



## FAQ

### ABOUT

#### Q: What is Petsource by Scoular?

Petsource by Scoular is an indirect, wholly owned subsidiary of Scoular. Scoular, a 128-year-old company headquartered in Omaha, Nebraska, creates safe and reliable supply chain solutions for end-users and suppliers of grain, feed ingredients and food ingredients around the world. Petsource provides recipe development, meat processing, freeze-drying and packaging capabilities for pet food manufacturers. It is among the first in the country to bring these steps together under one roof, positioning itself as the go-to freeze-drying manufacturing partner for pet food companies.

#### Q: What is Petsource's presence in Seward, Nebraska?

- Petsource invested more than \$50 million to build a 105,000-square-foot freeze-dry manufacturing facility.
- The facility began operating in fall 2020.
- Up to 100 new jobs will be created once the facility is fully operational.

### OUR PRODUCT

#### Q: What is manufactured in the facility?

Employees create and package freeze-dried protein ingredients for pet food. These freeze-dried protein ingredients are shipped to our customers, pet food manufacturers who sell pet food products around the globe.

#### Q: How does freeze-drying work?

- Freeze-drying is a low-temperature dehydration process by which frozen meat, fruit or vegetables are placed in a vacuum chamber. (Think of the freeze-dried fruit, such as strawberries, in cereal.)
- The chamber removes the moisture from the product.
- The freeze-drying process protects and maintains the ingredient's nutrition and taste, while extending the product's shelf life without added preservatives.
- Pet food manufacturers can use the freeze-dried ingredients as either stand-alone products, such as a convenient pet food treat, or as ingredients in other products like a bag of traditional dry kibble.

#### Q: Can I buy the Petsource brand of pet food at a store?

Petsource ingredients are not sold directly to consumers under the Petsource brand. Petsource creates and sells freeze-dried ingredients for use in our customers' brand products.

## OPERATIONS & SAFETY

### Q: Does the manufacturing facility create bad smells?

No. One of the benefits of the freeze-dried manufacturing process is that no detectible external smell is emitted.

### Q: Are live animals transported in and out of the facility or slaughtered in the facility?

No live animals or kill floor are involved in the manufacturing process in Seward. The protein and dry ingredients the facility receives are already processed and frozen.

### Q: What measures does Petsource take to keep employees safe and create safe products for the pet food market?

To produce high-quality pet food products and treats, Petsource has implemented an extensive list of safety protocols, hygienic standards and facility design parameters, including:

- Employee movement between production zones requires handwashing and shoe sanitation.
- No street shoes are allowed in processing areas.
- The highest standards of Personal Protective Equipment are required for each employee.
- The air in the facility is filtered and pressurized by zone to prevent potential contaminants from traveling through the air.
- Tools and equipment are kept within each product zone to prevent cross-contamination.

## JOBS

### Q: Will Petsource hire employees from Seward?

Yes. Seward was chosen in part because the area's labor pool offers talented, hard-working people. We have hired from within Seward and nearby communities, including many talented employees from the Lincoln metro area.

### Q: What kinds of jobs does Petsource offer?

- Petsource hires for various skilled positions, from production workers to operations specialists in quality, safety, maintenance, warehouse and sanitation. Petsource's team includes expertise in raw material procurement, supply chain solutions, and animal nutrition recipe development.
- We look for hard-working, dedicated team members who will not only commit to a safe and successful facility but who also will contribute to the company and community through our shared values and stewardship.

### Q: Will Petsource offer full- or part-time jobs?

Most positions are full-time, with wages and benefits competitive with other area manufacturers.

### Q: How do I know what positions are open, and how do I apply?

- Go to [www.petsource.com](http://www.petsource.com) and look at our careers page.
- Email [petsourcehr@petsource.com](mailto:petsourcehr@petsource.com).
- Call (402) 803-1870.