



# ANNUAL REPORT

2019-2020

**Canadian Poultry & Egg  
Processors Council**





**2020 ANNUAL GENERAL MEETING**  
**CANADIAN POULTRY AND EGG PROCESSORS COUNCIL**

Via Teleconference / Videoconference

June 15, 2020

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**REPORT FROM JOËL CORMIER – CHAIR OF THE BOARD OF DIRECTORS  
ADDRESS TO MEMBERS OF THE CANADIAN POULTRY AND EGG PROCESSORS COUNCIL  
2020 ANNUAL GENERAL MEETING  
EXCEPTIONALLY HELD BY ELECTRONIC MEANS ON MONDAY, JUNE 15, 2020 AT 1:00 PM EASTERN TIME**

Good morning or good afternoon, depending on where you are calling in from.

This is my first AGM as Chair of CPEPC and, although I thought I would be delivering these remarks in front of you in PEI rather than in this online setting, this is still the one occasion we have every year to get together as members from all sectors, reflect back on what we have accomplished over the past 12 months and look at the year ahead.

I did not want to miss this opportunity, despite us not being able to meet in person due to the exceptional circumstances we are facing.

I think you will all agree that much has happened since I was elected chair a year ago in Victoria.

Twelve months ago, we were thanking Robin Horel who was getting ready to retire after 17 years at the helm of our association and were welcoming Jean-Michel Laurin who has been our President & CEO since last summer.

Working with Jean-Michel and our outstanding staff, the Board completed our strategic planning process through a series of meetings last fall and adopted a new three-year plan built around a common vision to be the trusted, unified voice of the Canadian poultry and egg processing industry.

Our actions are now articulated around four strategic pillars: sector engagement, advocacy, external communications and organizational effectiveness.

The plan articulates specific objectives under each one of those pillars. With the plan, we will be:

1. Addressing industry issues by building consensus positions within and across sectors;
2. Influencing governments and stakeholders on issues affecting our industry;
3. Proactively influencing customers and consumers' attitudes on issues that matter to us; and finally
4. Raising the capabilities and profile of our organization.

With the input you and other members provided at our October meetings in Calgary, the board and staff developed an annual workplan with specific targets and deliverables aligned against those objectives. The board is now reviewing the staff's progress on a quarterly basis to ensure that we deliver on our commitments to provide member value.

A year ago, my predecessor Bert Harman noted that the Board had also created a new board committee structure. Our Governance, Finance, Human Resources and *ad hoc* Strategic Planning committees have been active in providing the kind of oversight and support our organization needs to be effective. Bert also said last year that we would be looking back at 2019 as a key year in the evolution of CPEPC. I could not agree more, and I know we are heading together in the right direction.

This annual report would not be complete without an overview of some of the major issues that affected our members. As usual, the annual report you received includes a summary of the most important issues for each sector. I invite you to review this and would like to point out some of our key accomplishments:

- We have worked with turkey producers to eliminate the preventive use of Category 2 and 3 antibiotics and with chicken producers on the elimination of Category 2 antibiotics, and will work towards the elimination of Category 3, we hope, in the very near future.
- We have been able to delay the implementation of changes to CFIA's humane handling requirements for poultry – which could cost our industry up to \$500 million – until an acceptable solution can be found.
- We managed to stop the expansion of CFIA's manufacturing prohibition of raw breaded products.
- We saw egg producers implement a Nest Run to Table pilot project, something we had long been advocating for, to bring as many Canadian eggs as possible to the table market.
- In the hatchery sector, we proactively struck a working group to evaluate the impact of on-farm hatching.

- We have also been successful at developing and advocating consensus sector positions on trade issues and TRQ allocation as we get ready for CUSMA to come into force next month.
- We also obtained a renewed commitment from the government to provide full and fair compensation to poultry and egg processors for market access granted under new trade agreements and will continue to pressure the government to honour its commitment.

This is already quite an impressive list of accomplishments. Over and above what we were doing based on our workplan, the recent COVID-19 crisis required us to take on more actions and interventions than expected. The crisis also highlighted the importance of our association. I think you will all agree that since last March, we have been facing unprecedented challenges as an industry and as a country.

From the outset of this crisis, two main objectives have been guiding our actions as individual companies and as an industry: ensuring a safe workplace for our workers, and continuing to operate our plants so Canadians can continue to find the egg, chicken and turkey products they rely on.

Since the beginning of the confinement period, our industry has been deemed essential, right after the health care sector. This shows how important we are in Canadians' lives.

I am proud to say that our industry has taken this role as an essential service very seriously. Canadians count on us to feed themselves and their families. Producers also count on us to process their animals or their co-products and take them to market, and our workers and industry partners also depend on us. This is a double essential role; each end of the supply chain depends on us. We are managing to get through this difficult time in our history by pulling together as companies, and by having our association show the kind of leadership that makes a difference.

That difference is being felt every day in three areas.

First, through ongoing and direct engagement with producers and other industry stakeholders, our industry is significantly adjusting production levels to adapt to the unprecedented market disruption we are facing. This process has been challenging at times given what is at stake, but collaboration across our supply chain has been critical for us to have the agility that is required by today's events. Upcoming producer board decisions on allocation and production remain critical as we appear to be settling into a new normal. What will the new normal demand look like in the food service sector? When will the situation be under control in Canada's two largest cities? This is crucial as those two metropolitan areas represent close to 30% of the Canadian population. Another key question is whether we will see a second wave of COVID cases. As we seek answers to these questions, working with our industry partners in a relationship based on mutual trust will remain critical.

I know our response has not been perfect and sometimes difficult, but I take comfort by comparing ourselves to how other industries and other countries have been responding to this crisis. For example, we have so far avoided scenarios of massive on-farm depopulation, and this would not have happened without everyone's collaboration.

A second area where CPEPC's work has been critical is in providing a safe and open space for us to share our individual experiences so we can learn from each other. Whether it is by sharing the lessons we learned about this virus and how it spreads, by comparing notes on the measures each company is taking to adapt to this situation or by documenting and sharing best practices, the work we have done through CPEPC has allowed us to make better individual and collective business decisions.

A third and final area where CPEPC's work has been instrumental is in raising the government's awareness of our situation and in advocating for solutions on behalf of our industry. With our new strategic plan, we are looking to build and strengthen our relationships with senior government officials. This crisis has made this more critical than ever, and we are already seeing some results.

We have been having ongoing discussions with senior officials at Agriculture and Agri-Food Canada, the Canadian Food Inspection Agency, Global Affairs Canada and the Farm Products Council of Canada and have had direct engagement with the Minister of Agriculture and Agri-Food, Members of Parliament and senior officials in other departments. We have also combined our forces with those of other associations on issues of common interest to deliver results to members.

While we are continuing to advocate for solutions to the issues we face, I am pleased to note that our government engagement has led to CFIA being responsive in providing us with the kind of guidance we were seeking early in this

crisis. We were also pleased to note that CFIA has shown some much-needed flexibility thanks to the mutual trust and understanding we have been able to build.

Talking about flexibility, we were also able to convince Global Affairs Canada to make some changes to TRQ administration. The Public Health Agency of Canada also provided us feedback on our industry best practices document to help guide members. I also want to acknowledge our partners at Agriculture and Agri-Food Canada and Farm Products Council of Canada for being attentive to our needs and working with us to address the issues we face.

Looking ahead at the coming months, CPEPC will continue to support members and provide leadership as we deal with COVID-19 and its impact on people, our workplaces, our markets, our finances and our industry.

We will continue to work with members and industry stakeholders on allocation, live pricing and import control issues. We will also redouble our efforts to advance animal welfare initiatives and responsibly reduce antimicrobial use and improve food safety.

As it relates to advocacy, we will keep providing leadership on critical industry issues and grow our influence and visibility with government and other key decision makers. We are also looking to do more to reach out to customers and consumers, working with producer boards.

