

NEWS & VIEWS

USPOULTRY[®]

U.S. POULTRY & EGG ASSOCIATION

March / April 2015

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NEWS & VIEWS

MARCH / APRIL 2015

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

Send Comments to: **News & Views**,
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Training Programs: An Essential Aspect of Our Mission

The need for effective biosecurity practices has never been more prevalent than now with the recurring detections of avian influenza in the United States. If biosecurity measures are not implemented correctly, the impact on our industry could be potentially disastrous. As such, the importance of effective biosecurity measures cannot be stressed enough.

Our Association has again made available its "Infectious Disease Risk Management: Practical Biosecurity Resources for Commercial Poultry Producers" program to help with this endeavor. The program is a "train-the-trainer" development tool for personnel training, as well as a teaching resource. It was developed with the guidance of industry and academia members and provides interactive, user-friendly content and videos. This program is described in further detail elsewhere in *News & Views*, as well as on our website, www.uspoultry.org/training.

Our focus in providing this program and disseminating other crucial training programs on key industry topics is not by accident. Like most associations, "education" has been a part of our mission for some time now. Under the guidance and leadership of our Board over the years, we have expanded our focus to include not only our education seminars but employment training programs covering topics such as food safety, workplace safety, fleet safety, spill prevention and countermeasures, machine guarding, stormwater pollution prevention, environmental enhancement and protection, etc.

I invite you to take a few minutes to look through our inventory of training programs, and share your insight into topics we should next address!

John Starkey, PE
President
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John Starkey, PE
President
USPOULTRY



Poultry Groups Take Advantage of Free IPPE Bus Service

Multiple poultry companies took advantage of free bus service to transport their employees and growers to the 2015 International Production & Processing Expo (IPPE). More than 350 employees and growers from 13 poultry complexes attended IPPE via the bus service. They included Tyson Foods, Cumming, Ga.; Claxton Poultry, Ga.; Fieldale Farms, Ga.; Perdue Farms, Ga.; Keystone Foods, Eufaula, Ala.; Amick Farms, S.C.; Peco Foods, Gordo, Ala.; Pilgrim's, Guntersville, Ala.; Pilgrim's, Chattanooga, Tenn.; and Pilgrim's in Gainesville, Ellijay, Canton, and Athens, Ga.

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 Gas South.

IPPE will offer the bus service again in 2016 for meat, poultry and feed member companies of the U.S. Poultry & Egg Association, 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 Peco Foods in Gordo, Ala., take advantage of the free bus service offered during the 2015 International Production & Processing Expo.

2015 IPPE EXHIBITOR ADVISORY COMMITTEE



Back Row: John Reimer, JAX Inc.; Mike Deal, AGRI-associates; Stuart Martin, Hayes & Stolz Ind. Mfg Co.; Harold Mauck, Essmueller Co.; Noemi Estrella, Biomin America; Roger Vessel, Cobb-Vantress; Stephanie Wilson, Innovative Marketing and Design; Felicia Lyn, Innovative Marketing and Design; David Emmel, Sealed Air Food Care - Cryovac and Diversey; and Rick Bennett, KL Products

Second Row: Cindy Wellborne, Poultry Times; Anthony Harman, Potters Poultry International; Kurt Hutt, Lubing Systems; Raymond South, Keith Mfg. Co.; Helen Ruddled, CBH International; Terri Finlayson, International Paper; Gene Pledger, D&F Equipment Sales; Jeff Jasuta, L.B. White Company; Sharon Bouchard, Jamesway Incubator Co.; and Missy Abbott, Danisco Animal Nutrition

Front Row: Carla Marconi, Alaso Poultry Equipment; Mary Murray, DeLong's Gizzard Equipment; Ibett Remedios, Wincorp International; Patty Gomez, CWT Farms Int'l; Toni Fant, JBT; Jenna Ritchie, Zoetis; Patrick Ceska, Morton, Vardeman & Carlson; Mia Short, WATT Global Media; Silvana Paterno, Foodmate USA; and Kristi Campbell, Georgia Research Institute

Not pictured but in attendance: Sinely Crowder, Adisseo; Narciso Hernandez Filho, Consulate General of Brazil in Atlanta; Bill Morris, Morris & Associates; Randy Clapsadl, Morris & Associates; Pat Meggs, Cumberland Poultry Systems; Jay Daniels, Hubbard; Kris Carroll, Marel Stork Poultry Processing; Candy Dailey, Anitox Corporation; Ian MacKinnon, Committee Chair, Jamesway Incubator Co.; and Heath Jarrett, Committee Vice-chair, Meyn America

Poultry Company Applications Being Accepted for 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 U.S. Poultry & Egg Association members with poultry or egg processing plants, further processing facilities, 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 2013 was 4.5 cases per 100 full-time workers. Poultry processing's 2013 rate represents an outstanding 80.2 percent improvement from 1994.

"The poultry industry relies on our workforce of dedicated employees to provide a wholesome and affordable food source for our nation and the rest of the world. That is why we are so heavily invested in processes and procedures to further reduce workplace hazards. The significant and consistent decline in illness and injury rates among our workforce over the past two decades is a direct result of the poultry industry's strong commitment to worker safety," said Mike Nations, corporate safety manager for Harrison Poultry and chair of the Joint Industry Safety and Health Council.

Award program application forms are available on the www.uspoultry.org website. The application deadline for the 2015 awards is **April 20**. The annual awards will be presented

during the National Safety Conference for the Poultry Industry, Aug. 24-26, at the Hilton Myrtle Beach Resort in Myrtle Beach, S.C.



USPOULTRY Accepting Applications for 2015 Clean Water Awards

U.S. Poultry & Egg Association (USPOULTRY) is accepting applications for the 2015 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 2015 Environmental Management Seminar to be held Sept. 24–25, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

"Poultry companies are persistent in their commitment to environmental stewardship and do an exceptional job managing their wastewater treatment facilities. They return most of the reclaimed water used in poultry and egg processing to the environment in excellent condition. USPOULTRY is pleased to sponsor this annual award program that features the efforts wastewater treatment professionals in our industry take to safeguard our natural resources and enrich the

environment," said Sherman Miller, Cal-Maine Foods, Jackson, Miss., 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 water or a land application system. Pretreatment facilities are those facilities that discharge pretreated effluent to publicly-owned treatment facilities for further processing. 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 **May 31**.

