

NEWS & VIEWS

USPOULTRY
U.S. POULTRY & EGG ASSOCIATION

September/October 2020



**No IPPE 2021 In-Person Event;
Exhibitor Engagement and
Education Opportunities to Be
Offered Jan. 25 - 29**

**USPOULTRY Recognizes Tyson
Foods with Clean Water
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**215 Poultry Facilities
Recognized for Exceptional
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NEWS & VIEWS

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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**
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Missing You Already

For 72 consecutive years, our organization has had the privilege of hosting - pick your preferred name - the Poultry Show, the Chicken Pluckers Convention, Southeastern, International Poultry Exposition, IPE and, since 2012, the IPPE in Atlanta, Georgia. A string of annual in-person events, dating back to a few tabletop displays in the lobby of the Hotel Ansley, Jan. 15-17, 1949, was, as we now know, snapped at the end of the last IPPE that concluded in a most successful fashion, Jan. 30, 2020.

The culprit is, of course, COVID-19; and, obviously, in the big scheme of things, the disruption of IPPE 2021 is a minor impact. But to us at USPOULTRY, who plan and prepare and look forward to hosting the world's poultry industry each year, it stings. Similarly, we've had many industry people - attendees and exhibitors alike - express frustration at not being able to meet face-to-face this January.

And, in the Atlanta hospitality community, of which we've been proud members as it has "grown up" over the last seven-plus decades, the loss of IPPE 2021 is keenly and sharply felt. Our hotel block, the Georgia World Congress Center and many other partners hoped IPPE would provide a way to staunch the loss of thousands of jobs across the hospitality community over the last several months. Alas, the hopes were in vain.

We will conduct an online product showcase market during IPPE week, Jan. 25-29, 2021, as well as several virtual education programs. We will also virtually host our College Student Career Program, so our member companies will be able to interview the upcoming talent for our industry.

But it's hard to sugarcoat this: it hurts. We are already looking forward to Feb. 1, 2021, when we can start planning for the next "real" IPPE, Jan. 25-27, 2022.

John Starkey, PE
President
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John Starkey, PE
President
USPOULTRY



No IPPE 2021 In-Person Event; Exhibitor Engagement and Education Opportunities to Be Offered Jan. 25 - 29



The health and safety of all IPPE participants is paramount. After thoughtful and thorough consideration, show management for the International Production & Processing Expo (IPPE) has made the difficult decision to not hold the in-person component of IPPE 2021 in Atlanta, scheduled for Jan. 26-28. The decision was based on numerous factors, including extensive surveys, direct feedback from our industries and other stakeholders, as well as the expected decrease in participation due to the challenges presented by the COVID-19 pandemic.

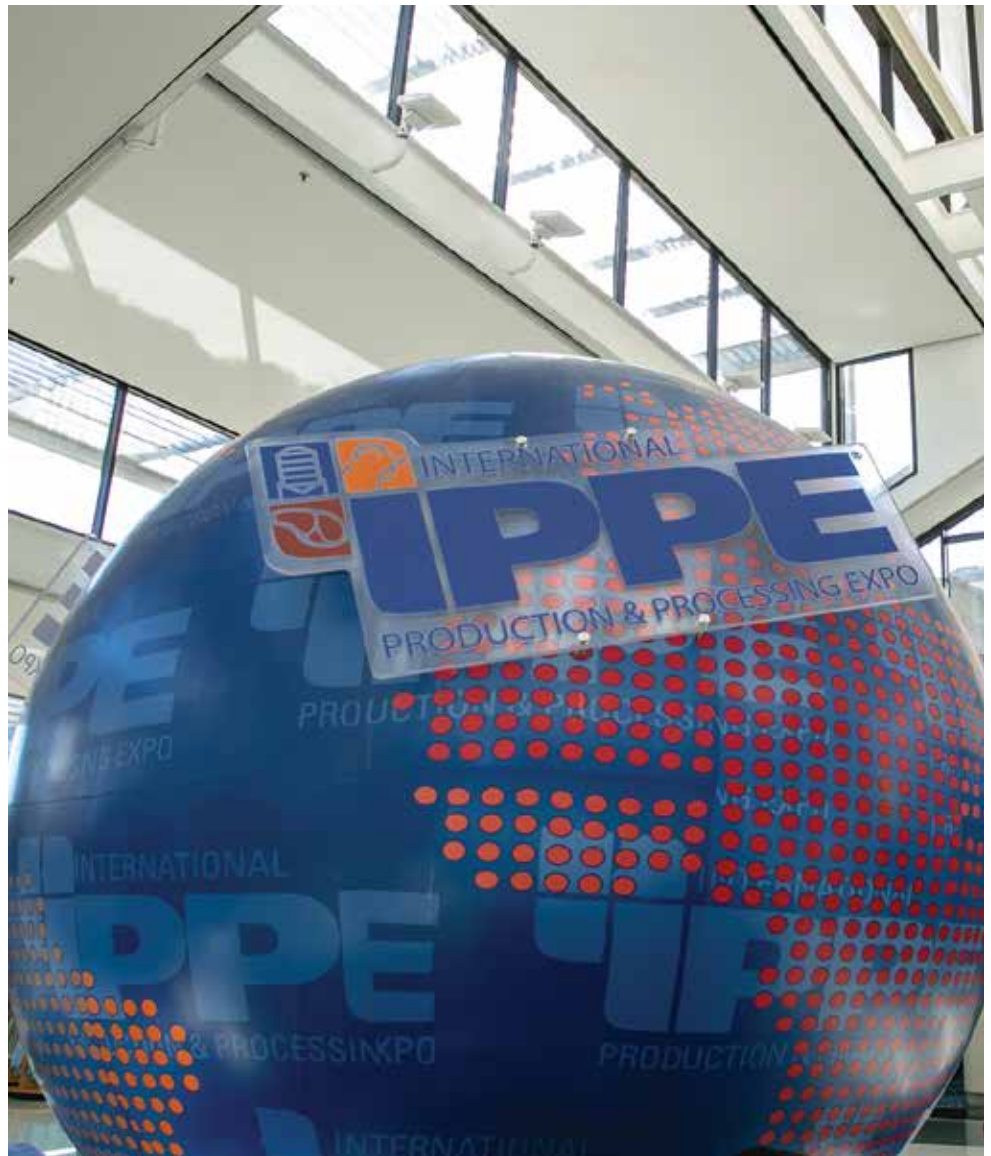
“For many decades, our industries have engaged in an in-person event to serve and connect leaders in networking, learning opportunities and experiencing new technology. However, we concluded that due to the challenges of the pandemic and safety concerns, we could not offer the type of experience the industries have come to expect by bringing key decision-makers from across the globe to Atlanta,” said IPPE show management.

To ensure the essential industries remain connected, IPPE show management will offer exhibitor marketplace engagement and a slate of educational programs for attendees and exhibitors during the week the event is scheduled and beyond. Further details regarding the education programs and engagement opportunities are forthcoming.

“We are replicating the elements that can deliver the most value in a digital environment. While we know we cannot simply transfer the live, in-person experience of IPPE to an online offering, we will provide buyer engagement

through an exhibitor marketplace showcase with direct communication options with industry suppliers in addition to online educational opportunities,” stated IPPE show management. “Even though we cannot offer an in-person event in 2021, we look forward to the global poultry, egg, meat and animal

food industries returning to Atlanta for what is expected to be a much anticipated IPPE, scheduled Jan. 25-27, 2022.”



