

NEWS & VIEWS

USPOULTRY

U.S. POULTRY & EGG ASSOCIATION

September/October 2016

2017 IPPE Sets Exhibit Space Record

Member Spotlight: Butterball

122 Poultry Facilities Recognized for Outstanding Safety Performance

Record Attendance at National Safety Conference for the Poultry Industry

TABLE OF CONTENTS

BOARD OF DIRECTORS

Brian Barrett
FEATHER CREST FARMS, TX

Bob "Pic" Billingsley
SANDERSON FARMS, MS

Jonathan Cade
HY-LINE INTERNATIONAL, IA

Alan Duncan
MOUNTAIRE FARMS, AR

Mikell Fries
CLAXTON POULTRY FARMS, GA

Charles George
GEORGE'S, AR

Ben Harrison
AMICK FARMS, SC

Tom Hensley
FIELDALE FARMS, GA

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PECO FOODS, AL

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WEST LIBERTY FOODS, IA

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MEYN AMERICA, AR

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BUTTERBALL, NC

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PRESTAGE FARMS, NC

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TYSON FOODS, AR

Andy Southerly
CARGILL, KS

Mark Waller
INGRAM FARMS, AL

ASSOCIATION

- 1 President's Column
- 3 "An Inside Look at U.S. Poultry Processing" Video Surpasses One Million Views
- 3 USPOULTRY Releases CD on Organizing and Implementing an Incident Response Plan
- 5 USPOULTRY Receives Appreciation Award from NPIP
- 5 USPOULTRY Contributes \$25,000 for Vision Development of Atlanta's Centennial Olympic Park
- 6 USPOULTRY and Foundation Approve \$275,000 in New Board Research Initiative Grants
- 6 USPOULTRY and Foundation Approve \$275,000 in New Research Grants through the Comprehensive Research Program
- 7 Research Results
- 8 USPOULTRY Accepting Research Pre-Proposals
- 8 USPOULTRY Foundation to Fund Antimicrobial Industrial Hygiene Study
- 9 Member Spotlight: Butterball LLC
- 11 122 Poultry Facilities Recognized for Outstanding Safety Performance
- 16 Poultry Industry Intern: Danielle Corcoran
- 17 Investing in the Future of Our Industry
- 17 University of Arkansas Receives \$25,423 USPOULTRY Foundation Student Recruiting Grant

EDUCATION

- 12 Record Attendance at the National Safety Conference for the Poultry Industry
- 13 2016 Women's Leadership Conference Focused on the Tools Needed to Drive Professional Growth
- 14 USPOULTRY's Live Production and Welfare Seminar Highlights Best Management Practices and Avian Influenza Preparedness
- 15 USPOULTRY's Environmental Management Seminar Focused on Water Quality and Regulatory Compliance
- 18 Recent Member News

ENVIRONMENT

- 4 USPOULTRY Recognizes Sanderson Farms and Tyson Foods with Clean Water Awards
- 10 CERCLA and EPCRA Reporting for Farms Revisited

INTERNATIONAL POULTRY EXPO

- 2 2017 IPPE Sets Exhibit Space Record
- 2 *Trade Show Executive* Ranks 2015 IPPE #34 on Top 100 Trade Shows List

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.

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Take a Moment to Enjoy Your Success

In September 2009, the U.S. Poultry & Egg Harold E. Ford Foundation (USPOULTRY Foundation) Board met and considered its upcoming budget year which would begin Oct. 1, 2009. Due to the collapse of investment markets over the prior 12 months, the Board made the very difficult decision to slash research expenditures 50 percent and the even tougher decision to trim student recruiting programs. These defensive moves were made to protect the remaining corpus funding USPOULTRY Foundation activities.

In September 2016, the USPOULTRY Foundation Board met and again considered its budget. The Board approved research expenditures, which combined with USPOULTRY research expenditures, provided over \$1.5 million in new projects. Further, the Foundation funded a record number of student recruiting grants, totaling \$296,000, at 34 colleges and universities coast-to-coast, border-to-border, offering a wide range of academic majors.

Most of you know what changed in the intervening years to spur this dramatic improvement in the support efforts of the USPOULTRY Foundation. You, your companies, along with other individuals and families, responded to a capital campaign the Board authorized in 2009 to replenish the corpus. Ultimately, we raised almost \$11 million, 80 percent of which we have already received, generating an additional \$500,000 for the USPOULTRY Foundation to return back to the industry, investing in the industry one project, one student at a time.

It's human nature to focus on problems and challenges that face us. While there is nothing wrong with that, I wanted to point out this positive progress as a way to say "Thank You." You, our industry, did this together re-investing in our future success. It has made a difference—certainly in dollar terms—but beyond dollars as well. Talk to the schools in your state that receive student recruiting funding—ask them about the positive impact you have made. Or, look at the focus of our research funding on critical food safety, HPAI and poultry well-being topics. Your support has allowed us to gain insight into these crucial areas.

So, take a moment to enjoy your success, and THANK YOU!

John Starkey, PE
President
jstarkey@uspoultry.org



John Starkey, PE
President
USPOULTRY



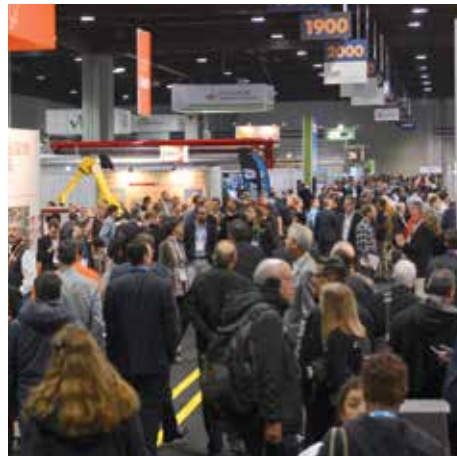
2017 IPPE Sets Exhibit Space Record



The 2017 International Production & Processing Expo (IPPE) has surpassed 525,000 square feet of exhibit space with four months remaining until the trade show, setting a new record. Comprised of the three integrated trade shows – International Poultry Expo, International Feed Expo and International Meat Expo – IPPE has secured more than 1,160 exhibitors.

“We are very pleased with the level of exhibitor participation and the expanded square footage of the trade show floor. We anticipate more

than 30,000 attendees at the 2017 IPPE, with the Expo providing an excellent location to learn about new products and services for the protein and feed industries,” stated IPPE show organizers.