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 were 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 the Association in publicizing the award on a local, regional and national level. The winners of the 2014 Clean Water Awards were Koch Foods, Gadsden, Ala., for full treatment, and Tyson Foods Retail Division, Wilkesboro, N.C., for pretreatment. Tyson Foods River Valley Animal Foods, Scranton, Ark., received honorable mention in the full treatment category, and Fieldale Farms, Gainesville, Ga., received honorable mention in the pretreatment category.

An application can be obtained on the USPOULTRY website at: <http://www.uspoultry.org/environment>.

G & J Anderson Ranch Recognized for Environmental Excellence by USPOULTRY

G & J Anderson Ranch, Inc. in Seligman, Mo., was one of five farms across the United States to receive U.S. Poultry & Egg Association's Family Farm Environmental Excellence Award during the International Poultry Expo, part of the 2015 International Production & Processing Expo, in Atlanta. 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 dry litter or liquid manure management, nutrient management planning, community involvement, wildlife enhancement techniques, innovative nutrient management techniques, and participation in education or outreach programs. Applications were reviewed and farm visits conducted by a team of environmental professionals from universities, regulatory agencies, and state trade associations in selecting national winners in five regions.

G & J Anderson Ranch consists of 742 acres in which turkeys are raised on behalf of Cargill Turkey Production, LLC, as well as a 300-head cow/calf operation. The farm has one large turkey brood house and four grow-out barns that have a total capacity of 24,000 poult per flock. The turkey operation located on the farm has been operated by co-owners Lindell and Shelley Mitchell for over 21 years.

G & J Anderson Ranch utilizes a nutrient management plan for their farm with 100 percent of the litter sold to third parties, along with a composting program to dispose of mortality. Maintaining a balance between successfully operating a multi-species ranch and environmental stewardship is very important to G & J Anderson Ranch. This challenge has been met by implementing a very strong forage program, with the ranch receiving a number of Bermuda grass quality awards.

To prevent erosion and provide wildlife habitat, trees and ground coverage are left on sloped areas. Food plots for wildlife have also been established.



Sherman Miller (left), 2015 USPOULTRY chairman and COO of Cal-Maine Foods, Jackson, Miss., presented the award to the Mitchell family

Still Water Farm Recognized for Environmental Excellence by USPOULTRY

Still Water Farm in Danielsville, Ga., was one of five farms across the United States to receive U.S. Poultry & Egg Association's Family Farm Environmental Excellence Award during the International Poultry Expo, part of the 2015 International Production & Processing Expo, in Atlanta, Ga. USPOULTRY sponsors the annual awards in recognition of exemplary environmental stewardship by family farmers engaged in poultry and egg production.

Still Water Farm is owned and operated by Terry and Deborah Chandler. Still Water Farm has two poultry houses with a total capacity of 22,000 birds per flock and raises broilers for Pilgrims. The 235-acre farm also raises beef cattle and grows forage.

Promoting maximum productivity, enhancing environmental management and rebuilding topsoil are priorities for the Chandlers and can be a challenge. The Chandlers closely follow a nutrient management plan and apply 90 percent of their litter to their own land. The farm's transition to intensive rotational grazing has improved forage performance, increased soil permeability and fertility, improved water quality and reduced erosion.

The Chandlers have implemented several practices that are designed to encourage and promote wildlife, including incorporating 25- to 30-foot buffer zones around and along all surface water. This has created a riparian filter strip that also serves as a wildlife

sanctuary and safe nesting zone. Three water impoundments also serve as safeguards and filter any stormwater runoff before it flows into waterways.



Sherman Miller (left), 2015 USPOULTRY chairman and COO of Cal-Maine Foods, Jackson, Miss., presented the award to Terry Chandler

Member Spotlight: Tyson Foods



Who We Are. What We Do.

Great food, made by good people. Tyson Foods was founded in 1935 by John W. Tyson, whose family has continued to lead the business with his son, Don Tyson, guiding the company for many years and grandson, John H. Tyson, serving as the current chairman of the board of directors.

The company, with headquarters in Springdale, Ark., is one of the world's largest producers of chicken, beef, pork and prepared foods that include leading brands such as *Tyson*®, *Jimmy Dean*®, *Hillshire Farm*®, *Sara Lee*® frozen bakery, *Ball Park*®, *Wright*®, *Aidells*® and *State Fair*®. Tyson Foods also makes a variety of prepared foods, such as pizza toppings and crusts, tortillas and chips, deli meats, appetizers, soups sauces and side dishes.



Tyson Foods provides a wide variety of protein-based and prepared foods products and is the recognized market leader in the retail and foodservice markets it serves, supplying customers throughout the United States and approximately 130 countries. It has approximately 124,000 Team Members employed at more than 400 facilities and



offices in the United States and around the world. Through its Core Values, Code of Conduct and Team Member Bill of Rights, Tyson Foods strives to operate with integrity and trust and is committed to creating value for its shareholders, customers and Team Members. The company also strives to be faith-friendly, provide a safe work environment and serve as stewards of the animals, land and environment entrusted to it.

Tyson Foods generated \$37.6 billion in sales in 2014. The company provides jobs to 115,000 employees they call Team Members based in more than 400 facilities and offices in the U.S. and around the world. The company employs more than 3,000 military veterans and is looking to hire more all the time.

Making a Difference

Since 2000, Tyson Foods has donated approximately 100 million pounds of food to aid in hunger and disaster relief. Through its KNOW Hunger campaign, the company is increasing awareness of the nearly 49 million Americans that live in households where hunger is a problem, including over 16.2 million children. Tyson Foods also has donated more than \$22 million in cash to community charities since fiscal year 2009. Over the same period, Tyson's Team Members gave more than \$12 million to chapters of the United Way in their plant communities.



