



NEWS & VIEWS

USPOULTRY

U.S. POULTRY & EGG ASSOCIATION

March / April 2018

IPPE Gives Back to Atlanta with \$19,220 Donation

USPOULTRY Releases Video on Knife Safety and Cutting Techniques for Poultry Deboning Lines

Congress Adds Momentum to Restoring CERCLA Exemptions

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NEWS & VIEWS

MARCH / APRIL 2018

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.

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Returning to a Cooperative Relationship

In early November 2016, I had the “pleasure” of hearing Occupational Safety and Health Administration (OSHA) Administrator, Dr. David Michaels, address the National Chicken Council (NCC) board, wherein, to be polite, he implied our industry routinely falsified injury and illness data for reporting to OSHA. As you can imagine, the silence was deafening following his talk. The disdain and contempt he felt for a legitimate industry that employs 1,682,269 people across the country was palpable. We were the enemy...despised, contemptible.

Fast forward to today. Representing the Joint Industry Safety and Health Council, Matt Spencer of our staff, along with Ashley Peterson of NCC, and Christian Richter of The Policy Group (who, as many of you may know, USPOULTRY retains to assist in environmental, labor, OSHA and other regulatory matters), met with OSHA staff to discuss how we could re-establish bonds of trust. Over two decades ago, OSHA produced, with input from industry, guidelines to enhance employee safety, particularly from an ergonomic / repetitive motion point of view. There is no doubt that document, along with several OSHA / poultry industry cooperative agreements over the years, the dedicated efforts of safety professionals in our industry, and the support of management and employees throughout the ranks, has greatly lowered injury / illness rates for our industry, to the point it is essentially identical to industry as a whole and is lower than comparable manufacturing facilities.

As anyone who is close to the industry knows, the whole argument that we don't take proactive steps to protect our employees is a red herring. Besides the simple and sincere moral obligation to protect employees, the fact is that virtually every facility in the country is short-handed. What possible business purpose would it serve not to protect each and every employee to the best of our ability? One meeting with OSHA does not mean we've returned to an era where we can once again closely and cooperatively work with OSHA to continue our inexorable quest to further improve the health and safety of our employees. But, the ability to sit across the table and be treated with respect instead of disdain is certainly a step in the right direction. Perhaps it's the first step in returning to a cooperative relationship where we can utilize the expertise of OSHA and the industry to further enhance and ensure the safety of our employees.

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John Starkey, PE
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USPOULTRY



IPPE Gives Back to Atlanta with \$19,220 Donation

The feed, meat and poultry industries continue to work together to supply healthy and safe food products. Production and efficiency levels and genetic advancements have made considerable expansions in the past decade alone. However, many individuals still suffer from hunger. One in seven Americans, and an estimated 755,000 people in metro Atlanta, rely on food pantries and meal service programs to feed their families each year.

As part of the effort to fight hunger, the 2018 International Production & Processing Expo (IPPE) raised more than \$19,220 for the Atlanta Community Food Bank through its 'Giving Back to Atlanta' campaign. The initial \$17,500 check presentation included contributions from IPPE and Hawkins Inc., and an additional \$1,720 was provided by numerous individual donations.

"We are grateful for the continued support IPPE and Hawkins, Inc. have given the Atlanta Community Food Bank. Support from these valued partners will help provide more than 60,000 meals to families in Metro Atlanta and North Georgia, where one in four children face food insecurity each day," said Ben Burgess, food sourcing specialist, Atlanta Community Food Bank.

"We would like to express our heartfelt appreciation to the exhibitors and attendees who contributed to the 'Giving Back to Atlanta' campaign. Your contributions will make a difference in fighting hunger in Atlanta," said IPPE show organizers.



Pictured from left: Ben Burgess, food sourcing specialist, Atlanta Community Food Bank; Nath Morris, executive vice president - expo, USPOULTRY; Anne Halal, senior vice president, exposition, education and member services, NAMI; Sarah Novak, vice president of membership and public relations, AFIA; Veronica Rovelli, senior director of meeting and events, AFIA; Eric Zito, vice president, membership and exposition services, NAMI; and Pennie Stathes, logistics manager, USPOULTRY.

2019 IPPE Exhibitor Advisory Committee

The IPPE Exhibitor Advisory Committee meeting was held March 8, in Atlanta, Ga. The meeting was facilitated by Eric Zito, vice president, membership and exposition services for the North American Meat Institute, in place of chair Chris Mason, JBT Inc., who was unable to attend. The group reviewed the 2018 IPPE and discussed planning for the 2019 trade show.

The IPPE advisory committee consisted of the following exhibiting companies: AFCO|Zep; AGRI-associates; Alltech, Inc.; Aviagen Inc; BioMerieux, Inc.; Buhler Inc.; California Pellet Mill; Cobb-Vantress Inc; Consulate General of Canada ; DeLong's; Diversified Imports; Dolco Packaging; DuPont; Eurofins; Feed Technology Solutions; Foodmate; FoodSafe Technologies; Frontmtec; Georgia Tech

Research Institute; GSI/Cumberland; International Paper; Jamesway Incubator Co.; JAX Inc.; Kemin Industries; Micronutrients; Morris & Associates, Inc.; Morton Vardeman & Carlson; Nothum Food Processing Systems; Novus International, Inc.; Phibro Animal Health; POSS Design Ltd; Prime Equipment Group; ROBOPAC USA; Simmons Eng. Co.; Special Nutrients, Inc.; Stellar; Sunbelt Rentals; Think360; and Trane/Ingersoll Rand.



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 2018 IPPE. Almost 300 employees and contract producers from 10 poultry complexes attended IPPE via the bus service. They included Amick Farms, 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.

"The bus attendees are always most appreciative of this program," commented Larry Brown, coordinator for the IPPE bus

program. "Many get their first opportunity to view products and equipment they need on their farms or facilities through this service."

IPPE will offer the bus service again in 2019 for meat, poultry and feed member companies of the U.S. Poultry & Egg Association (USPOULTRY),

American Feed Industry Association (AFIA) and North American Meat Institute (NAMI). For more information, please contact Larry Brown at l.brown@uspoultry.org.



