

**2023**



**ANNUAL  
REPORT**

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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 and is a managing partner of the International Production & Processing Expo, in collaboration with the American Feed Industry Association and the 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 and Accountability in All We Do

Send Comments to:  
U.S. Poultry & Egg Association  
1530 Cooledge Road, Tucker, GA 30084-7303  
info@uspoultry.org



**Nath Morris**

## A Year in Review

Our most recent fiscal year closed June 30, and our Foundation fiscal year closed Sept. 30. It continued to be a challenging year, with highly pathogenic avian influenza still rearing its ugly head, as well as animal welfare challenges, regulatory complexities, and COVID and travel restrictions still affecting meeting and event participation. However, there was some light at the end of the tunnel: we celebrated 75 years of trade show excellence in January!

As I look back at 2023, I am pleased to say that USPOULTRY's programs and projects continue to make a significant contribution to our members and the poultry and egg industry. Our Environmental Program provided comments on a variety of poultry industry-related issues, filed a motion for summary judgment that would invalidate the 2023 Waters of the US Rule, and continued its involvement in the Chesapeake Bay TMDL modeling project. Our HR, Safety & Health Program provided training and resources on workplace heat stress and accident prevention and response for cryogenic chemicals, as well as released a blog on HPAI and PPE usage and avoidance of zoonotic diseases.

Our Food Safety & Production Program provided avian influenza biosecurity measures, resources and tools for members, funded a *Salmonella* Risk Assessment Model, completed four Poultry Handling and Transportation "Train the Trainer" workshops, and continued work on Public Health Information System (PHIS) information.

Our Research Program reached another milestone by exceeding a cumulative \$36 million in research grant funding to meet the challenges facing the poultry and egg industry. We also had a significant number of institutions with industry-related poultry programs apply for student recruiting grants, as well as hundreds of students at our USPOULTRY Foundation College Student Career Program.

Through the Joint Industry Safety and Health Council, consisting of members from USPOULTRY, the National Chicken Council and National Turkey Federation, we initiated numerous industry meetings to discuss best practices and approaches to worker safety. We also honored 160 poultry facilities for their outstanding performance through the implementation of innovative and effective employee safety and health programs.

Our Communications Program provided a leading role in communicating about our updated antimicrobial study and the International Poultry Expo's 75th anniversary mentioned above. The Communications Program also spearheaded an updated economic impact study conducted on the poultry industry and developed marketing materials and content for the 2023 International Production & Processing Expo (IPPE). Significant growth was also experienced in our social media channels, both for USPOULTRY and the International Poultry Expo, the largest component of the IPPE, for which we are the managing partner.

Our Education Program offered 10 industry seminars that engaged 1,100+ industry managers, as well as developed five days of education programming for IPPE. In addition to serving our internal needs, our IT Program provided 23 state associations and sister organizations with IT support, as well as redesigned and implemented our mobile responsive USPOULTRY Foundation website.

We could not have achieved any of this without you, though! Our Association exists because of you, and we appreciate your involvement and engagement.

It requires everyone to enable our Association to offer quality products and services to the industry, and we achieve great things when we work together. We are honored to serve you now and in the future!

**Nath Morris**  
**President**  
[nmorris@uspoultry.org](mailto:nmorris@uspoultry.org)

# Executive Committee

The U.S. Poultry & Egg Association (USPOULTRY) Board of Directors is comprised of 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

Five board members serve on the Executive Committee, devoting their time to assisting staff in identifying and developing issues that USPOULTRY can address. Executive Committee members are:

### Jarod Morrison

Chair Jarod Morrison, Farbest Foods Inc, received his BS in Finance from the University of Southern Indiana and his MBA from Purdue University. Before joining Farbest Foods, he was senior director of finance and accounting with Masterbrand Cabinets and finance manager with GE Plastics. He is currently chief financial officer for Farbest Foods where he leads all aspects of finance, accounting and IT for Farbest Foods, Farbest Farms and JFS Milling.

### Mikell Fries

Vice Chair Mikell Fries, Claxton Poultry Farms, is a graduate of Georgia Southern University where he obtained a degree in business management. Before assuming Claxton's head operational role, he spent several years in senior positions overseeing sales and marketing. He has served the poultry industry in various capacities, including serving on the boards of directors for the Georgia Poultry Federation and Norman W. Fries, Inc. He is president for Claxton Poultry Farms.

### Jonathan Cade

Treasurer Jonathan Cade, Hy-Line International, has a degree from Harper Adams University in the United Kingdom (UK). Before becoming president of Hy-Line International, he served as managing director of Hy-Line subsidiary, Hy-Line UK International.

### Bill Griffith

Secretary Bill Griffith, Peco Foods Inc., is a graduate of Virginia Tech where he obtained degrees in biology and chemistry. Before joining Peco Foods, he served as president for Keystone

Foods, US. He also had a successful tenure at Perdue Foods where he oversaw food safety, quality and regulatory compliance, in addition to serving as a microbiologist for Tyson Foods. He has served the poultry industry in various capacities, including participating on the USPOULTRY Foundation Research Advisory Committee as well as remaining active with the National Chicken Council. He is chief operations officer for Peco Foods.

### Mike Levensgood

Immediate Past Chair Mike Levensgood, is a graduate of Pennsylvania State University where he obtained a BBA in Agriculture Business Management. He has served the poultry industry in various capacities, including past chair of the National Chicken Council Growout Committee. He joined Perdue Farms 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 Farms.



**2023 USPOULTRY Executive Committee** (left to right): Vice Chair Mikell Fries, Claxton Poultry Farms; Immediate Past Chair Mike Levensgood, Perdue Farms; Chair Jarod Morrison, Farbest Foods Inc; and Secretary Bill Griffith, Peco Foods Inc. Not pictured is Treasurer Jonathan Cade, Hy-Line International.



*"It has been an honor to serve as the 2023 chair of the U.S. Poultry & Egg Association, and thank you for allowing me to serve our members and the poultry industry. Through USPOULTRY's efforts, we are continuing to pursue our goal of being the leading technical resource and voice for the feather industries," said Jarod Morrison, CFO, Farbest Foods Inc, and USPOULTRY chair.*



## Board of Directors



### 2023 USPOULTRY Board of Directors

Seated from left: Kevin McDaniel, Wayne-Sanderson Farms, Oakwood, GA; \*Tom Hensley, Fieldale Farms Corporation, Baldwin, GA; \*Immediate Past Chair Mike Levengood, Perdue Farms, Salisbury, MD; Chair Jarod Morrison, Farbest Foods Inc, Jasper, IN; Vice Chair Mikell Fries, Claxton Poultry Farms, Claxton, GA; Secretary Bill Griffith, Peco Foods Inc., Tuscaloosa, AL; William Rehm, Daybreak Foods, Lake Mills, WI; \*John Prestage, Prestage Farms Inc, Clinton, NC; Chip Miller, Tyson Foods, Inc., Springdale, AR; and Ben Harrison, Amick Farms LLC, Batesburg-Leesville, SC.

Standing from left: Mandy Klopp, Pilgrim's, Arcadia, WI; David Bleth, Harrison Poultry Inc, Bethlehem, GA; Lance Buckert, Koch Foods, Park Ridge, IL; Eric Ludwig, Cooper Farms Inc, Van Wert, OH; \*Greg Hinton, Rose Acre Farms Inc, Seymour, IN; Clay Adkins, International Paper, Pensacola, FL; Joel Sappenfield, Simmons Prepared Foods, Inc., Siloam Springs, AR; Denis Kan, Jamesway, Cambridge, ONT; David Lathem, Lathem Family Farms, Pendergrass, GA; and Niki Rutter, Mountaire Corporation, Millsboro, DE.

Not pictured: Dr. Marc de Beer, Aviagen, Inc., Huntsville, AL; Treasurer Jonathan Cade, Hy-Line International, Des Moines, IA; J.T. Dean, Versova, Sioux City, IA; \*Paul Hill, West Liberty Foods, Ellsworth, IA; Dr. Alice Johnson, Butterball LLC, Garner, NC; Drew McGee, Foster Farms, Livingston, CA; and \*Sherman Miller, Cal-Maine Foods Inc, Jackson, MS.

*\*Denotes past chairs of USPOULTRY.*



**Key Highlights:**

- Invested more than \$1 million in research for fiscal 2023, with \$3.5 million currently committed to ongoing research
- Updated the Antimicrobial Stewardship within US Poultry Production report to include layers
- Funded key research focused on stocking density and lighting systems for layer production, reoviruses, woody breast, bird health and other poultry-related topics

# Research Program

Research is a signature component of USPOULTRY’s mission. Each year, USPOULTRY and the USPOULTRY Foundation allocate research grants that benefit the poultry and egg industry. The grants also support graduate students who are 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 \$36 million into the industry in the form of research grants, with the International Poultry Expo as the major source of 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 long-term 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 typically award more than \$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. More than \$3.5 million is currently committed to ongoing research.

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

Historically, 30% of 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 15 industry professionals, evaluates and scores each preproposal and full proposal to determine the relative importance to the poultry industry and its likelihood of success. The FRAC then recommends to the respective boards which projects to fund. Once a funded project has been completed, a summary is posted on USPOULTRY’s website, [uspoultry.org](http://uspoultry.org).

For fiscal 2023, key research was funded that focused on innovative and applicable methods and technologies to support pressing issues in the poultry industry, such as stocking density and lighting systems for layer production, reoviruses, woody breast, bird health and other poultry-related topics. USPOULTRY also announced the release of an updated report of antimicrobial use across US poultry production that included layer information in addition to broilers and turkeys.