USPOULTRY Accepting Research Pre-Proposals on the Investigation of the Efficiency of Inducing Insensibility in Poultry Using Low Voltage Stunning

The USPOULTRY Board Research Initiative is requesting pre-proposals on the investigation of the efficiency of inducing insensibility in poultry using low voltage stunning. The European Union and the World Organization of Animal Health (OIE) have published standards for the electrical stunning of poultry that dictate much higher amperage and voltage levels than those routinely used in the United States. This “stun-to-kill” method produces much higher levels of carcass damage than seen with the low voltage “stun-to-stun” method used in the United States.

The areas of focus for the research will include methods to accurately verify that poultry is rendered insensible by stunning

in a commercial slaughter facility using typical low-voltage slaughter equipment/ standards and possible modifications to the current low-voltage stunning system that will improve the efficiency of rendering birds insensible.

The deadline for pre-proposal submission is April 24. For more information, go to www.uspoultry.org, and click on “Research” for complete instructions and deadlines.

The USPOULTRY Board Research Initiative was created by the Boards of USPOULTRY and the USPOULTRY Foundation to address current issues facing the poultry industry. The USPOULTRY Board Research Initiative

operates alongside the current USPOULTRY research program and augments the great success of the existing program by focusing additional resources toward defined areas of research.

USPOULTRY and its Foundation operate a comprehensive research program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY has reinvested more than \$26 million dollars into the industry in the form of research grants, with the International Poultry Expo as the primary source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

USPOULTRY Accepting Research Pre-Proposals for the Determination of the Interaction of Density and Wellbeing in Broilers and Turkeys

The USPOULTRY Board Research Initiative is requesting pre-proposals for the determination of the interaction of density and wellbeing in broilers and turkeys. Various countries and welfare certification groups have established guidelines on growout density for broilers and turkeys. These guidelines vary greatly and are not based on scientific study in commercial conditions. By better understanding the interaction of growout density, animal wellbeing and production measures in commercial conditions, objective maximum density recommendations can be developed.

The areas of focus for the research will include objective measures for determining broiler or turkey wellbeing in a commercial setting, the determination of the effect of density on

broiler or turkey wellbeing in a commercial setting and the determination of the effect of density on production parameters in a commercial setting.

The deadline for pre-proposal submission is April 24, 2015. For more information, click here. Or go to www.uspoultry.org, and click on “Research” for complete instructions and deadlines.



Research Results

Funded by USPOULTRY FOUNDATION

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

Researchers Evaluate New Lighting Technologies for Broiler Houses

Project #667: Evaluation of a LED Lighting System for Poultry Facilities

(Dr. Brian Fairchild, Dr. Mike Czarick, and Dr. John Worley, University of Georgia, Department of Poultry Science, Athens, Ga.)

Dr. Brian Fairchild and colleagues at the University of Georgia studied the practical use and limitations of utilizing LED bulbs in commercial broiler houses. LED lighting was compared to compact fluorescent and incandescent bulbs in regards to light intensity, ability to be uniformly dimmed and longevity in the broiler house environment. The researchers found that light intensity depreciated over time with different LED bulbs. It was also found that some LED bulbs are not suited for direct moisture application as can occur when the inside of a broiler house is washed. LED bulbs were found to work well with the appropriate dimmer. The research provides very practical information for growers and companies considering the conversion to LED lighting in poultry houses.

Research Provides New Insight on Vaccination Against Infectious Bronchitis

Project #680: Understanding Arkansas IBV Vaccination Failures

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

Dr. Mark Jackwood and Dr. Brian Jordan at the University of Georgia recently completed a research project that looked at the possible reasons for frequent vaccine failures when broilers are vaccinated with Arkansas infectious bronchitis vaccine. They found the vaccine contains a mixture of subpopulations

of viruses, and one of the minor subpopulations is actually responsible for immunizing the birds. Using a hatchery spray cabinet, they showed the limiting factor for immunizing chicks with the vaccine was delivering an adequate dosage of the critical minor virus subpopulation to the chicks. This research may lead to future improvements in the Arkansas infectious bronchitis vaccine.

Carbon Footprint and Assessment Tool Developed for Poultry Producers

Project #672: Carbon Footprint Assessment and Calculation Tool Development for the Poultry Industry

(Dr. Claudia Dunkley; Dr. Casey Ritz; Dr. Brian Kiepper; Dr. Brian Fairchild; and Dr. John Worley, University of Georgia, Department of Poultry Science, Athens, Ga.)

Researchers at the University of Georgia, led by Dr. Claudia Dunkley, recently developed a carbon footprint assessment and calculation tool for use by the poultry industry. The calculation tool is a computer-based, user-friendly spreadsheet that can be easily accessed and used by poultry growers. The tool allows a grower to assess the carbon footprint of their farm. In addition, it can point out suggested improvements to the farm operation and calculate potential reductions in greenhouse gas emissions and cost savings. This innovative tool promises to provide growers an additional means to improve the operation and profitability of their farms.

New Technique for Studying Hen Diuresis Disease Syndrome in Broiler Breeders

Project #F047: Pilot Study-Colostomy and Urine Collection Protocol for Investigating Potential Inciting Causes of Hen Diuresis Syndrome

(Dr. Kelli Jones, Mississippi State University, Pearl, Miss., also affiliated with Ceva Biomune, Lenexa, Kan.; Dr. Bradley Turner, DSM Nutritional Products, Parsippany, N.J.; Dr. João Brandão, Oklahoma State University, Stillwater, Okla.; Dr. Sue Ann Hubbard, Mississippi State University, Pearl, Miss.; Dr. Danny Magee, Mississippi State University, Pearl, Miss.; Dr. Brittany Baughman, Mississippi State University, Pearl, Miss.; Dr. Robert Wills, Mississippi State University, Mississippi State, Miss.; and Dr. Thomas Tully, Louisiana State University, Baton Rouge, La.)

Dr. Kelli Jones and colleagues at Mississippi State University, Oklahoma State University and Louisiana State University recently completed a research project in which they studied hen diuresis syndrome in broiler breeders. This poorly understood syndrome is characterized by elevated mortality, increased urine output (diuresis) and muscle weakness in the vent area. The cause is unknown but is thought to be the result of a metabolic disturbance in the birds. The problem has been hard to study because of the difficulty of collecting urine from chickens, since birds evacuate feces and urine together from the cloaca. In this pilot study, the researchers developed a surgical technique that allows the collection of urine from chickens, free of fecal contamination. This new technique will allow future studies on the characterization and cause of this important disease syndrome in broiler breeders.

