NEWS & VIEWS

USPOULTRY®
U.S. POULTRY & EGG ASSOCIATION
September/October 2015

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The All Feather Association serving the industry through education, research, communication and technical assistance.

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NEWS & VIEWS

SEPTEMBER/OCTOBER 2015

News & Views is produced quarterly by the U.S. Poultry & Egg Association, the world's largest and most active poultry organization. USPOULTRY represents the entire industry as an "All Feather" Association. USPOULTRY is a nonprofit organization which represents its poultry and egg members through research, education, communication, and technical assistance. Membership includes producers and processors of broilers, turkeys, ducks, eggs, and breeding stock, as well as allied companies. Formed in 1947, the Association has member companies nationwide and affiliations in 28 states. USPOULTRY also sponsors the International Poultry Expo.

Send Comments to: **News & Views**,
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PRESIDENT'S COLUMN

John Starkey, PE
President
USPOULTRY

Update on Our HPAI Activities

Our industry has frantically spent this summer in ongoing recovery from highly pathogenic avian influenza (HPAI), seeking to learn lessons from the spring outbreak prior to this fall's migration. There seems to be a never ending list of tasks to prepare for the return of the flu season, so we at USPOULTRY have to focus on projects and activities that our mission areas touch. In an earlier column, I shared our activities with respect to the mission areas pertaining to education, communication and technical assistance. We deliberately approached research at a slower pace, in order for the greatest needs to become most apparent. That process is now complete, and the Board has approved $550,000 in emergency research projects on HPAI, as follows:

Formaldehyde Inactivation of Avian Influenza Virus in Poultry Feed
Auburn University

Inactivation of Avian Influenza Virus in Poultry Litter
Southeast Poultry Research Laboratory, USDA-ARS

Developing a HPAI Planning Tool for Poultry Farms
University of Minnesota

Humane Depopulation of Poultry
Researcher to be determined

Onsite Holding of Sexually Immature Turkey Hens during Periods of Mandatory Disease Quarantine
Michigan State University

Rapid Disposal of Poultry Carcasses Following Depopulation
USPOULTRY Board Research Initiative pre-proposals currently being sought on this research topic, pre-proposals are due Nov. 6

"ALL IN OR ALL GONE" - HPAI Biosecurity Outreach Program
Funding is provided to help expand the biosecurity outreach program developed by the Georgia Poultry Federation to other states; at least seven other states plan to join the effort!

We continue to listen to the industry, and seek, fund and develop projects in our mission areas of research, education, communication and technical assistance to help the industry combat HPAI.

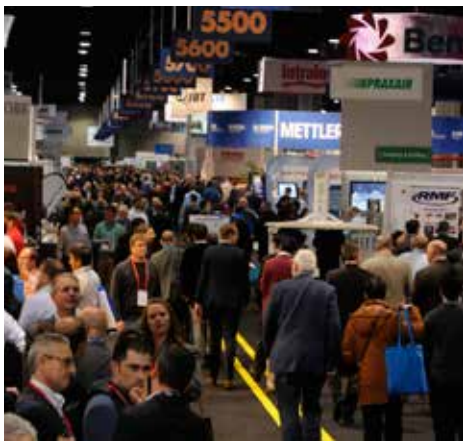
John Starkey, PE
President
jstarkey@uspoultry.org

2016 IPPE Exceeds 1,135 Exhibitors

INTERNATIONAL PRODUCTION & PROCESSING EXPO

With three months remaining until the trade show, the 2016 International Production & Processing Expo (IPPE) has surpassed 1,135 exhibitors. Comprised of three integrated trade shows – International Poultry Expo, International Feed Expo and International Meat Expo – IPPE has also secured more than 438,000 net square feet of exhibit space.

"We are seeing an increase in the number of exhibitors as compared to last year at this time, and are pleased with the level of exhibitor participation. We anticipate more than 28,000 attendees at the 2016 IPPE, with the Expo providing an excellent location to learn about new products and services for the protein and feed industries," stated Nath Morris, vice president - expo, USPOULTRY.



The world's largest annual feed, meat and poultry industry trade show will be held Tuesday through Thursday, Jan. 26-28, 2016, at the Georgia World Congress Center in Atlanta, Ga. The Expo will highlight the latest technology, equipment and services used in the production and processing of feed, meat and poultry products. IPPE will also feature dynamic education programs addressing current industry issues, combining the expertise from AFIA, NAMI and USPOULTRY.

2016 IPPE SHOW HOURS:
Tuesday, Jan. 26: 10 a.m. – 5 p.m.
Wednesday, Jan. 27: 9 a.m. – 5 p.m.
Thursday, Jan. 28: 9 a.m. – 3 p.m.

For more information about the 2016 IPPE, visit www.ippexpo.org.

IPPE Represented at the Latin American Poultry Congress in Ecuador

Nath Morris, vice president - expo, Jason Rivera, vice president of information technology, and Rafael Rivera, manager of food safety & production programs for USPOULTRY, represented IPPE at the 24th Latin American Poultry Congress from Sept. 8 - 11, in Quito, Ecuador.

The Latin American Poultry Congress is a trade exhibition focused on poultry production and processing. The exhibition hosts poultry farmers, exhibitors, scientists and entrepreneurs from all over Latin America.

USPOULTRY Promotes Morris to Vice President – Expo

U.S. Poultry & Egg Association (USPOULTRY) announces the promotion of Nath Morris to vice president – expo. Since joining the USPOULTRY staff in April 2014, he has served as IPE sales director. He was previously U.S. sales manager for Perdue Farms / Heritage Breeders.

Morris is responsible for the Association's International Poultry Expo and the overall management of the IPPE. He will be assuming the responsibilities of Dr. Charles Olentine, who is stepping down due to impending retirement. Olentine will remain on board in an advisory role through the 2016 IPPE.

Morris holds a BS in Poultry Science degree from the University of Georgia. He has served on the Hall County Board of Education since 2001 and is currently the chair. He is also immediate past president of the Georgia School Board Association.

"The International Production & Processing Expo continues to expand in size and scope. I look forward to working with our partners, the American Feed Industry Association and the North American Meat Institute, and our exhibitors to further grow the success of this global event," remarked Morris.

"We are pleased to announce this promotion for Nath. Since joining the Association, his extensive background, knowledge and experience in the poultry industry has served to help us continue to grow and enhance the IPPE. Nath has rapidly established himself as an integral member of our team," said John Starkey, USPOULTRY president. "We also greatly appreciate Charlie's vision and leadership over the last 11 years, which has certainly contributed to the show's success and growth."