## USPOULTRY & USPOULTRY Foundation Research

(Research grants by general subject since 1969)

Diseases	\$13,475,200
Poultry Production	\$ 6,066,163
Food Safety	\$ 5,198,585
Environmental Management	\$ 4,287,693
Processing	\$ 2,285,771
Miscellaneous	\$ 1,620,121
Poultry Nutrition	\$ 1,499,187
Commercial Egg Processing	\$ 1,318,124
Other	\$ 256,191

**Total Investment: \$36,007,035**

#### Key Highlights:

- Training and resources offered on workplace heat stress and accident prevention and response for cryogenic chemicals
- Recognized 160 poultry facilities for outstanding safety performance
- Recognized six poultry facilities with inaugural Innovation in Safety & Health Award
- Released a blog on HPAI and PPE usage and avoidance of zoonotic diseases



## HR, Safety & Health Program

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.

USPOULTRY leads the development of employee training programs available to its members. In addition to sponsoring 10 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 and workplace safety. Training and resources offered to members includes information on workplace heat stress and accident prevention and response for cryogenic chemicals. In addition, a blog was published that focused on highly pathogenic avian influenza (HPAI) and provided information on personal protective equipment (PPE) usage and avoidance of zoonotic diseases. Further, training was provided through the Occupational Safety and Health Administration (OSHA) Outreach Training Program that emphasized more advanced training about common safety and health hazards on the job.

USPOULTRY also has a training module on harassment, discrimination and retaliation prevention through its online Learning Management System (LMS), which is free to USPOULTRY members. Videos on poultry production and practices have also been produced, including videos on LockOut/TagOut and a Worker Training Program (offered in multiple languages), etc.

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 2,800 USPOULTRY member company representatives.

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). Together, the organizations are 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, [uspoultry.org](http://uspoultry.org).

In addition, the Joint Industry Safety and Health Council honored 160 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. Award consideration was based on injury statistics over three years (2019 - 2021) and an evaluation of written applications by academia and other safety experts. Twenty-nine facilities received the highest level of recognition, "Award of Distinction." The other categories include the "Award of Honor" and "Award of Merit." Six poultry facilities were also recognized in the inaugural Innovation in Safety & Health Award Program. The facilities were recognized for a significant advancement in operational excellence in a safety and/or health innovation.

The Joint Industry Safety and Health 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.







#### Key Highlights:

- Provided assistance about a variety of poultry industry-related issues, including air emissions, concentrated animal feeding operations (CAFOs), the Chesapeake Bay Total Maximum Daily Loads (TMDL), Waters of the US, and per- and polyfluoroalkyl substances
- Filed a motion for summary judgment that would invalidate the 2023 Waters of the US Rule
- Continued involvement in the Chesapeake Bay TMDL modeling project

# Environmental Program

USPOULTRY's Environmental Program is focused on serving as the industry resource for environmental stewardship, providing technical services and training.

USPOULTRY's Environmental Program focuses on three areas: regulatory issues, training and award programs. USPOULTRY offers environmental regulatory compliance consultation services that can be attuned to individual member company programs. USPOULTRY also hosts an annual Environmental Management Seminar that focuses on practical, proven solutions to the environmental challenges facing the industry.

## Regulatory Issues

The Environmental Program 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, concentrated animal feeding operations (CAFOs), the Chesapeake Bay Total Maximum Daily Loads (TMDL), Waters of the US, per- and polyfluoroalkyl substances, and regulatory programs support and assistance.

For fiscal 2023, the Environmental Program provided assistance in a number of areas, including developing a Declaration of Standing about the Waters of the US Rule in advance of a hearing in the US District Court Southern District of Texas Galveston Division; filing a motion for summary judgment that would legally invalidate the 2023 Waters of the US Rule; and developing comments in response to the Environmental Protection Agency's proposal to revise effluent limitation guidelines for the meat and poultry industry and for a proposal released by the South Carolina Department of Health and Environmental Control to require testing of biosolids bound for land application for Per- and polyfluoroalkyl substances. The Environmental Program also assisted the Mississippi Poultry Association by providing background and comments for EPA's renewed call for states to develop statewide numeric limitations on nutrient concentrations in waterbodies.

USPOULTRY is also continuing work on the Chesapeake Bay TMDL 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.

Poultry Wastewater Operators Training workshops are also offered. 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, awarding 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 typically presented yearly at the IPPE. One award is presented to a family farm in each of five geographic regions in the United States.



#### Key Highlights:

- Funded *Salmonella* Risk Assessment Model
- Provided avian influenza biosecurity measures, resources and tools
- Conducted four Poultry Handling and Transportation “Train the Trainer” Workshops
- Continued work on Public Health Information System (PHIS) information



# Food Safety & Production Program

Food safety is a high priority. The Food Safety and Production Program offers technical assistance to member companies in live production, processing, animal welfare and food safety.

USPOULTRY’s Food Safety and Production Program develops and supports programs that help ensure the safety and quality of U.S. poultry meat and egg products. Technical information, regulatory resources and safe food handling are the three areas highlighted by the programs.

#### Technical Information

As part of the Food Safety and Production Program, USPOULTRY funded a *Salmonella* Risk Assessment Model that is being developed at the University of Illinois that will offer recommendations on how to reduce *Salmonella* exposure risk to consumers.

Due to the ongoing avian influenza outbreak, USPOULTRY has continuously monitored developments and communicated with membership regarding their part in protecting the industry. Biosecurity measures, tools and resources were also highlighted, and members were encouraged to use them.

The Food Safety and Production Program also participated in the Food Safety Inspection Service (FSIS) Raleigh District Hazard Analysis Critical Control Points (HACCP) roundtable. These roundtables are designed for industry and the local FSIS district officials to discuss the application and enforcement of current food safety regulations. USPOULTRY continues to promote ongoing HACCP roundtables in several FSIS districts and helps in the establishment of new ones as needed.

The Food Safety and Production Program hosted four Poultry Handling and Transportation (PHT) “Train the Trainer” workshops. The PHT “Train the Trainer” program provides certification training for poultry companies that handle or transport chickens, turkeys, etc. The program is managed by USPOULTRY, and it was developed by a team of poultry scientists and veterinarians from

Pennsylvania State University, USDA and transportation industry professionals. The training gives companies, contract crews and their employees an understanding of poultry welfare, best management practices, biosecurity and emergency planning. Tools from the course are available in English and Spanish.

#### Regulatory Information

USPOULTRY is committed to assisting our industry in continually enhancing the safety of poultry products and developing programs that have a positive impact on the safety of poultry products.

#### Safe Food Handling

USPOULTRY has a technical reference guide, in English and Spanish, for New Poultry Inspection System (NPIS) carcass sorter training in poultry plants. This guide is part of USPOULTRY’s Food Safety Technical Reference Series that is intended to serve as validation resource for food safety programs. The guide offers recommendations on how to train sorters, as well as how to become proficient at the carcass sorter task, including tips on how to set up and train new sorters and an additional manual for trainees to use for their reference.

The Food Safety and Production Program has held several meetings with the Food Safety Advisory Committee about best practices for poultry plant managers for managing the Public Health Information System (PHIS). A Public Health Information System Workshop will be offered that will focus on utilizing the system to track trends in inspection tasks, develop skills in responding to non-compliance records, and verify that the information in the system is accurate.



Key Highlights:

- 10 industry seminars offered each year
- Two additional programs offered in fiscal 2023, an Avian Influenza Lessons Learned Conference and a Cyber Security and Risk Mitigation Summit
- Engaged with 1,100+ industry managers attending the education programs
- Developed five days of education programming for IPE

# Education Program

USPOULTRY sponsors industry-specific education that helps member companies improve operations, identify and reduce loss exposures and enhance sustainability, employee safety and retention.

Education is key to ensuring the poultry and egg industry continues to grow and advance, and education remains 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 continuously offered seminar, the Poultry Processor Workshop.

These fundamental programs grew into today's comprehensive list of annual seminars, conferences, clinics and workshops to keep every segment of poultry and egg industry 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 education line-up includes 10 industry seminars that are applicable to all aspects of poultry operations, including environmental management, human resources, finance, processing operations, communications, poultry production, bird health, information technology, biosecurity, etc. The seminar programs are structured around new technology, the latest best management 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. For fiscal 2023, an Avian Influenza Lessons Learned Conference was also held, in addition to a Cyber Security and Risk Mitigation Summit.

More than 1,100 industry managers attended a USPOULTRY educational program in fiscal 2023, 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 2023 International Poultry Expo (IPE), part of the International Production & Processing Expo (IPPE). The programs provided numerous speakers discussing cutting-edge topics related to all areas of the industry. The programs also provided 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
- La Cumbre Avícola Latinoamericana (Latin American Poultry Summit)
- Animal Agriculture Sustainability Summit
- Poultry Market Intelligence Forum
- International Rendering Symposium (in collaboration with the North American Renderers Association)

Key Highlights:

- Redesigned and implemented mobile responsive USPOULTRY Foundation website
- Converted to a cloud-based server and deployed the Security Operation Center
- Provided 23 state associations / sister organizations with IT support
- Continued hosting and development of NPIP website and database



# Information Technology Program

Providing services to our members is a mission to 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) Program guarantees that the gateways of communication for the Association are open and up-to-date with the latest technological requirements and advancements.

The IT Program 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. These services include 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 23 organizations that receive IT support from USPOULTRY, including state poultry associations, sister organizations, a poultry science society, and a government/ industry partnership - the National Poultry Improvement Plan (NPIP). USPOULTRY also hosts and updates the NPIP website and database that stores information for 50 states and Puerto Rico.

During 2023, the IT Program converted to a cloud-based data server, completed deployment of the Security Operation Center to protect against cyber attacks, and revamped the state-of-the-art audio visual systems for the Coop Group offices. The IT program also assisted in redesigning and implementing the new mobile responsive USPOULTRY Foundation website, as well as helped several state associations in redesigning their websites with the assistance of the communications department.

In collaboration with the communications program, the IT Program maintains and hosts USPOULTRY’s website, as well as its family of other websites, including the USPOULTRY Foundation, IPPE, Poultry Protein & Fat Council and U.S. Roundtable for Sustainable Poultry & Eggs. Keeping the websites operating and current with the latest information allows IT to maintain a constant link between the Association and its members, as

well as others seeking information on the poultry and egg industry.

