



PURCHASING
PROGRAM

ZUCKERBERG SAN FRANCISCO GENERAL HOSPITAL
BASELINE ASSESSMENT
FISCAL YEAR 2018



Contents

1. Good Food Purchasing Executive Summary
2. Five Value Analysis
 - A. Local Economies
 - B. Environmental Sustainability
 - C. Valued Workforce
 - D. Animal Welfare
 - E. Nutrition
3. Recommended Actions and Next Steps
4. Appendix
 - A. Labor Violation Report
 - B. Nutrition Checklist

Good Food Purchasing Executive Summary

Zuckerberg San Francisco General Hospital

Baseline Assessment Fiscal Year 2018

<p>\$3,916,962 in Total Food Spend</p>	<p>Group Purchasing Enrolled in 2018</p>	<p>0 out of 5 Baseline Standards Met</p>	<p>Total Points Earned</p> <p style="font-size: 2em; color: green; border: 2px solid green; border-radius: 50%; padding: 10px; display: inline-block;">8</p>
---	--	---	---

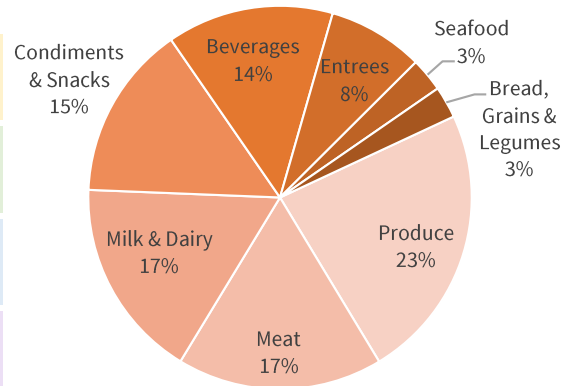
Progress Toward Baseline Goal and Qualifying Purchases by Value Category

Value Category	Percentage of Total Spend	Baseline Goal ¹	Standard Points	Extra Points	Baseline Met
Local Economies	6.4% or \$252k	15% (\$588k)	0	0	-
Environmental Sustainability	1.2% or \$48k	15% (\$588k)	0	2	-
Valued Workforce	5.6% or \$221k	5% (\$196k)	3	1	-
Animal Welfare	0% or \$5k	15% (\$201k)	0	0	-
Nutrition	42% of applicable items met	51% met	0	2	-
Total			3	5	

Qualifying Purchases as a Percentage of Total Spend on Vendor

Value Category	Bay Cities	Berkeley Farms	US Foods
Local Economies ²	43% (\$9k)	33% (\$162k)	2.4% (\$81k)
Environmental Sustainability	0% (\$0)	0% (\$0)	1.4% (\$48k)
Valued Workforce ³	11% (\$2k)	33% (\$162k)	1.7% (\$57k)
Animal Welfare	N/A	0% (\$0)	0% (\$0)

Purchasing Summary By Product Type



¹ The Environmental Sustainability and Valued Workforce categories have additional baseline requirements. See the *Five Value Analysis* section of this report.

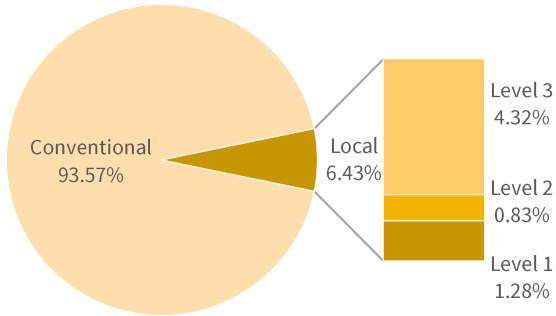
² Weighted spend; see Local Economies section.

³ Weighted spend; see Valued Workforce section.

LOCAL ECONOMIES – Support small and mid-sized agricultural and food processing operations within the local area or region

PROGRESS TOWARD BASELINE

	Baseline Goal	Total Points	Baseline Met
6.4% of total food spend is sustainably-sourced (\$251,912)*	15%	0	-



KEY SUPPLIERS (over \$500 spent)⁴

Level 1 – Very large, within 250 miles (500 miles for meat):

- MONTEREY MUSHROOMS INC (\$16,200)
- TAYLOR FARMS CALIFORNIA INC (\$12,580)
- WESTERN REPACKING LLLP (CROSS VALLEY FARMS) (\$7,537)
- BEE SWEET CITRUS (\$7,379)
- Ratto Bros (\$2,400)
- CALIFORNIA GIANT (\$1,512)
- CHRISTOPHER RANCH LLC (\$759)
- CHURCH BROTHERS LLC (\$546)

Level 2 – Large, within 250 miles (500 miles for meat):

- SIERRA MEAT & SEAFOOD (\$48,944)

Level 3 – Medium, within 250 miles (500 miles for meat):

- Berkeley Farms—various farms (\$490,721)
- COMPASS FOODS INC (\$5,114)
- Vintage Farms (\$3,016)
- Sinto Gourmet (\$639)
- WO CHONG COMPANY, INC. (\$618)

NOTES ON SCORING

Greater credit is given for full supply chain participation. This category is calculated using a weighted formula, where an item receives 100% credit if the full supply chain meets qualifying criteria and partial credit if at least one supply chain actor, but not the full supply chain, meets qualifying criteria.

For this report, **products totaling \$599,630 had at least one** actor identified as meeting qualifying criteria. **Weighted, \$251,912 counted toward the total percentage of local food.**

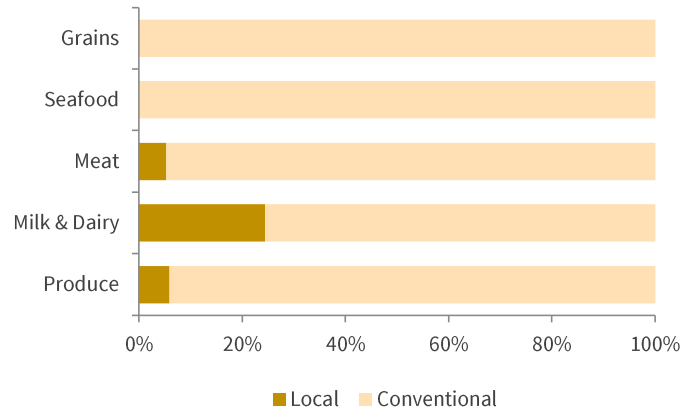
* Amounts here represent weighted spend.

⁴ The dollar amounts under Key Suppliers is the **unweighted** dollar amount spent on each supplier.

0 STANDARD POINTS

0 EXTRA POINTS

What Percentage of Each Product Category is Local?



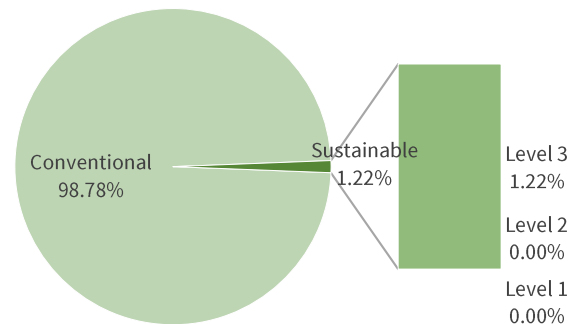
ENVIRONMENTAL SUSTAINABILITY – *Source from producers that employ sustainable production systems*

PROGRESS TOWARD BASELINE

	Baseline Goal	Total Points	Baseline Met
1.2% of total food spend is sustainably-sourced (\$47,957)	15%	2	-

Additional baseline requirements:

1	At least 25% of animal products are produced without routine use of antibiotics	-
2	No seafood purchased should be listed as “Avoid” by Monterey Bay Aquarium’s Seafood Watch	-



0 STANDARD POINTS

2 EXTRA POINTS

- ZSFGH participates in one “meatless” day per week.
- 100% of disposable flatware, dishes, cups, napkins and other service items are compostable.

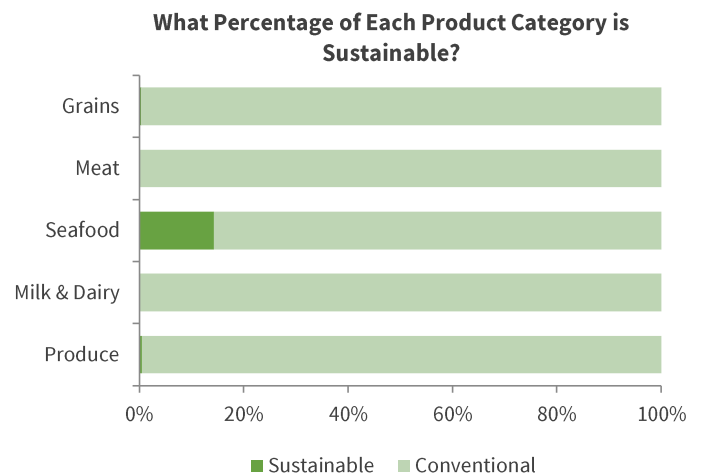
ADDITIONAL BASELINE REQUIREMENTS

- **Seafood requirement likely not yet met.** Some seafood purchases (\$95k) were lacking information (fishing method/region) to confirm rating. Of this amount, \$16k of purchases are likely rated “Avoid”.
- **Non-routine uses of antimicrobial drugs requirement not yet met.** 5.4% (\$72k) of animal products purchased are third-party verified antibiotic-free.