Finally, the CPEPC board will be focused on supporting the staff so it delivers on the objectives set in our strategic plan. We will also be looking to continuously improve our governance, grow our leadership and ensure the association remains in a strong financial position.

In closing, I want to take a minute to thank members for their support and involvement in CPEPC. We are stronger by working together through our association, and CPEPC would not be the same without you.

Let me also acknowledge my fellow board members for their contribution. Please know that those you elected to represent you on the CPEPC board have been effective and passionate representatives of your sectors.

On behalf of all members, I also want to thank Erica, Margo, Susan, Nicolas and Jean-Michel. We are privileged to count on such a team of committed and talented professionals. They are passionate about our success as an industry, their level of engagement is remarkable and they are our biggest assets. They best embody the values we strive to uphold as an industry.

I should also inform you that Nik Zylstra will also be joining our team as Director for CHF and FPPAC later this month. We are pleased that Nik agreed to join us as we have been looking to fill that position for some time. We have been privileged that Robert de Valk agreed to support FPPAC on a consulting basis throughout the past year and look forward to the coming transition. Nicolas also stepped up to support CHF over the past year, and I know we are all grateful for his efforts and dedication.

We know the months and year ahead will not be easy. We already had a comprehensive and ambitious plan for the next 12 months before this COVID-19 situation hit us. We will need to continue to stand shoulder to shoulder throughout this crisis and beyond it so we can be true to CPEPC's mission of leading and mobilizing Canadian poultry and egg processors in building a sustainable and thriving industry. I am proud of our association as it continues on its path to be the trusted, unified voice of the Canadian poultry and egg processing industry.

Thank you.

**REPORT FROM JEAN-MICHEL LAURIN – PRESIDENT AND CEO**  
**ADDRESS TO MEMBERS OF THE CANADIAN POULTRY AND EGG PROCESSORS COUNCIL**  
**2020 ANNUAL GENERAL MEETING**  
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Hi everyone and thank you for attending today's AGM.

I have been looking forward to today as this is my first AGM as President & CEO. Annual meetings are always important in the life of any association, and I have fond memories of last year's meeting. You might remember that a year ago, our Past Chair Bert Harman introduced me at the AGM in Victoria. This was only a few days after I found out I would be the organization's CEO, and a month before I would actually start at CPEPC. That convention was filled with positive emotions, and it has only gotten better since then.

The past year went by in a flash. Our Chair already summarized our key accomplishments as an organization, but as I reflect back on my first year, three words come to mind: "grateful", "ambitious" and "partnerships".

Grateful because I feel privileged that the Board asked me to lead the association.

Grateful also because I quickly found myself surrounded by people – our board of directors, our members, our staff and our key industry partners – that were generous with their time and advice, patient with all my questions and passionate about our success as an industry.

I also want to acknowledge our 14 board members' high level of engagement. They are there when I need them, they keep me focused on the right things and I am thankful for that. They also let me and my predecessor Robin Horel overlap for a few months last year. Robin and I were initially unsure how this would work out, but it was a gift to me as Robin was generous with his knowledge and experience and helped me hit the ground running.

Our staff also deserves some special thanks. When I joined, I did not know them, and they did not know me much either. What I quickly found out is that many of the good things I heard about CPEPC were in large part due to them. Their dedication, the depth of their knowledge of our industry and its people, their approach to resolving problems and to presenting our positions and the way in which they treat others explain why we are seen as a credible, respected and effective organization. They have also been very patient with all my questions, open to change and new ideas, and I am pleased that we have quickly learned to work together and trust each other.

The second word I said came to mind to describe this past year is "ambitious".

Ambitious because when we completed our strategic planning process and developed our first annual workplan, I felt it was quite ambitious, and this was pre-COVID.

In fact, I feel we are condemned to set ambitious goals for ourselves when we look at the magnitude of the challenges we are facing. The pace of change is accelerating in our industry. Maintaining the trust of our customers and consumers means we need to be able to consistently hold and demonstrate high food safety and animal welfare standards. Regulators are also looking to maintain the public's trust in their regulatory systems, which means they are looking to exert more control over our industry. New trade agreements will further impact our markets and are adding more pressure on our industry. This is all happening in a context of unprecedented disruption and uncertainty due to COVID-19 and its ramifications on operations and consumer behaviour. In this environment, CPEPC, our industry and the system in which we operate all need to be agile for us all to succeed, today and in the future.

The last word I had in mind was "partnerships" and that is because when we look at each of our objectives – whether they relate to pathogen reduction, animal welfare, producer board decisions on allocation and live pricing, import controls, regulatory issues, government policy and consumer and customer attitudes, we cannot accomplish any of this on our own. Working with producers, governments, other suppliers and industry partners is core to what we do, and – as we have seen during the COVID crisis – we know having strong partnerships is key to our mutual success.

Partnership also comes to mind because we are stronger as an organization when our sectors work together and support each other under the CPEPC umbrella. I knew a year ago that I was joining an association with a rich history, and I look forward to working with you all to keep building on that legacy over the coming year.

Thank you.

## ISSUES REPORTS

### **Chicken Primary Processing**

Highlights from 2019-2020:

- The chicken processing sector was challenged by COVID. Processing capacity was impacted by preventative measures and COVID-19 cases in facilities. Wholesale prices dropped drastically to be at historic lows with the loss of the foodservice market.
- Before the COVID-19 crisis, market conditions had improved after another challenging end of the year.
- No progress was made on live price and on the differential between Ontario and other provinces. There was also no agreement on the new COP in Ontario and it is now expected the new COP in Ontario will not be implemented until late in 2020 at the earliest.
- In 2019, Phase 1 of Global Affairs Canada's (GAC) TRQ review required lots of discussions to agree on a position for the CPEPC Chicken sector. In early 2020, there were further discussions with the launch of the phase 2 of the review and the implementation of the new CUSMA TRQ on July 1, 2020.
- After stopping the preventive use of Category 2 antibiotics in early 2019, the chicken industry postponed the decision regarding the removal of Cat. 3 for preventive use until the summer 2020. One of the key issues is about the "cost recovery model" and the CPEPC Chicken sector shared a proposal with CFC and provincial boards in February 2020.
- Members had significant discussions on animal care standards and their evolution. These discussions were paused as a result of COVID-19, but will resume as soon as this crisis is mostly under control.
- The reduction of Salmonella in the supply chain continues to be a key issue for the industry. With the elimination of raw breaded products, the number of human illness cases has significantly dropped.

### **Egg Grading and Processing**

Highlights from 2019-2020:

- The GAC consultation on allocation of TRQs under CUSMA, WTO, and CPTPP (phase 1 and phase 2) kept both the egg grading and processing sectors occupied over 2019-2020. Priorities of the sector are to ensure that impact on the egg processing value-added sector is limited, and that the new entrant provision in CUSMA is administered responsibly. The consultations are now paused as a result of COVID-19.
- Prior to the COVID-19 crisis, the table market saw some growth in 2019-2020, and was bolstered by the significant demand at retail. At the end of April, the year-over-year increase for retail sales was 3.5%. The processing market also saw some growth but the focus will now be on recovering from COVID-19 and the significant impact it has on the foodservice market.
- Hen housing transition and the retail commitment to cage-free housing was and will continue to be a top issue for members. Discussions with customers have slowed of late as COVID-19 has become the top priority, but will need to resume as the 2025 deadline for transition to cage-free approaches.
- In the meantime, CPEPC members participated in the CETPP project, which ensures that eggs from enriched housing receive their full COP. This has been in place since September 2019.
- Plant-based proteins became more present at retail in 2019-2020 and members are advocating for proper labelling of these products.
- Both the grading and processing sectors continued to work with stakeholders to resolve the outstanding issues regarding management of specialty egg production and pricing.
- The LHP (low high price) program for processor pricing was established in May 2019 in order to provide some relief to the Pooled Income Fund. The low US prices meant the PIF balance was well below where it



needed to be. This program is still in place as prices continued to be low and the Pooled Income Fund continues to be below the lower trigger point.

