

# NEWS & VIEWS

# USPOULTRY<sup>®</sup>

U.S. POULTRY & EGG ASSOCIATION

March / April 2019

**2019 IPPE Sets Four New Records**

**USPOULTRY and USAPEEC Break Ground on New Office**

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## NEWS & VIEWS

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**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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## Thank You for Making the 2019 IPPE A Success

I've always felt a bit melancholy at the conclusion of each IPPE heretofore. What we—certainly centered on our Expo team but involving every staff member—have worked so hard on for the preceding year is “poof”—over in a single week. I clearly understand that what we do during IPPE week is what enables us to operate all of our other programs throughout the other 51 weeks of the year. Yet, there is still a tinge of sadness as I make my final rounds through the GWCC, usually late on Sunday afternoon after the show closes. All the booths are disassembled, crated and shipped; all the carpet rolled and sent back to the contractor's warehouse; all the signs removed; all the floors swept clean; GWCC is turned back into the three vast, barren halls, waiting for the next event to bring it to life.

But, this year—our biggest event ever—as I did my last walkthrough on the following Monday morning, it was a feeling of relief—“Thank goodness this one is in the rearview mirror.” As most of you know, we were pushed back two weeks in 2019 because of the Super Bowl, and the NFL used all three halls for pre- and post-game events. We literally pushed them out of the building to start our move-in on the Thursday before the IPPE opened. To complicate this further, due to a GWCC expansion, we lost roughly half the loading docks in the two largest halls to construction. So, to say this year's IPPE was a logistical challenge would be a clear understatement.

My next thought was one of gratitude for the successful completion of the 2019 IPPE. I am very proud of the job our team did. I am thankful for the support of our partners at AFIA and NAMI for executing their roles so well, pleased with our vendors for all the tedious planning and effort the compressed, dock-strapped event caused, and certainly appreciate the nearly 33,000 people from around the world who came to our event. Deliberately, I have saved the last group to which we owe our greatest measure of gratitude—our exhibitors. They had two days shorn off move-in. They had fewer docks to work with, but as a group, they simply rolled up their sleeves and got the job done, so the attendee walked in on Tuesday, Feb. 12, and saw a show ready to go as usual with no idea of how it all looked 24, 48 or 72 hours before. We were blessed with 1,426 splendid exhibitors and to each and every one—thank you for the job you did to help make the 2019 IPPE a success!

**John Starkey, PE**  
**President**  
[jstarkey@uspoultry.org](mailto:jstarkey@uspoultry.org)



**John Starkey, PE**  
**President**  
**USPOULTRY**



# 2019 IPPE Sets Four New Records



The 2019 International Production & Processing Expo (IPPE) had a terrific year with 32,931 poultry, meat and animal food industry leaders from all over the world in attendance, setting a new record. There were also 1,426 exhibitors with 600,732 square feet of exhibit space, two more records. The Expo 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. IPPE is sponsored by the U.S. Poultry & Egg Association (USPOULTRY), American Feed Industry Association (AFIA) and North American Meat Institute (NAMI).

There were 8,315 international visitors, a fourth new record, from 133 countries represented at the Expo. The largest group from a single

country outside the U.S. was Canada with 1,283 visitors. The largest region represented was the Caribbean, Latin America, Mexico and South America with 3,271 visitors.

"We are very pleased and excited with this year's record-breaking exhibit space floor and attendance numbers. The turnout for the 2019 IPPE was outstanding, and the feedback from attendees has been extremely positive regarding time spent on the trade show floor, education sessions offered and networking opportunities. We expect next year's IPPE to build on this success to ensure we continue to provide the best possible experience for attendees and exhibitors," the three organizations said.

A week-long comprehensive schedule of education programs, which updated industry professionals on current issues and complemented the exhibit floor, helped drive attendance. This year's educational line-up featured more than 200 hours of education sessions, ranging from meat and poultry labelling, to sow nutrition and health interactions, to wastewater treatment challenges for the poultry and egg industry.

Next year's IPPE will be held Jan. 28 – 30, 2020, at the Georgia World Congress Center in Atlanta. Show updates and attendee and exhibitor information are available at [www.ippexpo.org](http://www.ippexpo.org).

## 2020 IPPE Exhibitor Advisory Committee

The IPPE Exhibitor Advisory Committee meeting was held March 28, in Atlanta, Georgia. The meeting was facilitated by Sean Francey, director of customer support, VAL-CO, and USPOULTRY board member. The group reviewed the 2019 IPPE and discussed planning for the 2020 trade show.

The IPPE advisory committee consisted of the following exhibiting companies:

Adisseo; AGRI-associates; Aviagen, Inc.; bioMerieux; Buhler; CBH International, Inc.; Chick Master Incubator Co.; Cobb-Vantress, Inc.; CPM; Decon7 Systems; DeLong's Gizzard Equipment; Diversified Agriculture; Dolco; Eurofins; Foodmate; FPEC Corp; Intralox; J&D Manufacturing; KEITH Manufacturing Co; Kemin - Animal Nutrition & Health; Lubing Systems; Marel, Inc.; Matrix; Meyn America; Morris & Associates, Inc; Morton Vardeman

& Carlson; Multivac; National Renderers Association; Novus International; Poss Design Ltd; Praxair, Inc.; ProMach Inc; Quality Technology International, Inc.; Sealed Air Corporation; Simmons Engineering Company/SEC Inc; Special Nutrients, Inc.; Stellar; Think360; Trouw Nutrition; US National Poultry Research Center (USDA-ARS-USNPRC); and Zoetis.



# Poultry Companies Take Advantage of Free IPPE Bus Service

Multiple poultry companies took advantage of free bus service to transport their employees and growers to the 2019 IPPE. Almost 300 employees and contract producers from 10 poultry complexes attended the IPPE through the bus service. They included Claxton Poultry, Fieldale Farms, Peco Foods, Perdue Farms, Pilgrim's and Tyson Foods.

The attendees were pre-registered through the Members to Atlanta (M2A) program. In addition, the attendees were provided Chick-fil-A lunch coupons, compliments of IPPE.

"The bus attendees always express their appreciation for this program. Many get their first opportunity to view new equipment and

products they need on their farms and facilities," commented Larry Brown, coordinator for the IPPE bus program.

IPPE will offer the bus service again in 2020 for meat, poultry and feed member companies

of USPOULTRY, AFIA and NAMI. For more information, please contact Larry Brown at [l.brown@uspoultry.org](mailto:l.brown@uspoultry.org).