USPOULTRY Offers Biosecurity Program

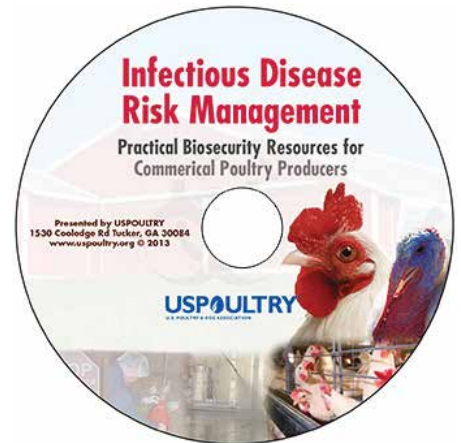
With the recent avian influenza news announcements, USPOULTRY is again making available its “Infectious Disease Risk Management: Practical Biosecurity Resources for Commercial Poultry Producers” program. The program was created to aid in developing more effective biosecurity practices and is designed to be used as a program development tool for personnel training and teaching.

“The avian influenza virus may be carried by migratory birds, and there is a growing incidence being identified along the North American continental flyways. The need to have an effective biosecurity program in place is essential and should be implemented immediately,” said Dr. John Glisson, vice president of research programs for USPOULTRY.

The biosecurity program was developed under the guidance of industry and academia members. The program is interactive, very user-friendly and includes educational videos and content, including an introduction video. The program is a multi-purpose, reference, employee training and teaching resource tool.

This program is available to USPOULTRY members, free of charge. The program can be ordered through USPOULTRY’s website at www.uspoultry.org.

To view all of the educational programs USPOULTRY offers, please visit www.uspoultry.org.



USPOULTRY Foundation Research Advisory Committee

USPOULTRY Foundation Research Advisory Committee (RAC) announces the retirement of Dr. John Smith, Fieldale Farms, and Dr. Kenton Kreager, Hy-Line International, from the committee at its meeting in March. Dr. Smith served 16 years, and Dr. Kreager served 18 years on the Research Advisory Committee. USPOULTRY would like to thank them for their service.

A list of the 2015 Foundation Research Advisory Committee members is as follows.

Chairman: Dr. Travis Cigainero, CEVA

Vice Chairman: Dr. Thomas Frost, Wayne Farms
Immediate Past Chairman: Dr. John Smith, Fieldale Farms
Dr. Jim Britton, OK Foods Inc.
Dr. Steven Clark, Zoetis
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
Dr. Bruce Stewart-Brown, Perdue Farms
Steven Woodruff, Woodruff & Howe Environmental Engineering, Inc.



Dr. John Glisson (center), with retiring FRAC committee members Dr. Kenton Kreager (left), Hy-Line International, and Dr. John Smith, Fieldale Farms



2015 USPOULTRY Foundation Research Advisory Committee

Cloud or On Premise: Where Should We Go?

As businesses have noticed over the last decade, the initial cost of storage and bandwidth continues to diminish rapidly. As a result, the offerings of cloud-based services have become more and more attractive to businesses that are seeking to reduce their software licensing costs. It is now coming to light that while the cloud provides businesses with cost-effective alternatives, organizations need to be cautious and not fall into the “all cloud” solution trap. We all know that there is no “one model fits all” solution. Rather than jumping out of the pan and into the fire, organizations should investigate and plan extensively how they can maximize the benefits of their existing setup in comparison to the offerings that a cloud-based service can give them. Can an organization implement their solutions without long-term commitments, unnecessary expenses and the inefficiencies of hosted and/or on-premise models?

The term “cloud computing” is not something new. Technically it has been around since the early 1960s when John McCarthy proposed his vision of “utility computing” whereby companies provided computing power for specific services or applications. In the early days of mainframes, believe it or not, all computing was done in the cloud. Companies would purchase substantial spans of time and, as a result, spend even larger spans at a terminal inputting their business data in efforts to create reports. To no surprise the process was slow, laborious and required skilled programmers.

Today, cloud computing is considered to be umbrella term for a wide range of services offered online. Many see it as an attractive proposition to make the most of the technology available today by lowering costs and risk. Depending on your provider selection, your up-front cost can be lower than traditional software implementations. This result is due to the diminished need to invest in software / hardware. Total cost of ownership can be reduced (barring any organization expansions) and organizations only pay for what they use. Security, systems’ redundancy,

functionality and who has access to their data in the cloud still weigh heavily on its adaptation and may outweigh its benefits.

Organizations need to realize that moving to a cloud-based solution (if not implemented and or migrated properly) can and will prove costly to reverse. On the other side of the coin, there are instances where an on-premise solution is more beneficial longterm.

Today organizations are faced with the issue of whether they should go for a hosted or an on premise solution. There is no true right or wrong answer, organizations need to dive deeply into their current processes and assess their business needs and infrastructure before making what can possibly be an irreversible and/or expensive change in processes.

The conflicting arguments and pressures on making the decision need to be looked at from a point beyond cost. In today’s regulated environment, organizations cannot ignore issues related to security and compliance. Although smaller organizations find cloud services to be very attractive due to budget constraints, the opposite is true for the larger organizations, as they must operate under strict legislation and compliance regulations.

Some items that should be addressed and/or considered prior to moving to cloud-based solutions:

1. How is the hosted solution provider handling/protecting confidential data?
2. Redundancy – what happens if the solution provider fails and our connection to the internet is unavailable?
3. If we expand, what is the additional subscription service cost? (could be expensive over time)
4. Customization and integration
 - Is it feasible?
 - Cost of development?
 - Does it communicate with other organizations’ systems? Are we creating silos?
 - Loss control over data and processes

USPOULTRY has developed many cloud-based systems for internal and external use. We believe that some applications are great for the cloud, such as CRM products, network monitoring, registration applications, etc. We realize that “some” data needs to be accessed globally 24/7; however, applications such as accounting packages, corporate data and compliance security products are best implemented on premise. At first glance, the cloud offers availability and accessibility, but that does not mean that the technology is mature, stable and secure enough to meet your organization’s needs or its processes’ requirements.

