

USPOULTRY[®]
U.S. POULTRY & EGG ASSOCIATION

ANNUAL REPORT

FISCAL
2019



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The U.S. Poultry & Egg Association (USPOULTRY) is the world's largest and most active poultry organization, representing the entire industry as an "*All-Feather*" Association. Membership includes producers and processors of broilers, turkeys, ducks, eggs and breeding stock, as well as allied companies. Formed in 1947, the Association has affiliations in 27 states and member companies worldwide. USPOULTRY also sponsors the International Poultry Expo, part of the International Production & Processing Expo, in partnership with the American Feed Industry Association and the North American Meat Institute.

VISION STATEMENT

To be the leading technical resource and voice for the feather industries.

MISSION STATEMENT

A non-profit organization that progressively serves its poultry and egg members through research, education, communications and technical services.

STRATEGIC OBJECTIVES

- To partner with our state affiliates and national organizations to augment and influence each other's efforts in attacking common problems, avoiding duplication.
- To be committed to the advancement of research and education in poultry science and technology.
- To ensure the International Poultry Expo is the world's premier poultry exposition, benefitting both exhibitors and attendees.
- To always be responsive and effective to the changing needs of our industry.
- To increase the availability and constant improvement of the quality and safety of poultry products.
- To promote responsible practices in animal care and environmental stewardship.
- To manage the Association and IPPE effectively, ensuring revenue growth to support critical USPOULTRY programs and activities

USPOULTRY VALUES

- Integrity First
- Service to Customers
- Excellence in All We Do

Send Comments to:
U.S. Poultry & Egg Association
1530 Cooledge Road, Tucker, GA 30084-7303
info@uspoultry.org



John E. Starkey, P.E.

A Year in Review

As I look back at 2019, I am pleased to say that USPOULTRY's programs and projects continue to make an important contribution to our members and the poultry and egg industry. We conducted an updated economic impact study on our industry. A dynamic and integral part of the national economy, the U.S. poultry industry provides 1,984,784 jobs, \$108.9 billion in wages, \$495.1 billion in economic activity and \$38.5 billion in government revenue.

After years of lawsuits for which USPOULTRY has been involved, we saw the invalidation of the 2015 "Waters of the U.S." rule that expanded the definition of "waters of the United States" (WOTUS) under the Clean Water Act. We also saw the finalization of a rule that amends the emergency release notification regulations under section 304 of the Emergency Planning and Community Right-to-Know Act (EPCRA). And, we officially broke ground on an expansion of our existing offices in Tucker, Georgia. This expansion will create an additional 12,000 square feet of space owned by "The Coop Group, LLC," a partnership of USPOULTRY and USAPEEC.

Our research program reached another milestone by exceeding a cumulative \$32 million in research grant funding to meet the challenges facing the poultry and egg industry. We also had a significant number of institutions with industry-related poultry programs apply for student recruiting grants, as well as a record number of students (almost 700) at our USPOULTRY Foundation College Student Career Program. And with the American Farm Bureau Foundation for Agriculture, with funding provided by the USPOULTRY Foundation, we launched a new My American Farm game, along with a supporting lesson plan, an activity sheet and an eComic to help third through fifth grade students better understand the poultry and egg industry.

We implemented a new online Learning Management System (LMS) that is free to USPOULTRY members and introduced our first "Introduction to Management" program through the system. Through the Joint Industry Safety and Health Council, consisting of members from USPOULTRY, NCC and NTF, we presented 191 safety recognition awards to member companies for outstanding performance through the implementation of innovative and effective employee safety and health programs. And through our communications program, we released a USPOULTRY "Year in Review" video that highlights the Association's accomplishments and a 360° virtual-reality video that shows how young turkeys are raised and the care they are given by the farmer who is raising them. We also experienced double-digit growth in our social media properties, both for USPOULTRY and the International Poultry Expo, the largest component of the International Production & Processing Expo, for which we are a managing partner.

However...we could not have accomplished any of this without you. We would not be the Association we are today without your involvement and that of so many other volunteers. It continues to require all of us - our members, board, volunteers, staff and valuable contributions from our sister organizations, state associations and university leaders - to enable our Association to provide quality products and services to the industry. You are essential to keeping our Association strong through your involvement.

Every day we come to work with a purpose - to meet and exceed your expectations in new and exciting ways while remaining the Association you know and trust. As we look at a new year at USPOULTRY, be assured that we will continue to maintain the same commitment to "excellence in all that we do" that has made our Association the strong organization it is today. We are proud to serve you, our members.

John Starkey, P.E.
President
jstarkey@uspoultry.org

Executive Committee

The U.S. Poultry & Egg Association (USPOULTRY) board of directors has five executive committee members and 22 additional board members. Their experience and dedication to our Association is appreciated by the industry and USPOULTRY staff.

EXECUTIVE COMMITTEE

John Prestage

John Prestage, Clinton, N.C., is chairman. A native of North Carolina, Prestage graduated with a BS in Animal Science from North Carolina State University. He has served the poultry industry in various capacities on boards and committees including the North Carolina Poultry Federation and the National Turkey Federation. Active in his community, he serves on the local school and college foundation boards. He is currently senior vice president of Prestage Farms and has been with the company since its inception in 1983.

Greg Hinton

Greg Hinton, Seymour, Ind., is vice chairman. A native of Indiana, Hinton attended Indiana University and Purdue University. He has served the poultry industry in various capacities on boards and committees including the Indiana State Egg Board, USA Poultry & Egg Export Council, International Egg Commission, United Egg Producers, Indiana Farm Bureau and the American Farm Bureau. He is currently vice president of sales for Rose Acre Farms and serves on the company's executive committee and long range planning committee. He has been with the company for 37 years.

Mike Levengood

Mike Levengood, Salisbury, Md., is treasurer. Levengood is a graduate of Penn State University where he obtained a BBA in agriculture business management. He has served the poultry industry in various capacities, including past chairman of the National Chicken Council Growout Committee. He joined Perdue in 1984, where he has held a variety of senior level positions. He is currently vice president, chief animal care officer and farmer relationship advocate for Perdue Foods.

Mikell Fries

Mikell Fries, Claxton, Ga., is secretary. Fries is a graduate of Georgia Southern University where he obtained a degree in business management. Before assuming Claxton's head operational role, he spent several years in senior positions overseeing sales and marketing. He has served the poultry industry in various capacities, including serving on the board of directors for the Georgia Poultry Federation and Norman W. Fries, Inc. He is currently president of Claxton Poultry.

Tom Hensley

Tom Hensley, Baldwin, Ga., is immediate past chairman of the board of directors of USPOULTRY. A native of West Virginia, Hensley graduated with a degree in business from Marshall University. Before joining Fieldale Farms, Hensley was a tax manager at Price Waterhouse & Co. He is currently president of Fieldale Farms where he has worked for 39 years, as well as a member of Fieldale Farms Corporation board of directors. In addition, he is past chairman of the National Chicken Council and a life member of the Georgia Poultry Federation. He serves on various charitable organization boards.



John Prestage (left), 2019 USPOULTRY chairman, accepting the gavel from Tom Hensley, immediate past chairman.



Board of Directors



2019 USPOULTRY board of directors: (Seated from left) Alan Duncan, Mountaire Farms, Little Rock, AR; Paul Hill, West Liberty Foods, Ellsworth, IA; Kevin Phillips, Case Farms, Troutman, NC; Tom Hensley, Fieldale Farms, Baldwin, GA, immediate past chairman; John Prestage, Prestage Farms, Clinton, NC, chairman; Greg Hinton, Rose Acre Farms, Seymour, IN, vice chairman; Mike Levengood, Perdue, Salisbury, MD, treasurer; Mikell Fries, Claxton Poultry Farms, Claxton, GA, secretary; Randy Stroud, Pilgrim's, Greeley, CO; Mark Hickman, Peco Foods, Tuscaloosa, AL; Sean Francey, VAL-CO, New Holland, PA; and Jim Shepard, Wayne Farms, Oakwood, GA. (Standing from left): Mark Waller, Ingram Farms, Cullman, AL; Bob "Pic" Billingsley, Sanderson Farms, Laurel, MS; Ben Harrison, Amick Farms, Batesburg-Leesville, SC; Jarod Morrison, Farbest Foods, Huntingburg, IN; Brian Barrett, Feather Crest Farms, Bryan, TX; David Lathem, L & R Farms, Pendergrass, GA; Tim Maupin, Cargill, Wichita, KS; Bernie Adcock, Tyson Foods, Springdale, AR; Jay Wilson, Sealed Air, Elmwood Park, NJ; Dan Huber, Foster Farms, Livingston, CA; and Jerry Moye, Hendrix Genetics, Ontario, Canada. (Not shown): Dr. Alice Johnson, Butterball, LLC, Garner, NC; Sherman Miller, Cal-Maine Foods, Jackson, MS; Bob Krouse, Midwest Poultry Services, Mentone, IN; and Jonathan Cade, Hy-Line International, Des Moines, IA.



2019 USPOULTRY executive committee: (from left) Tom Hensley, Fieldale Farms, Baldwin, GA, immediate past chairman; Mike Levengood, Perdue Foods, Salisbury, MD, treasurer; John Prestage, Prestage Farms, Clinton, NC, chairman; Greg Hinton, Rose Acre Farms, Seymour, IN, vice chairman; and Mikell Fries, Claxton Poultry, Claxton, GA, secretary.



Key Highlights:

- Invested approximately \$1 million in research for fiscal 2019, with \$3 million currently committed to ongoing research
- Key research focused on poultry processing workers' exposures to peracetic acid-based disinfectants, woody breast syndrome, avian influenza, new vaccines, product shelf-life, heat treatment of poultry houses and poultry wastewater treatment

Research Programs

Research is a key component of USPOULTRY's mission. Each year, USPOULTRY and the USPOULTRY Foundation allocate grants for research that benefits the poultry and egg industry. The grants also support graduate students who will be the industry's future leaders and scientists.

The Association's long-standing comprehensive research program dates back to the early 1960s when funds were first approved for poultry disease research. It gradually grew into an all-inclusive program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY and the USPOULTRY Foundation have reinvested more than \$32 million dollars into the industry in the form of research grants, with the International Poultry Expo as an important source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

The Board Research Initiative was created by the boards of USPOULTRY and the USPOULTRY Foundation to address immediate priorities facing the poultry and egg industry. It operates alongside the long-established comprehensive research program and augments the original program's effectiveness and protracted success. The Initiative focuses on critical areas of research selected by the board on an annual basis.

Between the two programs, USPOULTRY and the USPOULTRY Foundation award approximately \$1 million each year in the form of competitive grants to fund research designed to acquire information that will be useful in resolving or preventing industry problems. More than \$3 million is currently committed to ongoing research.

Twice a year, USPOULTRY receives research proposals from various university and government laboratories. Researchers identify a problem, propose a plan of work and request the needed funds. The program averages more than 200 submissions each year.