Poultry employees and growers from Peco Foods take advantage of the free bus service offered during the 2019 IPPE

# Children's Healthcare of Atlanta Receives Checks from Jamesway and USPOULTRY at 2019 IPPE

Children's Healthcare of Atlanta recently received donations from Jamesway Incubator Company and USPOULTRY during the International Poultry Expo (IPE), part of the 2019 IPPE. The IPPE is the world's largest annual trade show for the poultry, animal food and meat industries. Denis Kan, president of Jamesway Incubator Company, presented a check in the amount of \$2,000 to Melisa Morrow, development officer for Children's Healthcare of Atlanta Foundation. USPOULTRY matched Jamesway's contribution with John Prestage, Prestage Farms, and current USPOULTRY chairman, presenting the check. Christopher Jordan, vice president of sales and marketing for Jamesway Incubator Company, and John Starkey, president of USPOULTRY, joined in the presentation. This was Jamesway's 10th year of donating to Children's Healthcare of Atlanta, and USPOULTRY has contributed for the last nine years.

"Support for Children's Healthcare of Atlanta is a long-standing tradition with Jamesway,

and we are happy to support this fantastic organization again this year," said Kan.

"Jamesway's continued leadership in contributing to Children's Healthcare of Atlanta is appreciated by our Association. We are pleased to again match this donation, as IPE has called Atlanta home for 71 years," said Prestage.

"Children's Healthcare of Atlanta is reliant on donors like Jamesway and USPOULTRY to accomplish its mission of making kids better today and healthier tomorrow through philanthropic contributions. Children's provides medically-needed healthcare to the children of Georgia, including families that could not otherwise afford to pay," said Morrow.



From left: Christopher Jordan, vice president of sales and marketing for Jamesway; Denis Kan, president of Jamesway; Melisa Morrow, development officer for Children's Healthcare of Atlanta Foundation; John Prestage, Prestage Farms, and 2019 USPOULTRY chairman; and John Starkey, president of USPOULTRY

# Large Crowd at Inaugural Latin American Poultry Summit

The inaugural Latin American Poultry Summit drew a large crowd with nearly 300 industry leaders from 17 Latin American countries in attendance. The Latin American Poultry Summit, held in conjunction with the 2019 IPPE, was sponsored by IPE – part of the IPPE, WATT Global Media and the Asociación Latinoamericana de Avicultura (ALA).

“We are really pleased with the attendance for our first Latin American Poultry Summit, and the feedback from attendees has been extremely positive. We look forward to building on the success of this initial event to provide the best experience for next year’s Latin American Poultry Summit,” said John Starkey, president of USPOULTRY. “It provided us with an excellent opportunity to interact with our Latin American counterparts, such as Apolonio Suarez, president, ALA, and Dr. Juana Galvan, executive director, ALA. This interaction is one we believe will be mutually beneficial.”

On the opening day of the summit, keynote speaker Andrick Payen Diaz de la Vega, Rabobank, addressed world poultry market trends. Dr. Paul Aho, Poultry Perspective, the keynote speaker for the second day, discussed the world grain situation. The Summit education program sessions, translated to Spanish and Portuguese, covered a variety of broiler and layer topics, including Trends in Poultry Welfare; Gut Microbiome Management in Broilers and Layers; Vaccine and Health Improvements for Common Poultry Diseases; Biosecurity for Latin America: How to Coexist with Non-Commercial Neighbors; Use of Antimicrobials for Pathogen Control; Managing Necrotic Enteritis without Antibiotics; Experiences in Alternative Egg Production Systems; Decision Making in Poultry Marketing

with Data; The Use of Robotics in Poultry Production; and more.

As part of the Summit’s networking events, the USPOULTRY Foundation sponsored 21 students and their advisors from 11 Latin American universities, who were recognized during the Summit lunch. The students attended the 2019 IPPE as part of the International Student Program, which enabled the students to discuss job opportunities with companies that have Latin American operations.

Three Latin American industry professionals were also inducted into the Latin American Poultry Hall of Fame, sponsored by WATT Global Media and Industria Avícola magazine. They were recognized during the Summit dinner and included Hebert Trenchi, Uruguay; Hector Cervantes, EUA/México; and Pedro Villegas, Colombia.

The dates for the 2020 Latin American Poultry Summit, to be held in conjunction with IPPE, will be announced soon.



Dr. Paul Aho  
Poultry Perspective



Latin American students and their advisors, part of the International Student Program



# USPOULTRY and USAPEEC Break Ground on New Office

USPOULTRY and the USA Poultry & Egg Export Council (USAPEEC) officially broke ground on an expansion to USPOULTRY's existing offices in Tucker, Georgia. The expansion will create an additional 12,000 square feet of space owned by "The Coop Group, LLC" a partnership of USPOULTRY and USAPEEC.

"We look forward to having our friends at USAPEEC join us in the expanded building. Not only will we be able to utilize some shared services for efficiencies, but we'll be able to use each other's expertise to benefit our common members in the poultry and egg business," said John Starkey, president of USPOULTRY.

"This is a win-win for us," said Jim Sumner, president of USAPEEC. "Instead of leasing, we will now have an equity position in a state-of-art facility that will help preserve our ability to continue serving the international trade needs of our industry."

The board of directors for USPOULTRY and USAPEEC approved the expansion last year. Construction, contracted through Cooper &

Company General Contractors, is expected to be completed by mid-2020.



From left: Jim Cooper, director of operations, Cooper & Company General Contractors; John Starkey, president of USPOULTRY; John Prestage, senior vice president of Prestage Farms and USPOULTRY chairman; Jim Sumner, president of USAPEEC; and Eric Joiner, vice chairman of the AJC Group board of directors and past USAPEEC chairman

# USPOULTRY Releases 360° Turkey Farm Virtual Reality Experience Video

USPOULTRY has released 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.

The video is a resource for consumers to obtain information on how turkeys are raised in the United States. Consumers will be able to watch the virtual reality video that provides a 360° view of the farm by using arrows to look up, down, side-to-side, front and back from the original starting point.

"USPOULTRY and our members recognize the importance of providing consumers with the information they are seeking about how poultry is raised. We are pleased to be able to provide this video that allows them to see and experience the young turkeys in their own environment," remarked John Starkey, USPOULTRY president.

The video can be viewed on USPOULTRY's YouTube channel. For more information about USPOULTRY, visit [www.uspoultry.org](http://www.uspoultry.org).