In conclusion, which is best and where should we go? Cloud or on premise?’

My answer is neither. I never like to be indecisive, but making such a change is not simple. Myself, being the vice president of information technology at USPOULTRY and primary technical consultant for other associations, both local and national, I must find a balance hedging between delivery models and adapt according to an organization’s need. To put it in a nutshell... choose what makes the best business sense for that particular organization, but keep - first and foremost - security and technical sustainability in all aspects of your decision.

Jason Rivera
 Vice President, Information Technology
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Another Message for Agriculture?



A message that demands serious attention recently came out of a United States District court in eastern Washington. The message – If you own a farm that produces byproducts generated when raising animals – develop, actively update and closely follow a nutrient management plan. Otherwise, you may risk violating the Resource Conservation Recovery Act!

There is little argument that litter and compost, both of which are byproducts generated on poultry and egg farms, are a beneficial source of nitrogen and phosphorus essential for the production of row crops and forage. In addition, litter and compost enhances the condition of the soil by providing a source of carbon. Proper management of litter and compost requires the material to be applied at rates that will match the nutrient requirements of the crop being grown, at a time that will ensure the nutrients are utilized by the crops. Nutrient management plans developed specifically for each farm ensure nutrients are managed to keep them on the farm where their benefits can be exploited productively. Failure to follow nutrient management plans may put the environment at risk by introducing them to environments that cannot assimilate the nutrients in a beneficial way.

The importance of these issues have become disturbingly clear after a judge in the eastern

Washington U.S. District Court ruled on a motion for summary judgment against a dairy that operates in Granger, Wash. Although the dairy maintains a nutrient management plan, testimony from the hearing led the judge to find that the dairy did not follow elements of the plan which would ensure nutrients were applied according to crop requirements. The judge cited these actions as a factor that has caused or contributed to elevated levels of nitrate in groundwater under and around the dairy. What makes the ruling disturbing is the judge's determination that because the dairy applied nitrogen at rates that exceeded the crop requirement, the dairy has violated the Resource Conservation Recovery Act (RCRA) by discarding a solid waste.

Although RCRA provides an exemption for agriculture wastes, the judge's ruling seems to indicate the exemption is valid only if nutrients are applied at rates that meet the needs of the crop. According to the judge, the exemption does not include nutrients beyond crop needs because: "After all, if Congress intended to exclude all agricultural wastes from RCRA's provisions, it would not have qualified its exception with the phrase, 'which are returned to the soils as fertilizers or soil conditioners...Nor allowed for the possibility that "solid waste" originates from 'agricultural operations.'"

The ruling re-emphasizes the importance of managing and following every aspect of a nutrient management plan. Failure to test soil at regularly defined schedules for all fields that may receive litter, calculate crop yields, regularly test the nutrient content of litter, maintain well-organized sampling and test records and follow other farm specific requirements delineated in a nutrient management plan could create similar liability for additional farmers.

While the court has not yet determined the dairy's corrective actions, the case should send a clear signal to all farmers and ranchers that generate byproducts from raising animals. Develop, continuously update and closely follow your nutrient management plan. It is the right thing to do, and it can protect you from liability associated with a long list of environmental regulations.

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Know What You Need to Know, and Put Your House in Order



John Pierson, principal resource engineer, Georgia Tech Research Institute

"If you are in the food business and it snows or rains on your facility, it is highly likely you need a stormwater pollution prevention plan that will help you comply with the National Pollutant Discharge Elimination System (NPDES) permits program. Regulators at the state and national level are increasingly trying to identify every entity whose operations might be affected by stormwater or could cause pollution in navigable waters," said John Pierson, principal resource engineer at the Georgia Tech Research Institute, while speaking at the "Environmental Bootcamp" education program held during the 2015 International Production & Processing Expo.

Pierson described strategies for pollution prevention and discussed the components of a prevention plan, including forming a team responsible for this task, conducting site assessment and planning, selecting control measures and performing ongoing inspection and monitoring to ensure the facility regularly reaches benchmarks.

In his presentation on National Emission Standards for Hazardous Air Pollutants

(NESHAP) for feed mills, James Faison, regulatory compliance manager for Mar-Jac Poultry, remarked that NESHAP regulations cover many industries, including prepared feeds. He noted the rules apply if a feed mill uses premixes or additives that contain 0.1 percent or greater by weight of chromium or greater than one percent by weight of manganese and animal feed constitutes at least half of the facility's annual production. The regulations refer to manganese and chromium levels in the feed ingredients, not finished feed. Faison reminded facility operators to keep weekly, monthly and quarterly inspections records, copies of initial notification, notification of compliance status and supporting documents and annual compliance certification.

Sam Hardin, an engineer with Clearwater Consultants, guided attendees through the Emergency Planning and Community Right-to-Know Act (EPCRA) reporting process, describing Tier I, Tier II and TRI Reporting. He explained that EPCRA requires facilities to report the amount, location and type of hazardous chemicals onsite. The chemicals classified as hazardous under these regulations are not always what the public might consider hazardous, such as uranium or dynamite.



James Faison, regulatory compliance manager, Mar-Jac Poultry



"Feed mills need to report materials such as salt, bone meal, poultry fat, sodium carbonate, soda ash and diesel fuel, while a processing plant report would include substances like ammonia, cleaning chemicals and many others," Hardin said.

"Agricultural operations are subject to numerous environmental regulations, and audits and inspections go with the territory. However, two key pieces of advice for environmental managers may help them prepare: know what you need to know, and put your house in order," stated Warren Howe, P.E., vice president, Woodruff & Howe Environmental Engineering. Howe discussed relevant information related to environmental audits and inspections.

"The environmental area is a huge arena. There are so many different regulations and requirements. Within certain regulations there are multiple permits and multiple record-keeping requirements, sampling requirements and inspections. There is a lot out there. Having a grasp of that is the key to being able to move forward and be prepared for an audit. You cannot do it well unless you know exactly what your requirements are for your specific facility," said Howe.