Poultry employees and growers from Perdue Farms take advantage of the free bus service offered during the 2018 IPPE

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 Jerry Moyer, Hendrix Genetics, and past USPOULTRY chairman, presenting the check. This was Jamesway's ninth year of donating to Children's Healthcare of Atlanta, and USPOULTRY has contributed for the last eight years.

The check presentation took place at the International Poultry Expo (IPE), part of the 2018 IPPE, in Atlanta. The IPPE is the world's largest annual trade show for the poultry, feed and meat industries.

"Jamesway is recognized worldwide for our 'Worry-Free' hatchery solutions. We hope that our contributions this year, and over the past nine years, continue to 'free some worry' for Children's Healthcare of Atlanta," said Omiecinski.

"Jamesway's leadership in contributing to Children's Healthcare of Atlanta is valued by our Association. We are pleased to again match this donation, as IPE has called Atlanta home for 70 years," said Moyer.

"Children's Healthcare of Atlanta is dependent on donors like Jamesway and USPOULTRY to

achieve 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: Jerry Moyer, Hendrix Genetics and past USPOULTRY chairman; Melisa Morrow, development officer for Children's Healthcare of Atlanta Foundation; and Christopher Omiecinski, president of Jamesway Incubator Company

2019 IPPE: Updated Look, Bigger Show Floor, New Dates



IPPE continues to evolve and grow to meet the needs of its attendees and exhibitors. In the past six years since the show's three sponsors – USPOULTRY, AFIA and NAMI – came together, the show has grown significantly in size and attendance. Today, the three sponsors are proud to unveil an updated brand identity that paves the way for the show to continue being the go-to place for experts involved in the processing and production for the world's food supply in the years to come. The new logo boasts a modern feel with bolder, graphic-style lettering in new colors and fonts as well as updated icons to represent the

intersection between the poultry, meat and feed industries.

In 2019, IPPE will be expanding the show floor to all three halls (A, B and C) of the Georgia World Congress Center. This will allow IPPE to accommodate increased demand for new and existing exhibitors for additional space as well as allow for more networking opportunities and engaging events on the show floor.

With the Super Bowl coming to Atlanta in 2019, the IPPE show dates have been moved to Feb. 12 – 14, 2019. Mark your calendar to note this change from January to February for the 2019 IPPE trade show only.

"We are excited to offer not only the new look and feel of our logo, but a bigger and better show that is evolving to meet the needs of our more than 30,000 attendees and

1,200 exhibitors. The 2019 IPPE will provide an excellent location for businesses to collaborate, network, learn about new products and services, and discuss and resolve common issues facing industries represented at the show," stated IPPE show organizers.

IPPE is a collaboration of three trade shows – International Feed Expo, International Poultry Expo and International Meat Expo – representing the entire chain of protein production and processing. More information about IPPE is available at www.ippexpo.org.



USPOULTRY Secures Judgement Against Convention Hotel Poacher

USPOULTRY is pleased to announce that the U.S. District Court for the Northern District of Georgia awarded \$750,000 in damages and attorney's fees to the Association as a result of its recent challenge to the deceptive advertising practices of the unaffiliated travel agency, Tarzango, LLC.

USPOULTRY is responsible for the organization and execution of the IPPE, in which it partners with AFIA and NAMI. As such, USPOULTRY holds the organizing contract with hotels and other service providers.

Each year, exhibitors and attendees are inundated with solicitations from unaffiliated travel agencies, housing agents and other service providers purporting to be endorsed

by or otherwise affiliated with trade shows like IPPE. In 2017, Tarzango sent unsolicited emails to IPPE exhibitors and attendees representing that the solicitation was on behalf of IPPE, despite knowledge that Tarzango was in no way affiliated with IPPE or its authorized housing partner, Experient.

On Jan. 22, the U.S. District Court for the Northern District of Georgia entered default judgment in favor of USPOULTRY, concluding that Tarzango's use of USPOULTRY's valid and subsisting IPPE U.S. Trademark Registrations constituted trademark infringement. The Court awarded the Association \$749,797.50 in trebled damages, as well as ordered Tarzango to pay USPOULTRY's attorneys' fees and costs in the matter.

"We, with the full support of our partners AFIA and NAMI, asserted our rights and have protected attendees and exhibitors from Tarzango's unfair and deceptive practices. This decision should serve as a strong warning to those service providers who seek to trade off of the strong goodwill developed in IPPE," said John Starkey, president of USPOULTRY.

USPOULTRY and IPPE were represented by Eversheds Sutherland (US) LLP in the matter. The Eversheds Sutherland team of attorneys representing USPOULTRY included Partner Ann G. Fort and Associate Walter S. Freitag.

Court Recognizes Challenges Tied to CERCLA Reporting for Poultry and Egg Farmers

The U.S. Court of Appeals for the District of Columbia issued an order Feb. 1, granting an Environmental Protection Agency (EPA) request for an additional extension of the current stay of the mandate to submit reports notifying the National Response Commission of the release of low levels of ammonia from poultry and egg farms. After considering EPA's motion for further stay of issuance of the mandate, and a support brief filed by USPOULTRY and the National Pork Producers Council, the court issued an order granting the extension of the stay of the requirement to report under the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) until May 1.

EPA's motion delineated the many challenges they are facing as they work to provide guidance to poultry and egg farmers across the United States. The agency's motion indicates the additional time will give EPA the opportunity to consider the many comments it has received since it released preliminary reporting guidance in October 2017. The extension will also allow EPA to conduct a broader outreach program that will assist farms with coming into compliance. This will especially benefit farms that may not be aware of the reporting requirements and guidance because they do not have access to the internet.

John Starkey, president of USPOULTRY commented, "We are happy the court recognizes the many challenges this reporting requirement creates and has responded positively to EPA's reasonable request for additional time. This provides time for a broad and efficient outreach campaign that informs producers of these crucial requirements."

