

NEWS & VIEWS

USPOULTRY[®]

U.S. POULTRY & EGG ASSOCIATION

March / April 2016

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NEWS & VIEWS

MARCH / APRIL 2016

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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I Can't Get a Room Downtown

"All the hotels are full." "I can't get a room downtown." "Only exhibitors can get downtown hotel rooms." Countless times I have heard these, and similar, comments from our membership regarding rooms at the IPPE. The fact that I know these statements are not correct gives me little comfort, since that means, in turn, that we have not done a very good job of explaining to member companies how to secure a conveniently located room for the Show.

All member companies who are eligible for M2A (Members To Atlanta – non-exhibiting members who produce poultry or egg products) receive an electronic housing request form from our housing agency. This form goes to our primary contact, who may be a board member, or the person who pays the annual \$400 dues for USPOULTRY, or someone else designated by your company over the years. Unfortunately, I think that many of these emails for early IPPE hotel block access to member companies are discarded as just one more piece of junk email.

So, if you want to designate an individual at your firm who should receive the early housing invitation, please provide their name and contact information to Valerie Chalker (vchalker@uspoultry.org) or Barbara Jenkins (bjenkins@uspoultry.org). By taking this simple step, your company will be able to ensure there are still hotel rooms downtown by making your reservations in June. Note, you have until early November to firm up the list with actual names, so all you need in June is the approximate number of hotel rooms per night for your company.

You are a member, and we appreciate it. One of the benefits of membership is early access to the IPPE hotel block through your company coordinator. Please make sure we know who that is, so we can ensure your needs are met.

John Starkey, PE
President
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John Starkey, PE
President
USPOULTRY



TWO NEW RECORDS SET FOR 2016 IPPE

The 2016 International Production & Processing Expo (IPPE) had another great year with 30,277 poultry, meat and feed industry leaders from all over the world in attendance. There were also 1,301 exhibitors, a new record, with more than 464,750 square feet of exhibit space. The Expo is the world's largest annual poultry, meat and feed industry event of its kind and is one of the 50 largest trade shows in the United States. IPPE is sponsored by the U.S. Poultry & Egg Association, American Feed Industry Association and North American Meat Institute.

There were 7,280 international visitors from 141 countries represented at the Expo, setting another new record for international attendance. The largest group from a single country outside the United States was Canada with 1,041 visitors. The largest region represented was Latin America and the Caribbean with 2,805 visitors.

"This year's attendance numbers were on par with last year. The feedback from attendees has been extremely positive regarding the time spent on the trade show floor and in the education programs. We anticipate next year will be even more valuable for attendees and exhibitors alike as we move to the B and C Halls," the three organizations said.

A week-long schedule of education programs, which updated industry professionals on the latest issues and complemented the exhibit floor, helped drive attendance. This year's educational line-up featured 25 programs, ranging from a conference on challenges and opportunities in meat product traceability, to a program on the Veterinary Feed Directive, to a technical seminar on maximizing the efficiency of the poultry industry conducted entirely in Spanish.

Next year's IPPE will be held Jan. 31 – Feb. 2, 2017, at the Georgia World Congress Center in Atlanta, Ga. Show updates, along with attendee and exhibitor information, will be available at www.ippexpo.org.



2017 IPPE EXHIBITOR ADVISORY COMMITTEE



The IPPE Exhibitor Advisory Committee meeting was held Mar. 3, in Atlanta, Ga. The committee, chaired by Jerry Moye, president of Cobb-Vantress, and vice-chairman of the USPOULTRY board of directors, reviewed the 2016 IPPE and discussed planning for the 2017 trade show.

The 2017 IPPE advisory committee consisted of the following exhibiting companies: Adisseo, AGRI-associates, Alaso, Algal Scientific, Anitox, Biomin America, Cantrell, CBH International, Cobb-Vantress, Consulate General of Canada-ATL, Cumberland, DeLong's Gizzard Equipment, Diversified Imports, Dolco Packaging, DuPont-Danisco Animal Nutrition, Feed Technology Solutions, Flowtrend, Georgia Poultry/Hog Slat, Georgia Tech Research Institute, Grassworx, Hamlet Protein, Hangzhou King Techna Feed Co., Hensley Feed Transportation Equipment, Intralox, Jamesway Incubator Co., JBT, Keith Mfg. Co., Marel, Merck, Morris

& Associates, National Renderers Association, Novus International, POSS Design, Poultry Times, Simmons Engineering Co./SEC, Special Nutrients, Texas A&M Poultry Science, TG Water Additives, Treif USA, WATT Global Media, Wincorp International and Zinpro.



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 2016 IPPE. More than 300 employees and contract producers from 10 poultry complexes attended IPPE via the bus service. They included Claxton Poultry, Fieldale Farms, Keystone Foods, 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.

IPPE will offer the bus service again in 2017 for meat, poultry and feed member companies of USPOULTRY, American Feed Industry

Association and North American Meat Institute. For more information, please contact Larry Brown at l.brown@uspoultry.org.



Poultry employees and growers from Keystone Foods take advantage of the free bus service offered during the 2016 IPPE



Poultry employees and growers from Peco Foods and Perdue Farms

Jamesway and USPOULTRY Present Checks to Children's Healthcare of Atlanta

Christopher Omiecinski, 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 Sherman Miller, Cal-Maine Foods, and 2015 USPOULTRY chairman, presenting the check. Joining in the presentation were Miss America Betty Cantrell, gold medal Special Olympian Will Crain and Georgia Agriculture Commissioner Gary Black.

The presentation took place at the International Poultry Expo (IPE), part of the 2016 IPPE in Atlanta. The IPPE is the world's largest annual trade show for the poultry, feed and meat industries. This was Jamesway's seventh year donating to the Children's Healthcare of Atlanta. USPOULTRY has contributed for the last six years.

"Jamesway is known worldwide for our "Worry-Free" hatchery solutions. We hope that our contributions this year, and over the past seven

years, bring a little of that same "Worry-Free" to Children's Healthcare of Atlanta," said Omiecinski.

"USPOULTRY appreciates Jamesway's leadership in making this contribution to Children's Healthcare of Atlanta. We are pleased to match this donation, as IPE has called Atlanta home for 68 years," said Miller.