Sustainability Is Good for Business



Dr. Marty Matlock, executive director, University of Arkansas Office for Sustainability

With significant increases in food production needed over the next few decades to support the growing population, agricultural industries must learn to communicate more specifically and unambiguously with stakeholders, customers, and others about their sustainability programs, observed Dr. Marty Matlock, executive director, University of Arkansas Office for Sustainability, at the Animal Agriculture Sustainability Summit held during the 2015 International Production & Processing Expo.

“When we talk in big, glib, hand-waving ways, it does not help us to communicate to our constituents what we are doing. When people ask what sustainability is, I want you to say that sustainability is good for business. It increases efficiency, and it drives down negative things. The second thing you need to say is that sustainability is about continuous improvement,” Dr. Matlock said. He emphasized that continuous improvement means defining and identifying key performance indicators, measuring and benchmarking them, and implementing goals and strategies to achieve them.

Elaborating on the benchmarking aspect of sustainability initiatives, Dr. Greg Thoma, Ralph E. Martin professor of Chemical

Engineering at the University of Arkansas, discussed case studies, remarking that sustainability initiatives often rely heavily on life-cycle assessment (LCA). A LCA is a technique to assess the environmental aspects and potential impacts associated with a product, process or service and is used to quantify inputs and outputs in terms of a standardized unit of measure. Important characteristics of a LCA include that it be grounded in scientific methodologies, the data should be transparent, validated, widely available and inexpensive, and the same data and models should be used by producers, retailers, policymakers, nongovernmental organizations and consumers. “The process of developing and working with a LCA should be largely by consensus, and the guidelines should be pragmatic,” Dr. Thoma said.

Results of a 50-year review of the U.S. egg industry indicate production advanced dramatically between 1960 and 2010 while the environmental footprint declined, according to Dr. Hongwei Xin, director of the Egg Industry Center at Iowa State University, Ames, Iowa. Dr. Xin is also a distinguished professor and chair for research in the Agricultural and Biosystems Engineering Department.

The work was published in the February 2014 issue of *Poultry Science*. The objectives were to quantify what in production has changed over 50 years, characterize the supply chain footprint and identify hot spots for further improvement. The data obtained from sources, such as books and publications from 50 years ago and an elaborate survey system for 2010 data, yielded data on 57.1 million pullets and 92.5 million laying hens, representing about one-third of the total national inventory in each industry. The research found that comparing production performance levels to 1960 birds, 2010 hens have 26 percent lower feed intake, 27 percent higher egg production rate, 42 percent better feed conversion, 57 percent lower mortality and 32 percent lower water use.

A poultry industry sustainability program is

in its early stages following two meetings last fall and formation of a workgroup of representatives from the broiler and turkey industries tasked with defining the mission and goals of the program and subsequently developing it. Workgroup members Lankford Ruffin, corporate environmental manager for Butterball LLC; Paul Helgeson, sustainability manager at GNP Company; Cameron Bruett, head of corporate affairs and sustainability at JBS USA; and Jamie Burr, environmental health and safety manager at Tyson Foods, discussed their progress and their plans during the Animal Agriculture Sustainability Summit as part of a panel.

Responding to questions from the audience, the panel concurred that interest in establishing sustainability programs at individual facilities extends throughout the supply chain, including the farm level. “The interest goes to where the risk is, to where the vulnerability is,” Bruett said. “Today it is on farms; it is on animal welfare. That does not mean that is necessarily where it is going to reside 10 years from now. Sustainability is basically an analysis of what the hotspots are in the entire value chain, including the ultimate consumption and disposition of the product.”



Dr. Hongwei Xin, director of the Egg Industry Center, Iowa State University

Market Intelligence Forum: Words Have Consequences



Andy Vance, agricultural communication and media specialist, Penton Farm Progress Livestock Group

“Consumers are now more passionate about food than they ever were before. They love farmers but do not understand modern agriculture. We are responsible to a significant degree to how consumers see the food industry, and words have consequences,”

remarked Andy Vance, agricultural communication and media specialist for Penton Farm Progress Livestock Group, at the Market Intelligence Forum held during the 2015 International Production & Processing Expo (IPPE). The Market Intelligence Forum, once again, was one of the most anticipated and popular educational programs at IPPE.

Vance emphasized that the industry needs to have better communication with the public regarding how and why animals are bred and housed. He also noted the industry is operating in three worlds – the world outside our door that does not know the industry, the world inside our barn, and the world inside our boss’ office.

“There is a potential for a global recession, but I think the poultry industry will be okay,” remarked Dr. Paul Aho, economist for Poultry Perspectives, during his overview on domestic

and global drivers for 2015. Dr. Aho indicated that the rising value of the dollar and financial instability were indicators that influenced the tendency toward deflation. He also discussed that feed prices will likely remain low over the next three years, chicken prices will be lower than last year but still profitable, and turkey and eggs will also be profitable.

According to Mike Donohue, vice president for Agri Stats, the poultry industry will continue to be very efficient at producing chicken, turkey and eggs in 2015. He remarked, “Big chicken continues to gain ground in production efficiency. We are actually enjoying some relief in feed ingredient costs, but it depends upon a bountiful harvest every year to maintain some predictability in production costs and returns. From a genetic point of view, we are able to produce better meat yield, giving the consumer the ability to pay lower prices per pound of food.”

Safety Is Everyone’s Responsibility



Tim Ward, global safety and security manager, Keystone Foods

In his presentation on “Project Safety Management Programs: A Risk Management Approach to New Equipment Projects,” Tim Ward, global safety and security manager for Keystone Foods, discussed the safety research and data collection needed to help design a safe process. He was speaking at the “Worker Safety Considerations: Equipment Design,

Installation & Operation” education program held during the 2015 International Production & Processing Expo.

Ward addressed the need to know the “hot spots” to reduce injuries and to understand what is required in different countries to be able to meet the expectations of the product. He reviewed key steps in preliminary and detailed engineering of a project, including safety and health considerations, project reviews at different engineering phases, risk assessments for environmental impact and ergonomic assessments.

In their presentation on equipment manufacturing, Eric Nolten and Roger Huezo of Meyn America touched on topics related to incorporating safety considerations into equipment design. Huezo observed that “hygiene and safety need to be considered together.” According to Huezo, the first things

to consider are the intended use of the equipment, whether the equipment provides an efficient solution and is sustainable, and if the equipment can be changed or improved in the future. Once these considerations are identified, a general “assessment of risks and its sources” is necessary before equipment design should begin.