The world’s largest annual feed, meat and poultry industry trade show will be held Tuesday through Thursday, Jan. 31 – Feb. 2, 2017, at the Georgia World Congress Center in Atlanta, Ga. The Expo will highlight the latest technology, equipment and services used in the production and processing of feed, meat and poultry products. IPPE will also feature dynamic education programs addressing current industry issues, combining the expertise from AFIA, NAMI and USPOULTRY.

2017 IPPE SHOW HOURS:

- Tuesday, Jan. 31: 10 a.m. – 5 p.m.
- Wednesday, Feb. 1: 9 a.m. – 5 p.m.
- Thursday, Feb. 2: 9 a.m. – 3 p.m.

For more information about the 2017 IPPE, visit www.ippexpo.org.

Trade Show Executive Ranks 2015 IPPE #34 on Top 100 Trade Shows List

IPPE was recently recognized by *Trade Show Executive* as ranking 34 on their list of top 100 U.S. trade shows in 2015, based on net square feet. The *Trade Show Executive’s Gold 100 Awards & Summit* was held Sept. 21-23, in Carlsbad, Calif., and awards were presented during a gala celebration.

Nath Morris, vice president - expo for USPOULTRY, accepted the award on behalf of IPPE.



(From left) Jerry Gildea, Map Your Show; Don Kline, Map Your Show, Mark Sussman, Atlanta Convention and Visitors Bureau; Nath Morris, USPOULTRY; and Steve Moster, GES



“An Inside Look at U.S. Poultry Processing” Video Surpasses One Million Views

USPOULTRY’s “An Inside Look at U.S. Poultry Processing” video has surpassed one million views on YouTube in just over one year. The video takes a behind-the-scenes look at today’s high-tech, highly efficient U.S. poultry processing plants and highlights the food safety and sanitation practices employed by the modern poultry industry.

“Food production and safety is essential to upholding the reputation of the U.S. poultry industry for consumer confidence and trust. Collectively, proper handling, sanitation and microbial testing all result in improved food safety for chicken and turkey products. Producing poultry for consumption is modern agriculture at its best and addresses the world demand for food that is safe and affordable,” said Paul Pressley, executive vice president of industry programs for USPOULTRY.

“The poultry industry is proud to provide one of the safest and healthiest food options available to consumers and invites everyone to take a look inside of America’s dynamic poultry processing industry. It is through funds generated by the International Poultry Expo that USPOULTRY is able to create educational resources of this type. This video is only an example of the IPE funds that have been directed back into the industry over the years. We value the support of our members and exhibitors that has allowed USPOULTRY to create and distribute this information,” said Paul Hill, West Liberty Foods, Ellsworth, Iowa, and USPOULTRY chairman.

The video is viewable on USPOULTRY’s website, www.uspoultry.org. It can also be viewed on YouTube and has been distributed to all USPOULTRY members, as well.

For additional information, contact Paul Pressley at 678.514.1972 or via e-mail at ppressley@uspoultry.org.



USPOULTRY Releases CD on Organizing and Implementing an Incident Response Plan



During the highly pathogenic avian influenza outbreak in 2015, many poultry companies recognized the need to better prepare and implement response plans to such incidents as well as improve collaboration with federal response agencies.

All government agencies are mandated to use a standardized, all-hazards approach and organizational structure when responding to natural disasters, disease outbreaks or other crises. This approach is called the Incident Command System (ICS). Although the private sector is not required to use the ICS structure, companies that are at least familiar with the system are in a better position to anticipate and coordinate with responding agencies.

USPOULTRY is releasing a CD-based guide explaining the purpose of incident response planning, providing a general outline of the Incident Command System and including a comprehensive template to build an Incident Management Team, helping plan and track actions during an emergency situation. The materials were developed by Georgia Tech Research Institute with input and review by USPOULTRY and the United Egg Producers.

The CD-ROM is available free of charge to USPOULTRY member companies and may be purchased for \$200 by non-members. Copies of the CD-ROM may be ordered through USPOULTRY’s website, www.uspoultry.org.

USPOULTRY Recognizes Sanderson Farms and Tyson Foods with Clean Water Awards



(From left) Brenda Flick, manager of environmental services; Dwayne Holifield, environmental manager; and Stephanie Shoemaker, manager of environmental, from Sanderson Farms, and Brian Kiepper, associate professor, University of Georgia, and a member of the selection committee

USPOULTRY has awarded the 2016 Clean Water Award to Sanderson Farms of Kinston, N.C., and Tyson Foods of Russellville, Ark. The award is presented annually to poultry facilities that are excelling in their efforts at water reclamation. The winners were chosen by a committee of industry engineers, industry managers, university personnel and industry media. Awards were presented during USPOULTRY's Environmental Management Seminar in Destin, Fla.

Awards are presented in two categories, full treatment and pretreatment. The full treatment category covers plants that treat wastewater to a standard of quality that allows 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.

Sanderson Farms, Inc. was selected as the winner in the full treatment category for their broiler processing plant in Kinston, N.C. This facility processes approximately 250,000 birds per day and generates an average wastewater flow of 1.4 million gallons per day. The Sanderson Farms' Kinston processing facility

utilizes numerous processes including biological treatment, oxygenation, clarification and ultra-violet disinfection. Effluent from the wastewater treatment plant undergoes a final polishing step that further reduces nitrogen and phosphorus when it is discharged through a land application system that produces hay and pine trees.

Recycling water to the environment in this way also helps to recharge the aquifer that supports facility operations. The facility also works closely with growers to ensure water is conserved as much as possible during all steps of the production process. These measures help to ensure the sustainability and integrity of the water source and lessen Sanderson's impact on the community.

Tyson Food's Russellville, Ark., further processing facility was chosen as the winner in the pretreatment category. This facility treats an average of 200,000 thousand gallons of water per day. The facility recently installed a supervisory control and data

acquisition (SCADA) system to more efficiently monitor and operate dissolve air flotation (DAF) units, flow meters, tanks, pumps and other equipment remotely. In an effort to save energy, the facility manages the operation of tank aerators to ensure they are not running simultaneously. The facility continuously reviews operations to expand its reuse of treated wastewater in an effort to cultivate and demonstrate their commitment to advance conservation efforts. The facility also offers team members the ability to participate in training courses from universities and other groups to further employee knowledge and increase the level of their wastewater treatment certification.

Tyson Foods River Valley Animal Foods of Scranton, Ark., received honorable mention in the full treatment category. Keystone Foods in Gadsden, Ala., and Tyson Foods in Rogers, Ark., received honorable mention in the pre-treatment category.

"We received many outstanding applications for this year's Clean Water Awards, and they should all be commended," said Paul Hill, West Liberty Foods, Ellsworth, Iowa, and chairman of USPOULTRY. "The caliber of the applications received goes to show how seriously our members take water treatment and conserving our earth's natural resources. Congratulations to this year's winners."



