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

Send Comments to: NEWS & VIEWS, U.S. Poultry & Egg Association, 1530 Coolidge Road, Tucker, GA 30084-7303 newsandviews@uspoultry.org
One Shoe Has Dropped...

For almost two decades our industry has had to live with the dichotomy of two federal mandates. The first mandate is intended to ensure all employees at a facility are legally permitted to work in the U.S. The second mandate concerns non-discrimination in hiring. Who could argue with either mandate? Certainly not our industry, with as diverse a workforce as one could find.

To ensure compliance with the first mandate, our industry has embraced E-Verify for more than a decade, a federally-run verification program to help ensure applicants are permitted to work in the U.S. For example, E-Verify will tell employers if a Social Security Number is valid. Unfortunately, it does not address identity theft, duplicate use of the same Social Security Numbers, or indeed, if the number is assigned to a deceased person. In other words, people who are not authorized to work in the U.S. can appear to a private company to be appropriately authorized.

Common sense would say that a company using E-Verify in a good-faith manner would be exempt and provided safe harbor from the types of raids conducted in Mississippi at several food processing companies this past August, including a few of our members. For how, and when and why, is private industry being held accountable for the federal government’s inability to alert E-Verify participants in cases when such use is, at best, inaccurate, and at worse, fraudulent?

People outside our industry might say: “You could work harder to ensure that documentation provided is authentic.” Again, when did it become the job of private industry to vouch for the verity of flawlessly forged documents? And by the way, if you dig too deep or too hard, the EEOC will be knocking at your door, wondering why you are discriminating against people from a particular area of the world or a particular skin tone, accent or creed, legally authorized to live and work here.

I have received my fair share of speeding tickets. But the simple truth is I have never received a ticket that I did not deserve. I understood the consequences and hold nothing but respect toward any police officer for doing their job of enforcing the rules and regulations under their jurisdiction. But, the “Never Never” land of US immigration/employment law is like getting a speeding ticket after all speedometers have been removed from all vehicles. And further no speed limit signs are posted, and the use of phone apps (e.g., Waze) that would give your speed are prohibited. Would my respect for the officer and rule of law persist? I dare say not. My belief that each ticket was justified would vanish, and respect for the rule of law would diminish. For it would only be the word of the officer, rather than any tool provided to me like a speedometer, that would stand between me and the assessing of a penalty.

Realizing I’m preaching to the choir, this system cannot persist—or at least cannot continue to persist, if we expect to have large employers providing opportunities for tens of thousands of people in this country – jobs that in addition to wages, provide medical insurance, vacation and sick leave, retirement programs, etc. The U.S. Attorney for the Southern District of Mississippi was thumping his chest about the “largest single state worksite enforcement action” in U.S. history following the ICE raids. I would change that to the “largest single state confirmation that the federal government has failed its job, so is now trying to pin the blame on private industry.”

Meanwhile, hundreds of dedicated human resource professionals throughout our industry, who have faithfully followed the requirements of the law, providing opportunities to thousands, regardless of race, creed, color or religion, arrive at work every day wondering if today is the day that the other large shoe of the federal government is going to drop on them…

John Starkey, P.E.
President
jstarkey@uspoultry.org
Attendee registration and general housing for the 2020 International Production & Processing Expo (IPPE) is now open. The IPPE trade show floor continues to grow with more than 545,500 square feet of exhibit space and 1,148 exhibitors.

Register online and receive the early price of $75 (USD) through Jan. 10, 2020. Beginning Jan. 11, the regular price to attend is $125.

IPPE strongly encourages you to register and to book your housing now using the official show housing provider, Experient, through the IPPE website, www.ippexpo.org. You must register to attend IPPE before you can make your hotel reservations through Experient. Hotels are booked on a first-come, first-served basis. Attendees will be able to modify their reservation up to 72 hours prior to arrival should travel plans change.

The IPPE website, www.ippexpo.org, offers easy navigation with access to important information including attendee and exhibitor registration, hotel availability and reservations and a schedule of 2020 educational seminars and activities offered during IPPE.

Through Jan. 10, the “Members to Atlanta” (M2A) program waives the registration fee for qualified attendees from member companies of all three associations - AFIA, NAMI and USPOULTRY - engaged in the production of poultry, eggs and meat for consumption, production of feed and for pet food manufacturers. The program is supported through the sponsorship of elite IPPE exhibitors, which include Aviagen, Ceva Animal Health, Cobb-Vantress, Diamond V, Elanco Animal Health, GEA, Georgia Poultry Equipment Co., Heat and Control, Huvepharma, Incubation Systems, Inc., Jamesway Incubator Co., Kemin Industries, Soybean Meal Information Center, WATT Global Media and Zoetis.

“We sincerely thank and appreciate these elite exhibiting companies for participating in the M2A program. The program continues to deliver results in increasing attendance and contributing to the success of IPPE,” said IPPE show management.

The week of Jan. 27 - 31, 2020 will feature 200-plus hours of dynamic education programs focused on current industry issues. The International Poultry Scientific Forum, the new and expanded Latin American Poultry Summit, Pet Food Conference and the Environmental Conference for the Meat & Poultry Industry will kick off the week’s education programs. The Animal Agriculture Sustainability Summit, Worker Safety Conference for the Meat & Poultry Industry, Poultry Market Intelligence Forum and the International Rendering Symposium education programs will also return for 2020. In addition, several TECHTalks programs will be offered on Tuesday, Wednesday and Thursday. The 2020 IPPE will also highlight several new educational programs including informative sessions on food safety, consumer trends and international trade.

2020 IPPE SHOW DATES/HOURS:
Tuesday, Jan. 28: 10 a.m. – 5 p.m.
Wednesday, Jan. 29: 9 a.m. – 5 p.m.
Thursday, Jan. 30: 9 a.m. – 3 p.m.

