

USPOULTRY[®]
U.S. POULTRY & EGG ASSOCIATION

ANNUAL REPORT

2025



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A YEAR IN REVIEW

As we reflect on the past year, I am proud to report that USPOULTRY continued to deliver meaningful value to our members and the broader poultry and egg industry through strong leadership, collaboration and strategic investment across all of our core programs.

At the heart of our efforts is a commitment to effective communication. USPOULTRY's Communications Program maintained a comprehensive approach to engaging members, trade media and other stakeholders through print, digital, video and social media platforms. This work ensured timely, accurate information on issues critical to our industry, including biosecurity, animal health and regulatory developments. A key achievement this year was the release of an updated economic impact study, which clearly demonstrates the industry's essential role in the U.S. economy—supporting more than 2 million jobs, \$132.7 billion in wages, \$663.6 billion in economic activity and \$54 billion in government revenue. Communications staff also played a leading role in updating and promoting the Antibiotic Stewardship Within U.S. Poultry Production report and in supporting the success of the 2025 International Production & Processing Expo (IPPE), much of whose marketing and digital content was produced in-house.

Education remains one of USPOULTRY's longest-standing and most impactful pillars. Since sponsoring our first seminar in 1956, we have expanded into a robust lineup of industry seminars, conferences, workshops and training programs covering every segment of poultry and egg production and processing. More than 1,500 industry professionals participated in USPOULTRY educational programs, gaining insights from leading experts on management, technology, biosecurity, sustainability and regulatory compliance. Our education offerings at IPPE—including the International Poultry Scientific Forum, Poultry Market Intelligence Forum and other programs—continued to draw strong attendance and global engagement.

Environmental stewardship and food safety also remained top priorities. USPOULTRY's Environmental Program provided members with regulatory guidance, technical expertise and training on key issues such as air emissions, water quality, CAFO regulations and more. We also recognized excellence through our Clean Water Award and Family Farm Environmental Excellence Award programs. In food safety and production, USPOULTRY funded and disseminated research addressing *Salmonella* mitigation, avian influenza, biosecurity and animal welfare, while continuing to facilitate HACCP roundtables and Poultry Handling and Transportation training to support compliance and best practices across the industry.

Our commitment to people is reflected in the HR, Safety & Health Program, which supports workforce development, regulatory advocacy and workplace safety. Through the Joint Industry Safety and Health Council, we recognized 244 facilities for outstanding safety performance and continued to provide members with training resources, guidance and representation on key federal and industry regulatory matters.

Technology underpins all of these efforts. USPOULTRY's Information Technology Program ensured secure, reliable and modern systems for the Association and more than 20 partner organizations, including state associations and the National Poultry Improvement Plan. Investments in cybersecurity, website modernization and network infrastructure strengthened our ability to serve members efficiently and securely.

Finally, our Research Program and the USPOULTRY Foundation continued to invest in the future of the industry. Since the 1960s, more than \$38 million, or \$67 million adjusted for inflation, has been reinvested in poultry research, with \$1 million awarded annually to address priority challenges in disease prevention, food safety, environmental management and production efficiency. The Foundation also advanced student recruitment, career development and youth programs, engaging hundreds of students at IPPE and supporting colleges, universities and future industry leaders.

None of this work would be possible without the dedication of our staff, the guidance of our volunteer leaders and the ongoing support of our members. Together, we are strengthening the poultry and egg industry today while building a resilient, innovative and sustainable future.

Nath Morris
President

EXECUTIVE COMMITTEE

JONATHAN CADE

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

DR. ALICE JOHNSON

Treasurer Dr. Alice Johnson, Butterball LLC, earned her bachelor's degree in biology from Pfeiffer College and a Doctorate of Veterinary Medicine from Tuskegee Institute. Before she worked with Butterball, Johnson served as president and CEO of the National Turkey Federation. She has also held multiple leadership positions with organizations such as the National Food Processors Association and the American Meat Institute. She currently serves as senior vice president of food safety, regulatory and animal well-being for Butterball.