(From left) Brian Kiepper with Dave Evans, CEM, and Rick Owens, wastewater manager, of Tyson Foods

USPOULTRY Receives Appreciation Award from NPIP



Des Butler, web developer for USPOULTRY, and Dr. Denise Brinson, senior coordinator for NPIP

USPOULTRY was recently recognized by the USDA APHIS NPIP group at its 43rd Biennial Conference in Bellevue, Wash. Dr. Denise Brinson, senior coordinator for NPIP, expressed NPIP's appreciation for the contributions USPOULTRY has made in developing the NPIP website and database, in addition to the support provided during the highly pathogenic avian influenza outbreak of 2015.

"We have enjoyed working with NPIP and USDA APHIS over the last few years. Our common bond is our mutual desire to both serve and protect the commercial poultry industry by addressing critical disease issues. We appreciate

the dedication, professionalism and passion both NPIP and APHIS VS provide our industry every day," said John Starkey, president of USPOULTRY.

USPOULTRY Contributes \$25,000 for Vision Development of Atlanta's Centennial Olympic Park



Frank Poe and John Starkey (right)

USPOULTRY recently contributed \$25,000 to the Georgia World Congress Center Authority. The donation is to help support a forward-thinking master plan, with \$25 million in capital improvements, to celebrate Centennial Olympic Park's 20th anniversary and usher in a new era of service to the Atlanta community.

The project would bring several upgrades to the 21-acre park that served as a focal point during the 1996 Summer Olympics, including the creation of a pedestrian gateway stretching from the edge of the downtown hotel corridor to the front steps of the College Football Hall of Fame and additional park space. Other upgrades include a new building that would be a multi-use space to allow for special events at the park.

"The International Poultry Expo (IPE) and the IPPE have benefitted greatly from our annual partnership with the Congress Center. The professionalism of the entire GWCC staff has been consistently demonstrated over our

40-year partnership, with GWCC smoothly addressing various challenges over that span and enabling us to grow and prosper. We feel that the campaign to revitalize and refurbish the Park and surrounding areas will also serve to enhance the IPE/IPPE experience for our exhibitors and attendees," commented John Starkey, president of USPOULTRY.

"On behalf of the Geo. L. Smith II Georgia World Congress Center Authority, we wish to express our sincerest appreciation for the generous gift USPOULTRY made on behalf of the furtherance of the vision development for Centennial Olympic Park. Thanks so much for your support," remarked Frank Poe, executive director, GWCCA.

USPOULTRY and Foundation Approve \$275,000 in New Board Research Initiative Grants

USPOULTRY and the USPOULTRY Foundation have approved a total of \$275,000 for three new research grants at three institutions through the Board Research Initiative program. The research funding was approved by the boards of directors of both organizations, based on recommendations from the Foundation Research Advisory Committee. The committee evaluates research proposals to determine their value to the industry and then makes recommendations to the boards for funding. Committee members are professional specialists from different segments of the poultry and egg industry who represent a variety of disciplines. The research grants for each institution include:

Analysis of Poultry Gasification Parameters for Elimination of Avian Flu Exposed Birds

and Manure

University of Iowa (research grant made possible by a Foundation gift from West Liberty Foods)

Euthanasia of Recently Hatched Chicks and Poult

University of Georgia (research grant made possible by a Foundation gift from Pilgrim's)

Euthanasia of Recently Hatched Neonates

Texas A&M University (research grant made possible by a Foundation gift from Sanderson Farms)

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.

USPOULTRY and its Foundation operate an extensive research program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY has reinvested more than \$26 million dollars into the industry in the form of research grants, with the International Poultry Expo as the primary source for the funding. More than 50 universities and federal and state facilities have received grants over the years.

USPOULTRY and Foundation Approve \$275,000 in New Research Grants through the Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation have approved a total of \$275,000 for four new research grants at three institutions. The research funding was approved by the boards of directors of both organizations, based on recommendations from the Foundation Research Advisory Committee.

The Association's comprehensive research program dates back to the early 1960s when funds were first approved for poultry disease research. It gradually grew into an all-inclusive program incorporating all phases of poultry and egg production and processing.

"Research continues to be an important part of USPOULTRY's and the Foundation's service to the industry. The Foundation Research Advisory Committee is the core of the research program with committee members

giving numerous hours studying and evaluating research proposals before making recommendations for funding. We sincerely welcome and value their excellent work," said Paul Hill, West Liberty Foods, Ellsworth, Iowa, and USPOULTRY chairman.

The research grants for each institution include:

Production of Cross-Protective Autogenous Bacterin Strains for Controlling Escherichia coli Infections in Poultry

University of Georgia (research grant made possible by a Foundation gift from Koch Foods)

Does Broiler Vaccination with HVT-LT (INNOVAX®) Vector Vaccine Increase the Infectious Laryngotracheitis Virus (ILT) Virus

Challenge Infectious Dose?

University of Georgia (research grant made possible by a Foundation gift from Claxton Poultry)

Development of Clostridium Septicum Oral Vaccine for Clostridial Dermatitis in Turkeys Using an Outer Membrane Vesicle Delivery System

Cornell University (research grant made possible by a Foundation gift from the Cooper Farms Foundation)

Genetic Modulation of the Antimicrobial Properties of the Egg Shell Cuticle Pore Plug

University of Ottawa, Canada (research grant made possible by a Foundation gift from Midwest Poultry Services)

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

Research Evaluates Methods to Reduce *Salmonella* and *Campylobacter* Levels on Poultry Parts and Ground Poultry Products

Project #F058: Efficacy of Various Antimicrobials on Reduction of *Salmonella* and *Campylobacter*, Microbial Shelf-Life and Quality Characteristics of Ground Chicken in a Post-Chill Decontamination Tank

(Dr. Sacit Bilgili, Auburn University, Auburn, Ala., and Dr. Shelly McKee, USA Poultry & Egg Export Council, Stone Mountain, Ga.)

Researchers at Auburn University in Auburn, led by Dr. Sacit Bilgili, recently completed a research project in which they evaluated the ability of various antimicrobials to reduce *Salmonella* and *Campylobacter* levels of chicken parts and ground chicken. In addition, they measured the effect of the antimicrobials on product quality characteristics and product shelf-life. The project used a continuous online parts decontamination tank in which to apply the antimicrobials. Significantly positive results were seen with two of the antimicrobials.

The research was made possible by an endowing Foundation gift from Kock Foods.