EPA's current guidance document can be found at www.epa.gov/epcra. EPA has indicated these are living documents and has committed to consider additional stakeholder feedback as they receive it.

Congress Adds Momentum to Restoring CERCLA Exemptions

With a federal court order set to impose a massive reporting deadline on farmers in six weeks, the National Turkey Federation, National Chicken Council, USPOULTRY and the United Egg Producers applauded the bipartisan House legislation, which makes law a policy that had the full support of the Bush and Obama Administrations, with its commonsense clarity for reporting farm air emissions from animal manure.

Introduced by Reps. Billy Long (R-MO) and Jim Costa (D-CA) with 83 cosponsors, the "Agricultural Certainty for Reporting Emissions" (ACRE Act) adds momentum to last month's similar legislation in the Senate to restore the on-farm exemption for reporting air emissions from manure under the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA).

"Continued bi-partisan support from Congress recognizes that animal manure on farmland was never intended to be considered a hazardous waste site," said the poultry groups in a joint statement. "We appreciate the responsiveness of members of Congress, and we will be working to support their efforts to keep government focused instead of wasting time and tax money requiring the collection of reports on manure." The groups represent the nation's poultry and egg producers and processors, contributing \$441.15 billion to the U.S. economy.

The Senate Environment and Public Works Committee recently reviewed the FARM Act, "The Fair Agricultural Reporting Method Act," to prepare the bill for further consideration in the Senate, which has 37 cosponsors. On May 1, a federal appeals court order is set to

trigger massive reporting to the U.S. Coast Guard's National Response Center by nearly a quarter-million farms, although they have only low-level emissions of ammonia from manure. Throughout a policy started by the Bush Administration and with the full support of the Obama Administration, the Environmental Protection Agency (EPA) had exempted low-level continuous emissions of ammonia and hydrogen sulfide. The Federal Appeals Court in the District of Columbia found the EPA exemption vague, disrupting a nearly 10-year understanding that these are not the type of releases that Congress intended to be reported.

4 T Turkey Farm Recognized for Environmental Excellence by USPOULTRY

4 T Turkey Farm in California, Mo., was one of six farms across the United States to receive USPOULTRY's Family Farm Environmental Excellence Award during the 2018 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.

4 T Turkey Farm is owned and operated by Bill and Lana Dicus. The "T" in 4 T is for their four barns, named after their four sons, Todd, Tyler, Travis and Tanner. The Dicus family raises turkeys for Cargill Turkey and Cooked Meats. They also raise cows and grow hay.

Their poultry operation has been in place since 1995 and is located on 40 acres. However, the farm has been in Lana's family for almost 100 years.

The Dicus family works diligently to manage the litter produced by the birds on their farm. This ensures bird health and performance and reduces their environmental footprint.

Following his nutrient management plan, Bill does not apply the litter on his own land. Instead, he sells the litter to local farmers which helps produce wheat, corn, soybeans and milo crops in the area.

Bill and Lana seek ways to learn more about environmental issues and production techniques. One of the things they have installed on the farm is a wind turbine that produces enough energy to supplement the electricity used on the farm. Another system 4 T Farms has been able to incorporate is a heat exchanger. The heat exchanger system captures heated air that would otherwise be vented to the atmosphere. The air is cleaned, preheated and returned back into the barn. This reduces the amount of propane needed to warm the houses during cold Missouri winters by 60 percent. They have also installed more energy efficient LED lights in their houses. The improvements made to their barns have resulted in a 40 percent drop in electricity usage on their farm.

Bill and Lana believe in faith, family and farm, and these are the values they have instilled in their children and now grandchildren. Their dedication to farming, their hard work and an openness for new and innovative strategies have improved their family farm and reduced its environmental footprint.



John Prestage (left), senior vice president for Prestage Farms and vice chairman of the USPOULTRY board of directors, presented the award to Bill Dicus of 4 T Turkey Farm

Woape Farm Recognized by USPOULTRY for Excellence in Environmental Stewardship

Woape Farm in West, Texas, also received USPOULTRY's Family Farm Environmental Excellence Award during the 2018 IPPE in Atlanta.

Woape Farm is owned and operated by Ken and Dana Smotherman. The original farm sits on 290 acres of land in McLennan County, Texas, where the native Huaco tribe cared for the land and natural resources for hundreds of years. The Smotherman family has a brood farm and finishing houses for the turkeys they raise for Cargill, and their poultry farm has been in operation since 2002. They currently operate 10 barns on three farms, growing more than 625,000 turkeys each year. The Smotherman family also raise cattle and grow hay.

Environmental excellence is the number one priority at Woape Farm. Each year, the Smothermans have their water quality and nutrient management plans audited for each of their facilities. Woape Farm's program for litter management is to de-cake between each flock, and they have a barter/trade-out agreement with a local rancher to handle and spread the de-caked litter. Ken developed and implemented an application to record and maintain re-use and application records in support of their farm's water quality management practices. Records are entered for each production flock that reconciles the tonnage and type of poultry litter removed from each operation, identifying the on-farm source, material type and person or company that received the litter.



John Prestage (left) presented the award to Ken Smotherman of Woape Farm

Bringing Greater Confidence to the Chesapeake Bay Watershed Model

Following an Executive Order that was issued by President Obama in 2009, the Environmental Protection Agency (EPA) led an unordinary effort to address the accumulation of nitrogen, phosphorus and sediment in the Chesapeake Bay. This effort was unordinary because it deviated from the typical protocol of addressing water quality impairments on the state level for individual and relatively discrete surface water bodies. The Executive Order directed the EPA instead to establish a Total Maximum Daily Load (TMDL) for nitrogen, phosphorus and sediment for the entire 64,000 square mile Chesapeake Bay watershed. Knowing the poultry and egg industry had a substantial footprint within the Chesapeake Bay Watershed, and agriculture was being singled out as the largest contributor of nitrogen and phosphorus to the Bay, it was clear our industry needed to participate in the process.