MIKELL FRIES

Immediate Past Chair Mikell Fries, president of Claxton Poultry Farms, is a graduate of Georgia Southern University, where he earned a degree in business management. Prior to taking on the leadership role at Claxton, he gained extensive experience in senior sales and marketing positions.

BILL GRIFFITH

Vice Chair Bill Griffith, Peco Foods Inc., is a graduate of Virginia Tech, where he obtained degrees in biology and chemistry. Before joining Peco Foods, he served as president of Keystone Foods, US. He also had a successful tenure at Perdue Foods, where he oversaw food safety, quality and regulatory compliance, in addition to serving as a microbiologist for Tyson Foods. He has served the poultry industry in various capacities, including participating on the USPOULTRY Foundation Research Advisory Committee.

KEVIN MCDANIEL

Secretary Kevin McDaniel, CEO and President of Wayne-Sanderson Farms, earned his bachelor of science degree in agricultural economics from Stephen F. Austin State University. Before becoming CEO, McDaniel served as Chief Operating Officer, overseeing the company's fresh, retail and prepared foods business units, as well as leading its engineering and marketing functions.



BOARD OF DIRECTORS

The 2025 U.S. Poultry & Egg Association Board of Directors

(Seated from left): Dr. Enrique Montiel, Addix Biotech, Lawrenceville, GA; Tim Stiller, Foster Farms, Livingston, CA; Chris Hawk, Lubing Systems, Cleveland, TN; Mikell Fries, Claxton Poultry Farms, Claxton, GA, immediate past chair; Jonathan Cade, Hy-Line International, Des Moines, IA, chair; Bill Griffith, Peco Foods, Tuscaloosa, AL, vice chair; Dr. Alice Johnson, Butterball LLC, Garner, NC, treasurer; Kevin McDaniel, Wayne-Sanderson Farms, Oakwood, GA, secretary; Joel Williams, Mar-Jac Poultry, Gainesville, GA; and John Wright, Fieldale Farms Corporation, Baldwin, GA

(Standing from left): William Rehm, Daybreak Foods, Lake Mills, WI; Eric Ludwig, Cooper Farms, Van Wert, OH; Mandy Klopp, Pilgrim's, Greeley, CO; Ted Greidanus, Opal Foods, Neosho, MO; Mike Levengood, Perdue Farms, Salisbury, MD; Jarod Morrison, Farbest Foods, Jasper, IN; Lance Buckert, Koch Foods, Park Ridge, IL; Joel Sappenfield, Simmons Prepared Foods, Siloam Springs, AR; Brian Roberts, Case Farms, Troutman, NC; and Shelby Watkins, Cobb, Siloam Springs, AR

Not pictured: Dr. Marc de Beer, Aviagen Inc., Huntsville, AL; J.T. Dean, Versova, Sioux City, IA; Greg Hinton, Rose Acre Farms, Seymour, IN; Sherman Miller, Cal-Maine Foods, Jackson, MS; and John Prestage, Prestage Farms, Clinton, NC



RESEARCH

The Association's extensive Research Program, which began in the early 1960s with initial funding for poultry disease research, has expanded over the decades into a comprehensive framework that addresses every aspect of poultry and egg production and processing. Since its inception, USPOULTRY and the USPOULTRY Foundation have reinvested more than \$38 million, or \$67 million adjusted for inflation, into the industry through research grants, primarily funded by the International Poultry Expo. More than 50 universities, as well as federal and state facilities, have benefited from these grants over the years.

The Board Research Initiative was established by USPOULTRY and the USPOULTRY Foundation to address emerging and critical challenges within the poultry and egg industry. Functioning in conjunction with the Association's long-standing research program, the Initiative strengthens the program's overall impact and long-term effectiveness. Each year, the Boards identify and prioritize key comprehensive research areas, ensuring that the Initiative focuses on the most pressing and strategically significant needs of the industry.

Collectively, USPOULTRY and the USPOULTRY Foundation provide more

than \$1 million annually through competitive research grants that support studies aimed at developing practical solutions to industry challenges. More than \$3.5 million is currently committed to ongoing research.