# Ryan Looten Farm Recognized for Environmental Excellence by USPOULTRY

The Ryan Looten Farm in Olean, Missouri, was one of four farms across the United States to receive USPOULTRY's Family Farm Environmental Excellence Award during the 2019 IPPE. USPOULTRY sponsors the annual awards in recognition of exemplary environmental stewardship by family farmers engaged in poultry and egg production.

Applicants were rated in several categories, including manure management, nutrient management planning, community involvement, wildlife enhancement techniques, innovative nutrient management techniques, and participation in education and outreach programs. A team of environmental professionals from universities, regulatory agencies and poultry trade associations reviewed applications and conducted farm visits to select semifinalists and the eventual winners for each subregion.

Ryan Looten's family has been in the agricultural industry for three generations. Originally dairy farmers, they made the shift to

raising turkeys for Cargill in 1998. Ryan and his siblings grew up helping their parents manage their turkey operation, as well as helping with their aunt's farm, which Ryan eventually bought after graduating from the University of Missouri with a BS in Animal Science. At only 25 years old, Ryan has used both his education and love for agriculture to ensure that his farm stays on the cutting edge of industry technology and practices.

The facilities have been completely renovated since Ryan's return from college. Ryan has systematically combed through his facilities to identify ways to reduce energy demand. By replacing outdated stoves and barn drinkers with high efficiency, labor-saving machinery, Ryan has dramatically reduced propane usage and lowered emissions generated from the combustion of propane gas.

Ryan attends meetings and classes that offer the opportunity to learn about new farming technology and environmentally

friendly practices. He takes his responsibility for maintaining his farm and safeguarding the future of agriculture seriously, remarking, "I want to ensure that future generations of my family will be able to feed generations of Americans. I do my best in ensuring this by managing resources both for what is needed today and what will be right for tomorrow."



Greg Hinton (left), vice president of sales for Rose Acre Farms and vice chairman of the USPOULTRY board of directors, presenting the award to Ryan Looten and Morgan Koetting

# USPOULTRY Recognizes Round Hill Poultry for Environmental Excellence

Round Hill Poultry in Broadway, Virginia, also received USPOULTRY's Family Farm Environmental Excellence Award during the 2019 IPPE in Atlanta.

Round Hill Poultry is a family operation owned by Mike and Paula Thompson, who are the third generation of Thompsons to manage the farm. In addition to its turkey operation, Round Hill Poultry also produces corn, hay, small grains and soybeans. In 2018, they were awarded the Cargill Friends of the Environment Award for their excellent management practices, extensive conservation efforts and spirit of volunteerism.

A rock lined ditch system that surrounds the poultry houses catch and channel stormwater

through a best management practice that reduces the runoff's velocity and flow rate. Stormwater from the control structure discharges into an adjacent crop field that is capable of utilizing nutrients that may be incorporated in the runoff.

The Thompsons carefully maintain their farm's environment, both in the preservation of an 8-acre wildlife habitat located on their property and careful management of their crop fields. Most of the farm's composted litter is sold, and what is not sold is used as an organic fertilizer for the crops they produce.

Mike firmly believes that farmers must remain on the cutting edge of technology, observing that "...the world population is

growing, and each acre of land or house full of poultry must be more prolific than ever." His self-stated goal is straightforward yet motivating: "simply to leave what he has a little better than it was before."



Greg Hinton (left) presenting the award to Mike and Paula Thompson



# U.S. Roundtable for Sustainable Poultry & Eggs Announces Inaugural Board of Directors and Leadership Team



The U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE), the nation's multi-stakeholder sustainability initiative for the U.S. poultry and egg value chain, recently announced their inaugural board of directors and leadership team at the 2019 IPPE in Atlanta. The board of directors represents a broad group of stakeholders from the poultry and egg value chain, including growers, integrators, processors, breeders, brands, retailers, foodservice, technology providers, and animal welfare and environmental organizations, who will help advance sustainability through the entire value chain.

Two experienced sustainability experts integral in the formation of the US-RSPE have been elected to serve in the chair and vice chair positions in the 2019-2020 term. They will work with the board of directors and committees to begin putting together a formal strategy to measure, communicate and improve sustainability in all phases of the poultry and egg value chain. Leigh Ann Johnston, director of sustainable food strategy at Tyson Foods, will serve as chair, and Lankford Ruffin, corporate environmental manager at Butterball LLC, will serve as vice-chair. "The U.S. Roundtable for Sustainable Poultry



Leigh Ann Johnston, director of sustainable food strategy at Tyson Foods, and Ryan Bennett, US-RSPE executive director

& Eggs has the ability to bring together a broad group of diverse stakeholders, who can collaboratively focus and accelerate continuous improvement in the entire poultry and egg value chain," Johnston said. "Together, we hope to continually advance the United States as a global leader in responsibly produced poultry and eggs."

The 2019-2020 US-RSPE board of directors include Ed Scott, director of corporate recruiting, Cal-Maine Foods; Ernie Meier, director of quality systems, U.S. Supply Chain Management, McDonald's USA; Tim Hardman, director, food and markets, World Wildlife Fund U.S.; Jennifer Rhodes, owner and operator, Deerfield Farms, LLC; Jack Scott, vice president of sustainability and responsible sourcing, Nestlé USA and Nestlé Purina Petcare; Kim Stackhouse, director of sustainability, JBS USA; Suzy Friedman, senior director, agricultural sustainability, Environmental Defense Fund; Megan Dillinger, manager of sustainability, global food business, Walmart; David Heckman, global marketing consultant, Elanco Animal Health; Marty Frankhouser, national director of the Farm Program, American Humane; Anne Marie Neeteson, global vice president of

welfare and compliance, Aviagen Group; and Rich Eddington, senior director of poultry procurement, Restaurant Supply Chain Solutions, LLC (A Yum! Brands Co-op).

Five constituency groups are represented within the US-RSPE membership – growers/producers, integrators/processors, allied industry, retail/foodservice and civil society/NGOs. For more information, contact US-RSPE Executive Director Ryan Bennett at rbennett@poultryegg.org.



Right: Lankford Ruffin, corporate environmental manager at Butterball LLC.



# USPOULTRY Accepting Applications for 2019 Clean Water Awards

USPOULTRY is accepting applications for the 2019 Clean Water Awards. The awards recognize outstanding performance of wastewater treatment plants that operate at poultry or egg processing facilities. Winners will be announced at USPOULTRY's 2019 Environmental Management Seminar to be held Sept. 19 – 20, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Florida.