For more information and to register, visit www.ippexpo.org.
Latin American Poultry Summit
Registration Now Open

The 2020 Latin American Poultry Summit will exclusively feature leading industry experts who will address technical topics covering live production and processing issues of greatest priority to Latin American poultry and egg professionals. Sponsored by the International Poultry Expo – part of IPPE, WATT Global Media and the Latin American Poultry Association (ALA), the summit is a one-and-a-half-day program scheduled from 10 a.m. – 5 p.m. on Monday, Jan. 27, 2020, and 8 a.m. – 12 p.m. on Tuesday, Jan. 28. The early bird price to register is $250 through Jan. 10. Beginning Jan. 11, the regular price to attend is $350.

The Latin American Poultry Summit will feature a discussion panel with three of the main broiler and egg producers in Latin America, leading industry experts who will address technical topics covering live production, and processing issues directed to changing consumer trends.

The summit’s education sessions will cover broilers and layers, addressing topics such as welfare in poultry production, feed manufacturing nutrition, poultry processing, data management and health. Simultaneous translation in Spanish and English will be offered for attendees. Lunch and a reception will also be offered on Monday, along with special recognition for Latin American Poultry Hall of Fame inductees and international students and their advisors from Latin America.

Attendees of the Latin American Poultry Summit will have an opportunity to access the vast IPPE show floor (registration required), where they can interact and network with producers from around the world as well as see the latest technology for the animal food, meat and poultry industries. This year’s show floor will feature more than 550,000 square feet of exhibit space and 1,200-plus exhibitors.

For more information and to register, visit the Latin American Poultry Summit website at www.latinamericanpoultrysummit.org or the IPPE website at www.ippexpo.org.
It is time to renew your USPOULTRY membership. Your 2019 membership expires on Dec. 31, and you will not want to lose access to the benefits and resources of the world’s largest and most active poultry organization.

USPOULTRY has built a strong network of members, volunteers, industry partners and state affiliates, together with a staff with expertise in a variety of areas, that complement the Association’s mission and vision.

USPOULTRY has harnessed the power of that network to accomplish many things in 2019 on behalf of the industry and our members. Looking ahead to 2020, there is so much more that USPOULTRY is going to achieve to help your company and our industry in the areas of improved operations, food safety, sustainability, increased efficiency and profitability.

Let us remind you of your USPOULTRY membership benefits, which include the following.

- Free link to your website from USPOULTRY’s website, subject to approval
- 50 percent discount for company employees to attend USPOULTRY educational programs
- Access to structured technical training programs – some including certification – for a nominal fee or no fee
- Summaries of recently completed research projects
- Newsletters and mailings to keep you updated on what’s happening in areas such as food safety, research, the environment, occupational safety and health, and regulation
- Free access to technical expertise in production and processing, food safety, environmental management, human resources and worker safety
- Opportunity to participate on USPOULTRY advisory committees

Association members are entitled to a $2/square foot discount for exhibiting space at IPPE

Early access to Expo hotel blocks for producer and exhibiting members

Free access to IPPE pre-registration for producing members

Networking with peers

We hope that you will take this time to renew your membership and remain a part of a dynamic and effective organization dedicated to the improvement and advancement of the poultry and egg industry.

It couldn’t be easier. Complete the renewal form at www.uspoultry.org/membership. Don’t miss out. Act today!

If you have questions about your USPOULTRY membership, please contact Kris Carroll at kcarroll@uspoultry.org.

Kris Carroll
Marketing and Membership Manager
kcarroll@uspoultry.org
USPOULTRY Recognizes Pilgrim’s and Tyson Foods with Clean Water Awards

USPOULTRY has awarded the 2019 Clean Water Award to Pilgrim’s in Sanford, N.C., and Tyson Foods in Seguin, Texas. The award is presented annually to poultry facilities that go above and beyond in their commitment to sustainable wastewater treatment and water re-use. The winners were chosen by a committee of industry engineers, university personnel and industry media. Awards were presented during USPOULTRY’s Environmental Management Seminar in Destin, Florida.

Awards are presented in two categories, full treatment and pretreatment. The full treatment category encompasses plants that treat wastewater in accordance with National Pollutant Discharge Elimination System permits that allow the facility to discharge into a receiving stream or final land application system. The pretreatment category includes facilities that discharge pretreated effluent to a publicly-owned, full treatment facility for further treatment. To be eligible, a facility must have a minimum of two years of no significant non-compliances or notices of violations or any other type of enforcement action.

Pilgrim’s was selected in the full treatment category for their broiler processing plant in Sanford, N.C. The facility processes approximately 132,000 birds per day and generates an average wastewater flow of 1.2 million gallons per day. Unique to the Sanford facility is its system of incorporating a dissolved air flotation (DAF) unit to treat wastewater effluent from the anaerobic basin. This has resulted in a reduction in the amount biosolids entering the activated biological treatment system. Biosolids collected in the DAF are dewatered by a belt press and disposed of offsite. This system and a recently added anoxic tank have greatly increased Sanford’s efficiency in removing nitrogen from the wastewater. They have also identified a process that allows them to lessen the impact of peracetic acid on their wastewater treatment system. By placing a monitor directly outside the plant wall, they are able to test the water for peracetic acid and neutralize the substance immediately. In addition to their innovative processes, the facility emphasizes the importance of continual training for their personnel and management staff, as well as being involved in environmental efforts and wildlife management in the local community. The facility reclaims approximately 400,000 gallons of water per day, equating to 104,000,000 gallons per year.

Tyson Foods’ broiler processing facility in Seguin, Texas, was chosen as the winner in the pretreatment category. The facility processes approximately 250,000 birds per day and generates an average wastewater flow of 1.7 million gallons per day. In the last year, the Seguin plant has installed a polymer makeup system that maximizes the effectiveness of the polymers by delivering a precise dosage to the DAF systems. They have a re-use system in the plant that collects and filters water from their inside and outside bird washings, which is then re-used upstream in the eviscerating and picking areas. This allows the facility to re-use approximately 200,000 gallons of water per day, reducing their demand of potable water. The Seguin plant also utilizes various recycling programs to minimize waste sent to landfills.

