The U.S. Poultry & Egg Association (USPOULTRY) is the world’s largest and most active poultry organization, representing the entire industry as an "All-Feather" Association. Membership includes producers and processors of broilers, turkeys, ducks, eggs and breeding stock, as well as allied companies. Formed in 1947, the Association has affiliations in 27 states and member companies worldwide. USPOULTRY also sponsors the International Poultry Expo, part of the International Production & Processing Expo, in partnership with the American Feed Industry Association and the North American Meat Institute.

**VISION STATEMENT**
To be the leading technical resource and voice for the feather industries.

**MISSION STATEMENT**
A non-profit organization that progressively serves its poultry and egg members through research, education, communications and technical services.

**STRATEGIC OBJECTIVES**
- To partner with our state affiliates and national organizations to augment and influence each other’s efforts in attacking common problems, avoiding duplication.
- To be committed to the advancement of research and education in poultry science and technology.
- To ensure the International Poultry Expo is the world’s premier poultry exposition, benefitting both exhibitors and attendees.
- To always be responsive and effective to the changing needs of our industry.
- To increase the availability and constant improvement of the quality and safety of poultry products.
- To promote responsible practices in animal care and environmental stewardship.
- To manage the Association and IPPE effectively, ensuring revenue growth to support critical USPOULTRY programs and activities.

**USPOULTRY VALUES**
- Integrity First
- Service to Customers
- Excellence in All We Do

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Send Comments to:
U.S. Poultry & Egg Association
1530 Coolidge Road, Tucker, GA 30084-7303
info@uspoultry.org
A Year in Review

Looking back at fiscal 2018, there is little doubt that USPOULTRY’s programs and projects have made an important contribution to our members and the poultry and egg industry.

After years of lawsuits for which USPOULTRY has been involved, we saw the U.S. Court of Appeals for the District of Columbia Circuit issue a stay on the CERCLA/EPCRA emissions reporting mandate and saw the passage of CERCLA reporting exemptions in the omnibus government spending packaging approved by Congress. Combined with the USPOULTRY Harold E. Ford Foundation, our research program reached a milestone with more than $31 million having been funded in research grants to meet the challenges facing the poultry and egg industry. We also had a record number of institutions with industry-related poultry programs apply for student recruiting grants as well as a record number of students (more than 650) at our USPOULTRY Foundation College Student Career Program.

Through the Joint Industry Safety and Health Council, consisting of members from USPOULTRY, NCC and NTF, we presented 147 safety recognition awards to member companies for outstanding performance through the implementation of innovative and effective employee safety and health programs. We also experienced double digit growth in our social media properties, both for USPOULTRY and the International Poultry Expo, the largest component of the International Production & Processing Expo, for which we are a managing partner.

Yet, we could not have completed any of this without you. We would not be the Association we are today without your involvement and so many other volunteers. It continues to require all of us - our members, board, volunteers and staff - to enable the Association to provide quality products and services to the industry. And it is this spirit of cooperation that continues to drive us to do what is best for our member companies and the industry.

We depend on all of you, as well as the valuable contributions from our sister organizations, state associations and university leaders. You are essential to keeping our Association strong through your involvement.

When we come to work each morning, we have a purpose - to exceed your expectations with personalized, courteous and reliable service. As we look at a new year at USPOULTRY, be assured that we will continue to maintain the same commitment to “excellence in all that we do” that has made our Association the strong organization it is today.

John Starkey, P.E.
President
jstarkey@uspoultry.org
Executive Committee

The U.S. Poultry & Egg Association (USPOULTRY) board of directors has five executive committee members and 22 additional board members. Their experience and dedication to our Association is appreciated by the industry and USPOULTRY staff.

EXECUTIVE COMMITTEE

Tom Hensley
Tom Hensley, Baldwin, Ga., is chairman of the board of directors of USPOULTRY. A native of West Virginia, Hensley graduated with a degree in business from Marshall University. Before joining Fieldale Farms, Hensley was a tax manager at Price Waterhouse & Co. He is currently president of Fieldale Farms where he has worked for 39 years, as well as a member of Fieldale Farms Corporation board of directors. In addition, he is past chairman of the National Chicken Council and a life member of the Georgia Poultry Federation. He serves on various charitable organization boards.

John Prestage
John Prestage, Clinton, N.C., is vice chairman. A native of North Carolina, Prestage graduated with a B.S. in Animal Science from North Carolina State University. He has served the poultry industry in various capacities on boards and committees including the North Carolina Poultry Federation and the National Turkey Federation. Active in his community, he serves on the local school and college foundation boards. He is currently senior vice president of Prestage Farms and has been with the company since its inception in 1983.

Greg Hinton
Greg Hinton, Seymour, Ind., is treasurer. A native of Indiana, Hinton attended Indiana University and Purdue University. He has served the poultry industry in various capacities on boards and committees including the Indiana State Egg Board, USA Poultry & Egg Export Council, International Egg Commission, United Egg Producers, Indiana Farm Bureau and the American Farm Bureau. He is currently vice president of sales for Rose Acre Farms and serves on the company’s executive committee and long range planning committee. He has been with the company for 37 years.

Mike Levengood
Mike Levengood, Salisbury, Md., is secretary. Levengood is a graduate of Penn State University where he obtained a BBA in agriculture business management. He has served the poultry industry in various capacities, including past chairman of the National Chicken Council Growout Committee. He joined Perdue in 1984, where he has held a variety of senior level positions. He is currently vice president, chief animal care officer and farmer relationship advocate for Perdue Foods.

Jerry Moye
Jerry Moye, Siloam Springs, Ark., is immediate past chairman. Moye graduated with a degree in economics from Washington College in Maryland. He spent 16 years in integrated chicken production for two large U.S. integrators, Showell Farms of Maryland and Zacky Farms of California, before joining Cobb-Vantress in 1991 where he held a variety of positions. He is the retired president of Cobb-Vantress and currently serves on the international advisory board of Hendrix Genetics. In addition, he is a former chair of The Poultry Federation (Arkansas, Kansas, Missouri and Oklahoma).

Tom Hensley (left), 2018 USPOULTRY chairman, accepting the gavel from Jerry Moye, immediate past chairman.
Board of Directors

2018 USPOULTRY board of directors: (Seated from left) Alan Duncan, Mountaire Farms, Little Rock, AR; Mark Waller, Ingram Farms, Cullman, AL; Paul Hill, West Liberty Foods, Ellsworth, IA; Kevin Phillips, Case Farms, Troutman, NC; Jerry Moye, Hendrix Genetics, Ontario, Canada, immediate past chairman; Tom Hensley, Fieldale Farms, Baldwin, GA, chairman; John Prestage, Prestage Farms, Clinton, NC, vice chairman; Greg Hinton, Rose Acre Farms, Seymour, IN, treasurer; Mike Levingood, Perdue Foods, Salisbury, MD, secretary; Randy Stroud, Pilgrim’s, Greeley, CO; Dr. Alice Johnson, Butterball, LLC, Garner, NC, and Jarod Morrison, Farbest Foods, Huntingburg, IN. (Standing from left): Phil Laughlin, Dolco Packaging, Decatur, IN; Bob “Pic” Billingsley, Sanderson Farms, Laurel, MS; Ben Harrison, Amick Farms, Batesburg-Leesville, SC; Mark Hickman, Peco Foods, Tuscaloosa, AL; Elton Maddox, Wayne Farms, Oakwood, GA; Sherman Miller, Cal-Maine Foods, Jackson, MS; Brian Barrett, Feather Crest Farms, Bryan, TX; David Latham, L & R Farms, Pendergrass, GA; Tim Maupin, Cargill, Wichita, KS; Mikell Fries, Claxton Poultry Farms, Claxton, GA; Doug Ramsey, Tyson Foods, Springdale, AR; and Robert Holzer, ChickMaster Incubator Company, Cresskill, NJ. (Not shown): Dan Huber, Foster Farms, Livingston, CA; Bob Krouse, Midwest Poultry Services, Mentone, IN; and Jonathan Cade, Hy-Line International, Des Moines, IA.