The IT Program performs several duties on a regular basis to ensure communication to and from USPOULTRY members and within the office. The program provides USPOULTRY staff with computer service, mobile device support and technical support. The program also makes computer and software recommendations based on the changing business needs of the Association.

With the increasing threats to network security, the IT Program 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 steps, the program ensures that all transactions made within and through the Association’s websites are secure.

**AFFILIATE IT SUPPORT**

USPOULTRY has supplied web and/or IT support to the following:

- Chicken Every Month
- Chickenation.com
- Delmarva Chicken Association
- Indiana State Poultry Association
- Iowa Egg Council
- Iowa Turkey Federation
- Kentucky Poultry Federation
- Latin American Poultry Summit
- Louisiana Poultry Federation
- Mississippi Poultry Association
- National Chicken Council
- National Poultry Improvement Plan (NPIP)
- National Turkey Federation
- Nebraska Poultry Industries
- North Carolina Poultry Federation
- Ohio Poultry Association
- Pet Food Conference
- South Carolina Poultry Federation
- Tennessee Poultry Association
- Texas Poultry Federation
- United Egg Producers
- USA Poultry & Egg Export Council
- U.S. Roundtable for Sustainable Poultry & Eggs
- Virginia Egg Council
- Virginia Poultry Federation
- ChickenFeedsAmerica.org
- EggsFeedAmerica.org
- PoultryFeedsAmerica.org
- TurkeyFeedsAmerica.org

**USPOULTRY**  
United Poultry Producers Association





#### Key Highlights:

- Spearheaded an updated economic impact study conducted on the poultry industry
- Provided leading role in communicating about updated antimicrobial study and IPE's 75th anniversary
- Developed IPPE marketing materials for 55 trade publications as well as marketing materials and content for the 2023 IPPE

## Communications Program

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 Program 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.

The Communications Program spearheaded an updated economic impact study, which highlights the positive impact the poultry industry has on jobs, wages, and federal and state revenue in the United States. A dynamic and integral part of the national economy, the US poultry industry provides 2,012,269 jobs, \$125.6 billion in wages, \$555.9 billion in economic activity and \$33.7 billion in government revenue.

The Communications Program also had the leading role in communicating information about the updated antimicrobial study funded by USPOULTRY and FDA, as well as communicating about the International Poultry Expo's 75th anniversary. In addition, a USPOULTRY 'Research Program' video was released that highlighted the program's initiatives and how the program can assist USPOULTRY members. Further, videos were released highlighting professors discussing their USPOULTRY-funded research during the 2023 IPPE.

Staff members are responsible for writing, creating, designing and producing a variety of communication materials in print, digital and video formats. News releases, articles, presentations, signage, videos and marketing materials are only some of the projects created by the program.

The Communications Program took on a multitude of tasks related to the 2023 IPPE. Staff members created marketing materials, provided content for the IPPE website and for IPPE's five social media channels, and managed the digital publication bin program. The communications team also negotiated 55+ trade-out agreements with industry publications. The majority of IPPE marketing is completed in-house by USPOULTRY communications staff.

USPOULTRY's Communications Program currently produces seven newsletters: *USPOULTRYWire*, a daily electronic newsletter about current events affecting the poultry industry; *News & Views*, a quarterly 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 semi-annual newsletter for Foundation Friends members; *In An Eggshell*, an electronic monthly newsletter to keep members abreast of the latest news to make the most of their USPOULTRY membership; *IPPE Exhibitor Newsletter*, a monthly electronic newsletter for exhibitors; and *IPPE Attendee Newsletter*, a periodic electronic newsletter for IPPE attendees. In conjunction with the research program, USPOULTRY's communications program also produces a *Research Highlights* series that features researchers being interviewed about their ongoing and finalized, funded research projects that include information on layers, broilers and turkeys.

USPOULTRY also provides timely articles on poultry-related issues to industry trade publications. USPOULTRY currently supplies articles to four 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.

USPOULTRY has extended its reach even further through social media outlets, such as Facebook, X (Twitter), LinkedIn, Instagram, Pinterest and YouTube, and continues to experience significant growth in social media outreach. In addition to its own social media channels, USPOULTRY offers interaction through its Student Outreach and Poultry Protein & Fat Council channels.

As a service to the state poultry associations, the communications program also has a long-standing offer to design or refresh state affiliate websites, as well as provide graphic design capabilities and other marketing needs.

*"Being recognized as USPOULTRY's 2023 Workhorse of the Year is truly an honor. It has been a privilege to serve on the USPOULTRY and Foundation boards, and I appreciate the Association for all the work they do on behalf of the poultry and egg industry," said Greg Hinton, vice president of sales for Rose Acre Farms, and past USPOULTRY chair and current USPOULTRY Foundation board member.*



# 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

Greg Hinton, Rose Acre Farms, and past USPOULTRY chair, was named USPOULTRY's Workhorse of the Year in fiscal 2023. 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's annual Lamplighter Award award pays tribute to individuals for "sustained and exemplary service" to the poultry and egg industry. It was presented to five individuals in fiscal 2023.

**Dr. Hector Cervantes**, College of Veterinary Medicine at the University of Georgia and North Carolina State University

**Dr. Fidel Hegngi**, USDA APHIS Veterinary Services

**Dr. Charles Hofacre**, Southern Poultry Research Group

**Nath Morris**, USPOULTRY

**Mike Welch**, retired, Harrison Poultry

## Clean Water Award

The Clean Water Award recognizes outstanding performance of wastewater treatment plants that operate at poultry or egg processing facilities.

### Full Treatment Facility Award Winners

**Tyson Foods**, Dardanelle, Arkansas (winner)

**Tyson Foods**, Union City, Tennessee (honorable mention)

**Wayne-Sanderson Farms**, Tyler, Texas (honorable mention)

### Pretreatment Facility Award Winners

**Pilgrim's**, Arcadia, Wisconsin (winner)

**Tyson Foods**, Berryville, Arkansas (honorable mention)

## Family Farm Environmental Excellence Award

The Family Farm Environmental Excellence Award recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production. Fiscal 2023 awards were nominated by various state poultry associations or member companies and went to the following farms:

### Farm (nominated by)

**Parham's Pullets**, Tennessee (Tennessee Poultry Association)

**Fruechte Turkey Farms**, Indiana (Cooper Farms)

**Backes Turkey Farm**, Missouri (Cargill)

**Morrison Poultry, LLC**, Kentucky (Tyson Foods)

**KD Farm**, Oklahoma (Cargill)

## Joint Safety Award

The Joint Safety Award is in recognition of poultry facilities outstanding performance through the implementation of innovative and effective employee safety and health programs. In Fiscal 2023, 160 poultry facilities were recognized.

## Innovation in Safety & Health Award

The Innovation in Safety & Health Award recognizes significant advancement in operational excellence in a safety and/or health innovation at poultry or egg processing facilities.

**Darling Ingredients**, Mock OSHA Audits

**Darling Ingredients**, Worker Safety Academy

**Tyson Foods**, Berryville, Arkansas Processing Plant

**Tyson Foods**, Camilla, Georgia Hatchery

**Wayne-Sanderson Farms**, Albertville, Alabama Hatchery

**Wayne-Sanderson Farms**, Enterprise-Wide Supervisor Safety Matrix



**Key Highlights:**

- Funded 28 colleges and universities with \$306,366 in student recruiting grants
- Approximately \$987,000 funded in industry research
- Hosted hundreds of students during the USPOULTRY Foundation College Student Career Program
- Provided support to FFA and 4-H for youth outreach

# USPOULTRY Foundation

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.

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 (USPOULTRY Foundation) was born.

The initial objective was to recruit students into university poultry science departments. 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 2023, 28 colleges and universities received student recruiting grants totaling \$306,366.

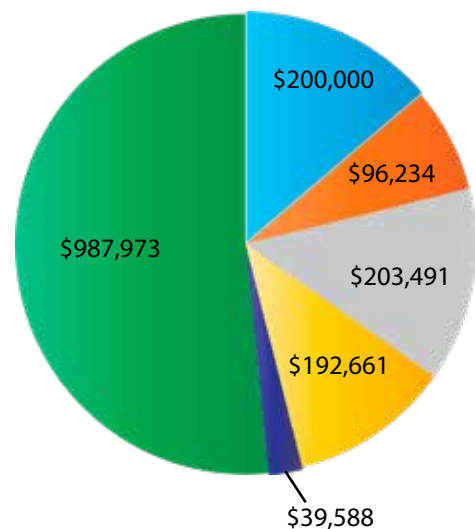
Research was added to the Foundation’s mission at a later date. Foundation-supported research has resulted in both immediate and long-term impacts throughout the poultry and egg industry. Sophisticated and complex research will be necessary for our industry to continue to produce economical and sustainable poultry and egg products and compete on a global scale. In 2023, USPOULTRY and the Foundation funded more than \$1.8 million for industry research.

The Foundation also supports other youth programs, including the USPOULTRY Foundation Ted Cameron National Collegiate Poultry Judging Contest, FFA, AFA, 4-H poultry and egg judging, high school curriculum programs, the USPOULTRY Foundation College Student Career Program and the International Student Program. Held in conjunction with the 2023 IPPE, nearly 500 students attended the USPOULTRY Foundation College Student Career Program. This program included a keynote presentation with questions and answers and three days of interviews between poultry companies and students.

Also sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation, the Ph.D. and Vet Student

Career Fair is a unique program 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, pharmaceuticals and nutrition. The target participants are post-doctoral and early Ph.D. students.

**Fiscal 2023 USPOULTRY Foundation Funding**



- Poultry Science Department Support
- Industry Education Recruitment Funding
- National FFA Funding
- College Student Career Program
- Other Student Programs
- Research



*"In the face of continued challenging times, the capital campaign conducted several years ago allowed us to be able to maintain support for critical recruiting and research programs," said Tom Hensley, president, Fieldale Farms Corporation, and past USPOULTRY chair and current board member.*



# USPOULTRY Foundation Donors

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.