Detecting Wooden Breast Fillets with Imaging Technology

Project #694: Identification of the Wooden Breast Condition in Broiler Breast Fillets Using Imaging Technology

(Dr. Brian Bowker, USDA-ARS, Athens, Ga.)

Researchers at the USDA-ARS in Athens, Ga., led by Dr. Brian Bowker, recently completed a research project focused on the application of imaging technology to detect the wooden breast condition in breast fillets. Multiple imaging technologies were utilized to differentiate normal breast fillets from affected breast fillets. Breast fillets affected with wooden breast could be detected with greater than 95 percent accuracy. These results point to the feasibility of adapting imaging technology to detect wooden breast in an online processing plant setting.

The research was made possible by an endowing Foundation gift from GNP Company.



USPOULTRY Accepting Research Pre-Proposals

Rapid Disposal of Poultry Carcasses Following Depopulation

The USPOULTRY Board Research Initiative is requesting pre-proposals on the rapid disposal of poultry carcasses following depopulation. Mass depopulation and disposal of large layer facilities present daunting challenges. The recent avian influenza outbreak has shown that current disposal methods may be inadequate for rapid depopulation and disposal on large farms. Innovative methods are needed for rapid, safe disposal of the carcasses and manure. Opportunities may exist to improve currently used disposal methods.

The area of focus for the research will include the development of alternative methods or improvement of existing methods to rapidly, safely dispose of large numbers of layer carcasses and manure with an emphasis on validating that the disposal method inactivates avian influenza virus and evaluating the potential for spread of avian influenza virus during carcass and manure disposal process.

Alternatives to Restricted Feeding Programs for Broiler Breeders

The USPOULTRY Board Research Initiative is requesting pre-proposals on alternatives to current restricted feeding programs for broiler breeders. Broiler breeder males and females have tremendous genetic potential for growth. The growth of broiler breeders is moderated to allow birds to lay eggs and breed properly. During the rearing of immature broiler breeders this has been traditionally accomplished by withholding feed on certain days, with some animal welfare advocates suggesting that current restricted feeding programs compromise the welfare of young broiler breeder males and females.

The areas of focus for the research will include feeding programs in immature broiler breeders that are alternatives to current restricted feeding programs, objective measures to evaluate the impact on immature broiler breeder welfare by feeding programs during rearing, comparison of

objective measures of welfare in immature broiler breeders reared on different feeding programs, and comparison of performance parameters of broiler breeders reared on different feeding programs.

Deadline

The deadline for pre-proposal submission is Nov. 1. For more information, visit the USPOULTRY website, www.uspoultry.org, and click on "Research" 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.

USPOULTRY Foundation to Fund Antimicrobial Industrial Hygiene Study

The USPOULTRY Foundation, through its Board Research Initiative (BRI), is requesting proposals on an antimicrobial industrial hygiene monitoring study. Antimicrobials are often used in meat and poultry processing to control pathogens in raw meat products. Many companies have conducted studies that clearly demonstrate the exposure of employees to these antimicrobial substances is well below levels of concern from an industrial hygiene perspective. However, there is a dearth of publicly available, peer-reviewed studies on the topic.

This BRI is designed to fill that void. Further, the study will highlight practices or procedures

found during the study that further reduce exposure levels.

The deadline for pre-proposal submission is Nov. 1. For more information, visit the USPOULTRY website, www.uspoultry.org, and click on "Research" for complete instructions and deadlines.



Member Spotlight: Butterball LLC



Who We Are. What We Do.

Headquartered in Garner, N.C., Butterball is the largest producer of turkey products in the U.S. – producing more than 1 billion pounds of turkey each year. For 60 years, the company has provided foodservice and retail products to customers and consumers around the world. As an industry leader in quality, food safety and animal well-being, the company employs numerous processes to ensure the health of flocks and implements recognized prevention measures to exceed food safety standards. Butterball products are currently distributed throughout the U.S. and in more than 45 countries. Butterball operates seven processing plants located in North Carolina, Arkansas, Illinois and Missouri.

History

Turkey has a way of bringing people together. In fact, it's hard to think of Thanksgiving without it.

The Butterball turkey was introduced in 1954, the product named for its broad breast and plump, round shape. In 1985, Carolina Turkeys was founded, a business-to-business expert with a passion for quality and service.

In 2006, these two identities merged to become Butterball, LLC, owners of a beloved consumer and foodservice brand,



dedicated to bringing people together to celebrate occasions great and small. For 60 years, Butterball has seen that — from Thanksgiving dinner to the perfect sandwich to a healthier breakfast choice — people love turkey. Butterball loves turkey, too.

Corporate Social Responsibility

Through Butterball's citizenship program,

Traditions with Purpose, their mission is simple: to make delicious, nutritious, and affordable food in a responsible way. This objective is the foundation of Butterball's business values and culture, and it guides Butterball in the continuous pursuit of doing what's right.

This is why Butterball makes every effort to be a positive influence in all areas of their business – to engage and protect their people, deliver the highest-quality food to your plate, look after the environment for future generations and invest in the communities they call home.

People

Butterball's people are the heart of their business, so their safety, health and satisfaction are among their top priorities.

Plate

They are committed to providing high-quality, nutritious and affordable products to consumers. This begins with providing the best possible care for their turkeys. In partnership with their family farmers, Butterball is committed to achieving industry-leading results in animal care and well-being.

Planet

Butterball recognizes their responsibility to protect the planet we share, preserve the natural resources relied on to produce Butterball foods and ensure that our families and future generations enjoy a thriving environment.

Philanthropy

Butterball's communities are more than simply where they operate. They are where their associates and consumers live and raise their families. Butterball is committed to passionately serve the communities they call home.

CSR Efforts

- People: Butterball's award-winning safety programs consistently drive a recordable injury rate 50 percent better than the poultry industry average.
- Plate: Butterball is the first nationally certified American Humane Association turkey producer.
- Planet: In 2015, Butterball increased the

amount of recycled materials to 48 percent of total waste.

- Philanthropy: In 2015, Butterball donated approximately 2.8 million meals.



About the Butterball Turkey Talk-Line

One of the first national, toll-free consumer help lines, the Turkey Talk-Line has helped almost 50 million consumers since its first season in November 1981. Each November and December, professionally trained turkey experts assist more than 4 million cooks through the Turkey Talk-Line, Butterball.com, Facebook, Twitter, Instagram, Live Chats and emails in the United States and Canada. With more than 50 staff members, the Turkey Talk-Line has the resources to answer questions from either English- or Spanish-speaking callers, as well as respond to questions via email.