Twice a year, USPOULTRY receives and evaluates research proposals. Researchers first identify a problem, then design a study and request the funding required to address it—the research program averages more than 200 submissions each year.

Historically, 30% of proposals are funded during any one year. Many grant recipients are professors who are training graduate students. By supporting these graduate students through the research program, we are creating the leaders and scientists of the future to ensure the continued vitality of the poultry and egg industry.

For fiscal 2025, key research was funded that focused on innovative and applicable methods and technologies to support pressing issues in the poultry industry. These efforts include combating avian metapneumovirus, examining the influence of deboning practices on the presence of *Salmonella* in ground turkey, modeling the transmission dynamics of highly

pathogenic avian influenza in and around poultry houses, developing new disease detection platforms and other priority initiatives.

The Antibiotic Stewardship Within U.S. Poultry Production Report was updated with new research and disseminated. The new report incorporates data from 2024 into previously published peer-reviewed reports, now covering the use of antibiotics from 2013 through 2024 for U.S. broiler chickens and turkeys, and from 2016 through 2024 for U.S. layer chickens.

USPOULTRY posthumously honored Dr. Nelson Cox with the Dr. Charles Beard Research Excellence Award, recognizing his exceptional contributions to food safety research and his enduring impact on the poultry industry. His dedication and innovative work continue to inspire advancements that safeguard the industry.

Dr. Denise Heard
Vice President of Research

USPOULTRY & USPOULTRY FOUNDATION RESEARCH

RESEARCH GRANTS BY GENERAL SUBJECT LINE SINCE 1969

*ADJUSTED FOR INFLATION, THE TOTAL INVESTMENT IS MORE
THAN \$67 MILLION

Diseases	
Poultry Production	\$14,502,214
Food Safety	\$6,101,952
Environmental Management	\$6,133,035
Poultry Nutrition	\$4,348,773
Miscellaneous	\$1,499,187
Processing	\$2,011,834
Commercial Egg Processing	\$2,444,380
Total Investment	\$1,597,668
	\$38,728,153*



HR & SAFETY

USPOULTRY develops comprehensive training programs, issue kits, videos and technical resources that help member companies improve operations, reduce loss exposures and strengthen employee safety and retention. In addition to sponsoring 10 annual education programs, the organization provides members with practical tools such as updated I-9 verification materials, electronic recordkeeping standards, fleet safety guidance, medical management practices, and emergency preparedness training. Members also benefit from OSHA Outreach Training, the Sanitation Safety for the Poultry Industry certification program, complimentary online Learning Management Module training components, and a variety of safety and production videos. The weekly *PeopleMatters* newsletter, distributed to more than 2,800 representatives, highlights key human resources, safety and risk management topics for the poultry and egg industry.

USPOULTRY also supports the Joint Industry Safety and Health Council and the Human Resources Council, in partnership with the National Chicken Council (NCC) and the National Turkey Federation (NTF). Together, they actively respond to federal regulatory proposals, submitting public comments on issues such as National Fire Protection Association Code 150, OSHA standards and the Department of Transportation regulations. Their work in advancing

industry safety was highlighted at the National Safety Conference for the Poultry Industry, where 244 facilities were recognized for excellence in safety performance based on 2022–2024 injury data. Forty-nine facilities earned the Award of Distinction, 91 received the Award of Honor and 93 received the Award of Merit, with six facilities additionally honored with the Innovation in Safety & Health Award at the 2025 IPPE.

Collectively, USPOULTRY, NCC and NTF represent companies responsible for producing 95% of the nation's poultry products and directly employing more than 350,000 workers.

Matthew Spencer
Vice President of HR & Safety Programs



ENVIRONMENTAL

USPOULTRY's Environmental Program serves as the industry's leading resource for environmental stewardship, providing technical services, regulatory guidance and training to support sustainable practices. The program centers on three key areas—regulatory issues, training and award programs—and offers environmental regulatory compliance consultation tailored to individual member needs. USPOULTRY also hosts the annual Environmental Management Seminar, which highlights practical solutions to the industry's most pressing environmental challenges.