While the Chesapeake Bay Program management structure is rather bureaucratic, the work ultimately funnels down to six goal implementation teams and numerous implementation workgroups that support each goal implementation team. At last count there were 23 implementation workgroups. Many of these implementation workgroups, nine to be exact, support the Goal Implementation Team assigned to protect and restore water quality. Goal implementation teams rely on the implementation workgroups to develop recommendations on how the modelers should account for various issues in the model. The implementation workgroups do this by reviewing existing tools, research and data sources.

Roughly six years ago, I began attending the monthly meeting of the Agricultural Workgroup. I was especially interested in understanding how the modelers accounted for litter that was generated on poultry farms. After reviewing a number of issues, including population of broilers, turkeys and layers assumed to be in the watershed at any one time, assumptions on the development

and implementation of manure management programs, litter generation volumes, and how and where the litter was applied in the watershed, it was evident that the industry needed to have a continuous presence.

We quickly learned that modelers use poultry population numbers that are collected every five years during the United States Department of Agriculture National Agricultural Statistics agricultural census. The biggest driver for using the numbers collected from the five-year census is that these numbers provide the population at a county scale level, a requirement of the Chesapeake Bay TMDL watershed model. Unfortunately, the model requires yearly data; so to address this, modelers “estimate” the three years in between each census.

Seeing this as a potential flaw, we compared the estimated numbers to other data sets published by the National Agricultural Statistics Survey and other sources and identified uncertainties in the estimated numbers. Recognizing that inaccurate populations would likely lead to inaccurate litter generation volumes and subsequently inaccurate nitrogen and phosphorus generation volumes, we approached the Agricultural Workgroup to discuss the possibility of using industry supplied population data in the model.

In response to the uncertainties identified, a pilot project to collect data for the turkey industry in the Commonwealth of Virginia was developed to determine if a statistically valid data set could be accrued for use in the Chesapeake Bay model. The project team was made up of Dr. Jactone A. Ogejo with Virginia Tech; Timothy Sexton, nutrient management program manager with Virginia Department of Conservation and Recreation; Bobby Long, nutrient management coordinator, animal waste manager with Virginia Department of Conservation and Recreation; and Mark Dubin, with the University of Maryland and Chesapeake Bay Program Office.

Over the course of the project, the team met with representatives of Cargill Turkey and the

Virginia Poultry Growers Cooperative to collect flock placement and harvest numbers and average bird weights for turkey produced in Virginia. The participation of the Cargill and the Virginia Poultry Growers Cooperative was indispensable.

The team also met with more than 115 turkey producers to collect data on the total number of flocks they raise per year, clean-out and crust-out frequencies, litter generation volumes and collected samples to be analyzed for nutrient concentrations.

The project was a success as it generated new regionally-specific data for use in the Bay model on current and historical information for the turkey industry. It made it possible for the team to develop litter generation, total nitrogen and total phosphorus concentrations for turkey production operations to replace 35 year-old research information that was being used in the model. The most notable outcome of the project demonstrated that the current litter generation rates per bird are roughly 48 to 77 percent less than the values that are currently being used in the Bay TMDL model.

In December of 2016 the Chesapeake Bay Partnership approved the final report laying out the results of the project, and later this year the data will be used in the latest update of the Chesapeake Bay model. Perhaps most importantly, the project created new data-sharing partnerships and laid the foundation for greater confidence in the model.

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USPOULTRY Accepting Applications for 2018 Clean Water Awards

USPOULTRY is accepting applications for the 2018 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 2018 Environmental Management Seminar to be held Sept. 20 – 21, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

"Poultry companies are steadfast in their responsibility to environmental stewardship and do a remarkable job operating their wastewater treatment facilities. Practically all of the water used in poultry and egg processing is returned to the environment in first-rate condition, continually surpassing the standards established in their discharge permits. USPOULTRY is pleased to sponsor this annual award program that highlights the work of wastewater treatment professionals in our industry to preserve our natural resources and enhance the environment," said Tom

Hensley, Fieldale Farms, Baldwin, Ga., 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 29.

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 USPOULTRY in publicizing the award on a local, regional and national level.

The winners of the 2017 Clean Water Awards were Tyson Foods River Valley Animal Foods, Scranton, Ark., for full treatment, and Keystone Foods, Gadsden, Ala., for pretreatment. American Proteins in Cumming, Ga., and Wayne Farms in Pendergrass, Ga., received honorable mention in the full treatment category. Keystone Foods in Gadsden, Ala., and Pilgrim's in Guntersville, Ala., received honorable mention in the pre-treatment category.

For an application, go to www.uspoultry.org/environment.

USPOULTRY Accepting Nominations for Charles Beard Research Excellence Award

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

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

include projects completed at an earlier time if a project's impact has only recently become recognized.

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

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

the chairman of the Foundation Research Advisory Committee. The 2018 Charles Beard Research Excellence Award went to Dr. Daral Jackwood, professor in the Department of Veterinary Preventive Medicine at The Ohio State University, stationed at the Ohio Agricultural Research and Development Center in Wooster, Ohio.

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 \$30 million dollars into the industry in the form of research grants, with the International Poultry Expo, part of IPPE, as the primary source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

Research Results

Funded by USPOULTRY and the 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. 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.

Scientists Examine Factors to Further Minimize Peracetic Acid Exposure in Poultry Plants

Project #BRU010: A Pilot Study of Exposures to Peracetic Acid-Based Disinfectants among Poultry Processing Workers

(Jenny Houlroyd, Occupational Safety and Health Programs Office, Georgia Tech Applied Research Corporation, Atlanta, Ga.)

Jenny Houlroyd and her colleagues at the Georgia Tech Applied Research Corporation recently completed a research project intended to increase industry knowledge of exposure to peracetic acid (PAA), or its component chemicals, and begin assessing factors that further minimize exposure. Sampling for PAA required researchers to sample for both acetic acid and hydrogen peroxide, due to the chemical properties of PAA and its reactivity with these two chemicals. Methods were developed to simultaneously sample hydrogen peroxide and PAA, with acetic acid being sampled separately. Traditional methods as well as real time sampling was conducted for PAA.