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



Left to right: Christopher Omiecinski, president of Jamesway Incubator Company; Miss America Betty Cantrell; gold medal Special Olympian Will Crain; Melisa Morrow, development officer for Children's Healthcare of Atlanta Foundation; Georgia Agriculture Commissioner Gary Black; and Sherman Miller, Cal-Maine Foods, and 2015 USPOULTRY chairman

IPPE Recognized among TSNN's Top 50 US Trade Shows



INTERNATIONAL PRODUCTION & PROCESSING EXPO

After completing another record-breaking year, the IPPE is pleased to announce its recognition by Trade Show News Network (TSNN) as ranking 36th on the 2015 TSNN Top 250 Trade Show List in terms of net square footage. This ranking makes IPPE eligible to be one of TSNN's Top 50 fastest growing shows.

IPPE, which is sponsored by USPOULTRY, the American Feed Industry Association (AFIA) and the North American Meat Institute (NAMI), will be honored at the seventh annual TSNN

awards to be held Oct. 28 – 30, in Atlantic City, N.J.

The 2017 IPPE will take place Tuesday through Thursday, Jan. 31 – Feb. 2, at the Georgia World Congress Center in Atlanta, Ga. The Expo is expected to exceed 500,000

net square feet with more than 30,000 attendees and 1,300 exhibitors. The event is the world's largest annual poultry, feed and meat industry Expo. Show updates and attendee and exhibitor information are available at www.ippexpo.org.



IPPE Gives Back to Atlanta with \$10,300 Donation

The meat, poultry and feed industries work together to produce safe and healthy food products. Production and efficiency levels and genetic improvements have made tremendous gains in the last decade alone. However, many people still suffer from hunger. One in seven Americans, and an estimated 755,400 people in metro Atlanta, Ga., turn to food pantries and meal service programs to feed their families each year.

As part of the effort to fight hunger, the 2016 IPPE raised \$10,300 for the Atlanta Community Food Bank through its 'Giving Back to Atlanta' campaign. The donation was comprised of \$5,000 from IPPE, \$2,000 from Wyndham Jade, \$1,500 from Hawkins Inc., and numerous individual donations were also received.



"The Atlanta Community Food Bank is incredibly grateful to all the companies and individuals who contributed to such a generous donation at the International Production & Processing Expo. For every dollar donated, the Food Bank can provide enough food for four meals, so this donation equates to more than 40,000 meals for families, seniors and individuals who struggle to put food on the table," said Kyle Waide, president & CEO, Atlanta Community Food Bank.

"IPPE would like to thank the exhibitors and attendees who contributed to the 'Giving Back to Atlanta' campaign. Your contributions will make a difference in fighting hunger in Atlanta, where the annual expo has been held since 1948," said IPPE show organizers.



Applications Being Accepted for Poultry Company Safety Recognition Awards

Poultry industry facilities with outstanding safety programs are invited to apply for recognition under the Joint Poultry Industry Safety Award Program. 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.

The poultry processing OSHA total recordable illness and injury rate for 2014 was 4.3 cases per 100 full-time workers, down from 4.5 in 2013, marking the fourth consecutive year of decline.

Poultry processing's 2014 rate represents an outstanding 81 percent improvement from 1994.

"The poultry industry depends on our workforce of dedicated employees to provide a nutritious and affordable food source for our nation and the rest of the world. That is why we are so deeply invested in processes and procedures to further diminish workplace hazards. The substantial and consistent decrease in illness and injury rates among our workforce over the past two decades is a direct outcome of the poultry industry's robust commitment to worker safety," said Scott Rushing, manager of safety and health, Sanderson Farms, and chair of the Joint Industry Safety and Health Council.

Award program rules, regulations and application forms can be obtained on the www.uspoultry.org website. The application deadline for the 2016 awards is **April 22**.

The annual awards will be presented during the National Safety Conference for the Poultry Industry, Aug. 15 – 17, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

USPOULTRY Accepting Applications for 2016 Clean Water Awards

USPOULTRY is accepting applications for the 2016 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 2016 Environmental Management Seminar to be held Sept. 22 – 23, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

"Poultry companies are steadfast in their dedication to environmental stewardship and do an outstanding job managing their wastewater treatment facilities. Virtually all of the water used in poultry and egg processing is returned to the environment in first-rate condition, consistently exceeding the standards established in their discharge permits. USPOULTRY is pleased to sponsor this annual award program that highlights the hard work wastewater treatment professionals in our industry take to protect our natural

resources and enhance the environment," said Paul Hill, West Liberty Foods, Ellsworth, Iowa, 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 30**.

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 semi-finalists will have an opportunity to showcase their facilities.

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

The winners of the 2015 Clean Water Awards were Simmons Foods, Southwest City, Mo., for full treatment, and Keystone Foods, Reidsville, N.C., for pretreatment. Claxton Poultry Farms, Claxton, Ga., and Tyson Foods River Valley Animal Foods, Scranton, Ark., received honorable mention with distinction in the full treatment category.

Application forms can be obtained on USPOULTRY's website at www.uspoultry.org/environment.

GAP Farm Recognized for Environmental Excellence by USPOULTRY

The GAP Farm in Rogers, Texas, is one of five farms across the United States to receive USPOULTRY's Family Farm Environmental Excellence Award during the 2016 IPPE, in Atlanta. USPOULTRY sponsors the annual awards in recognition of exemplary environmental stewardship by family farmers engaged in poultry and egg production.

GAP Farm is owned and operated by Greg and Patti Kieffer along with their three sons, Preston, Casey and Rylan. The Kieffers raise 192,000 turkeys a year for Cargill Turkey Production, as well as cattle and forage on their farm.

GAP Farm, which stands for "God's Answer to Prayer," was formed after one of the Kieffer's two poultry houses on their first family farm burned to the ground. After realizing they could not part with a farm that had been in the family for years and giving their situation prayerful consideration, Greg and Patti decided

to look for another farm to purchase. Their prayers were answered when they found a farm for sale only seven miles from their home that would allow them to stay in the turkey business and keep their sons involved in farm life. In February of 2014, the Kieffers purchased the farm and appropriately named it GAP Farm.