Historically, thirty percent of the proposals are funded during any one year. Many grant recipients are professors who are training graduate students. By supporting these graduate students through the research program, we are creating the leaders and

scientists of the future to help ensure the continued vitality of the poultry and egg industry.

The Foundation Research Advisory Committee (FRAC), made up of industry professionals, evaluates and scores each proposal to determine the relative importance to the poultry industry and its likelihood of success. It then recommends to the respective boards which projects to fund. Once a project has been approved for funding and completed, a summary is posted on USPOULTRY's website, www.uspoultry.org.

For fiscal 2019, key research on poultry processing workers' exposures to peracetic acid-based disinfectants, woody breast syndrome, avian influenza, new vaccines, heat treatment of poultry houses, product shelf-life, poultry wastewater treatment and other poultry-related topics was funded.

USPOULTRY & USPOULTRY Foundation Research

(Research grants by general subject since 1969)

Diseases	\$12,261,331
Poultry Production	\$ 5,463,088
Food Safety	\$ 4,460,322
Environmental	\$ 4,212,734
Processing	\$ 1,206,950
Poultry Nutrition	\$ 1,091,665
Further Processing	\$ 1,078,821
Egg-related	\$ 959,072
Miscellaneous	\$ 900,119
Worker Health	\$ 185,581
Egg Cholesterol	\$ 153,403
Nutrition	\$ 254,119
Approximate Total	\$ 32,227,205

Key Highlights:

- Launched updated Employment Eligibility Verification and I-9 Training Program
- Implemented a new, online Learning Management System and introduced a new "Introduction to Management" program through the system
- Provided an update of USPOULTRY-funded research on peracetic acid-based disinfectants
- Recognized 191 poultry facilities for outstanding safety performance



Human Resources, Safety & Health Programs

USPOULTRY develops training programs, issue kits and videos that help member companies improve operations, identify and reduce loss exposures and enhance employee safety and retention. USPOULTRY also identifies and maintains technical resources that address key industry issues.

USPOULTRY leads the development of employee training programs available to its members. In addition to sponsoring 11 annual education programs, USPOULTRY offers industry-specific products, technical resources, training and safety issue kits, videos and a weekly electronic newsletter, *PeopleMatters*.

The training tools provide USPOULTRY members with practical, industry-specific information to improve facility operations or workplace safety. The latest training tools are on LockOut/TagOut and an update to the Employment Eligibility Verification and I-9 Training Program. USPOULTRY also implemented a new online Learning Management System (LMS) that is free to USPOULTRY members. To help develop new managerial talent, USPOULTRY also introduced a new online training program, "Introduction to Management: Basic Business Skills for New Managers" through the LMS system.

Videos on poultry production and practices have also been produced, including DVDs on "Raising Chickens and Turkeys... For Today and Tomorrow," "Poultry & The Hormone Myth," and "An Inside Look at U.S. Poultry Processing." The video takes a behind-the-scenes look at today's high-tech, highly efficient U.S. poultry processing plants and highlights the food safety and sanitation practices employed by the modern poultry industry.

The *PeopleMatters* electronic newsletter focuses on human resources, safety and risk management issues facing the poultry and egg industry. The newsletter is distributed to more than 2,800 USPOULTRY member company representatives.

Key research on employee safety is also an important component offered by USPOULTRY. An update of USPOULTRY-funded research results on exposures to peracetic acid-based disinfectants among poultry processing workers was provided by the researcher during USPOULTRY's Poultry Processor Workshop.

USPOULTRY also provides staff resources for the Joint Industry Safety and Health Council and the Human Resources Council, shared with the National Chicken Council (NCC) and National Turkey Federation (NTF), which remains very active in responding to proposed federal regulations. Public comment letters directed to OSHA, the Department of Transportation's Federal Motor Carrier Safety Administration and the National Labor Relations Board are available on the "Position Papers" section of the USPOULTRY website, www.uspoultry.org. For fiscal 2019, USPOULTRY provided comments on OSHA's proposed regulation related to The Control of Hazardous Energy (LockOut/TagOut).

For fiscal 2019, the Joint Industry Safety and Health Council honored 191 poultry facilities in recognition of their outstanding performance through the implementation of innovative and effective employee safety and health programs at the National Safety Conference for the Poultry Industry. The Council consists of members from USPOULTRY, NCC and NTF. Collectively, the three organizations represent companies that produce 95 percent of the nation's poultry products and directly employ more than 350,000 workers.





Key Highlights:

- Invalidation of the 2015 “Waters of the U.S.” rule
- Finalization of a rule that amends the emergency release notification regulations under section 304 of EPCRA
- Continuing involvement in the Chesapeake Bay modeling project

Environmental Management

USPOULTRY’s environmental department is focused on serving as the industry resource for environmental stewardship, providing technical services and training.

USPOULTRY’s environmental department focuses on three areas, including regulatory issues, training and award programs. USPOULTRY also offers environmental regulatory compliance consultation services that can be attuned to member company individual programs, in addition to holding the annual Environmental Management Seminar that focuses on practical, proven solutions to the environmental challenges facing the industry.

Regulatory Issues

The environmental department keeps poultry leaders informed on current federal regulations and issues and provides technical expertise to help maintain and grow a healthy food supply. Technical services provided by USPOULTRY focus on air emissions, confined animal feed operations, the Chesapeake Bay TMDL, Waters of the U.S., regulatory programs support and assistance, and toxic release inventory (TRI) reporting guidance.

And after several years of litigation, USPOULTRY is pleased the 2015 “Waters of the U.S.” rule, which expanded the definition of “waters of the United States” (WOTUS) under the Clean Water Act, has been invalidated. USPOULTRY is also pleased with the finalization of a rule that amends the emergency release notification regulations under section 304 of the Emergency Planning and Community Right-to-Know Act (EPCRA). The rule is the result of the Agency considering the will of Congress and a comprehensive review of the criteria for EPCRA section 304 release reporting requirements. The EPA’s review appropriately recognized EPCRA reporting requirements are statutorily tied to CERCLA notification requirements. Because the low-level ammonia releases from animal manure is now exempt from CERCLA notification, EPCRA reporting for these low-level releases similarly fails to meet the reporting requirement as it does not: “Occurs in a manner that would require notification under section 103(a) of CERCLA.”

USPOULTRY is continuing work on the Chesapeake Bay modeling project to obtain more accurate poultry population numbers,

manure volumes and nutrient concentration in litter.

Training Programs

USPOULTRY offers a variety of environmental management training DVDs to its members, including the following: Concentrated Animal Feeding Operations; Poultry and Egg Producers Environmental Enhancement and Protection Program (E2P2 Module 1 and 2); Spill Prevention, Control, and Countermeasure Training Program (SPCC); Carbon Footprint Estimation Toolkit; Stormwater Pollution Prevention Training Program; TRI Reporting Tool Update; and EPA Mock Inspection video.

Poultry Wastewater Operators Training workshops are also offered, of which two classes were conducted in fiscal 2019. The course introduces students to the regulatory structure governing poultry plant effluents; provides a primer in math, chemistry and microbiology; and covers the predominant equipment and systems used to properly treat poultry effluent prior to discharge. Multiple states have approved the course, so as to award professional development hours for licensed or certified wastewater treatment operators.

Award Programs

USPOULTRY also recognizes facilities and family farms for their environmental efforts through two award programs, the Clean Water Award and Family Farm Environmental Excellence Award. The **Clean Water Award** recognizes outstanding wastewater treatment facilities operated by poultry and egg companies. An award is presented yearly in two categories: full treatment and pretreatment. The **Family Farm Environmental Excellence Award** recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production. Awards are presented yearly. Typically one award is given to a family farm from six geographic regions in the United States.

Key Highlights:

- Introduced two online training program modules through the LMS system
- Launched a technical reference guide for New Poultry Inspection System carcass sorting
- Completed two Poultry Handling and Transportation “Train the Trainer” workshops
- Implementation of USPOULTRY’s PHT program by Tyson Foods, company-wide



Food Safety and Production

Food safety is a high priority for USPOULTRY. The food safety and production department offers technical assistance to member companies in live production, processing, animal welfare and food safety.

USPOULTRY’s food safety and production department develops and supports programs that help ensure the safety and quality of U.S. poultry meat and egg products. Technical information, regulatory information and safe food handling are the three areas highlighted by the programs.

Technical Information

For fiscal 2019, USPOULTRY introduced four online training program modules, Fresh Shell Egg Refrigeration for Packing Plants, Current Good Manufacturing Practices (cGMP) for Poultry Feed, Gait Scoring for Broilers and Gait Scoring for Turkeys, through its LMS system. The egg refrigeration module is the first of a series of training modules dedicated to informing egg packing plant personnel about the requirements and basic practices necessary to comply with food safety systems. The cGMP module is designed to demonstrate the basic practices that comply with the Food Safety Modernization Act Preventive Controls for Animal Food. The gait scoring modules offer practice in evaluating gait scoring in broilers and turkeys. Gait scoring is a standard evaluation of wellness in many animal welfare programs.

USPOULTRY is working with the North American Meat Institute to generate updated lethality temperature and humidity data, along with cooling and holding data. The two working subgroups - one dedicated to the lethality temperature/humidity requirements and the other dedicated to cooling/holding - are reviewing historical data from the literature and developing validation procedures for temperature and humidity requirements and cooling and holding. USPOULTRY is also participating in the workgroup that will present the results to FSIS, so as to accept use of this research as part of the validation process and for incorporation into the guidelines so that it contains actualized data that is applicable to current Ready-to-Eat production processes.

USPOULTRY hosted two Poultry Handling and Transportation (PHT) “Train the Trainer” workshops. The program’s mission is to provide accurate, science-based, practical training and education

for poultry handlers and transportation personnel that enhances biosecurity, poultry well-being, product quality and safety of all involved.

The PHT “Train the Trainer” program provides certification training for poultry companies that handle or transport chickens, turkeys, etc. It was developed by a team of poultry scientists and veterinarians from Pennsylvania State University, USDA and transportation industry professionals and is managed by USPOULTRY. The training gives companies and contract crews and their employees an understanding of poultry welfare, good management practices, biosecurity and emergency planning. Tools from the course are available in English and Spanish.

USPOULTRY saw Tyson Foods become the first major chicken producer to implement its Poultry Handling and Transportation (PHT) certification company-wide, as part of the company’s commitment to animal welfare.

Regulatory Information

Food safety concerns among consumer advocates will likely result in more regulations. It is a delicate balance between questioning the need for new regulations and appearing uncaring to the concerns of the consumer. USPOULTRY is committed to continually enhancing the safety of our food products and developing programs that have a positive impact on the safety of poultry products.

Safe Food Handling

USPOULTRY created a technical reference guide for New Poultry Inspection System (NPIS) carcass sorter training in poultry plants. This guide is part of USPOULTRY’s Food Safety Technical Reference Series that is dedicated to use as validation for food safety programs. The guide offers recommendations on how to train and learn the carcass sorting task in your operation. The training includes a trainer guide with tips on how to set up and train new sorters and an additional manual to use as a reference guide for trainees.