KEY SUPPLIERS (over \$500 spent)

Level 3 – USDA Organic / MSC certified

- PEPSICO - NAKED JUICE (\$18,473)
- HIGH LINER FOODS USA INC (\$7,943)
- SEA WATCH INTERNATIONAL (\$7,859)
- HAIN CELESTIAL (\$7,189)
- PULMUONE FOODS (\$4,394)
- GENERAL MILLS – CASCADIAN FARM (\$672)



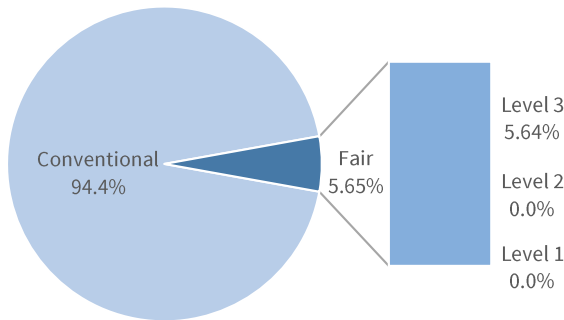
VALUED WORKFORCE – Provide safe and healthy working conditions and fair compensation to all food chain workers and producers, from production to consumption

PROGRESS TOWARD BASELINE

	Baseline Goal	Total Points	Baseline Met
5.6% of total food spend is fair (\$221,125)*	5%	4	-

Additional baseline requirement:

1	Take requested follow up steps with suppliers	-
---	---	---



3 STANDARD POINTS

- Over 5% of ZSFGH’s annual food spend comes from Level 3 fair sources.

1 EXTRA POINT

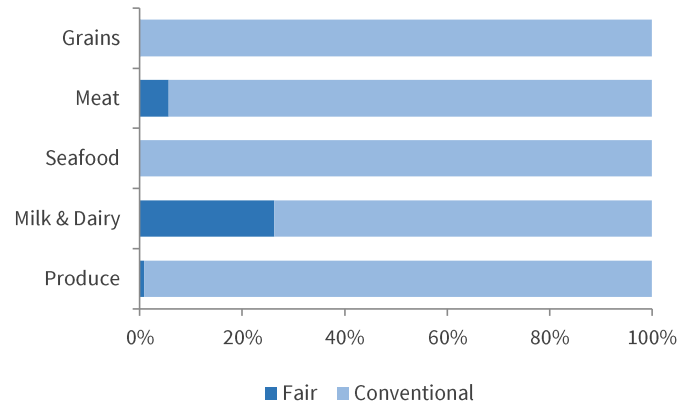
- ZSFGH has adopted a “Living Wage” policy.

KEY SUPPLIERS (over \$5,000 spent)⁵

Level 3 – Union contract:⁶

- Berkeley Farms – **Hayward, CA** (\$488,762)
- TYSON – multiple locations (\$28,640)
- SMITHFIELD – multiple locations (\$24,661)
- PORKY PRODUCTS – **Los Angeles, CA** (\$22,558)
- WEI SALES (BLUE BUNNY/GLENVIEW FARMS) – **Le Mars, IA** (\$16,192)
- JOHN MORRELL & CO (PATUXENT FARMS) – **Sioux Falls, SD** and **Sioux City, IA** (\$14,934)
- MANN PACKING COMPANY – **Salinas, CA** (\$13,060)
- HORMEL FOOD – multiple locations (\$12,117)
- DANNON – **West Jordan, UT** (\$11,845)
- STRAUSS BRANDS – **Franklin, WI** (\$8,042)
- TAYLOR FARMS CALIFORNIA – **Salinas, CA** (\$6,290)
- DEL FRESH PRODUCE INC – **Gilroy, CA** (\$5,261)
- KOCH FOODS INC – **Morton, MS** (\$4,896)
- WWF OPERATING COMPANY – multiple locations (\$4,835)
- GENERAL MILLS (YOPLAIT) – **Reed City, MI** (\$9,665)
- ROCKVIEW DAIRY – **Hayward, CA** (\$1,932)
- SAPUTO CHEESE USA INC – **Lena, WI** (\$972)

What Percentage of Each Product Category is Fair?*



* Amounts here represent weighted spend.

⁵ The dollar amounts under Key Suppliers is the **unweighted** dollar amount spent on each supplier.

⁶ The listed companies typically have multiple production locations. Only products that come from unionized manufacturing/processing plants count as Level 3 Valued Workforce. In cases in which multiples production locations were provided for the same purchases, the spend was evenly allocated among the locations.

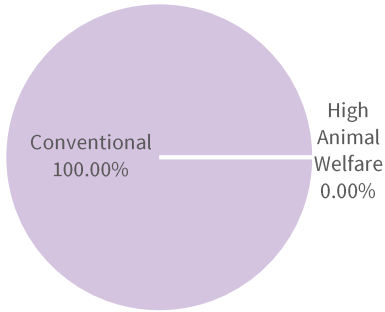
NOTES ON EARNING POINTS

- Greater credit is given for full supply chain participation. This category is calculated using a weighted formula, where an item receives
 - 100% credit if the grower AND processor AND distributor all meet one of the qualifying criteria,
 - 66% credit if two of the three actors meet one of the qualifying criteria,
 - 33% credit if one of the three actors meets one of the qualifying criteria.
- For this report, **products totaling \$670,077 had at least one** actor identified as meeting qualifying criteria. **Weighted, \$221,125 counted toward the total percentage of fair food.**

ANIMAL WELFARE – Provide healthy and humane care for farm animals

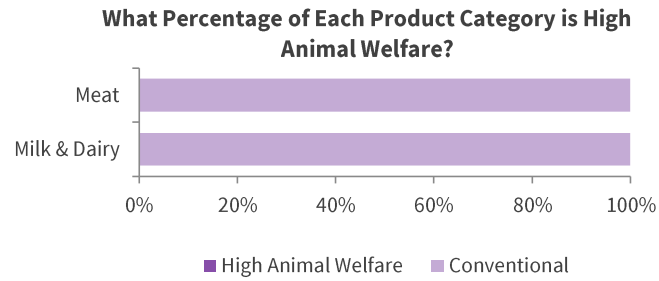
PROGRESS TOWARD BASELINE

0.0% of total meat and dairy spend is high animal welfare (\$0)	Baseline Goal	Total Points	Baseline Met
	15%	0	-



0 STANDARD POINTS

0 EXTRA POINTS



KEY SUPPLIERS (over \$500 spent)

- None identified

NUTRITION – *Promote health and well-being by offering generous portions of vegetables, fruits, and whole grains; reducing salt, added sugars, fats and oils; and by eliminating artificial additives.*

PROGRESS TOWARD BASELINE

42% of applicable checklist items met		Baseline Goal	Total Points	Baseline Met
		51%	2	-

0 STANDARD POINTS

- 10 of 24 applicable checklist items met (42% of total applicable items)
- See Appendix B. Nutrition Checklist for details

Nutrition Scoring
Level 1 Healthy – meets 15 - 18.5 out of 29 (or between 51-64.5% of all applicable checks)
Level 2 Healthy – meets 19 - 23.5 out of 29 (or between 65%-79.9% of all applicable checks)
Level 3 Healthy – meets 24 - 29 out of 29 (or between 80-100% of all applicable checks)

Nutrition Goals		
High Priority (Items with High Priority Designation are Worth Two Checks Per Item Met)		
Healthy Procurement (3 applicable items)	0 items met	0 checks
Healthy Food Service Environment (3 applicable items)	2.5 items met	5 checks
Health Equity (1 applicable item)	0 items met	0 checks
Priority (Items with Priority Designation are Worth One Checks Per Item Met)		
Healthy Procurement (5 applicable items)	1.5 items met	1.5 checks
Healthy Food Preparation (2 applicable items)	0.5 items met	0.5 checks
Healthy Food Service Environment (3 applicable items)	0 items met	0 checks

2 EXTRA POINTS

- ZSFGH has adopted a healthy vending machine policy.
- ZSFGH offers culturally appropriate menu options, including Asian items.

Recommended Actions & Next Steps

Recommended Actions and Next Steps

Introduction

A baseline assessment from the Center for Good Food Purchasing is precisely that, a baseline. This report is a starting point against which we will gauge progress made between this assessment and Zuckerberg San Francisco General Hospital's subsequent annual assessments. New participants in the program are not expected to comply with the Good Food Purchasing Program (GFPP) Standards before having an opportunity to fully engage with the Program, understand the standards, and intentionally work toward meeting the Standards' benchmarks. ZSFGH has performed in line with the average performance of GFPP municipal agencies.

Following this assessment ZSFGH will enter the implementation phase of the Program, which focuses on participant action planning and technical assistance from the Center to improve GFPP performance. This section of the baseline assessment report, *Recommended Actions and Next Steps*, includes suggestions related to general strategy, products and next steps that ZSFGH may want to consider when action planning. As the Center has not had an opportunity to strategize with the team at ZSFGH, these suggestions are general and rely on basic strategies that have worked well with other GFPP participants.

There are both immediate and longer-term actions that ZSFGH can consider taking to enhance GFPP performance.