2018 USPOULTRY executive committee: (from left) Jerry Moye, immediate past chairman, Hendrix Genetics, Ontario, Canada; Mike Levingood, Perdue Foods, Salisbury, Md., secretary; Tom Hensley, Fieldale Farms, Baldwin, Ga., chairman; Greg Hinton, Rose Acre Farms, Seymour, Ind., treasurer; and John Prestage, Prestage Farms, Clinton, N.C., vice chairman.
Research Programs

Research is a key component of USPOULTRY’s mission. Each year, USPOULTRY and the USPOULTRY Foundation allocate grants for research that benefits the poultry and egg industry. The grants also support graduate students who will be the industry’s future leaders and scientists.

The Association’s long-standing comprehensive research program dates back to the early 1960s when funds were first approved for poultry disease research. It gradually grew into an all-inclusive program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY and the USPOULTRY Foundation have reinvested more than $31 million dollars into the industry in the form of research grants, with the International Poultry Expo as an important source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

The Board Research Initiative was created by the boards of USPOULTRY and the USPOULTRY Foundation to address immediate priorities facing the poultry and egg industry. It operates alongside the long-established comprehensive research program and augments the original program’s effectiveness and protracted success. The Initiative focuses on critical areas of research selected by the board on an annual basis.

Between the two programs, USPOULTRY and the USPOULTRY Foundation award approximately $1 million each year in the form of competitive grants to fund research designed to acquire information that will be useful in resolving or preventing industry problems. For fiscal 2018, an additional $125,000 to support further avian influenza research and communication was approved by the boards. More than $3 million is currently committed to ongoing research.

Twice a year, USPOULTRY receives research proposals from various university and government laboratories. Researchers identify a problem, propose a plan of work and request the needed funds. The program averages more than 200 submissions each year.

Historically, thirty percent of the proposals are funded during any one year. Many grant recipients are professors who are training graduate students. By supporting these graduate students through the research program, we are creating the leaders and scientists of the future to help ensure the continued vitality of the poultry and egg industry.

The Foundation Research Advisory Committee (FRAC), made up of industry professionals, evaluates and scores each proposal to determine the relative importance to the poultry industry and its likelihood of success. It then recommends to the respective boards which projects to fund. Once a project has been approved for funding and completed, a summary is posted on USPOULTRY’s website, www.uspoultry.org.

For fiscal 2018, key research on poultry processing workers’ exposures to peracetic acid-based disinfectants, woody breast syndrome, avian influenza, new vaccines and humane depopulation methods was funded.

USPOULTRY & USPOULTRY Foundation Research
(Research grants by general subject since 1969)

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<tr>
<th>Subject</th>
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<td>Egg-related</td>
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<tr>
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<tr>
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<tr>
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<tr>
<td>Nutrition</td>
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<tr>
<td><strong>Approximate Total</strong></td>
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USPOULTRY leads the development of employee training programs available to its members. In addition to sponsoring 11 annual education programs, USPOULTRY offers industry-specific products, technical resources, training and safety issue kits, videos and a weekly electronic newsletter, PeopleMatters.

The training tools provide USPOULTRY members with practical, industry-specific information to improve facility operations or workplace safety. The latest training tool is a poster and video demonstrating the proper steps for completing “Lockout/Tagout” on equipment or machinery with the goal of illustrating some basic concepts with few words.

Videos on poultry production and practices have also been produced, including DVDs on “Raising Chickens and Turkeys... For Today and Tomorrow,” “Poultry & The Hormone Myth,” and “An Inside Look at U.S. Poultry Processing,” which has generated more than 2.75 million views on USPOULTRY’s YouTube channel. The video takes a behind-the-scenes look at today’s high-tech, highly efficient U.S. poultry processing plants and highlights the food safety and sanitation practices employed by the modern poultry industry.

The PeopleMatters electronic newsletter focuses on human resources, safety and risk management issues facing the poultry and egg industry. The newsletter is distributed to more than 2,700 USPOULTRY member company representatives.

Key research on employee safety is also an important component offered by USPOULTRY. A review of USPOULTRY-funded research results on exposures to peracetic acid-based disinfectants among poultry processing workers was provided by the researcher during USPOULTRY’s Poultry Processor Workshop.

USPOULTRY also provides staff resources for the Joint Industry Safety and Health Council and the Human Resources Council, shared with the National Chicken Council (NCC) and National Turkey Federation (NTF), which remains very active in responding to proposed federal regulations. Public comment letters directed to OSHA, the Department of Transportation’s Federal Motor Carrier Safety Administration and the National Labor Relations Board are available on the “Position Papers” section of the USPOULTRY website, www.uspoultry.org. For fiscal 2018, USPOULTRY reviewed legislation that is aimed to create a workable visa program for the meat and poultry industry. USPOULTRY also assisted sister organizations in crafting language for a new bill to allow 500,000 temporary protected status workers year-round.

For fiscal 2018, the Joint Industry Safety and Health Council honored 147 poultry facilities in recognition of their outstanding performance through the implementation of innovative and effective employee safety and health programs at the National Safety Conference for the Poultry Industry. The Council consists of members from USPOULTRY, NCC and NTF. Collectively, the three organizations represent companies that produce 95 percent of the nation’s poultry products and directly employ more than 350,000 workers.

Human Resources, Safety & Health Programs

USPOULTRY develops training programs, issue kits and videos that help member companies improve operations, identify and reduce loss exposures and enhance employee safety and retention. USPOULTRY also identifies and maintains technical resources that address key industry issues.

Key Highlights:
• Launched new training tool on the proper steps for “Lockout/Tagout” on equipment/machinery
• More than 2.75 million views of “An Inside Look at U.S. Poultry Processing” video on YouTube
• Provided a review of USPOULTRY-funded research on peracetic acid-based disinfectants
• Recognized 147 poultry facilities for outstanding safety performance
USPOULTRY’s environmental department focuses on three areas, including regulatory issues, training and award programs. USPOULTRY also offers environmental regulatory compliance consultation services that can be attuned to member company individual programs, in addition to holding the annual Environmental Management Seminar that focuses on practical, proven solutions to the environmental challenges facing the industry.

Regulatory Issues
The environmental department keeps poultry leaders informed on current federal regulations and issues and provides technical expertise to help maintain and grow a healthy food supply. Technical services provided by USPOULTRY focus on air emissions, confined animal feed operations, the Chesapeake Bay TMDL, Waters of the U.S., regulatory programs support and assistance, and toxic release inventory (TRI) reporting guidance.

USPOULTRY, along with other agriculture groups, continues to be involved in the Waters of the U.S. (WOTUS) lawsuit with USPOULTRY preparing and submitting comments in response to the Environmental Protection Agency’s proposal to add an applicability date to the “2015 Clean Water Rule” - to a date roughly two years from now.

And after several years of litigation, USPOULTRY is pleased Congress passed legislation that reverses a federal court ruling that would require farms to report the emission of ammonia from poultry and layer facilities under the Comprehensive Environmental Response, Compensation, and Liability Act if admissions exceeded a 100 pound threshold. USPOULTRY was also pleased that the Environmental Protection Agency accepted the Association’s reasonable claims that the “Routine Agricultural Operations Exemption” provision within the Emergency Planning Community Right to Know Act (EPCRA) statute applies to litter generated on poultry and egg farms, resulting in guidance being issued by the Agency that provided a full exemption from reporting under the EPCRA statute. This is an issue that USPOULTRY has invested considerable time and resources over the last 15 years.

USPOULTRY is continuing work on the Chesapeake Bay modeling project to obtain more accurate poultry population numbers, manure volumes and nutrient concentration in litter.

Training Programs
USPOULTRY offers a variety of environmental management training DVDs to its members, including the following: Concentrated Animal Feeding Operations; Poultry and Egg Producers Environmental Enhancement and Protection Program (E2P2 Module 1 and 2); Spill Prevention, Control, and Countermeasure Training Program (SPCC); Carbon Footprint Estimation Toolkit; Stormwater Pollution Prevention Training Program; TRI Reporting Tool Update; and EPA Mock Inspection video.

Poultry Wastewater Operators Training workshops are also offered, of which two classes were conducted in fiscal 2018. The course introduces students to the regulatory structure governing poultry plant effluents; provides a primer in math, chemistry and microbiology; and covers the predominant equipment and systems used to properly treat poultry effluent prior to discharge. Multiple states have approved the course, so as to award professional development hours for licensed or certified wastewater treatment operators.