On regulatory issues, the Environmental Program keeps poultry leaders informed of federal developments and provides technical expertise to help support a safe and sustainable food supply. Core areas of technical service include air emissions, concentrated animal feeding operations (CAFOs), the Chesapeake Bay Total Maximum Daily Load (TMDL), Waters of the U.S., per- and polyfluoroalkyl substances, and general regulatory program support. In fiscal 2025, USPOULTRY assisted with several major issues, including developing comments on EPA's proposed revisions to effluent limitation guidelines, supporting EPA's denial of a petition to revise CAFO effluent limits, and monitoring potential reinstatement of animal waste emissions reporting under the Emergency Planning and Community Right-to-Know Act. Assistance also continued regarding the use of formaldehyde as a disinfectant and ongoing improvements to Chesapeake Bay TMDL modeling.

USPOULTRY provides a comprehensive range of environmental training programs, including information on CAFO requirements, the Poultry and Egg Producers Environmental Enhancement and Protection Program, Spill Prevention, Control and Countermeasure, carbon footprint estimation, stormwater pollution prevention, TRI reporting updates and EPA mock inspections.

The association also offers Poultry Wastewater Operators Training workshops, which introduce regulatory frameworks, foundational math and science, and key wastewater treatment systems used in poultry operations. Several states have approved the course for professional development hours for licensed or certified wastewater treatment operators.

To recognize leadership in environmental stewardship, USPOULTRY administers two major award programs. The Clean Water Award honors outstanding wastewater treatment facilities operated by poultry and egg companies, with annual awards presented for full treatment and pretreatment systems. The Family Farm Environmental Excellence Award recognizes exceptional environmental performance by family farms engaged in poultry and egg production, with one award presented annually in each of five U.S. regions at IPPE.

Paul Bredwell
Executive Vice President
of Regulatory Programs

A photograph of two scientists in a laboratory setting. They are wearing blue hairnets, yellow safety glasses, and white face masks. One scientist is holding a tablet computer, and the other is looking at it. They are also wearing blue gloves. In the background, there is a microscope and various laboratory equipment on a table.

FOOD SAFETY

Food safety is a top priority for USPOULTRY, and the Food Safety and Production Program provides technical assistance to member companies across live production, processing, animal welfare and food safety. The program develops and supports initiatives that help ensure the safety and quality of U.S. poultry meat and egg products, with work centered on three key areas: technical information, regulatory resources and safe food handling.

As part of its technical efforts, USPOULTRY funded a study validating the microbial independence of various chicken production lot types and commissioned a scoping review of available mitigation strategies for reducing *Salmonella* in post-harvest raw chicken parts. These resources help members evaluate which publicly reported strategies have been studied, how frequently they have been tested and where gaps remain in the research. The program also closely monitors the ongoing avian influenza outbreak, providing continuous updates to members and offering the Practical Biosecurity Resources for Commercial Poultry Producers course through the complimentary USPOULTRY Learning Management System.

USPOULTRY actively participates in Food Safety Inspection Service District HACCP roundtables, which facilitate discussions between industry and district officials on the application and enforcement of food safety regulations. The association continues to promote existing roundtables and support the creation of new ones as needed. Additionally, the Food Safety and Production Program hosts *Poultry Handling and Transportation "Train the Trainer"* workshops, which provide certification training in poultry welfare, best management practices, biosecurity and emergency preparedness. These tools were developed in collaboration with Pennsylvania State University, USDA and transportation professionals and are available in English and Spanish.

To further support regulatory compliance and continuous improvement, USPOULTRY added a Statistical Process Control Applications Guide. The guide is a useful technical resource to assist in understanding trends in the production process to help support a facility's Hazard Analysis and Critical Control Point plan. Statistical process control is a valuable tool in a production environment for identifying and responding to trends in real time. By employing various statistical tools, supervisors and managers can gain insights into their processes and take proactive measures to prevent quality or safety issues.