“Worker safety is a continuous challenge. It is a daily approach to make plants safe, and proper machine design from all safety standpoints is needed,” remarked Paul Pressley, executive vice president of industry programs for USPOULTRY, during his presentation on “Machine Guarding for the Poultry and Egg Industry.” Pressley addressed the need for hazards to be identified, evaluated and eliminated, or controlled through effective safeguards. He concluded that safety demands cooperation and alertness on everyone’s part, as it is everyone’s responsibility.

Trade Agreements Can Provide Immediate Net Economic Benefits



Gina Tumbarello, director of international policy and trade, American Feed Industry Association

Jim Sumner, president of both the USA Poultry & Egg Export Council and the International Poultry Council, offered a primer on trade agreements and key issues addressed at the “U.S. – EU Free Trade Negotiations: What Are the Implications for Animal Production?” education program held during the 2015 International Production & Processing Expo. Sumner introduced the program, remarking there are now more than 330 preferential trade agreements worldwide with several hundred more under negotiation or proposed. “This abundance of agreements, some between just two partners and others quite extensive, exists because of their potential to provide immediate net economic benefits,” Sumner said.

According to Sumner, they can also be used as a foreign policy tool, since it is easier to negotiate with a smaller number of countries than participate in the General Agreement on Tariffs and Trade or the World Trade Organization (WTO). However, these agreements have a negative aspect as well. The existence of many other agreements can weaken the WTO system and result in rival

trading blocs. It may also be difficult to enforce the terms of the agreement without the formal mechanisms of a larger organization, and the workings of the agreement may be less transparent. Further, it is often claimed that smaller or undeveloped countries are left out of these treaties.

Negotiations over the Transatlantic Trade and Investment Partnership (TTIP) began in June 2013, and the eighth round of talks is scheduled for early February. The poultry industry is interested in TTIP, because the European Union (EU) is an attractive market for poultry products, but one that has erected barriers to protect its domestic poultry industry. In his U.S. perspective on TTIP negotiations, Dr. Paul Aho, economist, Poultry Perspectives, discussed two future scenarios that could affect the hopes of the U.S. poultry industry – more openness toward globalization or a protected industry closed to trade.

From Aho’s perspective, if the EU chooses to be more open – for example by ratifying TTIP – it could mean somewhat lower domestic poultry production, a degree of accommodation toward EU standards and an end to non-tariff barriers that currently hinder imports. Going in the opposite direction, a protectionist attitude would lead to higher domestic production, lower consumption, higher prices and trade barriers that block imports.

The comprehensive and complicated TTIP being negotiated by the U.S. and EU could have considerable influence on the global economy, according to Gina Tumbarello, director of international policy and trade, American Feed Industry Association. The U.S. agricultural industry has a number of targets and expectations for this treaty. In addressing the implications for U.S. animal production at the farm level, she described TTIP as difficult and challenging but also expressed hope for what it could achieve.

“I think it is a great opportunity. It has the potential, if successfully completed, to change the agricultural dynamics between these two trading partners in a way that has not been

achieved in decades,” Tumbarello said.

The adoption of TTIP would have an impact on various sectors of the economy and on consumers, suggested Dr. Martin Banse, senior agricultural economist and director at the Thünen Institute for Market Analysis in Braunschweig, Germany. Banse provided a general assessment of the potential impact of the TTIP for European farmers. He remarked that the reduction of tariffs within TTIP would result in only small production reallocation in the EU, and beef would be one of the most affected commodities if food production standards were modified. Banse also observed that the response of farmers and food companies to sensitive issues addressed in the proposed trade agreement, such as genetically modified organisms, may be more important.



Dr. Martin Banse, senior agricultural economist and director at the Thünen Institute for Market Analysis

Philpot Named Frank Perdue Scholarship Student of the Year at the 2015 USPOULTRY Foundation College Student Career Program



Jerry Moye, president of Cobb-Vantress and treasurer for the USPOULTRY Board of Directors, and Stephanie Philpot, University of Arkansas, Student of the Year

Stephanie Philpot, University of Arkansas, was named the Frank Perdue Scholarship Student of the Year at the annual USPOULTRY Foundation College Student Career Program, held in conjunction with the

2015 International Production & Processing Expo in Atlanta, Ga. The scholarship is named for Frank Perdue, noted for his dedication to aspiring young people studying for careers in the poultry industry, and who for many years would attend the College Student Career Program to interview students.

The USPOULTRY Foundation College Student Career Program provides undergraduate and graduate students from colleges and universities across the nation and internationally, in multiple disciplines, with the opportunity to interview for jobs and internships with industry and allied companies. These students can also visit the exhibit floor to complement their studies and to see and experience the latest technology and newest innovations in today's poultry and egg production and processing operations.

"We are very pleased that our efforts to ramp up the College Student Career Program are paying off. This year's Program not only brought together the brightest students from both national and international universities, it also broke previous attendance records. Human resources managers from a variety of industry and allied firms had firsthand access

to highly competent upperclassmen and graduating students and were able to interview them for careers and internships in their organizations," remarked USPOULTRY chairman, Sherman Miller, Cal-Maine Foods, Jackson, Miss.

The annual Program also includes competitions for Club of the Year and Scrapbook of the Year. Pennsylvania State University was awarded both Club of the Year and Scrapbook of the Year.



Pennsylvania State University, winners of the USPOULTRY Foundation College Student Career Program Club of the Year and Scrapbook of the Year

If You Did Not Write It Down, You Did Not Do It



Brad Tipton, director of quality assurance with Pilgrim's

"In your food safety plan, for every hazard that you have detailed or every area that you feel needs to have some measurement, you need to build control procedures," remarked Brad Tipton, director of quality assurance with Pilgrim's, during his presentation on "FSMA in the Feed Mill: One Company's Implementation" at the USPOULTRY-sponsored 2015 Feed Mill Management Seminar in Nashville, Tenn.

