peterson Farms is sad to say goodbye to two fine employees. Connie Deatherage has been with the company for 22 years and worked as the administrative assistant to Blake Evans. Jim Wilson has been a service tech for 12 ½ years. We appreciate the dedicated service these two gave to our company. Our people are what make us strong and successful. We wish Connie and Jim the very best in life as they move on.



*Jim Wilson*

# Process Improvement Teams Strive for Quality

Under the direction of **Wayne Wallace**, plant manager, the processing plant has initiated several **Process Improvement Teams, (PIT)**. Their purpose is to review & improve policies, procedures, and processes. “As important as this structure is, operational excellence depends on how well our people implement and refine these processes,” states Wayne.

Process improvement team members are being equipped to plan and lead successful quality process improvement projects. Operational success begins by understanding and practicing quality management ethics and values and then assuring that every member adopt and practice the same values. This translates into specific issues of how we view co-workers, quality improvement team members in other departments and their role in



designing and controlling cross functional work processes. As improvement teams grow, their jobs take on more responsibility for managing their own quality and production. All workers must understand how the department measures success in terms of numbers, quality of the product and through-put (final product results).

*Heart and Liver PIT: First Row Left to Right: Rosa Hernandez, Luisa Jacobo, Cruetz Hobbs, Luis Sandoval and David Duncan 2nd Row Left to Right: Duane Summerland, Kelly Waeltz, Phillip Tenney and Sandra Molina*

In the future some departments may become self directed where the team members plan their work, decide who does what, and coordinate process redesign with team members from other departments such as maintenance and QA. In the Debone PIT team, a member of Maintenance, QA and HR participate as active members in the team.

Helping with this initiative is **David Duncan** who is lead facilitator for the Heart and Liver PIT Team. David is currently developing the PIT program to eventually expand outside the plant. His main focus is to help team members plan and lead a successful quality implementation at the team level.



Currently there are six PIT teams active, they include Debone PIT, Heart and Liver PIT, Marination PIT, DARP PIT and Employee Retention PIT. Each team has a facilitator and from 5-7 line workers, along with other specialty members from maintenance or QA. Teams meet for one hour every other week. The agenda is to find ways to improve efficiency or other pre-determined goals.

*PIT Team in action. Communication and openness are essential to identifying needs and finding solutions.*

Results so far have been promising. Employees like the atmosphere of participation and knowledge sharing. They understand their jobs fully and are eager to help with improvements. **Luisa Jacobo** a member of the Heart and Liver team says, “ I understand what is expected of me. The communication is great and I feel like I am a part of making things better. I look at everything now and try to come up with ideas. It is very rewarding”.

(Continued from page 1)

**Loretta Collins** (Company Nurse) and **Charlene Newell** (Employee Relations) headed up a drive to collect items for a local nursing home. Employees donated blankets, lotion, hair brushes, sweat suits, books and socks. Some gave money which was used to buy even more gifts. The folks at the Siloam Springs Nursing and Rehab facility were delighted when these things were delivered. Your generosity made a lot of people happy during the Christmas season. Thanks for caring!

## Night Shift – 1<sup>st</sup> Processing

*October 2007 - Employee of the Month*

Livehang - **Candelario Garcia**  
Evis - **Larry Stone**  
Grading Table - **Ismael Silva**

*November 2007 - Employee of the Month*

Livehang - **Martin Guadarrama**  
Evis - **Chris Barnes**  
Grading Table - **JM Bartolo Morales**

*December 2007 - Employee of the Month*

Livehang - **Rosario Murillo-Garcia**  
Evis - **Adriana Mendoza**  
Grading Table - **Leonardo Morales**

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## Friday Clinic Continues to Meet Needs

Every Friday morning our company physician, **Dr. Rebecca Lewis** sets up clinic in the Fitness Center. Employees may make appointments by contacting the company nurse at extension 511. The convenience of seeing the doctor on-site saves you time. And if you are covered by company insurance, it also saves you money – there is no charge for the office visit! Many employees have already used this service. It's just another benefit of working at Peterson Farms!

Peterson Farms News & Views is a monthly publication of Peterson Farms, Inc. We strive to inform you about our company, recognize the accomplishments of our employees and promote pride in Peterson Farms. Send comments and news items to Philip Goff, Editor, at P.O. Box 248, Decatur, AR 72722, or call (479) 752-5296. Printed by Peterson Farms Print Shop.



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