- The egg processing sector worked with CFIA in 2019 to resolve the issue of tolerance of fly larvae on imported loads.
- In 2020, we will be working with CFIA to resolve some outstanding issues, including reviewing the tolerance for dirt and amending the yolk solid standard.

### **Hatchery (CHF)**

Highlights from 2019-2020:

- The removal of Cat. 2 antibiotics for preventive use as of Jan. 1, 2019, meant a significant reduction of antibiotic use at the hatchery level.
- Broiler hatching egg production was close to/slightly above allocation in 2019 and utilization of the chick TRQ was low. This impacted TRQ allocation for 2020 because several hatcheries were in an under-utilization situation.
- Phase 1 of GAC's TRQ review required lots of discussions to agree on a position for the CHF sector, which continued in early 2020 for Phase 2. We look forward to the consultation process resuming.
- The on-farm hatching practice will continue to be discussed. CFIA has recognized some broiler barns using this practice as hatcheries. This will have a significant impact on the industry and needs to be discussed.
- An animal welfare program for egg-type breeders was developed in 2019 and will be implemented and audited in 2020.
- A proposal to test all broiler breeders for Salmonella was put forward and will continue to be discussed. There are still a few issues to address to have all broiler breeders tested.
- Significant progress was made on updating CHF's Animal Welfare Program for hatcheries. We expect the update, which will align the program with the Code of Practice requirements, will be finalized midyear.
- Updated hatchery regulations were released for consultation in March 2020. The consultation period was delayed to the end of September as a result of the COVID-19 situation.

### **Poultry Further Processing (FPPAC)**

Highlights from 2019-2020:

- For further processors of poultry products in Canada, 2019 was a watershed year. Not only did manufacturers of some Canada's favoured poultry products face their usual chicken supply challenges, but they also had to deal with a substantial amount of government activity and action.
- Food safety was a major issue in 2019, with the number of recalls possibly being the highest ever and nearly all being related to salmonella-positive findings. A lesson that both CFIA and the poultry industry learned during the listeria crisis just over 10 years ago is that most raw poultry is likely to test positive for Salmonella bacteria. This time, provincial chief medical officers also weighed in forcefully, asking federal authorities to take action to eliminate incidents of human illness caused repeatedly by uncooked, processed, frozen, breaded chicken products. Without the benefit of a full risk assessment, Health Canada, the CFIA and the Public Health Agency of Canada decided to ban the production of raw breaded chicken products made from non-intact chicken meat as of April 1, 2019, unless salmonella was reduced to below detectable levels.
- Since then, a risk assessment study was completed and was made public in July 2019. The study's findings suggested that significant reduction in human illness can be achieved by taking steps to reduce salmonella contamination on the farm level and by consumers cooking chicken properly. The latter objective can be achieved by educating consumers and through more effective labelling. Both these suggestions were made by further processors and the CPEPC but were rejected by government. Yet Health Canada is

recommending significant labelling changes for food products to assist consumers to make healthier food choices.

- The other activity that captivated the further processing sector in 2019 is the comprehensive review of TRQ allocation and administration led by Global Affairs Canada (GAC). With many new TRQ allocations created due to the CETA, CPTPP and CUSMA, GAC officials decided to review the allocation approach for TRQ with the objective of ensuring that efficiency and effectiveness in administration continues to be achieved. From a further processor perspective, TRQ provides rare flexibility in supply and, therefore, FPPAC continues to propose that the current broad access to all TRQ be maintained.
- Looking forward to the coming year, we expect the TRQ issue and Salmonella will be key items impacting further processors in 2020. Since Salmonella is prevalent on most raw poultry, and chicken and turkey will continue to be mishandled or undercooked by some consumers, it is expected government officials will continue to grapple for regulatory solutions instead of trusting consumers to do their part to ensure safe food is consumed at home. On TRQ, while the comprehensive review process has been suspended due to COVID-19, CUSMA will come into force on July 1, 2020 and officials will soon let industry know what they have in mind on the allocation of new TRQs.
- Unexpectedly, early in 2020, COVID-19 replaced Salmonella as the urgent issue and is using up all the resources of the federal government, particularly at the Ministerial level. Also, further processors have spent a lot of time on the chicken TRQ allocation for this unique year. We worked with other stakeholders, including the primary processing sector, to present a common proposal on this year's allocation, hoping to provide GAC with assistance for a difficult transition year.

### **Poultry Operations Technical Committee (POTC)**

Highlights from 2019-2020:

The largest subject matters for our Poultry Operations Technical Committee continue to be food safety and animal welfare.

#### **Food Safety**

- Salmonella control remains a priority for government and the industry supply chain with baseline studies launched on broiler farms and parts in processing.
- CPEPC and CFIA began a consultation on developing performance criteria on parts as part of the domestic pathogen control program. In 2020, while we have been delayed by COVID-19 at council and in establishments, we will carry on with developing a program in consultation with CFIA.
- CPEPC primary processing members continue to collect and submit their Salmonella and Campylobacter test results to CPEPC for national collating and trending. POTC reviews their pathogen results at each meeting, three times a year.
- Annually, at the February meetings POTC holds a pathogen meeting wherein government and academic speakers are invited to present on relevant subjects.

#### **Welfare**

- DOA data submission and national trending by CPEPC continues to be a routine exercise for members, providing valuable information for individual processors, for the national flock and serves as testament to the efforts the industry has implemented to improve welfare during handling and transportation.
- A contentious file in 2019 was related to the maximum shackle time for live birds in electric water bath stun operations. Consultations with CFIA are ongoing to find a reasonable resolution that is feasible. In light of the COVID-19 crisis, CFIA paused their regulatory revision exercises on all fronts.
- October 2019 marked the 9<sup>th</sup> semi-annual CPEPC Animal Welfare Workshop, which highlights members' welfare-related efforts and latest activist campaigns. Going forward, we plan to hold these workshops annually in conjunction with October meetings.

- February 2019 marked the release of Canada Gazette 2 Health of Animals, Section XII, Transportation of Animals. Maximum transportation times for broiler chickens have decreased and February 2020 is the coming into force date, although CFIA is accepting a 2-year transition period.

### **Turkey Primary Processing**

Highlights from 2019-2020:

- Turkey primary processors also saw challenging conditions as a result of COVID-19, both the processing capacity and market conditions. For the turkey industry, the reduction of deli meat sales at retail and food service has been very significant.
- Before the COVID-19 crisis, market conditions were challenging with the consumption of whole birds quickly decreasing. After several months of discussions, provinces agreed to reduce the commercial allocation by more than 10 Mkg (more than 7%).
- The commercial allocation was reduced by another 10 Mkg as a result of the COVID-19 crisis.
- Think Turkey, the new generic marketing campaign funded jointly by producers and primary processors, launched in May 2019. The campaign has resulted in numerous activities. The campaign has changed tactics as a result of COVID-19.
- The allocation policy review committee met several times and a got a new mandate from the TFC board: propose a new allocation policy for the 2021-22 control period. The committee will continue to meet regularly until the policy is finalized. The target is early fall for a revised policy to be presented to the TFC board of directors.
- Phase 1 and 2 of GAC's TRQ review required lots of discussions to agree on a position for the CPEPC Turkey sector, which will continue in 2020 as phase 2 is presently paused.
- The turkey industry stopped the preventive use of Cat. 2 antibiotics at the beginning of 2020 and the preventive use of Cat. 3 antibiotics by May 2020.