A review of the results versus proposed levels of the American Conference of Governmental Industrial Hygienists (ACGIH) and the National Institute of Occupational Safety and Health (NIOSH) was conducted. The ACGIH in 2014 set a threshold limit value (TLV) or short term exposure limit (STEL) for PAA of 0.4 parts per million (ppm), calculated as a 15 minute time weighted average (TWA). In 2015, NIOSH published a draft immediately dangerous to life or health (IDLH) value for PAA of 0.64 ppm. The research results fall well below these proposed threshold levels. Additional employee monitoring and study in certain areas are recommended to further reduce potential PAA exposures in the poultry plant environment.

The research was made possible by an endowing USPOULTRY Foundation gift from Shepard Exposition Services.

Research Questions Role of Poultry Processing Plants in Stormwater Contamination

Project #F064: Impact and Mitigation of Stormwater Runoff from Poultry Processing Plants

(Dr. Brian Kiepper, University of Georgia, Athens, Ga.)

Dr. Brian Kiepper and colleagues at the University of Georgia and the Georgia Tech Research Institute recently completed a research project where they determined the typical level of bacterial contamination found in surface water upstream from the site of a poultry processing plant. They found significant levels of coliform bacteria in streams prior to any stormwater runoff from poultry processing plants. These results indicate that the contribution of poultry processing plants to stream bacterial load may be overestimated.

Researchers Develop Method for Making New Types of Vaccines

Project #F063: Generation of the Bivalent Vaccine against Newcastle Disease (ND) and Infectious Laryngotracheitis (ILT)

(Dr. Stephen Spatz, U.S. National Poultry Research Center, Southeast Poultry Research Laboratory, Athens, Ga.)

In a recently completed research project, Dr. Stephen Spatz and colleagues created a new method for introducing genes from other viruses into infectious laryngotracheitis (ILT) virus for the purpose of creating vaccines that can protect against two diseases. This new method will allow ILT virus to be much more easily

manipulated and provides a platform for future vaccine development. The first effort to use this platform will be to introduce genes from Newcastle disease virus into ILT virus to create a vaccine which protects against both diseases.

The research was made possible by an endowing USPOULTRY Foundation gift from Claxton Poultry.

Research May Improve Future Probiotics

Project #F068: Validation of In Vivo Selective Cultivation of Probiotic Communities via Serial Transplants of the Chicken Cecal Microbiome

(Dr. Brian Oakley, Western University of Health Sciences in Pomona, Calif.)

Dr. Brian Oakley and colleagues at the Western University of Health Sciences and the USDA Agricultural Research Service recently completed a research project in which they studied the effect of the transfer of intestinal contents from older chickens to chicks on growth and pathogen resistance. They found that the inoculum improved both the growth and resistance to challenge with *Campylobacter jejuni* and *Salmonella enteritidis*. This project may provide a new pathway to development of improved probiotic products.

USPOULTRY Releases Video on Knife Safety and Cutting Techniques for Poultry Deboning Lines



The poultry industry has been systematically improving worker safety over the last three decades, with current injury/illness rates now essentially the same as manufacturing as a whole. To continue this improvement, U.S. Poultry & Egg Association (USPOULTRY)

is releasing a training video demonstrating proper breast deboning cutting techniques. The video features a holistic approach to breast deboning that includes employee protection and ergonomics, prevention of cross contamination and foreign material, and proper knife handling and care. The video is intended for new hire and refresher training in poultry processing plants.

“The knife safety and cutting techniques video is only one example of how funds generated by the International Poultry Expo, part of the International Production & Processing Expo, are invested back into the industry. We appreciate the support of our members and exhibitors that has allowed USPOULTRY to create and distribute this information,” said Tom Hensley, Fieldale Farms, Baldwin, Ga., and USPOULTRY chairman.

“We hope that the approach utilized in this video will emphasize employee protection and awareness of ergonomic principles in our workforce,” said Rafael Rivera, manager of food safety and production programs, USPOULTRY.

The video is available in high resolution (720P). It is offered in English and Spanish, and closed captioning is also offered. The knife safety and cutting techniques training video is available for USPOULTRY members only and is downloadable from the USPOULTRY website.

Applications Being Accepted for Poultry Industry Safety Recognition Awards

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

Based on the latest data available from the Bureau of Labor Statistics, the slaughter and poultry processing OSHA total recordable illness and injury rate for 2016 was 4.2 cases per 100 full-time workers. The 2016 rate represents an outstanding 82 percent improvement from 1994.

“The poultry industry is dependent on a workforce of committed employees to supply a nutritious and affordable food source, and we are greatly invested in processes and procedures to reduce workplace hazards. The considerable and consistent improvement in illness and injury rates among our workforce

over the past two decades is a result of the poultry industry’s continued dedication to worker safety,” said Mick Berning, associate vice president of environmental, health and safety, Cargill, and chair of the Joint Industry Safety and Health Council.

Application forms can be obtained on the www.uspoultry.org website. The application deadline for the 2018 awards is April 20. The annual awards will be presented during the National Safety Conference for the Poultry Industry, Aug. 13-15, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

Member Spotlight: KUHL Corporation



KUHL Corporation is a world-class manufacturer and provider of poultry and specialty equipment worldwide. Throughout its development, KUHL Corporation has experienced substantial growth in its several premier business divisions and continues to lead the industry in quality, precision and expertise. Maintaining the highest quality of products and services, fair and competitive prices, attention to detail, and an extensive and flexible selection of equipment has proven to be an effective cornerstone in shaping KUHL Corporation's current success and future growth. Whether it is an individual order or container load lot, KUHL Corporation will make sure that the job is done right the first time.

KUHL Corporation offers all the resources and flexibility necessary to support the growing number of international markets, as well as domestic necessity. The company has made a commitment to achieving and maintaining the highest levels of quality possible for continuous improvement. Their goal is to be recognized as having the best quality in our industry. KUHL's manufactured goods utilize only the highest level of resources and materials.