Dr. Denise Heard
Vice President of Research Programs



The Poultry Industry Food Safety Council (PIFSCo) is established as an all-poultry industry group to facilitate collaboration across all segments: broiler, turkey, layer, duck, and breeder, to develop and share science-based strategies for addressing food safety challenges within the poultry industry. PIFSCo, through industry collaboration, will serve to develop and disseminate food safety information to the industry and prioritize research needs.

MISSION:

Enhance food safety in all poultry industry segments through coordinated development and sharing of best practices, identifying research gaps, communicating effectively and educating where appropriate.

Participating members are allowed and encouraged from all segments of the poultry industry, including allied and academia, as approved by the PIFSCo Executive Board and with paid current membership fee. Industry Trade Associations and academia will be provided with allied membership without dues obligations and with participation as defined by the Executive Board. A member is defined as an entity with terms of membership for one year. Each member has one vote. Non-dues members will not be allowed voting privileges.

USPOULTRY is providing administration, member billing, meeting facilitation and accounting services to support PIFSCo.



EDUCATION

USPOULTRY sponsors industry-specific educational programs that help member companies improve operations, reduce loss exposures, and strengthen sustainability, employee safety and retention. Education has been a core focus for the association since 1956, beginning with the Egg Quality and Grading School and soon followed by the School of Management and the Poultry Processor Workshop, USPOULTRY's longest continuously offered seminar. These early programs have evolved into today's comprehensive lineup of annual seminars, conferences, clinics and workshops designed to keep every segment of the poultry and egg industry informed on the latest management techniques and technologies.

USPOULTRY's education portfolio now includes 11 core industry seminars covering environmental management, human resources, finance, processing operations, communications, poultry production, bird health, information technology, biosecurity, rendering, genetics and more. Programs are built around new technology, updated best management practices and changing regulatory requirements. Additional offerings such as air cargo training, poultry wastewater operators courses

and grower relations seminars are scheduled upon request to meet the evolving needs of member companies.

Educational program topics are developed by planning committees composed of industry leaders, managers and academic advisors who ensure each agenda addresses the most important issues facing their segment of the industry. USPOULTRY promotes its educational offerings through press releases, email communications, social media and its website, uspoultry.org.

More than 1,500 industry representatives attended a USPOULTRY educational program in 2025, continuing an upward trend in participation. USPOULTRY also develops and sponsors five days of education at the International Poultry Expo (IPE), part of the International Production & Processing Expo (IPPE). These programs feature speakers presenting cutting-edge information across all areas of the industry and provide attendees with the opportunity to complement the exhibit floor experience with the latest research and industry insights. Education programs at the 2025 IPPE included the International Poultry Scientific Forum, La Cumbre Avícola Latinoamericana (Latin American Poultry Summit), the Animal Agriculture Sustainability Summit, the Poultry Market Intelligence Forum and the International Rendering Symposium, presented in collaboration with the North American Renderers Association.

Barbara Jenkins
Vice President of
Education & Student Programs



INFORMATION TECHNOLOGY

The Information Technology (IT) Program supports USPOULTRY's mission of providing high-quality services to members by ensuring reliable, modern technology that keeps the industry informed and connected around the clock. Because technology underpins all USPOULTRY programs, the IT team maintains and updates the association's communication gateways to meet current technological requirements and advancements. Core services include technical support and maintenance, website design and development, intranet and extranet development, network design and implementation, email hosting, database development and data hosting.

USPOULTRY currently provides IT support to 23 organizations, including state poultry associations, sister organizations, a poultry science society and the National Poultry Improvement Plan (NPIP), a government-industry partnership. The association also hosts and maintains the NPIP website and database, which includes information for all 50 states and Puerto Rico. In 2025, the team also partnered with the Communications Program to redesign state association websites and maintain the

family of USPOULTRY-related websites, ensuring these platforms remain current and accessible.

On a daily basis, the IT Program provides staff with computer support, mobile device assistance and technical troubleshooting. The team makes recommendations for hardware and software updates to ensure the association's technology meets evolving organizational needs.