Honorable mention with distinction awards were presented to Sanderson Farms in Waco, Texas, and Tyson Foods in Nashville, Arkansas, in the full treatment category. Tyson Foods in Robards, Kentucky, received an honorable mention with distinction award in the pretreatment category. “We received several outstanding applications for this year’s Clean Water Awards, and they should all be praised,” said John Prestage, Prestage Farms, and USPOULTRY chairman. “The quality of the applications received is indicative of our members’ commitment to wastewater treatment and the conservation of our earth’s natural resources. Congratulations to this year’s winners.”
USPOULTRY Develops On-Line Shell Egg Washing Training Module

With the help of the egg industry, USDA’s Agricultural Research Service and Agricultural Marketing Service, and academia, USPOULTRY is introducing a new shell egg washing training module. The Egg Washing Principles module discusses why eggs are washed, what the operational requirements are for effective washing and pathogen control, and what the best practices are to monitor compliance of your food safety plan. The module has an additional resource section with demonstrations on cleaning and sanitizing egg washers and supporting documentation for your food safety plan.

The egg washing module is a continuation of the egg refrigeration requirements module and can be used in conjunction with teaching employees about food safety requirements for egg packing plants. These training modules are dedicated to informing egg packing plant personnel about the requirements and basic practices necessary to comply with food safety systems.

USPOULTRY’s Learning Management System (LMS) is free to USPOULTRY members. The USPOULTRY LMS can be accessed by visiting the USPOULTRY website at www.uspoultry.org/training.

For more information and to register for this course, please contact Rafael Rivera at rrivera@uspoultry.org.

Rivera Presents on Food Safety Trends During Anitox Webinar

USPOULTRY’s Manager of Food Safety & Production Programs, Rafael Rivera, recently visited with Anitox Corporation where he presented on the topic of “Food Safety Trends in the Poultry and Egg Industry” during an Anitox webinar.

Rafael and Anitox employees had a very detailed discussion on using biosecurity to minimize food safety risk, antibiotic free production and it’s opportunities, the relationship between pre- and post-harvest food safety programs, Campylobacter control in the future, and other topics.

Anitox conducts the Dr. Bland Lecture series, honoring the company’s founder, and the webinars are intended to keep their employees up-to-date on the needs of their customers. Anitox is a USPOULTRY member and an IPPE exhibitor.
Research Results
Funded by USPOULTRY and the USPOULTRY FOUNDATION

USPOULTRY and the USPOULTRY Foundation announce the completion of three funded research projects. The projects are part of the Association’s extensive research program encompassing all phases of poultry and egg production and processing. Brief summaries of the completed projects are shown below. The complete reports, along with information on other Association research, may be obtained by going to USPOULTRY’s website, www.uspoultry.org.

Research Provides Enhanced Safety of Poultry Products

Project #704: Enhancing the Antimicrobial Efficacy of Organic Acid Blends to Kill Salmonella enterica and Campylobacter jejuni on Broiler Skin

(Debra Armita Jackson-Davis, Alabama Agricultural and Mechanical University, Normal, Alabama)

Dr. Armita Jackson-Davis and colleagues recently completed a research project in which they looked at ways to reduce contamination of chicken skin during processing. They found that adding Yucca extract to organic acids significantly reduced the levels of Salmonella and Campylobacter on chicken skin compared to organic acids alone when used as an immersion treatment. This may provide a safe and practical method to enhance food safety of poultry products.

The research was made possible in part by an endowing Foundation gift from Ingram Farms.

Researchers Use Laser for Broiler House Enrichment

Project #703: Validating Current Broiler Welfare Auditing Programs and Advancing Enrichment

(Dr. Elizabeth Bobeck, Iowa State University, Ames, Iowa)

Dr. Elizabeth Bobeck and colleagues recently completed a research project in which they examined the feasibility of using a novel laser device in a broiler house to stimulate enhanced bird activity. It was found that bird activity increased but also weight gain and feed conversion significantly improved when this laser enrichment device was used. The authors also make recommendations on improving the guidelines for broiler welfare audits.

The research was made possible in part by an endowing Foundation gift from Ozark Mountain Poultry.

Research Provides Insight on Colonization of Broilers by Salmonella

Project #BRU001: Determining the Dose, Time and Route of Challenge and the Eventual Sites of Colonization of Two Salmonella Serovars

(Dr. Kenneth S. Macklin and Dr. Sacit “Sarge” F. Bilgili, Auburn University, Auburn, Alabama)

Dr. Ken Macklin and Dr. Sarge Bilgili recently completed a research project where they studied the ability of Salmonella enteritidis (SE) and Salmonella heidelberg (SH) to colonize and persist in various tissues and organs of broilers inoculated by various routes and at different ages. They found that feeding broilers continuously with feed contaminated with a low level of either SE or SH resulted in every bird being contaminated. Additionally, they found that aerosol exposure was efficient in establishing colonization of SE and SH in broilers. Their results also showed that broilers could potentially become colonized by Salmonella at any time during their lives.

The research was made possible in part by an endowing Foundation gift from Cargill.
Poultry Industry Announces Alliance with OSHA

The poultry industry has long recognized the importance of establishing collaborative relationships to promote employee health and safety practices and to develop programs to enhance poultry workplaces. As such, the industry is pleased the U.S. Department of Labor’s Occupational Safety & Health Administration (OSHA) has agreed to an alliance to share information, guidance and access to training resources that will help further improve the significant gains made in poultry worker safety over the past 25 years. The shared goals for the alliance include raising awareness of health and safety practices and programs through outreach and communication in addition to training and education.