KUHL Corporation will continue to evolve in building unmatched quality and reliability into the manufacturing process and products utilizing the fundamental basis of attention to detail that have enabled KUHL to thrive for over a century!

History

KUHL Corporation is a family business currently in its fourth generation. Founded in 1909, Paul H. Kuhl built the business on the basis of quality, precision and innovation. This strong foundation has enabled KUHL Corporation to thrive for over 100 years. KUHL Corporation has established itself as a leader within its industry as well as one of the leading manufacturing firms in the United States.

Originally founded as a poultry manufacturing business (which still is a major share), KUHL Corporation has expanded itself and branched out into many other industries. Some of these industries include bakery, red meat, dairy, pharmaceutical, distribution, pizza, candy and



chocolate. KUHL Corporation has been able to thrive based on its ability to grow and adapt to the rapidly changing business world. Key concepts of innovation, growth and adaptation have enabled this success.



More than 50 years ago, KUHL invented and built the first commercial capacity conveyor type egg washer and dryer. Today they are the world's largest manufacturer of commercial capacity egg washers and dryers. KUHL also supplies egg tray, basket, hatchery, tray, chick box, rack, vat and many other washers for the food industry. KUHL is a major manufacturer of plastic egg trays and other plastic equipment.

Son Henry continues as an active leader and president of the firm. His brother, Paul R. Kuhl (deceased) was active in managing the firm. Grandsons Jeff, Kevin Kuhl and Rick Kuhl continue to manage divisions of the firm. Their sons, Bryan and Rick, Jr., are also active in the firm.



Poultry Intern Spotlight: Juli Jespersen



The USPOULTRY Foundation hosted its second intern photo contest, which highlights the diverse opportunities that are available in the poultry and egg industries. This year's contest winner was Juli Jespersen. Juli is a senior studying animal science at Iowa State University. Last summer, Juli worked as a

compliance intern at Farmer's Hen House in Kalona, Iowa.

Juli did not grow up around agriculture. However, she had an interest in horses and started riding and showing horses when she was young. One of the horse farms she frequented had baby chicks and that sparked her interest in poultry. Soon, she convinced her mother to get chicks for their family. Juli showed chickens as a 4-H member throughout high school, and she then decided she wanted to pursue a career in the poultry industry.

Juli started college at Iowa State University. Since they do not offer a degree in poultry science, she had to find a different way to get the education she needed. She explained, "Unfortunately, Iowa State only offers one poultry class, of which I took my sophomore year. I took the majority of my poultry science classes through the Center of Excellence summer program at University of Wisconsin - Madison. After learning about poultry in the classroom, I was able to put my knowledge to the test by working as an undergraduate research assistant in poultry nutrition for the past two years. Both of these experiences helped me realize how much I enjoy research and being in a lab setting and ultimately steered me towards pursuing graduate school."

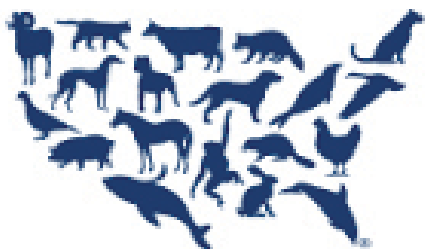
Iowa State University has not had a recognized poultry judging team since 1959. This spring, Juli and three other Iowa State students will be attending their first judging competition at Louisiana State University. It is her hope that other students will become more interested in poultry science at the university.

In May of 2018, Juli will graduate and start graduate school at the University of Illinois Urbana-Champaign. Her plan is to pursue a doctorate in animal science and work in the poultry industry upon completing her degree. Her ultimate goal is to become a poultry nutritionist.

Anna Leigh Peek
Communications Specialist
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Animal Agriculture Alliance: Leadership Changes at Animal Rights Organizations



**THE HUMANE SOCIETY
OF THE UNITED STATES**

Over the past several months, there have been leadership and structural changes at several animal rights activist organizations. The Animal Agriculture Alliance monitors these groups and helps protect the industry from activist attacks. It's important for anyone in animal agriculture to stay informed so we can anticipate the activists' future strategies and tactics to damage the reputation of our industry.

At the Humane Society of the United States (HSUS), two of the most aggressive leaders have left their positions. Wayne Pacelle, on staff at HSUS since 1994 and serving as president and CEO since 2004, resigned in February, leaving a vacancy at the top of the organization.

Kitty Block, who joined HSUS in 1992 and is currently president of HSUS' international branch, has taken the helm as acting president and CEO. Her biography focuses on horse slaughter, using dogs and cats for fur in China, and protection of whales, dolphins and wildlife. While eliminating meat consumption doesn't seem to be a personal passion of hers, her first post on the HSUS blog since starting the new role includes a reference to HSUS' corporate campaign regarding broiler welfare.

At the beginning of this year, Paul Shapiro's 13-year career at HSUS also came to an end. Shapiro's stated reason for leaving HSUS was to focus on promoting his new book about lab-grown meat, which was released around the same time as his departure.

HSUS' staffing changes aren't the only shake up in the animal rights world. Earlier this year, Nathan Runkle, founder of Mercy for Animals, announced that he was stepping out of his role as president. He remains on the MFA board of directors and his farewell address mentioned a desire to focus on "helping launch exciting new companies and initiatives." Matt Rice, former executive vice president, will take over leadership of MFA. Rice used to be director of investigations and worked with "undercover investigators," so we anticipate continued attempts by MFA to pay activists to get hired on farms.



Nick Cooney, founder of The Humane League, has also departed from MFA after serving as executive vice president until November. He's still a managing trustee at New Crop Capital, a private venture capital fund (spun-off from MFA) that invests in products that "replace foods derived from conventional animal agriculture." Bruce Friedrich, executive director of The Good Food Institute and formerly with PETA and Farm Sanctuary, is also an adviser to New Crop Capital.

In another organizational change, Compassion Over Killing and the Farm Animal Rights Movement announced a cooperative agreement in January. Several programs are transitioning from FARM to COK, including World Day for Farmed Animals and the "10 Billion Lives" tour (now known as the "Have We Been Lied To?" tour). FARM will continue managing the Animal Rights National Conference.

