



History Lesson

The problems with milking cows

- ■Perishable commodity
- ■Produced every day
- ■No long-term on-farm storage
- ■Production changes slow

Dairy Cooperatives

- Pooling of milk
- Collective marketing
- Carved out from anti-trust statutes



Failure of the co-op model?

April 2017

Dear Dairy Producer:

We regret to inform you that we will no longer be able to take your milk.

We realize this may come as a shock to you.

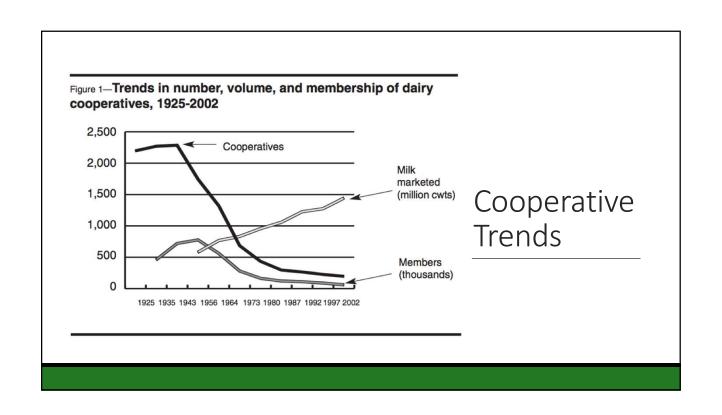
If you have questions or concerns please

If you have questions at (100)-592-XXXX where

contact our help line at (100)-592-XXXX where

we will be glad to answer any inquiries you

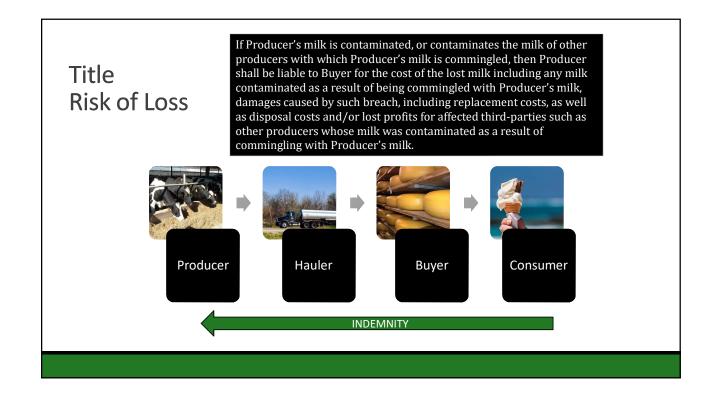
we will be glad to issue.











Pricing Models



Base + Premium

- "Base Payment" for every load plus
- Premium payment for meeting additional standards, e.g. animal welfare, volume, etc.
- Standards, e.g. animal wendre, volume, etc
- Subject to market swings unless guaranteed floor



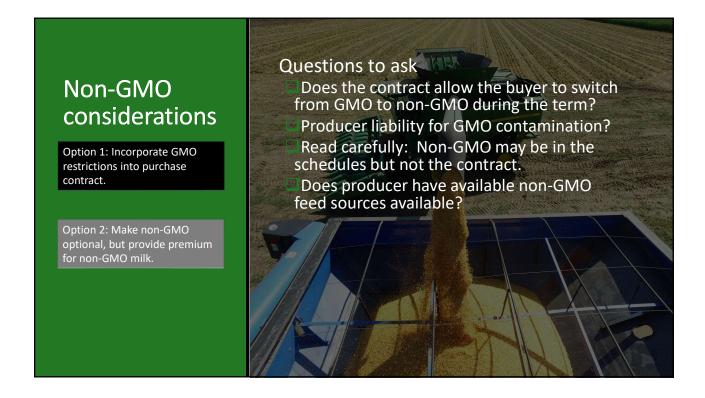
Cost+

- Payment based upon cost to produce plus profit margin
- Not subject to market fluctuations



Price - Marketing

- Subject to market swings
- Buyer deducts portion of payment to market products



Animal Care Standards

No tolerance for animal abuse, with appropriate disciplinary and corrective action in any cases of animal abuse.

Use antibiotics judiciously and only for medical purposes (treatment and control of disease as directed)

Report antibiotics use annually to Buyer

Do not use artificial hormones (e.g., rBST) with the purpose of increasing milk yield

Do not practice tail docking on-site or at partner farms (e.g., heifer suppliers)

Do not utilize tie-stalls or ties for calves

The animals shall be free from thirst, hunger, discomfort, pain, disease, fear, distress, and shall be free to express normal behavior

Animal Care **Standards**

Considerations

- ☐ Buyer audit and inspection rights
- Resolution process for violations of animal welfare standards
- ☐ Third party welfare certification
- ■Antibiotic use restrictions



Employee Considerations

Producer will not discriminate against any employee or applicant for employment because of race, religion, disability, sex, national origin, age, veteran status, or any other unlawful characteristic. Producer shall conduct such other screening and checks for criminal conviction record, education, drug testing, credit searches, industry specific checks and testing as may be directed by Buyer and in compliance with applicable state and federal law.