The GAP Farm is located on 130 acres and has four 600-foot long turkey houses. The farm places 64,000 poultlets per flock, three times each year. The GAP Farm has operated under a water quality plan since it was first built. Soil tests that track phosphorus levels inform the Kieffers if, and when, they can apply litter to their pastures. Litter removed from the turkey houses after each flock is stored in a covered shed to protect it from the elements and ensure it does not negatively impact the environment. Litter that cannot be used on the farm is sold to nearby farmers.

The Kieffers have made a personal commitment to increase conservation measures to protect and enhance wildlife on and around their farm. To achieve this goal, Greg excluded cows from grazing on additional forage plots to give deer and other wildlife an opportunity to repopulate and thrive.



Paul Hill (left), 2016 USPOULTRY chairman and chairman of West Liberty Foods, Ellsworth, Iowa, presented the award to the Kieffer family

Allred Acres Recognized for Environmental Excellence by USPOULTRY

Allred Acres in Laurel, Miss., also received USPOULTRY's Family Farm Environmental Excellence Award during the 2016 IPPE in Atlanta.

Allred Acres is owned and operated by Robert and Angela Allred. In addition to raising pullets for Wayne Farms LLC since 1986, the Allreds raise cattle and grow hay. The Allred's 200-acre farm raises 72,000 birds per flock in six poultry houses.

Allred Acres utilizes a nutrient management plan, with not only the environment but economics in mind. Ninety-nine percent of their litter is applied to their own farm. They take multiple soil samples from each field to ensure that litter is applied at agronomic rates,

which ensures the litter, a valuable organic fertilizer, is not wasted.

The Allreds are careful to control stormwater runoff that is capable of eroding land and negatively impact surface water quality. Any time land is disturbed, runoff is controlled by grading surrounding areas to control the direction and velocity of the stormwater flow. In addition, rotational grazing practices are followed to avoid leaving bare soil that can erode easily during rain events.

In the winter they plant 60 acres of wildlife habitat areas, which consist of clover, rye grass and winter wheat. This has promoted an increase in the wild deer, fox and squirrel population.



Paul Hill (left) presented the award to the Allred family

Research Results

Funded by USPOULTRY and the USPOULTRY FOUNDATION

USPOULTRY and the USPOULTRY Foundation announce the completion of three 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.

Researcher Looks for Alternative Control Methods for Blackhead in Turkeys

Project #F054: Blackhead Disease (Histomoniasis) – Test the Ability of Zinc to Treat Blackhead Disease and Improve the Efficacy of Nitarosone

(Dr. Robert Beckstead, Department of Poultry Science, University of Georgia, Athens, Ga.)

Dr. Robert Beckstead recently completed a research project in which he looked for alternative compounds for the prevention and treatment of Blackhead in turkeys. Since effective medications for prevention and treatment of Blackhead are not any longer available in the U.S., practical alternatives are needed.

Several chemicals and compounds, including zinc and copper, were found to be effective in laboratory experiments, but when used in turkeys in a simulated field challenge were found to be ineffective. Since no practical treatment alternative is readily apparent, future research will focus on control of the transmission of the disease by focusing on control of its intermediate host, the cecal worm.

Researchers Reveal Mystery behind Important Poultry Vaccine

Project #F062: Identifying Amino Acids in the Spike Protein Critical for Arkansas-DPI Vaccine Binding

(Dr. Brian Jordan and Dr. Mark Jackwood, Department of Population Health & Poultry Science, University of Georgia, Athens, Ga.)

Dr. Brian Jordan and Dr. Mark Jackwood recently completed a research project where they looked at the complex makeup of a very

commonly used poultry vaccine, the Arkansas infectious bronchitis vaccine. Although used for years in the United States, there has long existed an understanding that the vaccine was not always highly efficacious.

The researchers found that the vaccine contains viral subpopulations that vary slightly genetically and that these slight variations account for the varied response that may be seen with the vaccine. This understanding provides the basis for development of an improved vaccine.

Researcher Makes Progress toward Necrotic Enteritis Vaccine

Project #686: Testing of a Non-virulent NetB Positive Strain of *C. perfringens* as a Live Vaccine against Necrotic Enteritis in Chickens

(Dr. Joan Smyth, University of Connecticut, Storrs, Conn.)

Necrotic enteritis is a disease produced by a bacterium called *Clostridium perfringens*, which may grow in the intestinal tracts of chickens and turkeys and produce toxins which cause illness and mortality in flocks. Dr. Joan Smyth used a novel isolate of the clostridium organism, which does not cause the disease as a live oral vaccine in young chickens.

She showed the inoculated birds developed antibodies to clostridium and some vaccine formulations provided partial protection against the disease. Although the vaccine does not provide full protection, this research supports the concept of using a live vaccine to protect against necrotic enteritis and will stimulate further research to improve the effectiveness of this live vaccine.



Member Spotlight: Foster Farms



In 1939, a young couple named Max and Verda Foster started Foster Farms by borrowing \$1,000 against a life insurance policy. They invested in an 80-acre farm near Modesto, Calif., and began raising turkeys. In the beginning, Max worked at the local newspaper, the *Modesto Bee*, to help support their young business while Verda concentrated on raising healthy chicks. What started out as a small, two-person operation has now grown into a \$2.7 billion family-owned company.

But as the saying goes, the more things change, the more they stay the same. Today, Foster Farms remains family-owned and is headed by Max and Verda's grandson, Ron Foster. Even as it has grown in size, the company continues to hold true to Max and Verda's mission of producing fresh, locally farmed poultry. Today, Foster Farms is the leading brand of chicken and turkey on the West Coast.



In 2015, Foster Farms achieved significant growth. With the introduction of Foster Farms Simply Raised and Foster Farms Organic, it became the largest producer of antibiotic-free and Certified Organic chicken and turkey on the West Coast. The company was recognized for its responsible practices by The White House in a national 2015 forum on antibiotic stewardship. Foster Farms' steady innovation and infrastructure changes - combined with new distribution opportunities - helped catapult national growth of its frozen and prepared product lines.

Animal Welfare

Foster Farms is dedicated to providing consumers with quality products that are

both nutritious and affordable. This objective is consistent with, and best supported by, the humane treatment of the birds in the company's care.