Key Highlights:

- 11 industry seminars offered each year
- Engaged with more than 1,500 industry managers attending the education programs
- Developed five days of education programming for IPE

Education

USPOULTRY sponsors industry-specific education that helps member companies improve operations, identify and reduce loss exposures and enhance sustainability, employee safety and retention.

Education is key to ensuring the poultry and egg industry continues to grow and advance, and education is one of USPOULTRY's core programs. USPOULTRY has been sponsoring educational programs since 1956. The very first seminar sponsored by USPOULTRY was the Egg Quality and Grading School in June of 1956. The next year, the initial School of Management was held "for company officers and management personnel to enable them to study common problems under the guidance of skilled leaders." This was followed in 1958 by USPOULTRY's oldest, still-running seminar, the Poultry Processor Workshop.

The schedule grew into today's comprehensive list of annual seminars, conferences, clinics and workshops to keep every segment of poultry and egg management informed and up-to-date on the latest industry events and technology. USPOULTRY promotes its education programs through press releases, e-blasts, social media, postcard mailings and the USPOULTRY website.

USPOULTRY's current education line-up includes 11 industry seminars that are applicable to all aspects of your operations, ranging from environmental management, human resources, finance, processing operations, communications, poultry production, bird health and biosecurity, etc. The seminar programs are structured around new technology, the latest management best practices and ever-changing government regulations. USPOULTRY also offers air cargo seminars, poultry wastewater operators training and grower relations seminars that are scheduled upon request.

More than 1,500 industry managers attended a USPOULTRY educational program in fiscal 2019, with continued increases in attendance over the past few years. Participants are able to hear the latest information in their specialized areas from industry leaders, scientists, educators and government officials. They also

have an opportunity to network and socialize with their peers across the industry.

Topics for the Association's educational programs are developed by planning committees made up of industry leaders and managers from a particular segment of the industry, as well as academic advisors. Each committee makes sure that its agenda covers the important issues facing that portion of the industry.

USPOULTRY also developed and sponsored five days of education programs at the 2019 International Poultry Expo (IPE), part of the International Production & Processing Expo (IPPE). The programs provide numerous speakers discussing cutting-edge topics relating to all areas of the industry. The programs provide IPPE attendees with the opportunity to complement what they learn and experience on the exhibit floor with the latest issues and research information from some of the most prominent authorities in the poultry and egg industry. USPOULTRY-sponsored education programs at the Expo included the following.

- International Poultry Scientific Forum
- La Cumbre Avícola Latinoamericana (Latin American Poultry Summit)
- Animal Agriculture Sustainability Summit
- Salmonella and Campylobacter Control in Poultry Production and Processing – Meeting Food Safety Goals
- Poultry Market Intelligence Forum
- Wastewater Treatment Challenges for the Poultry and Egg Industry
- Current Poultry Research and Findings: Information You Need to Know to Help Your Business
- International Rendering Symposium (in collaboration with the North American Renderers Association)

Key Highlights:

- Implemented virtual server infrastructure and new phone system
- Provided 23 state associations / sister organizations with IT support
- Continued development of NPIP website and database



Information Technology

Providing services to our members is a mission for which USPOULTRY is committed. USPOULTRY recognizes this and understands the need for state-of-the-art technology to keep our members and constituents informed and connected 24 hours a day.

Technology, and adapting to new technology, is central to all USPOULTRY programs. The information technology (IT) department guarantees that the gateways of communication for the Association are open and up-to-date with the latest technological requirements and advancements.

The IT department performs several duties on a regular basis to ensure communication within the office and to and from USPOULTRY members. The department provides USPOULTRY staff with computer service, mobile device support and technical support. The department also makes computer and software recommendations based on the changing business needs of the Association. The department assists in the communication and organizational practices of USPOULTRY through various technological outlets and ensures the Association continues to provide quality services to its members, other associations and sister organizations efficiently.

During 2019, the IT department implemented a new, virtual server infrastructure as well as a new phone system. In collaboration with the communications department, the IT department maintains and hosts USPOULTRY's website, as well as its family of other websites, including the USPOULTRY Foundation, IPPE, Poultry Protein & Fat Council, U.S. Roundtable for Sustainable Poultry & Egg and International Poultry Welfare Alliance. Keeping the websites operating and current with the latest information allows the department to maintain a constant link between the Association and its members, as well as others seeking information on the poultry and egg industry.

The department also provides information technology services to several other poultry industry organizations, including technical support and maintenance, website design and development, extranet/intranet development, network design and implementation, email hosting, database development and data

hosting. There are currently 23 state associations or sister organizations that receive information technology support from USPOULTRY, including 14 state associations, seven sister organizations, one poultry science society and one government organization, the National Poultry Improvement Plan (NPIP). USPOULTRY also hosts the NPIP website and database that stores information for 49 states and Puerto Rico.

With the increasing threats to network security, the IT department continues to take steps to protect the Association's systems. Firewalls serve as the first line of defense and increase the safety and stability of the network. Remote Desktop Protocol also allows network administrators to check, correct and monitor systems from remote locations. By taking these actions, in combination with previous actions, the department ensures that all transactions made within and through the Association's websites are secure.

USPOULTRY will continue to advance within the information technology arena as new programs, technology and software are introduced to the market. Association goals include integrating the resources within the IT department into every aspect of the Association to further enhance the quality of services provided.





Key Highlights:

- Debuted a new 360° virtual reality video of a turkey farm
- Released a USPOULTRY “Year in Review” video
- 161 press releases sent out with more than 550 million exposures/impressions generated
- Accomplished double-digit growth in social media presence
- Developed IPPE marketing materials for 60 trade publications

Communications

Communicating with our members, the media and other stakeholders is one element of fulfilling USPOULTRY’s commitment to serving our member companies.

USPOULTRY has a multi-tiered approach to internal and external communication. Target audiences include our members, consumers, the poultry industry, trade publications, the government and others allied to the industry. The communications department endeavors to relay the current issues that affect the important role the industry plays in shaping the U.S. economy. The goal is to find ways to strengthen existing communications programs and to identify new opportunities that will enable USPOULTRY to better serve its members.

Staff members are responsible for writing, creating, designing and producing a variety of communication materials in print, digital and video formats. News releases, articles, presentations, signage, videos and marketing materials are only some of the projects created by the department. For instance, USPOULTRY sent out 161 press releases in fiscal 2019 on topics related to the Association’s activities, IPPE, regulatory issues, and other related industry topics that generated more than 550 million exposures or impressions through trade publications (print and online), newspapers and other news sources. A “Year in Review” video was also released that highlighted the Association’s accomplishments, and a 360° virtual reality video was debuted that shows how young turkeys are raised and the care they are given by the farmer who is raising them. The video is a resource to consumers to obtain information on how turkeys are raised in the United States.

USPOULTRY’s communications department currently produces eight newsletters: USPOULTRYWire, a daily electronic newsletter about current events affecting the poultry industry; *News & Views*, a bi-monthly printed newsletter on USPOULTRY activities and events; Research Newsletter, a yearly electronic newsletter that provides a summary of the research projects for the year; *Partners in Poultry*, a printed semi-annual newsletter for Foundation Friends members; Poultry Industry Issues Update, a monthly digital newsletter to help keep members current on the latest issues affecting the poultry and egg industry; In An Eggshell, a monthly newsletter to keep members abreast of the latest news to make the most of their USPOULTRY membership;

IPPE Exhibitor Newsletter, a monthly electronic newsletter for exhibitors; and IPPE Attendee Newsletter, a periodic electronic newsletter for IPPE attendees.

USPOULTRY has extended its reach even further through social media outlets, such as Facebook, Twitter, LinkedIn, Instagram, Pinterest and YouTube, and has experienced double-digit growth in social media outreach over the past few years. In addition to its own social media channels, USPOULTRY offers social media interaction through its Student Outreach pages and Poultry Protein & Fat Council (PPFC) pages.

USPOULTRY has further extended its reach by providing timely articles on poultry-related issues to industry trade publications. USPOULTRY currently supplies articles to three industry publications on a quarterly basis, as well as provides comments and insights on poultry-related and trade show-related topics as requested by various publications.

In fiscal 2019, the communications department took on a multitude of tasks related to the annual trade show, IPPE. Staff members created advertisement concepts, generated advertisements and banner ads for 55 trade publications, created marketing materials, provided content for the IPPE website and for IPPE’s five social media channels, supervised the IPPE media center and managed the publication bin program and photography/video needs for the show.

In addition to designing and updating its own websites, USPOULTRY also has a long-standing offer to design or redesign state affiliate websites, as well as offer graphic design skills for other marketing needs.

In the years to come, the department will continue to seek new and innovative ways to distribute USPOULTRY’s communications in a timely, efficient and cost-effective manner.



Awards and Recognitions

USPOULTRY has several award programs that recognize poultry and egg farmers, member companies and individuals throughout the year for their work and dedication to the industry.

Harold E. Ford Lifetime Achievement Award

USPOULTRY recognized Tommy Bagwell, former chairman & CEO of American Proteins and member of the U.S. Poultry & Egg Harold E. Ford Foundation board of directors, as the recipient of the Harold E. Ford Lifetime Achievement Award. The Association's highest honor is presented to an individual whose dedication and leadership over the years have far exceeded the ordinary and impacted both the poultry industry and USPOULTRY in an exemplary manner. The award is presented periodically when the Awards and Recognition Committee unanimously recognizes and endorses the need for occasional, unique recognition for exceptional contributions.

Workhorse of the Year

Mike Robach, retired vice president, Corporate Food Safety, Quality & Regulatory for Cargill and current member of the USPOULTRY Foundation's Research Advisory Committee, was named USPOULTRY's Workhorse of the Year at the Chairmen's Reception during IPE, part of the IPPE. The Association's highest annual honor is awarded in recognition of dedicated service and valuable leadership given to the Association and poultry industry.

Lamplighter Award

USPOULTRY presented the organization's annual Lamplighter Award to three individuals: Dr. Bernie Beckman, director of technical services for Hy-Line North America; Charlene Powell, vice president of human resources for Crider Foods; and Dr. John Glisson, vice president of research programs for USPOULTRY. The award pays tribute to individuals for "sustained and exemplary service" to the poultry and egg industry.

Dr. Charles Beard Research Award

USPOULTRY and the USPOULTRY Foundation recognized Dr. Kenneth Anderson as the recipient of the annual Charles Beard

Research Excellence Award. Anderson is a professor in the Prestage Department of Poultry Science at North Carolina State University. The award is named in honor of Dr. Charles Beard, former director of the USDA Southeast Poultry Research Laboratory and former vice president of research at USPOULTRY.

Clean Water Award

The Clean Water Award recognizes outstanding performance of wastewater treatment plants that operate at poultry or egg processing facilities.