USPOULTRY Recognizes Pevzner with PSA Distinguished Career Award

Dr. Igal Pevzner, broiler geneticist with Cobb-Vantress, was recognized with the 2015 Poultry Science Association Distinguished Poultry Industry Career Award, sponsored by USPOULTRY. The award was presented during the annual Poultry Science Association meeting in Louisville, Ky., by Larry Brown, retired USPOULTRY vice president of education.

The Distinguished Career Award recognizes distinctive, outstanding contributions by an industry leader. In addition to sponsoring the award, USPOULTRY also makes an annual contribution to the Poultry Science Association Foundation on behalf of the award recipient.

"U.S. Poultry & Egg Association is proud to honor industry leaders exemplified by Dr. Pevzner," said John Starkey, president of USPOULTRY. "He is widely recognized for his many years of work and contributions in poultry genetics. It is this kind of service that has helped make the poultry industry the most efficient and productive segment of modern animal agriculture."

Pevzner received a BS and MS degree in Agriculture from Hebrew University and a PhD in Animal Breeding from Iowa State University under the direction of A.W. Nordskog. Pevzner credits his scientific accomplishments in the area of poultry genetics to Nordskog's great scientific leadership and brilliant mind. Pevzner's research at Iowa State University centered on breeding of layer chickens, and his major accomplishment was the identification of IR-GAT, an immune response gene with a powerful effect on general livability. Pevzner joined Cobb-Vantress in 1990, where he is still serving as broiler geneticist. He has been responsible for breeding commercial and experimental meat lines designed to meet the ever-changing needs of the poultry industry.

USPOULTRY Recognizes Simmons Foods and Keystone Foods with Clean Water Awards

(From left) Mike Davis, director of engineering and environmental operations; Paul Bredwell, vice president of environmental programs, USPOULTRY; Andy Brashear, area environmental manager; and Seth Walters, director of environmental quality from Simmons Foods.

Simmons Foods, Inc. of Southwest City, Mo., and Keystone Foods of Reidsville, N.C., have been awarded USPOULTRY's 2015 Clean Water Award. Presented annually, the award recognizes exemplary performance at water treatment facilities serving the poultry industry. The presentations were made during USPOULTRY's Environmental Management Seminar in Destin, Fla., and the winners were selected by a committee of industry engineers and managers and university personnel.

Awards are presented in two categories, full treatment and pretreatment. The full treatment category covers facilities that fully reclaim wastewater prior to discharge into a receiving stream or final land application system. The pretreatment category includes facilities that discharge pretreated effluent to publicly-owned, full treatment facilities. To be eligible, a facility must have a minimum of two years of no significant non-compliances or notices of violations or any other type of enforcement action.

Simmons Foods, Inc. was selected as the winner in the full treatment category for their processing facility in Southwest City, Mo. The Southwest City Complex processes and treats an average wastewater flow of 2.28 million gallons per day. The facility currently converts Dissolved Air Flotation (DAF) skimmings into a valuable ingredient that is used in the production of high fat, high protein, high value cattle feed. This process allows over 130 million pounds of material to be recycled into the food chain each year rather than being land-applied. The Southwest City Complex's rendering facility also utilizes roughly 5,000 boiler horse power of thermal oxidizing technology to reduce odor emissions. The thermal oxidizers are a European technology, with Simmons Foods being the first to use this technology at a rending plant in the United States.

One highlight of their operation is the facility's water reuse program. The Southwest City Complex recycles 300,000 to 350,000 gallons per day, or 18 percent of the treated effluent for reuse at the complex. The recycled water has greatly reduced the volume of water Simmons Foods pumps from the Gasconade aquifer. The facility has been recycling their treated effluent since 1996, with the total volume of recycled water equaling approximately 2 billion gallons.

Keystone Foods was selected as the winner in the pretreatment category for their further processing facility in Reidsville, N.C. The Reidsville facility treats an average wastewater flow of 185,000 thousand gallons per day. Biosolids generated in the DAF unit are used by a local composting company to produce a high value soil conditioner. DAF biosolids have not been landfilled since 1999. The facility has achieved landfill reduction by recycling multiple waste streams, including cardboard, aluminum, scrap metal and biosolids. Since 2008, the facility has reduced the amount of waste sent to the landfill by more than 55 percent, with the goal to be landfill-free by 2020. One focal point of the facility's operation is their water reuse program. The facility is currently implementing two Six Sigma water projects involving the use of valves to restrict water and the installation of timers to shut down water lines when the process lines are shut down. The facility also tracks its total water usage and has completed an analysis for water availability and scarcity risk.

Tina Williams, environmental manager for Keystone Foods with Paul Bredwell

Claxton Poultry Farms, Claxton, Ga., and Tyson Foods River Valley Animal Foods, Scranton, Ark., received honorable mention with distinction in the full treatment category.

"The poultry industry has been a well-known leader in conserving natural resources," said USPOULTRY chairman Sherman Miller, Cal-Maine Foods, Jackson, Miss. "USPOULTRY continues to emphasize the value of environmental stewardship by recognizing excellence in environmental programs at our member companies, while also offering technical assistance and training in environmental management to our members. Congratulations to these four companies for their excellent example."

USPOULTRY Joins Coalition Challenging EPA's Clean Water Rule

USPOULTRY recently joined a broad coalition, made up of agricultural and industry groups, in a lawsuit that seeks to vacate the controversial "Clean Water Rule" issued by the Environmental Protection Agency (EPA) and the Corps of Engineers earlier this year.

On June 28, 2015, EPA and the Corps issued the final rule despite the submission of detailed comments by USPOULTRY and others pointing out shortcomings that kept the rule from achieving the agencies' stated goal of providing more clarity for landholders. Ambiguous determinations on the existence of a bed, bank and ordinary high water mark and numerous other issues threaten a poultry and egg farmer's ability to perform everyday farming activities without fear of violating the Clean Water Act.

Issuance of the rule was justified by EPA and the Corps in order to provide certainty, clarity and predictability to the regulated public. USPOULTRY noted in its comments to EPA that if this justification was genuine, the agency had no choice but to withdraw the rule and start over with real and meaningful input from the agricultural community.

"EPA and the Corps promised a rule that would give poultry and egg farmers a clear understanding of waterways that fall under the jurisdiction of the Clean Water Act. The final rule failed to provide that guidance, and it is imperative that we challenge this rule in support of our members," remarked USPOULTRY president John Starkey.

In addition to USPOULTRY, coalition members include the American Farm Bureau Federation, American Petroleum Institute, American Road and Transportation Builders, Leading Builders of America, National Alliance of Forest Owners, National Association of Home Builders, National Association of Manufacturers, National Cattlemen's Beef Association, National Corn Growers Association, National Mining Association, National Pork Producers Council and the Public Lands Council.

The petition for review of the final rule can be viewed on USPOULTRY's website.

