



FAQ

ABOUT

Q: What is Petsource by Scoular?

Petsource by Scoular is an indirect, wholly owned subsidiary of Omaha-based Scoular. It will develop, procure, freeze-dry and package high-protein ingredients 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 source for pet food companies.

Q: What is Petsource building in Seward, Nebraska?

- Petsource is investing more than \$50 million to build a 105,000-square-foot freeze-dry manufacturing facility.
- Up to 100 new jobs will be created once the facility is fully operational.
- Expected opening date: Fall 2020

OUR PRODUCT

Q: What will be manufactured in the facility?

Employees will create and package freeze-dried protein ingredients for pet food. These freeze-dried protein ingredients will be 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 will 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?

No. Petsource ingredients will not be sold directly to consumers under the Petsource brand. Petsource will create and sell freeze-dried ingredients for use in our customers' brand products.

OPERATIONS & SAFETY

Q: Will 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: Will live animals be transported in and out of the facility or slaughtered in the facility?

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

Q: What measures will 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. As we start recruiting, we look forward to hiring from within Seward and nearby communities.

Q: What kinds of jobs will Petsource offer?

- Petsource will hire for various skilled positions, from production workers to operations specialists in quality, safety, maintenance, warehouse, and sanitation.
- Hiring will occur in phases over the summer and fall of 2020.
- We are looking for hard-working, dedicated team members who will not only create a successful facility but who also will contribute to the company and community.

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

Most positions will be 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 and look at our careers page.
- Email petsourcehr@petsource.com.
- Call (402) 803-1870.