Facts

- Butterball is the largest vertically integrated turkey producer in the United States and accounts for 20 percent of total turkey production in this country.
- The Butterball Turkey Talk-Line® opened in 1981 and handled more than 10,000 consumer calls that year. Today, the line receives more than 100,000 callers during the Thanksgiving season.
- Butterball employs more than 6,000 associates in its seven plant locations, farms, hatcheries, feed mills and corporate offices.
- At 675,000 square feet, the Butterball plant in Mt. Olive, N.C., is the world's largest turkey plant.

CERCLA and EPCRA Reporting for Farms Revisited

Reporting requirements are commonly a part of regulations developed by the Environmental Protection Agency (EPA) and other federal and state regulatory agencies. While environmental, health and safety professionals that work in the poultry and egg industry recognize this and adhere to these requirements closely, pressure from the public and various groups have expanded reporting requirements to poultry and egg producers as well. As a vital partner in the industry it is important to assist poultry producers with information and support to make them aware of these requirements. This is especially true in light of two ongoing lawsuits related to reporting requirements for the emission of ammonia from farms that raise animals. In January 2015, a number of environmental groups filed a lawsuit against the EPA for, in their opinion, failing to move quickly enough to force agriculture to report emission of ammonia from farms that raise animals. More recently, the same environmental groups filed a lawsuit against a swine farm in North Carolina for failing to report the emission of ammonia coming from the facility.

The Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and Emergency Planning and Community Right to Know Act (EPCRA) are two federal regulations that mandate the reporting of hazardous substances when they are released into the environment above a certain quantity. These reporting programs provide information that allows emergency response personnel and local governments to plan and respond to the release of substances that can harm the public. In fact, the establishment of the EPCRA reporting program by the United States Congress was the direct result of a tragic incident in Bhopal India where the accidental release of a pesticide harmed many individuals near the facility.

Included in the list of hazardous substances that must be reported is ammonia. While the agriculture industry understands the potential hazards of releasing large quantities of ammonia, we still believe it was not the intent of Congress to have poultry farmers

report the emission of ammonia from poultry houses that is generated from the natural breakdown of manure. This led USPOULTRY, in 2005, to petition EPA to provide poultry and egg producers an exemption from reporting the release of very low levels of ammonia that posed no risk to the public. In its petition to EPA, USPOULTRY pointed out there was no reliable method to calculate or even estimate the amount of ammonia generated in a poultry house on a daily basis. Furthermore, responding to the potential emission of ammonia from poultry houses was unnecessary because it did not present a hazard to human health; and if emergency personnel did respond, it could distract emergency personnel from responding to accidents that truly require their attention.



Recognizing the rationale behind the petition, in 2008 EPA issued a partial reporting exemption for agriculture. The agency gave agriculture a full exemption from reporting under the CERCLA program and a partial exemption under the EPCRA program. Only those animal feeding operations that exceed the number of animals that define the operation of a CAFO are required to submit an EPCRA report. Because these emissions are continuous and at very low levels, EPA allowed farms to submit a one-time continuous

release report and a single follow up report 12 months after the initial report was filed. No other reports are required unless the operation undergoes a substantial change such as adding a new poultry house.

Shortly after EPA issued the partial exemption, administrations holding the executive branch of the government changed. This change brought a different ideology to the agency which drove them to reach back and overturn the partial exemption issued by the previous administration. However, rather than immediately requiring agriculture to submit reports on a daily basis, the agency decided to keep the partial exemption in place until the agency developed Emission Estimation Methodologies (EEMs.) Presumably, these EEMs will assist farmers with estimating how much ammonia they may emit on a daily basis. It's no secret that agriculture was disappointed with the agency's decision to remove the exemption. If poultry and egg farmers are eventually required to follow new reporting requirements, let's hope the agency thoughtfully develops EEM's that make these obligations easier and more accurate.

That brings us to the present. While the partial exemption is still in place, certain reporting requirements remain in effect. To assist poultry and egg operations with these requirements, USPOULTRY has developed reporting guidance documents and reporting forms which can be found on USPOULTRY's website at the following location: <http://www.uspoultry.org/environment/regulatory.cfm>. As a vital link of the poultry and egg industry's value chain, let's make sure we continue to advise and support our producers with current and future regulations.

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Industry Safety at All-Time Best

122 Poultry Facilities Recognized for Outstanding Safety Performance

At the 2016 National Safety Conference for the Poultry Industry in Destin, Fla., 122 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.

The Joint Industry Safety and Health Council consists of members from the U.S. Poultry & Egg Association, 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 poultry industry has made great progress over the last 20 years when it comes to workplace safety. Today our industry's safety record is almost equal to that of the rest of the manufacturing industries. Although great improvements have been made, industry safety professionals are continuously looking for ways to improve. No matter their role, safety is a commitment expected of all employees in the industry," said the Council.

The total recordable poultry processing illness and injury rate for 2014 was 4.3 cases per 100 full-time workers (per year), down from 4.5 in 2013. This represents an 81 percent decrease from 1994 (the oldest data available on the Bureau of Labor Statistics' website), when the

recorded rate was 22.7, demonstrating the enormous progress poultry processors have made in improving safety for our workforce.

Award consideration was based on injury statistics over three years and an evaluation of written applications by judges Doug Britton, program manager for Agricultural Technology Research at Georgia Tech Research Institute, Jill James of Vivid Learning Systems and George Nassif of Aon Global Risk Consulting. Fifty-two facilities received the highest level of recognition, "Award of Distinction." The other categories included "Award of Honor" and "Award of Merit."

AWARD OF DISTINCTION

American Proteins
Hanceville, AL - Rendering

Butterball
Raeford, NC - Hatchery
Goldsboro, NC - Hatchery
Huntsville, AR - Processing
Carthage, MO - Processing
Ozark, AR - Processing
Jonesboro, AR - Further Processing
Mt. Olive, NC - Processing

Cargill Protein Group
Waco, TX - Processing

Cargill Turkey Production
Harrisonburg, VA - Feed Mill
Gentry, AR - Hatchery

Cobb-Vantress
Siloam Springs, AR - Feed Mill
Sweetwater Farm

Foster Farms
Emmett, AR - Prescott Feed Mill
Demopolis, AL - Corndog Plant
Turlock, CA (FTP 1) - Processing
Turlock, CA (FTP 2) - Cooked Plant
Farmerville, LA - Cooked Plant
Farmerville, LA - Processing
Fresno, CA (Cherry Ave) - Processing

GNP Company
Arcadia, WI - Feed Mill

Keystone Foods
Equity Group - KY Division
Camilla, GA - Processing
Gadsden, AL - Further Processing