USPOULTRY Approves $550,000 in Emergency Funding for AI Research and Communication

In response to a critical need in the industry, USPOULTRY approved $550,000 in emergency funding to support further avian influenza research and communication. These projects are to be completed on a fast track over the next several months, and address some of the most critical questions and issues that arose from the highly pathogenic avian influenza (HPAI) outbreak this past spring.

"Our industry has been greatly impacted by the avian influenza virus, and a number of critical needs have been identified for research and communication outreach. USPOULTRY is investing significant funds to help address these priority needs," said Sherman Miller, Cal-Maine Foods, Jackson, Miss., and USPOULTRY chairman.

"We will continue to focus on additional needs, addressing HPAI over the next several months, and soliciting research, communication or training projects that help prepare the industry for the presence of avian influenza," remarked John Starkey, USPOULTRY president.

The avian influenza projects approved for funding include the following and are outlined in more detail in the President's Column on page one of this newsletter.

- Formaldehyde Inactivation of Avian Influenza Virus in Poultry Feed
- Inactivation of Avian Influenza Virus in Poultry Litter
- Developing a HPAI Planning Tool for Poultry Farms
- Humane Depopulation of Poultry
- Onsite Holding of Sexually Immature Turkey Hens during Periods of Mandatory Disease Quarantine
- Rapid Disposal of Poultry Carcasses Following Depopulation
- "ALL IN OR ALL GONE" - HPAI Biosecurity Outreach Program

Avian Influenza – What's Next?

I have spent quite a bit of time in meetings and with individuals in the last few months discussing the recent avian influenza outbreak. Invariably, I am asked, "What do you think is going to happen this fall?" The truth is that I don't know, and neither does anyone else. The uncertainty is caused by the wide set of possibilities available to the virus and its interactions with wild waterfowl.

Avian influenza virus, by its biological nature, is very unstable. The normal nature of the virus is to be constantly changing. The virus tends to mutate, which causes it to gradually change. These changes tend to be relatively slow and steady but eventually give a much different virus from the original. The changes may be in the antigenic makeup of the virus, which means the appearance of the virus to the bird's immune system. So, if birds have been vaccinated using the original virus, they likely will not be well protected against the mutated virus. Another type of mutation may affect the virulence of the virus. A highly pathogenic virus might mutate to a less pathogenic virus or the opposite can happen.

Another type of change is called recombination or reassortment. The genome of avian influenza virus (genetic sequence of the virus) is segmented. This means that instead of one long piece of genetic material, the genetic material of avian influenza virus is actually composed of eight distinct gene segments. If two different avian influenza viruses infect the same cell of a bird, the gene segments of the two different viruses can recombine in a "mix and match" sort of way to produce new viruses which contain gene segments from both original viruses. This reassortment of gene segments to produce a totally new virus is apparently what happened to produce the virus that caused our recent outbreak. Birds flew to North America from Asia carrying the highly pathogenic Eurasian avian influenza virus, mixed with wild North American waterfowl that carried low pathogenic North American avian influenza viruses, and somewhere in the process a wild bird became infected with both viruses simultaneously. The two distinctly different viruses recombined to form the avian influenza virus that caused our outbreak.

This summer, the wild ducks and geese have commingled extensively in their northern breeding grounds. The flocks are carrying not only the highly pathogenic outbreak virus but also low pathogenic North American avian influenza viruses. There has been plenty of time and ample opportunities for the outbreak virus to mutate and/or recombine with other viruses. Obviously, these random events cannot be predicted with accuracy and serve as a major part of the uncertainty we are facing.

So, what do we know? We know that the wild waterfowl will migrate south this fall and traverse large sections of the country where commercial poultry are concentrated. We know that some of the wild birds will be shedding avian influenza virus. Wild waterfowl are the reservoir for avian influenza virus, and we have always found avian influenza viruses in migrating flocks. What we cannot say with certainty is whether the avian influenza virus infecting the migrating birds will be the same as the outbreak virus or a virus that has changed in some minor or significant way.

Because of the uncertainty, the poultry industry must implement all of the changes dictated by the lessons learned from the outbreak. Improved biosecurity, controlled movement of all people, equipment and vehicles, and rapid depopulation and disposal of infected flocks will be the fundamentals of controlling another outbreak, regardless of which virus returns. None of us know what will happen this fall. But everyone should know what needs to be done to prepare for whatever avian influenza viruses may come with the returning waterfowl.

Dr. John Glisson
Vice President of Research
jglisson@uspoultry.org

Research Results

Funded by USPOULTRY and the USPOULTRY FOUNDATION

USPOULTRY and the USPOULTRY Foundation announce the completion of two funded research projects. The projects are part of the Association's comprehensive research program encompassing all phases of poultry and egg production and processing. Brief summaries of the completed projects are shown below. The complete reports, along with information on other Association research, may be obtained by going to USPOULTRY's website, www.uspoultry.org.

Researchers Investigate New Vaccine Options for ILT

Project #683: Designing a New Generation of Live Attenuated Infectious Laryngotracheitis Virus (ILTV) Vaccines for In Ovo Vaccination in Broilers

(Dr. Maricarmen García, Department of Population Health, University of Georgia, Athens, Ga.)

Researchers at the University of Georgia in Athens have developed a new vaccine candidate for infectious laryngotracheitis (ILT) to be applied in ovo. The group, led by Dr. Maricarmen García, found that deleting a gene from the ILT virus makes the virus less virulent and more useful as a vaccine. The new vaccine gives good protection against ILT but is not safe enough to use in ovo in chicks with no maternal antibody against ILT. Continued efforts are being made to make the vaccine safer.

New Findings on Poultry Probiotic Research

Project #F053: Identifying Intestinal Microflora Associated with Feed Conversion Efficiency

(Dr. Nelson Cox and Dr. Brian Oakley, Poultry Microbiological Safety Research Unit, USDA Agricultural Research Services, Athens, Ga.; Dr. Samuel Aggrey and Dr. Stephen Collett, Poultry Diagnostic Research Center, University of Georgia, Athens, Ga.)

Researchers at the USDA Agricultural Research Services and the University of Georgia in Athens, Ga., recently completed a research project in which they looked at how the team, led by Dr. Nelson Cox and Dr. Brian Oakley, used intestinal microbes from a line of broilers selected for high feed efficiency and microbes from a line of broilers selected for low feed efficiency to inoculate newly hatched broiler chicks. Although the origin of the intestinal microbes was not a significant factor, they found that chicks inoculated at hatch with the intestinal microbes had significantly higher growth rates and feed efficiency than those that were not inoculated. These microbes will be further characterized for use as probiotics.