Dr. Glisson Receives AAAP Life Member Award



Dr. John Glisson

Dr. John Glisson, retired vice president of research for the U.S. Poultry & Egg Association (USPOULTRY), recently received the American Association of Avian Pathologists (AAAP) Life Member Award in recognition for his outstanding record of service to the poultry industry. The award was presented as part of AAAP's annual awards presentation during the 2020 AAAP Virtual Annual Meeting.

USPOULTRY President John Starkey remarked, "We join in congratulating Dr. Glisson on receiving this special recognition from AAAP. Throughout his career, including when he was with us here at USPOULTRY, John has been

a leader in scientific research, mentoring students and progressively guiding the science of poultry production forward. Well done, Dr. Glisson!"

Dr. Glisson earned his veterinary degree in 1980 and his doctorate in 1985 from the University of Georgia. He has been recognized throughout his career with many awards including AAAP's Reed Rumsey Award (1983), Charles Dobbins Award for Excellence in Service (1999), the Inventor's Award by the University of Georgia (1999) and was inducted into the AAAP Hall of Honor in 2017. Dr. Glisson retired from USPOULTRY in 2019.

IPWA Announces New Leadership, Approval of Strategic Plan



The International Poultry Welfare Alliance (IPWA) held its 2020 Virtual General Assembly, where new leadership for the organization was announced and members approved the 2020-2023 IPWA Strategic Plan. Leading the organization as chairperson for 2021 will be Andrew Gomer of Nova-

Tech Engineering. He replaces Kate Barger-Weathers of Cobb-Vantress who was integral in the formation and development of the organization. Barger-Weathers will be moving into the immediate past chair role for the organization.

Officers elected include Ken Opengart of Tyson Foods, who will serve as vice chairperson. Angela Baysinger of Merck was elected as secretary, and Bernie Beckman of Hy-Line North America was elected to director-at-large. New representatives on the board of directors include Ken Martin of Fieldale Farms as the Live Production – Broilers representative; Mohamed Mousa of Herbruck's Poultry Ranch as the Live Production – Eggs representative; Aaron Stephan of Once as the Supplier – Equipment representative; and Jon Hixson of Yum! Brands as the Foodservice representative. Committee chairs were also announced, which include Richard Griffiths of the British Poultry Council as chair of the Communications Committee; Janet Helms of Ikea as the chair of the Membership

Growth and Engagement Committee; Darrell Stoner of Elanco as the chair of the Poultry Health and Welfare Committee; and Nick Wolfenden of Cargill as chair of the Education Committee.

Members approved the 2020-2023 strategic plan that outlines the goals and initiatives for the Alliance over the next three years. IPWA seeks to provide a balanced and progressive approach to poultry welfare that is focused on improving trust, knowledge, awareness and communication throughout the poultry supply and value chain. The three primary strategic objectives for achieving this include ensuring organizational growth and success, building and enhancing communication, and promoting a science-based, progressive approach to poultry welfare.

For more information about the strategic plan, please visit www.poultrywelfare.org or contact Ryan Bennett, IPWA executive director, at rbennett@poultryegg.org.

Membership Renewal Is Here!

It is time to renew your USPOULTRY membership. Your 2020 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.

Even with the pandemic, USPOULTRY has accomplished many things in 2020 on behalf of the industry and our members. Looking ahead to 2021, there is so much more that USPOULTRY is planning 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 producer 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
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2021
MEMBERSHIP
RENEWAL

USPOULTRY
U.S. POULTRY & EGG ASSOCIATION



MEMBERSHIP
EXPIRES DEC. 31.
RENEW TODAY!

Animal Rights Activists Gather Virtually to Discuss Continued Targeting of Animal Ag

The ongoing COVID-19 pandemic and its far-reaching implications have had a remarkable impact on the world, including the food system. The food chain, from farmers to processors to restaurant/retail outlets, has shown its adaptability and resilience in the face of an ever-changing environment over the past few months. Unfortunately, on top of all of the other challenges facing us the pandemic has seemed to add fuel to the fire of animal rights activism. We've seen an uptick in activism this year, with groups attempting to tie the pandemic to animal agriculture, turning to online methods of harassing farms and companies and defying restrictions on gatherings to still protest in-person, including at the private homes of company executives.

This continued focus on animal rights activism, despite current circumstances, was on display at the Farmed Animal Conference E-Summit, held virtually Aug. 3 – 9. The event was organized and hosted by California-based animal sanctuary Animal Place, which also advocates for a “vegan, cruelty-free lifestyle.” Animal Place announced its virtual conference after the cancellation of the Animal Rights 2020 Virtual National Conference, originally set to be held July 17 – 19, in place of the in-person Animal Rights National Conference initially planned for those same dates in Portland, Oregon. The Animal Agriculture Alliance issued a report from the conference in order to provide everyone in animal agriculture an idea of what is happening within the minds and movement of animal rights extremism.

Poultry was up for discussion at the conference, with several speakers referencing the broiler and egg industries as inherently cruel. Marc Bekoff, professor emeritus of ecology and evolutionary biology at the University of Colorado, Boulder, encouraged activists to compare livestock and poultry (specifically chickens) to dogs and cats, saying that chickens “live emotional lives” and feel empathy. Louie Psihoyos, activist filmmaker, attempted to tie animal agriculture to pandemics, saying “they know that what’s going on, where they’re killing millions of chickens and millions of pigs to try

to tamp down these coming pandemics.” In a session about ethics, author and bioethics professor Peter Singer (known as one of the founders of the current animal rights movement) stated he believes the broiler industry uses genetics to “physically cripple” birds and make them eat themselves to death.

In addition to the poultry community, agriculture-based youth organizations were also attacked as part of the conference. “So many children are devastated by the whole 4-H, FFA program that is clearly meant to desensitize them to farmed animals,” said Kim Sturla, co-founder and executive director of Animal Place. Jane Velez-Mitchell, founder of activist media outlet Jane Unchained, added, “Some might describe it even as ‘soul’ murder.” They discussed programs within the animal rights movement that encourage these members to give their animals to sanctuaries with the agreement that they do not participate in 4-H or FFA again.

In addition to attacking the budding generation of agriculturalists, activists also targeted farmers. Velez-Mitchell referred to farmers as “warehouse workers” trapped in indentured servitude to animal agriculture. “We know a lot of these so-called ‘farmers,’ and the reason I put that in quotes is that they’re not the small farmers running their farms as you would imagine from TV shows or movies,” she added.

Ultimately, speakers at the conference pushed a vegan diet as the way to solve all of the issues supposedly caused by animal agriculture, such as pandemics, climate change and human health challenges. Neal Barnard, M.D., medical advisor to PETA and president of the Physicians Committee for Responsible Medicine (PCRM), an activist group with a small percentage of physicians within its membership, said, “It’s been pretty clear that a plant-based diet was the right way to go for health, for the animals, for the environment for many years.” He also claimed that a plant-based diet can reverse diseases like diabetes and cancer. Dawn Moncrief, founder and president

of A Well-Fed World, said “A plant-based world would definitely make food security much more possible.”

While all of these statements are frustrating to read, they are a valuable reminder of what we in animal agriculture are up against and why we must continue to engage with key audiences and share accurate, science-based information about modern poultry production. If our voices are not heard, negativity like the quotes from this conference will be all that reaches our consumers.

Please join the Alliance and other organizations in helping to debunk myths and combat misinformation on social media and within our communities. For more information and resources, visit www.animalagalliance.org.



About Animal Agriculture Alliance

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

USPOULTRY Recognizes Tyson Foods with Clean Water Awards



USPOULTRY awarded the 2020 Clean Water Award to Tyson Foods in New Holland, Pennsylvania, and Tyson Foods in Robards, Kentucky. The award is presented annually to poultry facilities that go above and beyond in their commitment to sustainable wastewater treatment and water reuse. The winners were chosen by a committee of industry engineers, university personnel and industry media. An announcement of the recognition of the Clean Water Award recipients was made during USPOULTRY's virtual Environmental Management Seminar.

