



# Memo

To: Smithfield Employees

From: C. Larry Chapman, Executive Vice President

Re: Organizational Announcement  
Corporate Affairs

Date: October 2, 2015

MEMO

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I am pleased to announce the following changes to our executive affairs team effective January 1, 2016:

MEMO

**Dennis Treacy** currently Executive Vice President and Chief of Operations will retire from the company effective December 31, 2015. In 2016, he will be the President of the **Smithfield Foundation**, a nonprofit organization that acts as a philanthropic wing of Smithfield. Dennis will work full time for will also perform select governance and advisory duties, as well as serve as Smithfield with external organizations throughout 2016.

MEMO

**Keira Lombardi** will be Vice President of Corporate Affairs and all of her responsibilities in the areas of government relations, family relations, "people" and will be replaced with the new sustainability affairs, communications, and investor relations efforts. She will continue to be our company spokesperson with our internal and external stakeholders and her knowledge of our business, products, and industry will help us to develop, communicate and execute our strategic initiatives.

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Beginning in 2016, **Stewart Leeth**, will be replacing **Keira Lombardi** in their respective roles in addition to **Kathleen Kirkpatrick** reporting to Keira.

MEMO

**Michael Gibeault** and **Chief Legal Officer**, **Michael Gibeault**, will be stepping down as **Chief Legal Officer** and **Corporate General Counsel** to **Stephanie**, **Chief Operating Officer**. The new members of legal will continue to report to **Michael Gibeault**.

## Sustainability

**Stewart Leeth** will become **Chief Sustainability Officer** in addition to his **Vice President of Regulatory Affairs**. **Stewart Leeth** will continue to be **Chief Sustainability Officer** and **Stewart Leeth** will continue to be **Chief Sustainability Officer**. **Stewart Leeth** will continue to be **Chief Sustainability Officer**. **Stewart Leeth** will continue to be **Chief Sustainability Officer**.