## **Visionary (\$1,000,000 & above)**

Tommy & Chantal Bagwell  
Tyson Foods

## **Pacesetter (\$500,000 - \$999,999)**

Cargill  
Pilgrim's  
Prestage Farms  
Wayne-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-Sanderson Farms

## **Steward (\$100,000 - \$249,999)**

AJC International  
Amick Farms  
Anonymous  
CCF Brands  
Claxton Poultry Farms  
Fieldale Farms  
G&C Farming  
GNP Company  
Monty & Margot Henderson

Dr. Don & Teresa Jackson  
Keystone Foods  
Elton & Claire Maddox  
International Poultry Scientific Forum  
Mar-Jac Poultry  
MPS Egg Farms  
Ozark Mountain Poultry Farms  
Rabobank  
Shepard Exposition Services  
Valley Proteins

## **Director (\$50,000 - \$99,999)**

Delvin Barrett Family  
Frost PLLC  
Tom Hensley  
Hubbard Farms Charitable Foundation  
Jennie-O Turkey Store  
Hollis P. Osborne Family  
John & Nancy Starkey  
R.H. (Twig) & Lorraine Strickler  
Virginia Poultry Growers Cooperative  
West Liberty Foods

## **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  
Bernard & Pam Leonard  
Don Mabe

Pete Martin  
Morris & Associates  
Jerry & Cherie Moye  
Todd & Shelley Simmons  
Mike Welch  
Steve & Cheri Willardsen

## **Partner (\$10,000 - \$24,999)**

Paul & Carolyn Bredwell  
Butterball  
Alan Duncan  
Dr. John & Kathryn Glisson  
Larry Guest  
Mike Helgeson  
Barbara & Mardie Jenkins  
Longenecker's Hatchery  
Paul & Nell Pressley  
Drs. Simon & Barbara Shane  
Jackie Stewart  
Mark & Edna Waller  
Donnie Wilburn

## **Ambassador (\$5,000 - \$9,999)**

Anonymous  
Mike Brown  
Richie & Louise King  
Abit & Kayanne Massey  
Nath & Joy Morris  
SEI Investments  
Gwen & James Venable

## **(Up to \$4,999)**

More than 30 donors



Key Highlights:

- Celebrated 75 years of trade show excellence
- 1,184 exhibitors showcased their latest technology and solutions, occupying more than 532,000 square feet of exhibit space
- One of the top 25 largest trade shows in the United States

# International Poultry Expo

USPOULTRY's long-running, annual International Poultry Expo (IPE) continues to thrive as the industry's leading poultry and egg exposition.

In fiscal 2023, IPE celebrated 75 years of trade show excellence! IPE is the annual meeting point for professionals in the poultry and egg industry. 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 with all segments represented, including feed milling, hatchery, live production, processing, further processing, marketing and all support functions. IPE is held in conjunction with the American Feed Industry Association's International Feed Expo and the Meat Institute's International Meat Expo, under the umbrella name of the International Production & Processing Expo (IPPE). IPE is the largest component of IPPE, and USPOULTRY serves as the managing partner for IPPE.

The quality of the traffic in the Expo halls, enthusiasm from attendees and exhibitors in reconnecting with their colleagues, and participation in the educational offerings made for a successful 2023 IPPE. A total of 1,184 exhibitors showcased their latest technology and solutions, occupying more than 532,000 square feet of exhibit space.

The 2023 IPPE had 27,274 registered attendees from the poultry and egg, meat and animal food industries. Despite the continued challenges of travel, approximately 26% of registered attendees were international, representing 125 countries. As in previous years, Latin America had the strongest international presence, representing 45% of international registrants.

IPPE is the world's largest annual feed, meat and poultry industry event of its kind and is one of the top 25 largest trade shows in the United States. The Expo focuses on innovation, education, global reach and networking. Funds earned at the Expo are funneled directly back into the industry in the form of research, education and technical services.



Key Highlights:

- Continued support of 32 companies with 50 or more years of exhibiting
- Attracted nearly 500 students to the College Student Career Program
- Hosted more than 1,000 participants from around the world at IPSF



# Loyal Exhibitors and Long-Term Programs

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)*

Jamesway	70 Years
Aviagen Inc.	69 Years
WATT Global Media	69 Years
VAL-CO	68 Years
Zoetis	68 Years
The Dupps Company	68 Years
Cobb-Vantress Inc.	66 Years
BAADER	66 Years
Morris & Associates, Inc.	65 Years
Kuhl Corporation	65 Years
Lyon Technologies Inc.	64 Years
Sealed Air Corp.	64 Years
Poultry Times	63 Years
Hantover, Inc.	62 Years
Hubbard LLC	61 Years
Bright Coop, Inc.	60 Years
Pactiv Evergreen	60 Years
Marel Inc.	60 Years
Elanco Animal Health	59 Years
Mettler-Toledo	59 Years
Hy-Line International	58 Years
American Coolair Corporation	57 Years
DSM Nutritional Products, Inc.	57 Years
JBT Corporation	56 Years
Sanovo Technology Group	56 Years
KT Pacer	55 Years
Acme Engineering & Mfg. Corp.	55 Years
Munters Corp	54 Years
Hollymatic Corporation	54 Years
Dawe's Laboratories	52 Years
Diversified Agriculture	52 Years
Kemin Animal Nutrition and Health	52 Years
Bettcher Industries, Inc.	51 Years
Cantrell-Gainco Group, Inc.	51 Years
Greenline	51 Years

## USPOULTRY Foundation 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 participants.

In 2023, more than 500 students participated in the USPOULTRY Foundation College Student Career Program. The program attracted students from universities throughout the United States. The students interviewed for jobs and internships with human resources representatives from industry and allied firms.

## International Poultry Scientific Forum

The 2023 annual International Poultry Scientific Forum (IPSF) drew more than 1,000 visitors from around the world. The IPSF is sponsored by the Southern Poultry Science Society (SPSS), the Southern Conference on Avian Diseases (SCAD) and USPOULTRY.

Throughout the years, the IPSF 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 hold their annual meeting during the IPSF at the Expo.

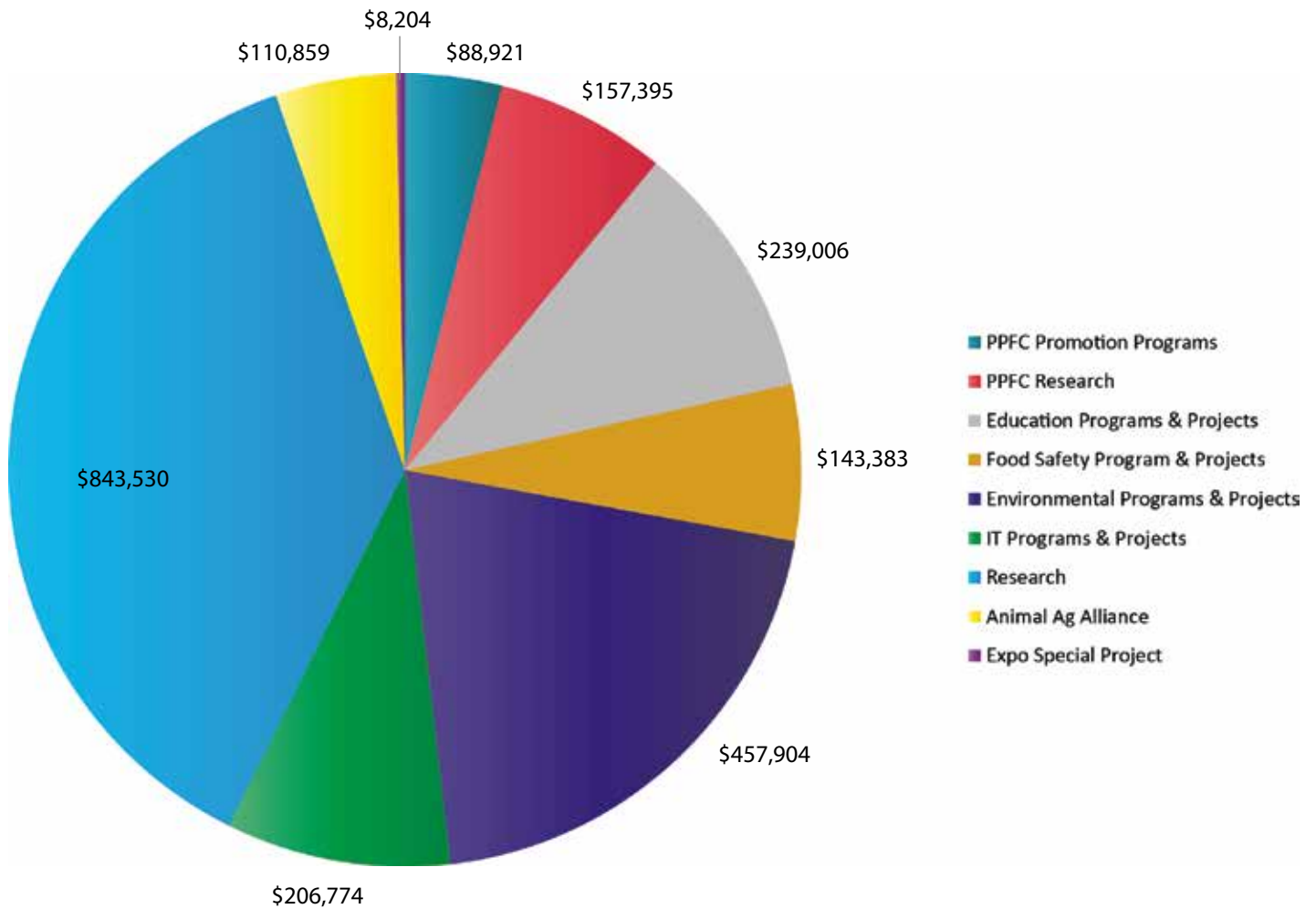




*"The International Poultry Expo, part of IPPE, is USPOULTRY's primary source of funding. The IPE allows the Association to serve the industry in a multitude of ways, with proceeds reinvested back into the industry. In 2023, more than \$3 million was funneled into programs to provide vital research, education, training, technical and regulatory assistance, crisis management support and public relations for your business and the poultry industry," said Mike Levengood, chief animal care officer and farmer relationship advocate, Perdue Farms, and USPOULTRY Foundation chair.*

# Fiscal 2023 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 volunteerism is crucial to aiding USPOULTRY in its mission of serving the industry. The committee concept has been a cornerstone for USPOULTRY since its establishment, with small groups of industry representatives providing guidance and counsel to Association leadership on issues and challenges faced by the industry," said Jonathan Cade, president, Hy-Line International, and treasurer for the USPOULTRY board of directors.*



# Member Volunteers

USPOULTRY appreciates the many volunteers that serve on our various committees throughout the year. Following is a list of the fiscal 2023 member volunteers.