Award recipients were recognized 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 allows the facilities 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.

Tyson Foods was selected the winner in the full treatment category for their broiler and further processing complex in New Holland, Pennsylvania. The complex generates an average wastewater flow of 0.698 million gallons per day and processes 620,000 birds and 2.5 million pounds of cooked product per week. Unique to the facility, the New Holland complex partnered with EDL Energy to expand its infrastructure and increase the use of landfill gas as a fuel source in place of natural gas. This has helped to reduce the facility's carbon footprint. Refuse generated at the complex is recycled at the Lancaster Waste-to-Energy facility, where in

2019, it generated approximately 1,591,632 kilowatt hours of renewable energy. Processing the waste in this manner, instead of placing it into a landfill to decompose, offsets atmospheric carbon emissions by approximately 2,600 tons.

The New Holland management team knows that reductions in water usage require intentional planning, monitoring and communication across functional areas, and they regularly review water saving opportunities. Since a baseline was established in 2015, water usage has been reduced at the New Holland complex by 47.5 million gallons per year, or nearly 16%, from the established baseline. As a means to support their workforce and community, the facility emphasizes the importance of continual training for their personnel and management staff and contributes to supporting environmental protection efforts and wildlife management projects in the local community.

Tyson Foods was also selected as the winner in the pre-treatment category for their poultry processing and rendering facility in Robards, Kentucky. The facility processes approximately 250,000 birds per day and treats, on average, 2.2 million gallons of wastewater per day. The facility utilizes two dissolved air flotation (DAF) units, one with an auger incorporated in the bottom to remove sand and/or grit introduced into the system. This auger assists in removing the sand and grit out of the system by transporting through a sediment removal system known as the sand bar – an elongated, sloped containment basin. Sand and grit capture and removal helps preserve system components, like pumps and piping, and in turn extends the life of these critical pieces of equipment. Time and money are also saved by reducing the need to replace damaged equipment. The facility has incorporated water saving initiatives, including a water re-use system that collects, filters and recirculates water

for non-food contact uses. This recirculation water is used to offset fresh-water demand by eliminating an avenue for unneeded potable water consumption. Other water saving initiatives include the installation of water-efficient faucets, eliminating the continuous overflow of chiller water and reducing chiller make-up water. Tyson Robards' commitment to environmental stewardship is further demonstrated through the operation of a rendering plant that recycles chicken byproducts, not consumed by humans, into wholesome pet food products. Other examples of the facility's environmental stewardship include transitioning to energy-efficient lighting and partnering with numerous vendors to recycle and reuse items such as cardboard, various types of plastic, scrap metal, wooden pallets, used oil, etc. The facility is also actively involved in their community through numerous outreach programs.

Simmons Foods in Southwest City, Missouri, was recognized with an honorable mention with distinction award in the full treatment category. Tyson Foods in Berryville, Arkansas, was recognized with an honorable mention with distinction award in the pretreatment category.

"We received many great applications for this year's Clean Water Awards, and they should all be applauded," said Greg Hinton, Rose Acre Farms, and USPOULTRY chairman. "The quality of the applications received is representative of our members' steadfast commitment to wastewater treatment and the conservation of our earth's natural resources. Congratulations to this year's winners."

Research Results

Funded by USPOULTRY and the USPOULTRY FOUNDATION

USPOULTRY and the USPOULTRY Foundation announce the completion of two funded research projects. The projects are part of the Association's extensive research program encompassing all phases of poultry and egg production and processing. A summary of the completed projects can be found on the following two pages. Information on other Association research may be obtained by going to USPOULTRY's website, www.uspoultry.org.



Researchers Characterize Selected Variant Avian Reovirus Strains

Project #F079: Molecular Typing of Current Reovirus Variant Strains

(Dr. Rodrigo A. Gallardo, University of California, Davis)

Avian Reoviruses (ARV) are distributed worldwide in chickens, turkeys and other bird species and are ubiquitous in poultry farms. The detection of reoviruses in cases where pathology is present does not confirm the disease etiology. Confirmation requires rigorous diagnosis and sometimes challenge studies. The inherent variability of the ARV genome makes them mutate and recombine at high rates. Since 2011, the poultry industry has been facing consequences of the emergence of ARV variants. The variants of ARV have been linked to a rise in clinical cases of tenosynovitis in poultry in the United States. Hundreds of clinically relevant avian reoviruses (ARV) associated with a history of leg problems, poor performance and lack of

uniformity have been isolated from broiler chickens and their breeders.

To date, the detection of ARV has been performed by focusing on sequencing a specific ARV gene and serotyping. While sequencing of that gene helps understand the epidemiology of ARV variants, it does not provide antigenic and pathological insights. In addition, an increased number of viruses cannot be typed by serological methods because of their variability. A new, fast and more reliable characterization method of ARV is needed to perform more accurate detection and aid in vaccination and disease control in the field. If successful, this tool can reduce the gap between the molecular and clinical understanding of the virus and provide a tool for veterinarians to expand their knowledge.

The objectives of this study were three-fold: (1) characterize isolates of variant reoviruses associated with pathology, (2) select the most relevant viruses for a full molecular characterization using Next Generation Sequencing (NGS), and (3) perform controlled challenge studies in order to pathologically and antigenically characterize selected reoviruses.

Completion of objective 1 provided a better understanding of the diversity of reoviruses and their epidemiology. Findings indicated that ARV are moving targets and that a good virus choice for autogenous vaccine production is crucial.

For objective 2, 53 different ARV isolates were selected, and their full genome sequenced. The sequences made it clear that some virus isolates were a mix of different reoviruses, and some were contaminated with other viruses. Thus, a different strategy is needed to characterize the viruses immunologically and pathogenically. The sequences were used to

study the genome of reovirus variants and compare them with classical strains.

The pathobiology of five ARV variants were studied in objective 3, focusing on viral replication in different tissues (heart, tendons, bursa of Fabricius and intestines), horizontal transmission and immunosuppression. The virus was prone to replicate and cause gross and microscopic lesions in tendons and heart. Depending on the variant, the virus could locate more in intestines, heart or tendons. Moreover, different degrees of horizontal transmission presented from absent to highly effective, while it was previously assumed transmission was only horizontal. Finally, it was confirmed that variant strains induce lymphoid depletion in bursa and thymus during the first week of infection. The lymphoid depletion suggested immunosuppression and was caused not only by the variant strains but also by the vaccine strain.

The results of this research project provide valuable knowledge needed to better strategize diagnostics and surveillance for avian reoviruses affecting the broiler industry. These new diagnostic and surveillance methods are currently being implemented. This information may allow one to streamline the selection of ARV variants for the formulation of inactivated autogenous vaccines. Further, this knowledge will possibly provide insights and basic information for new intervention strategies such as the design of new live or recombinant vaccines stimulating all the immune compartments in the chickens and able to protect against reovirus variants.

The research was made possible in part by endowing Foundation gifts from Jerry and Cherie Moye and Todd and Shelley Simmons.