"Poultry companies are unwavering in their responsibility to environmental stewardship and do an amazing job operating their wastewater treatment facilities. Practically all the water used in poultry and egg processing is returned to the environment in top-notch condition, continually exceeding the standards set in discharge permits. USPOULTRY is pleased to sponsor this annual award program that emphasizes these excellent facilities," said John Prestage, Prestage Farms, and USPOULTRY chairman.

Awards are presented in two categories – full treatment and pretreatment. Full treatment facilities are those facilities that fully treat their wastewater prior to discharge into a receiving stream or a land application system. Pretreatment facilities are those facilities that discharge pretreated effluent to publicly-owned wastewater treatment facilities for further treatment. Any USPOULTRY member company is eligible to submit three nominees in each category. Facilities which have previously won the award may not be re-nominated for five years. The deadline for submitting applications is June 28.

An evaluation committee will review the applications and select semi-finalist facilities in each category. Award recipients will be selected after the evaluation committee completes a site visit where the semifinalists will have an opportunity to showcase their facility.

Award recipients will receive a trophy, be profiled on the USPOULTRY website and receive assistance from USPOULTRY in publicizing the award on a local, regional and national level.

The winners of the 2018 Clean Water Awards were Wayne Farms, Pendergrass, Georgia, for full treatment, and Pilgrim's, Guntersville, Alabama, for pretreatment. Sanderson Farms in Waco, Texas, received honorable mention in the full treatment category. Tyson Foods in Seguin, Texas, received honorable mention in the pretreatment category.

For an application, go to [www.uspoultry.org/environment](http://www.uspoultry.org/environment).

# USPOULTRY Accepting Nominations for Charles Beard Research Excellence Award

USPOULTRY and the USPOULTRY Harold E. Ford Foundation (USPOULTRY Foundation) are accepting nominations for the Charles Beard Research Excellence Award through July 1. The goal of this award is to recognize outstanding completed research projects, funded by USPOULTRY or the USPOULTRY Foundation, which have made a significant positive impact on the poultry industry. The nominee may be recognized for multiple completed USPOULTRY research projects, all focused on the same subject area.

Nominations can be accepted from the universities and research institutions that conduct poultry research, as well as from anyone in the research community or any USPOULTRY member, staff and sponsored committee. Self-nominations are also allowed. Nominations should focus on research projects

completed within the past five years, but may include projects completed at an earlier time if a project's impact has only recently become recognized.

To submit a nomination, please send a letter to Dr. John Glisson ([jglisson@uspoultry.org](mailto:jglisson@uspoultry.org)), vice president of research, which includes the nominee's name, a brief description of the nominee's research accomplishments and the impact of the research.

The recipient of the Charles Beard Research Excellence Award will be the primary researcher who conducted the recognized research project(s) and will receive round-trip transportation to, and two nights lodging at, the IPPE in Atlanta, Georgia. A cash prize of \$1,500 will also be awarded. The award will be presented at IPPE by Dr. Beard and the

chairman of the Foundation Research Advisory Committee. The 2019 Charles Beard Research Excellence Award went to Dr. Kenneth Anderson, professor in the Prestage Department of Poultry Science at North Carolina State University in Raleigh, N.C.

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 \$32 million dollars into the industry in the form of research grants, with the International Poultry Expo, part of IPPE, as the primary source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

# Tyson Foods First Major Food Company to Receive Third Party Poultry Handling and Transportation Certification

As part of its commitment to animal welfare, Tyson Foods, Inc. has implemented a third-party certification program to ensure the proper handling and transportation of birds in its chicken business. The company is the first major chicken producer to implement Poultry Handling and Transportation (PHT) certification, offered by USPOULTRY.

The PHT certification is in addition to the animal welfare training Tyson Foods already requires for frontline workers involved in handling and transporting live birds. PHT focuses on important areas such as biosecurity, disease recognition, emergency planning and the safe and humane handling of birds before, during and after transport.

The PHT certification program was developed by Penn State University scientists, the USDA and industry specialists, and is managed by USPOULTRY. More than 1,000 Tyson Foods poultry and transportation workers have received PHT certification over the past year.

“Ensuring the safety and welfare of our people and animals is paramount at Tyson Foods,” said Karen Christensen, senior director of animal welfare for Tyson Foods. “By working with USPOULTRY to achieve certification across our organization, we are doubling down on our commitment to continuous improvement in animal welfare. We’re proud of this certification and continue to evolve best practices in every aspect of animal welfare.”

“Tyson’s commitment to this certification process demonstrates a pivotal moment in the industry, and we’re excited about the progress we’ve made together,” said Rafael Rivera, manager of food safety & production programs, USPOULTRY. “Every training gives us a new opportunity to improve our practices and we look forward to continuing to drive progress in animal well-being.”



# U.S. Poultry Industry Provides 1.9 Million Jobs; Economic Output of \$495 Billion

USPOULTRY, the National Chicken Council, National Turkey Federation and United Egg Producers have made available an updated economic impact study that highlights the positive impact the poultry industry has on jobs, wages, and federal and state revenue in the United States. 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.

The study breaks down poultry into three subcategories: chicken, turkey and eggs. Key economic data from each is as follows:

- The chicken industry provides 1,393,739 jobs, \$76.5 billion in wages, \$347 billion in economic activity and \$27 billion in government revenue.

- The turkey industry provides 440,739 jobs, \$24.1 billion in wages, \$109.5 billion in economic activity and \$8.5 billion in government revenue.
- The egg industry provides 112,470 jobs, \$6.3 billion in wages, \$29.2 billion in economic activity and \$2.3 billion in government revenue.

“We are pleased to continue providing this valuable tool across the industry that shows the positive economic impact the poultry industry has on our nation and communities,” said John Starkey, president of USPOULTRY.

The data is hosted on interactive websites that can be viewed collectively or by individual product, and then sorted nationally by state, congressional district, state house district or

state senate district, and county. For more information about the U.S. poultry industry’s economic impact, visit:

- [www.poultryfeedsamerica.org](http://www.poultryfeedsamerica.org)
- [www.chickenfeedsamerica.org](http://www.chickenfeedsamerica.org)
- [www.turkeyfeedsamerica.org](http://www.turkeyfeedsamerica.org)
- [www.eggsfeedamerica.org](http://www.eggsfeedamerica.org)

The economic impact study was funded by USPOULTRY. The study was conducted by John Dunham & Associates, based in New York City. The study was updated using the most current methodology available and uses data from 2018.