Considerations

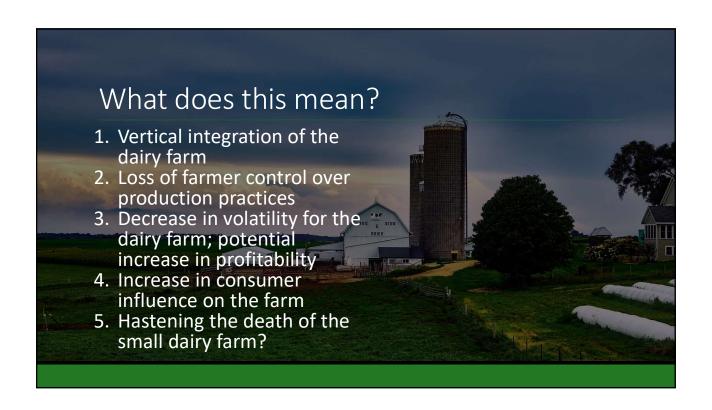
- ☐ Liability to employee and Buyer for breaching employment discrimination laws.
- ☐ Issues Buyer cares about:
- Working hours. Buyers may require Producers to follow all overtime laws and ensure that workers are provided adequate sick days and days off.
- Health care. Some supply contracts may require that Producers provide health insurance, provide a safe workplace, and take steps to reduce workplace injuries.
- Drug testing. As explained in the sample above, some Buyers may require drug testing to ensure workers are not impaired while on the job.
- Insurance. Buyers may require Producers to provide proof of workers compensation and unemployment insurance.



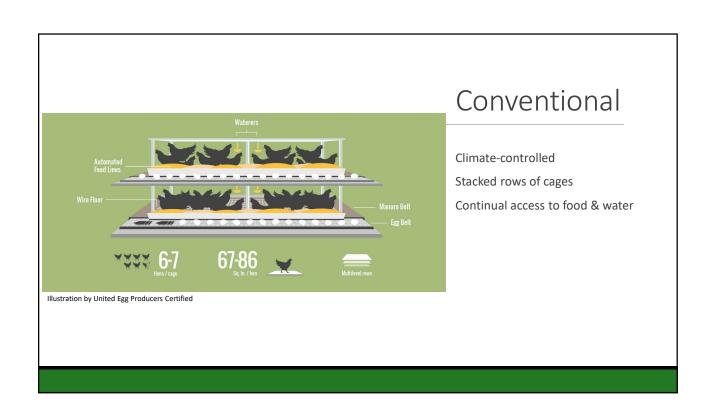
Climate Change Provisions

The dairy shall work at measuring direct and indirect greenhouse gas emissions from farm activities.

The dairy commits to reducing its overall greenhouse gas emissions.