Foster Farms has been instrumental in helping to advance animal welfare in the poultry industry. Established in 2009, the company's animal welfare employee policy and training program is one of the most comprehensive in the poultry industry. This policy is maintained through all phases of operations.

In 2013, Foster Farms became the first major poultry producer in the United States to be certified by the American Humane Association. The American Humane Certified program ensures the birds in our care meet rigorous, science-based and veterinary expert-backed animal welfare standards. The program audit is comprehensive, covering 200 separate items including diet, living conditions and natural behaviors and is in place 24/7, 365 days a year. The company also maintains an animal welfare advisory committee comprised of leading academic experts.

Food Safety Leadership

Food safety has always been a top priority at Foster Farms, and the company is devoting more resources than ever in its role as a food safety leader.

Since 2013, Foster Farms has invested more than \$75 million dollars and has sought out the best advice to develop the most

effective food safety systems at each facility. The company's Food Safety Advisory Board members, selected from industry, academia and public service, are recognized as the nation's leading experts in the areas of medicine, animal health, plant operations, food safety and pathogen research. Foster Farms has invested heavily in food safety risk management from the live side through production and uses state-of-the-art data analysis to better determine and manage food safety risks.

Water Conservation and Waste Reduction

As a California food business based in the heart of the state's Central Valley, Foster Farms prioritizes responsible agricultural production with innovative practices that meet and often exceed stringent state mandates. In the midst of a historic, four-year drought, the company's environmental affairs team developed specialized sustainability programs improving water conservation and energy efficiency at all plants. As a result, Foster Farms achieved and maintained industry-leading, *Salmonella*-control results while reducing overall water use by approximately 25 percent since 2013. The water recycling program in Livingston, Calif., will save approximately 550 million gallons of water per year for this facility alone.

Foster Farms' waste reduction programs have received awards from the California Environmental Protection Agency, including California's highest environmental honor - the Governor's Environmental and Economic Leadership Award. Programs include solid waste recycling initiatives that divert waste from landfills through recycling and composting. Foster Farms has also devised a disposal system that converts organic waste into electricity.

As Foster Farms looks to the future, the company anticipates continued national growth and new product introductions across categories, all the while supporting customer and consumer demand for premium poultry products. For more information about Foster Farms, visit www.fosterfarms.com.



Fred Cespedes Inducted into Alabama Poultry Hall of Fame

Fred Cespedes, retired vice president of American Proteins and former USPOULTRY board member, was recently inducted into the Alabama Poultry Hall of Fame.

The presentation was made by Johnny Adams, executive director of the Alabama Poultry & Egg Association. Fred was also presented with a lifetime membership into the association by Tim Esslinger, senior director key account sales for Keystone Foods, and Alabama Poultry & Egg Association president.

Congratulations to Fred on his induction into the Alabama Poultry Hall of Fame!



(Left to right:) Johnny Adams, Fred Cespedes and Tim Esslinger



Fred with Nancy Starkey and John Starkey, president of USPOULTRY

USPOULTRY Foundation Research Advisory Committee

The USPOULTRY Foundation Research Advisory Committee (FRAC) announces the retirement of Dr. Steven Clark, Devenish Nutrition, at its meeting in March. Dr. Clark served 13 years on the committee, and USPOULTRY would like to thank him for his service.

A list of the 2016 Foundation Research Advisory Committee members is as follows.

Chairman: Dr. Travis Cigainero, CEVA

Vice Chairman: Dr. Thomas Frost, Wayne Farms

Dr. Bernie Beckman, Hy-Line International
Dr. Jim Britton, OK Foods Inc.

Dr. Christine Daugherty, Tyson Foods
Bill Griffith, Keystone Foods

Dr. David Harris, Simmons Foods
David Hurd, Rose Acre Farms Inc.

Dr. Don McIntyre, Diamond V

Dr. Petri Papinaho, Jennie-O Turkey Stores Sales
Michael Robach, Cargill

Dr. Bruce Stewart-Brown, Perdue Farms
Steven Woodruff, Woodruff & Howe
Environmental Engineering, Inc.



Dr. Travis Cigainero, FRAC chairman, with retiring FRAC committee member Dr. Steven Clark (center), Devenish Nutrition, and Dr. John Glisson, vice president of research, USPOULTRY



2016 USPOULTRY Foundation Research Advisory Committee

Compartmentalization of the Primary Breeding Industry

One of the many impacts of our recent experiences with highly pathogenic avian influenza (HPAI) has been the difficulties that the primary breeding industry in the U.S. has had in exporting its products. Approximately 60 percent of the genetic stock for all segments of the global poultry industry originates in the U.S. The disruption in global trade of genetic stock has had important consequences for the primary breeding companies and their international customers. As a result, efforts to compartmentalize the primary breeding industry have gained new urgency.

So, what is compartmentalization? There are two concepts which are often confused, regionalization and compartmentalization. Regionalization and compartmentalization are very different. Regionalization is a procedure which may be implemented by a country to manage populations of animals that are confined to a distinct geographical region within its territory for the purposes of disease control and international trade. For example, regionalization was accepted by some countries in 2015 during our HPAI outbreak and those countries placed trade embargoes only on those states within which there were infected flocks. Compartmentalization is a procedure that may be implemented by a country to define and manage animal *subpopulations of distinct health status* and common *biosecurity programs* within its territory for the purpose of disease control and international trade. In this case, the animal subpopulation is primary breeding stock. The distinct health status is that they are free of H5/H7 avian influenza virus (HPAI) and the biosecurity program is one that is specifically designed to prevent introduction of HPAI.

USPOULTRY was requested to facilitate the development of the documents required to establish a primary breeder compartmentalization program in the U.S. Working alongside the staff of the National Poultry Improvement Plan (NPIP), the staff of the National Import Export Service (NIES) and the primary breeding companies, USPOULTRY was able to help bring to fruition this past fall the submission of a proposal to USDA for a primary breeder

compartmentalization program. Many things were considered in the development of this program. It complies with all guidelines of the OIE (World Organization for Animal Health) and all requirements of the U.S. Code of Federal Regulations. When established, it will become part of the NPIP program and will be administered by NPIP staff.