The Animal Agriculture Alliance will continue keeping an eye on shifts in the animal rights world and letting our members know what



they could mean for animal agriculture. For more information on animal rights organizations, visit animalagalliance.org/protect/#animalrights.

About Animal Agriculture Alliance

The Animal Agriculture Alliance is an industry-united, nonprofit organization that helps bridge the communication gap between farm and fork. They connect key food industry stakeholders to arm them with responses to emerging issues. They engage food chain influencers and promote consumer choice by helping them better understand modern animal agriculture. They protect by exposing those who threaten our nation's food security with damaging misinformation. USPOULTRY is a long-term sponsor of the Animal Agriculture Alliance.



IPPE Emphasizes Biosecurity

Farm Biosecurity Important for Defending the Flock



Dr. Travis Schaal
Hy-Line International

“There are some diseases that we can live with, but not avian influenza. It is a great danger for our livelihoods and our industries,” said Dr. Travis Schaal, GGP/GP and technical manager for Hy-Line International, during the “Defend the Flock: Biosecurity Basics for Poultry & Egg Producers” program, held at the 2018 International Production & Processing Expo. Schaal discussed his company’s view on biosecurity, which encompasses four areas: conceptual, structural, operational and cultural. He emphasized the National Poultry Improvement Plan’s 14 points to enforce biosecurity and expressed the importance of farmers committing to these robust standards. He summarized by stating that culture takes time and repetition; rules must be applied top down in order to have bottom up involvement; rules must be practical and effective, not complicated; and to educate at every opportunity.

Dr. Ben Wileman, director of global technical services for Select Genetics, observed that a big challenge for turkey biosecurity involved people travelling globally on vacations, mission trips or family visits. He remarked that these trips may have an impact on farm animals because pathogens are carried from one place to another. Wileman posed the question, “How do you balance independence with not negatively affecting billions of dollars of trade?” He answered by stating that you need to balance trade with national biosecurity through veterinary inspections, CODEX, OIE and USDA AMS, among other organizations.

“Human nature is to take easy routes, which is why biosecurity needs to be fairly simple for people to do,” Wileman remarked. He pointed out that turkeys live longer than breeders and therefore have more risk, especially during their peak growth. Wileman highlighted 14 biosecurity points that every farm should take into consideration, including biosecurity responsibility, training, perimeter buffer areas, and auditing, among others.

Dr. Manon Racicot, food safety risk assessor, Université de Montréal, gave a presentation on



Dr. Manon Racicot
Université de Montréal

AgCanada Hidden Camera Biosecurity. Dr. Denise Brinson, senior coordinator, National Poultry Improvement Plan (NPIP), also presented on NPIP biosecurity.



Laying the Foundation for Finding the Poultry and Egg Industry's Future Leaders



Finding young talent is near the top of the list of priorities for poultry and egg executives. Today's poultry and egg industry is full of great opportunities for young professionals across a wide variety of disciplines as we prepare for a world food demand that will double over their careers. But as the industry evolves and technological advances become more prevalent, we must step up our game in order to remain in the competition of hiring bright, young, technologically savvy future leaders. As the newly named executive

director of the USPOULTRY Foundation, I am excited about the opportunities ahead and what's on the horizon in assisting the industry in its challenge.

For many years the Foundation has supported 4-H, National FFA, Collegiate Poultry Judging, Poultry Science Department Recruiting and Industry Education Recruitment Funding. Thanks to the efforts of our generous Foundation donors, we have been able to expand our youth outreach efforts to include inviting the FFA National Officer Candidates to attend IPPE and interview for internships during our College Student Career Program, as well as the National FFA top 10 Poultry Evaluation and Food Science and Technology Career Development Event teams. Thus bringing the number of participating students to an all-time high of nearly 700.

As I look at ways of growing the talent pool of future leaders, one of my focuses will be on building new relationships with the business, technology, accounting and engineering departments of colleges and universities to

bring them into the College Student Career Program. While we certainly need poultry and animal science majors, companies also heavily recruit for accounting, IT, business and engineering as part of their strategic plans for moving their company ahead.

Of course...we are YOUR Association, and this is YOUR Foundation! So any additional youth outreach efforts that you would like for us to review, please do not hesitate to contact me at bjenkins@uspoultry.org. I will certainly take a look to see if the industry can benefit.

Barbara Jenkins
Executive Director,
USPOULTRY Foundation
bjenkins@uspoultry.org



USPOULTRY Foundation Brings a Sea of Blue to the 2018 IPPE

As part of the USPOULTRY Foundation's enhanced effort to support the recruitment and training of the brightest students and to promote careers in the poultry and egg industry, the top 11 teams of the National FFA Poultry Evaluation Career Development Event (CDE), top 10 teams of the Food Science and Technology CDE, and the National FFA Officer Candidates were invited to the 2018 International Poultry Expo (IPE), part of the International Production & Processing Expo (IPPE) in Atlanta, Ga.

The opportunity to participate was made possible in part by endowing Foundation gifts from Pilgrim's (Poultry Evaluation CDE teams), Sanderson Farms (Food Science CDE teams) and Tyson Foods (National Officer Candidates), with more than 90 FFA student leaders and their advisors attending.

"Our Association has long been a supporter of the FFA Poultry Evaluation CDE, and now other CDEs and Poultry Efficiency contests. We believe attending IPPE is a great opportunity for these teams to see and experience the world's largest annual trade

show for the poultry, meat and feed industries," remarked Jerry Moye, Hendrix Genetics, and USPOULTRY Foundation chairman.

Poultry industry leaders, Bernie Adcock, chief integrated supply chain officer for Tyson Foods, and Pat Allen, complex human resources manager for Pilgrim's, participated in a program that informed the students about the multitude of career opportunities in the industry. The students were also able to visit and take photographs with U.S. Secretary of Agriculture Sonny Perdue during his visit to IPPE, as well as explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.