## PAST CHAIRS & AWARD WINNERS

PAST CPEPC CHAIRMEN	OUTSTANDING CONTRIBUTION AWARD RECIPIENTS	MAX WIENER AWARD RECIPIENTS			
Claude Holman	1950 - 1951	Jules Van de Vyvere	1984	Fred & Page Beeson	1982
Bill Murchie	1952	Donald Field	1985	Audrey & Dave	1983
Bill Landreth	1953	Gérard Goyer	1987	Eugene Whelan	1984
D.C. Pennington	1954	Gordon Meyers *	1988	Max Roytenberg	1985
Walter Brown	1955	René Jean *	1989	Mac Cuddy	1986
Oliver Grignon	1956	Wally Berry	1990	Max Wiener	1987
Jim Wright	1957	Roger Mainville	1992	Willie Zaritsky	1988
Bill Miller	1958	Max Rubenstein	1993	Lloyd Crawford	1989
Bill Sharpe	1959	Roy McDannold	1994	Harvey Beaty	1990
Harry Chisholm	1960	Ted Wiens *	1994	Wally Berry	1991
Wally Landreth	1961 - 1962	Roy Miske	1996	Dufour Family	1992
Ed Brady	1963 - 1964	Bob Feldman	1997	Dan Alary	1993
Wally Berry	1965 - 1966	Ralph Effler	1998	Ted Hoover	1994
Gérard Goyer	1967 - 1968	Walter Metzger	1999	Walter Reimer	1995
Doug Brownlow	1969 - 1970	Art Vanderlaan	2000	Tony Greaves	1996
Max Rubenstein	1971 - 1972	Henry Van Zeggelaar	2001	Berne McKinley	1997
Don Lynch	1973	Pearl Cooper	2003	Claude Leroux Sr.	1999
René Jean	1974 - 1975	Jacques Cordeau	2003	Art Fleming	2000
Jack Appleton	1976 - 1977	Pieter Vanderpol	2004	Gib Shouldice	2001
Ted Wiens	1977 - 1978	Phil Kudelka *	2005	Dick Sendall	2002
Roy Miske	1979 - 1980	Brian Cram	2008	Stuart Allaby	2003
Wally Berry	1981 - 1982	Paul Ouellette	2008	Rock Laroche	2004
Bob Feldman	1983 - 1984	Shelly Mandell	2010	Henry Van Zeggelaar	2005
Roger Mainville	1985 - 1986	Tony Tavares	2011	Wally DeWitt	2006
Ralph Effler	1987 - 1988	Wayne Morrison	2012	Henry Lansink	2007
Ken Funk	1989 - 1990	Robert Anderson	2013	Al Fauchon *	2008
Bob Anderson	1991 - 1992	Brian Dahms	2016	Merlyn Scott	2009
Henry Van Zeggelaar	1993 - 1994	Paul Borg	2017	Jerry Novak	2010
Pieter Vanderpol	1995 - 1996	Reg Cliche	2018	Robert N. Clark	2011
Paul Ouellette	1997 - 1998	Hank Lammers	2019	Michel Fontaine	2012
Brian Cram	1999 - 2001			Al Richards	2013
Wayne Morrison	2001 - 2003			Doug Archer*	2014
Tony Tavares	2003 - 2005			Tom Fleming	2014
Shelly Mandell	2005 - 2007			Glen Lawson	2015
Paul Borg	2007 - 2009			Alex Oderkirk	2016
Reg Cliche	2009 - 2011			Bill Vanderspek	2017
Mike Vanderpol	2011 - 2013			Réal Coté	2018
Craig Evans	2013 - 2015			Rachel Ouckama	2019
Gerry Kennie	2015 - 2017				
Bert Harman	2017 - 2019				
Joël Cormier	2019 -				

\* Awarded Posthumously

## BOARDS OF DIRECTORS

### CPEPC 2019/20

<b>Chair</b>	Joël Cormier
<b>Vice Chair</b>	Ian McFall
<b>Past Chair</b>	Bert Harman
<b>Treasurer</b>	Lucy McKee
<b>Secretary</b>	Mike Walsh

#### Sector

**Hatchery (CHF)**

**Egg Grading**

**Egg Further Processing**

**Primary Chicken Processing**

**Primary Turkey Processing**

**Poultry Further Processing (FPPAC)**

#### Directors

Orville Friesen, Christian Trottier

Bert Harman, Mike Walsh

Brendan Bassendowski, Ian McFall

Michael Burrows, Joël Cormier, Ed Fetting, Lucy McKee

Ben Brooks, Kerry Towle

Ed Lamers, Blair Shier

### Canadian Hatchery Federation 2019/20

<b>Chairman</b>	Christian Trottier
<b>Vice Chairman</b>	Ernie Silveri
<b>Director</b>	Shane Saunders
<b>Director</b>	Drew Corneil
<b>Director</b>	Sunny Mak
<b>Director</b>	Gerry Kennie
<b>Director</b>	Orville Friesen
<b>Director</b>	Gord Hastie

### Further Poultry Processors Association of Canada 2019/20

<b>Chairman</b>	Blair Shier
<b>Vice Chairman</b>	Ed Lamers
<b>Director</b>	Kristi Cachia
<b>Director</b>	Mike Haworth
<b>Director</b>	Betty Dikeos
<b>Director</b>	Don Kilimnik
<b>Director</b>	John Henderson
<b>Director</b>	Tom Heliotis

#### Committee Membership

**Executive:** Joël Cormier (Chair), Ian McFall (Vice Chair), Bert Harman (Past Chair), Lucy McKee (Treasurer), Mike Walsh (Secretary)

**Governance:** Kerry Towle (Chair), Ben Brooks, Brendan Bassendowski, Christian Trottier

**Human Resources:** Joël Cormier (Chair), Blair Shier, Bert Harman, Ian McFall, Orville Friesen

**Finance:** Lucy McKee (Chair), Ed Fetting, Ed Lamers

**Government Relations:** Kerry Towle (Chair), Ian McFall, Lucy McKee, Ed Fetting

**Non-Directors:** Rory McAlpine (Maple Leaf Foods Inc.), Carol Gardin (Maple Lodge Farms Ltd.), Jean-Patrick Laflamme (Exceldor cooperative)