Full Treatment Facility Award Winners

Wayne Farms, Pendergrass, Ga. (winner)

Sanderson Farms, Waco, Texas (honorable mention)

Pretreatment Facility Award Winners

Pilgrim's, Guntersville, Ala. (winner)

Tyson Foods, Seguin, Texas (honorable mention)

Family Farm Environmental Excellence Award

The Family Farm Environmental Excellence Award recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production.

Family Farm Environmental Excellence Award Winners

Ryan Looten Farm, Missouri, Ryan Looten (Cargill)

Round Hill Poultry, Virginia, Mike and Paula Thompson (Cargill)

Foster Farms, Inc., South Carolina, Stacy Foster (Fieldale Farms)

Featherhill Farms, Arkansas, Bud and Darla Oneal (Cargill)



Key Highlights:

- 34 colleges and universities received \$328,300 in student recruiting grants
- Sponsored more than 90 FFA students and advisors attending the 2019 IPPE
- Launched "An Egg-Citing Poultry Adventure" on My American Farm
- Approximately \$1 million funded in industry research

USPOULTRY Foundation

The purpose of the USPOULTRY Foundation is to provide financial support for student recruiting efforts and fund research that will be useful in reducing or resolving real problems in the poultry industry.

In 1994, the board of directors of USPOULTRY responded to the critical need to attract young people for poultry careers. That was the year the U.S. Poultry & Egg Harold E. Ford Foundation was born, often abbreviated as the USPOULTRY Foundation.

The initial objective was to recruit students into university poultry science departments. Student recruiting was later expanded to include other colleges and universities with poultry-related studies or any institution of higher learning that can show conceivable ways of connecting students with the poultry and egg industry, so as to attract students in other majors. In fiscal 2019, 34 colleges and universities received student recruiting grants totaling \$328,300.

The Foundation also supports other youth programs, including the USPOULTRY Foundation Ted Cameron National Collegiate Poultry Judging Contest, FFA, 4-H poultry and egg judging, high school curriculum programs, and the USPOULTRY Foundation College Student Career Program and International Student Program. For fiscal 2019, the 72nd annual USPOULTRY Foundation Ted Cameron National Collegiate Poultry Judging Contest was held in Louisiana with the University of Arkansas receiving top honor. Further, more than 90 students from the top FFA Poultry Evaluation and Food Science and Technology Career Development Events teams and National Officer Candidates attended the IPPE, sponsored by the Foundation.

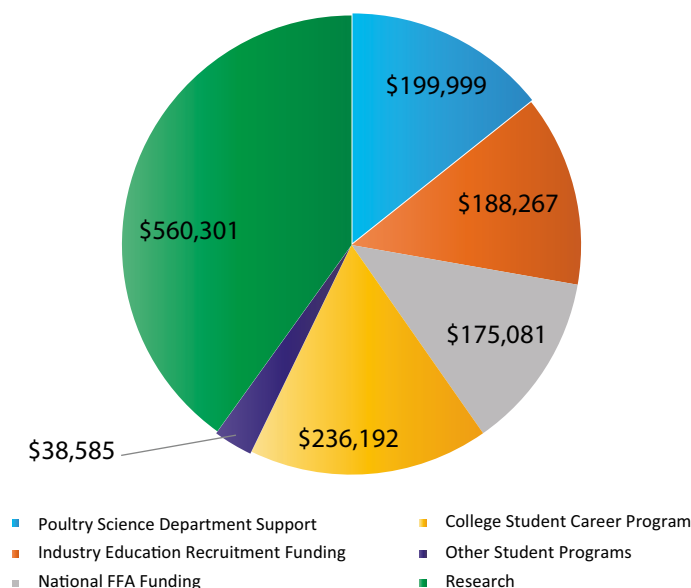
Also sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation, the Ph.D. and Vet Student Career Fair had a good turnout at the 2019 IPPE. This unique program is designed to better serve USPOULTRY member companies and allied suppliers, particularly involving, but not limited to, technology driven companies such as those in genetics, health, pharmaceutical and nutrition. The target participants are post-doctoral and early Ph.D. students.

For fiscal 2019, USPOULTRY and the American Farm Bureau Foundation for Agriculture, with funding provided by the

USPOULTRY Foundation, launched a new My American Farm game, along with a supporting lesson plan, an activity sheet and an eComic. The An Egg-Citing Poultry Adventure game and resources were developed to help third through fifth grade students better understand the poultry and egg industry.

Research was also added to the Foundation's mission at a later date. Foundation-supported research has resulted in both immediate and long-term impacts throughout the poultry and egg industry. Sophisticated and complex research will be necessary for our industry to continue to produce economical and sustainable poultry and egg products and compete on a global scale. In 2019, USPOULTRY and the Foundation funded approximately \$1 million for industry research.

Fiscal 2019 USPOULTRY Foundation Funding





USPOULTRY Foundation Donors

Thanks to so many companies, families and individuals for supporting our Foundation to recruit bright young people as future industry managers and leaders and to fund research that is vital for a strong and prosperous U.S. poultry and egg industry.

Visionary (\$1,000,000 & above)

Tommy & Chantal Bagwell
Tyson Foods

Pacesetter (\$500,000 - \$999,999)

Cargill
Pilgrim's
Prestage Farms
Sanderson Farms

Benefactor (\$250,000 - \$499,999)

Cal-Maine Foods
Case Farms
Centurion Poultry
Cooper Family Foundation
George's
Ingram Farms
Koch Foods
Mountaire Corp.
Peco Foods
Perdue Farms
Simmons Foods
Stanley & Dorothy Frank Family
Foundation
Wayne Farms

Steward (\$100,000 - \$249,999)

AJC International
Amick Farms
Anonymous
CCF Brands
Claxton Poultry Farms
Fieldale Farms
G&C Farming
GNP Company

Monty & Margot Henderson
Dr. Don & Teresa Jackson
Keystone Foods
Elton & Claire Maddox
International Poultry Scientific Forum
Mar-Jac Poultry
Midwest Poultry Services
Ozark Mountain Poultry Farms
Shepard Exposition Services
Valley Proteins

Director (\$50,000 - \$99,999)

Delvin Barrett Family
Frost PLLC
Tom Hensley
Hubbard Farms Charitable Foundation
Jennie-O Turkey Store
Hollis P. Osborne Family
Rabobank
John & Nancy Starkey
R.H. (Twig) & Lorraine Strickler
Virginia Poultry Growers Cooperative
West Liberty Foods

Leader (\$25,000 - \$49,999)

James Adams
Agri Stats
Larry & Terri Brown
Crystal Farms
Don & Patricia Dalton
Georgia Poultry Federation
Ben & Holly Harrison
Jay & Carrie Houchin
Eric & Barbara Joiner
Jerry & Kitty Lane

Don Mabe
Pete Martin
Morris & Associates
Jerry & Cherie Moye
Todd & Shelley Simmons
Mike Welch
Steve & Cheri Willardsen

Partner (\$10,000 - \$24,999)

Paul & Carolyn Bredwell
Butterball
Alan Duncan
Dr. John & Kathryn Glisson
Larry Guest
Mike Helgeson
Barbara & Mardie Jenkins
Bernard & Pam Leonard
Longenecker's Hatchery
Paul & Nell Pressley
Jackie Stewart
Mark & Edna Waller
Donnie Wilburn

Ambassador (\$5,000 - \$9,999)

Anonymous
Mike Brown
Richie & Louise King
Abit & Kayne Massey
Nath & Joy Morris
SEI Investments
Dr. Simon & Barbara Shane
Gwen & James Venable

(Up to \$4,999)

More than 30 donors



Key Highlights:

- The largest trade show ever, setting four new records
- 70-plus years of hosting the International Poultry Expo, part of IPPE
- 200-plus hours of education sessions offered at the 2018 Expo
- One of the 30 largest trade shows in the United States

International Poultry Expo

USPOULTRY's long-running, annual International Poultry Expo (IPE) - part of the International Production & Processing Expo (IPPE) - continues to thrive as the industry's leading poultry and egg exposition.

For 70-plus years, IPE has been the annual meeting point for professionals in the poultry and egg industry, and the 2019 Expo was no exception. IPE provides the industry with the most current technology, innovative programs and networking opportunities. The Expo showcases the latest products and services for the poultry and egg industry. All segments are represented, including feed milling, hatchery, live production, processing, further processing, marketing and all support activities. IPE is held in conjunction with the American Feed Industry Association's International Feed Expo and the North American Meat Institute's International Meat Expo, under the umbrella name of IPPE. IPE is the largest component of IPPE, and USPOULTRY serves as managing partner for IPPE.

The 2019 IPPE was the largest trade show ever and set four new records. There were 32,931 poultry, meat and feed industry leaders, 1,426 exhibitors covering more than 600,000 square feet of exhibit space and 8,315 international visitors from 133 countries represented at the Expo.

The five states with the largest contingents, in descending order, were Georgia, Illinois, North Carolina, Alabama and Arkansas. The five countries with the largest delegations were Canada, Mexico, Brazil, China and Colombia.

IPPE is the world's largest annual feed, meat and poultry industry event of its kind and is one of the 30 largest trade shows in the United States. The Expo focuses on innovation, education, global reach and networking. At the 2019 IPPE, 200-plus hours of sessions were offered, ranging from a conference on preventing and responding to foreign material contamination incidents, to a program on feed production education, to a program on biosecurity for poultry and egg producers and live operations. Funds earned at the show are funneled directly back into the industry in the form of research, education and technical services.

The 2020 IPPE will be held Jan. 28-30 at the Georgia World Congress Center in Atlanta, Ga. Be sure to mark your calendars!



Key Highlights:

- Continued support of 29 companies with 50 or more years of exhibiting
- Attracted almost 700 students to the College Student Career Program
- Hosted more than 1,500 visitors from around the world at the IPSF



Long-Running Programs at IPE

IPE has recognized many exhibitors over the years for their long-term exhibiting tenure. The College Student Career Program and the International Poultry Scientific Forum have also been held in conjunction with the Expo for many years.

International Poultry Expo Long-Term Exhibitors

(Companies that have exhibited for 50 or more years)

ChickMaster Incubator Company	67 Years
Aviagen Inc.	66 Years
WATT Global Media	66 Years
VAL-CO	65 Years
Zoetis	65 Years
The Dupps Company	65 Years
Cobb-Vantress Inc.	63 Years
BAADER LINCO Inc.	63 Years
Morris & Associates, Inc.	62 Years
Kuhl Corporation	62 Years
Lyon Technologies Inc.	61 Years
Sealed Air Food Care - Cryovac and Diversey	61 Years
Poultry Times	60 Years
Hantover, Inc.	59 Years
Hubbard LLC	58 Years
Bright Coop, Inc.	57 Years
Pactiv LLC	57 Years
Marel Stork Poultry Processing	57 Years
Elanco Animal Health	56 Years
Mettler-Toledo Safeline	56 Years
Hy-Line International	55 Years
American Coolair Corporation	54 Years
DSM Nutritional Products, Inc.	54 Years
Mettler-Toledo Hi-Speed	54 Years
Tipper Tie Inc.	53 Years
Warren Manufacturing Inc.	52 Years
Acme Engineering & Mfg. Corp.	52 Years
Aerotech Fans / Munters Corp	51 Years
Hollymatic Corporation	51 Years

College Student Career Program

The USPOULTRY Foundation College Student Career Program connects hundreds of talented, bright college students seeking professions in the poultry industry with human resources managers and recruiters. The program has been a vital part of many companies' hiring process for more than 50 years and is one of the largest career events of its kind for students seeking professions in the industry. Whether seeking full-time jobs or internship opportunities, the College Student Career Program provides a mutually beneficial experience for students and industry recruiters.