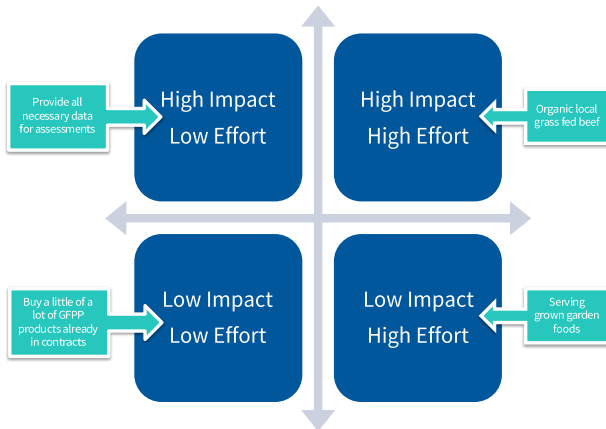
Near Term Actions for Consideration

- Identify current suppliers and products that are GFPP compliant. One potential strategy:
 1. Host a training for suppliers about the GFPP to better equip suppliers to provide compliant products
 2. Request that suppliers send a list of qualifying GFPP products currently available
 3. Procure any new GFPP products (additions to a current contract) through line item additions or off-contract purchases
- Conduct an audit of current vendor contracts to determine if vendors meet contract clauses that reflect GFPP values. One example of such a clause is requiring that vendors source products from women or minority business owners or small businesses.

Longer Term Actions for Consideration

- Identify the gaps in GFPP compliant products offered and work with specific suppliers to "create" or "convert" GFPP products for ZSFGH.
- Consider a potential partnership and shared strategy with Laguna Honda Hospital to advance performance of both hospitals in the Program. For example, how much could the hospitals leverage their joint demand?

Creating an Action Plan



Understanding the relationship between an action’s level of effort vs. impact is important, as is creating an overall strategy. The Center recommends drafting an action plan outlining 1) the strategies to be used, 2) actions to be taken, 3) timeline, and 4) roles and responsibilities of key stakeholders to improve ZSFGH’s overall performance in the Good Food Purchasing Program.

Please see the attachment titled GFPP Action Plan Template 9_19_18. Staff from the Center can provide an orientation and overview of the planning tool for ZSFGH.

General Procurement Insights

Top Three: Spend by Product Category

1	Produce	\$912,397
2	Meat	\$679,302
3	Milk & Dairy	\$663,744

Top Three: Spend by Product Manufacturer or Farmer

1	Berkeley Farms	\$498,703
2	Produce World	\$258,092
3	Ocean Spray	\$149,585

Top Three: Products Purchased - Not Milk or Dairy

1	Peanut Butter and Jelly Uncrustables (Smucker’s)	\$66,592
2	Apple Juice	\$64,699
3	Liquid Eggs	\$61,027

LOCAL ECONOMIES

The baseline requirements for local economies have not yet been met.

- Action 1** **Meet the baseline by purchasing more level 3 local products.**
 ZSFGH has spent 4.3% of the food budget on foods that qualify within the local economies. Spend an additional 0.7% more or about \$26,689 on level 3 local foods.
- Action 2** **If not doing so already, consider a “Harvest of the Month” program for cafeteria and/or patient trays.**
 Buy all Harvest of the Month foods from local farmers.
- Action 3** **Consider more local meat options.**

Foster Farms has no antibiotics ever (NAE) poultry products. Foster Farms would qualify in the local, environmentally sustainable and valued workforce value categories.

Marin Sun Farms sells competitively priced ground beef from local, organic and pasture raised farms. Marin Sun Farms ground beef would qualify in the local, environmentally sustainable and high animal welfare categories.

ENVIRONMENTAL SUSTAINABILITY

The baseline requirements for environmental sustainability have not yet been met. Two extra points earned.

Action 1	Meet the baseline by purchasing more level 3 products.
	Meeting baseline in this value category by purchasing level 3 products requires ZSFGH to spend 5% of the total food budget or \$195,848 on sustainable products.
	Meeting baseline in this value category by purchasing level 1 products requires ZSFGH to spend about 15% of the total food budget or \$587,544 on level 1 sustainable products.
	The cost differential between purchasing the amounts of food required to meet baseline via level 1 products versus level 3 products is \$391,696.
Action 2	Increase purchases of meats raised without the routine use of antibiotics by 19.6%.
	Foster Farms has portion controlled no antibiotics ever (NAE) poultry products. <ul style="list-style-type: none">• Foster Farms would qualify in the local, environmentally sustainable and valued workforce categories.
	Perdue and Tyson also sell poultry products that are no antibiotics ever (NAE).
	Ask your US Foods representative for a list of all the meat suppliers they carry, with the NAE/CRAU and other responsible use products highlighted. Review the supplier list for companies that sell NAE/CRAU animal products. Ask US Foods to send you samples of the products that look interesting.
Action 3	Increase purchases of organic products.
	Consider purchasing more organic produce that is in season. Many San Francisco based produce distributors source produce from both organic and local farmers like Veritable Vegetable, Bay Cities (a current vendor), Coast Citrus and more.
	Consider adding organic dairy products to menus.
Action 4	Buy only Marine Stewardship Certified Seafood.
	High Liner Seafood, a current vendor, has a wide variety of affordable MSC certified products. Please see the product guide provided to review the sustainable High Liner Seafood options, including the listing of Seafood Watch fish species (this also a requirement of the Standards).
Action 5	Serve more plant-based options as a means to meet baseline.
	Consider serving more plant-based options, thereby reducing carbon and water footprint per meal served, to meet the baseline requirement.

VALUED WORKFORCE

Most baseline requirements for valued workforce have been met. Only one more action remains to be completed; one extra point earned.

Action 1	Submit labor law compliance documentation and take requested follow-up steps with suppliers by the next assessment in order to maintain baseline in this value category.
	The Center has provided a template letter to assist you with supplier outreach. Please see the attachments sent with this report titled Labor Law Violations_Purchasers Letter to Suppliers_Template 2018.

ANIMAL WELFARE

The baseline requirements for the animal welfare value category have not yet been met.

Action 1	Meet the baseline by purchasing more level 3 products.
	Meeting baseline in this value category by purchasing level 3 products requires ZSFGH to spend approximately 5% of total meat & dairy or \$67,152 on high animal welfare products.
	Meeting baseline in this value category by purchasing level 1 products requires ZSFGH to spend approximately 15% of total meat & dairy or \$201,457 on high animal welfare products.
	The cost differential between purchasing the amounts of food required to meet baseline via level 1 products versus level 3 products is \$134,305.
Action 2	Reduce total volume of animal products purchased by 15% as an alternative means to meet baseline.
	As an alternative to meeting baseline through an increased procurements of high welfare products, ZSFGH may consider serving less meat and adding more plant-based options to the menus to meet the baseline requirement.
Action 3	Purchase from high animal welfare suppliers.
	Consider adding more high welfare eggs and dairy products instead of high welfare meat.
	Ask your US Foods representative for a list of all the meat suppliers they carry, with the high welfare products highlighted. Review the list and ask US Foods to send you samples of the products that look interesting.
	Consider purchasing high animal welfare products directly from California ranchers and producers. Marin Sun and Fork in the Road are both Level 3 Animal Welfare and Level 3 Local Economies suppliers that have sold to one or more GFPP participants in California.

NUTRITION

The baseline requirements for the nutrition category have not yet been met. One extra point earned.

Action 1	Increase the amount of fresh foods purchased.
	Purchase less foods categorized as highly-processed.
	Purchase more fruits and vegetables.
Action 2	Increase purchases of whole grain products.
Action 3	Promote healthy food options at POS and on meal trays.
Action 4	Consider implementing an on-site farmers market, a CSA prescription program, hosting a CSA drop off site (with CSA costs subsidized by LHH for low income residents), or cross promotion efforts with neighborhood stores that serve low-income residents and/or other access programs.

PROJECTED SCORE

Given current performance, Zuckerberg San Francisco General Hospital is projected to earn at least 12 points and two stars by taking the suggested actions above to meet the baseline in all the value categories.

VALUE CATEGORY ⁷	PROJECTED STAR RATING	FY18 SCORE	FY18 PERCENTAGES
	12 Points ⁸ - ★★☆☆☆	8 Points	
Local Economies	1 point	0 points	6.4%
Environmental Sustainability	3 points	2 points	1.2%
Valued Workforce	4 points	4 points	5.6%
Animal Welfare	1 point	0 points	0.0%
Nutrition	3 points	2 points	42% of possible points

⁷ Red font indicates areas where the baseline standard has not been met.

⁸ Projection assumes that baseline standard is met in all five value categories. The FOUR additional points are projected to result from meeting Level 1 baseline in Local Economies (+1 point), Environmental Sustainability (+1 point), Animal Welfare (+1 point), and Nutrition (+1 point).



Appendix

Appendix A. Labor Supply Chain Compliance Report

Zuckerberg San Francisco General Hospital

Fiscal Year 2017-2018

Methodology and Criteria

Two Federal databases were referenced to establish a preliminary catalog of labor violations in the Good Food Purchasing Program participants' supply chains: the OSHA IMIS database¹ (<https://www.osha.gov/pls/imis/establishment.html>) and the Department of Labor Data Enforcement Database (<https://enforcedata.dol.gov/views/search.php>).

Using these sources, the Center's staff developed a list of all suppliers with one or both of health and safety or wage and hour violations in the preceding five years. See the tables below for details.

Tables 1 and 2 include a select subset of the full supplier lists in tables 3 and 4. Tables 1 and 2 show only the **top** violators based on the below criteria, while tables 3 and 4 list **all** suppliers within the institution's supply chain with OSHA and WHD violations, respectively (with top violators highlighted in gray). Table 5 shows the list of suppliers within the institution's supply chain with OSHA accidents and fatalities.