Award Programs
USPOULTRY also recognizes facilities and family farms for their environmental efforts through two award programs, the Clean Water Award and Family Farm Environmental Excellence Award. The Clean Water Award recognizes outstanding wastewater treatment facilities operated by poultry and egg companies. An award is presented yearly in two categories: full treatment and pretreatment. The Family Farm Environmental Excellence Award recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production. Awards are presented yearly. Typically one award is given to a family farm from six geographic regions in the United States.
USPOULTRY’s food safety and production department develops and supports programs that help ensure the safety and quality of U.S. poultry meat and egg products. Technical information, regulatory information and safe food handling are the three areas highlighted by the programs.

Technical Information
For fiscal 2018, USPOULTRY released 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.

USPOULTRY submitted comments supporting NCC’s request to waive line speed limits for New Poultry Inspection System plants. Based on our data and the government’s own evaluations, there are no differences in workplace safety incidents and food safety outcomes in plants that opt into NPIS compared to conventional inspection systems. Removing the cap on line speeds provides the economic incentive that allows for the implementation of additional testing that is required under the new program and allows the establishment to review current food safety practices to find ways to improve them.

USPOULTRY and the North American Meat Institute’s Foundation for Meat and Poultry Research and Education coordinated a study that seeks to validate the use of relative humidity as a control mechanism for the lethality step in further processing establishments. The USDA Food Safety and Inspection Service has requirements for humidity in the cooking process to achieve lethality that is using 20 year old data.

USPOULTRY hosted two Poultry Handling and Transportation (PHT) “Train the Trainer” workshops. The program’s mission is to provide accurate, science–based, practical training and education for poultry handlers and transportation personnel that enhances biosecurity, poultry well–being, product quality and safety of all involved.

Regulatory Information
Food safety concerns among consumer advocates will likely result in more regulations. It is a delicate balance between questioning the need for new regulations and appearing uncaring to the concerns of the consumer. USPOULTRY is committed to continually enhancing the safety of our food products and developing programs that have a positive impact on the safety of poultry products.

Safe Food Handling
USPOULTRY created two technical references to develop plant biomapping studies using whole genome sequencing technology. These references are the first documents for USPOULTRY’s Food Safety Technical Reference Series, which are dedicated to use as validation for food safety programs. This technical reference series serves as a tool in the implementation of testing protocols for the identification of microbial populations from carcass rinse, swabs or Aerobic Plate Count samples using next genome sequencing technology.

Key Highlights:
- Released training video demonstrating proper breast deboning techniques
- Submitted comments requesting to waive line speed limits for New Poultry Inspection plants
- Completed two Poultry Handling and Transportation “Train the Trainer” workshops
Education is key to ensuring the poultry and egg industry continues to grow and advance, and education is one of USPOULTRY’s core programs. USPOULTRY has been sponsoring educational programs since 1956. The very first seminar sponsored by USPOULTRY was the Egg Quality and Grading School in June of 1956. The next year, the initial School of Management was held “for company officers and management personnel to enable them to study common problems under the guidance of skilled leaders.” This was followed in 1958 by USPOULTRY’s oldest, still-running seminar, the Poultry Processor Workshop.

The schedule grew into today’s comprehensive list of annual seminars, conferences, clinics and workshops to keep every segment of poultry and egg management informed and up-to-date on the latest industry events and technology. USPOULTRY promotes its education programs through press releases, e-blasts, social media, postcard mailings and the USPOULTRY website.

USPOULTRY’s current education line-up includes 11 industry seminars that are applicable to all aspects of your operations, ranging from environmental management, human resources, finance, processing operations, communications, poultry production, bird health and biosecurity, etc. The seminar programs are structured around new technology, the latest management best practices and ever-changing government regulations. USPOULTRY also offers air cargo seminars, poultry wastewater operators training and grower relations seminars that are scheduled upon request.

More than 1,500 industry managers attended a USPOULTRY educational program in fiscal 2018, with continued increases in attendance over the past few years. Participants are able to hear the latest information in their specialized areas from industry leaders, scientists, educators and government officials. They also have an opportunity to network and socialize with their peers across the industry.

Topics for the Association’s educational programs are developed by planning committees made up of industry leaders and managers from a particular segment of the industry, as well as academic advisors. Each committee makes sure that its agenda covers the important issues facing that portion of the industry.

USPOULTRY also developed and sponsored five days of education programs at the 2018 International Poultry Expo (IPE), part of the International Production & Processing Expo (IPPE). The programs provide numerous speakers discussing cutting-edge topics relating to all areas of the industry. The programs provide IPPE attendees with the opportunity to complement what they learn and experience on the exhibit floor with the latest issues and research information from some of the most prominent authorities in the poultry and egg industry. USPOULTRY-sponsored education programs at the Expo included the following.

- International Poultry Scientific Forum
- Seminario Avícola en Español (Poultry Seminar in Spanish)
- Animal Agriculture Sustainability Summit
- Defend the Flock – Biosecurity Basics for Poultry & Egg Producers and Live Operations Personnel
- Poultry Market Intelligence Forum
- Wastewater Treatment Challenges for the Poultry and Egg Industry
- Current Poultry Research and Findings: Information You Need to Know to Help Your Business
- International Rendering Symposium (in collaboration with the National Renderers Association)
Information Technology

Providing services to our members is a mission for which USPOULTRY is committed. USPOULTRY recognizes this and understands the need for state-of-the-art technology to keep our members and constituents informed and connected 24 hours a day.

Technology, and adapting to new technology, is central to all USPOULTRY programs. The information technology (IT) department guarantees that the gateways of communication for the Association are open and up-to-date with the latest technological requirements and advancements.

The IT department performs several duties on a regular basis to ensure communication within the office and to and from USPOULTRY members. The department provides USPOULTRY staff with computer service, mobile device support and technical support. The department also makes computer and software recommendations based on the changing business needs of the Association. The department assists in the communication and organizational practices of USPOULTRY through various technological outlets and ensures the Association continues to provide quality services to its members, other associations and sister organizations efficiently.

During 2018, the IT department upgraded the Association’s firewall and migrated staff to Office 365. In collaboration with the communications department, the IT department maintains and hosts USPOULTRY’s website, www.uspoultry.org, as well as its family of other websites, including the USPOULTRY Foundation, IPPE and the Poultry Protein & Fat Council. Keeping the websites operating and current with the latest information allows the department to maintain a constant link between the Association and its members, as well as others seeking information on the poultry and egg industry.

The department also provides information technology services to several other poultry industry organizations, including technical support and maintenance, website design and development, extranet/intranet development, network design and implementation, email hosting, database development and data hosting. There are currently 21 state associations or sister organizations that receive information technology support from USPOULTRY, including 14 state associations, five sister organizations, one poultry science society and one government organization, the National Poultry Improvement Plan (NPIP). USPOULTRY also hosts the NPIP website and database that stores information for 49 states and Puerto Rico.

With the increasing threats to network security, the IT department continues to take steps to protect the Association’s systems. Firewalls serve as the first line of defense and increase the safety and stability of the network. Remote Desktop Protocol also allows network administrators to check, correct and monitor systems from remote locations. By taking these actions, in combination with previous actions, the department ensures that all transactions made within and through the Association’s websites are secure.

USPOULTRY will continue to advance within the information technology arena as new programs and software are introduced to the market. Association goals include integrating the resources within the IT department into every aspect of the Association to further enhance the quality of services provided.
Communications

Communicating with our members, the media and other stakeholders is one element of fulfilling USPOULTRY’s commitment to serving our member companies.

USPOULTRY has a multi-tiered approach to internal and external communication. Target audiences include our members, consumers, the poultry industry, trade publications, the government and others allied to the industry. The communications department endeavors to relay the current issues that affect the important role the industry plays in shaping the U.S. economy. The goal is to find ways to strengthen existing communications programs and to identify new opportunities that will enable USPOULTRY to better serve its members.

Staff members are responsible for writing, creating, designing and producing a variety of communication materials in print and digital formats. News releases, articles, signage and marketing materials are only some of the projects created by the department. For instance, USPOULTRY sent out 153 press releases in fiscal 2018 on topics related to the Association’s activities, IPPE, regulatory issues, and other related industry topics, which generated more than 505 million exposures or impressions through trade publications (print and online), newspapers and news sources, and radio.

USPOULTRY currently produces six newsletters: USPOULTRYWire, a daily electronic newsletter about current events affecting the poultry industry; News & Views, a bi-monthly printed newsletter on USPOULTRY activities and events; Research Newsletter, a yearly electronic newsletter that provides a summary of the research projects for the year; Partners in Poultry, a printed quarterly newsletter for Foundation Friends members; IPPE Exhibitor Newsletter, a monthly electronic newsletter for exhibitors; and IPPE Attendee Newsletter, a periodic electronic newsletter for IPPE attendees.