USPOULTRY Accepting Research Pre-Proposals on the Euthanasia of Recently Hatched Chicks and Poults

The USPOULTRY Board Research Initiative is requesting pre-proposals on the euthanasia of recently hatched chicks and poults. In various segments of the poultry industry, there are instances when recently hatched chicks and poults may not be used for commercial purposes. Chicks and poults that will not be used must be humanely euthanized on a timely basis. Various euthanasia methods have been developed for hatchery use with maceration, gas euthanasia or a combination of the two systems being the most common. Despite the current national and international approval of these two primary methods for chick euthanasia, the perspective and humaneness of these methods has been questioned by some retailers, animal activist groups, society and governments. Research is needed to objectively evaluate these methods to determine the specific equipment requirements and parameters needed to achieve the required euthanasia outcomes and to develop new and novel alternative methods for humane euthanasia of recently hatched poultry.

The areas of focus for the research will include objective measures to evaluate whether euthanasia methods provide humane euthanasia in recently hatched chicks and poults; evaluate maceration, CO2 gas, and a combination of gas plus maceration as methods of humane euthanasia; and develop alternative methods of humane euthanasia of recently hatched chicks and poults.

The deadline for pre-proposal submission is Nov. 6. For more information, go to www.uspoultry.org, and click on "Research" for complete instructions and deadlines.

The USPOULTRY Board Research Initiative was created by the Boards of USPOULTRY and the USPOULTRY Foundation to address current issues facing the poultry industry. The USPOULTRY Board Research Initiative operates alongside the current USPOULTRY research program and augments the great success of the existing program by focusing additional resources toward defined areas of research.

USPOULTRY and its Foundation operate a comprehensive research program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY has reinvested more than $27 million dollars into the industry in the form of research grants, with the International Poultry Expo as the primary source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

USPOULTRY Accepting Research Pre-Proposals on the Rapid Disposal of Poultry Carcasses Following Depopulation

The USPOULTRY Board Research Initiative is requesting pre-proposals on the rapid disposal of poultry carcasses following depopulation. Mass depopulation and disposal of large caged layer facilities present daunting challenges for both euthanasia and disposal. The recent avian influenza outbreak has shown that current disposal methods may be inadequate for rapid depopulation and disposal on large farms. Innovative methods are needed for rapid, safe disposal of the carcasses and manure. Opportunities may exist to improve currently used disposal methods.

The area of focus for the research will include the development of alternative methods or improvement of existing methods to rapidly, safely dispose of large numbers of layer carcasses and manure with an emphasis on validating that the disposal method inactivates the avian influenza virus, and evaluating the potential of spread of the avian influenza virus during carcass and manure disposal process.

The deadline for pre-proposal submission is Nov. 6. For more information, go to www.uspoultry.org, and click on "Research" for complete instructions and deadlines.

Member Spotlight: Meyn America

Poultry Processing Solutions

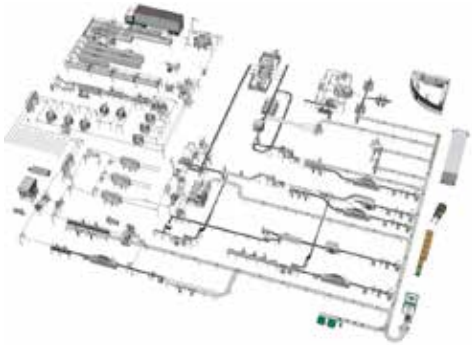
Reliable and Committed Partner of Renowned Poultry
Meyn is widely recognized for its ability to support its customers in their ambition for higher capacity and increased yield and efficiency. Meyn's solutions have proven to maintain its high-level performance under a wide variety of line speeds and bird sizes, allowing its customers to achieve top level productivity with an absolute minimum of labor.

Meyn has been fully dedicated to poultry processing for many years now. The company's knowledge, equipment, systems and services are available all over the world. Today, Meyn is very proud to be the dedicated business partner of numerous renowned poultry processing companies in over a hundred countries.

Your Success Is Our Goal
The world population continues to grow, and the level of prosperity in upcoming markets is increasing rapidly. Global demand for animal protein is expected to grow accordingly. More mouths to feed means major market opportunities for your business, but it also brings serious challenges. How can you feed the world responsibly without jeopardizing your competitive edge and business continuity? Working with Meyn means you can rely on intelligent, innovative, customized and sustainable solutions that enable you to meet the challenges of today's market and tomorrow's society. Your success is our goal. Every day, all over the world.

Wall-to-Wall Solutions
From the arrival of live birds to the weighing, grading, packing, warehousing and shipping of your end product, Meyn solutions cover the entire production process. Wall-to-Wall solutions, we call them. They include all the data and control systems required to maximize the performance of your processing equipment and the quality of your end product.

Whatever the line speed or bird size, Meyn's solutions allow you to achieve top-level productivity, yield and efficiency, reducing labor to an absolute minimum. Flexibility is sacred; the systems and equipment Meyn develops allow you to respond quickly and effectively to ever-changing market demands.



Sustainable and Profitable at the Same Time
In today' business, sustainability is no longer a side issue. In fact, it has become one of the pillars of our company and of every other modern company, anywhere in the world. We all share a major responsibility for keeping the planet habitable. Not just for ourselves but also for future generations.

Poultry is the most sustainable source of animal protein in the world. It has a much lower carbon footprint than beef or pork. In addition, sustainability is a matter of top priority in every single poultry processing solution we develop.

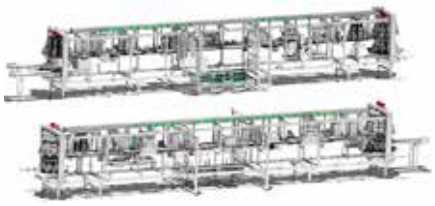
But of course, sustainability has no future without an equal focus on profitability. Meyn's innovative technologies help you reduce the cost of manual labor, energy and water even further. This raises your efficiency and strengthens the continuity of your business.

Excellent Support, Anywhere, Anytime
Meyn is proud of its partnership with poultry processors in more than a hundred countries. Directly and indirectly, Meyn touches the lives of one billion people all over the world. A responsibility that calls for absolute excellence in customer support. Which is exactly what you can expect from us.

Think Global, Act Local
This is our philosophy. That is why Meyn has developed such a strong global network of regional and local support centers, engineers and parts distributors. You can fully rely on our fast, effective and personal customer support. All around the world, no matter what time it is. You can contact us 24 hours a day, 7 days a week.

Expert Care and Attention
Even if you process your poultry using the finest equipment in the world, it still takes expert care and attention to keep delivering consistently high yields and efficiency. That is why we have developed the Meyn Global Services (MSG) concept for customer support. A service concept that guarantees continuously high performance and maximum uptime for your production facility. It also helps to make your maintenance costs fully transparent, predictable and manageable.