Criteria used to identify top violators were developed in consultation with a committee comprised of an academically affiliated labor institution and government officials. Criteria include:

- Total wage and hour penalties, fines, and back wages paid (See [1] Description of DOL Investigations)
 - If back wages are owed to employees because an investigation finds minimum wage or overtime violations, the Department of Labor will request the employer to pay back wages.
 - Civil money penalties may be assessed for child labor violations and for repeat and/or willful violations of minimum wage or overtime requirements.
- Number of employees paid back wages
 - Refers to the number of employees who were found to be owed back wages as the result of a Department of Labor investigation.
- Number of current violations cited and serious/willful/repeat health and safety violations (See [2] OSHA Definitions)
 - Current violations: Represents the number of violations for which the employer is currently cited. This may differ from the initial violations if settlement or judicial actions resulted in reductions.
 - Serious/willful/repeat violations: Provides an indication of the degree of severity of the hazard found.
- Total health and safety penalties assessed
 - Initial penalty: Represents the amount initially assessed when the citation was first issued to the employer.
 - Current penalty: Represents the amount currently assessed for the violation. This may differ from the Initial Penalty if settlement or judicial actions resulted in reductions.
- Number of accidents on site
 - Accidents: Accidents are investigated and reported by OSHA.

[\[1\] Description of DOL Investigations](#)

[\[2\] OSHA Definitions](#)

¹ This report reflects information in the OSHA IMIS database as of October 25, 2018.

The Center recommends that ZSFGH communicate with the suppliers identified as the top violators based on the above criteria. The top 10 suppliers on which ZSFGH spent **\$1.3M collectively** are the highest priority due to high spend with these suppliers. However, the institution may reach out to other top violators due to their relationship with them. Top priorities for outreach based on the criteria and high spend include:

- Berkeley Farms
- Ocean Spray
- JM SMUCKER CO
- Michael Foods
- Starbucks Corporation
- ADVANCE FOOD CO/ADVANCE PIERRE
- Kellogg's
- Dole Food Company Inc
- Nestle USA
- Tyson Foods

The Center will provide necessary information and discuss next steps in outreach to suppliers during the follow up meeting.

Table 1. Top OSHA Violators in ZSFGH Supply Chain (2013-2018) (based on spend)

See Table 5. OSHA Accidents and Fatalities for details on the provided accidents and fatalities in Tables 1 and 3.

Supplier	Current Violations	Initial Fine	Current Fine	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
Berkeley Farms	\$ 22,655	\$4,190	8				3		\$498,703	Berkeley Farms
Ocean Spray	\$ 29,290	\$26,740	10	6	0	0	4	1	\$149,585	US Foods
JM SMUCKER CO	\$ 3,825	\$2,678	3	2	0	0	1	0	\$101,300	US Foods
Michael Foods	\$ 255,541	\$224,321	20	16	0	1	3	0	\$97,045	US Foods
Starbucks Corporation	\$ 14,976	\$9,846	17	4		1	2		\$82,010	US Foods
ADVANCE FOOD CO/ADVANCE PIERRE	\$ 20,300	\$11,080	9	6	0	0	3	0	\$81,554	US Foods
Kellogg's	\$ 87,535	\$64,229	38	13	0	0	25	1	\$80,309	US Foods
Dole Food Company Inc	\$ 132,643	\$131,908	25	7	1	0	17	2	\$76,317	US Foods
Nestle USA	\$ 510,922	\$263,592	88	44	0	0	44	7	\$72,805	US Foods
Tyson Foods	\$ 2,455,494	\$1,272,805	367	241	8	0	118	6	\$66,769	US Foods
JENNIE-O TURKEY	\$ 142,415	\$59,500	29	13	0	0	0	0	\$66,430	US Foods
PEPSICO	\$ 372,979	\$212,207	158	93	0	0	5	2	\$65,746	US Foods
Rembrandt Foods	\$ 7,950	\$4,003	4	2					\$63,530	US Foods

Table 2. Top WHD Violators in ZSFGH Supply Chain (2013-2018) (based on spend)

Supplier	Employees Involved	# FLSA Violations [3]	FLSA Fines/BW Paid	FLSA Repeat Violator? [4]	# MSPA Violations [4]	MSPA Fines/BW Paid	# FMLA Violations [5]	FMLA Fines/BW Paid	H2A Violations [6]	H2A BW Paid	ZSFGH Spend	Distributor
Michael Foods	0	-	\$0	1	-	\$0	1	\$0	-	\$0	\$97,045	US Foods
Starbucks Corporation	0	1	\$0	-	-	\$0	-	\$0	-	\$0	\$82,010	US Foods
Kellogg's	0	-	\$0	2	-	\$0	1	\$0	-	\$0	\$80,309	US Foods
Nestle USA	3	-	\$0	8	1	\$0	10	\$33,112	-	\$0	\$72,805	US Foods
Tyson Foods	1	-	\$0	8	-	\$0	4	\$2,412	-	\$0	\$66,769	US Foods
PEPSICO	1	1	\$0	7	-	\$0	7	\$1,796	-	\$0	\$65,746	US Foods

[3] Fair Labor Standards Act

[4] Migrant and Seasonal Agricultural Worker Protection Act

[5] Family and Medical Leave Act

[6] Temporary Agricultural Employment of Foreign Workers, Section 218 of the Immigration and Nationality Act

Table 3. Suppliers in ZSFGH Supply Chain with Health & Safety Labor Law Violations (2013-2018)

See Table 5. OSHA Accidents and Fatalities for details on the provided accidents and fatalities in Tables 1 and 3.

Supplier	Initial Fine	Current Fine	Current Violations	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
Berkeley Farms	\$ 22,655	\$4,190	8					3	\$498,703	Berkeley Farms
Ocean Spray	\$ 29,290	\$26,740	10	6	0	0	4	1	\$149,585	US Foods
JM SMUCKER CO	\$ 3,825	\$2,678	3	2	0	0	1	0	\$101,300	US Foods
Michael Foods	\$ 255,541	\$224,321	20	16	0	1	3	0	\$97,045	US Foods
Starbucks Corporation	\$ 14,976	\$9,846	17	4		1	2		\$82,010	US Foods
ADVANCE FOOD CO/ADVANCE PIERRE	\$ 20,300	\$11,080	9	6	0	0	3	0	\$81,554	US Foods
Kellogg's	\$ 87,535	\$64,229	38	13	0	0	25	1	\$80,309	US Foods
Dole Food Company Inc	\$ 132,643	\$131,908	25	7	1	0	17	2	\$76,317	US Foods
Nestle USA	\$ 510,922	\$263,592	88	44	0	0	44	7	\$72,805	US Foods
Tyson Foods	\$ 2,455,494	\$1,272,805	367	241	8	0	118	6	\$66,769	US Foods
JENNIE-O TURKEY	\$ 142,415	\$59,500	29	13	0	0	0	0	\$66,430	US Foods
PEPSICO	\$ 372,979	\$212,207	158	93	0	0	5	2	\$65,746	US Foods
Rembrandt Foods	\$ 7,950	\$4,003	4	2					\$63,530	US Foods
General Mills	\$ 81,061	\$52,518	24	16	0	0	8	1	\$59,054	US Foods
Table 2. Top WHD Violators in ZSFGH Supply Chain (2013-2018)	\$ 84,608	\$28,615	39	12	0	0	1	0	\$54,954	US Foods
Abbott Nutrition / Laboratories	\$ 3,640	\$3,640	2				2		\$52,900	US Foods
Smithfield Foods	\$ 14,000	\$14,000	1	0	1	0	0	0	\$46,165	US Foods
Ready Pac Foods / Ready Pac Produce	\$ 28,335	\$28,335	12	1	0	0	4	0	\$44,478	US Foods
PERDUE FARMS INC	\$ 287,436	\$201,343	85	49	0	0	36	3	\$43,994	US Foods
Lyons Magnus	\$ 17,550	\$15,550	4	2					\$43,647	US Foods
STOCK YARDS	\$ 4,718	\$3,303	3	2					\$40,078	US Foods
TRIDENT SEAFOOD	\$ 406,556	\$193,598	104	54	0	4	2	2	\$39,511	US Foods
Hormel Foods	\$ 23,730	\$9,280	9	5	0	0	4	0	\$39,130	US Foods
Dr Pepper Snapple Group	\$ 80,275	\$45,938	24	16	0	0	1	0	\$37,823	US Foods
Kraft Heinz Food Company	\$ 601,237	\$232,519	95	60	1	0	34	7	\$37,006	US Foods
Brakebush Brothers Inc	\$ 15,050	\$10,230	4	4	0	0	0	1	\$34,893	US Foods
MANN PACKING COMPANY	\$ 24,675	\$18,850	7	2	0	0	5	1	\$32,328	US Foods
Pacific Foods of Oregon INC	\$ 1,600	\$1,400	8	8	0	0	0	0	\$31,162	US Foods
Crystal Geyser Water Company	\$ 26,655	\$15,185	10	4	0	0	6	0	\$29,002	US Foods
Frito-Lay North America	\$ 202,231	\$99,686	73	21	0	0	52	7	\$28,063	US Foods
DEL MONTE FRESH PRODUCE	\$ 350,754	\$247,491	72	52	1	0	19	2	\$27,367	US Foods
The Campbell Soup Company	\$ 46,425	\$41,050	14	10	0	0	4	0	\$26,127	US Foods