In 2019, almost 700 students participated in the USPOULTRY Foundation College Student Career Program and International Student Program. The program attracted students from 40 universities throughout the United States, while the International Student Program brought in 21 students from 11 universities in Latin America. The students interviewed for jobs and internships with 138 human resource representatives from 28 industry and allied firms.

International Poultry Scientific Forum

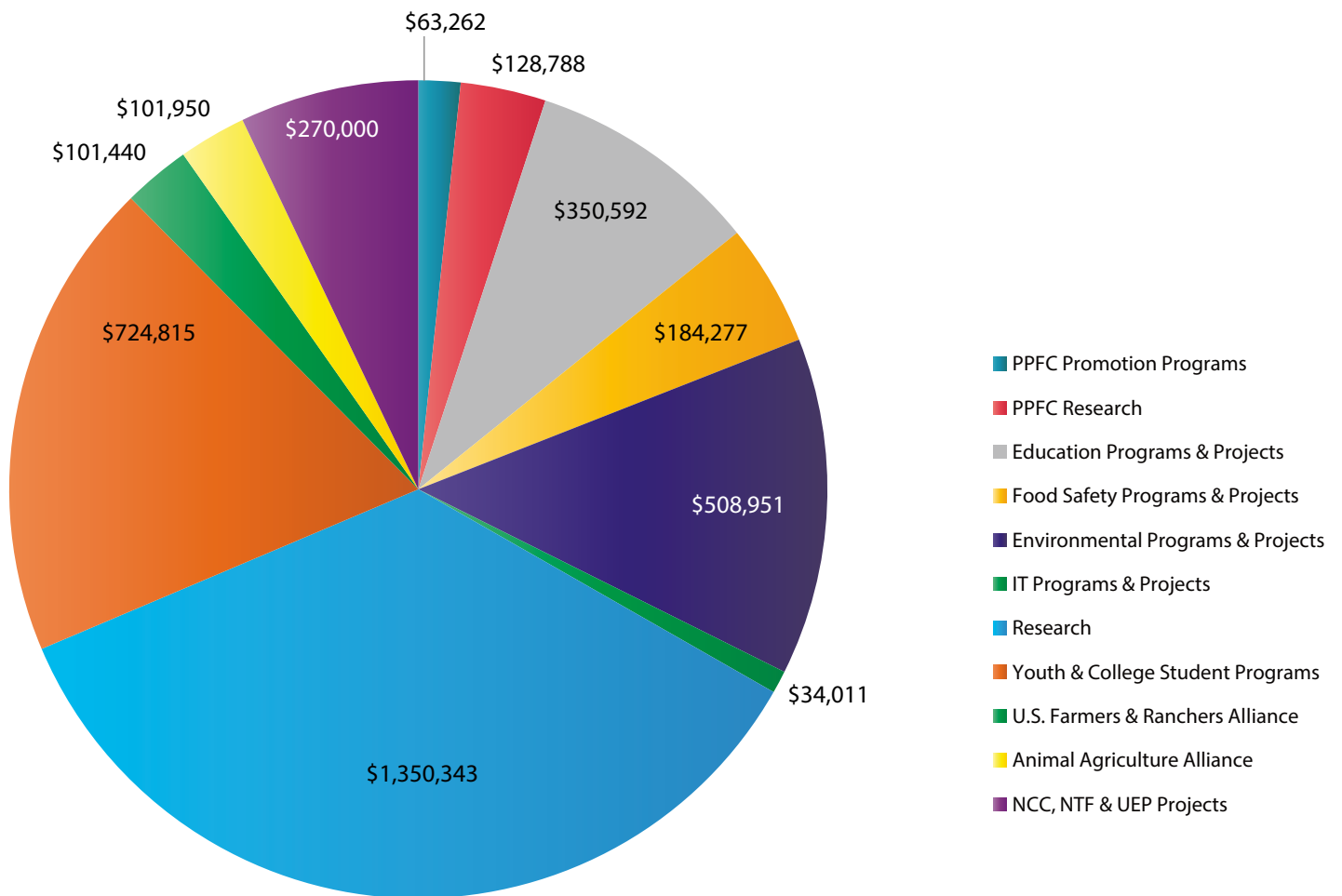
The 2019 annual International Poultry Scientific Forum drew more than 1,500 visitors from around the world. The forum is sponsored by the Southern Poultry Science Society (SPSS), the Southern Conference on Avian Diseases (SCAD) and USPOULTRY.

Throughout the years, the scientific forum has evolved into a prestigious annual event for members of the scientific community. The program provides attendees with the opportunity to hear the latest research findings in areas such as environmental management, nutrition, physiology, pathology, processing and products, and avian diseases. SPSS and SCAD also held their annual meeting during the International Poultry Scientific Forum at the Expo.



Fiscal 2019 USPOULTRY Project Funding

USPOULTRY's administration of project funds is determined by the board of directors, which establishes the budget/financial policy and makes program decisions that are implemented by USPOULTRY staff.





Member Volunteers

USPOULTRY appreciates the many volunteers that serve on our various committees throughout the year. Following is a list of the Fiscal 2019 member volunteers.

Awards and Recognition Committee

Bob Billingsley, chair, Sanderson Farms Inc; Robert Krouse, vice chair, Midwest Poultry Services LP; Ben Harrison, Amick Farms LLC; Paul Hill, West Liberty Foods LLC; Jim Shepard, Mountaire Farms; and Jay Wilson, Sealed Air Corporation

College Student Career Program

Jarod Morrison, chair, Farbest Foods Inc.; Dr. Alice Johnson, vice chair, Butterball, LLC; Bernie Adcock, Tyson Foods, Inc.; Kate Barnes, Perdue Farms Inc.; Sandy Brownlee, Sanderson Farms Inc. ; Sarah Daley, Pilgrims; Courtney Gilbert, Cobb-Vantress Inc., Lynn Worley-Davis, North Carolina State University; Vanessa Lee, Aviagen; Sala Miller, Wayne Farms; Linda Purvis, University of North Georgia; Angela Scott, Tyson Foods inc.; Ed Scott, Cal-Maine Foods Inc.; Patrice Sims, University of Arkansas; and Phil Laughlin, Dolco Packaging

Egg Caucus

Jonathan Cade, chair, Hy-Line International; Brian Barrett, vice chair, Feather Crest Farms; Greg Hinton, Rose Acre Farms; Robert Krouse, Midwest Poultry Services LP; David Lathem, Lathem Family Farms; and Sherman Miller, Cal-Maine Foods Inc.

Environmental Management Seminar

Michele Boney, committee chair, West Liberty Foods LLC; Warren Howe, Woodruff & Howe Environmental Engineering; Seth Walters, Simmons Foods Inc.; Stephanie Shoemaker, Sanderson Farms Inc.; Rian McMorris, Sanderson Farms Inc.; Jeff Carroll, Wayne Farms LLC, Alex Sullivan, Fieldale Farms Corporation; Wes Spray, Rose Acre Farms Inc.; and Dwayne Holifield, Sanderson Farms Inc.

Exhibitor Advisory Committee

Gloriela Rosas, Adisseo; Mike Deal, AGRI-associates; Rudy Gil, Aviagen; Heath LaFevers, bioMerieux; Erin Wenke, Buhler; Jaimie Larson, Buhler; Glamary Di Marco, CBH International; Mariana Uribe, CBH International; Milcia Collado, Chick Master Incubator; Roger Vessell, Cobb-Vantress; Phil Wellhausen, California Pellet Mill; Devin Duckworth, Decon7 Systems; Mary Murray, DeLong's Gizzard Equipment; Kenisha Hutchins, Eurofins; Alvin Fisk, Diversified Agriculture; Silvana Paterno, Foodmate; Sean Davison,

FPEC; Cindy Foremaster, Intralox; Raymond South, KEITH Manufacturing; Charity Faber, Kemin industries; Angie Hanna, Kemin industries; Kurt Hutt, Lubing Systems; Allison Attaway, Marel; Jeff Ray, Marel; Christine Duncan, Matrix; Jeannie Allen, Meyn America; Travis Carroll, Meyn America; Stacy Cassese, Meyn America; Randy Clapsadl, Morris & Associates; Patrick Ceska, Morton Vardeman & Carlson; Kerrie See, Multivac; Heather Davis, North American Renderers Assn.; Lorryn Bolte, Novus International; Ed Ousley, Dolco Packaging; Dale Morris, Poss Design; Ann Pennino, Praxair; Deanna Brusa, ProMach; Sheilena Brookshire, Quality Technology International; David Emmel, Sealed Air; Erin Garner, Simmons Engineering; Daisy Reed, Special Nutrients; Allison Gilder, Stellar; Misty Hatcher, Stellar; Nancy Bishop, Think360; Amanda Lacey, Trouw Nutrition; Doug Cosby, USDA-ARS; Rhonda Mashburn, USDA-ARS; and Lisa Wallace, Zoetis

Feed Mill Management Seminar

Frank Garczynski, committee chair, Koch Foods; Richard Obermeyer, Aviagen; Mark Lemons, Sanderson Farms Inc.; Dr. Charles Starkey, Auburn University; Kenny Avey, Simmons Foods Inc.; and Larry Hooper, Perdue Farms Inc.