The proposal focuses on prevention of the introduction of H5/H7 avian influenza virus through the development of a detailed biosecurity program. It recognizes the particular methods of introduction and spread of avian influenza virus and does not specifically attempt to prevent the introduction of other pathogens, although the program should provide enhanced biosecurity against all poultry pathogens. The focus is on the control of access and movement of wild and domestic birds, people, vehicles, equipment, materials and supplies, pests, and wildlife. It takes advantage of current avian influenza control and monitoring programs without creating redundant or conflicting new programs. It

provides guidelines that allow primary breeding companies to apply practical modern poultry production practices to accomplish the requirements of the guidelines. The facilities and management programs of each primary breeding company are all excellent but vary in detail. The compartmentalization guidelines are adaptable to the specific details of each company's existing programs.

How will the process work? The proposal is now in the hands of USDA which must publish it for public comment. Following the comment period and consideration of comments, the program will become part of the NPIP Program Standards. At that point, primary breeding companies can apply to be a U.S. Avian Influenza Clean Compartment. The application is very detailed and will be thoroughly audited. Certified auditors for the compartmentalization program will be trained in NPIP compartmentalization auditor workshops. Compliance will be insured by ongoing audits on an established time line. Once a company is approved as a compartment, NIES staff will start the process of working with international trading partners to accept the company's status as a U.S. Avian Influenza Clean Compartment. Acceptance of this status by a country should greatly facilitate the exportation of genetic stock to that country during an HPAI outbreak in the U.S.

Like all NPIP programs, the compartmentalization program is expected to become the global gold standard. The practical nature and thorough detail in the compartmentalization program is another great example of how the poultry industry and the USDA can work together to create something very valuable for the poultry industry, the consumer and global trade.

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OSHA Is Targeting Poultry Processing, and I Don't Understand Why

In 1981, I began a now 35-year career in the poultry industry when I accepted a position as a corporate safety manager for Gold Kist Inc., then one of the largest broiler companies. Up close I've seen phenomenal changes in all aspects of the industry.

The diversity and complexity of new equipment in the workplace has created additional machine safety hazards. Larger birds and transitioning to deboning and other types of further processing created new worker injury and illness hazards. Demand for poultry has continued to increase leading to larger and more complex facilities with more employees needed to meet the demand. One area that has adapted extremely well to these changes and the new hazards that came along with our success is the industry's approach to worker safety.

While it is a daunting task to keep pace with the rapid expansion of regulations impacting worker safety, our industry has met the challenge by expanding the safety efforts led by true safety professionals. These professionals work hard every day evaluating and addressing hazards in the workplace, training employees and keeping up with the mountains of paperwork required to document policies and programs. Their efforts are obvious and are reflected by data released by the Bureau of Labor Statistics. Using OSHA recordable injury and illness cases as a measure, the rates in poultry processing facilities have decreased by 81 percent in the last 20 years. Where once our injury rates were almost double the entire Manufacturing Sector, we are now within a few tenths of a percentage point. That steady improvement and narrowing of the gap between poultry and all manufacturing is even more remarkable given the repetitive, manual tasks associated with poultry processing that must be performed in a cool, wet environment to meet food safety and sanitation requirements.

Being keenly aware of the incredible efforts and the steady, continuous improvement in workplace safety within the poultry industry, I began to scratch my head when I learned last fall of a comprehensive special emphasis

program that OSHA was introducing to target poultry processing plants in OSHA regions covering all states from the Carolinas through Texas.



Can OSHA not see the numbers, pulled right off the government website? Why would they target an industry that makes steady improvements over such an extended period?

I then looked closer at OSHA's inspection activity at poultry processing facilities and was truly shocked at how extensively poultry was already being inspected by OSHA. During the most recent five-year period (2011-2015), OSHA conducted 635 inspections in poultry processing plants. That is over 10 inspections per month for five years! According to the U.S. Census Bureau, there are 532 poultry processing facilities and the majority of those are small further processors. Only 180 of these plants have more than 500 employees. A quick, unscientific scan of the 635 inspections suggest that well over 80 percent of the inspections have been at the larger facilities represented by USPOULTRY membership, so it is likely that each of the 180 larger facilities have been inspected recently, perhaps multiple times. Why does OSHA think we need a special emphasis when we are already heavily inspected?

It appears that OSHA is responding to pressure; pressure from unions and pressure from worker activist groups who have targeted the industry

making unfounded and misinformed allegations of working conditions in the industry.

In its guidance document for the special emphasis program, OSHA justifies the special emphasis on poultry by pointing out that the rate of lost time injuries for poultry processing workers is almost double the rate of all workers in private industry. This is hardly an apples to apples comparison, as "private industry" also includes retail, service industries, banking and insurance companies...hardly jobs with significant risk of serious injury. A comparison of poultry to All Manufacturing seems more suitable and, while we recognize our higher rate, it is much closer to manufacturing and we are steadily closing the gap.

OSHA also cites literature that suggests the likelihood of substantial under-reporting of worker injuries and illnesses by poultry industry employers, a belief we outright reject. Little in the referenced literature actually connects physical conditions, diagnoses and work-related events that are required to meet recordkeeping requirements. In addition, few OSHA recordkeeping citations have been issued at poultry processing facilities, even during a recent OSHA National Emphasis program on recordkeeping where poultry was a specially targeted industry.

Again, the poultry industry has much to be proud of with respect to workplace safety as we have made and continue to make great progress in reducing workplace injuries and illnesses. Are we satisfied with where we are? No, of course not. There is always room for further improvement. But we are a little confounded with OSHA's failure to recognize the industry's efforts and continuous improvement over an extended period of time.