Research Results (cont'd)

Funded by USPOULTRY and the USPOULTRY FOUNDATION



Researchers Explore Nutritional Strategies to Reduce the Incidence and Severity of Wooden Breast

Project #710: Early Post-Hatch Nutritional Strategies to Reduce the Incidence and Severity of Wooden Breast and Inflammatory Myopathies

(Dr. Sandra Velleman, The Ohio State University, Wooster, Ohio)

Wooden breast costs the United States poultry industry more than \$200 million each year due to reduced processing yields and product loss. The cause of wooden breast remains unknown, and there are few effective management strategies to reduce the myopathy without sacrificing breast yield. The objective of the proposed research was to increase dietary omega-3 fatty acids and antioxidants to reduce the incidence and severity of wooden breast. Since wooden breast muscle is under extreme oxidative stress and inflamed, diets were used to reduce oxidative stress and inflammation after hatch to decrease the incidence and severity of wooden breast. Omega-3 fatty

acids and the antioxidant, vitamin E, reduce inflammation and oxidative stress in many tissues and improve gut health and nutrient absorption. The research conducted explored how these dietary components affect the breast muscle and intestinal health when administered immediately after hatch. The first week after hatch is a very critical time point for the development of muscle.

Three objectives were undertaken in the study: (1) investigate the anti-inflammatory properties of omega-3 fatty acids to reduce breast muscle inflammation, improve muscle structure and reduce the incidence of wooden breast; (2) determine if increasing dietary vitamin E reduces oxidative stress and wooden breast; and (3) study how supplementing with both omega-3 fatty acids and vitamin E affects the onset of wooden breast.

For objectives 1 and 2, supplementation of vitamin E, omega-3 fatty acids or a combination of both was performed during the starter phase or grower phase. Growth performance, meat yield, meat quality and wooden breast scores were obtained. There was not a significant difference in final body weight and meat yield when vitamin E was increased. Furthermore, supplemental vitamin E reduced the severity of wooden breast when added to the starter diets. In contrast, omega-3 fatty acid supplementation in the starter diets significantly decreased final body weight, hot carcass weight and chilled carcass weight. This data was suggestive that supplementation with vitamin E may reduce the severity of wooden breast and promote breast meat quality without adversely affecting growth performance and meat yield that allows the live chickens to regulate heat by their metabolism and remain comfortable.

To augment the vitamin E effect, objective 3 was modified to include supplementation with a lipoic acid instead of omega-3 fatty acid, which is an antioxidant with anti-inflammatory effects. Immediate post hatch development through 3 weeks of age was the focus, as this is when the muscle pattern is laid down and wooden breast begins

to occur. Diets were supplemented with vitamin E and a lipoic acid independently or in combination during the first 3 weeks of age. Supplementation with vitamin E and lipoic acid independently, or in combination at 2 weeks and 3 weeks of age, reduced the severity of wooden breast and expression of genes associated with muscle fiber repair.

Results taken together from all the objectives suggest that early diet intervention with antioxidants will decrease the severity of phenotypic wooden breast at market age. In the long-term, studies maximizing the dietary effect will need to be conducted with multiple broiler lines, but if pursued, implementation of a diet with antioxidants could significantly reduce economic losses from wooden breast.

The research was made possible in part by an endowing Foundation gift from Mar-Jac Poultry.



Board Research Initiative

USPOULTRY Accepting Poultry Research Pre-Proposals

The USPOULTRY Board Research Initiative is requesting pre-proposals in two areas – clostridial dermatitis in poultry and Salmonella in poultry production systems. The deadline for pre-proposal submission is Nov. 2.

Clostridial Dermatitis in Poultry: Clostridial dermatitis, often called gangrenous dermatitis, is an important disease seen in chickens and turkeys. The disease can lead to significant mortality losses and often requires the use of antibiotics in order to restore the health of an affected flock. The pathogenesis of the disease and the management and environmental factors involved in the epidemiology of the disease are poorly understood. The areas of focus for the research are the identification of management and environmental factors that contribute to the development of clostridial dermatitis in chickens and/or turkeys; identification of the pathogens involved in clostridial dermatitis; and development of measures to reduce the incidence of clostridial dermatitis in chickens and/or turkeys.

Salmonella in Poultry Production Systems: Salmonella Reading was not a serotype of

foodborne illness concern associated with poultry products until appearing in certain turkey products in 2018. The emergence of the serotype in the turkey industry through the production and processing chain suggests the serotype has evolved with increased persistence. Salmonella can enter a turkey production system by multiple routes and may persist in flocks through slaughter and processing. The transmission of Salmonella from breeders to progeny is poorly understood, as are the factors which allow Salmonella Reading to persist in a production system once it is introduced. A greater understanding of Salmonella Reading will assist the turkey industry in mitigating the serotype and could potentially be helpful in reducing future evolved Salmonella serotypes. The research areas of focus are to improve the understanding of the transmission of Salmonella from turkey breeders to progeny; improve methods used to identify flocks that likely harbor specific Salmonella isolates prior to slaughter; identify the critical factors that allow Salmonella Reading isolates to persist in a turkey production system; investigate factors that make Salmonella Reading potentially

less susceptible to traditional processing interventions; and develop strategies to reduce Salmonella Reading colonization in turkeys and reduce prevalence of Salmonella Reading in turkey products.

For the full details on each Board Research Initiative, go to www.uspoultry.org, and click on “Research” and then “Board Research Initiatives (2020)” for complete instructions and deadlines.

The USPOULTRY Board Research Initiative was created by the boards of USPOULTRY and the USPOULTRY Foundation to address current issues facing the poultry industry. The USPOULTRY Board Research Initiative operates alongside the current USPOULTRY comprehensive research program and augments the great success of the existing program by focusing additional resources toward defined areas of research.

Comprehensive Research Program

USPOULTRY Accepting Research Pre-Proposals for 2021 Spring Competition

USPOULTRY and the USPOULTRY Foundation, through the Comprehensive Research Program, are accepting research pre-proposals from colleges, universities and research facilities through Nov. 2 for the 2021 Spring Research Competition. Research proposals are accepted and evaluated for funding twice each year, in the spring and fall. Pre-proposals are a one-page synopsis of the potential research project. The Foundation Research Advisory Committee will review the pre-

proposals and invite full proposals that meet current research interests.

A complete priority research list is available on the USPOULTRY website. The current list of research priorities include goals and objectives for the following categories: animal welfare, breeder management (turkeys and broilers), meat bird management, commercial egg production, diseases, employee safety and health, environmental management, feed mill operations, food safety, further processing,

genetics, hatchery management, live haul, human nutrition, nutrition, poultry housing and poultry processing. Visit uspoultry.org, and click on “Research” for complete instructions and deadlines to submit a pre-proposal.

Proposals are also invited for new issues that emerge outside the priority list, but such proposals will be evaluated based on justification of the research need. Projects will be selected for funding in April 2021.

Steadfast and Strong - Research Activity at USPOULTRY



Dealing with the unforeseen challenges caused by the COVID-19 pandemic has taken a significant toll on people all across the world. No one has been spared, including the poultry industry. I am fortunate to be able to say that USPOULTRY, the All Feather Association, is able to continue promoting and funding essential research in poultry health, science and technology amidst the uncertainties of today.

Currently, USPOULTRY and its Foundation have 38 active research projects being conducted in 17 universities and research facilities around the country, totaling more than \$2.5 million. Additionally, we maintain collaborations with other research funding agencies to leverage the amount of financial aid we can provide back to the industry for research.

The scope of research projects ongoing spans many areas. Animal welfare, food safety, poultry disease and health, environmental management and processing constitute the vast majority. Within the animal welfare realm, there is a major push to develop methods to determine the sex of embryos prior to hatch. Improving bird welfare during catching, cage unloading and bird movement through to shackling is equally important. Food safety has become a tremendously important area of emphasis for the poultry industry. Research is leading the way in providing more information that can be applied in different areas of poultry production and processing to incrementally reduce levels of contamination

in poultry meat and egg products. Several research projects are underway to evaluate and compare the ability of products and vaccines to control poultry diseases. This is largely due to antibiotics in the poultry industry being significantly reduced because of the adoption of government regulations that define which antibiotics can be used in poultry and further defines the purposes for which those antibiotics can be used. Industry understands how critical it is to keep a healthy environment in the poultry house. Methods for odor and ammonia control from poultry production houses via diet manipulation and litter additives, as well as establishing approaches for water reuse, conservation and recycling, are hot areas of emphasis in the research community. Last, but not least, woody breast research continues to top the list under processing research projects. Many of these projects are focused on discovering the causes, and finding methods, to reduce the incidence. Other projects are focused on using imaging technologies to identify affected breast fillets during processing.