USPOULTRY has extended its reach even further through social media outlets, such as Facebook, Twitter, LinkedIn, Instagram, Pinterest and YouTube, and has experienced double digit growth in social media outreach over the past few years. In addition to its own social media channels, USPOULTRY offers social media interaction through its Student Outreach pages and Poultry Protein & Fat Council pages. In total, there are currently nine ways to interact with USPOULTRY through social media.

USPOULTRY has further extended its reach by providing timely articles on poultry-related issues to industry trade publications. USPOULTRY currently supplies articles to three industry publications on a quarterly basis, as well as provides comments and insights on poultry-related and trade show-related topics as requested by various publications.

In fiscal 2018, the communications department took on a multitude of tasks related to the annual trade show, IPPE. Staff members created advertisement concepts, generated advertisements and banner ads for 60 trade publications, created marketing materials, provided content for the IPPE website and for IPPE’s five social media channels, supervised the IPPE media center and managed the publication bin program and photography/video needs for the show.

In addition to designing and updating its own websites, USPOULTRY also has a long-standing offer to design or redesign state affiliate websites, as well as offer graphic design skills for other marketing needs.

In the years to come, the department will continue to seek new and innovative ways to distribute USPOULTRY’s communications in a timely, efficient and cost-effective manner.

Key Highlights:
• 153 press releases sent out with more than 505 million exposures/impressions generated
• Accomplished double digit growth in social media presence
• Developed IPPE marketing materials for 60 trade publications
Awards and Recognitions

USPOULTRY has several award programs that recognize poultry and egg farmers, member companies and individuals throughout the year for their work and dedication to the industry.

Workhorse of the Year
Bernard Leonard, former group vice president of food service poultry and prepared food for Tyson Foods, past USPOULTRY chairman and current USPOULTRY Foundation board member, was named USPOULTRY’s 2018 Workhorse of the Year at the Chairmen’s Reception during IPE, part of the IPPE. The Association’s highest annual honor is awarded in recognition of dedicated service and valuable leadership given to the Association and poultry industry.

Lamplighter Award
USPOULTRY presented the organization’s annual Lamplighter Award to four individuals: Fred Cespedes, retired, American Proteins; Mike Donohue, vice president, Agri Stats; Dr. Don McIntyre, director of global research and technical services, Diamond V; and Dr. Brian Kiepper, associate professor, University of Georgia. The award pays tribute to individuals for “sustained and exemplary service” to the poultry and egg industry.

Dr. Charles Beard Research Award
During the International Poultry Scientific Forum at IPPE, USPOULTRY and the USPOULTRY Foundation recognized Dr. Daral Jackwood as the 2018 recipient of the annual Charles Beard Research Excellence Award. Jackwood is a professor in the Department of Veterinary Preventive Medicine at The Ohio State University. The award is named in honor of Dr. Charles Beard, former director of the USDA Southeast Poultry Research Laboratory and former vice president of research at USPOULTRY.

Clean Water Award
The Clean Water Award recognizes outstanding performance of wastewater treatment plants that operate at poultry or egg processing facilities. The winners are determined by the Clean Water Award committee, a panel of industry and environmental professionals that represent various aspects of the poultry industry and regulatory community.

Fiscal 2018 Full Treatment Facility Award Winners
Tyson Foods - River Valley Animal Foods, Scranton, Ark. (winner)
American Proteins, Cumming, Ga. (honorable mention)
Wayne Farms, Pendergrass, Ga. (honorable mention)

Fiscal 2018 Pretreatment Facility Award Winners
Keystone Foods, Gadsden, Ala. (winner)
Pilgrim’s, Guntersville, Ala. (honorable mention)

Family Farm Environmental Excellence Award
USPOULTRY recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production. Applicants are 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 educational or outreach programs.

Fiscal 2018 Family Farm Environmental Excellence Award Winners
Baker’s Acres, Terry Baker Jr., Delaware (Mountaire Farms)
Herbruck’s Poultry Ranch, Greg Herbruck, Michigan (Eggland’s Best)
4 T Turkey Farm, Bill and Lana Dicus, Missouri (Cargill)
Morrison Poultry, Tim and Deena Morrison, Kentucky (Kentucky Poultry Federation and Tyson Foods)
Woape Farm, Ken and Dana Smotherman, Texas (Texas Poultry Federation and Cargill)
Pickin’ N Pluckin’, Rod and Glenda Hergert, Washington (Foster Farms)
In 1994, the board of directors of USPOULTRY responded to the critical need to attract young people for poultry careers. That was the year the U.S. Poultry & Egg Harold E. Ford Foundation was born, often abbreviated as the USPOULTRY Foundation.

The initial objective was to recruit students into university poultry science departments. Since only six actual poultry science departments remain in the United States, student recruiting was later expanded to include other colleges and universities with poultry-related studies or any institution of higher learning that can show conceivable ways of connecting students with the poultry and egg industry so as to attract students in other majors. In fiscal 2018, a record 35 colleges and universities received student recruiting grants totaling $282,500.

The Foundation also supports other youth programs, including the USPOULTRY Foundation Ted Cameron National Collegiate Poultry Judging Contest, FFA, 4-H poultry and egg judging, and high school curriculum programs, and the USPOULTRY Foundation College Student Career Program and International Student Program. For fiscal 2018, the 71st annual USPOULTRY Foundation Ted Cameron National Collegiate Poultry Judging Contest was held in Louisiana with Louisiana State University receiving top honor. Further, more than 90 students from the top FFA Poultry Evaluation and Food Science and Technology Career Development Events teams and National Officer Candidates attended the IPPE, sponsored by the Foundation.

As a further continuation of the USPOULTRY Foundation’s College Student Career Program, the USPOULTRY Foundation announced a new initiative with the Poultry Science Association Foundation to jointly sponsor the inaugural Ph.D. Student Career Fair at the 2018 IPPE, held in conjunction with the International Poultry Scientific Forum. This unique program is designed to better serve USPOULTRY member companies and allied suppliers, particularly involving, but not limited to, technology driven companies such as those in genetics, health, pharmaceutical and nutrition. The target participants are post-doctoral and early Ph.D. students.

Research was also added to the Foundation’s mission at a later date. Foundation-supported research has resulted in both immediate and long-term impacts throughout the poultry and egg industry. Sophisticated and complex research will be necessary for our industry to continue to produce economical and sustainable poultry and egg products and compete on a global scale. In 2018, USPOULTRY and the Foundation funded approximately $1 million for industry research.

The purpose of the USPOULTRY Foundation is to provide financial support for student recruiting efforts and fund research that will be useful in reducing or resolving real problems in the poultry industry.

Key Highlights:
- 35 colleges and universities received $282,500 in student recruiting grants
- Sponsored more than 90 FFA students and advisors attending the 2018 IPPE
- Inaugural Ph.D. Career Fair introduced at IPPE
- Approximately $1 million funded in industry research
Thanks to so many companies, families and individuals for supporting our Foundation to recruit bright young people as future industry managers and leaders and to fund research that is vital for a strong and prosperous U.S. poultry and egg industry.