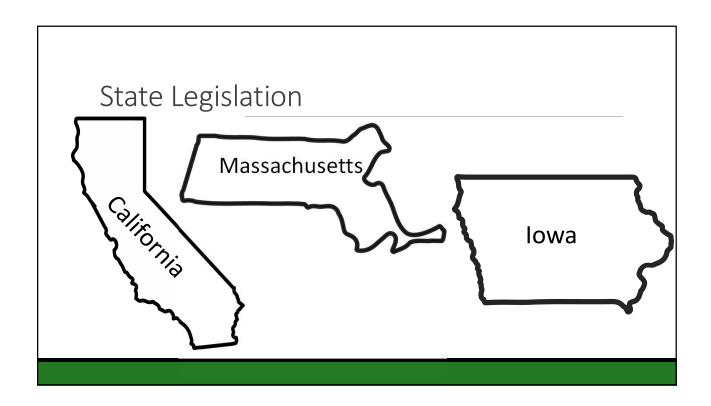


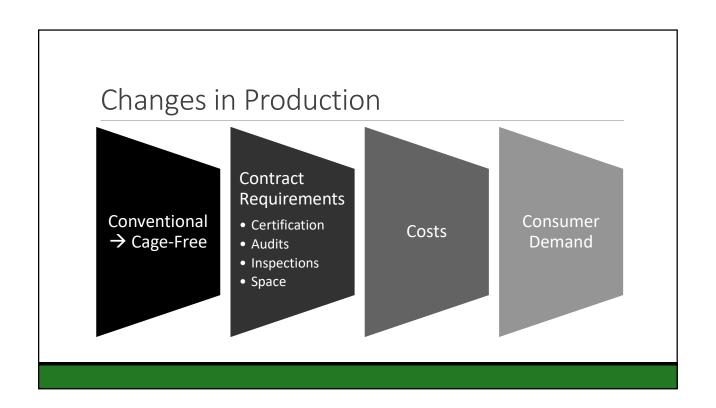


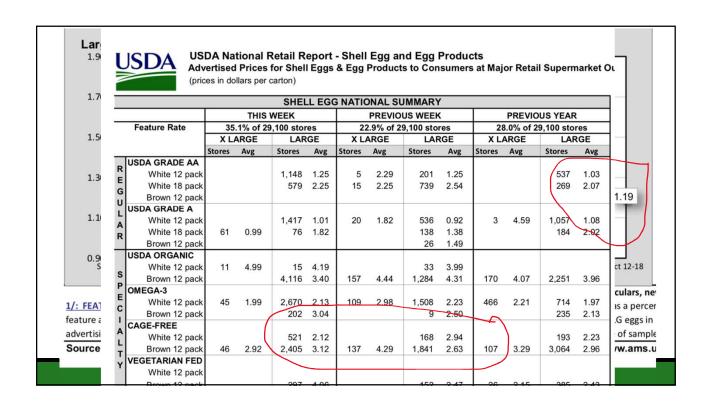


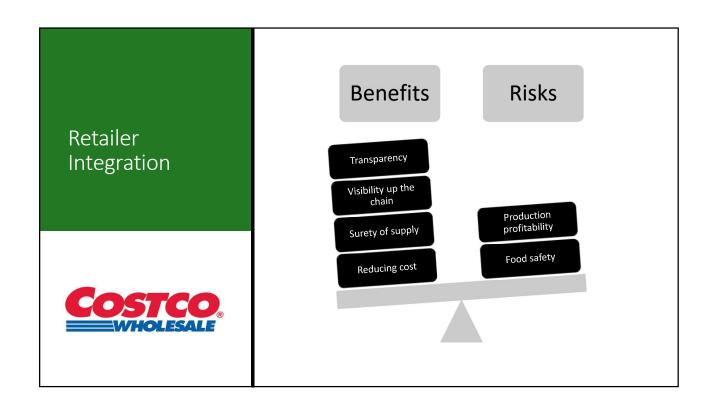




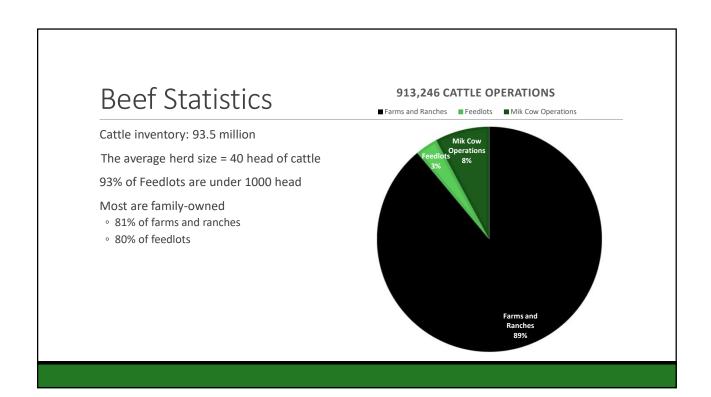


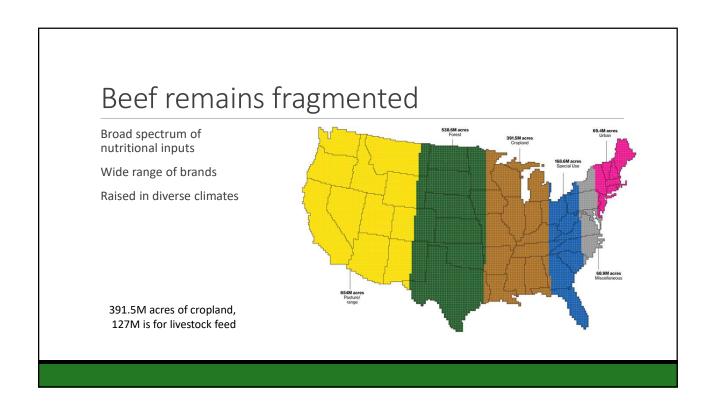










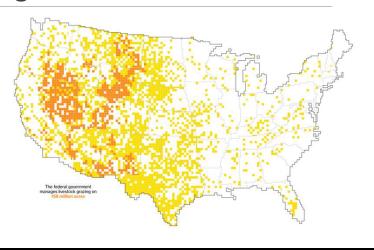


Beef remains fragmented

Broad spectrum of nutritional inputs

Wide range of brands

Raised in diverse climates





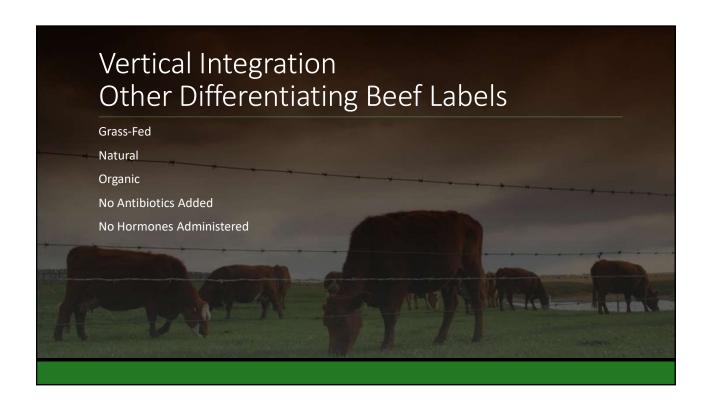
Vertical Integration

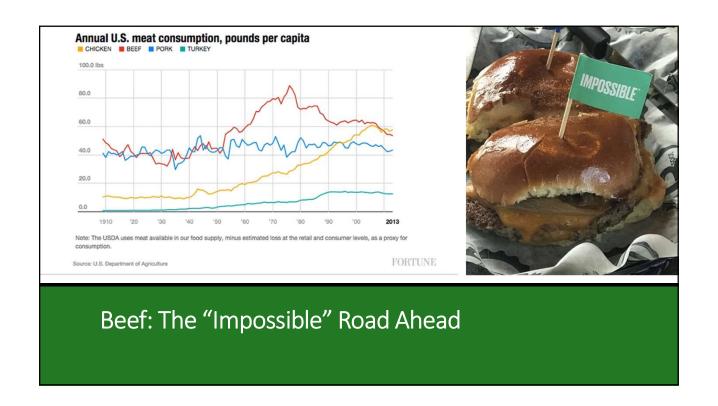
USDA: 90 different certifications

From Certified Angus Beef to Nolan Ryan Tender Aged Beef

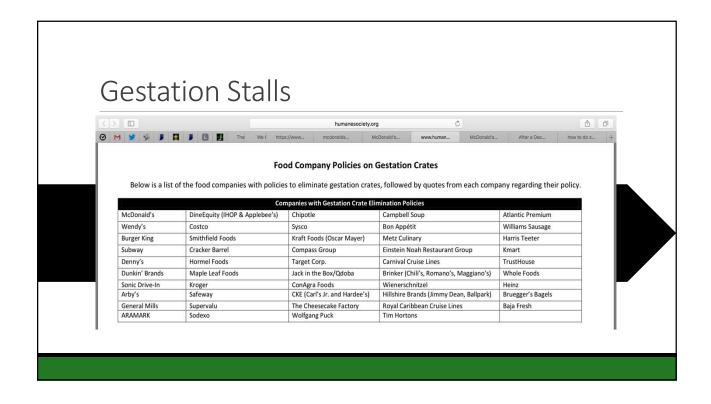
Certified Angus Beef:

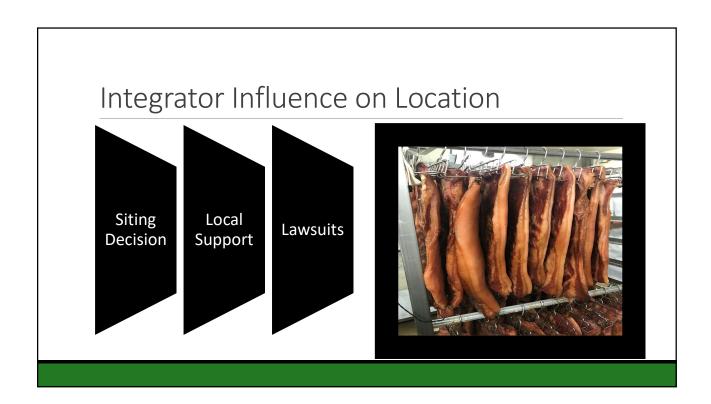
- At least 51% Angus
- •Marbling score: Modest or higher
- •Ribeye Area 10-16 inches
- •Carcass weight >1,050 lbs















Copyright National Pork Board

Animal Welfare Standards

WeCare Initiative

- Food Safety
- Animal Care
- Public Health
- Sustainability
- Employee Care (PQA Plus and TQA)
- Community Contributions





Today's Agenda

- Dairy Contracts
- Poultry and Egg Contracts
- Beef Contracts
- Pork Contracts
- The Lawyer's Role as
 Advocate for the Farmer

Concluding Thoughts

Consumers are the new regulators

- Climate change
- Non-GMO
- Antibiotic use
- Animal welfare

Lawyer's role

- Industry Advocate: make contracts fair, even when you don't have to. E.g. liquidated damages
- Farmer Advocate: advocate for fairness, even when you might be ignored