Loren Sweatt, Deputy Assistant Secretary of Labor for OSHA, Mike Brown, president of the National Chicken Council, Joel Brandenberger, president of the National Turkey Federation, and Matt Spencer, director of HR & safety programs for USPOULTRY, signed an alliance in Washington, D.C. recently, formalizing a relationship to work collaboratively to improve safety practices in the poultry industry. Specifically, the organizations will share available injury, illness and hazard exposure data to help identify areas of emphasis for training, outreach and communication activities.

The group of poultry industry representatives discussed the industry’s recent history of safety and health initiatives including the industry’s ergonomics, medical and training approach to reducing repetitive injuries, advancements in processing equipment technology, current on-going research and employee outreach activities. These combined activities have resulted in an 83% reduction in recordable injuries in poultry processing plants since 1994. With this newly formed alliance, it is the goal of the industry to continue to drive these rates down and help promote the overall health and safety of employees and team members.

USPOULTRY Statement on EPA Repeal of 2015 WOTUS Rule

On Sept. 12, the Environmental Protection Agency and U.S. Army Corps of Engineers announced the finalization of a rule to repeal the 2015 rule that expanded the definition of “waters of the United States” (WOTUS) under the Clean Water Act. John Starkey, president of USPOULTRY, released the following statement in response to the announcement.

“On behalf of our USPOULTRY members, we are pleased the EPA has honored its commitment to withdraw a regulation that was overly burdensome and clearly outside the jurisdictional authority prescribed to the agency by Congress. USPOULTRY was part of the coalition of organizations that brought legal action against EPA following the rule’s issuance, in what is commonly called the American Farm Bureau lawsuit. We are very pleased to see the matter settled in this manner, without the need for additional litigation. We look forward to continuing to work with EPA to finalize a regulation that protects surface water quality in a manner that does not infringe on the fundamental rights of law-abiding land owners.”
Highlighting the Positive

It seems as though there has never been a time that agriculture has not been under the spotlight for issues that pertain to the environment—especially the animal agriculture industry. In 2003, the Environmental Protection Agency (EPA) attempted to regulate all poultry and egg farms when they finalized a new Concentrated Animal Feeding Operation (CAFO) rule that required all CAFOs to apply for a permit under the National Pollutant Discharge Elimination System (NPDES). Animal agricultural groups successfully challenged the 2003 CAFO rule, pointing out that the Clean Water Act only requires a NPDES permit if a facility discharges a pollutant into a “Waters of the United States.”

In 2008, the EPA proposed another CAFO rule that required all CAFO’s that discharged or “proposed to discharge” to obtain a NPDES permit. While it would make sense to think the farmer would make the determination of whether or not he “proposed to discharge,” the rule was written in a way that virtually assigned the act of proposing to discharge to almost every poultry and egg farm in operation. EPA’s insistence of finalizing a CAFO rule that captured every operation across the country was in part the result of a report issued in 1990 by the EPA Inspector General that claimed 75% of the CAFOs in existence needed a NPDES permit. Who knows where these numbers came from, but I suspect ideology is part of the answer.

Almost 10 years ago, shortly after taking office, the Obama administration took control of the effort to address elevated levels of nitrogen, phosphorus and sediment in the Chesapeake Bay. An Executive Order issued by the president directed the EPA to lead the effort of establishing a Total Daily Maximum Load (TMDL) for the amount of nitrogen, phosphorus and sediment that could be discharged into each stream, river and creek that eventually discharged into the Chesapeake Bay. The goal of the TMDL is to achieve water quality standards that provide a healthy environment for fish, mussels and vegetation as well as a safe environment for humans to recreationally enjoy.

The narrative then and the narrative now is that the major contributor of all three constituents into the Chesapeake Bay is the agriculture industry. According to the Chesapeake Bay TMDL Tracking and Accounting System, also known as BayTAS, in 2019 agriculture was responsible for 39% of the nitrogen, 43% of the phosphorus and 47% of the sediment flowing into the Chesapeake Bay each year. Unsurprisingly, the poultry and egg industry’s footprint makes it the biggest target for placing blame.

These programs that are often overshadowed by the environmental pressure brought by groups that oppose the animal agriculture industry.

One of these programs is the “Family Farm Environmental Excellence Award.” As its name implies, this award recognizes family farms across the U.S. for their efforts to protect and enhance the environment. The award is open to any family farmer that produces poultry or eggs for an integrator or egg processor that is a member of USPOULTRY. Additionally, any independent producer or grower who is a member of USPOULTRY may self-nominate, and each affiliated state poultry association may submit two nominees.

Each year, awards are presented to farmers from various regions. In order to be considered, producers or their sponsoring company or state poultry association are required to submit an application that provides information about the farm, including the size and type of flock, whether the farm implements a NMP and if the NMP addresses phosphorus. The application also asks producers to provide information on how the litter is managed, by-products, the development of wildlife habitats on their farm, participation in their community, and if they provide community outreach that has the potential to educate the public on the poultry and egg industry.

This program allows our industry to highlight the extraordinary efforts that thousands of poultry and egg farmers demonstrate consistently and enthusiastically. I would like to challenge all the poultry companies and state associations to submit an application on behalf of a producer. Their hard work and dedication to the industry and the environment should be recognized. Applications for the 2020 Family Farm Environmental Excellence Award can be found on USPOULTRY’s website at the following address, http://www.uspoultry.org/environment/ffeea.cfm

Paul Bredwell, P.E.
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USPOULTRY Social Media Contest Winners Announced

Throughout the last month of the 2019 summer, USPOULTRY released a social media contest that encouraged high school and college students to submit a video detailing their involvement in the poultry industry. The prompt for the video project was simple: “What are you doing this summer to be involved in the poultry industry?”

The goal of the contest was to recognize the hard work and dedication of these students, and each video submission would offer a personal, unique perspective on how younger people find opportunities for involvement within the industry.

As promotion for the contest, as well as providing inspiration for submission content, the USPOULTRY communications department filmed and edited a video during the USPOULTRY Hatchery Breeder Clinic in Nashville, Tennessee. The video featured short clips of the speakers and attendees at the Clinic, in addition to a few scenes of sightseeing around downtown Nashville.