With cybersecurity threats on the rise, the IT Program continues to strengthen system protections. Firewalls form the first line of defense for safeguarding the network, while Remote Desktop Protocol allows administrators to securely monitor and correct issues off-site. These measures help ensure that all transactions and data flowing through USPOULTRY's systems and websites remain secure and reliable.

Eric Wiles
Vice President of Information
Technology Programs



COMMUNICATIONS

Effective communication with members, media and key stakeholders is central to USPOULTRY's mission. The Communications Program uses a strategic, multi-platform approach to reach audiences including members, consumers, industry professionals, trade media, government agencies and partner organizations. By highlighting critical issues impacting the poultry industry and its significant contribution to the U.S. economy, the program strengthens USPOULTRY's value and supports the industry's continued advancement.

Staff produce a wide range of print, digital and video communications, including news releases, feature articles, presentations, signage, videos and marketing materials. Major initiatives included leading an updated economic impact study showing the industry's contribution of more than 2 million jobs, \$132.7 billion in wages, \$663.6 billion in economic activity and \$54 billion in government revenue. The program also designed and communicated the updated Antibiotic Stewardship Within U.S. Poultry Production Report, shared biosecurity resources during heightened avian influenza activity and produced videos featuring USPOULTRY-funded researchers during the 2025 IPPE.

The Communications Program played a central role in supporting the 2025 IPPE, creating marketing materials, developing website content, managing five social media channels, overseeing the digital publication bin program and establishing more than 55 trade-out agreements with industry publications. Most of IPPE's marketing initiatives were produced in-house. The program also works closely with sister organizations and industry communication committees to ensure coordination and avoid duplication of efforts.

USPOULTRY publishes several newsletters to keep stakeholders informed, including USPOULTRYWire, the Research Newsletter, Partners in Poultry, In An Eggshell and newsletters for IPPE exhibitors and attendees. The Communications Program also designs and updates websites for state poultry associations and provides ongoing graphic design and marketing support. In addition to contributing quarterly articles to major industry trade publications, the program maintains an active presence across Facebook, X, LinkedIn, Instagram and YouTube, as well as student and Poultry Protein & Fat Council social media channels. Timely, relevant content continues to drive strong engagement across all platforms.

Hannah Keck
Director of Communications

AWARDS AND RECOGNITIONS

Workhorse of the Year

Clint Rivers, CEO and chairman of the board for Wayne-Sanderson Farms, was named USPOULTRY's Workhorse of the Year in fiscal 2025. The Association's highest annual honor is awarded in recognition of dedicated service and valuable leadership given to the Association and the poultry industry.

Lamplighter Award

USPOULTRY's annual Lamplighter Award pays tribute to individuals for "sustained and exemplary service" to the poultry and egg industry. It was presented to five individuals in fiscal 2025.

Dr. Steve Bolden, Wayne-Sanderson Farms

Paul Bredwell, USPOULTRY

Dr. Frederic Hoerr, Veterinary Diagnostic Pathology LLC

John Pierson, Georgia Tech Research Institute

Greg Watt, WATT Global Media

Clean Water Award

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

Full Treatment Facility Award Winners

Perdue Foods, Lewiston, N.C. (winner)

Pilgrim's, Cold Spring, Minn. (honorable mention)

Pretreatment Facility Award Winners

Tyson Foods, Danville, Va. (winner)

Draper Valley Farms, Mount Vernon, Wash. (honorable mention)

Family-Farm Environmental Excellence Award

The Family Farm Environmental Excellence Award recognizes exemplary environmental stewardship by family farmers engaged in poultry and egg production. Fiscal 2025 awards were nominated by various state poultry associations or member companies and went to the following farms:

Farm (nominated by)

Holden Farms, Obion County, Tenn. (Tennessee Poultry Association)

Lakeview Poultry LLC, Versailles, Mo. (Cargill)

MBK Farms, Colcord, Okla. (Cargill)

Joint Poultry Industry Safety Award

The Joint Poultry Industry Safety Award is in recognition of poultry facilities' outstanding performance through the implementation of innovative and effective employee safety and health programs. In Fiscal 2025, 244 poultry facilities were recognized.