# Poultry Industry Safety Recognition Award Applications Being Accepted

The Joint Poultry Industry Safety Award Program is currently accepting applications from poultry industry facilities with outstanding safety programs. The program is open to National Chicken Council, National Turkey Federation and USPOULTRY members with poultry processing plants, further processing facilities, egg processing plants, hatcheries, feed mills and rendering facilities that, through the implementation of innovative and effective programs, have injury and illness rates below the industry average for three consecutive years.

Based on the latest data available from the Bureau of Labor Statistics, the slaughter and poultry processing OSHA total recordable illness and injury rate for 2017 was 3.8 cases per 100 full-time workers. The latest rate represents an outstanding 83 percent decrease from 1994.

"The poultry industry is reliant on a workforce of committed employees to provide a nutritious and affordable food source, and we are significantly invested in processes and procedures to diminish workplace hazards. The substantial and constant improvement in illness and injury rates among our workforce over the past two decades is a consequence of the poultry industry's sustained commitment to worker safety," said Mick Berning, associate vice president of environmental, health and safety, Cargill, and chair of the Joint Industry Safety and Health Council.

The award program rules, regulations and application forms can be obtained on the USPOULTRY website, [www.uspoultry.org](http://www.uspoultry.org). The application deadline is April 26. The annual awards will be presented during the National Safety Conference for the Poultry Industry,

Aug. 12-14, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Florida.

In 2018, 191 chicken and turkey facilities received safety awards by the Joint Industry Safety and Health Council.

The Joint Industry Safety and Health Council is made up of members from USPOULTRY, the National Chicken Council and National Turkey Federation. Collectively, the three organizations represent 95 percent of the nation's poultry products, and their members generate more than 1.8 million total U.S. jobs.



# The Importance of Poultry Transportation

Transportation of birds from hatchery to farm and subsequently to a processing plant is critical for overall production but often overlooked. What happens during transportation can be the difference from having an outstanding flock to having an underperforming one. In addition, the handlers involved can also be at risk. They are the ones that face the public every day, and this puts them in a very vulnerable position. Handlers and live birds face public scrutiny and are at risk of accidents when out on the road. Information travels quickly today, and they can be portrayed in a negative perspective without even realizing it. Their overall safety is first and foremost.

Transporters and handlers need to have the tools to protect the birds and themselves. Poultry Handling and Transportation (PHT) is a certification program for the training of poultry transportation and catch crews in methods of biosecurity, disease recognition, emergency planning, and the safe and humane handling of birds before, during and after transport. The certification involves transportation and handling of several species including day-old poultry, pullets, spent fowl, broilers and turkeys. A team of university scientists from Penn State University, USDA and industry specialists developed the training and certification. PHT is the first third-party certification of this type to cover several poultry species. The PHT certification program can be used as an important training and marketing tool for the poultry industry.



PHT offers foundational training that can either be adopted as the sole training program for your company or serve as a template to develop your own. PHT provides accurate, science-based, practical training and education for poultry handlers and transportation personnel that enhance biosecurity, poultry well-being,

product quality and safety of all involved. Live haul drivers, catching crews and hatchery personnel are a key part in maintaining proper bird care throughout the birds' lives. PHT certification provides a standardized training tool to teach live animal handlers the need for proper animal care through their lifecycle. The program was designed using the Pork Checkoff's Transportation Quality Assurance program as a model, and it was designed to meet the National Chicken Council, National Turkey Federation and the United Egg Producers animal welfare requirements for transportation.



The program recognizes poultry handlers through certification after completion of training. Every individual gets a unique certification number as proof of training. PHT recognizes companies when they train more than 80 percent of their live haul crews and drivers or hatchery delivery crews. Individual and company certifications are valid for three years, and certification can be used as proof of training during audits and as a communication tool to demonstrate company commitment to the well-being of animals. PHT also offers a "Trainer" certification that allows these individuals to conduct training in any part of the program. The certification lasts for two years after attending a "Train the Trainer" workshop.

PHT certification meetings began for Pennsylvania based companies in May 2011, and the first "Train the Trainer" meeting was held in March 2012. The initiative started in this state since there are many independent transporters that serve several industries,

and there was a need to develop across the board training to protect flocks and personnel alike. In 2014, USPOULTRY adopted the program and expanded it as a service to our members. USPOULTRY has already certified more than 100 trainers and 2,000 poultry handlers. We have new certified trainers representing several segments of the poultry industry. The list of certified trainers includes veterinarians, live haul and hatchery managers, animal welfare and biosecurity officers, and much more. They in turn are collaborating with USPOULTRY to certify current live haul and hatchery employees and collaborate to improve the program. For more information on the program, please visit [www.uspoultryhandling.org](http://www.uspoultryhandling.org). We announce "Train the Trainer" classes periodically, and certification training can also be coordinated upon request.



USPOULTRY programs like this are designed to improve animal health and well-being, as well as protect employees and growers. We cannot have animal welfare without protecting the people that look after them. These programs address the need for training in these areas, and with the help of our membership we will continue to help meet the ever-changing requirements to achieve the best possible care of our birds.

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# USPOULTRY Research Highlights

As new challenges arise for the poultry industry, it is often recognized that sufficient knowledge or understanding on a topic may be lacking, impeding progress towards implementing solutions. The poultry industry has historically relied on research to supply the new information required to meet new challenges successfully. In 1963 the current USPOULTRY research program was created to provide funding for research on the most important issues of that time. The early funding was focused on disease control, particularly Marek's disease and infectious bursal disease. Since that time, the research program has expanded to include all areas of poultry and egg production and processing.

USPOULTRY's research programs have always operated by funding multiple projects, often at multiple research institutions, on different aspects of the same overall issue in order to generate the vital information required to understand an issue and provide solutions. Using a baseball analogy, the program scores runs by hitting a lot of singles and doubles instead of swinging for the fence and hitting home runs. This approach has been highly productive and continues to be a primary means to apply research efforts toward finding solutions to today's challenges. Following are three examples of how USPOULTRY is utilizing this method to understand current issues for the poultry industry.