Paul Pressley
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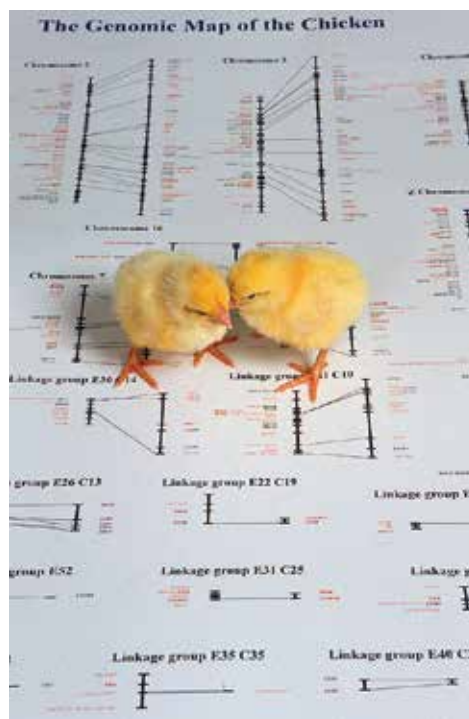
Whole Genome Sequencing Will Change Foodborne Disease Investigations... Let's Prepare!

Over the past few months, there have been increasing conversations on finding better ways to detect foodborne disease outbreaks. The three major agencies in charge of identifying and regulating food industries, USDA Food Safety and Inspection Service (FSIS), Food and Drug Administration (FDA) and the Centers for Disease Control (CDC), have been communicating their intent to rely more on whole genome sequencing (WGS) methods to identify pathogens involved in foodborne disease outbreaks. WGS is the mapping of an organism's genetic material. This mapping is being conducted with the major disease causing pathogens in foods, such as *Salmonella*, *Campylobacter*, *Listeria*, etc. Mapping the entire genetic material allows for the study all of genes, especially the ones associated with disease in humans. In the mapping, you can find characteristics such as virulence capability and antibiotic resistance.

FSIS, FDA and CDC have been collecting samples for some time and analyzing isolates to identify very specific variations in the genome of microorganisms. For several years they have been building databases for use in the identification of foodborne disease outbreaks and to perform source trace back. With this technology, these agencies are able to be more precise in their investigations. The CDC, for example, is able to refine outbreak case definitions, increase confidence in links between clinical and food isolates and link historic case patients to current outbreaks. They can also communicate with either the FSIS or FDA and compare isolates from their databases to identify potential sources.

One concern is that trace backs, using these specific molecular methods, can narrow the source to specific processing plants. They can also assume that unrelated products from that same plant may be contaminated as well.

Let's start by having this conversation with the regulatory and public health agencies so that we can all understand the possible



outcomes. The ramifications of such investigations are completely unknown and that is why we should become prepared. It is very important to evaluate this data, not only to react to the decisions of government agencies, but to learn about the processing plants operating environment. The data can be used to learn what is entering the process and to find ways to mitigate or eliminate risks.

Today, there is a renewed focus on the validation of food safety decisions. The impending use of WGS technology to identify outbreaks makes it more important than ever. The regulatory agencies, along with poultry and egg processors, have learned that validation is not just finding a justification of a decision through a regulatory mandate or a research study that mimics a specific intervention. There also has to be concrete evidence that your process is actually doing what it is intended to do. USPOULTRY is

looking for ways to help improve validation of food safety plans across our membership.

We have been coordinating with researchers to gather scientific information of the most common food safety interventions for our membership to use. We have started gathering data on indicator organisms and their applications along the processing chain. We intend to expand our efforts to include scientific documentation of the most common plant interventions. The goal is for USPOULTRY to become the main resource for food safety-related documentation necessary to conduct real-time process evaluations.

To prepare for food safety investigations using WGS, poultry and meat organizations are also engaging with federal agencies to understand how they will use this technology. This technology could be beneficial to use for processing and public health improvements. We should still be cautious, since the ramifications of the use of this technology are not well understood. Validation of the processes and the understanding of how foodborne outbreaks will be investigated and how to prevent them will be evolving in the near future, and we should all become prepared to minimize any negative impact to our business.

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Poultry Handling and Transportation Program



USPOULTRY's revamped Poultry Handling and Transportation (PHT) Program debuted during the 2016 IPPE in January. The purpose of this third-party certification program is to train poultry live haul crews, hatchery crews and drivers on proper 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.

Previously named the Poultry Handling and Transportation Quality Assurance Program, the certification was developed in partnership with Dr. Eva Wallner-Pendleton of Pennsylvania State University, as well as the U.S. Department of Agriculture and various industry specialists in 2011. The PHT program aligns with all

animal care guidelines of the National Chicken Council, National Turkey Federation and United Egg Producers. Training topics include, but are not limited to, basic catching and hauling techniques, education on biosecurity, disease recognition and accident management.

Each certified poultry handler attendee receives a training manual, participates in a 3-4 hour training session and then takes a written test at the end of the workshop. Upon completion of the training and successfully passing the test, individuals will receive a certificate of completion. Handlers are required to complete an online recertification test every three years.

Individuals involved in relevant work with live poultry can become certified trainers by attending a 'Train the Trainer' education session and passing a qualifying exam. Once a trainer has been initially certified, recertification facilitated by an online test is required every two years. A list of the requirements to become a trainer and a list of certified trainers can be found at <http://www.uspoultryhandling.org>.

Companies may become certified once 80 percent of their crews and drivers have successfully completed and continue to maintain certification. For multi-complex

companies, individual complexes may become certified.

Those with questions or interested in bringing this training to your company should contact Rafael Rivera at rrivera@uspoultry.org or visit www.uspoultryhandling.org.



Opportunities for Rendered Products in the Global Market



Jessica Meisinger, National Renderers Association

“For renderers, the real message is sustainability. The sustainability of the food chain, of the meat industry, of pet food and of our communities. Without our industry and knowledge, the world would be left sending valuable and green feed ingredients to landfills,” said Jessica Meisinger, National Renderers Association, during her presentation at the International Rendering Symposium, held in conjunction with the 2016 IPPE in Atlanta, Ga.

During her presentation on “Innovations in the Rendering Industry,” Meisinger gave an overview of the Fats and Proteins Research Foundation’s mission and described several research projects that are currently in development, including studies on validating rendering temperatures; the impact of rendered protein meal levels of oxidation on pet food shelf-life; the development of a potent antioxidant from animal byproducts; the use of nanotechnology to eliminate odors; and carbon footprint, aquaculture and lifecycle analysis for greenhouse gas emissions.

Kent Swisher, National Renderers Association, focused his presentation on opportunities and risks in the global market, remarking that “one person’s opportunity might be another person’s risk.” He iterated that the strategic intention for the global market is to promote the demand and market access for rendered products to domestic and international customers.