Tipton discussed action plans and procedures that his facilities have effectively

implemented in order to prepare for Food Safety Modernization Act (FSMA) compliance, specifically the new rules for Good Manufacturing Practices (GMP) and preventive controls, monitoring and verification activities. He noted that as part of the new rules for the GMP, feed mill managers are now mandated to maintain a written food safety plan, which must include a hazard analysis and preventive controls. He also reminded the managers of the importance of retaining proper hazard, maintenance and standard operating procedure records. "In the eyes of inspectors, if you did not write it down, you did not do it!" he stated.

Dr. Henry Turlington, director of quality & manufacturing regulatory affairs for the American Feed Industry Association, provided an overview of FSMA and the impact on feed mills. Turlington observed that the new law applies to all ingredient processing, all feed manufacturing, pet food, transportation, and feed and ingredient imports, remarking that "current good manufacturing practices are good business practices." He stressed the need to start with a process flow diagram, organize documents to meet needs, verify and validate current good manufacturing practices and identify hazards and preventive controls.

In his presentation, "Truck Regulations and the Effect on the Industry," Tommy Pollard, corporate director of fleet safety at Perdue, provided a DOT regulatory update for truck and vehicle-based safety. He discussed several proposed and final regulatory rulings that

will affect drivers. Pollard also emphasized the importance of facilities having a clearly defined goal they would like to achieve through their vehicle-based safety systems and ensuring that technology implementation adds value and lessens risk exposure.

Other sessions included *Salmonella* Control in the Feed Mill; Feed Trailer New Technology; Biosecurity in the Feed Mill; a Regulatory Update; Mixers; Problem Solving Techniques; and A New Mill Virtual Tour.



Tommy Pollard, corporate director of fleet safety at Perdue



USPOULTRY Foundation Ted Cameron National Poultry Judging Contest



The long-running National Poultry Judging Contest, recently named the USPOULTRY Foundation Ted Cameron National Poultry Judging Contest, is one of the many youth outreach efforts the Foundation supports. The contest, held annually at Louisiana State University, was established to enhance young people's interest in the poultry industry and encourage student enrollment in poultry science and related studies. Teams compete in production judging, breed selection and market products judging to allow students the opportunity to demonstrate how well they have mastered the U.S. Department of Agriculture rules and regulations governing the grading of eggs and poultry carcasses. This year's contest will be held April 15-17.

Other USPOULTRY Foundation youth outreach activities include: providing financial support for student recruiting efforts at universities with poultry science departments that award degrees in poultry science; providing recruiting funds to institutions without distinct poultry science departments but with identifiable poultry programs; the National 4-H Poultry & Egg Conference; the National FFA Poultry Evaluation Career Development Event (CDE); the annual College Student Career Program; and the International College Student Program.

The Foundation's mission is clear:

- Support the recruitment and training of

- the brightest students
- Seek and fund scientific research
- Foster student scientists
- Promote careers in the poultry and egg industry

We look forward to continuing our legacy of helping to build the next generation of leaders and ensuring the future of the poultry and egg industry.

Barbara Jenkins
Vice President, Education Programs
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Crowder College Receives \$4,592 USPOULTRY Foundation Grant

Crowder College recently received a \$4,592 student recruiting grant from the USPOULTRY Foundation. The grant was made possible by an endowing gift from the Hollis P. Osborne Family. Shown is Craig Grisham (right), instructor at Crowder College, along with several students.

The USPOULTRY Foundation board approved student recruiting grants totaling more than \$268,434 to the six U.S. universities with poultry science departments and 23 other institutions with industry-related programs. The Foundation

provides annual recruiting funds to colleges and universities to attract students to their poultry programs.



Students Cody Gabriel, Alex Andrews, Jade Morgan and Wade Hicks, along with Craig Grisham instructor, from Crowder College

Poultry Processor Workshop to Focus on the Plant Manager's Dashboard

Providing safe, affordable and sustainable products from the processing plant to the dinner table is the main objective of plant managers. The 2015 Poultry Processor Workshop will provide up-to-date information on the latest technology, new management techniques and current inspection issues affecting processing operations. Sponsored by U.S. Poultry & Egg Association, this year's workshop will be held May 20-21, at the Sheraton Atlanta Hotel in Atlanta, Ga.

"Plant managers continue to seek efficient ways to achieve the most productivity from their plants while keeping food safety and quality assurance in mind. This year's group of experts will focus on the plant manager's dashboard, covering topics that every plant manager has to deal with on a daily basis, such as sanitation, production/yield, team member safety and environmental issues. Make sure you plan to attend this important seminar," said program committee chairman Dale Hart, Cooper Farms.

Other topics include: An Industry Windshield... Where Are We Headed?; Leadership Development and Coaching; Customer Expectations; Building a Case for Management Buy-In for Emerging Technology;

Regulatory Update; Parts Intervention Strategies Update; and a series of roundtable discussions on sanitary design, big bird meat block management and robotics in the plant.

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 that included the following (standing left to right): John Wright, Fieldale Farms; Dale Hart (committee chairman), Cooper Farms; Jon Miller, Tyson Foods, Inc.; and Dr. Doug Britton, Georgia Tech Research Institute. (Sitting left to right): Josh Cannon, Perdue Farms, Inc.; and Dr. Sarge Bilgili, Auburn University.

Feed Mill Management Seminar
March 25-26, Nashville, Tennessee
DoubleTree Hotel

Human Resources Seminar
April 20-22, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

National Breeders Roundtable
May 7-8, St. Louis, Missouri
Renaissance St. Louis Airport

Poultry Processor Workshop
May 20-21 Atlanta, Georgia
Sheraton Atlanta

Financial Management Seminar
June 22-24, Ponte Vedra Beach, Florida
Sawgrass Marriott

Hatchery Breeder Clinic
July 14-15, 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 24-26, Myrtle Beach, South Carolina
Hilton Myrtle Beach Resort

Women's Leadership Conference
August 27-28, Myrtle Beach, South Carolina
Hilton Myrtle Beach Resort

Live Production and Welfare Seminar
September 15-16, Nashville, Tennessee
DoubleTree Hotel

Environmental Management Seminar
September 24-25, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Protein & Fat Seminar
October 1-2, Nashville, Tennessee
DoubleTree Hotel

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

Grower Relations Seminars
Scheduled Upon Industry Request

Poultry Wastewater Operators Training
Scheduled Upon Industry Request