During the massive outbreak of avian influenza in 2014-2015, it became very apparent that there were no good methods to quickly and humanely depopulate large, caged layer facilities or turkey facilities which housed large turkeys. Because it took long periods of time to depopulate some infected farms and because those delays allowed infected birds to continue to generate and spread virus, it was generally accepted that the lack of quick humane depopulation methods likely contributed to the spread of the outbreak. USPOULTRY has since funded four research projects focused on the development of improved methods

for humane depopulation. The research has established that ventilation shutdown with added heat and/or carbon dioxide (now called VSD+) is a fast, practical humane method of depopulation. VSD+ has since been endorsed by the American Veterinary Medical Association and USDA/APHIS for use during disease outbreaks.

Over the past few years two economically important muscle conditions affecting the breast muscle of broiler chickens, "wooden or woody breast" and a similar condition called "white striping", have emerged in the broiler industry. Wooden breast is characterized by hard, chewy areas in the breast meat. Affected breast meat is unsuitable to be used as breast fillets. Little is known about the cause of these conditions, and this has stimulated the poultry industry to conduct research to determine the cause and find solutions. Ten projects on this topic have been funded by USPOULTRY and the USPOULTRY Foundation. Some projects are still in progress while others have been completed, and we have already gained some very important new insight on these conditions.



It appears that the small veins which drain the blood supply from the breast muscle become inflamed at a very early age. It is likely that this impedes the flow of blood to the breast muscle. The breast muscle is growing rapidly in young broilers and requires a large and constant blood supply. Any interruption of blood supply to the breast tissue causes the cells of the breast tissue to become sick and eventually die. These areas of dead muscle cells are gradually replaced by fibrous tissue causing the affected muscle to become hard. Additional space from lost muscle can fill with

fat, which helps explain the relationship between wooden breast and "white striping." They appear to represent two presentations of the same condition. Muscle hardness appears to plateau at 7-8 weeks of age and remains largely unchanged after that. This condition is found in all major broiler breeds, males and females, and appears to have been in broiler lines dating back to at least the 1950s.

Many aids are used in processing plants to help eliminate potentially harmful pathogens from poultry products. One of the most effective products used by the industry is peracetic acid. Although peracetic acid (PAA) is considered safe, there are no established safe human exposure limits that companies or regulators can use to formulate programs for PAA use. USPOULTRY has funded two projects to determine the current exposure levels found in poultry plants and begin to establish practical safe exposure limits for PAA. Similarly, little is known about the effects of PAA on the processing plant wastewater treatment system. Two projects have been funded to determine the effects of PAA and to establish parameters to minimize the effect of PAA on wastewater treatment.

As new challenges appear for the poultry industry, USPOULTRY and the USPOULTRY Foundation will continue to devote resources to fund research needed to overcome the challenges. The above examples serve to point out how major issues can be confronted and solved through the application of research.

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# Labor Updates and Potential Impacts for the Poultry Industry

Approximately 20,000 jobs were created in February 2019, and the national unemployment rate dipped to 3.8 percent, according to the Bureau of Labor Statistics. This is a dramatic decrease of more than 160,000 workers from January 2019, with economists highlighting the record government shutdown as a reason behind the decline. Average hourly earnings rose 3.4 percent in February from the same period a year ago, also according to a Bureau of Labor Statistics report. That's the biggest gain since April 2009 and the seventh month in a row that compensation has been 3 percent or better. With these swings in the workforce, let's discuss some labor updates the industry should pay close attention to in 2019.



## Immigration

Termination of Temporary Protected Status (TPS) designations for El Salvador, Haiti, Nicaragua and Sudan residents by the Department of Homeland Security (DHS) has received a temporary legal reprieve from the U.S. Second Circuit Court until Jan. 2, 2020. This provides welcome news to more than 300,000 workers, with thousands of these individuals working in the poultry processing industry, according to a recent internal survey of our members. USPOULTRY, NCC and NTF have communicated our desire for a continuance of this program with DHS and members of Congress with high populations of TPS authorized working in their states.

The U.S. Immigration and Customs Enforcement (ICE) has increased enforcement efforts to ensure that the hiring records of

U.S. businesses comply with the laws and regulations that pertain to employment eligibility. Worksite cases doubled in fiscal year (FY) 2018 compared to the numbers seen in FY 2017, with 3,510 worksite investigations and 2,282 Form I-9 audits initiated. It is essential for employers to have a comprehensive I-9 compliance program that addresses I-9 completion, policies, re-verification, audits and training. USPOULTRY released updated training for I-9 compliance for its members in 2018.

## Proposed Overtime Rule

The U.S. Department of Labor's (DOL) Wage and Hour Division (WHD) as proposed an updated federal overtime rule expected to take effect in January 2020. A proposed overtime rule was introduced under the Obama administration but was put on hold before going into effect. Employers need to start planning now for this new proposal if they have exempt employees who are earning less than \$35,308 a year. Employees must perform specific duties and receive a minimum salary to be classified as exempt from overtime pay under the Fair Labor Standards Act's executive, administrative and professional exemptions.

Employers should carefully review these proposed changes and their impact on their workforce. Currently, almost every state has its wage and hour law, which may or may not prescribe a different hourly wage than what is specified by this proposal and which may or may not follow the exemptions afforded by the DOL. Communication on any changes is crucial for workers regarding how their level of compensation and benefits may change, how to record time worked in the timekeeping systems, and how the reclassification may impact their opportunity for advancement.

## Worker Equality

Pushes for gender and LGBTQ equality was a dominating theme within the overall employment conversation of 2018. This continues in 2019, with high profile legal cases under review by the U.S. Equal Employment Opportunity Commission (EEOC). The commission reported a 50 percent increase

in lawsuits challenging sexual harassment in 2017. Though the #MeToo movement may fade, the issues surrounding sexual harassment and gender parity will continue to spark discussions and change in the way industries recruit, retain, train and promote workers.

## Recruitment Strategies

HR staffs are given the daunting task of finding and retaining workers. Labor availability and cost have become a top concern for many in the poultry industry. Traditional strategies, such as raising wages, have been minimally effective in retaining workers, forcing companies to look for creative approaches to recruit and retain workers. Following are among some of the ideas the HR professionals in our industry are utilizing.

- Sign on bonuses paid out over a year's worth of service. Improving orientation by getting new employees out on the floor earlier and paired with mentors.
- Offering vacation time for new hire employees that have verified poultry experience.
- Offering more benefits such as child care, fitness and wellness programs and expanded Employee Assistance Program (EAP) benefits for mental health.
- Involving managers and supervisors in job fairs, college recruitment, community activities and outreach.
- Part-time labor works on evening shifts but is difficult to fill on the day or night shifts.
- Companies are changing brand imaging hoping to attract younger workers.