Supplier	Initial Fine	Current Fine	Current Violations	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
Gill's Onions	\$ 25,900	\$20,310	13	3			1		\$23,156	US Foods
Porky Products	\$ 7,600	\$5,120	2	2					\$22,558	US Foods
ARYZTA AMERICA	\$ 293,308	\$172,844	53	24	3	0	7	0	\$22,357	US Foods
MONDELEZ GLOBAL LLC	\$ 100,191	\$67,142	41	22	0	0	0	1	\$22,138	US Foods
Echo Lake Foods	\$ 162,300	\$83,375	36	27	0	0	0	0	\$22,008	US Foods
Ruiz Food Products	\$ 69,560	\$52,407	12	4					\$21,283	US Foods
Knouse Foods	\$ 20,675	\$18,675	5	5	0	0	0	1	\$21,248	US Foods
PILGRIM'S PRIDE	\$ 1,236,095	\$569,460	173	95	5	0	0	6	\$21,098	US Foods
Danone	\$ 14,690	\$9,400	8	3	0	0	1	0	\$20,311	US Foods
Taylor Farms	\$ 291,215	\$137,809	104	33	0	0	71	10	\$19,290	US Foods
ConAgra Brands/ConAgra Foods	\$ 440,634	\$293,106	99	72	5	0	22	5	\$16,339	US Foods
Wells Enterprises Inc (Blue Bunny Ice Cream)	\$ 37,086	\$26,826	10	4					\$16,285	US Foods
Teasdale Quality Foods	\$ 2,925	\$750	1	0	0	0	1	0	\$15,905	US Foods
Chobani LLC	\$ 42,438	\$21,180	7	3					\$14,367	US Foods
DIAMOND CRYSTAL BRANDS	\$ 79,010	\$26,175	7	4	0	0	3	0	\$13,762	US Foods
SAPUTO CHEESE	\$ 239,125	\$133,214	66	42	0	0	8	0	\$12,814	US Foods
J&J Snack Foods	\$ 239,619	\$238,369	11	8	1	1	1	1	\$12,536	US Foods
WhiteWave Foods Company/WWF Operating	\$ 32,370	\$8,695	5	2	0	0	1	0	\$11,589	Berkeley Farms
Dean Foods	\$ 17,795	\$17,795	5	2			1	1	\$10,463	Berkeley Farms
B&G FOODS	\$ 23,750	\$8,485	4	4	0	0	1	1	\$10,374	US Foods
Kent Precision Foods Group	\$ 21,750	\$11,250	8	2	0	1	0	0	\$9,706	US Foods
HighLiner Foods	\$ 61,115	\$16,684	15	11	0	0	0	0	\$9,697	US Foods
CALAVO GROWERS OF CALIFORNIA	\$ 11,305	\$8,479	13	13	0	0	0	0	\$9,401	US Foods
Sugar Foods Corporation	\$ -	\$0	-	0	0	0	1	0	\$9,106	US Foods
VENTURA FOODS LLC	\$ 53,842	\$46,662	25	11	0	0	2	0	\$8,158	US Foods
Peets Coffee and Teas							1		\$8,127	US Foods
Strauss Brands Inc	\$ 8,311	\$5,000	2	2					\$8,042	US Foods
Pacific Coast Producers	\$ 26,440	\$11,305	7	1	0	0	6	7	\$7,969	US Foods
SEA WATCH INTERNATIONAL LTD	\$ 54,848	\$42,809	19	13				1	\$7,859	US Foods
RICELAND FOODS	\$ 28,675	\$19,875	4	1				1	\$7,788	US Foods
The Hain Celestial Group	\$ 7,000	\$3,500	3	1	0	0	2	0	\$7,189	US Foods
West Point Dairy	\$ 51,507	\$33,475	7	6			1		\$7,036	US Foods
ALPHA BAKING CO	\$ 59,600	\$46,520	11	9	0	0	0	1	\$6,864	US Foods

Supplier	Initial Fine	Current Fine	Current Violations	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
UNILEVER UNITED STATES INC	\$ 114,225	\$48,473	31	17	0	0	14	1	\$6,501	US Foods
Basic American Foods (BAF)	\$ 7,857	\$5,000	1	1	0	0	1	0	\$6,346	US Foods
Reser's Fine Foods	\$ 221,462	\$148,427	51	43	0	0	1	0	\$5,538	US Foods
KOCH Foods Inc	\$ 746,441	\$559,493	81	63	0	3	1	1	\$5,409	US Foods
GRIMMWAY FARMS	\$ 236,565	\$120,565	32	17	0	0	15	9	\$5,393	US Foods
Starkist	\$ 30,024	\$20,903	12	7	0	0	1	0	\$5,358	US Foods
DEL FRESH	\$ 510	\$510	2						\$5,261	US Foods
Compass Food Inc	\$ 15,055	\$7,265	6	1			1		\$5,114	US Foods
Musco Family Olive Company							1		\$4,940	US Foods
Flowers Foods (Flowers Food Specialty Group/Flowers Bakeries Foodservice)	\$ 218,294	\$149,383	56	38	0	0	2	0	\$4,860	US Foods
Mission Foods	\$ 174,629	\$104,317	52	20	0	0	32	4	\$4,801	US Foods
Quaker Oats Company	\$ 2,125	\$1,200	1	0	0	0	1	0	\$4,726	US Foods
Ajinomoto Foods	\$ 246,813	\$158,842	36	28			2		\$4,641	US Foods
Rich Products Corporation	\$ 437,249	\$255,609	81	58	3	0	20	1	\$4,440	US Foods
Pulmuone Foods USA	\$ 54,125	\$45,050	12	3	0	0	9	3	\$4,394	US Foods
DAKOTA GROWERS PASTA CO	\$ 31,575	\$11,257	10	4	0	0	6	0	\$3,801	US Foods
Ken's Foods Inc	\$ 5,250	\$5,250	2	2	0	0	0	0	\$3,691	US Foods
Apio Inc	\$ 33,175	\$22,625	14	5					\$3,511	US Foods
ACH Food Companies (Associated British Foods)	\$ 17,400	\$6,000	4	3					\$3,443	US Foods
Bush Brothers & Co	\$ -	\$8,175	3	2	0	0	0	1	\$3,241	US Foods
The Hillshire Brands Company	\$ 39,750	\$22,225	13	6			1		\$3,063	US Foods
John B Sanfilippo & Sons	\$ 201,446	\$100,404	12	4		1	1		\$3,021	US Foods
Amy's Kitchen	\$ 61,349	\$36,215	14	5			2		\$2,928	US Foods
Pinnacle Foods Corporation	\$ 83,126	\$55,407	37	18	0	0	0	0	\$2,701	US Foods
DEL REAL FOODS	\$ 28,645	\$11,910	5	1	0	0	4	1	\$2,459	US Foods
Advanced Food Products / AFP	\$ 14,059	\$10,290	5	2					\$2,454	US Foods
Neil Jones Food Companies/Tomatek	\$ 53,903	\$23,850	32	6			1	2	\$2,346	US Foods
Schreiber Foods	\$ 61,340	\$18,165	17	11	0	0	6	3	\$2,323	US Foods
FOSTER POULTRY FARMS	\$ 354,163	\$145,937	58	16	0	0	42	26	\$2,261	US Foods
CURLY'S Foods	\$ 11,625	\$6,625	3	2					\$2,129	US Foods
Grecian Delight Foods	\$ 35,340	\$21,340	6	2	0	0	0	0	\$2,085	US Foods
Red Gold	\$ 9,375	\$6,000	4	3	0	0	0	0	\$1,997	US Foods
SENECA FOODS	\$ 76,740	\$71,250	30	16	0	0	2	1	\$1,797	US Foods

Supplier	Initial Fine	Current Fine	Current Violations	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
Wholesome Harvest Baking	\$ 114,725	\$48,300	13	9			3		\$1,629	US Foods
JBS US Holdings, Inc.	\$ 383,653	\$340,535	64	48	1		2	1	\$1,541	US Foods
Mizkan Americas	\$ 7,000	\$0	1	1	0	0	0	0	\$1,515	US Foods
Nestle Waters North America	\$ 93,803	\$69,472	21	9	0	0	4	0	\$1,350	US Foods
Johnsonville Sausage	\$ 7,696	\$7,696	1	0	0	0	0	0	\$1,342	US Foods
Eatem Foods / Eatem Corporation	\$ 12,675	\$12,675	1						\$1,283	US Foods
JR Simplot	\$ 18,000	\$10,800	4	3	0	0	0	0	\$1,212	US Foods
Tri-Union Sea Foods LLC/CHICKEN OF THE SEA Intl	\$ 72,446	\$48,719	5	3		1			\$1,103	US Foods
Sweet Harvest Foods	\$ 600	\$420	3	2					\$1,090	US Foods
Morton Salt	\$ 12,737	\$9,486	6	6	0	0	0	0	\$976	US Foods
Vanee Foods	\$ 48,800	\$48,800	10	8					\$821	US Foods
LAMB WESTON INC	\$ 40,400	\$37,600	22	22	0	0	0	1	\$688	US Foods
Wo Chong Tofu	\$ 6,260	\$2,455	6	1			1		\$618	US Foods
Holten Meat Inc	\$ 29,000	\$16,250	2			1			\$604	US Foods
KRONOS FOODS	\$ 36,934	\$18,985	7	5					\$560	US Foods
Catallia Mexican Foods	\$ 800	\$560	1	1					\$529	US Foods
Campagn-Turano Baking Company	\$ 51,500	\$26,000	6	5	0	1	0	0	\$444	US Foods
Cargill	\$ 719,109	\$425,405	181	101	1	0	4	2	\$372	US Foods
Bunge	\$ 169,071	\$94,061	39	28			1		\$351	US Foods
UTZ QUALITY FOODS INC	\$ 39,125	\$39,125	14	7					\$348	US Foods
PETALUMA POULTRY PROCESSORS							1		\$337	US Foods
Darigold Inc	\$ 55,241	\$41,568	34	20	1	0	13	0	\$286	US Foods
BUTTERBALL	\$ 139,000	\$108,215	40	32	0	2	0	1	\$276	US Foods
McCormick & Company Inc	\$ 39,350	\$20,355	9	6	0	0	0	0	\$274	US Foods
House Foods America	\$ 19,155	\$15,330	10	4					\$273	US Foods
Family Tree Farms	\$ 25,875	\$14,675	5	2	0	0	3	1	\$265	Bay Cities
T Marzetti Company	\$ -	\$0	2	0	0	0	2	0	\$223	US Foods
Norpac Foods Inc	\$ 11,200	\$11,200	7	6	0	0	1	2	\$211	US Foods
Lee Kum Kee International Holdings	\$ 46,125	\$46,125	3	2	0	0	1	3	\$203	US Foods
SCHWAN'S FOOD	\$ 626,815	\$414,209	101	72	0	4	0	0	\$200	US Foods
IRIGOYEN FARMS INC	\$ 34,855	\$17,500	4	3	0	0	1	0	\$155	Bay Cities