Koch Foods
Morton, MS - Feed Mill

Mountaire Farms
Princess Anne, MD - Hatchery
Statesville, NC - Breeder
Silver City, NC (Mount Vernon) - Hatchery
Lumber Bridge, NC - Processing

Perdue Farms
Bridgeville, DE - Feed Mill
Dillon, SC - Hatchery
Hurlock, MD - Hatchery
Cromwell, KY - Hatchery
Dillon, SC - Processing
Accomac, VA - Processing
Concord, NC - Further Processing
Georgetown, DE - Processing
Murfreesboro, NC - Hatchery
Cromwell, KY - Processing
Perry, GA - Processing
Perry, GA - Cook Plant
Monterey, TN - Processing
Rockingham, NC - Processing
Lakeville, CA - Growers Hatchery

Pilgrim's Corp
Live Oak, FL - Hatchery

Tyson / River Valley Animal Foods
Robards, KY - Rendering

Tyson Foods
Storm Lake, IA - Processing

Wayne Farms
Dobson, NC - Hatchery
Troy, AL - Hatchery
Union Springs, AL - Processing
Pendergrass, GA - Processing
Decatur, AL - East Further Processing

AWARD OF HONOR
Cargill Turkey Production
Springdale, AR - Feed Mill
Purdy, MO - Feed Mill

Cobb-Vantress
Wadesboro, NC - Hatchery

Foster Farms
Wadesboro, NC - Hatchery

House of Raeford
Arcadia, LA - Processing
Greenville, SC - Processing
West Columbia, SC - Complex

Jennie-O Turkey Store
Detroit Lakes, MN - Hatchery
Montevideo, MN - Processing
Pelican Rapids, MN (West Central) - Turkeys

Keystone Foods
Eufaula, AL Division
North Carolina Division

Koch Foods
Chattanooga, TN - Feed Mill
Crossville, AL - Hatchery
Pine Mountain Valley, GA - Processing
Ashland, AL - Processing
Collinsville, AL - Processing
Gadsden, AL - Processing
Forest, MS - Further Processing

Mountaire Farms
Millsboro, DE - Feed Mill
Frankford, DE - Feed Mill
Shelbyville, DE - Processing
Millsboro, DE - Resource Recovery Plant

Perdue Farms
Bridgewater, VA - Further Processing
Salisbury, MD - Feed Mill
Forsyth, GA - Feed Mill
Lewiston, NC - Processing
Westover, MD - Hatchery

Pilgrim's Corp
Ft. Payne, AL - Hatchery
Gainesville, GA - Processing
Sanderson Farms, Inc.
Collins, MS - Hatchery
Adel, GA - Hatchery
Flowood, MS - Processing

Tyson Foods
Cumming, GA - Further Processing
Berryville, AR - Processing
Nashville, AR - Processing
Springdale, AR (Berry Street) - Processing
Russellville, AR - Processing

Valley Proteins
Linkwood, MD - Rendering
Fayetteville, NC - Rendering

Wayne Farms
Danville, AR - Hatchery
Decatur, AL (West) - Further Processing
Enterprise, AL - Processing
Laurel, MS - Hatchery
Dothan, AL - Processing

AWARD OF MERIT
American Proteins
Cuthbert, GA - Rendering
Fries Farms
Glenville, GA (Tattnall) - Hatchery

George's
Springdale, AR - Further Processing

Jennie-O Turkey Store
Barron, WI - Processing

Koch Foods
Anniston, AL - Hatchery
Cumming, GA - Further Processing

Peco Farms
Tuscaloosa, AL - Processing
Canton, MS (Feather Lane) - Further Processing
Bay Springs, MS - Processing
Batesville, AR - Processing
Sebastopol, MS - Processing
Canton, MS - Processing
Brooksville, MS - Further Processing

Perdue Foods
Milford, DE - Processing
Washington, IN - Feed Mill
Elkin, NC - Feed Mill

Pilgrim's Corp.
Natchitoches, LA - Processing
Live Oak, FL - Processing
Marshville, NC - Processing
Moorefield, WV - Prepared Foods
Lufkin, TX - Processing
Gainesville, GA - Processing
Chattanooga, TN - Processing
Chattanooga, TN - Further Processing
Mt. Pleasant, TX - Prepared Foods

Record Attendance at the National Safety Conference for the Poultry Industry



In opening remarks at the National Safety Conference for the Poultry Industry, Kurt Petermeyer, OSHA's Region IV administrator, discussed the current Poultry Processing Regional Emphasis Program. While choosing not to recognize poultry's steady improvement in workplace safety over several decades, Petermeyer stated that poultry's high incidence rates for serious injuries compared

to all private industry and that increased scrutiny from workers' rights groups such as Oxfam and the Southern Poverty Law Center prompted OSHA to develop this special emphasis on poultry. During a Q&A session, he fielded comments and questions from the attendees who remarked that OSHA's view is an inaccurate portrayal of safety within the poultry industry.

The 2016 National Safety Conference for the Poultry Industry was a three-day event designed specifically for poultry facility and corporate safety personnel. A record 175-plus safety professionals attended the conference, which was sponsored by USPOULTRY, the Agriculture Technology Research Program at the Georgia Tech Research Institute, Georgia Poultry Federation, National Chicken Council and National Turkey Federation. This year's conference was held Aug. 15-17, at the Hilton Sandestin Beach Golf Resort & Spa in Destin, Fla.

In addition to hearing from Petermeyer, attendees learned how safety can gain a seat at the management table from Brad Williams, area complex manager for Wayne Farms. Williams reduced his message to three points,

"Love what you do," "Don't forget who really does the work," and "Bring answers, not just questions."

Larry Stine, a senior principal with Wimberly, Lawson, Steckel, Schneider and Stine PC, provided an update on OSHA's Regional Emphasis Program in addition to highlighting industry concerns over one small portion of the program. While the industry is not objecting to the special emphasis on poultry, it is concerned that OSHA's attempts to expand accident or complaint investigations into wall-to-wall inspections is a violation of Fourth Amendment protections. "Despite having the argument decided in a number of previous court cases, OSHA continues to use an arbitrary selection process to choose which facilities will be subject to expanded inspections," said Stine.

Sessions on sharing best practices and a series of informal roundtables covering many current safety and health issues continued to be popular and beneficial for attendees.



