



BORDER CARES PROGRAM

Border Cares is a special program created to support our team members during times of crisis or catastrophic hardship. The program is funded entirely through the generosity of Border Foods employees and is designed to provide financial assistance when unexpected challenges arise.

Making Donations

Team members who wish to contribute to the Border Cares Program can do so by completing the Border Cares Employee Contribution Form in Dayforce.

- You may choose to donate a bi-weekly amount starting as low as \$1 per pay period or make a one-time lump sum contribution.
- The form can be found in Dayforce under: **Forms > Personal > Border Cares Employee Contribution Form**

Program Details

The Border Cares Program helps support team members during unexpected, catastrophic life events.

Who Can Apply?

- All Border employees with at least **12 months of continuous service**.
- You must complete a Border Cares Application through HERO.
- Grants are paid directly to the vendor/organization (e.g., hospital, utility provider, landlord).
- Maximum annual grant: **\$2,500**.
- **Note:** Grants cannot be used to pay for deductible or out-of-pocket expenses under the Border Foods Medical Plan.

When Can You Apply?

You may be eligible for assistance if you or an immediate family member experiences a significant and unforeseen hardship that creates a serious financial burden.

- A serious illness, injury, or medical condition
- Extended hospitalization or ongoing medical treatment



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- The death of an immediate family member
- A house fire, flood, tornado, or other natural disaster
- Domestic violence or situations requiring emergency relocation
- Significant property damage that impacts basic living conditions
- Displacement from your home due to an unexpected event
- A catastrophic accident affecting you or an immediate family member
- Other extraordinary circumstances that create severe financial hardship

You'll need to submit **proof of need** (like a medical bill, invoice, insurance statement or police report).

How to Apply?

Submit a Border Cares Application through HERO and remember to include all required supporting documents with your request.

Additional Guidelines

- Border Cares Grants are intended to address extraordinary, unforeseen circumstances only.
- The decision to approve or deny a grant application rests solely with the Border Cares Committee.
- Denials are final and are not subject to grievance or appeal

Disclaimer

Border Foods reserves the right to amend, suspend, or terminate the Border Cares Grant Program at any time, with or without notice. Participation in the program does not create a contract of employment or guarantee future benefits.