## Awards and Recognition Committee

Sherman Miller, chair, Cal-Maine Foods Inc; Joel Sappenfield, vice chair, Simmons Prepared Foods; Ben Harrison, Amick Farms LLC; Alice Johnson, Butterball LLC; and John Prestage, Prestage Farms Inc

## College Student Career Program

Kevin McDaniel, chair, Wayne-Sanderson Farms; Niki Rutter, vice chair, Mountaire Farms; William Baker, Butterball LLC; Brian Ballard, Cal-Maine Foods Inc; Vicki Maldonado, Wayne-Sanderson Farms; William Nettles, Tyson Foods, Inc.; Caroline Phillips Perdue Farms, Inc; Linda Purvis, University of North Georgia; Jessica Wesson, University of Arkansas; and Lynn Worley-Davis, NC State University

## Egg Caucus

David Lathem, chair, Lathem Family Farms; Greg Hinton, vice chair, Rose Acre Farms; Jonathan Cade, Hy-Line International; J.T. Dean, Versova Holdings; and Sherman Miller, Cal-Maine Foods Inc

## Exhibitor Advisory Committee

The committee consisted of the following exhibiting companies: ABB Motors and Mechanical Inc; ABIQUIFI; ABRA; Adisseo; AgCareers.com; AgPack LLC; AGRAGEX; AGRI-associates; Agrimesh; Aguar; Alltech; Alternative Design Manufacturing & Supply, Inc.; American Food Tech Group; Ampco Pumps Co.; ANDRITZ Feed & Biofuel; Aspen Systems, Inc.; AudioT; Aviagen; Baader; BASF Corp; BinSentry; BioChek/Hygiene; BIONTE; Boehringer Ingelheim; BRI; Bright Coop, Inc.; Bruker Optics; Buhler; Burns & McDonnell Engineering Company; CBM lighting MFG; CEMSAN A.S.; Centurion Poultry, Inc.; Certified Group; Ceva; ChemDAQ; CHL Systems; Chore-Time; Chr. Hansen Animal Health & Nutrition; Clean Water Technology; CMS Solutions & Logistics; Cobb-Vantress; Computerway Food Systems; Corti Avioeste; CPM; Cryoport; Ctcbio; Cumberland; D&F Equipment Sales Inc.; DCL Nutrition + Animal Health; DeLong's Gizzard Equipment, Inc.; DEVILLE Technologies Inc; Dhumal Industries India Pvt. Ltd.; Diversy, Inc.; Diversified Agriculture; DLB-DILUS Laboratories; DP Techlink; DSM Nutritional Products, LLC; Elanco Animal Health;

Electrostatic Spraying Systems, Inc.; EmTech Hatchery Systems; Engormix; Evonik Corporation; FLEXXRAY; Food Plant Engineering, LLC; Foodmate; Frontmatec; Georgia Tech Research Institute; GEA North America; Grundfos; GTech USA; Habasit; Heat and Control Inc ; Heering; HerdStar LLC; Hy-Line International; ICC Animal Nutrition; Incubation Systems Inc; International Nutrition; International Paper; Interstates, Inc.; Intralox; J.B. Hunt; J.W. Morton and Associates; Jacobs Global; Jamesway; JAX; JBT Corporation; Jefe Nutrition; JESCO, Inc; JK Lighting Korea; Klever Equipped Inc.; Kondracki Group; K-Pro U.S, LP; Kromschroeder S.A.; Laidig Systems, Inc.; Lambton Conveyor; Linde; Lone Star; Mare; Matiss Inc.; Matrix Packaging; Maximus; Merck Animal Health; Messer; Metalbud; Mettler Toledo; Meyn Food Processing Technology; Middleby Food Processing and Packaging; Millard Food Process Tech; Molex; Morris & Associates, Inc; MS Gold - part of The Schippers Group; MTech Systems; Multivac; Neogen; Novogen; Novus International, Inc; Olmix; Ossid LLC; Ovotrack; P&P Optica; Pactiv Evergreen; Patent Co; Perstorp Animal Nutrition; Phenix Engineering; Phibro Animal Health Corporation; Platinum; Poss Design Ltd; Poultry Times; POWER Engineers; Precision Lighting Systems, Inc.; Probiotech International; Protekta; PSSI Food Safety Solutions; QuickFreeze; Regal Rexnord; Repete Corporation; Ross Industries; Sanfer Salud Animal; Scan American Corporation; Schmalz, Inc.; Scott Equipment Company; Shoes for Crews; Sicbatch - Automatizaciones Kilogramo SAS; Sichuan Sinyiml Biotechnology Co., Ltd; SKF; Skiold Landmecc A/S; Soft Robotics Inc.; Solve Industrial Motion Group; Specialty Silo Services; Sterling Industrial Refrigeration; Stonhard; STORCAN; Sudenga Industries; Sulzer Chemtech USA - FRC; Sweet Manufacturing Company; TC Transcontinental Packaging; Tecnología de Procesos-TEKPRO SAS; The Austin Company; The Dupps Company; Thomas Pump & Machinery; Tilley Distribution, Inc.; Todd & Sargent; Tomahawk Manufacturing; ToxStrategies; Triangle; Trouw Nutritio; VDG; Watt Global Media; Wilevco LLC; Worximity Technology Inc.; Xgenex; and Zoetis.



*"I was happy to be able to serve on the planning committee for the National Safety Conference for the Poultry Industry. This seminar addresses daily issues faced by poultry facility and corporate safety personnel, while providing resources to help tackle the issues," remarked Ronnie Franklin, corporate safety coordinator, Fieldale Farms Corporation.*

# Member Volunteers

## **Environmental Management Seminar**

Stephen James, program committee chair, Pilgrim's; Michele Boney, West Liberty Foods; Jessica Culbert, Koch Foods; Dwayne Holifield, Wayne-Sanderson Farms; Warren Howe, Woodruff & Howe Environmental Engineering, Inc.; Brian Kiepper, University of Georgia; Bill Knapke, Cooper Farms Inc.; Joseph Miller, Rose Acre Farms Inc.; Coleson Rakestraw, Simmons Foods Inc.; Stephanie Shoemaker, Wayne-Sanderson Farms; Doug Singleton, Tip Top Poultry, Inc.; Alexander Sullivan, Fieldale Farms Corporation; and Robert Weeks, Wayne-Sanderson Farms

## **Feed Mill Management Seminar**

Phil Sisler, program committee chair, Perdue Farms; Larry Hooper, Cobb-Vantress Inc.; Trey Nelson, George's, Inc.; Richard Obermeyer, Aviagen Inc.; Dr. Wilmer Pacheco, Auburn University

## **Financial Management Seminar**

Mulham Shbeib, program committee chair, Mar-Jac Poultry Inc.; Sloan Clinton, Mountaire Corporation; Stacey Crump, Pilgrim's; Ron Faircloth, Peco Foods Inc.; Greg Finch, Claxton Poultry Farms; Robert Gunther, Frost PLLC; Joey Long, Case Farms; Kolby McEntire, Fieldale Farms Corporation; USPOULTRY Chair Jarod Morrison, Farbest Foods Inc.; and Abby Walden, Crider Foods

## **Foundation Research Advisory Committee**

Dr. Travis Cigainero, chair, CEVA; Dr. Bernie Beckman, vice chair, Hy-Line North America LLC; Dr. Craig Bacon, Simmons Foods Inc; Kate Barger-Weathers, Cobb-Vantress Inc; Vernon Felts, Butterball LLC; Bill Griffith, Peco Foods, Inc; David Hurd, Rose Acre Farms Inc; Rocky Latham, Tyson Foods, Inc.; John McCarty, Boehringer Ingelheim; David Rives, Zoetis; Angie Siemens, Cargill Protein North America; Bruce Stewart-Brown, Perdue Farms; and Steven Woodruff, Woodruff & Howe Environmental Engineering

## **Joint Poultry Human Resources Council**

Devin Woods, chair, Harrison Poultry Inc; David Bleth, vice chair, Harrison Poultry; Rebecca Bennett, Fieldale Farms Corporation; Lisa Burdick, Pilgrim's; Michael Carow, Koch Foods; Jim Golden, Cal-Maine Foods Inc; Hector Gonzalez, Tyson Foods, Inc.; Brittney Kirwer, Farbest Foods Inc; David Malfitano, Wayne-Sanderson Farms; Verna Matthews, Peco Foods Inc.; Gus Plumb,

George's, Inc.; Craig Schweiger, Perdue Farms; Ja Stephens, Claxton Poultry Farms ; Renee Thornton, Tip Top Poultry; Ron Tomaszewski, Butterball LLC; Patrick Townsend, Mountaire Corporation; and Jarod Morrison, Farbest Foods Inc

## **Hatchery-Breeder Clinic**

Sasha Smith, program committee chair, Perdue Farms; Jenny Asip, Perdue Farms; Dustin Atnip, George's, Inc; Adam Black, Aviagen; Don Hickman, Mountaire Corporation; Ashley McGovern, Pilgrim's; Adam Rutledge, Mountaire Corporation; Stephanie Smith, Peco Foods; and Joe Steed, Pilgrim's