**Strategic Planning (ad hoc):** Blair Shier (Chair), Mike Walsh, Joël Cormier, Michael Burrows

## ASSOCIATE MEMBERS

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Aviagen, Inc. - Scott Gillingham - [sgillingham@aviagen.com](mailto:sgillingham@aviagen.com)  
Baader Inc. - Derrick Vaughan - [duke.vaughan@baader.com](mailto:duke.vaughan@baader.com)  
Boehringer Ingelheim AH Canada Inc. - Barbara Rose - [barbara.rose@boehringer-ingelheim.com](mailto:barbara.rose@boehringer-ingelheim.com)  
Brian's Poultry Services Ltd. - Brian Herman - [mpritchard@brianspoultry.on.ca](mailto:mpritchard@brianspoultry.on.ca)  
British Columbia Chicken Marketing Board - Bill Vanderspek - [billvanderspek@bcchicken.ca](mailto:billvanderspek@bcchicken.ca)  
Canadian Hatching Egg Producers - Drew Black - [dblack@chep-poic.ca](mailto:dblack@chep-poic.ca)  
Canadian Select Genetics Ltd. - Jorge Cota - [jcota@aviagen.com](mailto:jcota@aviagen.com)  
Cantrell - Gainco Group - Sid Adkins - [sidadkins@gainco.com](mailto:sidadkins@gainco.com)  
CBS Canadian Bio-Systems - Paul Garvey - [pgarvey@canadianbio.com](mailto:pgarvey@canadianbio.com)  
CEVA Animal Health - Don Hanson - [don.hanson@ceva.com](mailto:don.hanson@ceva.com)  
Chicken Farmers of Canada - Michael Laliberte - [mlaliberte@chicken.ca](mailto:mlaliberte@chicken.ca)  
Chicken Farmers of Ontario - Rob Dougans - [rob.dougans@ontariochicken.ca](mailto:rob.dougans@ontariochicken.ca)  
Cobb-Vantress Inc. - Philippe Dufour - [philippe@philippedufour.ca](mailto:philippe@philippedufour.ca)  
CWT Farms International, Inc. - Patricia Chickering - [pchickering@aviagen.com](mailto:pchickering@aviagen.com)  
Diversey Inc. - Joseph Myatt - [joseph.myatt@diversey.com](mailto:joseph.myatt@diversey.com)  
DS Smith - Russ Williams - [Russ.Williams@dssmith.com](mailto:Russ.Williams@dssmith.com)  
Egg Farmers of Canada - Tim Lambert - [tlambert@eggs.ca](mailto:tlambert@eggs.ca)  
Egg Farmers of Ontario - Harry Pelissero - [hpelissero@getcracking.ca](mailto:hpelissero@getcracking.ca)  
Espera / Cooper (Canada) N.A. Inc. - Bill Cooper - [WACooper@esperacooper.com](mailto:WACooper@esperacooper.com)  
Farm Credit Canada Corporation - Marty Seymour - [marty.seymour@fcc-fac.ca](mailto:marty.seymour@fcc-fac.ca)  
Farm Products Council of Canada - Nancy Fournier - [nancy.fournier@canada.ca](mailto:nancy.fournier@canada.ca)  
Food Safety Alliance - Wayne Sprung - [wsprung@thefsa.ca](mailto:wsprung@thefsa.ca)  
Foodmate USA, Inc. - Silvana Paterno - [info@foodmateusa.com](mailto:info@foodmateusa.com)  
Griffith Laboratories - Joe Tavares - [jtavares@griffithlaboratories.com](mailto:jtavares@griffithlaboratories.com)  
Hartmann North America - Tracey Greenberg - [tbg@hartmann-packaging.com](mailto:tbg@hartmann-packaging.com)  
Hy-Line North America LLC - Pete Block - [pblock@hylinena.com](mailto:pblock@hylinena.com)  
Islamic Food and Nutrition Council of Canada - Sabir Ali - [s.ali@ifancc.org](mailto:s.ali@ifancc.org)  
Jamesway Incubator Company Inc. - Krista Baker - [krista.baker@jamesway.com](mailto:krista.baker@jamesway.com)  
Keith Smith Company, Inc. - Keith Smith - [keith.smith@keith-smith.com](mailto:keith.smith@keith-smith.com)  
Lamex Foods Inc. - Mark Trovato - [mtrovato@lamexfoods.us](mailto:mtrovato@lamexfoods.us)  
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Marel Poultry Canada - Justin Astle - [justin.astle@marel.com](mailto:justin.astle@marel.com)  
McDonald's Restaurants of Canada Limited - c/o Lucy McKee - [lucy\\_mckee@cargill.com](mailto:lucy_mckee@cargill.com)  
Merck Animal Health - Simon Grudzien - [simon.grudzien@merck.com](mailto:simon.grudzien@merck.com)  
Meyn Canada Inc. - Kamy Motalleb - [kamy@meyncanada.com](mailto:kamy@meyncanada.com)  
Moba Americas Inc. - David Williamson - [david@jdwspoultry.com](mailto:david@jdwspoultry.com)  
NSF International - Christine Wheelhouse - [nsfcanda@nsf.org](mailto:nsfcanda@nsf.org)  
O & T Farms Ltd. - Elan Ange - [elanange@otfarms.ca](mailto:elanange@otfarms.ca)  
Omori North America Inc. - Brian Cooney - [brian.cooney@bwcooney.ca](mailto:brian.cooney@bwcooney.ca)  
Poultry Service Association - Susan Fitzgerald - [susan.tfio@sympatico.ca](mailto:susan.tfio@sympatico.ca)  
Prime Equipment Group - Blake Miller - [bmiller@primeequipmentgroup.com](mailto:bmiller@primeequipmentgroup.com)  
Restaurants Canada - Grace Rocha - [grocha@restaurantscanada.org](mailto:grocha@restaurantscanada.org)  
Reuven International Ltd. - Paul Stott - [pauls@reuven.com](mailto:pauls@reuven.com)  
Riverdale Poultry Express - Richard Mack - [richard@riverdalepoultry.ca](mailto:richard@riverdalepoultry.ca)  
Rothsay - Jim Long - [jim.long@rothsay.ca](mailto:jim.long@rothsay.ca)  
Safe Foods Corporation - Lisa Vivian - [lisa.vivian@safefoods.net](mailto:lisa.vivian@safefoods.net)  
Sani Marc Food & Beverage Division - Dwayne Highton - [Dwayne.Highton@sanimarc.com](mailto:Dwayne.Highton@sanimarc.com)  
Sanimax San - Terry Finn - [terry.finn@sanimax.com](mailto:terry.finn@sanimax.com)  
Sanovo Technology USA - Mike Enck - [menck@sanovousa.com](mailto:menck@sanovousa.com)  
Simmons Engineering Company (SEC Inc) - Erin Garner - [Erin.Garner@simengco.com](mailto:Erin.Garner@simengco.com)  
Tewari De-Ox Systems, Inc. - Gaurav Tewari - [gtewari@tewarisystemsglobal.com](mailto:gtewari@tewarisystemsglobal.com)  
Turkey Farmers of Canada - Phil Boyd - [pboyd@tfc-edc.ca](mailto:pboyd@tfc-edc.ca)  
Vencomatic North America - Tom Randall - [tom.randall@vencomatic.ca](mailto:tom.randall@vencomatic.ca)  
West Coast Reduction Ltd. - Barry Glotman - [bglotman@WCRL.com](mailto:bglotman@WCRL.com)  
Wincorp International Inc. - Daniel Lipe - [dlipe@wincorpintl.com](mailto:dlipe@wincorpintl.com)  
Zoetis Canada - Ernest Gasarabwe - [ernest.gasarabwe@zoetis.com](mailto:ernest.gasarabwe@zoetis.com)

## PROCESSOR MEMBERS

### Primary Poultry

Belwood Poultry Limited - Establishment 681 - Amherstburg, ON  
Cargill Meats Canada - Establishment 470 - London, ON  
Conscious Living Cuisine - Establishment 805 – Dundalk, ON  
Country Ribbon Inc. - Establishment 291 - St. John's , NL  
Dunn-Rite Food Products - Establishment 281 - Winnipeg, MB  
Eden Valley - Establishment 150 - Berwick, NS  
Exceldor coopérative - Establishment 311 - St-Anselme, QC  
Exceldor coopérative - Establishment 88 - St-Damase, QC  
Exceldor coopérative - Establishment 137 - Winnipeg, MB  
Exceldor Foods Ltd. - Establishment 25 - Mississauga, ON  
Exceldor Foods Ltd./Olymel L.P. - Establishment 39 - St-Jean-Baptiste de Rouville, QC  
Farm Fresh Poultry Co-op Inc. - Establishment 434 - Harriston, ON  
Ferme des Voltigeurs - Establishment 634 - Drummondville, QC  
Hallmark Poultry Processors Ltd. - Establishment 437 - Armstrong, BC  
Hallmark Poultry Processors Ltd. - Establishment 217 - Vancouver, BC  
Hallmark Poultry Processors Ltd. - United Poultry - Establishment 341 - Vancouver, BC  
Hallmark Poultry Processors Ltd. - Superior Poultry - Establishment 545 - Coquitlam, BC  
Hayter's Turkey Products Inc. - Establishment 85 - Dashwood, ON  
Les Aliments Maple Leaf - Establishment 116 - Drummondville, QC  
Maple Leaf Foods Inc. - Establishment 196 - Brampton, ON  
Maple Leaf Foods Inc. - Establishment 7F - Edmonton, AB  
Maple Leaf Foods Inc. - Establishment 047 - Toronto, ON  
Maple Leaf Foods Inc. - Establishment 439 - St. Mary's, ON  
Maple Lodge Farms Ltd. - Establishment 285 - Brampton, ON  
Nadeau Poultry Ltd. - Establishment 248 - St. Francois, NB  
Olymel L.P. - Establishment 39G - St-Damase, QC  
Olymel L.P. - Establishment 39D - Berthierville, QC  
Pinty's Delicious Foods Inc. - Establishment 416 - Port Colborne, ON  
Prairie Pride Natural Foods Ltd. - Establishment 629 - Saskatoon, SK  
Rosstown Farms & Natural Foods - Establishment 652 - Abbotsford, BC  
Sofina Foods Inc. - Establishment 92C - Abbotsford, BC  
Sofina Foods Inc. - Establishment 60 - Wynyard, SK  
Sofina Foods Inc. - Establishment 132 - Calgary, AB  
Sofina Foods Inc./Maple Leaf Foods Inc. - Establishment 815 - Mitchell, ON  
Sofina Foods Inc. - Establishment 92 - Edmonton, AB  
Sofina Foods Inc. - Establishment 92D - Port Coquitlam, BC  
Sunnymel L.P. - Establishment 66 - Clair, NB  
Sunrise Poultry Processors Ltd. - Establishment 65 - Taber, AB  
Sunrise Poultry Processors Ltd. - Establishment 591 - Lethbridge, AB  
Sunrise Poultry Processors Ltd. - Establishment 314 - Surrey, BC  
Sure Fresh Foods Inc. - Establishment 71 - Bradford, ON  
T & R Sargent Farms Limited - Establishment ON P351 - Milton, ON  
Volaille Giannone Inc. - Establishment 89 - St-Cuthbert, QC