2016 Women's Leadership Conference Focused on the Tools Needed to Drive Professional Growth



Wanda Moody, complex human resource manager, Keystone Foods

More than 120 women from various segments of the poultry industry recently gathered in Destin, Fla., for USPOULTRY's 2016 Women's Leadership Conference. The Conference was packed with speakers who promoted both professional and personal development, with this year's theme centered on "Being a Woman Champion." Charlene Powell, Crider Foods, and planning committee chairperson, explained that "women champions are not just those who are successful in their careers. Being a champion includes encouraging and

supporting fellow women that you work with to work toward their full potential."

"Women drive consumer preferences around the world and are the main decision makers when it comes to food for their family," said Doug Ramsey, SVP/GM Big Bird Value Added for Tyson Foods. Ramsey went on to explain some of the trends that are being seen in food retail, and that when it comes to talking about food and how it is raised, women scientists are the most trusted sources. He encouraged the group, as women and as scientists, to utilize their trustworthiness to help other women to have more confidence in the food they purchase.

Wanda Moody, complex human resource manager for Keystone Foods, challenged attendees to strive for excellence in supervision. "Having a positive relationship with your supervisor is viewed as very important by employees. Human resource managers are less likely to have to address day-to-day issues if supervisors are maintaining good relationships with their teams," Moody explained. She reminded the group that "employees will not get things right 100 percent of the time. A good leader knows that and will handle situations appropriately."

Pauline Feddo, senior marketing manager for Wayne Farms, spoke to attendees on how to champion your career through personal branding. "Brands tell a story, set expectations, add value to a business, create referrals and is a promise. A personal brand is no different. Perception is reality, fair or not. Manage that perception and create your own brand," explained Feddo.



Pauline Feddo, senior marketing manager, Wayne Farms



USPOULTRY's Live Production and Welfare Seminar Highlights Best Management Practices and Avian Influenza Preparedness



Dr. Ken Opengart, global head of animal health and welfare, Keystone Foods

"Sustainability is a continually evolving concept and driving force for change in many organizations," remarked Dr. Ken Opengart, global head of animal health and welfare for Keystone Foods, during his presentation on "Producing Sustainable Poultry in Live Production," at USPOULTRY's 2016 Live Production and Welfare Seminar in Nashville, Tenn.

Opengart discussed how sustainability programs benefit businesses and our

industry. He reviewed key sustainability principles and Keystone's Four Pillars, which include Sustaining the Planet, Contributing to Communities, Supporting Our People and Creating Shared Value. Opengart also examined poultry industry trends and factors contributing to improved broiler performance related to live production and concluded with six important points for messaging sustainability.

In his presentation on "Avian Influenza: Surveillance and Monitoring," Dr. Melburn Stephens, District 2 emergency coordinator for USDA APHIS, discussed the epidemiological findings, costs and impacts of the 2015 avian influenza (AI) outbreak and what a producer can expect going forward. He observed that the economic loss of the AI outbreak in 2015 was \$3.3 billion, with 16 trade markets lost including China, Russia and South Korea. Stephens emphasized the following HPAI planning practices going forward: preventing or reducing future outbreaks, enhanced preparedness, improved and streamlined response capabilities, and preparing for the potential use of AI vaccines.

Kent Peter, live production manager for Farbest Foods, provided an overview of preparing and executing an AI preparedness program. His presentation highlighted a day-to-day plan and what to expect and how to best control a disease event.

Kay Johnson Smith, president / CEO of the Animal Agriculture Alliance, highlighted the latest tactics of animal rights activists and how these tactics have affected the poultry industry. Johnson Smith provided tips on creating a positive spotlight about the industry, including sharing personal stories with consumers and being proactive on social media to raise awareness of the industry.



Kent Peter, live production manager, Farbest Foods



USPOULTRY's Environmental Management Seminar Focused on Water Quality and Regulatory Compliance



Michele Boney, director of EHS, West Liberty Foods

Since 2012, West Liberty Foods has been able to divert 520 million pounds of waste from landfills by becoming landfill free," remarked Michele Boney, director of EHS for West Liberty Foods, during her presentation at USPOULTRY's 2016 Environmental Management Seminar that brought together more than 130 industry professionals in Destin, Fla.

Boney shared West Liberty Foods' success story of becoming landfill free with the help

of various programs and by sharing knowledge with the community regarding composting and recycling. She provided attendees with information that could help with their sustainability efforts and ultimately become landfill free.

In his presentation on "Critical Environmental Issues at the Feed Mill," Jamie Burr, technical services manager for Tyson Foods, provided examples on issues that can arise in feed mills if air pollution control devices are improperly operated, which can create a stormwater issue. Burr highlighted air permitting, stormwater, RCRA, EPCRA and SPCC regulations and provided tips on ensuring that feed mills are up to date on inspections and evaluations.

Stephen James, director of environmental engineering for Pilgrim's, and Doug Singleton, environmental specialist for Tip Top Poultry, provided case studies regarding infrastructure improvements as a result of EPA audits and complying with State stormwater permits. James elaborated on the importance of documentation, clarification and engaging third party groups as guidelines that can be used for complete stormwater capture and treatment.

USPOULTRY also presented its Clean Water Award to Sanderson Farms of Kinston, N.C., in the full treatment category, and Tyson Foods of Russellville, Ark., in the pretreatment category.

The Joint Poultry Environmental Management Committee met at the seminar, and Brenda Flick, manager of environmental services for Sanderson Farms, was recognized for her many years of support of the Joint Poultry Environmental Management Committee and the Environmental Management Seminar Planning Committee.



Brenda Flick, manager of environmental services, Sanderson Farms, and Paul Bredwell, vice president of environmental programs, USPOULTRY



Poultry Industry Intern: Danielle Corcoran

This summer the USPOULTRY Foundation hosted a photo contest for interns working in the poultry industry and related fields. Each year, several hundred students interview for internships and jobs at the College Student Career Program, held during IPPE. The poultry industry has numerous opportunities, and a photo contest seemed like a great way to see some of the experiences students have in the industry. Twenty students submitted photos with hopes of winning a Yetti cooler and other prizes. The next three issues of *News & Views* will feature the three winners. This edition features the third place winner, Danielle Corcoran.

Student: Danielle Corcoran

School: Pennsylvania State University

Major: Animal Science

Company: Mountaire Farms

Danielle became interested in animal sciences



through her love of animals as a child. She always had pets, including some goats and chickens. As a senior year in high school, she learned she could make a career out of working with animals and that became her goal. Danielle was unaware of the career opportunities in the poultry industry until she joined the Poultry Science Club at Penn State. The club provided exposure to the industry through hands-on experience during their annual turkey harvest, trips, speakers and networking.

Danielle interviewed with Mountaire Farms in Atlanta at the IPPE in January. She accepted a live operations grow out internship and worked for them this summer learning more about the production segment of the poultry industry.