**USPOULTRY Foundation Donors**

**Visionary ($1,000,000 & above)**
- Tommy & Chantal Bagwell
- Tyson Foods

**Pacesetter ($500,000 - $999,999)**
- Cargill
- Pilgrim’s
- Prestage Farms
- Sanderson Farms

**Benefactor ($250,000 - $499,999)**
- Cal-Maine Foods
- Case Farms
- Centurion Poultry
- Cooper Family Foundation
- George’s
- Ingram Farms
- Koch Foods
- Mountaire Corp.
- Peco Foods
- Perdue Farms
- Simmons Foods
- Stanley & Dorothy Frank Family Foundation
- Wayne Farms

**Steward ($100,000 - $249,999)**
- AJC International
- Amick Farms
- Anonymous
- CCF Brands
- Claxton Poultry Farms
- Fieldale Farms
- G&C Farming
- GNP Company

**Director ($50,000 - $99,999)**
- Monty & Margot Henderson
- Dr. Don & Teresa Jackson
- Keystone Foods
- Elton & Claire Maddox
- Mar-Jac Poultry
- Midwest Poultry Services
- Ozark Mountain Poultry Farms
- Shepard Exposition Services
- Valley Proteins

**Leader ($25,000 - $49,999)**
- Pete Martin
- Morris & Associates
- Jerry & Cherie Moye
- Todd & Shelley Simmons
- Mike Welch
- Steve & Cheri Willardsen

**Ambassador ($5,000 - $9,999)**
- Anonymous
- Mike Brown
- Richie & Louise King
- Abit & Kaynne Massey
- Nath & Joy Morris
- SEI Investments
- Dr. Simon & Barbara Shane
- Gwen & James Venable

**Leader ($25,000 - $49,999)**
- James Adams
- Agri Stats
- Larry & Terri Brown
- Crystal Farms
- Don & Patricia Dalton
- Georgia Poultry Federation
- Ben & Holly Harrison
- Jay & Carrie Houchin
- Eric & Barbara Joiner
- Jerry & Kitty Lane
- Don Mabe

**Leader ($25,000 - $49,999)**
- More than 30 donors
For the past 70 years, IPE has been the annual meeting point for professionals in the poultry and egg industry, and the 2018 Expo was no exception. IPE provides the industry with the most current technology, innovative programs and networking opportunities. The Expo showcases the latest products and services for the poultry and egg industry. All segments are represented, including feed milling, hatchery, live production, processing, further processing, marketing and all support activities. IPE is held in conjunction with the American Feed Industry Association’s International Feed Expo and the North American Meat Institute’s International Meat Expo, under the umbrella name of IPPE. IPE is the largest component of IPPE, and USPOULTRY serves as managing partner for IPPE.

The 2018 IPPE had a strong show. There were 30,678 poultry, meat and feed industry leaders, 1,218 exhibitors covering more than 521,000 square feet of exhibit space, and 7,093 international visitors from 124 countries represented at the Expo.

The five states with the largest contingents, in descending order, were Georgia, Illinois, North Carolina, Alabama and Arkansas. The five countries with the largest delegations were Canada, Mexico, Brazil, the Netherlands and Colombia.

IPPE is the world’s largest annual feed, meat and poultry industry event of its kind and is one of the 30 largest trade shows in the United States. The Expo focuses on innovation, education, global reach and networking. At the 2018 IPPE, 140-plus hours of sessions were offered, ranging from a conference on preventing and responding to foreign material contamination incidents, to a program on feed production education, to a program on biosecurity for poultry and egg producers and live operations. Funds earned at the show are funneled directly back into the industry in the form of research, education and technical services.

The 2019 IPPE will be held Feb. 12 - 14, at the Georgia World Congress Center in Atlanta, Ga. Be sure to mark your calendars!
Long-Running Programs at IPE

IPE has recognized many exhibitors over the years for their long-term exhibiting tenure. The College Student Career Program and the International Poultry Scientific Forum have also been held in conjunction with the Expo for many years.

International Poultry Expo Long-Term Exhibitors
(Companies that have exhibited for 50 or more years)

<table>
<thead>
<tr>
<th>Company</th>
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<td>ChickMaster Incubator Company</td>
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<td>Hantover, Inc.</td>
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<td>Hubbard LLC</td>
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<td>Bright Coop, Inc.</td>
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<td>Pactiv LLC</td>
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<td>Marel Stork Poultry Processing</td>
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<td>Elanco Animal Health</td>
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<td>Mettler-Toledo Safeline</td>
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<td>Hy-Line International</td>
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<td>American Coolair Corporation</td>
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<td>DSM Nutritional Products, Inc.</td>
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<td>Mettler-Toledo Hi-Speed</td>
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<td>Tipper Tie Inc.</td>
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<td>Warren Manufacturing Inc.</td>
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<td>Acme Engineering &amp; Mfg. Corp.</td>
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<td>Aerotech Fans / Munters Corp</td>
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<tr>
<td>Hollymatic Corporation</td>
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College Student Career Program
The USPOULTRY Foundation College Student Career Program connects hundreds of talented, bright college students seeking professions in the poultry industry with human resources managers and recruiters. The program has been a vital part of many companies’ hiring process for more than 50 years and is one of the largest career events of its kind for students seeking professions in the industry. Whether seeking full-time jobs or internship opportunities, the College Student Career Program provides a mutually beneficial experience for students and industry recruiters.

In 2018, more than 650 students participated in the USPOULTRY Foundation College Student Career Program and International Student Program. The program attracted students from 41 universities throughout the United States, while the International Student Program brought in 14 students from six universities in Latin America. The students interviewed for jobs and internships with human resource representatives from 30 industry and allied firms.

International Poultry Scientific Forum
The 2018 annual International Poultry Scientific Forum drew 1,850 visitors from around the world. The forum is sponsored by the Southern Poultry Science Society (SPSS), the Southern Conference on Avian Diseases (SCAD) and USPOULTRY.

Throughout the years, the scientific forum has evolved into a prestigious annual event for members of the scientific community. The program provides attendees with the opportunity to hear the latest research findings in areas such as environmental management, nutrition, physiology, pathology, processing and products, and avian diseases. SPSS and SCAD also held their annual meeting during the International Poultry Scientific Forum at the Expo.
Fiscal 2018 USPOULTRY Project Funding

USPOULTRY’s administration of project funds is determined by the board of directors, which establishes the budget/financial policy and makes program decisions that are implemented by USPOULTRY staff.
Member Volunteers

USPOULTRY’s appreciates the many volunteers that serve on our various committees throughout the year. Following is a list of the Fiscal 2018 member volunteers.

Awards and Recognition Committee
Elton Maddox, chairman, Wayne Farms LLC; Bob Billingsley, vice chairman, Sanderson Farms Inc; Paul Hill, West Liberty Foods; Dan Huber, Foster Farms; Robert Krouse, Midwest Poultry Services LP; and David Latham, Latham Family Farms

College Student Career Program
Pic Billingsley, chairman, Sanderson Farms, Inc.; Lynn Worley-Davis, North Carolina State University; Patrice Sims, University of Arkansas; Angie Scott, Tyson Foods, Inc.; Ed Scott, Cal-Maine Foods; Brandy Haddock, Pilgrim’s; Christine Harris, Wayne Farms LLC; Vanessa Lee, Aviagen; Courtney Gilbert, Cobb-Vantress, Inc.; Linda Purvis, University of North Georgia

Egg Caucus
Phil Laughlin, chairman, Dolco Packaging; Dr. Jonathan Cade, vice chairman, Hy-Line International; Brian Barrett, Feather Crest Farms; Greg Hinton, Rose Acre Farms; Robert Krouse, Midwest Poultry Services LP; David Latham, Latham Family Farms; and Sherman Miller, Cal-Maine Foods

Environmental Management Seminar
Roger Smith, American Proteins Inc.; Dr. Casey Ritz, University of Georgia; Stephen James, Pilgrim’s; Stephanie Shoemaker, committee chairperson, Sanderson Farms Inc.; Dr. Claudia Dunkley, University of Georgia; Rebecca Vehslage, Rose Acre Farms Inc.; Warren Howe, Woodruff & Howe Environmental Engineering; James Faison, Mar-Jac Poultry Inc.; William Knapke, Cooper Farms; Michele Boney, West Liberty Foods; Dr. Brian Kiepper, University of Georgia; Russ Dickson, Wayne Farms LLC; Robert Weeks, Wayne Farms LLC; Shane Reid, Reid Engineering Company; and Dr. Jim Britton, O.K. Foods, Inc.

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Feed Mill Management Seminar
Wilmer Pacheco, Auburn University; Frank Grczynski, Koch Foods; Richard Obermeyer, Aviagen; William (Chuck) Farmer, Cobb-Vantress Inc.; Larry Hooper, Perdue Farms Inc.; Justin Fowler, University of Georgia; and John Brabham, committee chairman, Wayne Farms LLC

Financial Management Seminar
Member Volunteers

Foundation Research Advisory Committee
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Hatchery-Breeder Clinic
Edward Chisholm, Sanderson Farms Inc.; Daniel Dorsey, Fieldale Farms Corporation; Jack Patrick, Harrison Poultry Inc.; Brian Mulkey, Koch Foods; Kirk Dawkins, Pilgrim’s; Richard Higgins, Perdue Farms Inc.; Leman Cockrell, Tyson Foods Inc.; and Dr. Joe Hess, Auburn University.