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# Industry Leaders Host Interactive Panel Discussion at USPOULTRY Foundation's College Student Career Program

College students from more than 55 different universities nationwide visited Atlanta recently as part of the USPOULTRY Foundation's College Student Career Program, held in conjunction with the 2019 International Production & Processing Expo (IPPE). Nearly 700 students and 138 human resource managers and recruiters from 28 companies participated in the program. The College Student Career Program is the most efficient and effective way for the poultry industry to find managers of the future and has been a vital part of many companies' hiring process for nearly 50 years. It is one of the largest career events of its kind for students seeking professions in the industry.

In a change of pace from its usual lecture offering, the 2019 College Student Career Program provided an opportunity for students to discuss the industry with a panel comprised of speakers with various levels of industry experience. The panel featured Jarod Morrison, chief financial officer for Farbest Foods, Bernie Adcock, chief integrated supply chain officer for Tyson Foods, and DeShawn Blanding, a student at North Carolina A&T State University and former national FFA officer.

As students brought career and industry questions before the panel, transparency and communication became a repeated theme of the discussion. "The perception of our industry is being stretched right now. We need to be proactive in telling our story, doing it well and being the leaders to take our story forward – presenting our story and not being ashamed of who we are and what we do and the way in which we do it," responded Adcock to questions regarding current challenges in the industry.

Blanding continued the discussion, commenting, "We have to be able to tell our story and be involved with the community - not just trying to defend what has already been said. By being proactive instead of reactive, we will be better able to tell the stories of agriculture to the public."

"Everyone needs to do their part," added Morrison. "It is critical for the consumer to understand what we do and how we do it."

Between program interviews and events, students also had the opportunity to visit the exhibit floor, which featured the largest collection of industry exhibitors and technology in IPPE history.

Barbara Jenkins, executive director of the USPOULTRY Foundation, commented on the vital role students play in the future of the industry. "All eyes are on these students. We look to them to be the innovators, leaders and trailblazers of our future," said Jenkins.

The International Student Program also brought in 21 students from 11 universities in Latin America for a specialized program that enabled the students to discuss job opportunities with companies that have Latin American operations.



From left: DeShawn Blanding, Jarod Morrison and Bernie Adcock





# College Student Career Program Frank Perdue Scholarship Student of the Year Awarded to Charles “Ky” Meeks, Jr.



Charles “Ky” Meeks, Jr. and Jim Perdue (left), chairman of Perdue Farms

Charles “Ky” Meeks, Jr., University of Georgia, was named the Frank Perdue Scholarship Student of the Year at the USPOULTRY Foundation’s College Student Career Program, held in conjunction with the 2019 IPPE. The scholarship is named in Frank Perdue’s honor, for his dedication to aspiring

young people studying for careers in the poultry industry, and who, for many years as a long-time supporter of the program, attended and interviewed students.

Holly Henry, University of Arkansas, was awarded second place, and Amelia Chapman, University of Arkansas, received third place.

Barbara Jenkins, executive director of the USPOULTRY Foundation stated, “We had many students submit applications for Student of the Year. Judging was tough this year, as it is every year. We are excited to see the growth in the number of good, quality applications as well as the steady growth overall of the College Student Career Program.”

Students also participated in Club of the Year and Scrapbook of the Year competitions. North Carolina State University was named Club of the Year, which is based on yearlong activities and community engagement by the club. Wilkes Community College took home second place,

and the University of Arkansas placed third. North Carolina State University also won the club Scrapbook of the Year contest.

The USPOULTRY Foundation College Student Career Program gives companies an opportunity to interview top students for industry-related jobs and internships in one location, during a three-day period. The program involves students from national universities and has been an important part of the hiring process for many companies for nearly 50 years.



North Carolina State University, winner of the USPOULTRY Foundation College Student Career Program Club of the Year and Scrapbook of the Year

# USPOULTRY Foundation Brings FFA Leadership Candidates to the 2019 IPPE

As part of the USPOULTRY Foundation's continued efforts to support the recruitment and training of the brightest students and to promote careers in the poultry and egg industry, the National FFA Officer Candidates were invited to the 2019 IPE, part of IPPE. The opportunity for them to participate was made possible in part by an endowing Foundation gift from Tyson Foods.

"Tyson Foods' culture includes investing in the future leaders of our industry, so we are pleased to have contributed to this effort," said Bernie Adcock, chief supply chain officer for Tyson Foods. "Our industry is constantly evolving, and young people bring fresh perspectives along with diversity of thought.

We need to encourage their growth and development, while continuing to attract the best talent to work in this field."

"Our Association has been a supporter of FFA through various Career Development Events for some time now. We are pleased to be able to offer these National Officer Candidates, our potential leaders of tomorrow, with the opportunity to see and experience the world's largest annual trade show for the poultry, meat and feed industries," remarked Tom Hensley, Fieldale Farms, and USPOULTRY Foundation chairman.

As college students, they were afforded the opportunity to participate in the USPOULTRY

Foundation's College Student Career Program to interview for internship opportunities with poultry and egg industry member companies and exhibitors. The students were also able to explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.



# USPOULTRY Foundation Brings More Than 80 FFA Students and Advisors to the 2019 IPPE



FFA students and advisors with John Prestage (left, front row), Prestage Farms, and USPOULTRY chairman

The USPOULTRY Foundation also invited the finishing teams of the National FFA Poultry Evaluation Career Development Event (CDE) and the Food Science and Technology CDE to the 2019 IPE. The opportunity to participate was made possible in part by endowing Foundation gifts from Prestage Farms and Sanderson Farms for the Poultry Evaluation CDE teams and Pilgrim's and Cargill for the Food Science CDE teams. More than 80 FFA student leaders and their advisors attended.

"Our Association has long been a supporter of the FFA Poultry Evaluation CDE and now other CDEs and Poultry Efficiency contests.

Attending IPPE is an excellent opportunity for these teams to see and experience the world's largest annual trade show for the poultry, meat and animal food industries," commented Tom Hensley, Fieldale Farms, and USPOULTRY Foundation chairman.

Poultry industry leaders, John Prestage, senior vice president for Prestage Farms and current USPOULTRY chairman; Stacy Webb, training manager with Sanderson Farms; and Jesse Mortensen, talent and development director for Pilgrim's, participated in a program that informed the students about the multitude of career opportunities in the industry. The

students were also able to explore the trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.