The completed video was released on the USPOULTRY YouTube channel and distributed on Facebook, Twitter and Instagram, encouraging USPOULTRY followers to create and submit similar videos for a chance to win.

We are pleased to announce that the first-place submission was created by Venus McMahan, a high school student from Caney, Kansas, who also chose to use a trip as the subject for her video. Venus filmed a trip to the Poultry Science Youth Conference in Fayetteville, Arkansas, which she attended along with a few of her friends.

The second-place submission was from Miranda Daily, a college student at the University of Central Arkansas who interned with the marketing department at OK Foods over the summer. Miranda used her submission to walk the viewer through a day in the life of an OK Foods intern, giving an inside look at the day-to-day corporate work of the industry.

Both contestants were congratulated on their creative submissions and sent prizes in return for their participation in the contest.

These responses to USPOULTRY’s summer contest provide a small glimpse into the priorities and daily lives of the next generation approaching the industry. This contest and others like it are part of USPOULTRY’s ongoing dedication to the education and recognition of young professionals and students who are passionate about the industry.

Abby Main
Communications Specialist
amain@uspoultry.org

Venus McMahan

Miranda Daily
Industry safety professionals recently gathered in Destin, Florida, to discuss best practices and challenges facing those involved in poultry production and processing. The National Safety Conference for the Poultry Industry, held Aug. 12-14, meets on an annual basis and is sponsored by USPOULTRY and the Agriculture Technology Research Program at the Georgia Tech Research Institute.

The conference included a discussion on “Safety Culture as a Value,” featuring Chad Randolph, corporate director of safety and health for Pilgrim’s, Rick Hellinga, senior director of health, safety and loss prevention for Simmons Foods, and Doug Sikes, safety director for Crider Foods. During the discussion, Sikes warned attendees against allowing temporary goals and objectives to take priority over safety.

“We’ve moved from defining safety as a priority to defining it as a core value. Depending on the pressures we’re under, we tend to slide our core values to the side in order to meet our desires and objectives,” Sikes explained. “If I have a supervisor that tells me I need to get 100 boxes out the door today, that puts me under pressure. Let’s say he comes back later when I have 50 boxes out the door and ramps up that pressure, telling me that I’m not going to meet the goal. He never actually said to me ‘don’t work safely,’ but the pressure builds a perception in my mind that what matters in that moment is getting those boxes out the door. That is what we have to be careful of. We need to make sure we are building a culture where safety remains a core value, regardless of changing goals and objectives.”

Speakers also shared best practices for specific issues facing production and processing facilities. Douglas Rohkohl, senior designer for VAA Engineering, and Karl Von Knobelsdorff, president and CEO of Knobelsdorff Electric, Inc., shared a presentation on feed mill design that focused on mitigating the potential dangers of fire explosions.

A discussion on hydrogen sulfide was presented by Matt Jackson, regional safety manager for Simmons Foods, who offered advice on best monitoring and reactionary practices. During his presentation, Jackson succinctly summarized the core message of the three-day conference, commenting, “By putting people first, we are providing people with the tools and information they need to do their job safely every time.”

A record 230 poultry facilities were recognized during the conference for their outstanding safety performance through the implementation of innovative and effective employee safety and health programs over the last year.
During the 2019 National Safety Conference for the Poultry Industry in Destin, Florida, a record 230 chicken and turkey facilities received safety awards by the Joint Industry Safety and Health Council. The companies were honored in recognition of their outstanding performance through the implementation of innovative and effective employee safety and health programs.

“We received the most applications ever for this year’s safety award program. It is impressive to see so many companies implementing new and innovative programs to promote safety in their facilities,” said Mick Berning, associate vice president of environmental, health and safety, Cargill, and chair of the Joint Industry Safety and Health Council.

The Joint Industry Safety and Health Council consists of members from USPOULTRY, the National Chicken Council and National Turkey Federation. Collectively, the three organizations represent companies that produce 95 percent of the nation’s poultry products and directly employ more than 350,000 workers.

Based on the latest data available from the Bureau of Labor Statistics, the slaughter and poultry processing OSHA total recordable illness and injury rate for 2017 was 3.8 cases per 100 full-time workers. The 2017 rate of 3.8 represents an outstanding 83 percent decrease from 1994.

Award consideration was based on injury statistics over three years and an evaluation of written applications by academia and other safety experts. One hundred and twenty-two facilities received the highest level of recognition, “Award of Distinction.” The other categories included “Award of Honor” and “Award of Merit.”
Industry Safety at All-Time Best

Record Number of Poultry Facilities Recognized for Outstanding Safety Performance (cont’d)

AWARD OF DISTINCTION
Allen Harim LLC
Seaford Hatchery

Butterball LLC
Alia Feed Mill
Green Forest Feed Mill
Turkey, NC Feed Mill
Goldboro, NC Hatchery #3
Holly Ridge, NC Hatchery #1
Carthage, NC Processing
Huntville, AL Processing
Ozark, AR Processing

Cargill
California, Missouri Feed Mill
California, Missouri Hatchery

Case Farms
Shelby, NC Feed Mill
Massillon, OH Feed Mill
Goldboro Hatchery
Dudley, NC, Goldboro Division Processing
Morganton, NC Processing

Cobb-Vantress, Inc.
Kinards, SC South Carolina Feed Mill
Cleveland, GA Hatchery
Blairsville Hatchery
Fayetteville Hatchery
Lafayette, TN Hatchery
Sweetwater Farm Hatchery
Wadesboro, NC Hatchery
Cherokee Farm Processing
Strawberry Hill Processing
Princess Anne Processing
SE Farms and Production
Kentucky Farms Processing
North Carolina Farms Processing
Dry Creek Processing

Cooper Farms
Oakwood, OH Hatchery

Crider Farms
Stillmore Cider Foods Processing

Farbest Foods, Inc.
Vincennes, IN Processing Plant
Huntingburg Plant Processing

Fieldale Farms
Direct Hatchery
Cornelia Plant Processing
Toccoa Protein Conversion Plant