Financial Management Seminar

Greg Finch, committee chair, Claxton Poultry Farms; Sloan Clinton, Mountaire Corporation, Stacey Crump, Pilgrim's; Robert Childress, Frost PLLC; Joey Long, Case Foods Inc.; Kolby McEntire, Fieldale Farms Corporation; and Steve Herring, USPOULTRY

Foundation Research Advisory Committee

Dr. Travis Cigainero, chair, CEVA; Dr. Bernie Beckman, vice chair, Hy-line International North America; Dr. Lynn Bagley, Pitman Family Farm; Dr. Kate Barger-Weathers, Cobb-Vantress, Inc.; Dr. Roy Brister, Tyson Foods, Inc.; Bill Griffith, Peco Foods; Dr. David Hurd, Rose Acre Farms Inc.; Dr. John McCarty, Boehringer Ingelheim; Dr. Petri Papinaho, Jennie-O Turkey Stores Sales, LLC; Dr. David Rives, Zoetis; Michael Robach, retired Cargill; Dr. Bruce Stewart-Brown, Perdue Farms Inc.; Dave Townsend, Pilgrim's; and Steven Woodruff, Woodruff & Howe Environmental Engineering



Member Volunteers

Hatchery-Breeder Clinic

Jack Patrick, committee chair, Harrison Poultry Inc.; Pat Hawkins, Tyson Foods Inc.; Heath Parker, Sanderson Farms Inc.; Brian Mulkey, Koch Foods; Richard Higgins, Perdue Farms Inc.; Stacy Cornell, Cobb-Vantress Inc.; Keith Dyer, Peco Foods Inc.; Amber Allen, Wayne Farms LLC; Bert Carithers, Pilgrim's; and Marie Parham, Fieldale Farms Corporation

Joint Poultry Human Resources Council

Bart Crater, chair, Peco Foods Inc.; Bernie Adcock, vice chair, Tyson Foods, Inc.; Jonathan Allen, Fieldale Farms Corporation; Mark Bland, Claxton Poultry Farms Inc.; Lisa Burdick, Pilgrim's; Jennifer Buster, Sanderson Farms Inc.; Bobby Elrod, Koch Foods; Hector Gonzalez, Tyson Foods Inc.; Sarah Hendricks, Georges Inc.; Judy Jochem-Nino, Farbest Foods Inc.; David Malfitano, Wayne Farms LLC; Tracy Morris, Perdue Farms Inc.; Phil Stroud, Tip Top Poultry Inc.; Ron Tomaszewski, Butterball LLC; and Patrick Townsend, Mountaire Corporation

Human Resources Seminar

Bart Crater, committee chair, Peco Foods, Inc.; Leah Acoach, Ozark Mountain Poultry, Inc.; Mary Laws, Cargill; Beverly Hinson, Butterball LLC; Judy Jochem-Nino, Farbest Foods Inc.; Thomas Taylor, American Proteins Inc.; James Wimberly, Wimberly, Lawson, Steckel, Schneider & Stine, P.C.; Dante Rogers, The Vincit Group; Chris Lauderdale, Jackson Lewis P.C.; Devin Wood, Harrison Poultry Inc.; and Mark Bland, Claxton Poultry Farms Inc.

Industry Education Recruitment Funding

Tom Hensley, chair, Fieldale Farms Corporation; John Prestage, vice chair, Prestage Farms; Dr. Todd Applegate, University of Georgia; Dr. Mary Beck, Mississippi State University; Dr. Sacit Bilgili, Auburn University; Dr. David Caldwell, Texas A&M; Dr. Mike Kidd, University of Arkansas; and Dr. Patricia Curtis, North Carolina State University

International Committee

Randy Stroud, chair, Pilgrim's; Alan Duncan, vice chair, Mountaire Corporation; Sean Francey, VAL-CO; Dr. Rafael Fernandez, Boehringer Ingelheim; Dr. Juana Icela Galvan, ALA - Asociacion Latinoamericana de Avicultura; Andrea Gessulli, Gessulli Agribusiness; Dr. Luis Gomez, Boehringer Ingelheim; Benjamin Ruiz, WATT Global Media; and Dr. Pedro Villegas, University of Georgia

Live Production, Welfare & Biosecurity Seminar

Eric Greene, committee chair, Claxton Poultry Farms Inc.; Dr. Claudia Dunkley, University of Georgia; Aaron Burns, Cooper Farms Inc.; Travis Strickland, Farbest Foods Inc.; David Dahlke, Wayne Farms LLC; Nicholas Wolfenden, Tyson Foods; Michael Cronic, Columbia Farms of Georgia; Steve Taylor, Midwest Poultry Services LP; Bill Staugler, Cooper Farms Inc.; Ty Harweger, Rose Acre Farms Inc.; Bill Stanley, Aviagen; Ken Martin, Fieldale Farms Corporation; and Ashley Peterson, National Chicken Council

Long Range Planning Committee

Greg Hinton, chair, Rose Acre Farms Inc.; Mike Levengood, vice chair, Perdue Farms Inc.; Bernie Adcock, Tyson Foods Inc.; Brian Barrett, Feather Crest Farms; Bob 'Pic' Billingsley, Sanderson Farms Inc.; Jonathan Cade, Hy-Line International; Alan Duncan, Mountaire Corporation; Sean Francey, VAL-CO; Mikell Fries, Claxton Poultry Farms Inc.; Ben Harrison, Amick Farms; Mark Hickman, Peco Foods, Inc.; Paul Hill, West Liberty Foods LLC; Dan Huber, Foster Farms; Tom Hensley, Fieldale Farms Corporation; Dr. Alice Johnson, Butterball LLC; Robert Krouse, Midest Poultry Services; David Lathem, L & R Farms; Tim Maupin, Cargill; Sherman Miller, Cal-Maine Foods Inc.; Jarod Morrison, Farbest Foods Inc.; Jerry Moye, Hendrix Genetics; Kevin Phillips, Case Farms Inc.; Jim Shepard, Wayne Farms LLC; Randy Stroud, Pilgrim's; Mark Waller, Ingram Farms; Jay Wilson, Sealed Air Corporation; and John Prestage, Prestage Farms



Member Volunteers

Marketing Committee

Jerry Moye, chair, Hendrix Genetics; Sherman Miller, vice chair, Cal-Maine Foods Inc.; Bernie Adcock, Tyson Foods Inc.; Sean Francey, VAL-CO; Mark Hickman, Peco Foods Inc.; Tim Maupin, Cargill Protein Group; and Jay Wilson, Sealed Air Corporation

National Safety Conference for the Poultry Industry

Mick Berning, committee chair, Cargill; Ronnie Franklin, Fieldale Farms Corporation; Rick Hellinga, Simmons Foods Inc.; Thomas Taylor, American Proteins, Inc.; Lisa Blotsky, Tyson Foods Inc.; Mike Nations, Harrison Poultry Inc.; Adrienne Allison, Tyson Foods Inc.; Patrick Chastain, Pilgrim's; Rick Barton, Case Farms Inc.; and Dr. Doug Britton, Georgia Tech Research Institute

Nominating Committee

Mark Waller, chair, Ingram Farms; Ben Harrison, vice chair, Amick Farms; Paul Hill, West Liberty Foods LLC; Jonathan Cade, Hy-Line International; and David Lathem, L & R Farms

Poultry Health and Welfare Committee

Randy Stroud, chair, Pilgrim's; Dan Huber, vice chair, Foster Farms; Greg Hinton, Rose Acre Farms Inc.; Dr. Alice Johnson, Butterball LLC; Tim Maupin, Cargill Protein Group; Jarod Morrison, Farbest Foods Inc.; and Jim Shepard, Wayne Farms LLC

Poultry Industry Environmental Committee

John Wren, vice chair, Mountaire Corporation; Alan Duncan, vice chair, Mountaire Corporation; Michele Boney, West Liberty Foods LLC; James Burr, Tyson Foods Inc.; Randy Cline, Keystone Foods; Dave Duke, Foster Farms; James Faison, Mar-Jac Poultry Inc.; Liza Gary, Peco Foods, Inc.; William Knapke, Cooper Farms Inc.; Joseph Miller, Rose Acre Farms Inc.; Norman Mullin, Enviro-Ag Engineering; Lankford Ruffin, Butterball LLC; Jeff Seymore, Koch Foods; Stephanie Shoemaker, Sanderson Farms Inc.; Beth Sise, Mountaire Corporation; Roger Smith, American Proteins, Inc.; Alexander Sullivan, Fieldale Farms Corporation; Dave Townsend, Pilgrim's

Poultry Processor Workshop

Corbett Kloster, committee chair, Fieldale Farms Corporation; Juanfra DeVillena, Wayne Farms LLC; Nicole Reynolds, House of Raeford; Dr. Harshavardhan Thippareddi, University of Georgia; and Dylan Broom, Ingram Farms

Poultry Protein & Fat Seminar

Kenny Reece, committee chair, Simmons Foods Inc; Rick Estes, Fieldale Farms Corporation; James Gilbert, 3D Corporate Solutions; Hal Davis, Pilgrim's; Brian Schoeberl, Mountaire Corporation; Jonathan Green, American Proteins Inc; Bo Watson, Tyson Foods Inc; and Byron Kriz, Valley Proteins Inc.

Safety and Health Committee

Mick Berning, chair, Cargill; Tim Maupin, vice chair, Cargill Protein Group; Adrienne Allison, Tyson Foods, Inc.; Rick Barton, Case Farms Inc.; Frank Cruice, Perdue Farms Inc; James Ferrell, Foster Farms; Rick Hellinga, Simmons Foods Inc; Jason Logan, Cal-Maine Foods Inc.; Reggie McLee, Wayne Farms LLC; Mike Nations, Harrison Poultry Inc.; Chad Randolph, Pilgrim's; Brian Rodgers, Butterball LLC; Scott Rushing, Sanderson Farms Inc.; Clint Scroggs, Fieldale Farms Corporation; Tim Ward, Keystone Foods; John Ward, Mountaire Farms Corporation; Kari Waters, Pilgrim's

Women's Leadership Conference

Tracy Riggins, committee chair, George's Inc.; Emily Crawford, Cobb-Vantress Inc.; Lisa Noffsinger, Mississippi State University; Marla Robinson, Aviagen; Stefani Hilley, University of Georgia; and Amanda Chosewood, Fieldale Farms Corporation



Member Companies

USPOULTRY appreciates our member companies. Following is a list of fiscal 2019 member companies.