Supplier	Initial Fine	Current Fine	Current Violations	Serious	Willful	Repeat	Accidents	Fatalities	ZSFGH Spend	Distributor
Sun and Sands Enterprises/Prime Time International	\$ 4,385	\$4,385	1	1	0	0	0	0	\$155	Bay Cities
American Pop Corn Company	\$ 2,250	\$1,125	4	4					\$138	US Foods
DRISCOLL STRAWBERRY ASSOC	\$ 18,480	\$13,580	19	3	0	0	1	0	\$138	Bay Cities
Wolverine Packing Co	\$ 9,100	\$0	5	3					\$134	US Foods
MANZANA PRODUCTS CO INC	\$ 150	\$150	1						\$130	US Foods
JSL FOODS	\$ 122,510	\$106,255	7	3		1	2		\$122	US Foods
PACIFIC CHEESE	\$ 7,438	\$7,438	11	5	0	0	0	0	\$121	US Foods
AV THOMAS / A.V. Thomas Produce	\$ 280	\$150	1	0	0	0	1	0	\$111	Bay Cities
TRAINA DRIED FRUIT	\$ 11,810	\$6,050	2	1					\$102	US Foods
ROSE PACKING COMPANY	\$ 13,239	\$9,000	3	1	0	0	0	0	\$82	US Foods
KERN RIDGE GROWERS LLC	\$ 27,185	\$27,185	3	2				2	\$81	Bay Cities
COAST TROPICAL (SF) III								1	\$72	US Foods
WINDSET FARMS	\$ 335	\$335	1	0	0	0	1	0	\$63	Bay Cities
Lactalis American Group	\$ 33,426	\$17,579	6	3	0	0	3	0	\$43	US Foods
Twin Rivers	\$ 12,675	\$7,605	1	1					\$40	US Foods
UESUGI FARMS INC	\$ 7,310	\$5,960	4	2	0	0	2	0	\$40	Bay Cities
Post Consumer Brands	\$ 35,000	\$35,000	1				1		\$16	US Foods
SIMPLY FRESH FRUIT	\$ 15,935	\$5,445	11	2					\$15	US Foods
JFC INTERNATIONAL INC (LA)	\$ 43,649	\$24,254	23	16				2	\$11	US Foods
Grand Total	\$ 16,968,482	\$ 10,132,303	3,591	2,051	32	26	750	142	\$ 2,856,272	

Table 4. Suppliers in ZSFGH Supply Chain with Wage & Hour Labor Law Violations (2013-2018)

Supplier	Employees Involved	# FLSA Violations [7]	FLSA Fines/BW Paid	FLSA Repeat Violator?	# MSPA Violations [8]	MSPA Fines/BW Paid	# FMLA Violations [9]	FMLA Fines/BW Paid	H2A Violations [10]	H2A BW Paid	ZSFGH Spend	Distributor
Michael Foods	0	-	\$0	1	-	\$0	1	\$0	ZSFGH Spend	\$0	\$97,045	US Foods
Starbucks Corporation	0	1	\$0	-	-	\$0	-	\$0	-	\$0	\$82,010	US Foods
Kellogg's	0	-	\$0	2	-	\$0	1	\$0	-	\$0	\$80,309	US Foods
Nestle USA	3	-	\$0	8	1	\$0	10	\$33,112	-	\$0	\$72,805	US Foods
Tyson Foods	1	-	\$0	8	-	\$0	4	\$2,412	-	\$0	\$66,769	US Foods
PEPSICO	1	1	\$0	7	-	\$0	7	\$1,796	-	\$0	\$65,746	US Foods
General Mills	0	-	\$0	4	-	\$0	2	\$0	-	\$0	\$59,054	US Foods
Smithfield Foods	4	-	\$0	2	-	\$0	6	\$19,063	-	\$0	\$46,165	US Foods
PERDUE FARMS INC	0	-	\$0	1	-	\$0	1	\$0	-	\$0	\$43,994	US Foods
Shasta Beverages	0	-	\$0	-	-	\$0	-	\$0	-	\$0	\$40,165	US Foods
Dr Pepper Snapple Group	2	-	\$0	-	-	\$0	2	\$11,131	-	\$0	\$37,823	US Foods
Kraft Heinz Food Company	2	3	\$11,569	2	-	\$0	1	\$0	-	\$0	\$37,006	US Foods
Frito-Lay North America	3	-	\$0	12	-	\$0	15	\$21,483	-	\$0	\$28,063	US Foods
DEL MONTE FRESH PRODUCE	0	1	\$0	4	7	\$0	-	\$0	-	\$0	\$27,367	US Foods
ARYZTA AMERICA	743	746	\$392,447	2	-	\$0	-	\$0	-	\$0	\$22,357	US Foods
Table 2. Top WHD Violators in ZSFGH Supply Chain (2013-2018)	0	-	\$0	3	-	\$0	2	\$0	-	\$0	\$22,138	US Foods
PILGRIM'S PRIDE	138	141	\$83,989	19	-	\$0	1	\$0	-	\$0	\$21,098	US Foods
Taylor Farms	0	1	\$0	1	-	\$0	-	\$0	-	\$0	\$19,290	US Foods
ConAgra Brands/ConAgra Foods	0	-	\$0	3	-	\$0	1	\$0	-	\$0	\$16,339	US Foods
J&J Snack Foods	465	532	\$630,127	1	-	\$0	-	\$0	-	\$0	\$12,536	US Foods
Dean Foods	-	-	\$0	-	-	\$0	6	\$0	-	\$0	\$10,463	Berkeley Farms
Pacific Coast Producers	0	-	\$0	1	1	\$0	-	\$0	-	\$0	\$7,969	US Foods
SEA WATCH INTERNATIONAL LTD	0	-	\$0	-	-	\$0	-	\$0	-	\$0	\$7,859	US Foods
RICELAND FOODS	0	-	\$0	-	1	\$0	-	\$0	-	\$0	\$7,788	US Foods
LIPMAN PRODUCE / Lipman Family Farms	0	-	\$0	-	2	\$0	-	\$0	1	\$0	\$7,537	US Foods

Supplier	Employees Involved	# FLSA Violations [7]	FLSA Fines/BW Paid	FLSA Repeat Violator?	# MSPA Violations [8]	MSPA Fines/BW Paid	# FMLA Violations [9]	FMLA Fines/BW Paid	H2A Violations [10]	H2A BW Paid	ZSFGH Spend	Distributor
UNILEVER UNITED STATES INC	0	-	\$0	1	-	\$0	592	\$0	-	\$0	\$6,501	US Foods
Basic American Foods (BAF)	2	-	\$0	-	-	\$0	4	\$0	-	\$0	\$6,346	US Foods
Reser's Fine Foods	1	-	\$0	-	-	\$0	-	\$0	-	\$0	\$5,538	US Foods
KOCH Foods Inc	2	-	\$0	-	-	\$0	5	\$15,412	-	\$0	\$5,409	US Foods
GRIMMWAY FARMS	0	-	\$0	2	2	\$0	-	\$0	-	\$0	\$5,393	US Foods
Flowers Foods (Flowers Food Specialty Group/Flowers Bakeries Foodservice)	0	2	\$0	3	-	\$0	-	\$0	-	\$0	\$4,860	US Foods
Quaker Oats Company	0	-	\$0	1	-	\$0	-	\$0	-	\$0	\$4,726	US Foods
Duda Farms	5	6	\$22,877	-	-	\$0	-	\$0	-	\$0	\$3,805	US Foods
DAKOTA GROWERS PASTA CO	0	-	\$0	1	-	\$0	-	\$0	-	\$0	\$3,801	US Foods
Apio Inc	0	1	\$0	-	4	\$0	-	\$0	-	\$0	\$3,511	US Foods
ACH Food Companies (Associated British Foods)	0	-	\$0	-	-	\$0	2	\$0	-	\$0	\$3,443	US Foods
Bush Brothers & Co	1	-	\$0	-	-	\$0	1,062	\$299	-	\$0	\$3,241	US Foods
The Hillshire Brands Company	0	-	\$0	-	-	\$0	-	\$0	-	\$0	\$3,063	US Foods
Schreiber Foods	0	-	\$0	1	-	\$0	2	\$0	-	\$0	\$2,323	US Foods
FOSTER POULTRY FARMS	0	1	\$0	3	-	\$0	-	\$0	-	\$0	\$2,261	US Foods
California Giant Berry Farms	0	1	\$0	-	-	\$0	-	\$0	-	\$0	\$2,125	US Foods
SENECA FOODS	26	27	\$2,136	1	-	\$0	-	\$0	-	\$0	\$1,797	US Foods
JBS US Holdings, Inc.	0	1	\$0	-	-	\$0	2	\$0	-	\$0	\$1,541	US Foods
Nestle Waters North America	3	-	\$0	-	-	\$0	4	\$0	-	\$0	\$1,350	US Foods
Church Brothers	42	1	\$0	1	44	\$1,260	-	\$0	-	\$0	\$1,087	US Foods
CHRISTOPHER RANCH	0	9	\$0	1	11	\$0	-	\$0	-	\$0	\$884	US Foods
Cargill	17	18	\$6,547	5	-	\$0	2	\$0	-	\$0	\$372	US Foods
Darigold Inc	0	-	\$0	3	-	\$0	16	\$0	-	\$0	\$286	US Foods
BUTTERBALL	2	27	\$48	-	-	\$0	-	\$0	-	\$0	\$276	US Foods
Sun and Sands Enterprises/Prime Time International	0	-	\$0	1	1	\$0	-	\$0	-	\$0	\$155	Bay Cities