Joint Poultry Human Resources Council

Human Resources Seminar

Industry Education Recruitment Funding
Paul Hill, West Liberty Foods, chairman; Tom Hensley, Fieldale Farms Corporation, vice chairman; Dr. Mike Kidd, University of Arkansas; Dr. Mary Beck, Mississippi State University; Dr. David Caldwell, Texas A&M University; Dr. Todd Applegate, University of Georgia; Dr. Pat Curtis, North Carolina State University; Dr. Mike Lacy, retired, University of Georgia.

International Committee
Mark Hickman, chairman, Peco Foods Inc.; Alan Duncan, vice chairman, Mountaire Corporation; Dr. Rafael Fernandez, Boehringer Ingelheim; Dr. Juana Icela Galvan, ALA - Asociacion Latinoamericana de Avicultura; Andrea Gessulli Gessulli, Agribusiness; Dr. Luis Gomez, Boehringer Ingelheim; Benjamin Ruiz, WATT Global Media; Dr. Gary Stoner, CP Group - China Operations; Randy Stroud, Pilgrim’s; and Dr. Pedro Villegas, University of Georgia.

Live Production, Welfare & Biosecurity Seminar
Michael Cronic, House of Raeford; Dr. Casey Ritz, University of Georgia; Victoria Ahlmeyer, National Turkey Federation; Dr. Claudia Dunkley, University of Georgia; Roddy Sanders, Peco Foods Inc.; Travis Strickland, Farbest Farms, Inc.; Eric Greene, Claxton Poultry Farms Inc.; Mike Levengood, committee chairman, Perdue Foods; Ken Martin, Fieldale Farms Corporation; Bill Staugler, Cooper Farms, Inc.; Kevin Lastowski, Cal-Maine Foods; Steve Taylor, Midwest Poultry Services LP; and David Latham, Latham Family Farms.

Long Range Planning Committee
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Member Volunteers

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Robert Holzer, chairman, ChickMaster Incubator Company, Inc.; Mikell Fries, vice chairman, Claxton Poultry Farms Inc.; Dan Huber, Foster Farms; Phil Laughlin, Dolco Packaging; Jarod Morrison, Farbest Foods; and Mark Waller, Ingram Farms

National Safety Conference for the Poultry Industry
Dr. Doug Britton, Georgia Tech Research Institute; Chad Randolph, Pilgrim’s; Douglas Sikes, Crider Foods; Adrienne Allison, Tyson Foods Inc.; Lisa Blotsky, Tyson Foods Inc.; Mike Nations, Harrison Poultry Inc.; Rick Hellinga, Simmons Foods Inc.; Ronnie Franklin, Fieldale Farms Corporation; Chris Evenson, Sanderson Farms Inc.; Mike Giles, Georgia Poultry Federation; Larry Stine, Wimberly Lawson Steckel Schneider & Stine PC; and Brian Rodgers, Butterball LLC

Nominating Committee
Sherman Miller, chairman, Cal-Maine Foods; Paul Hill, vice chairman, West Liberty Foods; Mikell Fries, Claxton Poultry Farms Inc; Kevin Phillips, Case Farms; and Mark Waller, Ingram Farms

Poultry Health and Welfare Committee
Dr. Alice Johnson, chairwoman, Butterball LLC; Randy Stroud, vice chairman, Pilgrim’s; Brian Barrett, Feather Crest Farms; Jonathan Cade, Hy-Line International; Ben Harrison, Amick Farms LLC; and Tim Maupin, Cargill Protein Group

Poultry Industry Environmental Committee
John Wren, chairman, Mountaire Corporation; Alan Duncan, vice chairman, Mountaire Corporation; Michele Boney, West Liberty Foods; James Burr, Tyson Foods Inc; Randy Cline, Keystone Foods; Dave Duke, Foster Farms; James Faison, Mar-Jac Poultry Inc; Liza Gary, Peco Foods, Inc.; William Knapke, Cooper Farms Inc; Joseph Miller, Rose Acre Farms Inc; Norman Mullin, Enviro-Ag Engineering; Lankford Ruffin, Butterball LLC; Jeff Seymour, Koch Foods; Stephanie Shoemaker, Sanderson Farms Inc; Beth Sise, Mountaire Corporation; Roger Smith, American Proteins, Inc.; Alexander Sullivan, Fieldale Farms Corporation; Dave Townsend, Pilgrim’s; Seth Walters, Simmons Food Inc; and Dr. David Wicker, Fieldale Farms Corporation

Poultry Processor Workshop
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. Harshvardhan Thippareddi, University of Georgia

Poultry Protein & Fat Seminar
Brian Aldridge, Simmons Foods Inc.; Kenny Reece, committee chairman, Simmons Foods Inc.; Jonathan Green, American Proteins, Inc.; Brandon Lachner, Tyson Foods Inc.; Josh Singleton, American Proteins, Inc.; Rick Estes, Fieldale Farms Corporation; Byron Kriz, Valley Proteins Inc.; and Hal Davis, Pilgrim’s

Safety and Health Committee
Mick Berning, chairman, Cargill; Tim Maupin, vice chairman, Cargill Protein Group; Adrienne Allison, Tyson Foods, Inc.; Rick Barton, Case Farms; Frank Cruice, Perdue Farms Inc; James Ferrell, Foster Farms; Rick Hellinga, Simmons Foods Inc; Jason Logan, Cal-Maine Foods, Inc.; Reggie McLee, Wayne Farms LLC; Mike Nations, Harrison Poultry; Chad Randolph, Pilgrim’s; Brian Rodgers, Butterball LLC; Scott Rushing, Sanderson Farms Inc; Clint Scroggs, Fieldale Farms Corporation; Tim Ward, Keystone Foods; John Ward, Mountaire Farms; and Kari Waters, Pilgrim’s

Women’s Leadership Conference
Emily Crawford, committee chairperson, Cobb-Vantress Inc.; Shonna Smith, Tyson Foods Inc.; Martha Holstein, Pilgrim’s; Dr. Gretchen Hill, Perdue Farms Inc.; Stefani Hilley, University of Georgia; Rebecca Harrison, Wayne Farms LLC; Tracy Riggins, Keystone Foods; and Wendy Parker, Aviagen Inc.
Member Companies

USPOULTRY's appreciates our member companies. Following is a list of fiscal 2018 member companies.

3C Software
3D Corporate Solutions
3M
AB Vista Inc.
ABB Motors and Mechanical Inc
AC Corporation
Adisseo
Advanced Treatment Technologies, Inc.
AE Resources Group, Inc.
AEI, LLC.
AFCO/ZEP
AgFirst Farm Credit Bank
Agri Star Meat & Poultry
Agri Stats Inc
AGRI-associates
AGRIOS
Agri-Pro Enterprises
Agri-Products, Inc.
Agro Biosciences
AGROSPROM
AGrow Tech LLC
AJC International
ALA - Asociacion Latinoamericana de Avicultura
ALASO
Alatrade Foods
Alchemy Systems
Allen Harim Foods LLC
Alltech Inc
American Coolair Corporation
American Hoist & Manlift, Inc.
American Humane Certified
American Poultry Services Ltd
American Proteins Inc
Amick Farms LLC
AMT, Inc
Anco-Eaglin Inc
Andritz Feed & Biofuel
Animal Health International
Anitox Corp
Archer Daniels Midland Co.
AssuredPartners
Atlantic Packaging Corp
Aviagen
Avian Technology Int’l
AZOMITE Mineral Products, Inc.
B & B Poultry Co Inc
BAADER LINCO Inc.
Ballas Egg Products Corp.
Bayer Health Care, LLC
BC Egg Marketing Board
Bell & Evans
Bell Laboratories / Motomco
Best Built Cages
Big Dutchman, Inc.
Bintrac by Herdstar
bioMerieux Inc.
Biom America
BJE Poultry
BluePrint Automation (BPA)
Boehringer Ingelheim
Braßwell Family Farms
Bright Coop, Inc.
Brown Taxes LLC
Brunini, Grantham, Grower & Hewes, PLLC
Buffalo Turbine, LLC
Buffalo-Warren Company LLC
Bühler Inc
Building Crafts Inc
Butterball LLC
Butterfield Foods Co.
California Pellet Mill
Cal-Maine Foods Inc
CANTRELL
Cargill Protein Group
Case Foods Inc
CBH International, Inc.
CCF Brands
Center Fresh Egg Farm
Central Bi-Products
Centurion Poultry Inc
Certispec Services USA
CEVA
Chemol Company, Inc.
ChemStation International, Inc.
Chemtreat
Cherry Bekaert, LLP.
Chick Master Incubator Co.
Chore-Time
Claxton Poultry Farms Inc
Clear H2O, Inc.
Clear View Enterprises
Clearwater Consultants, Inc.
CMS Technology, Inc
Coastal Solar
CoBank ACB
Cobb-Vantress Inc II
Commodity and Ingredient Hedging, LLC
Commodity Forwarders, Inc.
Compeer Financial
Computerway Food Systems Inc
Condor Earth
Cooper Farms Inc
Country Charm Eggs, LLC
CP Group - China Operations
Crescent Duck Farm
Criders Foods
Cryovac Div of Sealed Air Corp.
Crystal Farms Mill
CSE Bliss Manufacturing LLC
CSP, Inc.
CULTURA Technologies
Culver Duck Farms, Inc.
Cumberland
CVP Systems Inc
CWT Farms International, Inc.
CyberAgra
D & D Manufacturing Co Inc
D&F Equipment
Dakota Provisions LLC
Dandy Light Traps, Inc
Darling Ingredients, Inc.
Dawe’s Laboratories
Daybreak Foods
DeLong’s Gizzard Equipment
Denali Water Solutions
DG Foods
Diamond V
Digital Design Inc
Diversified Agriculture LLC
Dosatrons Inc
Dosatron International
Double L Group, LLC.
DS Smith
DSI Security Services
DSM Nutritional Products
DuPont
Dupps
Eagan Mfg. Co., Inc.
East Iowa Plastics, Inc.
Easy Automation, Inc.
EC Premier Logistics, Inc.
Edward E Smith Co Inc
Egg Innovations, LLC.
Eggland’s Best LLC
Elanco
Element Fleet Management
Elgin Separation Solutions
Member Companies