Foster Farms
Choudrant, LA Hatchery
Athens Hatchery
Farrermore, LA Cooked Plant
Turlock, CA FTP 2 Processing
Demopolis, AL Corndog Plant
Fresno, CA Cherry Ave Processing
Kefso, WA Processing
Burrel Commodity Mill
Delta Feed Mill

Gerber’s Poultry, Inc.
Kidron, OH Processing

House of Raeford Farms
Arcadia, LA Processing
Rose Hill, NC Processing

Keystone Foods LLC
Franklin, KY Feed Mill (Albany Complex)
Camilla, GA Hatchery
Franklin, KY Hatchery (Albany Complex)

Koch Foods, Inc.
Hope Hull, AL Feed Mill
Montgomery, AL Processing
Pine Mountain Valley, GA Processing

Maple Leaf Farms, Inc.
San Joaquin Hatchery

Mountaire Farms, Inc.
Westover MD, Feed Mill
Princess Anne, MD Hatchery
Siler City, NC Montgomery Hatchery
Selbyville, DE Processing
Lumber Bridge, NC Processing
Millboro, DE Feed Mill
Millboro, DE Processing

Pepco Foods, Inc.
Fulton Street, Processing

Perdue Farms
Elkin, NC Feed Mill
Petaluma, CA Willowbrook Feed Mill
Vincennes, IN Hatchery #1
Accomac, VA Harvest
Perry, GA Harvest
Dillon, SC Harvest
Bridgeport, WA Further Processing
Lewiston, NC Harvest
Beaver Dam, KY Cromwell Harvest
Georgetown, DE Harvest
Monterey, TN Further Processing
Milford, DE Harvest
Rockingham, NC Harvest
Hurlow, GA Feed Mill
Westover, MD Hatchery #10
Salisbury, MD Hatchery #3

Pilgrim’s
Pittsburg, TX Feed Mill
Mayfield, KY Feed Mill
Las Piedras Feed Mill
Harrisonburg, VA Feed Mill
Nashville, AL Feed Mill
Athens, GA Feed Mill
Commerce, GA Feed Mill
Mayfield, KY Hatchery
Cohutta, GA Hatchery
Blaine, GA Hatchery
Athens, GA Hatchery
To Ricos Hatchery
Pittsburg, TX Hatcheries
Mt. Pleasant, TX West Processing

River Valley Ingredients
Ames, IL Feed Mill
Concordia, MO Feed Mill
Cumming, GA Feed Mill

Simmons Foods, Inc.
Siloam Springs, AR Further Processing

Tip Top Poultry, Inc.
Rockmart, GA Further Processing

Tyson Foods Inc.
Tesarhanka, IA Rendering
Forest, MS Rendering
Decherd, TN Hatchery (Shelbyville Complex)
Stillwell, OK Hatchery (Noel Complex)

Cuming, GA Further Processing
Berry Street Processing Plant
Hope, AR Processing
Nashville, AR Processing Plant

Valley Proteins Inc.
Wadesboro, NC Division
Gastonia, NC Rendering

Wayne Farms LLC
Ozark, AL South Alabama Feed Mill
Samson, AL Hatchery
Decatur, AL East Further Processing
Union Springs, AL Processing
Decatur, AL West Prepared Foods
Jack, AL Enterprise Complex

AWARD OF HONOR
Allen Harim LLC
Dagsboro Hatchery
Seaford Feed Mill

Cargill
BMG Feed Mill
Gentry Hatchery

Case Farms
Winesburg, OH

Cobb-Vantress, Inc.
Siloam Springs Hatchery
Timpson, TX Hatchery
Kentucky Hatchery

Foster Farms
Livingston Commodity Mill

George’s
Springdale Further Processing
Broadway Hatchery
South Main Hatchery
Springdale Processing
Stone Spring Hatchery

House of Raeford Farms
Monetta, SC Hatchery
West Columbia, SC Processing Facility
Lavonia, GA Hatchery

Jennie-O Turkey Stone, Inc.
Montevideo, MN Further Processing
Faribault, MN Turkey Processing

Keystone Foods LLC
Gadsden, AL Plant
Eufaula, AL Processing Plant

Pilgrim’s
DeQueen, AR Poultry Processing
Canton, GA Feed Mill
Winnsboro, SC Feed Mill
Concord, NC Hatchery

Wayne Farms LLC
Ozark, AL South Alabama Feed Mill
Samson, AL Hatchery
Decatur, AL East Further Processing
Union Springs, AL Processing
Decatur, AL West Prepared Foods
Jack, AL Enterprise Complex

Pilgrim’s
DeQueen, AR Poultry Processing
Canton, GA Feed Mill
Winnsboro, SC Feed Mill

River Valley Ingredients
Muscatine, IA Blend Mill
Stafford, KS Blend Mill
Cuthbert, GA Blend Mill
Gainesville, GA Blend Mill
Dawsonville, GA Blend Mill
Portsmouth, VA Blend Mill
Pickensville, AL Blend Mill

Tyson Foods, Inc.
Dexter, MO Processing
Gonzalez, TX Feed Mill (Seguin Complex)

Randall Road AR Processing Plant
Waldrton, AR Hatchery

Sanderson Farms, Inc.
Brazos Production Hatchery
Foods Division

Tyson Foods Inc.
Robards, KY Rendering
Scantron, AR Rendering
Harmony, NC Rendering
Magee, MS Hatchery
Clarksville, AR Further Processing

Cobb-Vantress, Inc.
Siloam Springs Hatchery
Timpson, TX Hatchery
Kentucky Hatchery

Foster Farms
Livingston Commodity Mill

Pilgrim’s
DeQueen, AR Poultry Processing
Canton, GA Feed Mill
Winnsboro, SC Feed Mill
Concord, NC Hatchery