Supplier	Employees Involved	# FLSA Violations [7]	FLSA Fines/BW Paid	FLSA Repeat Violator?	# MSPA Violations [8]	MSPA Fines/BW Paid	# FMLA Violations [9]	FMLA Fines/BW Paid	H2A Violations [10]	H2A BW Paid	ZSFGH Spend	Distributor
UESUGI FARMS INC	0	-	\$0	1	-	\$0	-	\$0	-	\$0	\$40	Bay Cities
JFC INTERNATIONAL INC (LA)	2	3	\$1,562	-	-	\$0	-	\$0	-	\$0	\$11	US Foods
Grand Total	1,465	1,523	\$1,151,302	106	74	\$1,260	1,751	\$104,708	1	\$0	\$1,013,838	

[7] Fair Labor Standards Act

[8] Migrant and Seasonal Agricultural Worker Protection Act

[9] Family and Medical Leave Act

[10] Temporary Agricultural Employment of Foreign Workers, Section 218 of the Immigration and Nationality Act

Table 5. Suppliers within ZSFGH Supply Chain with OSHA Accidents and Fatalities

Supplier	Accident Inspections [11]	Fatality Inspections [12]	Accident Investigation Summary
Abbott Nutrition / Laboratories	2		None provided
ADVANCE FOOD CO/ADVANCE PIERRE	3	0	Employee Is Struck By Forklift And Treated For Internal Bleeding
ALPHA BAKING CO	0	1	Employee Caught In Between Gear Arm Is Killed
Amy's Kitchen	2		None provided
ARYZTA AMERICA	7	0	None provided
AV THOMAS / A.V. Thomas Produce	1	0	None provided
B&G FOODS	1	1	Employee Dies From Cardiac Symptoms Related To High Heat Ind
Basic American Foods (BAF)	1	0	None provided
Berkeley Farms	3		Employee Injures Ribs And Lungs When Pinned By Conveyor
Brakebush Brothers Inc	0	1	Employee Collapses and Dies Of Heart Attack
Bunge	1		Employee's Finger Is Amputated When Caught Between Metal Lid
Bush Brothers & Co	0	1	Employee Is Killed When Crushed Between A Machinery Frame And a Scissor-Lift Platform and Dies
BUTTERBALL	0	1	None provided
Cargill	4	2	Employee Is Found Unresponsive Behind A Salt Truck And Dies From Heart Failure; Employee Reaches Into An Operating Chain Drive And Sustains Amputation; Employee Sustains Burns From Hot Water While Flushing Out A Heat Exchanger; Employee's Finger Is Amputated While Working Close To Band Saw; Employee Drops Trash Dumpster On His Foot And Breaks Toes; Employee's Right Index Finger Is Amputated In Chine Bone Saw; Employee Has Heart Attack At Work And Dies; Employee Killed By Contact With Machinery; Employee Is Installing Equipment To Electrical System And Is Electrocuted
COAST TROPICAL (SF) III		1	None provided
Table 2. Top WHD Violators in ZSFGH Supply Chain (2013-2018)	1		Employee Amputates Fingertip On Machine
ConAgra Brands/ConAgra Foods	22	5	Employee Amputates Finger While Cleaning Blender; Employee Cuts Hand And Scrapes Skin When Caught Between Machine
Crystal Geyser Water Company	6	0	None provided
DAKOTA GROWERS PASTA CO	6	0	Employee Catches Fingers Between A Chain And Sprocket, Amputated
Danone	1	0	None provided
Darigold Inc	13	0	Employee Thumb Is Amputated When Caught In Butter Machine
DEL MONTE FRESH PRODUCE	19	2	Employee Suffers Heart Attack And Dies
DEL REAL FOODS	4	1	None provided
DIAMOND CRYSTAL BRANDS	3	0	None provided
Dole Food Company Inc	17	2	Employee Sustains Multiple Fractures When Struck By Forklift; Employee's Three Fingers Are Amputated In Belt And Sprocket; Employee Falls Into Tree And Lacerates Back; Employee Falls Off Step Ladder And Is Killed
Dr Pepper Snapple Group	1	0	None provided
DRISCOLL STRAWBERRY ASSOC	1	0	Employee Fractures Ankle After Falling From Height In A Scaffold
Family Tree Farms	3	1	None provided
Flowers Foods (Flowers Food Specialty Group/Flowers Bakeries Foodservice)	2	0	Employee's Finger Is Entangled In Chain And Sprocket And Is Amputated; Employee's Right Pinky Finger Contacts Chain Sprocket And Is Amputated
FOSTER POULTRY FARMS	42	26	Employee's Hand Is Caught In Poultry Breast Membrane Puller; Employee Catches Finger In Chain And Sprocket And Suffers A Partial Amputation; Employee Is Injured When Nail Gun Is Inadvertently Discharge; Employee Suffers From Electric Shock While Troubleshooting Machine; Employee Catches Finger In Roller Conveyor Chain System And Was Hospitalized

Supplier	Accident Inspections [11]	Fatality Inspections [12]	Accident Investigation Summary
Frito-Lay North America	52	7	Employee Crushes And Amputates Leg Between Forklift And Support Column; Employee's Hand Is Caught In Conveyor And Is Injured; Employee Is Burned By Caustic Solution While Cleaning Industrial Potato Chip Fryer; Employee Loses Control Of Truck And Injures Toes
General Mills	8	1	None provided
Gill's Onions	1		None provided
GRIMMWAY FARMS	15	9	Employee Sustains Amputation Of An Arm While Cleaning Equipment; Employee Amputates Fingers In Loader Belt Pulley; Employee Sustains Heart Attack And Dies
Hormel Foods	4	0	None provided
IRIGOYEN FARMS INC	1	0	Employee Is Harvesting Peppers During High Heat And Suffers
J&J Snack Foods	1	1	Employee Sustains Partial Amputation Of Right Thumb; Employee Is Killed In Fall From Ladder
JBS US Holdings, Inc.	2	1	None provided
JFC INTERNATIONAL INC (LA)	2		None provided
JM SMUCKER CO	1	0	None provided
John B Sanfilippo & Sons	1		Employee Amputates Ring Finger When Reaching Into An Almond Hopper
JSL FOODS	2		None provided
Kellogg's	25	1	Employee Is Struck By A Beam And Is Killed; Machine Operator Falls From Ladder And Is Killed
KERN RIDGE GROWERS LLC	2		None provided
Knouse Foods	0	1	None provided
KOCH Foods Inc	1	1	Employee Skull Is Crushed In A Rotating Sunflower Wheel and is Killed
Kraft Heinz Food Company	34	7	Employee's Left Index Finger Is Partially Amputated; Employee Sustains Amputation When Struck By Pushing Ram; Employee Catches Fingers In Chain And Sprocket And Amputates; Employees Amputates Finger While Operating Equipment; Employee Cleaning Machine Has Finger Amputated
Lactalis American Group	3	0	Employee Is Crushed Between Pit And Warehouse Rack And Is Killed
LAMB WESTON INC	0	1	Employee Complained Of Headache And Nausea; Employee Cuts Hand And Scrapes Skin When Caught Between Machine
LAND O LAKES	1	0	Employee Is Killed In Construction-Related Incident
Lee Kum Kee International Holdings	1	3	Employee Touches Unguarded Edge Of Valve And Amputates Middle Finger
MANN PACKING COMPANY	5	1	Employee Is Caught And Pulled Into A Machine And Is Injured
Michael Foods	3	0	Employee Is Struck And Killed By Falling Deck Plate; Employee Is Sanitizing Food Processing Facility And Suffers Chemical Burn; Employee Suffers Asphyxiation While Testing Product Sample
Mission Foods	32	4	None provided
MONDELEZ GLOBAL LLC	0	1	Employee Is Killed When Struck By Falling Boxes; Employee Is Caught Between An Electric Pallet Jack And The Building Column
Musco Family Olive Company	1		None provided
Neil Jones Food Companies/Tomatek	2		None provided
Nestle USA	44	7	Employee Is Struck In The Foot By Pallet; Employee Sustains Lacerations To His Hand When Struck Against Saw Blade; Employee's Hand Is Amputated When Caught In Auger While Taking Product Sample; Employee #1 Is Burned When Forklift Explodes During Refueling
Nestle Waters North America	4	0	Employee Is Burned When Forklift Explodes During Refueling; Employee's Thumb Is Amputated When Caught In Preform Machine
Norpac Foods Inc	1	2	Employee Sustains Hand Laceration When Struck Against Blade
Ocean Spray	4	1	None provided
Pacific Coast Producers	6	7	None provided
Peets Coffee and Teas	1		Employee's Foot Is Burned During Hot Water Spill
PEPSICO	5	2	Employee Falls Off Forklift And Injures Back; Employee Is Struck By Forklift And Is Hospitalized
PERDUE FARMS INC	36	3	Employee Catches Fingers In Chain And Sprocket Gears And Amputated Ring and Middle Fingers; Employee Injures Arm When It Is Caught In Conveyor System