### Poultry Further Processing – Further Poultry Processors Association of Canada (FPPAC)

Central Bernard Butcher Corp - Establishment 032 - Lachine, QC  
Concord Premium Meats - Establishment 297 - Vaughan, ON  
Concord Premium Meats - Establishment 326 - Mississauga, ON  
Concord Premium Meats - Establishment 532 - Brampton, ON  
Concord Premium Meats - Establishment 660 - St-Eustache, QC  
D & D Poultry - Establishment 6006 - Toronto, ON  
Direct Poultry - Establishment 396 - Toronto, ON  
Direct Poultry - Establishment 718 - Toronto, ON  
Erie Meat Products Limited - Establishment 208A - Mississauga, ON

Exceldor coopérative - Establishment 025 - Hanover, ON  
 Freshstone Brands Inc. - Establishment 666 - Vaughan, ON  
 Global Gourmet Foods, Inc. - Establishment 668 - Richmond, BC  
 Global Gourmet Foods, Inc. - Establishment 699 - Richmond, BC  
 Grand River Foods Ltd. - Establishment 331 - Cambridge, ON  
 Grand River Foods Ltd. - Establishment 351 - Abbotsford, BC  
 Grand River Foods Ltd. - Establishment 578 - Waterloo, ON  
 Intercity Packers Ltd. - Establishment 685 - Edmonton, AB  
 J.D. Sweid & Co. Ltd. - Establishment 430 - Langley, BC  
 J.D. Sweid & Co. Ltd. - Establishment 497 - Waterloo, ON  
 Laplante Poultry Farm - Establishment 527 - Sarsfield, ON  
 Maple Leaf Foods Inc. - Establishment 007F - Edmonton, AB  
 Maple Leaf Foods Inc. - Establishment 001 - Winnipeg, MB  
 Maple Leaf Foods Inc. - Establishment 007M - Brantford, ON  
 Maple Leaf Foods Inc. - Establishment 047 - Toronto, ON  
 Maple Leaf Foods Inc. - Establishment 196 - Brampton, ON  
 Maple Leaf Foods Inc. - Establishment 218 - Port Perry, ON  
 Maple Leaf Foods Inc. - Establishment 371 - Mississauga  
 Maple Leaf Foods Inc. - Establishment 439 - St. Mary's, ON  
 Maple Leaf Foods Inc. - Establishment 459 - Mississauga, ON  
 Maple Leaf Foods Inc. - Establishment 620 - Hannon, ON  
 Maple Leaf Foods Inc. - Establishment 645 - Brampton, ON  
 Maple Leaf Foods Inc. - Establishment 271B - Laval, QC  
 Maple Leaf Foods Inc. - Establishment 069B - Saskatoon, SK  
 Maple Lodge Farms Ltd. - Establishment 256 - Mississauga, ON  
 Maxi Canada Inc. - Establishment 348 - St-Lin-Laurentides, QC  
 Olymel L.P. - Establishment 39G - St-Hyacinthe, QC  
 Piller's Fine Foods (div of PBOLP) - Establishment 229 - Waterloo, ON  
 Sierra Custom Foods Inc. - Establishment 678 - Brampton, ON  
 Tillsonburg Custom Foods - Establishment 613 - Tillsonburg, ON  
 TNT Foods International Inc. - Establishment 636 - Brampton, ON  
 TNT Foods International Inc. - Establishment 324 - Mississauga, ON  
 Tri R Foods International Inc. - Establishment 677 - Mississauga, ON

#### **Hatcheries – Canadian Hatchery Federation (CHF)**

Archer's Poultry Farm Ltd. - Establishment O-12 - Brighton, ON  
 Atlantic Poultry Inc. - Establishment N-2 - New Minas, NS  
 Atlantic Poultry Inc. - Establishment F-2 - Trinity Bay, NL  
 Atlantic Poultry Inc. - Establishment B-2 - Burt's Corner, NB  
 Berg's Poultry Farm and Hatchery - Establishment M-79 - Russell, MB  
 Cargill Meats Canada - Establishment O-15 - Jarvis, ON  
 Carleton Hatchery - Establishment M-78 - Winnipeg, MB  
 Charisons Turkey Hatchery - Establishment M-39 - Gunton, MB  
 Clark's Poultry Inc. - Establishment M-47 - Brandon, MB  
 Couvoir Boire et Frères Inc. - Establishment Q-89 - Wickham, QC  
 Couvoir des Maritimes SEC - Establishment B-25 - Dalhousie Junction, NB  
 Couvoir La Coop - Establishment Q-68 - Victoriaville, QC  
 Couvoir Ovo - Establishment HP-QC-06 - Acton Vale, QC  
 Couvoir Québec Inc. - Establishment Q-112 - Loretteville, QC  
 Couvoir Ramsay - Poirier Berard Ltée - Establishment Q-30 - St-Felix-de-Valois, QC  
 Couvoir Réal Coté - Establishment Q-39 - L'Ange Gardien Rouville, QC  
 Couvoir Scott Ltée - Establishment Q-02 - Scott Jonction, QC  
 Couvoir Select Inc. - Establishment Q-25 - Saint-Adelphe-de-Champlain, QC  
 Couvoir Unik Inc. - Establishment Q-03 - Mont St-Grégoire, QC  
 Cox Atlantic Chick Hatchery Ltd. - Establishment N-75 - Maitland, NS  
 Cuddy Farms - Establishment O-53 - Strathroy, ON  
 Exceldor coopérative - Establishment M-10 - Winnipeg, MB  
 Fraser Valley Chick Sales Ltd. - Establishment C-10 - Abbotsford, BC  
 Friendly Family Farms Hatchery - Establishment M-06 - Blumenort, MB  
 Groupe Westco Inc. - Establishment B-01 - Saint-Francois, NB  
 Hybrid Turkeys - Establishment 459 - Cambridge, ON