Tyone Foods Inc.
Canton, GA Processing
Douglas, GA Processing
Mayfield, KY Processing
Sunner, SC Processing
Chattanooga, TN Feed Mill
Athens, GA Processing
Guntersville, AL Processing
Moorefield, WV Fresh Processing
Broadway, VA Processing
Chattanooga Debrone
Chattanooga Fresh Processing
Sanford, NC Processing Plant

River Valley Ingredients
Aliceville, AL Blend Mill

Sanderson Farms, Inc.
Brazos Production Hatchery
Foods Division

Tyson Foods Inc.
Robards, KY Rendering
Scantron, AR Rendering
Harmony, NC Rendering
Magee, MS Hatchery
Clarksville, AR Further Processing

Pilgrim’s
DeQueen, AR Poultry Processing
Canton, GA Feed Mill
Winnsboro, SC Feed Mill
Concord, NC Hatchery

Wayne Farms LLC
Ozark, AL South Alabama Feed Mill
Samson, AL Hatchery
Decatur, AL East Further Processing
Union Springs, AL Processing
Decatur, AL West Prepared Foods
Jack, AL Enterprise Complex

Pilgrim’s
DeQueen, AR Poultry Processing
Canton, GA Feed Mill
Winnsboro, SC Feed Mill

Valleymm Proteins, Inc.
Fayetteville, NC Division

Wayne Farms LLC
San Joaquin Hatchery

Pilgrim’s
Mount Pleasant, TX Pet Food
Gainesville, GA Processing Plant

Valleymm Proteins, Inc.
Fayetteville, NC Hatchery

Pecos Foods, Inc.
Feather Lane Further Processing
Professionals from the poultry industry recently gathered in Destin, Florida, for USPOULTRY’s 2019 Women’s Leadership Conference. The conference offered information to female professionals for career growth, in addition to discussing best practices for mental health and wellness. Industry leaders shared personal stories of their ladders to success, encouraging the women in attendance to learn from their experiences.

As part of his industry overview presentation, Bob “Pic” Billingsley, director of development and engineering for Sanderson Farms and USPOULTRY board member, commented on how drastically things have changed during his time in the poultry industry. “Because of the growth of the poultry industry over the past 35 years, the industry would not be where it is today without women. When I started my career nearly 35 years ago, almost every position in corporate offices of poultry companies were filled with men. Today, we have women on executive boards of poultry companies, women filling manager positions and women managing poultry complexes,” Billingsley said. “Do you think a woman will be the president or CEO of a poultry company in 35 years? Yes, it will happen.”

A collection of personal success stories in female leadership was shared in a presentation featuring Mandy Klopp, head of operations, Arcadia, Moorefield, & Natchitoches for Pilgrim’s; Pat Hawkins, Mississippi live hatchery manager for Tyson Foods; and Linda Anderson, plant director for Kellogg Company. The women shared their experiences about the ups and downs of their career trajectories and the unique challenges faced by women in the industry.

The correlation between mental health and effective leadership was the topic of several presentations during the two-day conference. Kendall McEachin, president of McPerri Group Enterprises, spoke on leadership from the inside out, focusing on self-awareness, emotional intelligence and clear communication that is crucial in good leaders.

With a shift in focus from personal development to physical health and nutrition, Zonya Foco, speaker, author and nutritionist of Zonya Health International Inc., devoted her topic to the importance of eating for mental wellness. Foco emphasized the critical role of nutrition in mental health and the dangers of ignoring its importance, commenting, “The brain is the most metabolically active organ in the body, and its nutritional needs are ten times higher than those of any other organ. It makes sense, then, that it’s the first organ to falter when nutrients are under supplied.”

(From left); Mandy Klopp, Pilgrim’s; Pat Hawkins, Tyson Foods; and Linda Anderson, Kellogg Company

Pic Billingsley, Sanderson Farms and USPOULTRY board member
Good animal welfare and strong biosecurity practices go hand in hand to ensure success in poultry production programs. At the 2019 Live Production, Welfare & Biosecurity Seminar, attendees heard presentations on a variety of topics to maintain best management practices for the welfare of their birds and strong biosecurity measures on their farms. The seminar is a collaboration of USPOULTRY, the National Chicken Council, National Turkey Federation and United Egg Producers.

Dr. Randall Singer, founder and project lead at Mindwalk Consulting Group, LLC, gave a presentation on “Antibiotics: An Overview of the Technical Results and the No Antibiotics Ever Survey.” The results show dramatic reductions of turkey and broiler chicken antimicrobial use over a five-year timeframe. “It’s a success story for the industry,” he explained.

Participants received practical tips for preparing for biosecurity audits from J.C. Essler of the Texas Poultry Federation. He explained that, in addition to human exposures, you need to plan for exposure to and contamination by wild birds, rodents, insects and other animals.

Dr. Darrin Karcher, poultry extension specialist at Purdue University, discussed “The Challenges of Transitioning to Cage-Free Laying Systems” during the layer breakout session. Karcher noted, “A lot of the decisions made today are not science-driven. They are emotionally-driven.” Producers, therefore, must balance business needs with perception when building their programs.

Attendees also heard two presentations on the basics of duck production. Haley Grimes, field operations manager at American Humane, gave an overview of audit perspectives for the duck industry. Different than in broiler or turkey audits, the auditor evaluation of water in a duck production facility includes ensuring there is unrestricted access to preening (bathing) water. The ducklings must be able to completely immerse their heads to preen.

Other program topics included updates on legal matters, Salmonella, antibiotics and a PAACO overview. Breakout sessions, divided into three groups – broiler, turkey/duck and layer, addressed Lighting Best Practices, Ventilation for Litter Management, Ducks 101 and The Effects and Control of External Parasites on Cage Free Systems.
Sponsored by USPOULTRY, the 2019 Environmental Management Seminar focused on recent political shifts and sustainability efforts affecting the industry. Professionals, consultants, university personnel and representatives of the production and processing industry addressed a wide variety of topics including wastewater treatment training programs, environmental opportunities in rendering, flow equalization, wastewater systems and regulatory updates.