Swisher provided examples of domestic and global risks and opportunities, such as the renewable fuel standard, the Food Safety and Modernization Act and the fear consumers have of disease. From a global perspective, Swisher observed that 25 percent of domestic rendered fat goes to biofuel and 19 percent goes to overseas biofuel production. He mentioned that there is an opportunity for rendered protein meal in the poultry and aquaculture sectors, with great demand from Asia, Mexico and Chile. However, avian influenza is a risk for exports, as well as additional European Union meal entering the marketplace. Disease-related issues are also constraints for market access, in addition to currency issues due to the strength of the dollar, non-tariff trade barriers and competing products coming from palm oil and soybean oil.

During his presentation on “Quality Assurance in the Rendering Industry,” Dr. Ansen Pond, Darling Ingredients, remarked, “The rendering industry in the U.S. is heavily regulated and audited by a number of different agencies, including the EPA, OSHA, FDA, APHIS and state regulatory agencies.”

Pond described the rendering process and quality hazards that can occur, observing that



Kent Swisher, National Renderers Association

the rendering industry has implemented food safety controls for many years to reduce these hazards.

Pond commented, “Our industry provides a cycle of sustainability to the food industry, ensuring safety throughout the food chain. Customers expect the rendering industry to provide safe and pest-free ingredients, with no foreign material or contamination, and materials from a traceable and sustainable source.”



USPOULTRY 2016 Feed Mill Management Seminar Focuses on Security, Efficiencies and Avian Influenza



Dr. Amy Batal, corporate nutritionist for Sanderson Farms

“Cost is the number one reason for ingredient changes,” said Dr. Amy Batal, corporate nutritionist for Sanderson Farms, during her presentation on “Ingredient Changes...Why Are They Important and Why Should the Mill Manager Speak Up?” at USPOULTRY’s 2016 Feed Mill Management Seminar in Nashville, Tenn. There were approximately 200 mill managers and allied suppliers in attendance.

“Open communication between feed mill managers and nutritionists is key when looking to add new ingredients. Unless managers explain how the ingredient affects feed quality, bin space, production and formulation costs, we will not know what challenges exist at the mill,” Batal commented.

In his presentation on “Avian Influenza: All In or All Out,” Dr. John Glisson, vice president of research for USPOULTRY, shared the staggering effects on trade and the entire industry when an avian influenza outbreak occurs. “There is no evidence showing that avian influenza might have been spread by feed,” explained Glisson. “But we must all take HPAI prevention seriously, or we will all be out of luck and out of business.”

Frank Garczynski, feed mill manager for Koch Foods, presented an industry case study on Koch’s biosecurity best practices at the mill. Garczynski shared photos and other protocol that Koch Foods has implemented for sanitizing vehicles entering the property and other measures they have taken to improve biosecurity at their facilities. “Being located within close proximity of the Mississippi flyway and Eastern and Western flyways in Mississippi, we could not sit and wait for an outbreak to make changes,” said Garczynski.

Michael Waters, protective security advisor for the U.S. Department of Homeland Security,

reviewed the importance of conducting security and safety audits for critical infrastructure, including feed mills, during his presentation, “Enhanced Critical Infrastructure Protection Visits & Infrastructure Survey Tool.”

“The majority of critical infrastructure is privately owned. We do not have regulatory authority to go in and tell people what to do, nor do we have the resources. We want to become partners with the private sector to establish a relationship and inform critical infrastructure managers about how important their facility is and how important increased vigilance is,” remarked Waters.

Other topics covered at the seminar included: Regulatory Update; OSHA/ Safety Data Sheets/E-Logging; Motivating Your Team to Success with Laughter; Steam Quality and Application; Pellet Quality: Why It’s Important and How to Get There; Proper Sampling for Success; New Mill Virtual Tour; Inventory and Energy Efficiencies...Capturing the Low Hanging Fruit; and Feed Mill Automation for FMSA Compliance.



FFA: The Opportunity to Give Back

On the wall in my office hangs the back of an all too familiar national blue corduroy jacket with "North Carolina Association" stitched in corn gold. Directly adjacent hangs a small patch of the same fabric covered by an FFA emblem. Career Development Event, Proficiency and Degree pins clutter textured blue fabric that once made up the back of my regional officer jacket. Though they may just be bits of fabric and pieces of metal, they have, without a doubt, earned their spot on the wall. Without that blue waist coat that was hot in the summer and cold in the winter, I would not have grown into the individual I am today.

In that jacket, as a nervous high school freshman, I gave my Poultry Evaluation reasons to a retired poultry science professor who in-return asked for confirmation that I planned on majoring in poultry science at North Carolina State University in the future.

It was in the "ag building" of my high school that I met my best friend, and where my FFA Advisor guided me in all of the trials of a teenager, not just those relevant to the classroom.



FFA took me, a girl raised in a town without a stoplight, to Indianapolis, Louisville, Washington D.C., and the plains of South Africa. My senior year of high school, I hosted a Future Farmer of Japan (FFJ) student through FFA. I am confident that you know hardly anything about the place you come from unless you have the opportunity to see the world.

Where there is much success there is also defeat, and FFA was no exception. I was humbled by loss and learned the great truth in "you can't always get what you want."

Although my days of wearing the jacket are long gone, I am excited to step into a new role: the opportunity to give back through USPOULTRY's involvement in FFA.

USPOULTRY proudly sponsors the National Poultry Evaluation Career Development in partnership with Tyson Foods, Inc. and Newly Weds Foods. USPOULTRY President, John Starkey, also serves on the Sponsors' Board of the National FFA Foundation. The top 10 finalist teams of the National Poultry Evaluation Career Development are invited to the International Processing & Production Expo to take in the new marvels in the world of poultry production.

At the 2016 Georgia Blue and Gold Gala, Georgia Governor Nathan Deal spoke fondly of his time in the FFA; and though his experiences took place decades before mine, they encompassed the same appreciation for the organization. FFA provides a connection from the past and seeks eagerly for growth and development into the future. Although the future is uncertain, those involved in FFA will be prepared with leadership, hard work, gratitude and fortitude.