## **Industry Education Recruitment Funding**

Jarod Morrison, chair, Farbest Foods Inc; Mikell Fries, vice chair; Claxton Poultry Farms; Todd Applegate, University of Georgia; David Caldwell, University of Arkansas; Bill Dozier, Auburn University; Kenneth Macklin, Mississippi State University; Audrey McElroy, Texas A&M University; and Frank Siewerdt, North Carolina State University

## **International Committee**

Paul Hill, chair, West Liberty Foods; Joel Sappenfield, vice chair, Simmons Prepared Foods; Rafael Fernandez, Aves LLC; Dania Ferrera Alvarez, Asociacion Latinoamericana de Avicultura; Luis Gomez, Phibro Animal Health Corporation; Greg Hinton, Rose Acre Farms; Mandy Klopp, Pilgrim's; and Pedro Villegas, University of Georgia

## **Live Production, Welfare & Biosecurity Seminar**

David Bledsoe, program committee chair, Mountaire Farms; Dr. Claudia Dunkley, University of Georgia; Rusty Langle, Peco Foods; Heidi Parnin, Culver Duck Farms, Inc.; Casey Scroggs, Fieldale Farms Corporation; Bill Staugler, Cooper Farms Inc; and Travis Strickland, Farbest Foods Inc

## **Long Range Planning**

Mikell Fries, chair, Claxton Poultry Farms; Jonathan Cade, vice chair, Hy-Line International; David Bleth, Harrison Poultry, Inc.; Paul Hill, West Liberty Foods; Denis Kan, Jamesway; Eric Ludwig, Cooper Farms; and Jarod Morrison, Farbest Foods Inc



*"It has been my pleasure to serve on the planning committee for the Financial Management Seminar for the last few years. The Seminar offers insightful information and incredible educational opportunity for those who attend," commented Mulham Shbeib, CFO, Mar-Jac Poultry Inc.*



# Member Volunteers

## Marketing Committee

Greg Hinton, chair, Rose Acre Farms; Wes Morris, vice chair, Tyson Foods, Inc.; Clay Adkins, International Paper; David Bleth, Harrison Poultry, Inc.; Paul Hill, West Liberty Foods; and Denis Kan, Jamesway

## National Safety Conference for the Poultry Industry

Adrienne Allison, program committee chair, Tyson Foods, Inc.; Darrell Bradfield, Butterball LLC; Doug Britton, Georgia Institute of Technology; Cindy Camp, Harrison Poultry Inc.; Frank Cruice, Perdue Farms; Josh Dozier, Simmons Foods Inc; James Ferrell, Foster Farms; Ronnie Franklin, Fieldale Farms Corporation; Reggie McLee, Wayne-Sanderson Farms; Kyle Price, Farbest Foods Inc; David Schaller, Darling Ingredients Inc.; Lori Springer, Maple Leaf Farms; Larry Stine, Wimberly Lawson Steckel Schneider & Stine, P.C.; and Kari Waters, Pilgrim's

## Nominating Committee

David Lathem, chair, Lathem Family Farms; Lance Buckert, vice chair, Koch Foods; Tom Hensley, Fieldale Farms Corporation; Drew McGee, Foster Farms; and John Prestage, Prestage Farms Inc

## Poultry Health and Welfare Committee

Kevin McDaniel, chair, Wayne-Sanderson Farms; William Rehm, vice chair, Daybreak Foods; Marc de Beer, Aviagen Inc; J.T. Dean, Versova Holdings; Alice Johnson, Butterball LLC; Mandy Klopp, Pilgrim's; and Sherman Miller, Cal-Maine Foods Inc

## Poultry Industry Environmental Committee

Stephanie Shoemaker, chair, Wayne-Sanderson Farms; Kevin McDaniel, vice chair, Wayne-Sanderson Farms; Michele Boney, West Liberty Foods; James Burr, Tyson Foods Inc; Lauren Caudle, George's, Inc.; Jessica Culbert, Koch Foods; James Faison, Mar-Jac Poultry Inc; Rhonda Frye, Amick Farms LLC; Liza Gary, Peco Foods, Inc.; Drew Getty, Perdue Farms; Jonathan Green, Perdue Farms; Denise Holmes, Foster Farms; Stephen James, Pilgrim's; William Knapke, Cooper Farms; Joe Miller, Rose Acre Farms Inc; Steve Patrick, Tyson Foods, Inc.; Lankford Ruffin, Butterball LLC; Alex Sullivan, Fieldale Farms Corporation; Peter VanDerlyke, Peco Foods Inc.; Seth Walters, Simmons Foods Inc; and Steven Woodruff, Woodruff & Howe Environmental Engineering, Inc.

## Poultry Processor Workshop

Valerie Dahlke, program committee chair, Wayne-Sanderson Farms; Stan Fretwell, Peco Foods Inc.; Corbett Kloster, Fieldale Farms Corporation; Marie Presley, Fieldale Farms Corporation; and Dr. Harshavardhan Thippareddi, University of Georgia

## Poultry Protein & Fat Seminar

Kerry Courchaine, program committee chair, Darling Ingredients, Inc.; Hal Davis, Valley Proteins, Inc.; Michael Fairbairn, Fieldale Farms Corporation; Mark Glover, Pilgrim's; Barry Griffith, Tyson Foods, Inc.; and Ansen Pond, Pilgrim's

## Safety and Health Committee

Adrienne Allison, chair, Tyson Foods, Inc.; Wes Morris, vice chair; Tyson Foods, Inc.; Mick Berning, Cargill; Darrell Bradfield, Butterball LLC; Heath Bunch, Foster Farms; Cindy Camp, Harrison Poultry Inc; James Ferrell, Perdue Farms; Allan Foy, Farbest Foods Inc; Rick Hellinga, Simmons Foods, Inc.; Reggie Mclee, Wayne-Sanderson Farms; Tyler Parlier, Case Farms; Derek Pierce, Fieldale Farms Corporation; Chad Randolph, Pilgrim's; and John Ward, Mountaire Corporation

## Workforce Success and Engagement Conference

Leonard Parks, program committee chair, Case Farms; Angie Caskey, Jennie-O Turkey Store Inc.; Jim Golden, Cal-Maine Foods Inc.; Anne Guggenbiller, Cooper Farms Inc.; Brittney Kirwer, Farbest Foods Inc.; Verna Matthews, Peco Foods Inc.; Renee Thornton, Tip Top Poultry, Inc.; Angela Wilson, Aviagen Inc.; James Wimberly, Wimberly, Lawson, Steckel, Schneider & Stine, P.C.; and Devin Wood, Harrison Poultry Inc.

## Women's Leadership Conference

Rosa Cordero, program committee chair, Perdue Farms; Emily Crawford, Cobb-Vantress, Inc.; Valerie Dahlke, Wayne-Sanderson Farms, LLC; Teresa Dunlap, Amick Farms, LLC; Ashley Hall, Pilgrim's; Janelle Heesch, Pilgrim's; Gracie Heinen, Fieldale Farms Corporation; Lisa Noffsinger, Mississippi State University; and Shonna Smith, Tyson Foods, Inc.



*"Membership allows volunteers to participate in the industry and..."*

# Member Companies

USPOULTRY appreciates our member companies. Following is a list of fiscal 2023 member companies.

3C Software  
3D Corporate Solutions  
3M Food Safety  
3M Personal Safety Division  
AB Vista Inc.  
ABB Motors and Mechanical Inc  
AC Corporation  
Adisseo  
Advanced Equipment Inc.  
Advanced Food Equipment, LLC  
ADVISA  
Aeros, a CULTURA Company  
AFCO/ZEP  
AG Lighting Innovations  
Ag Property Solutions  
Ag Solar Solutions  
AgGeorgia Farm Credit  
AGRI-associates  
Agri-Pro Enterprises - Hydro  
Systems  
AgriWaste Technology  
AHB US LLC.  
AlaTrade Foods, Inc.  
Allen Harim Foods LLC  
Alliant  
Alltech Inc  
American Coolair Corporation  
American Humane Certified  
American Poultry Services Ltd  
American Structures, Inc.  
Amick Farms LLC  
Amlan International  
Amorvet  
AMT, Inc  
Anchor Packaging  
ANCO Equipment & Services, LLC  
Andritz  
Anitox Corp  
Arm & Hammer Animal and Food  
Production

ASI Industrial  
AssuredPartners  
AT Packaging Inc.  
Atlantic Packaging  
Aviagen Inc.  
AVS Bio  
AWB Engineers  
AZOMITE Mineral Products, Inc  
B & B Poultry Co Inc  
B&R Compliance Associates  
BAADER  
Bachoco OK Foods  
BAR AGRA FARMS LLC  
Barnes Paper Company  
BarnTools  
Becker Pumps Corporation  
Bell & Evans  
Bell Laboratories / Motomco  
Best Veterinary Solutions, Inc.  
Bettcher Industries, Inc.  
Big Dutchman, Inc.  
BinMaster FeedView  
BinTrac by HerdStar  
BioSafe Systems  
Birds Eye Robotics  
BJE Poultry  
BJK Flexible Packaging  
BluePrint Automation  
Boehringer Ingelheim Animal  
Health USA  
Bright Coop, Inc.  
Brown Taxes LLC  
Brunini, Grantham, Grower &  
Hewes, PLLC  
Buffalo-Warren Company LLC  
Buhler Inc.  
Butterball LLC  
Butterfield Foods Company  
C.R. Crawford Construction  
Cal-Maine Foods Inc

Cantrell-Gainco Group, Inc.  
Capitol Conveyors, Inc.  
Cargill  
Case Farms  
CAT2 (Cat Squared)  
CBH International, Inc.  
CCF Brands  
Central Bi-Products  
Centurion Poultry, Inc.  
Ceva Animal Health  
CFC Tech Services, Inc.  
Chem-Aqua, Inc.  
ChemDAQ Inc.  
ChemStation International, Inc.  
CHEP  
Chickmont Foods Ltd.  
CHL Systems  
Chore-Time  
Circle A Manufacturing, Inc.  
Civil & Environmental  
Consultants, Inc.  
Claxton Poultry Farms  
Clear View Enterprises  
Clearwater Consultants, Inc.  
CMC Industries  
CMS Solutions & Logistics, Inc.  
Cobb-Vantress Inc  
Commodity and Ingredient  
Hedging, LLC  
Commodity Forwarders Inc.  
Computerway Food Systems Inc  
Control Solutions Inc  
Cooper Farms Inc  
CPM  
Crescent Duck Farm  
Crider Foods  
Crider Inc.