Meyn's customer support concept includes round-the-clock service and support, advanced maintenance software, easy online ordering of parts, training programs for your employees, remote diagnostics and a wide range of related services.



Poultry Industry Recognizes 115 Poultry Facilities for Outstanding Safety Performance

The Joint Industry Safety and Health Council recognized 115 chicken and turkey facilities for outstanding safety performance through the implementation of innovative and effective employee safety and health programs. The annual safety awards were presented during the 2015 National Safety Conference for the Poultry Industry held in Myrtle Beach, S.C.

The Joint Industry Safety and Health Council consists of members from the U.S. Poultry & Egg Association, National Chicken Council and National Turkey Federation. Collectively, the three organizations represent companies that produce 95 percent of the nation's poultry products and directly employ more than 350,000 workers.

"The 2015 awards program resulted in the largest number of award recipients ever, despite more rigorous conditions to qualify. This increase further highlights the industry's dedication to workplace safety. We congratulate these facilities and their management teams. The awards recognize their excellent safety performance achievement as a result of successful and advanced programs. The significant and continued decrease in illness and injury rates among poultry's workforce over the last two decades is a direct result of their commitment to worker safety," said the Council.

The total recordable poultry processing illness and injury rate for 2013 was 4.5 cases per 100 full-time workers (per year), down from 4.9 in 2012. This represents an 80 percent decrease from 1994 (the oldest data available on the BLS website), when the recorded rate was 22.7, demonstrating the enormous progress poultry processors have made in improving safety for our workforce.

Award consideration was based on injury statistics over three years and an evaluation of written applications by judges Doug Britton, program manager for Agricultural Technology Research at Georgia Tech Research Institute, and George Nassif of Aon Global Risk Consulting. Sixty-four facilities received the highest level of recognition, "Award of Distinction." The other categories included "Award of Honor" and "Award of Merit."

AWARD OF DISTINCTION

Cargill Meat Solutions
Waco, TX – Processing

Cargill Turkey Production LLC
Gentry, AR – Hatchery
Harrisonburg, VA – Feed Mill

Case Farms Inc.
Goldsboro, NC – Further Processing

Foster Poultry Farms, Inc.
Demopolis, AL – Corndog Plant
Emmett, AR – Feed Mill
Turlock, CA – Cook Plant
Turlock, CA – Processing
Delta, CO – Feed Mill
Athens, LA – Hatchery
Farmerville, LA – Cooked Plant
Farmerville, LA – Processing
Cherry Ave – Processing

GNP Company
Arcadia, WI – Feed Mill

House of Raeford
Arcadia, LA – Processing

Keystone Foods LLC
Eufaula, AL – Processing
Gadsden, AL – Processing
Camilla, GA – Hatchery
Camilla, GA – Processing
Albany, KY – Processing
Reidsville, NC – Processing

Koch Foods, Inc.
Collinsville, AL – Processing
Gadsden, AL – Processing
Forest, MS – Debone
Morton, MS – Further Processing

Mountaire Farms Inc.
Frankford, DE – Feed Mill
Selbyville, DE – Processing
Lumber Bridge, NC – Processing
Statesville, NC – Hatchery

Peco Foods, Inc.
Sebastopol, MS - Processing

Perdue Farms
Georgetown, DE – Processing
Milford, DE – Processing
Perry, GA – Cook Plant
Perry, GA – Fresh Processing
Cromwell, KY – Processing
Salisbury, MD – Processing
Concord, NC – Further Processing
Halifax, NC – Hatchery
Lewiston, NC – Processing
Rockingham, NC – Processing
Dillon, SC – Hatchery
Dillon, SC – Processing
Monterey, TN – Further Processing
Accomac, VA – Processing
Bridgewater, VA – Further Processing

Pilgrim's Corp
Cohutta, GA – Hatchery
Gainesville, GA – Hatchery
Natchitoches, LA – Processing
Broadway, VA – Processing
Moorefield, WV – Prepared Foods

Sanderson Farms
Adel, GA – Hatchery

Simmons Foods, Inc.
Decatur, AR – Processing
Siloam Springs, AR – Hatchery

Tyson / River Valley Animal Foods
Robards, KY – Rendering

Tyson Foods, Inc.
Storm Lake, IA – Processing

Wayne Farms LLC
Decatur, AL – East Further Processing
Decatur, AL – West Further Processing
Dothan, AL – Processing
Enterprise, AL – Processing
Troy, AL – Hatchery
Union Springs, AL – Processing
Pendergrass, GA – Processing
Laurel, MS – Hatchery
Elkin, NC – Hatchery

AWARD OF HONOR

Cargill Turkey Production LLC
Springdale, AR – Feed Mill

Case Farms
Goldsboro, NC – Hatchery

Cobb-Vantress, Inc.
Siloam Springs, AR – Feed Mill
Wadesboro, NC – Hatchery
Timpson, TX – Hatchery

George's Inc.
Springdale, AR – Processing

Gerber Poultry
Kidron, OH – Processing

House of Raeford
West Columbia, SC – Complex

Jennie-O Turkey Store
Dawson, MN – Feed Mill
Montevideo, MN - Processing
Willmar, MN – Willmar Ave Plant
Barron, WI – Feed Mill

Koch Foods
Cumming, GA – Debone
Pine Mountain Valley, GA – Processing
Morton, MS – Feed Mill

Mountaire Farms
Millsboro, DE – Feed Mill

Peco Farms Inc.
Gordo, AL – Hatchery
Batesville, AR – Processing
West Fulton St. – Processing

Perdue Farms Inc.
Bridgeville, DE – Feed Mill
Thorntown, IN – Hatchery
Washington, IN – Feed Mill
Hurlock, MD – Feed Mill
Westover, MD – Hatchery
Murfreesboro, NC – Hatchery

Pilgrim's Pride Corporation
Ft. Payne, AL – Hatchery
Guntersville, AL – Processing
Gainesville, GA – Processing
Marshville, NC – Processing
Center, TX – Hatchery
Nacogdoches, TX – Hatchery
Harrisonburg, VA – Feed Mill

Sanderson Farms, Inc.
Collins, MS – Hatchery

Sanderson Farms, Inc. – Foods Division
Flowood, MS

Simmons Foods
Pineville, MO – Hatchery
Van Buren, AR – Processing
Southwest City, MO – Processing

Tyson Foods
Nashville, AR – Processing
Dexter, MO – Hatchery

Wayne Farms LLC
Danville, AR – Hatchery

AWARD OF MERIT

George's Inc.
Springdale, AR – Further Processing

Gerber Farm Division
Kidron, OH – Hatchery

Jennie-O Turkey Store
Melrose, MN – Processing
Barron, WI – Processing
West Central Turkeys

Koch Foods
Montgomery, AL – Feed Mill
Chattanooga, TN – Feed Mill

Peco Farms Inc.
Tuscaloosa, AL – Processing
Feather Lane – Further Processing

Pilgrim's Corp.
Athens, GA – Processing

Tyson Foods
Dexter, MO – Feed Mill

Active Shooter Events: A Blight on America

Wayne Freeman, special agent, South Carolina Law Enforcement Division

In riveting remarks at the National Safety Conference for the Poultry Industry concerning workplace violence, Wayne Freeman, special agent for the South Carolina Law Enforcement Division, presented a chilling dose of reality about active shooter events in the United States. Freeman described active shooters as individuals actively engaged in killing or attempting to kill people in a confined and populated area.