Supplier	Accident Inspections [11]	Fatality Inspections [12]	Accident Investigation Summary
PETALUMA POULTRY PROCESSORS	1		None provided
PILGRIM'S PRIDE	0	6	Employee's Fingertip Is Amputated When Caught In Chain; Employee's Fingers Are Amputated While Repairing A Chain On A Roller Conveyor; Worker's Hand Is Caught In Conveyor And Fingers Amputated; Employee Struck And Killed By Falling Ice; Employee Is Electrocuted
Pulmuone Foods USA	9	3	None provided
Quaker Oats Company	1	0	None provided
Ready Pac Foods / Ready Pac Produce	4	0	None provided
Reser's Fine Foods	1	0	None provided
RICELAND FOODS		1	Employee Is Engulfed In Grain Silo And Asphyxiates; Employee Is Killed In Fall From Elevated Platform
Rich Products Corporation	20	1	Employee Injures Hand During Cleaning Of Conveyor; Employee's Back, Chest And Arms Are Burned By Hot Water
SAPUTO CHEESE	8	0	Machine Operator Amputates Finger In Pinch Point
Schreiber Foods	6	3	None provided
SEA WATCH INTERNATIONAL LTD		1	Employee Is Caught In Rotating Shaft And Killed
SENECA FOODS	2	1	Employee Catches Fingers In Conveyor And Amputates Several Fingers; Employee Is Caught In Lathe And Is Asphyxiated
Starbucks Corporation	2		Employee Amputates Finger Between Belt And Drive Shaft
Starkist	1	0	None provided
Sugar Foods Corporation	1	0	None provided
T Marzetti Company	2	0	None provided
Taylor Farms	71	10	Employee's Leg Is Fractured When Struck By Forklift; Food Processing Worker Sustains Avulsion Of Finger In Machine; Employee Falls From Stepladder And Suffers Multiple Fracture; Employee Suffers Broken Arm While Reaching Into Conveyor; Employee Is Struck By Conveyor Belt And Lacerates Finger; Employee Is Caught In Conveyor Belt And Killed By Asphyxiation
Teasdale Quality Foods	1	0	None provided
The Campbell Soup Company	4	0	Employee Is Burned With Hot Water When Pipe Is Disconnected
The Hain Celestial Group	2	0	None provided
The Hillshire Brands Company	1		None provided
TRIDENT SEAFOOD	2	2	Employee Grabs Onto Rotating Shaft And Amputates Fingertip; Employee Dies From Cardiac Arrest In Bunk Room
Tyson Foods	118	6	Employee Sustains Chemical Burns To Eyes And Chest; Employee Contacts Rotating Blade And Amputates Fingertip; Employee's Finger Is Caught On Running Conveyor Belt, And Is Lacerated; Employee Is Overcome By Chemical Fumes And Suffers Respiratory Trauma; Employee Reaches Into Packaging Machine And Suffers Unspecified Amputation; Employee Amputates Thumb With Band Saw; An Employee Sustained A Bi-Lateral Hand Amputations While Cleaning; Meat Cutter Amputates Finger While Operating Meat Saw
UESUGI FARMS INC	2	0	None provided
UNILEVER UNITED STATES INC	14	1	Employee Severs Fingertip On Machine
VENTURA FOODS LLC	2	0	None provided
West Point Dairy	1		None provided
WhiteWave Foods Company/WWF Operating	1	0	None provided
Wholesome Harvest Baking	3		None provided
WINDSET FARMS	1	0	None provided
Wo Chong Tofu	1		None provided

Supplier	Accident Inspections [11]	Fatality Inspections [12]	Accident Investigation Summary
----------	---------------------------------	---------------------------------	--------------------------------

[11] The number of accidents are based on the number of inspections categorized as accidents

[12] The number of fatalities are based on the number of inspections categorized as fatality/catastrophe

Appendix B. Nutrition Checklist

Nutrition Goals		Points	Description
High Priority (Items with High Priority Designation are Worth Two Checks Per Item Met)			
Healthy Procurement (2 points per item)			
1	Increase the amount of whole or minimally processed foods purchased by 5% from baseline year, with a 25% increase goal within 5 years.	NA	Baseline year. Currently, 62% of items are whole and minimally processed
2	If meat is offered, reduce purchase of red and processed meat by 5% from baseline year, with a 25% reduction goal within 5 years.	NA	Baseline year. 8.4% of total food purchases are red or processed meat
3	Fruits, vegetables, and whole grains account for at least 50% of total food purchases by volume.	0	Currently, these account for 23% of total food purchases by volume
4	All individual food items contain ≤ 480 mg sodium per serving. Purchase "low-sodium" (≤ 140 mg sodium per serving) whenever possible.	1	The majority of items are low sodium (unable to confirm if all are low sodium)
5	Added sugars (including natural and artificial sweeteners) in purchased food items should be no more than 10% of Daily Value per serving (DV is 50g). Or, commit to implementing an added sugar reduction plan in overall food and beverage purchases.	0	No, per ZSFGH
Healthy Food Service Environment (2 points per item)			
6*	Healthy beverages account for 100% of beverage options offered, and diet drinks containing artificial sweeteners are eliminated. If healthy beverages account for at least 50% of beverage options offered, one check will be earned.	1	Per purchasing records, healthy beverages account for 87% of beverages
7	Offer free drinking water at all meals, preferably cold tap water in at least a 4-ounce cup.	2	Yes, per ZSFGH
8	Offer plant-based main dishes at each meal service.	2	Yes, per ZSFGH
Health Equity (2 points per item)			
9	Institution actively supports or sponsors initiatives that directly expand access to healthy food for low-income residents or communities of color. Examples of qualifying initiatives: -Support at least one neighborhood-based community food project that expands access to healthy food for low-income residents such as a procurement agreement with a corner store that carries healthy food in a low-income census tract, a low-cost Community Supported Agriculture program dedicated to serving low-income families, or a farmer's market located in a low-income census tract that accepts EBT.	0	Not at this time (do participate in a Food Recovery Program that donates food)
Healthy Procurement (1 point per item)			
10	All juice purchased is 100% fruit juice with no added sweeteners and vegetable juice is Low Sodium as per FDA definitions. All 100% fruit and vegetable juice single serving containers are <12 ounces for adults and children aged 7-18, and <6 ounces for children aged 1-6.	1	Yes, per ZSFGH and purchasing records
11	If dairy products are offered, purchase Fat-Free, Low-Fat or reduced fat dairy products, with no added sweeteners (including natural and artificial sweeteners).	0	Purchasing records include chocolate milk, whole milk, and yogurt with added sweeteners
12	All pre-packaged food has zero grams trans-fat per serving and does not list partially hydrogenated oils on the ingredients list (as labeled).	0	Unable to confirm
13	At least 50% of grain products purchased are whole grain rich.	0	22% of grain products are whole grain rich

14	Offer at least one salad dressing option that is a low-sodium, low-calorie, low-fat creamy salad dressing. Offer olive oil and vinegar (e.g., balsamic, red wine) at each meal service.	0.5	Per ZSFGH, this is not offered in the Café but is offered in Patient Care
Healthy Food Preparation (1 point per item)			
15	Eliminate the use of hydrogenated and partially hydrogenated oils for cooking and baking. Eliminate the use of deep frying and eliminate use of frozen or prepared items that are deep fried upon purchase.	0	No, per ZSFGH. Some items are deep fried.
16	Prioritize the preparation of all vegetables and protein, including fish, poultry, meat, or meat alternatives in a way that utilizes vegetable-based oils or reduces added fat (broiling, grilling, baking, poaching, roasting, or steaming).	0.5	Per ZSFGH, this is not offered in the Café but is offered in Patient Care
Healthy Food Service Environment (1 point per item)			
17	If applicable, combination meals that serve an entrée, side option, and beverage offer water as a beverage alternative ⁹ AND offer fresh fruit or a non-fried vegetable prepared without fat or oil as a side option.	N/A	
18	Adopt one or more product placement strategies such as: - Prominently feature fruit and/or non-fried vegetables in high-visibility locations. - Display healthy beverages in eye level sections of beverage cases (if applicable). - Remove candy bars, cookies, chips and beverages with added sugars (such as soda, sports and energy drinks) from checkout register areas/point-of-purchase (if applicable).	1	ZSFGH offers fruit and vegetables in the grab-and-go area, which is visible at the cafeteria entrance.
19	Healthy food and beverage items are priced competitively with non-healthy alternatives.	1	Yes
20	Any promotional signage should encourage the selection of healthy offerings at the point of choice or point of sale.	0	No, per ZSFGH

⁹A cup/glass of chilled tap water is prioritized and water in recyclable bottle is a secondary substitute to be avoided if possible for environmental considerations