Hybrid Turkeys - Establishment O-05 - Kitchener, ON  
ISA North America - Establishment O-214 - Kitchener, ON  
Lethbridge Hatchery - Establishment A-14 - Lethbridge, AB  
Lohmann Tierzucht Canada, Ltd. - Establishment O-44 - Brantford, ON  
Maple Leaf Foods Inc. - Establishment A-13 - Wetaskiwin, AB  
Maple Leaf Foods Inc. - Establishment O-21 - New Hamburg, ON  
Maple Leaf Foods Inc. - Horizon Poultry - Establishment O-34 - Hanover, ON  
Maple Lodge Farms - Stratford Chick Hatchery Ltd. - Establishment O-42  
Maple Lodge Farms - Jarvis Chick Hatchery Ltd. O-46 - Jarvis, ON  
Maple Lodge Hatcheries Ltd. - Curtis Chicks - Establishment O-32 - Port Hope, ON  
Maple Lodge Hatcheries Ltd. - Fleming Chicks - Establishment O-01 - Beamsville, ON  
Maritime Chicks Limited - Establishment HP-NS-04 - Port Williams, Nova Scotia  
McKinley Hatchery - Establishment O-22 - St. Mary's, ON  
Okanagan Hatchery - Establishment C-22 - Armstrong, BC  
Pacific Pride Chicks Ltd. - Establishment C-29 - Abbotsford, BC  
Prairie Pride Chick Sales - Establishment S-07 - Grandora, SK  
Rosstown Farms & Natural Foods - Establishment C02 - Abbotsford, BC  
Sofina Foods Inc. - Establishment C-05 - Abbotsford, BC  
Sofina Foods Inc. - Establishment S-03 - Wynyard, SK  
Sofina Foods Inc. - Establishment A-25 - Edmonton, AB  
Steinbach Hatchery & Feed Ltd. - Establishment M-37 - Steinbach, MB  
Sunrise Hatchery - Establishment AH-5 - Westlock, AB  
Thames River Hatchery - Establishment HP-ON-02 - Woodstock, ON  
Trillium Hatchery - Establishment - Stratford, ON  
Western Hatchery - Establishment C-01 - Abbotsford, BC

## **Eggs**

Ackron Egg Farm Ltd. - Establishment M-1 - Steinbach, MB  
Atlantic Poultry Inc. - Establishment N-001 - Port Williams, NS  
Burnbrae Farms - Establishment C-20 - Westholme, BC  
Burnbrae Farms - Establishment A-3 - Calgary, AB  
Burnbrae Farms - Establishment M-3 - Winnipeg, MB  
Burnbrae Farms - Establishment O-373 - Mississauga, ON  
Burnbrae Farms - Establishment O-23 - Lyn, ON  
Burnbrae Farms - Establishment O-36 - Strathroy, ON  
Burnbrae Farms - Establishment 42 - Winnipeg, MB  
Burnbrae Farms - Establishment 56 - Brockville, ON  
Burnbrae Farms - Establishment Q-025 - St-Zotique, QC  
Burnbrae Farms - Establishment 20 - Upton, QC  
Burns Poultry Farm - Establishment P-002 - Freetown, PE  
Clovis Gauthier et Fils Inc. - Establishment Q-1 - St-Theodore d' Action, QC  
Country Queen Foods - Establishment 46 - Brampton, ON  
Countryside Farms Ltd. - Establishment M-4 - Steinbach, MB  
Daybreak Farms Terrace Ltd. - Establishment C-54 - Terrace, BC  
EggSolutions - Vanderpols Inc. - Establishment 66 - Abbotsford, BC  
Eggsolutions EPIC Inc. - Establishment 52 - Lethbridge, AB  
Farmer Ben's Eggs - Establishment C-22 - Duncan, BC  
Ferme Avicole Laviolette Ltée - Establishment O-4 - St-Isidore, ON  
Global Egg Corporation / EggSolutions - Establishment 36 - Etobicoke, ON  
Global Egg Corporation / EggSolutions - Elmira - Establishment 34 - Elmira, ON  
Golden Valley Foods Ltd. - Establishment C-8 - Abbotsford, BC  
Gray Ridge Eggs Inc. - Establishment O-065 - Strathroy, ON  
Gray Ridge Eggs Inc. - Establishment O-106 - Listowel, ON  
Les Oeufs Ovale s.e.c. - Establishment Q-021 - St-Lambert, QC  
Les Oeufs Richard Eggs Inc. - Establishment Q-029 - Rivière-Héva, QC  
Maritime Pride Eggs Inc. - Establishment N-5 - Amherst, NS  
Maritime Pride Eggs Inc. - PEI Division - Establishment P-001 - Summerside, PE  
Newfoundland Eggs Inc. - Establishment NF-7 - Roaches Line, NL  
Nutri-Oeuf Inc. - Establishment Q-012 - St-Hyacinthe, QC  
Ontario Pride Eggs Inc. - Establishment O-375 - Kitchener, ON  
Perth County Ingredients - Establishment 10 - St. Mary's, ON

Shelmac Brand Products Inc. - Establishment 28 - Toronto, ON  
Sparks Egg Farms - Establishment A-020 - Calgary, AB  
Star Egg Co. Ltd. - Establishment S-021 - Saskatoon, SK  
Supreme Egg Products Inc. - Establishment 30 - Etobicoke, ON  
Vitoeuf Inc. - Establishment 40 - St-Hyacinthe, QC



## 2020 Annual General Meeting – Draft Agenda

Date	Time	Location			
Monday, June 15, 2020	1:00 – 2:00 p.m. (Eastern Time)	By Tele/Videoconference (Zoom) Log-In/Call-In Details to Follow			
Agenda Item	Attachment	Type			Presenter
		Information	Discussion	Decision	
1. Call to order and welcome to members		●			Chair
2. Confirmation of quorum and review of voting rules		●			Chair / President & CEO
3. Adoption of agenda				●	Chair
4. Chair's and President & CEO's addresses		●			Chair
5. Approval of minutes – 2019 Annual General Meeting	p. 18			●	Chair
6. New members		●			Chair
7. 2019/20 Audited Financial Statements	p. 21	●	●	●	Treasurer / President & CEO
8. Budget for 2020/21	p. 31	●	●	●	Treasurer / President & CEO
9. Appointment of auditor for 2020/21		●		●	Treasurer
10. Future conventions					
a. Quebec City, QC – 2021		●			Chair
b. Jasper, AB – 2022					
c. Charlottetown, PE – 2023					
11. Other business					Chair
12. Adjournment				●	Chair

Note that CPEPC's 2020 AGM is exceptionally held by electronic means as allowed under Art. 33-34 of CPEPC's bylaws.



**CANADIAN POULTRY AND EGG PROCESSORS COUNCIL  
MINUTES OF THE ANNUAL GENERAL MEETING OF MEMBERS HELD JUNE 10, 2019**

**WELCOME**

Ian Woike, Owner of Farmer Ben's Eggs, welcomed all delegates to his home province of British Columbia and to Victoria for the 69<sup>th</sup> Annual General Meeting of the Canadian Poultry and Egg Processors Council.

**CALL TO ORDER AND CHAIRMAN'S REMARKS**

Chairman Bert Harman thanked Ian for his welcome, called the Annual General Meeting to order and added his welcome to CPEPC members and guests. He noted that this year's convention is proud to host over 300 delegates and companions – the biggest attendance in over a decade.

Mr. Harman gave a quick overview of our continued progress on the merger with FPPAC. He noted that after a few years of planning; changes to our bylaws to include FPPAC as a sector and Directors from FPPAC to join the CPEPC Board; a combined budget that allowed for leasehold improvements and a reorganization of staff resources...the merger has taken shape. Now, when we interact with government – like we did last year during meetings with various Ministers; and at the Minister of Agriculture's Working Group; or at the recent meeting with Agriculture and Agri-Food Canada, Health Canada, Canadian Food Inspection Agency and Public Health Agency of Canada on salmonella; or the year end meeting with Farm Products Council of Canada; we represent all six of our sectors. He noted that we have recently had to deal with the resignation of our Manager for FPPAC & CHF. The Board asked that an organizational review be done prior to hiring a new staff person and a 3<sup>rd</sup> party specialist is in the process of conducting that review. Meanwhile, both the FPPAC and CPEPC Boards took the opportunity to re-evaluate the merger and re-confirmed that it was the right decision for our members.