CSA Animal Nutrition  
CSP, Inc.  
Culver Duck Farms, Inc.  
Cumberland-AGCO Grain &  
Protein  
Curtainsider Inc  
CWT Farms International, Inc.  
D&F Equipment Sales, Inc.  
Dakota Provisions LLC  
Dandy Light Traps  
Darling Ingredients Inc.  
Dawe's Laboratories  
Daybreak Foods  
DeLong's Gizzard Equipment  
Denali Water Solutions  
Devenish  
DG Foods  
Diamond V  
Diversified Agriculture  
Dorssers Inc  
Dosatron - Dilution Solutions  
Douglas Machines Corp.  
DSI Security Services  
DSM Nutritional Products  
Dupps  
Eagan Mfg. Co., Inc.  
EarthCircle Technologies, LLC  
East Iowa Plastics, Inc.  
Eastman Chemical Company  
eb3.work  
EC Premier Logistics, Inc.  
Ecodrum Composter River  
Bend Molding Inc.  
Eggland's Best LLC  
Elanco Animal Health  
Enterprise Staffing  
Solutions LLC

"future Association leaders to be revealed. USPOULTRY membership is affordable and..."



# Member Companies

Essmueller Company  
Evapco Select Technologies Inc.  
Evonik Corporation  
EW Nutrition USA, Inc.  
Exceldor  
Express Markets Inc/Agri Stats  
Farbest Foods Inc  
Farm Credit Bank of Texas  
Farm Credit MidAmerica  
Farm Credit of Western Arkansas  
Farm Credit Services of America  
Farm Fresh Foods, LLC.  
Farm Weigh Systems, Inc.  
Farmer Law PC  
Fayette Industrial Service  
Fieldale Farms Corporation  
First American Equipment Finance  
First Financial Bank  
First Response  
First Search America, Inc.  
Fisher Phillips  
Flame Engineering, Inc.  
Flottweg Separation Technology, Inc.  
Food Process Systems, Inc.  
Food Safety Net Services (FSNS)  
Foodmate  
FoodSafe Drains  
Foster Farms  
Fraser Valley Specialty Poultry  
Frost PLLC  
G Tech USA  
G.A. Wintzer & Son Company  
Galactic Inc.  
GEA  
Georg Fischer LLC  
George's, Inc.  
Georgia Poultry Equipment Company  
Gerber's Poultry, Inc.  
GF Piping Systems  
Giroux's Poultry Farm, Inc.

Glass-Pac  
Global Animal Products Inc  
Global Poultry Source, LLC  
GOLD CREEK FOODS  
GrassWorx, LLC  
GreenLink Corp.  
GreenStone Farm Credit Services  
Grove River Mills Inc  
HAARSLEV Inc  
Habasit Services  
HACCP Consulting Group LLC  
Hach Company  
Harrison Poultry Inc  
Hatchery Planning Company  
Hatching Time, LLC  
HatchTech B.V.  
Hawkins, Inc.  
Hayes & Stolz Industrial Mfg Co  
HDJ Import & Export LLC  
Heat and Control, Inc.  
Heering B.V.  
Heinen USA Corporation  
Hendrix Genetics  
Henning Companies, LLC  
Hensley Feed Transportation  
Equipment  
Herbruck's Poultry Ranch, Inc.  
Heritage Poultry Mgt Service  
Heron Innovators, Inc.  
Hidden Villa Ranch/Nest Fresh  
High Tek USA  
Holmes Foods Inc  
Horizon Farm Credit  
Hotraco Agri BV  
House of Raeford Farms, Inc.  
Howe Corporation  
Hubbard, LLC  
Huvepharma Inc  
HVFG, LLC  
Hydro Solutions, Inc  
Hy-Line International

ID Technology  
IFTA USA Inc.  
Incubation Systems, Inc.  
INDIV  
Industrial Hardfacing, Inc.  
Industry Health Solutions  
Ingram Farms  
Insta-Pro International  
Intech LLC  
Intelia Technologies Inc.  
International Paper  
Intertek Alchemy  
Intralox, LLC  
Iowa Cage Free  
ISC  
J & D Manufacturing  
J.B. Hunt Transport, Inc.  
Jacobs Corporation  
Jaindl Farms LLC  
Jamesway  
JAS Forwarding USA Inc  
Jennie-O Turkey Store Inc  
JH Biotech, Inc.  
JLS Automation  
Joe Jurgielewicz & Son LTD  
Jones-Hamilton Company  
KEE-PAK, Inc.  
KEITH Manufacturing Co.  
Keith Smith Company  
Kemin Animal Nutrition & Health (Kemin Industries)  
Kennedy Access Group  
Kerry Animal Performance Solutions  
Key Technology  
King Cole Ducks Ltd  
Koch Foods  
Koch's Turkey Farm  
Kreamer Feed, Inc.  
Kreher's Farm Fresh Eggs, LLC





*"provides numerous benefits, such as discounts on education programs and early access..."*

## Member Companies

Kreider Farms  
KT Pacer  
Kuhl Corporation  
Kunafin 'The Insectary'  
Kuul  
L. B. White Company, Inc.  
La Belle Farm Inc  
Lallemand Animal Nutrition  
Landen Strapping Corporation  
LANXESS Corporation  
Lathem Family Farms  
Ledwell & Son Enterprises  
Leedy Mfg Co LLC  
Leidos  
Lewis Brothers Manufacturing, Inc.  
LifeLamp/DecorConnect Inc  
Lincoln Premium Poultry  
Linde  
Lockton Companies  
Lohmann Breeders GmbH  
Longenecker's Hatchery  
Louisiana State University  
Lubing Systems LP  
Lycob Manufacturing, Inc.  
Maple Leaf Farms  
Marel Inc.  
Mar-Jac Poultry Inc  
Marketplace Chaplains  
MARQ Packaging Systems, Inc.  
Matrix Industrial Control Systems, Inc.  
Matrix Packaging Machinery  
McGriff Seibels & Williams Inc  
McNeely Charter Service Inc  
Merck Animal Health  
MetLife Investment Management  
Food and Agribusiness  
Metzer Farms

Meyhen International  
Meyn America LLC  
Micronutrients  
Middleby Corporation  
Mid-South Steam Boiler & Eng. Co Inc.  
Miller Poultry  
Mississippi State University  
Moba  
Monon House Farms  
Morris & Associates, Inc.  
Morris Hatchery Inc  
Mosaic Feed Ingredients  
Mountaire Corporation  
MPS Egg Farms  
M-Tech Systems USA, LLC  
Murzan, Inc.  
National Poultry Equipment Co.  
National Proteins & Oils Inc  
Nature Pure LLC  
Nclear Inc.  
Norel Animal Nutrition USA, Inc.  
North Carolina State University  
Nothum Food Processing Systems  
Nova-Tech Engineering, LLC  
Novus International, Inc.  
NutriQuest  
Oestergaard, Inc.  
Ogletree, Deakins, Nash, Smoak &  
Stewart, P.C.  
OK Sealer  
Oklahoma State University  
Omni Apparel, Inc.  
Omni Export Services Inc  
Once Lighting  
Onin Staffing  
Orffa Additives B.V.  
Origami Risk

Ossid LLC  
Ottevanger Milling Engineers  
OvalInnovations, LLC  
Owens World Air, Inc.  
Pak-Tec, Inc.  
Palmetto Wastewater Solutions  
Pas Reform North America LLC  
Peco Foods Inc.  
Penske Logistics  
Perdue Farms  
PGIM Real Estate Finance  
Pieco Inc.  
Pilgrim's  
Pitman Farms  
Polytec Inc  
POSS Design Limited  
Precision Lighting Systems, Inc.  
Premier Magnesia LLC  
Prestage Farms Inc  
Prism Controls  
ProMinent Fluid Controls, Inc.  
Pro-Tech Inc  
Proxy-Clean Products  
PSSI Food Safety Solutions  
Puglisi Egg Farms, Inc.  
QA Supplies, LLC  
Qatar Airways  
QC Supply  
Quality Poultry Products Ltd  
Quality Technology International (QTI)  
Quantum Technical Services  
QuickFreeze - Tippmann Engineering  
R2 Agro A/S  
Rabobank International  
Ralco  
Reid Engineering Company  
Risser's Poultry

*“to the IPPE hotel block for non-allied members,” commented Nath Morris, USPOULTRY president.*



# Member Companies

River View Farms, Inc.  
Riveto LLC  
Rose Acre Farms Inc  
Ross Industries Inc.  
ROTA Technologies  
Running W Egg Farm Ltd  
Safety Rail Company  
SafGard Safety Shoe Company  
Sanimax  
Sanovo Technology Group  
Scan American Corporation  
Scott Equipment Company  
Sealed Air Corp.  
SenesTech, Inc.  
SEPHNOS USA LLC  
SEW-Eurodrive, Inc.  
Shenandoah Valley Organic, LLC  
SherwinWilliams  
Shoes For Crews  
SIME-TEK SPA  
Simmons Engineering Company/  
SEC Inc.  
Simmons Foods Inc  
SKOV A/S  
Smithway Inc  
Sofina Foods Inc.  
Solent Freight Services  
Solve Industrial Motion Group  
Soulshine Farms  
Southeastern Minerals Inc  
Southern Company  
Southern Hens, Inc.  
Southern Poultry Research Group, Inc.  
Southwest Agri-Plastics, Inc.  
Southwestern Sales Company  
Space Ray  
Specialty Industries, Inc.  
Squab Producers of California