"I enjoyed the positive atmosphere and



the hands on learning experiences. The knowledge I gained is invaluable," she said. Danielle graduates in December and is hoping to start her career working with broilers.

After her summer with Mountaire Farms, she offers this advice to future interns in the poultry industry: "Make every experience last. Go into any internship with an open mind and positive attitude. Just give it 110 percent. Also, don't be afraid to experience various aspects of the industry, because you might just love it. Don't ever stop learning, and ask questions. It helps you learn and makes the industry professional think."

Anna Leigh Peek
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Investing in the Future of Our Industry

USPOULTRY and the USPOULTRY Foundation understand the importance 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 the 1994, and in 2004, 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 its Foundation understand the value these schools and students get from the recruiting grants. In 2016, those recruitment dollars totaled \$150,000 to six poultry science schools.

- University of Arkansas
- Auburn University
- University of Georgia
- Mississippi State University
- North Carolina State University
- Texas A&M University

Grants totaling \$135,000 were awarded to the following non-poultry science schools.

- Abraham Baldwin Agricultural College, GA
- Blue Ridge Community College, VA
- California Polytechnic State University, CA
- California State University – Fresno, CA
- Clemson University, SC
- Crowder College, MO
- University of Delaware, DE
- Eastern Oklahoma State College, OK
- George C Wallace Community College, AL
- Iowa State University, IA
- McNeese State University, LA
- University of Minnesota - Twin Cities, MN
- Modesto Junior College, CA
- University of North Georgia, GA
- Oklahoma State University, OK
- Ohio State University, OH
- Penn State University, PA
- Sam Houston State University, TX
- South Central College, MN

- South Dakota State University, SD
- Stephen F Austin State University, TX
- University of Tennessee – Martin, TN
- Tennessee Technological University, TN
- Wallace State Community College, AL
- Wilkes Community College, NC

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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University of Arkansas Receives \$25,423 USPOULTRY Foundation Student Recruiting Grant

The University of Arkansas received a \$25,423 student recruiting grant from the USPOULTRY Foundation. The grant was made possible by an endowing gift from the Monty & Margot Henderson Recruiting Fund.

The check was presented by Monty Henderson, retired president and COO for George’s Inc., and his wife, Margot, to Dr. Michael Kidd, director of the Center of Excellence for Poultry Science and department head for the Department of Poultry Science at the University of Arkansas. Also participating in the presentation was Marvin Childers, president of The Poultry Federation.



(From left): Marvin Childers; Lona J. Robertson, interim dean of the Dale Bumpers College of Agricultural, Food and Life Sciences; Mike Kidd; Monty Henderson; Margot Henderson; and Mark J. Cochran, vice president-agriculture of the University of Arkansas System Division of Agriculture

Recent Member News

Industry Veteran Bill Andersen Named Chief Commercial Officer at Peco Foods, Inc.

Bill Andersen, has been named to the newly created position of chief commercial officer for Peco Foods, Inc., according to an announcement by Peco Food's CEO Mark Hickman. Andersen comes to Peco Foods from Gemstone Foods, where he held the position of chief executive officer. His 25 years of industry experience includes executive vice president and president of USA Proteins at Keystone Foods.

"We are pleased to welcome Bill to Peco Foods," Hickman said. "In his senior management position as our chief commercial officer, Bill will lead our efforts to provide creative and competitive value added solutions to our customers. He is a highly respected industry executive whose experience and technical knowledge are directly aligned with our integrated global marketing program."

Top-Level Cobb Visit to New Production Center in China

Cobb-Vantress, Inc. top executives Jerry Moye and Joel Sappenfield visited the new farm and hatchery complex in Suizhou City, Hubei province, which will soon begin supplying the Chinese market. Sappenfield will assume the presidency of Cobb, as Moye will be retiring at the end of the year.

Sanderson Farms, Inc. Announces Increase in Quarterly Dividend and Declares Special Dividend

Sanderson Farms, Inc. announced that its Board of Directors has declared a regular quarterly cash dividend of \$0.24 (twenty-four cents) per share, an increase of \$0.02 (two cents) per share per quarter. This represents a new annual dividend rate of \$0.96 (ninety-six cents) per share, or an annual increase of \$0.08 (eight cents) per share. The Board has also declared a special cash dividend of \$1.00 (one dollar) per share. Both the regular quarterly cash dividend and the special cash dividend are payable on Oct. 18, to stockholders of record on Oct. 4. Declaration of the regular quarterly cash dividend will remain subject to Board approval each quarter.

Cal-Maine Foods Reports First Quarter Fiscal 2017 Results

Cal-Maine Foods, Inc. has reported results for the first quarter of fiscal 2017 ended Aug. 27. Net sales for the first quarter of fiscal 2017 were \$239.8 million, a 60.7 percent decrease compared to \$609.9 million for the first quarter of fiscal 2016. The Company reported a net loss of \$30.9 million, or \$0.64 per basic and diluted share, for the first quarter of fiscal 2017, compared to net income of \$143.0 million, or \$2.97 per basic share and \$2.95 per diluted share, for the first quarter of fiscal 2016.

Feed Mill Management Seminar
March 22-23, Nashville, Tennessee
DoubleTree Hotel

Human Resources Seminar
April 17-19, Destin, Florida
Hilton Sandestin Beach Golf Resort
& Spa

National Breeders Roundtable
May 4-5, St. Louis, Missouri
Renaissance St. Louis Airport

Poultry Processor Workshop
Dates/location TBD

Financial Management Seminar
Dates/location TBD

Hatchery Breeder Clinic
July 11-12, Nashville, Tennessee
DoubleTree Hotel

National Safety Conference for the
Poultry Industry
Sponsored by Georgia Tech Research
Institute, Georgia Poultry Federation,
National Chicken Council, National
Turkey Federation, and USPOULTRY
August 14-16, Destin, Florida
Hilton Sandestin Beach Golf Resort
& Spa

Women's Leadership Conference
August 17-18, Destin, Florida
Hilton Sandestin Beach Golf Resort
& Spa

Live Production and Welfare Seminar
September 19-20, Nashville, Tennessee
DoubleTree Hotel

Environmental Management Seminar
September 21-22, Destin, Florida
Hilton Sandestin Beach Golf Resort
& Spa

Poultry Protein & Fat Seminar
Dates/location TBD

Air Cargo Seminars
Dates TBD
Miami, FL
New York, NY
Atlanta, GA

Grower Relations Seminars
Scheduled upon Industry Request

Poultry Wastewater Operators Training
Scheduled upon Industry Request