One of the foundations that our modern poultry industry is built upon is generations



of research. Hence, research is one of the main pillars that USPOULTRY and its Foundation is built upon. We have a strong commitment to the advancement of research. USPOULTRY's research program is one of a kind, dynamic, and constantly evolving to meet the needs of the poultry industry. The COVID-19 pandemic has highlighted areas of pandemic research that is needed within the industry, and we have accepted that challenge and since added additional research priorities to address them. We stand strong and devoted to doing our part to overcome the current state of the industry, as we Are All in This Together!

Dr. Denise Heard
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Revisiting Foreign Material Mitigation Strategies

The COVID-19 pandemic has shifted our focus to ensure that interruptions in the supply of poultry and poultry products do not happen in this time of need. We have all done our part in keeping our businesses running while protecting workers despite the challenges that continue to occur. Certifying that poultry products are safe to consume amidst the pandemic continues to be front and center. The movement of products away from food service into retail supply chains, for example, has required adjustments in labeling and management practices. However, foreign material awareness has not changed in terms of importance in securing a safe food supply.



Foreign material is defined by the U.S. Department of Agriculture Food Safety and Inspection Service (FSIS) as non-animal objects, such as metal, plastic, rubber, glass, wood, steel or lead shot. It is possible that these objects could appear at any point in the production process, and prevention procedures are critical to ensure wholesome food enters the supply chains. When we look at historical records of food recalls, we easily notice that the majority are associated with undeclared allergens and foreign material. In 2019 alone, FSIS reported that out of the 124 recalls related to meat and poultry products, 34 (27%) were related to foreign material

affecting more than 15 million pounds of product. A consumer complaint or injury caused by foreign material will trigger a chain of events including investigations, recalls and root cause analysis of the system. As a consumer, news of food recalls is alarming and raises concerns, since there's a possibility of having consumed potentially contaminated and harmful products. For manufacturers, a food safety recall signals a shortfall in internal quality or food safety control processes. It can also cause significant expenses, impact long-term financial health, garner negative media attention and create loss of client confidence that can be difficult to overcome.

Foreign material prevention programs need to cover many different fronts and employ different strategies to keep these materials out of products. Prevention practices use different tools and resources that need to be monitored and constantly improved. These methods can be used across the supply chain and should start with common areas that can contribute to foreign material contamination. One of the first places to look at may be the processing equipment that you already have. Preventative maintenance programs can catch possible contamination spots and can give information on whether a process change is needed or if a part change is necessary. Having control steps like visual inspections or detection machines in multiple areas can mitigate risk.

USPOULTRY's 2019 Poultry Processor Workshop offered a discussion on process improvements to mitigate foreign material risk. The presentation mentioned that finding and removing objects is only part of the solution. A review and tracking system should be employed in order to identify root causes, and you must continuously improve the processes. Investigations and recalls require training, discipline and teamwork. A multidisciplinary team is required to gather the necessary information to identify risky equipment and practices, determine the source of the problem and modify. Investigation teams must know their respective roles, isolate products quickly, and employ investigation and root cause analysis tools correctly in order

to prevent a problem from happening again. They should communicate to plant and company personnel every development effectively. The result is a process improvement that is simple to execute and minimizes exposure to risk. The entire process, from the point of where product comes in until it's packaged and delivered, should be studied to identify mitigation opportunities.

Incoming raw materials present one of the largest challenges in mitigating risk, since it can be difficult to find problems and fix them. Tracebacks can be complicated, since your source can be inter-company transfers in addition to sourcing from outside companies. This can cause expensive and complicated product dispositions. Some of the mitigation strategies that are currently in use include replacement of wood pallets, utilizing illuminated inspection belts to facilitate visual inspection of product, and X-ray and metal detector units installed at different locations before raw product is further processed. There are other in-process safeguards that can be installed that can catch hazards throughout the process. Examples of these include using solid belting, installing magnets and screens in brine piping, bone collectors in grinders, in addition to the metal detectors and X-ray machines as previously mentioned. As with any recommendation, it is important to evaluate what suits your operation best.

Foreign material risks vary from location to location, so your hazard analysis is key to determine what type of controls need to be implemented. It will also help you determine how you will verify that the controls are effective. Continuous evaluation of the system will open the door to the upgrades that will make a foreign material mitigation program a successful one.

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215 Poultry Facilities Recognized for Exceptional Safety Performance

The Joint Industry Safety and Health Council recently recognized 215 chicken and turkey facilities with safety awards. The companies were honored in recognition of their outstanding performance through the implementation of innovative and effective employee safety and health programs.

Award consideration was based on injury statistics over three years (2017 - 2019) and an evaluation of written applications by academia and other safety experts. Sixty-one facilities received the highest level of recognition, "Award of Distinction." The other categories include "Award of Honor" and "Award of Merit."

The Award of Distinction honors facilities for sharing the essential aspects of safety and health training, education and employee involvement and have incurred injury and incident rates equal to or greater than 75 percent less than Bureau of Labor Statistics (BLS) results. The Award of Honor honors facilities based on the same essential aspects but with incident rates between 75 and 50 percent less than BLS results, and the Award of Merit honors facilities that have incurred injury and incident rates between 50 percent and equal to BLS results.

Based on the latest data available from the BLS, the slaughter and poultry processing Occupational Safety and Health Administration (OSHA) total recordable illness and injury rate for 2018 was 3.5 cases per 100 full-time workers, down from 3.8 in 2017. The poultry industry's rate of 3.5 was below the rate of 5.1 for similar agricultural industries in terms of injuries per 100 full-time workers and lower than the rate of 4.2 for the entire food manufacturing sector, while all of manufacturing was 3.4.

"It is always encouraging to see so many companies implementing new and innovative programs to promote safety in their facilities," said Frank Cruice, senior director of corporate safety and security, Perdue Farms, and chair of the Joint Industry Safety and Health Council. "The awards are indicative of the impressive

progress made by the industry regarding the safety and health of its workers."

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.

The companies receiving awards are as follows.