Active shooter events are uniquely American phenomena, with more than 200 significant events since 2000. Based on the exponential rise in the number of these events, employers can no longer say, "It can't happen here." Active shooter response teams are advising business leaders to "Get Ready! This is how we're going to be hurt in the future."

Safety professionals in attendance were encouraged to train employees on effective active shooter response. Freeman pointed out that training decreases anxiety and improves how employees respond in an event, while avoiding training increases anxiety, decreases response, and potentially increases injuries and fatalities.

The 2015 National Safety Conference for the Poultry Industry was a three-day event designed specifically for poultry facility and corporate safety personnel. More than 150 safety professionals attended the conference, which was sponsored by USPOULTRY, the Agriculture Technology Research Program at the Georgia Tech Research Institute, Georgia Poultry Federation, National Chicken Council, and National Turkey Federation. This year's conference was held Aug. 24-26, at the Hilton Myrtle Beach Resort in Myrtle Beach, S.C.

In addition to hearing from Freeman, attendees learned more about the growing prescription drug problem in the workplace from Dr. Don Teater, medical advisor with the National Safety Council, and received an OSHA update from Dottie Ison, administrator for South Carolina's Occupational Safety and Health Administration. A session of sharing best practices and a series of informal roundtables covering many current safety and health issues continued to be popular and beneficial for attendees.

Dottie Ison, administrator for South Carolina's Occupational Safety and Health Administration

Flavius Brown, vice president of training and business development, FDRsafety LLC

Women's Leadership Conference Addresses Mentorship, Leadership and Communication Skills Necessary for Success

Jeannell Goines, sales manager, Aviagen

"In order to grow as a leader, it's important to gain a variety of experiences throughout your career and to develop and mentor others. Most of all, do not be afraid to speak up. You have something to contribute," said Jeannell Goines, sales manager, Aviagen, speaking to attendees at USPOULTRY's 2015 Women's Leadership Conference in Myrtle Beach, S.C.

In her presentation, "Profiles of Industry Women in Leadership Roles," Goines, an alumnus of the USPOULTRY College Student Career Program, provided a personal account of learning experiences during her path to career success.

Mentorship in an organization is important in building strong leadership skills and provides a knowledge transfer that fosters connections among women in various roles in the industry. In the panel discussion, "Mentoring Young Professionals . . . What Matters to Them," Gracie McGarity, business analyst, Fieldale Farms; Candice Schroepfer, senior food technologist, Perdue Farms; and Caitlin Linden, director of McDonald's Business Unit, Keystone Foods, provided unique mentee perspectives. They noted that mentoring relationships allow young leaders to gain many advantages, such as confidence, guidance and professional development assistance. In order for the relationship between mentor and mentee to work effectively, however, Schroepfer stated that "mentees should listen, respect their mentor's time and always be prepared when attending meetings."

In her presentation on "The Power of a Woman: Turning Challenges into Achievements," Martha Lanier, CEO of IGNITE Your Potential, Inc., shared an empowering message of overcoming personal obstacles. Lanier, who is both a breast cancer and heart attack survivor, an Iron Girl triathlete, an author, skydiver and a business owner, knows a few things about resilience and turning adversity into hope. Lanier remarked to attendees that they should make themselves their number one priority. She confided, "I have learned that as women, we have more internal stress, but it is up to us to identify and control it." She also noted that "as people pleasers, it is natural to become bombarded with many priorities. Sometimes it is okay to say no in an effort to control stress levels."

Martha Lanier, CEO of IGNITE Your Potential, Inc.

Live Production and Welfare Seminar Highlights Avian Influenza Biosecurity and Preparation

Dr. David Halvorson, professor emeritus, University of Minnesota

"We failed to understand the potential scope of the outbreak. No one planned for 40 introductions of avian influenza. That left us short on people and resources," commented Dr. David Halvorson, professor emeritus, University of Minnesota, while addressing attendees at USPOULTRY's 2015 Live Production and Welfare Seminar in Nashville, Tenn. In his presentation on "Avian Influenza: Back to Basics/Preparing for the Fall Season," Dr. Halvorson discussed the spring avian influenza outbreak that occurred in the Midwest and reviewed the experiences gained from it, remaking that the "biosecurity that worked for us in the past was not good enough to protect us from wild bird introductions." He discussed the need for employee training and education, as well as the need for a biosecurity plan that incorporates line of separation, peripheral buffer area, personnel and equipment, wild bird programs, live and dead bird movement, manure movement and egg movement. Dr. Halvorson also stressed the need for review and constant improvement.

"Preparation is the key," said Dr. Erica Spackman, research microbiologist with the USDA Agricultural Research Service and lead scientist for the avian influenza project. During her discussion on avian influenza, she addressed the highly pathogenic avian influenza outbreak that occurred in the spring, focusing on where the virus originated and how the virus spread. She also reviewed the pros and cons of vaccination.

Dr. Louise Dufour-Zavala, executive director, Georgia Poultry Lab, reviewed the fall 2014 *Mycoplasma synoviae* (MS) situation in Northeast Georgia and compared it against the 2004 and 2009 MS cases. "For us, working in control zones for disease control has worked quite well with MS and laryngotracheitis. Our biosecurity campaign for avian influenza is probably what is going to save us from MS in the future," remarked Dr. Dufour-Zavala.

She also discussed control programs, biosecurity visits and audit findings related to MS and stressed the importance of having excellent biosecurity measures in place at all times.

Dr. Louise Dufour-Zavala, executive director, Georgia Poultry Lab

Environmental Management Seminar Highlights Air Permitting Requirements and Wastewater Treatment Challenges

Rechelle Holloway, senior air permitting and compliance engineer, Tyson Foods

"NESHAP 6C federal regulations apply to area source standards for gasoline dispensing facilities, and some people tend to miss NESHAP 6C when applying for air permits," said Rechelle Holloway, senior air permitting and compliance engineer, Tyson Foods, during her "General Air Permitting Requirements and NESHAP 7D Overview" presentation at USPOULTRY's 2015 Environmental Management Seminar in Destin, Fla.