Encore Forwarding, Inc.
Eurofins Scientific, Inc
Evonik Corporation
EW Nutrition USA Inc
Express Markets Inc/Agri Stats
Farbest Foods Inc
Farm Credit Bank of Texas
Farm Credit Services of America
Farm Credit Services of Mid-America
Farm Credit Services of Western Arkansas
Farm Weigh Systems
Farmer Automatic of America Inc/Aggero
Feather Crest Farms
FedEx Services
Fieldale Farms Corporation
Filtrex International
First Financial Bank
First Response
First Search America Inc
Fitco
Flame Engineering, Inc.
Food Process Systems, Inc.
Food Safety Net Services, LTD
Foodmate
Foster Farms
Fremont Farms of Iowa LLP
Frost PLLC
Gainco Inc
Gainco, Inc.
Gas Fired Products (Space-Ray)
Georges Inc
Georgia Poultry Equipment Company
Gerber Poultry, Inc.
Gessulli Agribusiness

Glass-Pac
Global Animal Products Inc
Global Labor Solutions
Grassworx LLC
Grove River Mills Inc
Haarslev Inc.
Habasit America
HACCP Consulting Group LLC
HACH Company
Hain Pure Protein Corporation
Hall Equipment
Harrison Poultry Inc
Hatchery Planning Company
Hawkins Water Treatment Group
Hayes & Stolz Industrial Mfg
Heat and Control Inc
Hendrix Genetics
Henning Companies, LLC
Hensley Fabricating & Equipment Co. Inc.
Herbruck Poultry Ranch, Inc.
Heritage Poultry Mgt Service
Heron Innovators, Inc.
Hickman’s Egg Ranch
Hidden Villa Ranch
Hitachi America, Ltd.
Holmes Foods Inc
House of Raeford
Hubbard LLC
Huvepharma Inc.
HVFG, LLC
Hydrite Chemical Co
Hygiena
Hy-Line International
Ideal Poultry Breeding Farms
IFTA USA Inc.
Incubation Systems, Inc.

Industrial Services Company
Ingram Farms
Ingredients Solutions, Inc.
Innovative Poultry Solutions
Install, Inc.
Insta-Pro International
Intech LLC
Intelia Inc.
International Dehydrated Foods
International Division, Inc.
International Paper
INTL FCStone
Intralox
Iowa Cage Free
IsoNova Technologies LLC
J & D Manufacturing
J.B. Hunt Transport
Jamesway Incubator Company
JAS Forwarding USA Inc
JBT II
Jenkins Centrifuge Rebuilders
Jennie-O Turkey Store Inc
JH Biotech, Inc.
Joe Jurgielewicz & Son LTD
Jones-Hamilton Company
Kalmbach Feeds Inc
KEE-PAK, Inc.
KEITH Mfg Co
Keith Smith Company
Kemin Industries (Animal Nutrition & Health)
Keystone Foods
Keystone Foods - Equity Group
GA Div
King Cole Ducks Ltd
Klarion
Koch Foods
Kreamer Feed, Inc
Member Companies

Kreider Farms
Kuhl Corporation
Kunafin ‘The Insectary’
L.B. White Company
La Belle Farm, Inc.
Labor Solutions, LLC
Lallemand Animal Nutrition
Landen Strapping Corporation
Latham Family Farms
Ledwell & Son Enterprises
Lewis Brothers Manufacturing
LifeLamp/DecorConnect Inc
Lignotech USA, Inc.
Lincoln Premium Poultry
Live Oak Bank
Lockton Companies
Lohmann Tierzucht GmbH
Longenecker’s Hatchery
Lubing Systems LP
M&M Poultry Equipment/Memco
Safety Supply
MacFarlane Pheasants, Inc.
Maple Leaf Farms
Maple Lodge Farms Ltd.
Marel Stork Poultry Processing
Mar-Jac Poultry Inc
Marketplace Chaplains USA
MARQ Packaging Systems, Inc.
Matrix Industrial Control Systems
McGriff Seibels & Williams Inc
McNeely Charter Service Inc
Meat & Poultry Magazine
Merck Animal Health
MetLife Food & Agribusiness
Finance
Metzer Farms
Meyhen International
Meyn America LLC
Micronutrients
Mid Atlantic Farm Credit
Middleby Processing and Packaging
Technology Brands
Mid-South Steam Boiler & Eng. Co
Midwest Poultry Services LP
Miller Poultry
Moba
Morris & Associates Inc
Morris Hatchery Inc
Mosaic Feed Ingredients
Mountain View Rendering Co
Mountaire Corporation
Moyer’s Chicks Inc
M-Tech Systems USA, LLC.
M-Tek, Inc
Murzan Inc
National Poultry Equipment Co
National Proteins & Oils Inc
Natureform Hatchery Technologies
Neogen Corporation
Nothum Food Processing Systems
Novozymes
Novus International Inc
NutriQuest
O K Industries Inc
Omnippe hl Apparel, Inc.
Omnippe hl Export Services Inc
Oncle, Inc.
Onin Staffing
Osprey Biotechnics
Ossid LLC
Owens World Air, Inc.
Ozark Mountain Poultry
Packers Chemical
Packers Chemical
Pak-Tec, Inc.
Peco Foods Inc
Penske Logistics
Perdue Farms Inc
Phibro Animal Health
Pilgrim’s
Pitman Farms
Polytec Inc
POSS Design Limited
Poultry Management Systems
Praxair Inc
Premier Magnesia LLC
Prestage Farms Inc
Prime Equipment Group
Pro Water Parts
Progressive Packaging Inc
Pro-Tech Inc
Prudential Agricultural Investments
Puglisi Egg Farms, Inc.
PURE Bioscience, Inc.
QA Supplies, LLC
Quality Technology International
Rabobank International
Reid Engineering Company
RENDIQ, Inc.
Republic Manufacturing
Rice Lake Weighing Systems
River View Farms, Inc.
Rose Acre Farms Inc
Ross Industries, Inc.
Rota Technologies, LLC.
RSM US LLP
RW Sauder Inc
Safe Foods Corporation
Sanderson Farms Inc.
Sani-Matic
Sanimax
SANVO Technology Pharma A/S
Scan American Corporation
Member Companies