Award of Distinction

Allen Harim LLC
Seaford Feed Mill

Butterball LLC
Alix Feed Mill
Farmville Feed Mill
Green Forest Feed Mill
Turkey, NC Feed Mill
Raeford Further Processing Plant

Cargill
Butterfield, MO Feed Mill

Claxton Poultry Farms
Claxton Poultry Processing Plant

Cobb-Vantress, Inc.
Siloam Springs, AR Hatchery
Timpson, TX Hatchery
Sweetwater Farm
U of A Breeder Research Farm

Foster Poultry Farms
Cedar Hatchery
Choudrant, LA Hatchery

House of Raeford Farms
Monetta, SC Hatchery

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

Maple Leaf Foods
Toronto Poultry

Mountaire Farms, Inc.
Lumber Bridge, NC Processing
Selbyville, DE Processing

Peco Foods, Inc.
Batesville Processing Complex
Feather Lane Further Processing
Fulton Street Processing
Pocahontas Processing
Sebastopol Processing
Tuscaloosa Processing

Pilgrim's
Canton, GA Feed Mill
Moorefield, WV Feed Mill
Nacogdoches, TX Feed Mill
Blane, GA Hatchery
Fort Payne, AL Hatchery
Pilgrim's Concord Hatchery
Mayfield, KY Hatchery
Nacogdoches, TX Center Hatchery
Nacogdoches, TX Swift Hatchery
Pittsburg, TX Hatchery
Canton, GA Processing
Chattanooga, TN Processing
Gainesville, GA Processing

Sanderson Farms, Inc.
Adel, GA Hatchery

Simmons Foods, Inc.
Siloam Springs, AR Hatchery

Tyson Foods, Inc.
Franklin, KY Hatchery
Hope, AR Hatchery
Hope, AR Processing Plant
Tyson of Rogers, AR Further Processing Plant
Springdale, AR Berry Street Processing Plant
Muscatine, IA Rendering
Robards, KY Rendering
Texarkana, AR Rendering

Valley Proteins, Inc.
Wadesboro, NC Division

Wayne Farms LLC
Jack, AL Enterprise Complex
Union Springs, AL Processing

Award of Honor
Butterball LLC
Carthage, MO Processing
Huntsville, AR Processing
Ozark, AR Processing

Cargill
California, MO Hatchery
Springdale, AR Processing Plant

Case Farms
Massillon, OH Feed Mill
Shelby, NC Feed Mill
Goldsboro, NC Hatchery
Goldsboro, NC Fresh Processing
Goldsboro, NC Further Processing
Morgantown, NC Processing Plant
Winesburg, OH Processing Plant

Cobb-Vantress, Inc.
Blairsville Hatchery
Fayetteville Hatchery
Tennessee Hatchery
Hartwell, GA Eagle Grove Farm
Kentucky Production
Siloam Springs, AR Southwest Production
Strawberry Hill Farm
Wadesboro, NC Production

Cooper Farms
Oakwood, OH Hatchery

215 Poultry Facilities Recognized for Exceptional Safety Performance (cont'd)

Crider, Inc.
Stillmore, GA Crider Foods Processing

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

Fieldale Farms
Baldwin, GA Cornelia Plant

Foster Poultry Farms
Burrel Commodity Mill
Cherry Ave Plant
Farmerville Cooked Plant
Farmerville Processing Plant
Kelso, WA Processing
Turlock, CA FTP 2 Processing

Fries Farms LLC
Glennville, GA Hatchery

George's, Inc.
Batesville, AR Hatchery
Harrisonburg, VA Broadway Hatchery
Springdale, AR Further Processing

Gerber's Poultry Processing
Kidron, OH Processing

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

Koch Foods, Inc.
Forest, MS Further Processing
Morton, MS Processing

Mountaire Farms
Frankford, DE Feed Mill
Millsboro, DE Feed Mill
Mount Vernon Hatchery
Princess Anne, MD Hatchery

Peco Foods, Inc.
Gordo Feed Mill
Newark Feed Mill
Batesville Hatchery

Perdue Foods LLC
Bridgeville, DE Feed Mill
Candor, NC Feed Mill
Candor, NC Eagle Springs Hatchery
Vincennes, IN Hatchery
Milford, DE Processing
Cromwell, KY Processing
Dillon, SC Processing
Georgetown, DE Processing
Lewiston, NC Processing
Perry, GA Harvest
Rockingham, NC Processing
Salisbury, MD Processing

Pilgrim's
Harrisonburg, VA Feed Mill
Las Piedras, PR Feed Mill
Marshville, NC Feed Mill
Mayfield, KY Feed Mill
Staley, NC Feed Mill
Tenaha, TX Feed Mill
Canton, GA Hatchery

Carrollton, GA Processing
DeQueen, AR Processing
Enterprise, AL Processing
Marshville, NC Processing
Mayfield, KY Processing
Moorefield, WV Fresh Processing
DeQueen, AR Rendering

Simmons Foods, Inc.
Fairland, OK Feed Mill

Tip Top Poultry, Inc.
Rockmart, GA Further Processing

Tyson Foods, Inc.
Franklin, KY Feed Mill
Gonzales, TX Feed Mill
Nashville, AR Feed Mill
Waldron, AR Feed Mill
Center Hatchery (Carthage Complex)
Decherd, TN Hatchery
Dexter, MO Hatchery
Eufaula, AL Hatchery
Oglethorpe, GA Hatchery
Sedalia, MO Hatchery
Albany, KY Processing Plant
Cumming, GA Further Processing Plant
Monett, MO Processing Plant
Monroe, NC Processing Plant
Nashville, AR Processing Plant
North Little Rock, AR Processing Plant
Seguin, TX Processing Plant
Union City, TN Processing Plant
Van Buren, AR Further Processing Plant
Vicksburg, MS Further Processing Plant
Waldron, AR Processing Plant
Cuthbert, GA Rendering
Scranton, AR Rendering

Wayne Farms, LLC
Danville, AR Hatchery
Decatur, AL Hatchery
Dothan, AL Hatchery
Laurel, MS Hatchery
Danville, AR Processing Plant
Decatur, AL East Further Processing
Decatur, AL West Prepared Foods

Valley Proteins, Inc.
Fayetteville, NC Division
Linville, VA Division

Award of Merit
Allen Harim Foods LLC
Dagsboro Hatchery

Butterball LLC
Goldsboro, NC Hatchery #2
Goldsboro, NC Hatchery #3
Raeford, NC Hatchery #1

Cargill
Gentry, AR Hatchery

Cobb-Vantress, Inc.
Kentucky Hatchery
Dry Creek Farm

Foster Poultry Farms
Delta, CO Feed Mill

Athens Hatchery
Turlock, CA FTP 1 Processing
Livingston, CA PC Plant

George's, Inc.
Batesville, AR Feed Mill
Edinburg, VA Processing
Springdale, AR Processing

Jennie-O Turkey Store, Inc.
Barron Processing Plant
Faribault Processing Plant

Peco Foods, Inc.
Gordo Hatchery
Pocahontas Hatchery

Pilgrim's
Athens, GA Feed Mill
Commerce, GA Feed Mill
Nashville, AR Feed Mill
Douglas, GA Processing
Nacogdoches, TX Processing
Sumter, SC Processing
Broadway Processing
Mt. Pleasant, TX Rendering

Simmons Foods, Inc.
Siloam Springs, AR Further Processing

Smart Chicken
Waverly, NE Processing

Tyson Foods, Inc.
Eufaula Feed Mill
Pottsville, AR Feed Mill
Gonzales, TX Harwood Hatchery
Waldron, AR Hatchery
Berryville, AR Further Processing Plant
Blountsville, AL Processing Plant
Camilla, GA Processing Plant
Carthage, MS Processing Plant
Clarksville, AR Further Processing Plant
Dexter, MO Processing Plant
Eufaula, AL Processing Plant
Forest, MS Processing Plant
Grannis, AR Processing Plant
Randall Road Cornish Further Processing Plant
Chicken Quick AR Further Processing Plant
Temperanceville Processing Plant
Aliceville, AL Rendering
Dawsonville, GA Rendering
Forest, MS Rendering

Worker Safety Primary Focus of the Poultry Industry



- Expanded break areas
- Relocation of time clocks to add more space
- Social distancing floor markings and signs

At the same time, the industry finds various practices required in interim government guidelines unclear and challenging to implement. This includes regulations related to COVID-19 testing, COVID-19 recordkeeping, meal and rest breaks, temperature monitoring and leave policies. USPOULTRY is working with OSHA and CDC/NIOSH to assist the industry in collaboration with other agencies, such as the Equal Employment Opportunity Commission (EEOC). Work with the EEOC has included relief and interpretation on Americans with Disabilities Act (ADA) requirements for medical monitoring and recordkeeping and Federal Medical Leave Act (FMLA) interpretations on leave during the pandemic. Our work with these agencies has provided clarity on interim rules and regulations that must be balanced to meet temporary COVID-19 OSHA and CDC/NIOSH guidelines.