Holloway reviewed the common sources applicable to construction permitting, including fuel sources, process sources, air pollution equipment and tanks. She also discussed NESHAP 7D compliance requirements, which are applicable to prepared feed manufacturers who add chromium and manganese compounds to their product. Holloway remarked that NESHAP 7D is "very subjective" in its wording related to "keeping exterior doors in immediate affected areas shut except during normal ingress and egress, as practicable."

In his presentation on "UV Technology for Disinfection Systems," Dr. Ted Mao, vice president of research, Trojan Technologies, described how ultraviolet (UV) light eliminates risk of acute illness due to waterborne pathogens by inactivating pathogens without using chemicals. Mao described the different types of UV lamps available, which are characterized by the mercury vapor pressure inside the lamp and the UV energy they produce. Mao observed that "UV disinfection is a chemical-free, environmentally friendly, low footprint technology, which is effective for a broad range of microorganisms."

Jamie Burr, area environmental manager, Tyson Foods, provided a case study on the "Environmental Impact of Quaternary Compound Use" at one of Tyson Foods' slaughter and further processing plants that processes roughly 600,000 birds per week. Burr remarked, "NPDES permit compliance is a must. Intervention and sanitation chemical usage in the processing plants can seriously impact the health and effectiveness of our wastewater treatment facilities. This is a significant challenge today and will not get easier."

Other topics included a Policy/Regulatory Update; General Duty Clause Compliance; Permitting Pitfalls; Clean Water Award Winners' Virtual Plant Tours; TRI Reporting for the Poultry Industry; Sodium Hypochlorite Storage Requirements; Microbial Intervention Chemicals Use: Quaternary Use in Biological Nutrient Removal Plants; Stormwater Treatment Challenges and Technology; and Biosolids Handling Opportunities.

Jamie Burr, area environmental manager, Tyson Foods

Poultry Protein & Fat Seminar Discusses Rendering as an AI Response, Safety and Employee Engagement

J.J. Smith, president of Valley Proteins, Inc.

"We are trying to get ready for what could be coming down the pike. We have had discussions with USDA and FDA about possibly rendering birds if a reoccurrence of avian influenza happens this fall," said J.J. Smith, president of Valley Proteins, Inc., while speaking to attendees at USPOULTRY's 2015 Poultry Protein & Fat Seminar in Nashville, Tenn. During his presentation on "Avian Influenza Biosecurity Response: Cleaning and Disinfecting," Smith discussed Valley Proteins' experience with avian influenza in the Shenandoah Valley in 2002. He remarked that based on this experience, he expected rendering of birds affected with avian influenza to be very unlikely. Smith also discussed an avian influenza contingency plan and reviewed areas that should be addressed from a rendering standpoint.

Hal Davis, protein plant manager for Pilgrim's, discussed Pilgrim's program for "Employee Engagement and Retention." Davis discussed the company's values, observing that Pilgrim's strives to be the best managed and most respected company in the industry. He reviewed Pilgrim's 'SAFE-T' initiative comprised of safety, attendance, food safety, everyone matters and transition to production.

In his presentation on "Employee Engagement and Retention…Engaging Millennials," Dan Henson, vice president of operations for Simmons Feed Ingredients, PRO*CAL, PRO*TEMP, and Sensora divisions, examined Simmons' efforts for engaging and retaining millennials through various team interaction methods. Henson noted that millennials are now the largest labor force in the US. He reviewed the characteristics that define the millennial age group, such as the desire to belong to a team or group, mentor others, learn new skills, make a difference, be recognized and accomplish what others cannot. Henson remarked that millennials also prefer self-defined projects and love technology.

Paul Schlumper, principal research engineer with the Georgia Tech Research Institute, provided a summary of the rendering safety site visits conducted by his team in his presentation on "Safety in the Rendering Plant." He reviewed areas of improvement and positive findings, provided a brief analysis on injury and illness rates, gave a synopsis of program reviews and discussed recommendations moving forward.

Other topics included a Council Report; Rendered Product Economics; Food Safety Modernization Act and 3rd Party Audits; Evaporator Advantages and Cost Comparisons; Composting: A Rendering Alternative; Odor Abatement: Thermal Oxidation, Biofilters and Wet Scrubbers; Rendering Equipment Basic Operating Principles: Centrifuge, Lamella Pumps and Press.

Paul Schlumper, principal research engineer, Georgia Tech Research Institute

DOL Continues Attack on Business

Occupational Safety and Health Administration (OSHA), National Labor Relations Board, Office of Federal Contract Compliance Programs and now, Wage and Hour Division. The current administration remains committed to increasing the regulatory burden and cost of doing business for employers, often with no discernable benefit to any party – other than increasing the enforcement authority of government regulators.

The latest is the Wage and Hour Division's proposal to redefine what constitutes jobs that are eligible for overtime pay and those that are exempt from overtime pay. The Fair Labor Standards Act guarantees a minimum wage and overtime pay for hours worked over 40 in a workweek, protections which apply to most workers. The current regulations include an exemption from overtime for certain executive, administrative, professional, outside sales and computer employees who meet specific job duty and salary level tests. The salary test of $23,660 for an exempt employee has not been updated since 2004. Wage and Hour Division is proposing to increase the salary test to ask as much as $50,440 per year, a 113 percent increase. If this regulation is enacted, all workers making less than $50,440 would be eligible for overtime pay.

With many government actions, while this sounds like a good idea, there will be many unintended consequences, which the business community was quick to point out during the public comment period on the proposed rule changes. The Poultry Industry Human Resources Council, consisting of member companies of USPOULTRY, the National Chicken Council and the National Turkey Federation expressed many of its concerns in a letter submitted on Sept. 4. Following are some of the more important comments in our letter.

Reduction in Employee Flexibility to Balance Work – Life Issues
The change to non-exempt status means that many employees may lose the ability to structure their time to address needs such as attending their child's school activities or scheduling doctors' appointments. Many other employees may lose the opportunity to work from home or remotely, as it can be difficult for employers to track employees' hours in those situations.

Disproportionate Impact of Geographic Cost of Labor Differences
The new annual wage being proposed for the overtime exemption, $50,440, is the 40th percentile of earnings for all full-time salaried workers throughout the United States. This arbitrary, nationwide level fails to take into consideration variations in cost of living that can affect local wage levels. If the cost of living in different geographical areas is not taken into account, employers in the states with lower costs of living will be more adversely affected compared to those in states like New York or California.