3C Software
3D Corporate Solutions
3M
AB Vista Inc.
ABB Motors and Mechanical Inc
AC Corporation
Advanced Food Equipment Inc.
Advanced Food Equipment, LLC
AE Resources Group Inc
Aeros, a CULTURA Company
AFCO/ZEP
AG Lighting Innovations
AGRI-associates
Agri-Pro Enterprises - Hydro
Systems
AGROSPROM
AGrow Tech LLC
AgTrax
ALA - Asociacion
Latinoamericana de Avicultura
Alaso
Alchemy Systems
Alithya
Allen Harim Foods LLC
alliantgroup
Alltech Inc
American Coolair Corporation
American Hoist & Manlift, Inc.
American Humane Certified
American Poultry Services Ltd
American River International
American Structures, Inc.
Amick Farms LLC
Amorvet
AMT, Inc
Anchor Packaging
ANCO Rendering Equipment, LLC
Andrew W. Booth and Assoc., Inc.
Andritz Feed & Biofuel
Animal Health International
Arm & Hammer Animal Nutrition

ASI Industrial
AssuredPartners
Atlantic Packaging
Aviagen Inc
Avian Technology International
AZOMITE Mineral Products, Inc
B & B Poultry Co Inc
Ballas Egg Products Corporation
BC Egg Marketing Board
Becker Pumps Corporation
Bell & Evans
Bell Laboratories / Motomco
Best Built Cages
Bettcher Industries, Inc.
Big Dutchman, Inc.
BinMaster
BinTrac by HerdStar
bioMerieux Inc.
Biomim America
BioSafe Systems
BJE Poultry
BJK Flexible Packaging
BluePrint Automation (BPA)
Boehringer Ingelheim Animal
Health GmbH
Braswell Family Farms
Breeders Poultry Belts
Bright Coop, Inc.
Brome Lake Ducks, Ltd.
Brown Taxes LLC
Brunini, Grantham, Grower &
Hewes, PLLC
Buffalo-Warren Company LLC
Buhler Inc.
Building Crafts Inc
Burr & Forman LLP
Butterball LLC
Butterfield Foods Co.
BV Science, Inc.
California Pellet Mill
Cal-Maine Foods Inc

Cambridge Global Payments
Canadian Poultry XPO
Cantrell-Gainco Group, Inc.
Capitol Conveyors, Inc.
Cargill
Case Farms
CAT2 (Cat Squared)
CBH International, Inc.
CCF Brands
CEI Equipment Company LLC
Central Bi-Products
Centurion Poultry Inc
CEVA
CF Group
CFC Tech Services, Inc.
ChemDAQ Inc.
Chemol Company
ChemStation International, Inc.
ChemTreat
Chick Master Incubator Co.
Chore-Time
Claxton Poultry Farms
Clear Labs
Clear View Enterprises
Clearwater Consultants, Inc.
CMC Industries
CMS Solutions & Logistics, Inc.
CMS Technology, Inc
Coastal Solar Power LLC
CoBank ACB
Cobb-Vantress Inc.
Commodity and Ingredient
Hedging, LLC
Compeer Financial
Computerway Food Systems Inc
Condor Earth
Cooper Farms Inc
Country Charm Eggs, LLC
CP Group - China Operations
Crescent Duck Farm
Crider Foods

Crimson Chemicals
CSA Animal Nutrition
CSE Bliss Manufacturing LLC
CSP, Inc.
Culver Duck Farms, Inc.
Cumberland
Curtainsider Inc
CWT Farms International, Inc.
CyberAgra
D&F Equipment Sales, Inc.
Dakota Provisions LLC
Dandy Light Traps
Darling Ingredients Inc.
Dawe's Laboratories
Daybreak Foods
DeLong's Gizzard Equipment
DeltaTrak, Inc.
Denali Water Solutions
Dennis Group
DG Foods
Diamond V
Diversified Imports
DMP Corporation
Dorssers Inc
Dosatron - Dilution Solutions
Double L Group, LLC.
Douglas Machines Corp.
DPI Global
DSI Security Services
DSM Nutritional Products, Inc.
DuPont
The Dupps Company
Eagan Mfg. Co., Inc.
East Iowa Plastics, Inc.
Easy Automation Inc.
EC Premier Logistics, Inc.
Egg Innovations, LLC.
Eggland's Best LLC
Elanco Animal Health
Element Fleet Management
Enzabac Advanced Products



Member Companies

Eurofins Scientific, Inc
 Evonik Corporation
 EW Nutrition USA, Inc.
 Express Markets Inc/Agri Stats
 Farbest Foods Inc
 Farm Credit Bank of Texas
 Farm Credit of Western Arkansas
 Farm Credit Services of America
 Farm Weigh Systems, Inc.
 Farmer Automatic of America Inc. /
 Aggero
 Feather Crest Farms
 Fieldale Farms Corporation
 First Financial Bank
 First Response
 First Search America, Inc.
 Flame Engineering, Inc.
 Flottweg Separation Technology, Inc.
 Food Process Systems, Inc.
 Food Safety Net Services
 Foodmate
 FOSS
 Foster Farms
 Fraser Valley Specialty Poultry
 Fremont Farms of Iowa LLP
 Frost PLLC
 Gainco, Inc.
 Gas Fired Products (Space-Ray)
 GC Lipids
 Georges Inc
 Georgia Poultry Equipment Company
 Gerber Poultry, Inc.
 Gessulli Agribusiness
 Glass-Pac
 Global Animal Products Inc
 Gold Creek Processing LLC
 Golden Giant Building Systems
 Grassworx LLC
 Grove River Mills Inc
 HAARSLEV Inc
 Habasit

HACCP Consulting Group LLC
 Hall Equipment
 Hansaloy Corporation
 Harrison Poultry Inc
 Hatchery Planning Company
 Hawkins Water Treatment Group
 Hayes & Stolz Industrial Mfg Co
 Heat and Control, Inc.
 Heinen Freezing GmbH & Co. KG
 Hendrix Genetics
 Henning Companies, LLC
 Hensley Fabricating & Equipment
 Company, Inc.
 Herbruck Poultry Ranch, Inc.
 Heritage Poultry Mgt Service
 Heron Innovators, Inc.
 Hickman's Egg Ranch
 Hidden Villa Ranch
 Holmes Foods Inc
 House of Raeford Farms
 Huvepharma Inc
 HVFG, LLC
 Hygiena
 Hy-Line International
 ID Technology
 IFTA USA Inc.
 Incubation Systems, Inc.
 Ingram Farms
 Ingredients Solutions, Inc.
 Innovad
 Innovative Poultry Solutions, LLC
 Install, Inc.
 Insta-Pro International
 Intech LLC
 Intelia Technologies Inc.
 International Dehydrated Foods Inc
 International Division, Inc.
 International Paper
 Interstate Foods Inc.
 INTL FCStone
 Intralox, LLC

Iowa Cage Free
 ISC
 IsoNova Technologies LLC
 Iterate Labs
 ITI Technologies
 J & D Manufacturing
 J.B. Hunt Transport, Inc.
 Jacobs Corporation
 JACQS INC
 Jamesway Incubator Company Inc
 JAS Forwarding USA Inc
 JBT
 JBT Tipper Tie
 Jenkins Centrifuge Company LLC
 Jennie-O Turkey Store Inc
 JH Biotech, Inc.
 Joe Jurgielewicz & Son LTD
 Jones-Hamilton Company
 Kalmbach Feeds Inc
 KEE-PAK, Inc.
 KEITH Mfg. Co.
 Keith Smith Company
 Kemin Animal Nutrition & Health
 (Kemin Industries)
 Kennedy Access Group
 Keystone Foods
 Kilfrost
 King Cole Ducks Ltd
 Klarion
 Klöckner Pentaplast
 Koch Foods
 Kreamer Feed, Inc
 Kreher's Farm Fresh Eggs, LLC.
 Kreider Farms
 Kuhl Corporation
 Kunafin 'The Insectary'
 L. B. White Company, Inc.
 Lallemand Animal Nutrition
 Landen Strapping Corporation
 Lathem Family Farms
 Ledwell & Son Enterprises



Member Companies

LeWinkel LLC
 Lewis Brothers Manufacturing, Inc.
 LifeLamp/DecorConnect Inc
 Life-Science Innovations
 Lignotech USA, Inc.
 Lincoln Premium Poultry
 Live Oak Bank
 Lockton Companies
 Longenecker's Hatchery
 Lubing Systems LP
 Luxerndoff Global services Ltd
 Lyco Manufacturing, Inc.
 Maple Leaf Farms
 Maple Lodge Farms Ltd.
 Marel Stork Poultry Processing
 Mar-Jac Poultry Inc
 Marketplace Chaplains USA
 MARQ Packaging Systems, Inc.
 Matrix Industrial Control Systems, Inc.
 Matrix Packaging Machinery
 McGriff Seibels & Williams Inc
 McNeely Charter Service Inc
 McWane Ductile
 MEAT+POULTRY Magazine
 Merck Animal Health
 MetLife Food and Agribusiness
 Metzger Farms
 Meyhen International
 Meyn America LLC
 Micronutrients
 Mid Atlantic Farm Credit
 Middleby Corporation
 Mid-South Steam Boiler & Eng. Co Inc.
 Midwest Poultry Services LP
 Miller Poultry
 Moba
 Morris & Associates, Inc.
 Morris Hatchery Inc
 Mosaic Feed Ingredients
 Mountain View Rendering Co LLC
 Mountaire Corporation

M-Tech Systems USA, LLC.
 M-Tek, Inc
 Murzan, Inc.
 MWI Animal Health
 National Poultry Equipment Co
 National Proteins & Oils Inc
 NatureForm Hatchery Technologies
 Nclear Inc.
 Neogen Corporation
 Norel Animal Nutrition USA, Inc.
 Nothum Food Processing Systems
 Nova-Tech Engineering, LLC
 Novozymes
 Novus International, Inc.
 NutriQuest
 Nutter & Associates, Inc.
 Oestergaard, Inc.
 OK Sealer
 Omni Apparel, Inc.
 Omni Export Services Inc
 Once Inc.
 Onin Staffing
 Orffa International Holding BV
 Osprey Biotechnics
 Ossid LLC
 Owens World Air, Inc.
 Ozark Mountain Poultry, Inc.
 Ozone Partner US LLC
 Packers Sanitation Services, Inc. - PSSI
 Pak-Tec, Inc.
 PASCO
 Peco Foods Inc
 Penske Logistics
 Perdue Farms
 Phibro Animal Health Corporation
 Pieco Inc.
 Pilgrim's
 Pitman Farms
 Polytec Inc
 POSS Design Limited
 Praxair, Inc.

Premier Magnesia LLC
 Prestage Farms Inc.
 Prime Equipment Group
 Pro Water Parts
 Pro-Tech Inc
 Proteon Pharmaceuticals SA
 Proxy-Clean Products
 Prudential Capital Group
 PSSI Chemical Innovations
 Puglisi Egg Farms, Inc.
 Pulsafeeder, Inc.
 PURE Bioscience, Inc.
 QA Supplies, LLC
 Quality Technology International
 Rabobank International
 Ralco
 Reid Engineering Company
 RENDEQ, Inc.
 Republic Manufacturing
 Rice Lake Weighing Systems
 River View Farms, Inc.
 Rooftop Solutions
 Rose Acre Farms Inc
 Ross Industries Inc.
 ROTA Technologies
 RW Sauder Inc
 S & N Airoflo Inc
 Safe Foods Corporation
 Sanderson Farms Inc
 Sani-Matic, Inc.
 Scan American Corporation
 Schiltz Foods, Inc.
 Schneider Electric
 Scott Equipment Company
 Sealed Air Corp.
 Select Technologies Inc.
 SEW-Eurodrive, Inc.
 Shane Consulting Associates LLC
 Shenandoah Valley Organic, LLC
 Silvercote Insulation
 Simmons Engineering Company/SEC



Member Companies

Simmons Foods Inc.
 SmartFeeds
 Smithway Inc
 Solent Freight Services
 Sotek, Inc.
 Southeastern Minerals Inc
 Southern Company
 Southern Hens Inc
 Southern Poultry Research Group, Inc.
 Southwest Agri-Plastics, Inc.
 Southwestern Sales Company
 Spartan Chemical Company
 Specialty Industries, Inc.
 Squab Producers Of California
 SR Max
 Star Labs
 Stenner Pump Company
 Steril-Aire, Inc.
 Sterilex
 Stober Drives Inc.
 Stone Enterprises Inc.
 Stone Hill Contracting Co Inc
 Sumitomo Chemical
 Summit Livestock Facilities
 Summit Trailer Sales, Inc.
 Sun River Service Corp
 Sunbelt Rentals Inc
 SunCoast Bedding
 Sweet Red Hen, LLC
 talentReef
 TAWI USA, Inc
 Tecno Poultry Systems LLC
 Tecumseh Poultry LLC
 Tetra Americana, LLC
 ThaMa-Vet LLC.
 The Poultry Site / 5M Publishing
 The Wenger Group
 The Whiting-Turner Contracting Company
 Thomas Pump & Machinery, Inc.
 Tip Top Poultry, Inc.