Paul Bredwell, executive vice president of regulatory programs for USPOULTRY, provided a regulatory update on the recent repeal of the 2015 Rule which illegally expanded the definition of the “waters of the United States” (WOTUS) under the Environmental Protection Agency’s Clean Water Act. Bredwell thoroughly explained the timeline from the creation of the 2015 Rule to its recent repeal, noting that the original rule was politically driven rather than scientifically based.

“The Rule to repeal the 2015 regulation has been finalized. In this repeal, we find an administrator who agrees with our industry and numerous other stakeholders that EPA’s definition of ‘waters of the United States’ should be reasonable and legally defensible,” commented Bredwell.

Greg Blount, partner with Troutman Sanders LLP, continued with the regulatory update with his presentation on the “Clean Water Act and Emerging Contaminants.” He provided an overview of recent and potential developments, reviewed WOTUS relative to hydrologically connected groundwater and effluent limitations guidelines and concluded with a discussion on production and supply risks related to emerging contaminants.

Steve Patrick, managing director of environmental services with Tyson Foods, offered an inside look at how Tyson has approached the challenge of creating a reputation as a good neighbor as the company grows and expands into local communities. Patrick stressed the need for communication and a willingness to work through complaints and issues, rather than going on the offensive. “We never use terms that will aggravate the situation – ‘we were here first,’ ‘right to farm,’ etc.,” explained Patrick. “We are trying to resolve issues and continue to build a positive, collaborative relationship. That’s what our goal is.”

USPOULTRY’s annual Clean Water Award winners were also announced at the conference. The award program recognizes poultry facilities that are excelling in their efforts to treat wastewater and reduce potable water demand by reusing treated wastewater where possible. Awards are given in two categories, pretreatment and full treatment. This year, Pilgrim’s in Sanford, N.C., was named the winner in the full treatment category, and Tyson Foods in Seguin, Texas, won the award in the pretreatment category. Honorable mention with distinction awards were presented to Sanderson Farms in Waco, Texas, and Tyson Foods in Nashville, Arkansas, in the full treatment category. Tyson Foods in Robards, Kentucky, received an honorable mention with distinction award in the pretreatment category.
USPOULTRY and the USPOULTRY Foundation continue to recognize the necessary support of educating future leaders and introducing them to the poultry and egg industry. The Foundation has been providing student recruitment grants to poultry science schools since its inception in 1994. In 2004, the Industry Education Recruitment Funding program began providing grants to two-year and four-year colleges and universities that do not have a poultry science department or degree but do connect their students to the poultry industry.

USPOULTRY and the Foundation understand the need to recruit other disciplines such as ag business, engineering and accounting, into our industry. In recent funding (September 2019), those recruitment dollars totaled $200,000 to six poultry science schools (University of Arkansas, Auburn University, University of Georgia, Mississippi State University, North Carolina State University and Texas A&M University). Grants totaling $183,577 were awarded to the following non-poultry science schools:

- Abraham Baldwin Agricultural College, GA
- Alcorn State University, MS
- California Polytechnic State University, CA
- California State University – Fresno, CA
- Clemson University, SC
- University of Delaware
- Eastern Oklahoma State College
- University of Florida
- Iowa State University
- Jones Junior College, MS
- Kansas State University
- Louisiana State University
- McNeese State University, LA
- Middle Tennessee State University
- Modesto Junior College, CA
- Murray State University, KY
- North Carolina A&T State University
- University of North Georgia
- Penn State University
- Purdue University, IN
- Sam Houston State University, TX
- Southern Arkansas University, AR
- Stephen F Austin State University, TX
- University of Tennessee
- University of Tennessee – Martin
- Tennessee Technological University

The USPOULTRY Foundation’s mission is to support the recruitment and training of the brightest students, seek and fund scientific research, foster student scientists and promote careers in the poultry and egg industry.

Barbara Jenkins
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Collaborating to Serve the Industry: USPOULTRY’s State Association Meeting

USPOULTRY recently held its 12th affiliated state poultry association executives meeting in Atlanta. The meeting’s focus centered on current issues affecting the industry to formulate solutions and plan for the future. USPOULTRY’s emphasis in collaborating with the affiliated state organizations is intended to exchange information in a face-to-face atmosphere while fostering partnerships.

The comprehensive agenda included the following topics: Chairman’s Perspective of Association Management...What A CEO Expects from Its State Associations; State Education and Recruiting Outreach (SEARO) Program Review; Antibiotics Update; Available Resources for State Poultry Associations; Economic Impact Study Review; Results of Best Practices for Fundraising/Political Giving; Good Neighbor Best Practices; Ventilation Shutdown Training; and The Race for Relevance...A CEO Strategy Series. Representatives from several state associations provided brief updates on current industry issues affecting their states, and guest speakers rounded out the program.

“It is important to continue collaborating and working together with sister associations so that we can all effectively and efficiently serve our member companies. By eliminating the duplication of efforts, sharing programs and information, and learning from each other, we can continue to better serve our industry,” remarked John Starkey, USPOULTRY president.

In addition to USPOULTRY, the following organizations and associations were represented at the meeting: Alabama Poultry & Egg Association; Delmarva Poultry Industry, Inc.; Indiana State Poultry Association; Iowa Poultry Association; Iowa Turkey Federation; Kentucky Poultry Federation; Louisiana Poultry Federation; Michigan Allied Poultry Industries, Inc.; Mississippi Poultry Association, Inc.; Nebraska Poultry Industries; North Carolina Egg Association; Ohio Poultry Association; Pacific Egg and Poultry Association; Poultry & Egg Sustainability and Welfare Foundation; South Carolina Poultry Federation; Tennessee Poultry Association; Texas Poultry Federation; The Poultry Federation (AR, KS, OK, MO); Virginia Poultry Federation