Reduction in Employee Opportunity to Excel
The change to nonexempt status may stifle advancement and recognition opportunities for ambitious employees seeking to advance their careers by exercising responsibility and demonstrating a commitment to partner in their employer's success. Today, many employees seek to add value to the organization and to differentiate themselves from others by going beyond the basic expectation of the employer. Salaried, exempt employees exercise more discretion and responsibility, and are less closely supervised and monitored than hourly employees, as the "duties test" reflects. If the employer must limit access to overtime to control expenses or take measures to prevent employees from checking email or voicemail after hours, those ambitious employees may lose their opportunity to differentiate themselves.

Lost Status Symbol
The Society for Human Resource Management suggests that employees often resent moving from exempt to non-exempt status. Part of the resentment is due to a perceived demotion in prestige. While some hard feeling comes from having to fill out time sheets, most is due to the lack of flexibility in their work hours impacting work life issues mentioned above. Others have reported that some employees view a reclassification from exempt to nonexempt as though they are no longer considered part of 'management,' and others may consider their promotional opportunities to have been diminished.

Unintended Consequence: Adjustment to Employee Pay Structure
While offering overtime pay to more individuals may sound good, the reality is that many businesses will be unable to implement the rule changes in the manner the Department of Labor anticipates. If employers are unable to justify or afford additional overtime pay, they may have to cap or eliminate access to overtime work or adjust hourly rates downward to ensure employees' wages ultimately will remain the same. Employers may restructure job duties or hire additional, potentially part-time workers to perform the same job in order to reduce or eliminate overtime costs.

Does the salary test, last revised in 2004, need to be updated? Possibly, even probably. Can business absorb the proposed 113 percent increase in salaries eligible for overtime without taking aggressive actions to limit the ultimate expense? Probably not. And finally, how many ambitious workers will see their opportunities diminished due to an arbitrary decision by a federal agency?

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USDA-APHIS and USPOULTRY Publish Biosecurity Self-Assessment Checklist

Highly pathogenic avian influenza (HPAI) affected over 200 poultry premises in the Upper Midwest in spring 2015. The scope of the detections demonstrated that the biosecurity of poultry facilities needs to be strengthened to reduce the risk of future infections as much as possible.

On Sept. 15, the U.S. Department of Agriculture (USDA) published a biosecurity self-assessment with the help of USPOULTRY. The self-assessment checklist is intended to assist poultry producers in implementing effective biosecurity plans. The Animal and Plant Health Inspection Service (APHIS) consulted with experts from state, academic and industry to develop this checklist. The document guides producers through a thorough analysis of farm biosecurity, encompassing structural and operational biosecurity. Maintaining operations in good repair, controlling ingress and egress to prevent unwanted visitors, monitoring structures and operating in a hygienic way are essential to reducing the risk of contracting HPAI this fall.

The recent avian influenza outbreak in the Upper Midwest region of the U.S. has created a change in our views on how to protect farms. Recently, biosecurity programs were designed around protecting the farm's perimeter from visitors, equipment and wildlife. As long as the farmer was able to keep wildlife out and was able to clean and disinfect equipment that passed through the perimeter, you were fine. In many ways this helped to control diseases to a certain extent, such as Mycoplasma and Infectious Laryngotracheitis. However, HPAI showed us that this was not enough for a worst-case scenario.

During USPOULTRY's Live Production and Welfare Seminar in Nashville, Tenn., Dr. Louise Dufour-Zavala, executive director of the Georgia Poultry Lab, discussed that the lab, along with the local poultry industry, has been working on control efforts to reduce Mycoplasma cases throughout Northeast Georgia. Many of the past implementation programs were producing limited success in eradication. They were able to show that the current effort to prepare for HPAI has coincided with a significant reduction in Mycoplasma cases throughout the state. They cannot tell for certain these are directly related. However, they can say that they have observed an increased awareness of the potential negative economic and social impacts that HPAI can bring to the state of Georgia, and poultry growers are getting ready. This current effort has made a huge difference, more so than others made in the past, and the decline in Mycoplasma cases may be a sign that the measures are having an effect. It is also encouraging to know that many other poultry producing states are advancing their prevention activities and preparation to respond to another potential outbreak.

The spring outbreak introduced a different and very infectious Influenza virus that it is difficult to eliminate by practicing the biosecurity efforts of the past. Today, we have to look beyond the perimeter of a farm and consider every house or barn as a separate unit that has to be individually evaluated and protected. With this in mind, the self-assessment will help in constructing a more secure program.

This biosecurity self-assessment is an additional tool at your disposal and is available on our website. USPOULTRY is also gathering and organizing educational and training materials housed on the Animal Husbandry web page of the USPOULTRY website: http://www.uspoultry.org/animal_husbandry/index.cfm. On the web page, you will find information that can help implement the different components to meet the checklist's recommendations.

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2016 USPOULTRY Seminar Schedule
Registration Available on Our Website, www.uspoultry.org

Training for Future Mill Managers: Pelleting and Cooling Seminar

USPOULTRY and Auburn University's Poultry Science Department are co-sponsoring a Training for Future Mill Managers: Pelleting and Cooling Seminar. This is a two-half days, hands-on workshop for mill supervisors. (This workshop DOES NOT conflict with, nor is it intended to replace, USPOULTRY's Feed Mill Management Seminar.) Class size is limited to 25 people on a first-come, first-served basis.

The Training for Future Mill Managers: Pelleting and Cooling Seminar will be held Nov. 3 - 4, at the Auburn University Poultry Science Department Feed Mill.

To register for the Training for Future Mill Managers: Pelleting and Cooling Seminar, visit www.uspoultry.org.

Feed Mill Management Seminar
March 16-17 Nashville, Tennessee
DoubleTree Hotel

Human Resources Seminar
April 18-20, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

National Breeders Roundtable
May 5-6, St. Louis, Missouri
Renaissance St. Louis Airport

Poultry Processor Workshop
Dates and location TBD

Financial Management Seminar
Dates and location TBD

Hatchery Breeder Clinic
July 12-13, Nashville, Tennessee
DoubleTree Hotel

National Safety Conference for the Poultry Industry
Sponsored by Georgia Tech Research Institute, Georgia Poultry Federation, National Chicken Council, National Turkey Federation, and USPOULTRY
August 15-17, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Women's Leadership Conference
August 18-19, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Live Production and Welfare Seminar
September 13-14, Nashville, Tennessee
DoubleTree Hotel

Environmental Management Seminar
September 22-23, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Protein & Fat Seminar
October 6-7, Nashville, Tennessee
DoubleTree Hotel

Air Cargo Seminars
Dates TBD
Washington, DC
New York, NY
Atlanta, GA

Grower Relations Seminars
Scheduled upon Industry Request

Poultry Wastewater Operators Training
Scheduled upon Industry Request