Beverly Hampton
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National Turkey Federation's 'Today's Turkey' Program



Today's consumers want it all - taste, convenience, value and healthfulness - and turkey delivers. Now, America's turkey farmers are making it easy for retail and foodservice professionals to talk up and serve up today's unexpected protein alternative through a program called, Today's Turkey.

As part of the Today's Turkey program, the National Turkey Federation has launched a website, www.serveturkey.org, that is designed to help retail and foodservice professionals inspire consumers to make turkey - in its wide variety of cuts and

preparations - a regular part of their weekly meal routine.

Today's Turkey program provides all the information retail professionals need to raise awareness, educate and inspire shoppers to try today's unexpected, healthy and flavorful lean protein.

For food service professionals, Today's Turkey hopes to inspire chefs, menu developers and R&D professionals to prepare innovative signature dishes, across each day part - from breakfast sausage and turkey bacon, to new

lunch pairings, and bold ethnic dinners that feature a wide variety of turkey cuts. For fast casual and casual chains in particular, turkey offers the opportunity to stand out with unexpected menu items that are fresh, delicious and healthy.

A component of the National Turkey Federation's turkey demand and enhancement efforts, the ultimate goal of the Today's Turkey program is to help increase turkey consumption to 20 pounds by 2020.

North Carolina State University Receives \$27,205 USPOULTRY Foundation Recruiting Grant



North Carolina State University recently received a \$27,205 student recruiting grant from the USPOULTRY Foundation. The grant was made possible by an endowing gift from the Stanley Frank Family Foundation.

“We would like to thank the USPOULTRY Foundation for the support of our poultry science students. These funds enable us to convey the value of a degree in poultry science to future potential students and subsequently recruit those students into our

programs here in the Prestage Department of Poultry Science,” said Dr. Mike Williams, professor and head of the Prestage Department of Poultry Science, North Carolina State University.

The USPOULTRY Foundation board approved student recruiting grants totaling more than

\$230,600 to the six U.S. universities with poultry science departments and 20 other institutions with industry-related programs. The Foundation provides annual recruiting funds to colleges and universities to attract students to their poultry programs.



Dr. Mike Williams and Lynn Worley-Davis, undergraduate teaching coordinator and advisor - Poultry Science Club and Young Farmer Rancher Club, with several Prestage Department of Poultry Science students.

University of Delaware Receives \$4,600 USPOULTRY Foundation Recruiting Grant

The University of Delaware recently received a \$4,600 student recruiting grant from the USPOULTRY Foundation. The grant was made possible by an endowing gift from AJC International.

The check was presented to Robert Alphin, instructor and Allen lab manager, Department of Animal & Food Sciences, University of Delaware, by Mike Levensgood, vice president, chief animal care officer and farmer relationship advocate for Perdue and USPOULTRY board member. Joining in the presentation was Dr. Hong Li, assistant professor, and several poultry students.

“We very much appreciate the support from the USPOULTRY Foundation,” said Alphin.

The student recruiting grant will help fund the University of Delaware’s multifaceted program, which provides multiple avenues throughout the year for students to learn about the poultry industry firsthand and to meet industry leaders offering internship and career opportunities. Some of the areas that will be funded include the Poultry Careers Seminar, Poultry Exploration Day Program, ANFS 265 – Perspectives in Career and Professional Development course, Department of Animal & Food Sciences Poultry Production lecture and laboratory courses, and participation in the College Student Career Program.



Mike Levensgood (center, second from left), vice president, chief animal care officer and farmer relationship advocate for Perdue and USPOULTRY board member, presenting a \$4,600 grant to Robert Alphin. Joining in the presentation are Dr. Hong Li (center, left), assistant professor, and several poultry students.

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 breeding research developments and genetic trends. Sponsored by the Poultry Breeders of America and USPOULTRY, the conference will be held May 5 – 6, at the Renaissance Airport Hotel in St. Louis, Mo.

The 66th annual National Breeders Roundtable program will include topics on Cryopreservation

of Turkey Semen; Conservation of Rare and Heritage Livestock Breeds; Pheasant Breeding Program Overview; Adult Myoblast Mediation of Posthatch Muscle Growth; Single Stage Genomic Evaluation; Using Genomics to Select for Disease Resistance in Chickens and Turkeys; and more.

To view the agenda and to register, visit www.uspoultry.org.

Poultry Processor Workshop to Focus on Continuous Improvement in the Plant

Poultry processing plant management plays an important role in today's fast-paced poultry industry. USPOULTRY's 2016 Poultry Processor Workshop will provide the latest information on the new technology, management techniques and inspection issues affecting processing operations. This year's workshop will be held May 11-12, at the Sheraton Atlanta Hotel in Atlanta, Ga.

"As increasing automation and new management techniques occur, the poultry processing plant feels the impact perhaps more than any other operation in the company. Throw in constant changes and modifications in government inspection programs, and managing the plant becomes even more complicated on a daily basis. Make sure you keep up with today's fast-paced poultry industry by attending this important seminar," said John Wright, Fieldale Farms, and program committee chairman.

Topics that will be discussed include a Regulatory Update; Parts Intervention Strategies; OSHA Regional Emphasis Program: Overview and Legal Perspective, and An Industry Case Study; Leadership Development and Coaching; Continuous Improvement in the Plant...A Case Study; Sanitation Methods for *Listeria* Control; Meat Quality / Tenderness; Detection

Methods for *Salmonella* and *Campylobacter*; Technology Showcase; Carcass Quality Analysis; and Preventative Maintenance 101.

For a full agenda and to register for the Poultry Processor Workshop, visit www.uspoultry.org.



The agenda was developed by a program committee of plant managers, food safety and quality assurance professionals and included the following (left to right): Amit Morey, Auburn University; John Wright (committee chairman), Fieldale Farms; Dale Hart, Cooper Farms, Inc.; Joey Broom, Ingram Farms; Josh Cannon, Perdue Farms, Inc.; and Dr. Doug Britton, Georgia Tech Research Institute

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
May 11-12, Atlanta, Georgia
Sheraton Atlanta

Financial Management Seminar
June 27-29, Amelia Island, Florida
Ritz-Carlton

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