SR Max Slip Resistant Shoes  
Star Labs  
Stenner Pump Company  
Stephen F. Austin State University  
Sterilex  
STOBER Drives, Inc.  
Stone Enterprises Inc.  
StoneX Financial Inc. – FCM Division  
Stonhard  
Summit Engineering & Construction  
Sun River Service Corp  
Sunbelt Rentals Inc  
SunCoast Bedding  
TARGAN Inc.  
Tecno Poultry Systems LLC  
Teknplex  
Telco Sensors  
Tetra Americana, LLC  
Texas A&M University  
The Dupps Company  
The Happy Egg Co.  
The Wenger Group  
The Whiting-Turner Contracting  
Company  
Thomas Pump & Machinery, Inc.  
TILLEY DISTRIBUTION, INC.  
Tip Top Poultry, Inc.  
Titan Injection Parts and Service, Inc.  
TOMIGUNN  
Townsend Environmental  
Consulting LLC  
TPI Polytechnics Inc.  
Trantham Services Inc.  
Trouw Nutrition  
Turkey Valley Farms  
Tyson Foods, Inc.  
U.S. Soybean Export Council (USSEC)  
Unison Energy, LLC  
United Animal Health  
University of California - Davis  
University of Delaware

University of Maryland  
Urner Barry  
USABlueBook  
Useful Farm Products  
VAL-CO  
VanAire, Inc.  
Vaxxinova  
VC999 Packaging Systems, Inc.  
VDG (Van der Graaf)  
Veit North America, Inc.  
Versova Holdings  
Vincit Group  
Virginia Poultry Growers Co-op Inc.  
Virginia Tech  
Walinga USA Inc  
Water Tech Inc  
Wayne-Sanderson Farms  
Weaver Brothers, Inc  
Weeden Environments Inc.  
WEM Automation  
West Liberty Foods LLC  
West Virginia University  
Whitbeck Laboratories, Inc  
Whitestone Transportation  
Whiting World Wide Inc  
Wildenberg Farms Inc  
Wilevco, LLC.  
Wincorp International Inc  
Wipes.com  
Wire Belt Company of America  
Woodruff & Howe Environmental  
Engineering, Inc.  
Younglove Construction, L.L.C.  
Ziggity Systems, Inc.  
Zinpro Corporation  
Zoetis  
ZwitterCo



*"As a USPOULTRY allied member, IPPE exhibitor and USPOULTRY board member, I have experienced and seen firsthand all that the Association offers to the poultry and egg industry," said Clay Adkins, national accounts director, International Paper, and USPOULTRY board member.*

# Pictures Throughout the Year





*"Being a member of the USPOULTRY board, and having been on its executive committee and a past chair, has been a rewarding lifetime experience for me. The people you work with for the common good of the poultry industry, the research that the Association helps fund, and the development of our young college students into future leaders creates an invaluable experience," said Paul Hill, chairman, West Liberty Foods, and past USPOULTRY chair and current USPOULTRY board member.*



# Pictures Throughout the Year





*"USPOULTRY has been and is a great help to the Texas Poultry Federation. Their education programs and excellent IT services have helped us improve our membership experiences with new web-based forms to help with a new website," said JC Essler, executive vice president, Texas Poultry Federation.*

## 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  
E: johnny@alabamapoultry.org

### **California Poultry Federation**

Bill Mattos  
E: bill\_mattos@yahoo.com

### **Delmarva Chicken Association**

Holly Porter  
E: porter@dpchicken.com

### **Georgia Poultry Federation**

Mike Giles  
E: mike@gapf.org

### **Indiana State Poultry Association**

Becky Joniskan  
E: IPSA@purdue.edu

### **Iowa Turkey Federation**

Gretta Irwin  
E: gretta@iowaturkey.org

### **Kansas Poultry Association**

R. Scott Beyer  
E: sbeyer@k-state.edu

### **Kentucky Poultry Federation**

Jamie Guffey  
E: jguffey@kypoultry.org

### **Louisiana Poultry Federation**

Dr. Ashley Keith  
E: akeith@latech.edu

### **Michigan Allied Poultry Industries**

Allison Brink  
E: allison@mipoultry.com

### **Minnesota Turkey Growers/Chicken & Egg Association of Minnesota**

Ashley Kohls  
E: akohls@minnesotaturkey.com

### **Mississippi Poultry Association, Inc.**

Mark Leggett  
E: leggett@mspoultry.org

### **Nebraska Poultry Industries**

Alyssa Brodersen  
E: alyssa@nepoultry.org

### **North Carolina Egg Association**

Lisa Prince  
E: egg lady@ncegg.org

### **North Carolina Poultry Federation**

Bob Ford  
E: rlford@ncpoultry.org

### **North Central Poultry Association**

Kevin Stiles  
E: kevins@ncentralpoultry.com

### **Ohio Poultry Association**

Jim Chakeres  
E: jchakeres@ohiopoultry.org

### **Pacific Egg and Poultry Association**

Debra Murdock  
E: debbie@agamsi.com

### **PennAg Industries Association**

Chloe Patrick  
E: cpatrick@pennag.com

### **South Carolina Poultry Federation**

E: admin@scpoultry.com

### **Tennessee Poultry Association**

Tracy Rafferty  
E: tracy@tnpoultry.org

### **Texas Poultry Federation**

JC Essler  
E: tpf@texaspoultry.org

### **The Poultry Federation**

Marvin Childers  
E: marvin@thepoultryfederation.com

### **Virginia Poultry Federation**

Hobey Bauhan  
E: hobey@vapoultry.com

### **West Virginia Poultry Association**

Darryl See  
E: wvpa@hardynet.com

### **Wisconsin Poultry & Egg Industries Association**

Ron Kean  
E: rpkean@wisc.edu

*“U.S. Poultry & Egg Association’s generous support is crucial to the Animal Agriculture Alliance, allowing us to create exclusive and beneficial resources and services to connect, engage and help protect the poultry and egg industries from the threats of animal rights extremist organizations. The longtime partnership – both through financial support and engagement of USPOULTRY staff on our board and committees – is fundamental to our success and to ensuring that we meet the needs of the industry,” remarked Hannah Thompson-Weeman, president & CEO, Animal Agriculture Alliance.*



## 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 (AEB)**

AEB funds and carries out programs that are designed to increase the market for eggs and egg products.

### **Animal Agriculture Alliance**

The Animal Agriculture Alliance brings together farmers, ranchers, veterinarians, animal feed companies, animal health companies, processors, allied associations and others involved in getting food from the farm to our forks.

### **International Egg Commission (IEC)**

The IEC represents the industry at a global level, with a varied work programme designed to support egg-related businesses to continue to develop and grow the egg industry.

### **International HACCP Alliance**

The International HACCP Alliance provides a uniform program to ensure 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 (NCC)**

NCC represents integrated chicken producer-processors, the companies that produce and process 95 percent of the chicken sold in the US. USPOULTRY provides funding to help support the Chicken Check In website and other NCC programs.

### **National Turkey Federation (NTF)**

NTF is the national advocate for all segments of the US turkey industry, providing services and conducting activities that increase demand for its members’ products.

### **Professional Animal Auditors Certification Organization (PAACO)**

PAACO’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 (UEP)**

UEP 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. Roundtable for Sustainable Poultry & Eggs and International Poultry Welfare Alliance (US-RSPE / IPWA)**

US-RSPE / IPWA is made up of diverse, multi-stakeholder organizations built to advance, support and communicate continuous improvement in sustainability and animal welfare for the value chain.

### **USA Poultry & Egg Export Council (USAPEEC)**

USAPEEC is a non-profit, industry-sponsored trade organization dedicated to increasing exports of U.S. poultry and egg food products in foreign markets.

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## 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 co-product renderers.





*"I have served on the USPOULTRY board for a number of years. There have been many disruptions in the poultry industry in that time, but no one could have predicted the ongoing avian influenza these last few years. However, USPOULTRY staff is up to the challenge by continuing to serve the industry through research, education, technical services and communication," said Niki Rutter, vice president of accounting and finance, Mountaire Corporation, and USPOULTRY board member.*

# Staff Directory

USPOULTRY is staffed with 24 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

Nath Morris, President

Valerie Chalker, Executive Assistant to President

Connie Yangnouvong, Director, Finance

Sharon Smith-Gibson, Accounting Specialist

Mike Boyd, Facility Manager

Judy Reyes, Research and Accounts Payable Administrative Assistant

## EXPO & COMMUNICATION PROGRAM

Gwen Venable, Executive Vice President - Expo & Communication Services

Anne Sculthorpe, Senior Exhibit Manager

Robin Hughes, Expo Support & Registration Coordinator

Lisette Reyes, Expo Services Manager

Kris Early, Director, Communications

Nadia James, Senior Graphic Designer

Benjamin Starkey, Technical Communications Manager

## EDUCATION

Barbara Jenkins, Vice President, Education and Student Programs, and Executive Director, USPOULTRY Foundation

Jerrica Russaw, Student Program Manager

## ENVIRONMENTAL PROGRAM

Paul Bredwell, Executive Vice President, Regulatory Programs

## HUMAN RESOURCES, SAFETY & HEALTH PROGRAM

Matt Spencer, Vice President, HR & Safety Programs

## INFORMATION TECHNOLOGY PROGRAM

Eric Wiles, Vice President, Information Technology

Brett Force, Senior Web Applications Developer

Des Butler, Web Developer

Prentiss Baker, Senior Affiliate Developer

## RESEARCH

Dr. Denise Heard, Vice President, Research

## FOOD SAFETY AND PRODUCTION

Rafael Rivera, Director, Food Safety & Production Programs



# 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.



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