

# VIGILANT HIRING PRACTICES IMPERATIVE.

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There have been reports that animal activist group Mercy For Animals is hiring investigators to go undercover on animal agriculture operations to record animal abuse and neglect. Job descriptions for positions throughout the country have been posted on hiring sites like Indeed.

While there is no cause for alarm, this does serve as a reminder to be vigilant when it comes to hiring practices. Ensure you're taking the necessary steps to vet each employee prior to hiring and completing employee

training. We want to remind farmers and ranchers to utilize standard operating procedures and policies such as an Animal Care and Wellness Policy, which employees can sign stating they will follow all farm practices and protocols related to animal care and immediately report any violations they witness to farm management.

If you suspect an employee is undercover, or see any signs of animal abuse or neglect, reach out to local law enforcement immediately.