Shortages in the availability of personal protective equipment (PPE), in particular, supplies needed for medical clinics such as N95 respirator masks, continue to be a challenge. Industry medical professionals are working closely with PPE providers to expedite access



Worker Safety has always been a primary focus of the poultry industry. Nowhere is this more evident than the industry's early response to the COVID-19 pandemic. For the last seven months, the poultry industry has been working with the Occupational Safety and Health Administration (OSHA), Center for Disease Control and Prevention (CDC) / National Institute for Occupational Safety and Health (NIOSH) to promote this commitment by collaboratively developing interim guidelines and work practices that can be used to protect employees working in the poultry industry during the COVID-19 pandemic. Some of the initial measures industry members implemented were social distancing practices that include:

- Enhanced sanitation of common areas
- Employee medical evaluations and testing
- Case management and contact tracing
- Visitor and vendor restrictions
- Face coverings
- Hand sanitizing
- Social distancing and physical barriers
- Employee training and communication programs
- Staggered start and break schedules

to required PPE. One of the industry's focus is addressing concerns for potential heat stress brought on through the usage of additional PPE and fogging of safety glasses and face shields. Industry members are conducting comprehensive PPE assessments to fit workers with equipment that provides the highest level of protection against potential exposure, as well as providing workers' comfort of use.

Our industry has worked with OSHA and CDC/NIOSH on developing COVID-19-related posters, translated in multiple languages, to be displayed in the workplace. Industry members have created other communication tools such as streaming videos, internet messaging on public sites, internal smartphone apps, table tents, line meetings, radio and TV commercials, public announcements and press releases. The industry continues to update and refresh communication tools to ensure employees and families are staying diligent in adhering to good safety practices to minimize the risk of exposure and spread of the COVID-19 virus.

Actions mentioned in this article are just a snapshot of efforts that have been implemented in the poultry industry across the country since the early onset of the COVID-19 pandemic. The health and safety of employees working to keep a reliable and wholesome source of protein continues to be our industry's number one priority.

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USPOULTRY
U.S. POULTRY & EGG ASSOCIATION

National Safety Conference for the Poultry Industry

Reducing Injury Rates and Mitigating Pandemic Threats



Frank Cruice
Perdue Farms

"I think our industry does not get the credit it deserves. Having worked in many industries, it is clear how much the work of safety professionals impacts the lives of workers in this industry. Other industries have safety risks as well, but poultry workers are constantly exposed to safety risks. As safety professionals, we know that the work we do to keep employees safe is vital," said Frank Cruice, senior director of corporate safety and security for Perdue Farms and chairman of the Joint Industry Safety and Health Council.

Cruice shared his personal experience with working in safety for the poultry industry during his opening remarks at the National Safety Conference for the Poultry Industry, sponsored by USPOULTRY and the Agriculture Technology Research Program at Georgia Tech Research Institute. Appropriate safety precautions and protocols were in place at the conference, including face coverings, gloves, sanitizing and six-foot distancing.

The conference included updates from OSHA, the CDC and NIOSH. The updates featured Jessica Schifano, director of the Office of

Biological Hazards for OSHA, Larry McGowan from the Office of Health Enforcement, and Dr. Douglas Trout, chief of the Hazard Evaluations and Technical Assistance branch for CDC/NIOSH. COVID-19 was, of course, a topic of discussion during this presentation.

"There can be mixed messages about what safety precautions should be taken, depending on what one facility is doing versus what another facility chooses to do. That's why it's so important for all of us to get better information out to the community, to the media and to policy makers. Testing isn't the only answer to the issues we are facing right now," commented Dr. Trout.

Dr. Pete VanDerlyke, corporate director of health and safety for Peco Foods, presented a research summary on the "Importance of Leading Indicators to Prevent Injuries," focusing on research he had performed during his doctoral dissertation detailing exactly how effective leading indicators are in the reduction of injury rates. "Up until now, there has been a lack of research determining which, if any, leading indicators have a higher impact on reducing injury rates. The focus of my research is to shed light on how effective our commonly

implemented leading indicators truly are. The goal is to ensure higher levels of safety for workers, and we need to be sure that what we are doing to accomplish that goal is actually working," explained Dr. VanDerlyke.

During a panel discussion on "Safety Best Practices During a Pandemic...Moving Forward," Ronnie Franklin, corporate safety coordinator for Fieldale Farms, Cruice and VanDerlyke shared what their respective companies were doing to mitigate the threat of COVID-19 for their employees. Some of these measures included lessening potential exposure to germs by sanitizing daily, protecting people from possible exposure by using face coverings and dividers in workstation areas, implementing remote work where possible and offering personal protection equipment (PPE) where necessary.

An announcement of the recognition of 215 poultry facilities also occurred during the conference. The facilities were recognized for their outstanding safety performance through the implementation of innovative and effective employee safety and health programs.



From left: Ronnie Franklin, Fieldale Farms; Dr. Peter VanDerlyke, Peco Foods, and Frank Cruice, Perdue Farms

2020 USPOULTRY Human Resources Webinar

COVID-19 Updates and Preparing for the Future



Evangeline Hawthorne
Equal Employment Opportunity Commission

Office life, meetings and conferences have looked much different for everyone in 2020, and this year's USPOULTRY Human Resources Seminar was no different. Using video conferencing software, attendees were able to virtually attend the seminar while submitting questions to the speakers for Q&A sessions after each presentation.

An "EEOC Update" was offered by Evangeline Hawthorne, director of the Equal Employment Opportunity Commission (EEOC) field office in Tampa, Florida. Hawthorne's update gave an informative view of recent changes in discrimination laws, as well as discussed how those changes apply to employers' responsibilities throughout the COVID-19 crisis. "Employers should remember that the guidance from public health

authorities is likely to change. EEOC is evolving alongside the pandemic, so employers also should stay informed and connected as things shift," Hawthorne encouraged. "From where we started in March to now, there's much more information to work with and very different discussions happening. Things are constantly in flux."

A different perspective on the pandemic was offered by Jim Wimberly and Larry Stine, legal counsel from Wimberly, Lawson, Steckel, Schneider & Stine PC. They discussed how COVID-19 has impacted poultry industry labor and human resources management. Their joint discussion covered a myriad of topics, including unemployment statistics, government aid, COVID safety measures and executive orders.

"Employers are worried about the legal consequences if an employee catches the virus or about what will happen if they are unable to perfectly keep up with the constantly changing guidelines. These fears are understandable but somewhat misplaced. With how much the virus has spread and how much people are out and about, it is nearly impossible to prove where someone contracted the virus. From a legal

perspective, the issue that will be discussed most in court is whether there is proof of gross negligence. There's a world of difference between an employer that willfully violates safety precautions and an employer that is trying their absolute best but falls just short of the guidelines," Wimberly commented.

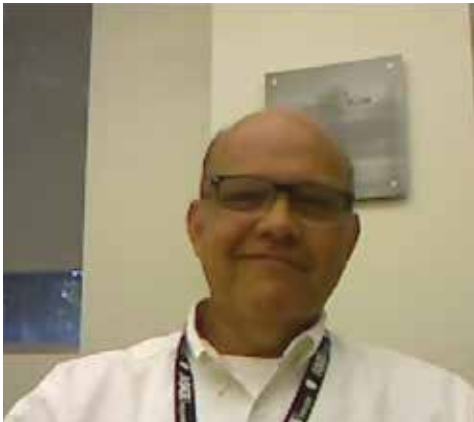
Mike Giles, president of the Georgia Poultry Federation, focused his attention forward to the future of the poultry industry, emphasizing the importance of community and educational outreach when it comes to industry recruitment.