The following Poultry Evaluation CDE teams were invited to attend the 2019 IPPE and are listed in their order of finish: Katy FFA, Texas; Farmington FFA, Arkansas; Prairie Central FFA, Illinois; Coweta FFA, Oklahoma; Brantley County FFA, Georgia; Caney FFA, Kansas; Assumption FFA, Louisiana; North Clackamas FFA, Oregon; Paris FFA, Missouri; Hillsdale FFA, Ohio; and Manor FFA, Pennsylvania.

The following Food Science and Technology CDE teams were invited to attend the 2019 IPPE and are listed in their order of finish: Big Walnut-DACC FFA, Ohio; Oley Valley FFA, Pennsylvania; Cambridge FFA, Idaho; Orlando Colonial FFA, Florida; Canyon New Braunfels FFA, Texas; Cashmere FFA, Washington; Lincoln FFA, Arkansas; Lawton FFA, Oklahoma; Triton FFA, North Carolina; and Napoleon FFA, North Dakota.

# Good Turnout for Ph.D. and Vet Student Career Fair at 2019 IPPE

A variety of students from many different post-doctoral, Ph.D. and vet school programs recently attended the second annual Ph.D. and Vet Student Career Fair, held during the 2019 IPPE in Atlanta. The Career Fair is sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation.

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. It allows Ph.D. and vet students to become familiar with the poultry and allied industry career opportunities that are available to them. Further, this opportunity is provided in one place at one time in conjunction with the International Poultry Scientific Forum, conveniently

benefitting these exceptional students and industry companies seeking talented employees to provide for their next generation of scientific leadership.

“We are pleased with the turnout for our second year of offering this program,” said Tom Hensley, Fieldale Farms, and USPOULTRY Foundation chairman. “This is a great service that our two organizations, the USPOULTRY Foundation and PSA Foundation, can provide to the poultry and allied industry.”

“Certainly, one measure of success is the significant number of students that received formal job interviews as a direct result of their interaction with the company participants during this Career Fair. But even if a company has no immediate job openings, the value of meeting

these students at the start of their careers and sharing your company’s vision/mission and how you interact with and serve the poultry industry cannot be overstated with respect to managing your employee pipeline long term. So, this is definitely a great benefit to the industry,” said Chris Knight, executive technical advisor for DiagonAg, LLC, and PSA Foundation vice chairman.



Dr. Don McIntyre, director of global research and technical services for Diamond V, past USPOULTRY board member and member of the USPOULTRY Foundation Research Advisory Committee, networking with Ph.D. students during the Career Fair.

## 2019 Poultry Processor Workshop to Address Best Management Practices in First Processing, Second Processing and Further Processing

USPOULTRY's Poultry Processor Workshop will be held May 22-23, at the DoubleTree by Hilton Downtown in Nashville, Tennessee. The annual Workshop keeps industry professionals informed on the latest technology, newest management techniques and current inspection issues to keep their plants running efficiently.

"This year's program will include discussions on trends and best practices in plant operations, yield enhancement, sanitation, a new technology showcase and more to assist attendees in staying up to date on developments happening in the industry," remarked Corbett Kloster, director of quality assurance for Fieldale Farms Corporation, and program committee

chairman. "The aim of this Workshop is to provide information that allows industry professionals to keep their plants running efficiently and push their productivity to the next level, and we are confident that this year's program will help achieve these goals."

Additional program topics to be covered include, Line Speed Waiver: The Application Process and Maintaining Waiver Status; PAA (Impact on Wastewater, Environmental & Employee Safety); Parts Standard Category: How Determined and the Impact of Publishing; Woody Breast: Scoring System and Utilization; Preventing Food Safety Audits...Production's Role; and more.

To view the full agenda, register for the Poultry Processor Workshop and reserve your hotel room, visit [www.uspoultry.org](http://www.uspoultry.org).



The Poultry Processor Workshop agenda was developed by a program committee of plant managers and food safety and quality assurance professionals. They are as follows: (from left): Corbett Kloster, Fieldale Farms Corporation (program committee chairman); Juanfra DeVillena, Wayne Farms LLC; Nicole Reynolds, House of Raeford; Dr. Harshavardhan Thippareddi, University of Georgia; and Dylan Broom, Ingram Farms.

## National Breeders Roundtable Registration Now Open

Registration is now open for the National Breeders Roundtable. The Roundtable brings together poultry breeder specialists and geneticists from the industry, universities and government to discuss the latest research developments and genetic trends in poultry breeding. Sponsored by the Poultry Breeders of

America and USPOULTRY, the conference will be held May 16-17, at the Hilton St. Louis Airport Hotel in St. Louis, Missouri.

The 68th annual National Breeders Roundtable program will cover a host of topics in the latest breeding technologies. To view the agenda and register, visit [www.uspoultry.org](http://www.uspoultry.org).

Feed Mill Management Seminar  
March 19-20, Nashville, Tennessee  
Sheraton Grand Nashville Downtown

Human Resources Seminar  
April 15-17, Destin, Florida  
Hilton Sandestin Beach Golf Resort & Spa

National Breeders Roundtable  
May 16-17, St. Louis, Missouri  
Hilton St. Louis Airport

Poultry Processor Workshop  
May 22-23, Nashville, Tennessee  
DoubleTree by Hilton Downtown

Financial Management Seminar  
June 24-26, Destin, Florida  
Hilton Sandestin Beach Golf Resort & Spa

Hatchery Breeder Clinic  
July 9-10, Nashville, Tennessee  
Sheraton Grand Nashville Downtown

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 12-14, Destin, Florida  
Hilton Sandestin Beach Golf Resort & Spa

Women's Leadership Conference  
August 15-16, Destin, Florida  
Hilton Sandestin Beach Golf Resort & Spa

Live Production, Welfare & Biosecurity Seminar  
Sponsored by National Chicken Council, National Turkey Federation, United Egg Producers and USPOULTRY  
September 17-18, Nashville, Tennessee  
Sheraton Grand Nashville Downtown

Environmental Management Seminar  
September 19-20, Destin, Florida  
Hilton Sandestin Beach Golf Resort & Spa

Poultry Protein & Fat Seminar  
October 3-4, Nashville, Tennessee  
DoubleTree by Hilton Downtown

Air Cargo Seminars  
Dates TBD  
Miami, Florida  
New York, New York  
Atlanta, Georgia

Grower Relations Seminars  
Scheduled upon industry request

Poultry Wastewater Operators Training  
Scheduled upon industry request