The following Poultry Evaluation CDE teams attended the 2018 IPPE and are listed in their order of finish: Lincoln FFA, Arkansas; Spring Hill FFA, Kansas; Thorsby FFA, Alabama; Grace-Davis-Modesto FFA, California; Columbia FFA, Missouri; Texico FFA, New Mexico; Watts FFA, Oklahoma; James River FFA, Virginia; Paxton-Buckley-Loda FFA, Illinois; and Crest FFA, North Carolina. The second place team – Sandra Day O'Connor FFA, Texas – was unable to attend.

The following Food Science and Technology CDE teams attended the 2018 IPPE and are listed in their order of finish: Louisburg FFA, Kansas; Oley Valley FFA, Pennsylvania; Hillsdale FFA, Ohio; Lincoln Middle FFA, Arkansas; Jackson County Central FFA, Minnesota; Kindred FFA, North Dakota; and DeKalb FFA, Indiana. The second, ninth and tenth place teams – Cashmere FFA, Washington; Rochelle FFA, Illinois; and Meridian FFA, Idaho – were unable to attend.



National FFA Poultry Evaluation Career Development Event team members with Agriculture Secretary Sonny Perdue

USPOULTRY Foundation Brings FFA Leadership Candidates to IPPE

The USPOULTRY Foundation invited the National FFA Officer Candidates to the 2018 IPE, part of IPPE. The opportunity for them to participate was made possible in part by an endowing Foundation gift from Tyson Foods.

“It’s part of Tyson Foods’ culture to invest in the future leaders of our industry, so we’re pleased to have been a part of this effort,” said Doug Ramsey, group president of Poultry for the company. “Our industry continues to evolve, and young people bring diversity of thought along with new perspectives to the table. We need to support their growth and development, while attracting the best talent to work in this field.”

“Our Association has long been a supporter of FFA through various Career Development Events. We are pleased to be able to offer these National

Officer Candidates, our potential leaders of tomorrow, an opportunity to see and experience the world’s largest annual trade show for the

poultry, meat and feed industries,” remarked Jerry Moye, Hendrix Genetics, and USPOULTRY Foundation chairman.



National FFA Officer Candidates with Agriculture Secretary Sonny Perdue

\$22,816 USPOULTRY Foundation Student Recruiting Grant Awarded to Mississippi State University

A \$22,816 student recruiting grant has been awarded to Mississippi State University from the USPOULTRY Foundation. The grant will be used to recruit students interested in the poultry industry and was made possible in part by an endowing Foundation gift from Sanderson Farms.

The check was presented by Pic Billingsley, director of development and engineering for Sanderson Farms and a member of the USPOULTRY board of directors, to Dr. Mary Beck, professor and head of the Poultry Science Department. Joining in the presentation was John Starkey, president of USPOULTRY.

“We need bright young people who will become the managers and leaders of the poultry and egg industry of tomorrow,” said Billingsley. “They are our future, and there are many opportunities for them throughout all phases of our industry. We are pleased to support student recruiting at colleges and universities through the Foundation.”



Pictured (from left) John Starkey, Pic Billingsley and Dr. Mary Beck

2018 Poultry Processor Workshop to Focus on Research Related to Peracetic Acid, New Technology and Current Inspection Initiatives

USPOULTRY's Poultry Processor Workshop will be held May 10 – 11, at Perdido Beach Resort in Orange Beach, Ala. Industry professionals in all capacities related to processing plant operations, food safety, quality assurance, maintenance and management can benefit from attending the workshop.

"We are excited about this year's program, which will include a review of USPOULTRY funded research results on exposures to peracetic acid-based disinfectants among poultry processing workers as well as address current technology and new management techniques.

Of course, the latest regulatory concerns, product quality issues and much more will be on the agenda to help you manage your day-to-day tasks and keep your plant running efficiently," remarked Tracy Allen, operations manager for Pilgrim's, and committee chairman.

With the new location and exciting program, the workshop is expected to fill up fast. Hotel room cutoff is April 11. To view the full agenda, register for the Poultry Processor Workshop and reserve your hotel room, visit www.uspoultry.org.



The Poultry Processor Workshop agenda was developed by a program committee of plant managers and food safety and quality assurance professionals. They are as follows: (left to right): Dr. Doug Britton, Georgia Tech Research Institute; Dr. Manpreet Singh, University of Georgia; Corbett Kloster, Fieldale Farms Corporation; Josh Walsworth, Peco Foods Inc.; Dylan Broom, Ingram Farms; Brian Hanna, Claxton Poultry Farms Inc.; Dr. Dianna Bourassa, Auburn University; Tracy Allen, (committee chairman), Pilgrim's; Juanfra DeVillena, Wayne Farms LLC; Nicole Reynolds, House of Raeford; and Dr. Harshavardhan Thippareddi, University of Georgia.

National Breeders Roundtable Registration Now Open

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

America and USPOULTRY, the conference will be held May 17 – 18, at the Renaissance Airport Hotel in St. Louis, Mo.

The 67th annual National Breeders Roundtable program will cover a host of topics in the latest breeding technologies. To view the agenda and to register, visit www.uspoultry.org.

Feed Mill Management Seminar
March 20-21, Nashville, Tennessee
Sheraton Grand Nashville Downtown

Human Resources Seminar
April 23-25, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Processor Workshop
May 10-11, Orange Beach, Alabama
Perdido Beach Resort

National Breeders Roundtable
May 17-18, St. Louis, Missouri
Renaissance St. Louis Airport

Financial Management Seminar
June 25-27, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Hatchery Breeder Clinic
July 10-11, 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 13-15, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Women's Leadership Conference
August 16-17, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Live Production, Welfare & Biosecurity Seminar
Sponsored by National Chicken Council, National Turkey Federation, United Egg Producers and USPOULTRY
September 18-19, Nashville, Tennessee
Sheraton Grand Nashville Downtown

Environmental Management Seminar
September 20-21, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Protein & Fat Seminar
Date and location to be determined

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

Grower Relations Seminars
Scheduled upon Industry Request

Poultry Wastewater Operators Training
Scheduled upon Industry Request