Schiltz Foods, Inc.
Schneider Electric
Scott Equipment Company
Select Technologies Inc.
SEW-Eurodrive, Inc.
Silvercote Insulation
Simmons Engineering Company
Simmons Foods Inc
Simpson’s Eggs Inc
Smithway Inc
Solent Freight Services
Soteck, Inc.
Southeastern Minerals Inc
Southern Company
Southern Hens Inc
Southern Poultry Research Group,
Southwest Agri-Plastics, Inc.
Southwestern Sales Company
Spartan Chemical Co Inc
Special Nutrients, Inc.
Specialty Industries Inc
Squab Producers of California
Star Labs
Stenner Pump Company
Stinson Leonard Street LLP
Stober Drives, Inc.
Stone Enterprises Inc.
Stone Hill Contracting Co Inc
Stream Solutions Inc (S2I)
Sumitomo Chemical
Summit Livestock Facility
Summit Trailer Sales, Inc.
Sun River Service Corp
Sunbelt Rentals
SunCoast Bedding
Sweet Red Hen, LLC
Tecno Poultry Systems LLC
Tecumseh Poultry LLC
Tetra Americana, LLC
The American River Group of Companies
The Poultry Site / 5M Publishing
The Wenger Group
Tip Top Poultry Inc
Tippmann Innovation
Titan Injection Parts and Service
TopKip BV
Trantham Services, Inc.
Triangle Package Machinery Co.
Trillium Farm Holdings LLC
Trouw Nutrition International
Tucker Milling LLC
Turkey Valley Farms
Tyson Foods, Inc.
United States Cold Storage Inc
Universal Maintenance Inc
Urner Barry Publications Inc
VAL-CO II
Valicor
Valley Proteins, Inc.
Vanguard Sciences
Vantage Plastics
Vaughn, Coltrane, Pharr & Associates
VC999 Packaging Systems, Inc.
Victory Processing
Vincit Group
Virginia Poultry Growers Coop Inc
Visual Data Group
V-RAM Pumps/Solids
WaDecken Industries Inc
Walinga USA Inc
Warren Manufacturing Inc
Water Tech Inc
Wayne Farms LLC
Weeden Environments Inc.
Wells Fargo Bank NA
WEM Automation
West Liberty Foods LLC
Whitbeck Laboratories, Inc
Whitestone Transportation
Whiting World Wide Inc
Wildenberg Farms Inc
Wilevco, Inc.
Wincorp International Inc
Woodruff & Howe Environmental Engineering
Worksite Benefit Services
Younglove Construction, L.L.C.
Youtell Biochemical, Inc.
Ziggity Systems, Inc.
Pictures Throughout the Year
Pictures Throughout the Year
Affiliated States

USPOULTRY works with affiliated state poultry organizations to eliminate duplicate efforts, share programs and learn from each other so that we can better serve the industry.

Alabama Poultry & Egg Association
Johnny Adams
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West Virginia Poultry Association
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Wisconsin Poultry & Egg Industries Association
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Industry Partners

USPOULTRY works with a number of national organizations to identify and address industry issues facing its members. These collaborations allow the Association to increase its knowledge base and scope of impact.

American Egg Board
The American Egg Board funds and carries out programs that are designed to increase the market for eggs, egg products and spent fowl products.

Animal Agriculture Alliance
The Animal Agriculture Alliance includes individuals, companies and organizations who are interested in helping consumers better understand the role animal agriculture plays in providing a safe, abundant food supply to a hungry world.

International HACCP Alliance
The International HACCP Alliance provides a uniform program to assure safer meat and poultry products and encourages the implementation of HACCP throughout the industry.

International Poultry Council
The International Poultry Council was formed to bring together poultry industry leaders from around the world to address issues of trade and science and to improve relations among nations.

National Chicken Council
The NCC represents integrated chicken producer-processors, the companies that produce and process 95 percent of the chicken sold in the U.S. USPOULTRY provides funding to help support the Chicken CheckIn website and other NCC programs.

National Turkey Federation
The National Turkey Federation is the national advocate for all segments of the $14 billion turkey industry, providing services and conducting activities that increase demand for its members’ products.

PAACO
The Professional Animal Auditors Certification Organization’s mission is to promote the humane treatment of animals through education and certification of animal auditors, as well as the review and/or certification of animal audit instruments, assessments and programs.

United Egg Producers
The United Egg Producers is a farmer cooperative representing egg farmer members from all across the U.S. The member companies produce approximately 90 percent of the nation’s total egg production.

U.S. Farmers & Ranchers Alliance
The U.S. Farmers & Ranchers Alliance is an alliance of agriculture-related advocacy groups and organizations that promote industrial agriculture in the U.S.

USA Poultry & Egg Export Council
The USA Poultry & Egg Export Council is a non-profit, industry-sponsored trade organization dedicated to increasing exports of U.S. poultry and egg food products in foreign markets.

USPOULTRY Councils

Duck Council
The Duck Council studies duck processing, identifies research needs and marketing opportunities, and recommends activities to the USPOULTRY board of directors.

Hen Council
The Hen Council studies fowl processing, identifies research needs and marketing opportunities, and recommends activities to the USPOULTRY board of directors.

Poultry Breeders of America
The Poultry Breeders of America serves the mutual interests of poultry breeders by exchanging information, conducting the National Breeders Roundtable and representing the industry before government agencies.

Poultry Protein & Fat Council
The Poultry Protein & Fat Council supports the research and promotion needs of poultry by-product renderers.
Staff Directory

USPOULTRY is staffed with 25 individuals with expertise in a variety of areas. Staff works in sync with the board of directors and members to provide one voice for the industry in the areas of research, education, technical services and communication.

**ADMINISTRATION**
John Starkey, President
Valerie Chalker, Executive Assistant to President
Steve Herring, Controller
Connie Yangnouvong, Staff Accountant
Geraldine Dew, Accounts Payable & Administrative Assistant
Mike Boyd, Production & Maintenance Superintendent

**COMMUNICATIONS**
Gwen Venable, Vice President of Communications
Anna Leigh Peek, Communications Specialist
Nadia James, Senior Graphic Designer
Kris Carroll, Marketing and Membership Manager

**EDUCATION**
Barbara Jenkins, Vice President of Education and Student Programs, and Executive Director of the USPOULTRY Foundation
Denise Oberlton, Meetings and Events Manager
Brittany Woods, Assistant, Education

**ENVIRONMENT**
Paul Bredwell, Vice President of Environmental Programs
Lisette Reyes, Administrative Assistant, Environmental/Food Safety Programs

**FOOD SAFETY AND PRODUCTION**
Rafael Rivera, Manager, Food Safety & Production Programs

**HUMAN RESOURCES, SAFETY & HEALTH PROGRAMS**
Matt Spencer, Director of HR & Safety Programs

**INFORMATION TECHNOLOGY**
Eric Wiles, Director - Information Technology
Brett Force, Senior Web Applications Developer
Des Butler, Web Developer
Prentiss Baker, Systems Administrator

**INTERNATIONAL POULTRY EXPO, PART OF IPPE**
Nath Morris, Executive Vice President - Expo
Pennie Stathes, Senior Logistics Manager
Anne Sculthorpe, Senior Exhibit Manager
Robin Hughes, Expo Support Coordinator

**RESEARCH**
Dr. John Glisson, Vice President of Research
Antitrust Policy

The objectives of USPOULTRY are to promote the advancement of the poultry and egg industries: (a) undertaking unified efforts of producers, processors and distributors to improve the quality of poultry and eggs; (b) encouraging proper grading and quality; (c) collecting and disseminating pertinent industry information; (d) organizing an annual Expo; and (e) promoting research and education in poultry and eggs. USPOULTRY is not intended to, and may not, play any role in the competitive decisions of its members nor in any way restrict competition. The purpose of this statement is to make clear USPOULTRY’s unequivocal support for the policy of competition served by the antitrust laws and its intent to comply strictly in all respects with those laws.

USPOULTRY, its committees and activities, shall not be used for the purpose of bringing about or attempting to bring about any understanding or agreement, written or oral, formal or informal, expressed or implied, among competitors with respect to prices, terms, or conditions of sale, distribution, volume of production, territories or customers.

No USPOULTRY activity or communication shall include discussion for any purpose or in any fashion of pricing, production quotas, or other limitations on either timing, costs, or volume of production or sale, or allocation of territories or customers.

Members are expected to observe these antitrust guidelines in all formal and informal discussions at USPOULTRY meetings. Any knowing violation of USPOULTRY’s Antitrust Compliance Policy by a member will result in that member’s suspension and immediate removal from any office held.