"We had a talk at a local high school in Gainesville a couple years back where we spoke to a class of about 30 students and asked how many of them were considering a career in the poultry industry. Not a single hand went up. If not a single student could see a career path available to them in the poultry industry, even in a state considered to be the poultry capital of the world, it means that we have a lot of work to do. The opportunities are there, we just have to show them," said Giles.



Information from Mike Giles' presentation

USPOULTRY's Environmental Management Webinar Provided Update on the New Emissions Reporting Lawsuit and the Clean Water Act



John Pierson
Georgia Tech Research Institute

Recognizing the importance of continuing education to the poultry industry, USPOULTRY held its 2020 Environmental Management Seminar in a condensed, virtual format, utilizing video conferencing software that provided attendees the opportunity to listen and submit questions to the speakers for Q&A sessions after each presentation.

John Pierson, principal research engineer at Georgia Tech Research Institute, presented on a novel solids separation technology for liquid streams discharging from various poultry plant processing steps, detailing a new system designed by his research team. "Our unique system allows you to adjust the system flow in real time, managing pressure in order to remove buildup, keep the membrane clean and prevent cross contamination. This has the potential to significantly improve poultry processing as we know it. If we can successfully and consistently remove material in the system that may be harboring pathogens, this will allow us to improve food safety and quality across the board," explained Pierson.

In his presentation on "Capture Carbon Dioxide from Flue Gas Sustainably," Jerome

Brenneman, business development leader of biogas for Pentair, discussed how to sustainably capture useful carbon dioxide from the concentrated gasses emitted by poultry plants. Brenneman commented, "You can use carbon dioxide for chilling and freezing, industrial cleaning, controlled atmospheres and even PH control. The challenge is, how do we efficiently recover the carbon dioxide from the concentrated flue gas produced by our plants? If we are able to solve that challenge in-house, this gives poultry processing plants the potential to gain a renewable source of carbon dioxide, making their processes more self-sufficient and sustainable."



Jerome Brenneman
Pentair

Paul Bredwell, executive vice president of regulatory programs for USPOULTRY, provided a regulatory update that addressed numerous issues including a newly filed lawsuit challenging the Environmental Protection Agency's (EPA) emissions reporting exemption under the Emergency Planning and Community Right-to-Know Act, revisions to the Risk Management Program, the development of

emission estimation methodologies for animal agriculture operations, and EPA's effort to defend, in court, the recently revised definition of "navigable waters" that is jurisdictional under the Clean Water Act. Bredwell also announced the winners of USPOULTRY's annual Clean Water Award, giving a virtual overview of the facilities in lieu of the usual presentations given by award winners.

"The Clean Water Awards give us an opportunity to highlight a part of our industry that often goes unnoticed, even though it is extremely important. I want to applaud everyone who applied, as each application represents a plant that went two years without any significant compliance issues or notices of violation. The fact that we receive this many applicants every year is an indication of how well our industry is doing in this regard," remarked Bredwell.



Paul Bredwell
USPOULTRY

USPOULTRY Member News

Tyson Foods Names Dean Banks to Succeed Noel White as Chief Executive Officer

Tyson Foods, Inc. announced that Dean Banks will succeed Noel White as chief executive officer (CEO), while maintaining the role of president, effective Oct. 3. White, who led Tyson through a period of unprecedented volatility and uncertainty when he assumed the CEO role in 2018, will remain with Tyson in a new role as executive vice chairman of the board of directors.

Cargill Releases 'Nourishing the World' Annual Report

Fiscal 2020 was a year like no other. In such a challenging environment, Cargill has anchored to its purpose and values. The company exists to nourish the world in a safe, responsible and sustainable way. Despite challenges facing the food and ag system and disruptions from the COVID-19 pandemic, Cargill's FY 2020 annual report, *Nourishing the World*, demonstrates how the team's resiliency and agility helped to keep supply chains moving to put food on family tables around the globe.

Mar-Jac Poultry Official Named to Georgia Economic Development Board by Governor Kemp

An official of Mar-Jac Poultry, Inc. in Gainesville is among seven appointees named by Governor Brian Kemp to the Georgia Department of Economic Development Board of Directors. Mulham Shbeib is the current vice president of finance and chief financial officer for Mar-Jac Poultry, Inc. His background includes a bachelor's degree in Accounting in 2001 from the University of South Florida and a master's degree in Accounting in 2010 from George Mason University.

Sealed Air Invests in Advanced Recycling Company Plastic Energy

Sealed Air Corporation has announced it has signed a collaboration agreement with Plastic Energy, an industry-leading company in advanced recycling technology. Additionally, Sealed Air has made an equity investment in Plastic Energy Global, the parent company of Plastic Energy.

Hormel Foods to Provide Free College Education to the Children of Its Employees

Hormel Foods announced that it is making a commitment to provide the opportunity of a college education to the dependent children of its inspired team members. The program comes at a time when paying for college has become a hardship for many people, and as community colleges, the foundation of so many communities in the United States, struggle with enrollment.

"We believe equality in education can be a game-changer, and we have decided to take on that challenge. Through a new program called Inspired Pathways, we are going to make the dream of a college education a reality for the children of our team members. When you think about how a college education can change lives and start a ripple effect that will be felt for generations, that's the change-maker Hormel Foods wants to be," said Jim Snee, chairman of the board, president and chief executive officer, Hormel Foods.

Forbes Names Sanderson Farms Among America's Best Employers In Texas

Sanderson Farms, Inc. has been named one of America's Best Employers in the state of Texas by Forbes magazine. The 2020 America's Best-in-State Employers list ranks top employers across 25 different industries and is based on the recommendations of employees.

"We are honored to be recognized as a leading employer, not only by Forbes, but also by the hardworking men and women who make up our Sanderson Farms family," said Joe F. Sanderson, Jr., chief executive officer and chairman of the board, Sanderson Farms. "The company would not be where it is today without the unwavering support of our employees, customers and the communities in which we operate."

AB Vista Appoints New Managing Director

AB Vista has appointed Juan Ignacio Fernandez as its new managing director, replacing Richard Cooper who has retired after 16 years in the role.

Feed Mill Management Seminar
March 17-18, Nashville, Tennessee
DoubleTree by Hilton Downtown

Human Resources Seminar
April 19-21, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Processor Workshop
May 12-13, Nashville, Tennessee
DoubleTree by Hilton Downtown

Financial Management Seminar
June 2021
TBD

Hatchery Breeder Clinic
July 7-8, Nashville, Tennessee
DoubleTree by Hilton Downtown

National Safety Conference for the Poultry Industry
Sponsored by Georgia Tech Research Institute and USPOULTRY
August 16-18, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Women's Leadership Conference
August 19-21, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Live Production, Welfare & Biosecurity Seminar
Sponsored by the National Chicken Council, National Turkey Federation, United Egg Producers and USPOULTRY
September 15-16, Nashville, Tennessee
DoubleTree by Hilton Downtown

Environmental Management Seminar
September 16-17, Destin, Florida
Hilton Sandestin Beach Golf Resort & Spa

Poultry Protein & Fat Seminar
October 6-7, Nashville, Tennessee
DoubleTree by Hilton Downtown

Air Cargo Seminars
Dates TBD
Riverdale, Maryland
New York, New York
Dallas, Texas

Grower Relations Seminars
Scheduled upon industry request

Poultry Wastewater Operators Training
Scheduled upon industry request