Tippmann Engineering
 Titan Injection Parts and Service, Inc.
 TOMRA Food
 TopKip BV
 Tosca
 Trantham Services, Inc.
 Triangle Package Machinery Co.
 Triple Green Products
 Trouw Nutrition
 Turkey Valley Farms
 Tyson Foods Inc.
 U.S. Soybean Export Council (USSEC)
 UNIBLOC-PUMP, Inc.
 United States Cold Storage Inc
 Universal Maintenance Inc
 University of Wisconsin-Madison
 Urner Barry/Feedinfo
 US Global Resources
 VAL-CO
 Valley Proteins, Inc.
 VanAire, Inc.
 Vaughn, Coltrane, Pharr & Associates
 VC999 Packaging Systems, Inc.
 VDG (Van der Graaf)
 Veit North America, Inc.
 Vencomatic North America
 Versova Holdings
 Victory Processing
 Vincit Group
 Virginia Poultry Growers Coop Inc
 Visual Data Group
 V-RAM Pumps/Solids
 Walinga USA Inc
 Water Tech Inc
 Wayne Farms LLC
 Weeden Environments Inc.
 Wells Fargo Bank NA
 West Liberty Foods LLC
 Whitbeck Laboratories, Inc
 Whitestone Transportation
 Whiting World Wide Inc

Wildenberg Farms Inc
 Wilevco, Inc.
 Wincorp International Inc
 Woodruff & Howe Environmental Engineering, Inc.
 Worksite Benefit Services
 Younglove Construction, L.L.C.
 Youtell Biochemical, Inc.
 Ziggity Systems, Inc.
 Zirconia Inc.
 Zoetis
 ZZ Finance



Pictures Throughout the Year





Pictures Throughout the Year





Affiliated States

USPOULTRY works with affiliated state poultry organizations to eliminate duplicate efforts, share programs and learn from each other so that we can better serve the industry.

Alabama Poultry & Egg Association

Johnny Adams

E: johnny@alabamapoultry.org

California Poultry Federation

Bill Mattos

E: bill_mattos@yahoo.com

Connecticut Poultry Association Inc.

Michael Dare

E: michael.darre@uconn.edu

Delmarva Poultry Industry, Inc.

Holly Porter

E: porter@dpickicken.com

Georgia Poultry Federation

Mike Giles

E: mike@gapf.org

Indiana State Poultry Association

Paul Brennan

E: pbrennan@purdue.edu

Iowa Poultry Association

Kevin Stiles

E: kevins@iowapoultry.com

Iowa Turkey Federation

Gretta Irwin

E: gretta@iowaturkey.org

Kansas Poultry Association

R. Scott Beyer

E: sbeyer@k-state.edu

Kentucky Poultry Federation

Jamie Guffey

E: jguffey@kypoultry.org

Louisiana Poultry Federation

Dr. Ashley Keith

E: akeith@latech.edu

Michigan Allied Poultry Industries

Allison Brink

E: allison@mipoultry.com

Minnesota Turkey Growers/Chicken & Egg Association of Minnesota

Rebecca Groos

E: rgroos@minnesotaturkey.com

Mississippi Poultry Association, Inc.

Mark Leggett

E: leggett@mspoultry.org

Nebraska Poultry Industries

Kathi Schildt

E: kschildt@nepoultry.org

North Carolina Egg Association

Lisa Prince

E: eggglady@ncegg.org

North Carolina Poultry Federation

Bob Ford

E: rlford@ncpoultry.org

Ohio Poultry Association

Jim Chakeres

E: jchakeres@ohiopoultry.org

Pacific Egg and Poultry Association

Debra Murdock

E: debbie@agamsi.com

PennAg Industries Association

Jennifer Reed-Harry

E: jrharry@pennag.com

South Carolina Poultry Federation

Charleston Laffin

E: chick@scpoultry.com

Tennessee Poultry Association

Dale Barnett

E: dbarnett@tnpoultry.org

Texas Poultry Federation

JC Essler

E: tpf@texaspoultry.org

The Poultry Federation

Marvin Childers

E: marvin@thepoultryfederation.com

Virginia Poultry Federation

Hobey Bauhan

E: hobey@vapoultry.com

West Virginia Poultry Association

Emily Funk

E: wvpa@hardynet.com

Wisconsin Poultry & Egg Industries Association

Ron Kean

E: rpkean@wisc.edu



Industry Partners

USPOULTRY works with a number of national organizations to identify and address industry issues facing its members. These collaborations allow the Association to increase its knowledge base and scope of impact.

American Egg Board

The American Egg Board funds and carries out programs that are designed to increase the market for eggs, egg products and spent fowl products.

Animal Agriculture Alliance

The Animal Agriculture Alliance brings together farmers, ranchers, veterinarians, animal feed companies, animal health companies, processors, allied associations and others involved in getting food from the farm to our forks.

International HACCP Alliance

The International HACCP Alliance provides a uniform program to assure safer meat and poultry products and encourages the implementation of HACCP throughout the industry.

International Poultry Council

The International Poultry Council was formed to bring together poultry industry leaders from around the world to address issues of trade and science and to improve relations among nations.

National Chicken Council

The NCC represents integrated chicken producer-processors, the companies that produce and process 95 percent of the chicken sold in the U.S. USPOULTRY provides funding to help support the Chicken CheckIn website and other NCC programs.

National Turkey Federation

The National Turkey Federation is the national advocate for all segments of the \$14 billion turkey industry, providing services and conducting activities that increase demand for its members' products.

PAACO

The Professional Animal Auditors Certification Organization's mission is to promote the humane treatment of animals through education and certification of animal auditors, as well as the review and/or certification of animal audit instruments, assessments and programs.

United Egg Producers

The United Egg Producers is a farmer cooperative representing egg farmer members from all across the U.S. The member companies produce approximately 90 percent of the nation's total egg production.

U.S. Farmers & Ranchers Alliance

The U.S. Farmers & Ranchers Alliance is an alliance of agriculture-related advocacy groups and organizations that promote industrial agriculture in the U.S.

USA Poultry & Egg Export Council

The USA Poultry & Egg Export Council is a non-profit, industry-sponsored trade organization dedicated to increasing exports of U.S. poultry and egg food products in foreign markets.

USPOULTRY Councils

Duck Council

The Duck Council studies duck processing, identifies research needs and marketing opportunities, and recommends activities to the USPOULTRY board of directors.

Hen Council

The Hen Council studies fowl processing, identifies research needs and marketing opportunities, and recommends activities to the USPOULTRY board of directors.

Poultry Breeders of America

The Poultry Breeders of America serves the mutual interests of poultry breeders by exchanging information, conducting the National Breeders Roundtable and representing the industry before government agencies.

Poultry Protein & Fat Council

The Poultry Protein & Fat Council supports the research and promotion needs of poultry by-product renderers.



Staff Directory

USPOULTRY is staffed with 25 individuals with expertise in a variety of areas. Staff works in sync with the board of directors and members to provide one voice for the industry in the areas of research, education, technical services and communication.

ADMINISTRATION

- John Starkey, President
- Valerie Chalker, Executive Assistant to President
- Steve Herring, Controller
- Connie Yangnouvong, Staff Accountant
- Geraldine Dew, Accounts Payable & Administrative Assistant
- Mike Boyd, Production & Maintenance Superintendent

COMMUNICATIONS

- Gwen Venable, Vice President of Communications
- Abby Main, Communications Specialist
- Nadia James, Senior Graphic Designer
- Kris Carroll, Marketing and Membership Manager

EDUCATION

- Barbara Jenkins, Vice President of Education and Student Programs, and Executive Director of the USPOULTRY Foundation
- Georgia Bell, Assistant, Education

ENVIRONMENT

- Paul Bredwell, Executive Vice President of Regulatory Programs
- Lisette Reyes , Administrative Assistant, Environmental/Food Safety Programs

HUMAN RESOURCES, SAFETY & HEALTH PROGRAMS

- Matt Spencer, Director of HR & Safety Programs

INFORMATION TECHNOLOGY

- Eric Wiles, Director - Information Technology
- Brett Force, Senior Web Applications Developer
- Des Butler, Web Developer
- Prentiss Baker, Systems Administrator

INTERNATIONAL POULTRY EXPO, PART OF IPPE

- Nath Morris, Executive Vice President - Expo
- Pennie Stathes, Senior Logistics Manager
- Anne Sculthorpe, Senior Exhibit Manager
- Robin Hughes, Expo Support Coordinator

RESEARCH

- Dr. Denise Heard, Director of Research

FOOD SAFETY AND PRODUCTION

- Rafael Rivera, Manager, Food Safety & Production Programs



Antitrust Policy

The objectives of USPOULTRY are to promote the advancement of the poultry and egg industries: (a) undertaking unified efforts of producers, processors and distributors to improve the quality of poultry and eggs; (b) encouraging proper grading and quality; (c) collecting and disseminating pertinent industry information; (d) organizing an annual Expo; and (e) promoting research and education in poultry and eggs. USPOULTRY is not intended to, and may not, play any role in the competitive decisions of its members nor in any way restrict competition. The purpose of this statement is to make clear USPOULTRY's unequivocal support for the policy of competition served by the antitrust laws and its intent to comply strictly in all respects with those laws.

USPOULTRY, its committees and activities, shall not be used for the purpose of bringing about or attempting to bring about any understanding or agreement, written or oral, formal or informal, expressed or implied, among competitors with respect to prices, terms, or conditions of sale, distribution, volume of production, territories or customers.

No USPOULTRY activity or communication shall include discussion for any purpose or in any fashion of pricing, production quotas, or other limitations on either timing, costs, or volume of production or sale, or allocation of territories or customers.

Members are expected to observe these antitrust guidelines in all formal and informal discussions at USPOULTRY meetings. Any knowing violation of USPOULTRY's Antitrust Compliance Policy by a member will result in that member's suspension and immediate removal from any office held.



1530 Cooledge Road
Tucker, GA 30084
www.uspoultry.org