Bert noted that, after more than 15 years as our CEO, Robin Horel advised him earlier this year of his plan to retire. Robin has agreed to remain with CPEPC until the end of the calendar year if required, to assist with transition. We hired a 3<sup>rd</sup> party search firm and a subcommittee of the Board of Directors worked with that firm to find a new CEO for the Council. Mr. Harman was very happy to introduce our new CEO, Mr. Jean-Michel Laurin, to the attendees at the AGM. M. Laurin will start with Council on July 8 but was able to make time to come to the Convention in order to meet members and industry stakeholders. Bert urged members to introduce themselves to Jean-Michel in the coming days.

Bert reminded meeting attendees of the Directors' decision to hold a one day facilitated session almost a year ago. The result of that session was a commitment from your Board to take on more responsibility – while ensuring that the division between the board and the operation of Council is respected. The outcome from that session resulted 4 Committees of the Board: a temporary committee that has worked on a new strategic direction for Council; another committee that has begun work on a commitment for additional government relations focus; a standing Governance Committee that has begun the work of drafting policies and codes of conduct for directors and members; and a standing Human Resource Committee. Recently, the Board formed another standing committee: Finance.

Mr. Harman took the opportunity of his annual address to note some of the big issues that affected our members over the past year. These included: Trade (CUSMA & CPTPP); animal welfare and animal rights issues; new Transport of Livestock Regulations; etc. With regard to trade, CPEPC was very active in the Minister of Agriculture's working group mandated to quantify impact of the additional market access concessions from both CPTPP and CUSMA. He noted that we had agreement on the impact analysis with AAFC, but when the budget was unveiled in March, money had been set aside for producers but none for processors. However we've met with government officials who assure us that once CUSMA is in place and TRQ administration for all agreements is considered, they will get back to us regarding a program for processors.

He noted that CPEPC is the voice of our industry on these and many other critical issues. He thanked the staff and our members for their engagement on the many issues and for representing us on boards and committees, both within CPEPC and externally. He also thanked the Board of Directors for their ongoing support of our Council and of himself as we navigated our way through some significant issues and challenges over the past two years. He noted that, having gone through the merger process, combined with the new focus of the Board and a new strategic direction...and adding significant changes in staff – his belief that we will look back at 2018 and 2019 as key years in the evolution of CPEPC.

Bert took the opportunity to introduce CPEPC members serving on National Agencies and to introduce Past Chairs in attendance at the AGM.

Mr. Harman concluded by noting that he had enjoyed his time as Chair of CPEPC and looked forward to continuing on with the Board of Directors in his new role as Past Chair.

#### REVIEW OF VOTING RULES AND CONFIRMATION OF QUORUM

Robin Horel addressed the attendees, and with the aid of a PowerPoint slide drew their attention to Bylaws 12.1 – 12.6 noting the governance for voting at the AGM: *“Each [individual sectors listed] Processor Sector Member shall be entitled to receive notice of and to attend and shall be entitled to one (1) vote for each plant or processing facility owned by such Member at any Meeting of Members of the Corporation.”*

He reminded members that Sector Managers had distributed voting cards to those designated by our processor members to hold their voting right(s) for today’s meeting, and confirmed that there was quorum for the AGM.

#### ADOPTION OF AGENDA

It was moved by Joël Cormier, seconded by Michael Burrows and carried that the agenda for the 69<sup>th</sup> Annual General Meeting of the Canadian Poultry and Egg Processors Council be approved as presented.

#### APPROVAL OF MINUTES

It was moved by Ian McFall, seconded by Ben Brooks and carried that the minutes of the 68<sup>th</sup> AGM of the CPEPC held at the Hotel Bonaventure, in Montréal, QC on June 4, 2018 as presented in the Convention book on pages 27 – 29 be approved .

#### NEW MEMBERS

The following new members of CPEPC, having been approved by the Board of Directors, were formally announced and welcomed to CPEPC by the membership at the AGM:

CBS Canadian Bio-Systems  
Foodmate USA, Inc.  
Sunnymel L.P.  
Thames River Hatchery  
Tewari De-Ox Systems, Inc.  
Trillium Hatchery

#### ELECTION OF DIRECTORS TO CPEPC BOARD

Mr. Horel projected a slate of Directors, nominated by each sector, for the term June 2019 – June 2021. He asked for any additional nominees and when none were offered requested a motion to elect the slate as presented.

The motion to elect the slate of Directors as presented at the 69<sup>th</sup> AGM was made by Tony Tavares, seconded by Mike Walsh and carried unanimously by the voting delegates in attendance. The CPEPC Directors for the next two year term are:

Christian Trottier and Orville Friesen for the Canadian Hatchery Federation  
Mike Walsh and Bert Harman for the Egg Grading Sector  
Ian McFall and Brendan Bassendowski for the Egg Further Processing Sector  
Lucy McKee, Joël Cormier, Michael Burrows and Ed Fetting for the Chicken Primary Processing Sector  
Kerry Towle and Ben Brooks for the Turkey Primary Processing Sector  
Blair Shier and Ed Lamers for the Further Poultry Processors Association of Canada

#### AUDITED FINANCIAL STATEMENTS

Treasurer Lucy McKee made the financial presentation to members. She referred to the Auditor’s Report, accompanying financial statements and budget in delegates’ convention books.

Referencing the auditor’s letter, Ms. McKee noted that the statements present the financial position of CPEPC fairly as at February 28, 2019. Lucy noted that Council was in good financial shape, with an increase in our surplus account of approximately \$55,000 to a balance of \$1,043,387.

It was moved by Ian McFall, seconded by Claude Dulude and carried that the membership of the Canadian Poultry & Egg Processors Council approve the audited financial statements for the year ended February 28, 2019 as recommended by the Board of Directors and circulated in the convention book.

#### APPROVAL OF BUDGET

Lucy continued by reviewing Council's proposed budget for the fiscal year ending February 29, 2020. She characterized the budget as being "very unusual". The Board has recommended budgeting for a loss of \$339,000. She noted that the Board decided to not increase membership fees again for fiscal 2020, and fee invoices were sent to all members in March. This is the 6<sup>th</sup> year in a row of no fee increases. Over the last 6 years, we managed to increase our reserve fund by approximately \$280,000 without increasing fees.

Ms. McKee noted that most of the budgeted loss for the upcoming year was for one time only expenses. These include: salaries and benefits expense during a period of transition when we will have 2 CEO's on payroll; increased travel expense for that same reason; high contract expense to account for additional transition time for hiring and training of a new Sector Manager; and significant one-time costs in consulting to include Executive search fees, Manager search fees and 3<sup>rd</sup> party organizational review costs. The building of our reserve fund over the past number of years was designed to deal with these sorts of one-time costs.

Lucy forecasts that the fiscal 2021 budget should be "back to normal", but in addition to the one-time costs we also have a commitment to Canadian Poultry Research Council for investment of \$200,000 over 5 years for AMU Research. Members should expect that the Board will recommend fee increases in future years in order to rebuild the surplus, in line with our auditor's recommendations.

Ms. McKee offered to answer any questions from members and when none arose it was moved by Tony Tavares, seconded by Yvan Brodeur and carried that the membership accept the financial budget for the year ending February 29, 2019.

#### FUTURE CONVENTIONS

Chairman Harman reviewed the locations that had been determined for future conventions and listed in the agenda.

#### OTHER BUSINESS

Chairman Harman asked members if there was any other business to discuss at the AGM. None was offered.

#### ADJOURNMENT

It was moved by Joël Cormier, seconded by Ian McFall and carried that the 2019 Annual General Meeting of the members of the Canadian Poultry and Egg Processors Council be adjourned.