Innovation in Safety & Health Award

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

Tyson Foods, Monett, Mo., Processing Plant

Case Farms, Winesburg, Ohio, Processing Plant

Culver Duck Farms, Middlebury, Ind., Processing Plant

Farbest Foods, Vincennes, Ind., Processing Plant

Darling Ingredients, Las Vegas, Nev., Facility

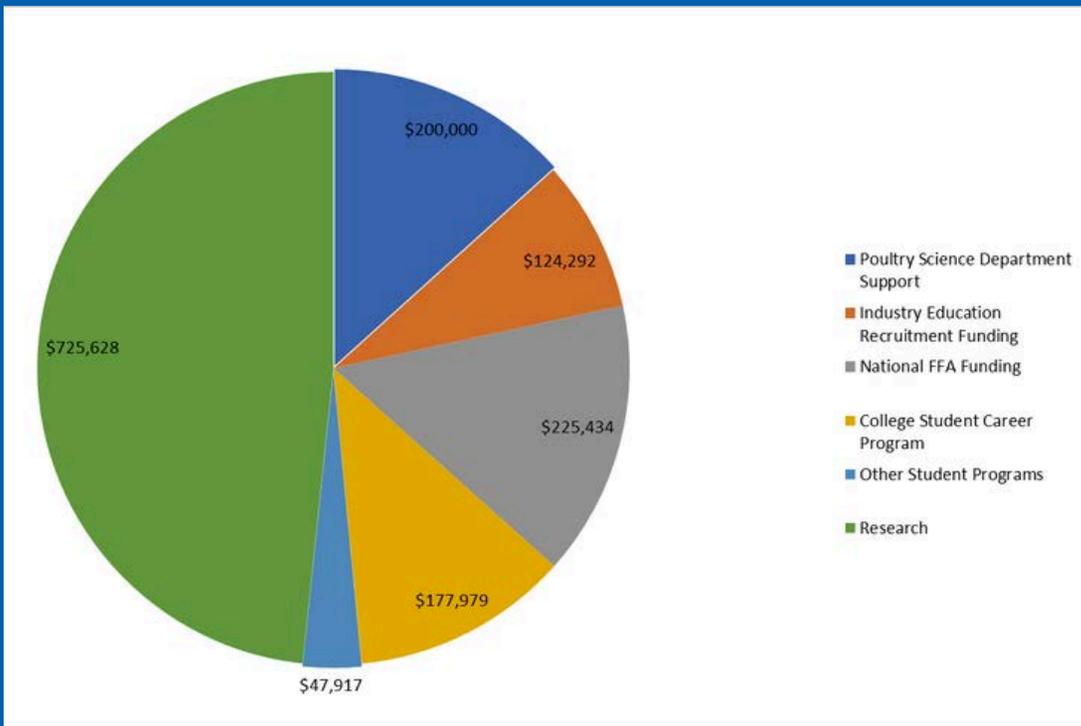
Perdue Farms, Concord, N.C., Processing Facility



The USPOULTRY Foundation is dedicated to supporting student recruitment and funding research that addresses the poultry industry's most pressing challenges. Established in 1994 by the USPOULTRY board of directors in response to the need to attract more young professionals to poultry careers, the USPOULTRY Foundation began by focusing on recruiting students into university poultry science programs. Its reach has since expanded to include colleges and universities offering poultry-related studies or any institution that can demonstrate meaningful avenues for connecting students with the poultry and egg industry. In fiscal year 2025, the Foundation awarded \$324,215 in student recruiting grants to 28 institutions.

Over time, research funding became a key component of the Foundation's mission, enabling advancements that strengthen both the immediate and long-term success of the poultry and egg industry. To maintain the production of affordable and sustainable products while remaining globally competitive, the industry continues to invest in innovative and increasingly complex research. In 2025, USPOULTRY and the Foundation allocated more than \$3.8 million to support vital research initiatives. The Foundation also invests in youth development programs such as the Ted Cameron National Collegiate Poultry Judging Contest, FFA, Agriculture Future of America (AFA), 4-H poultry and egg judging, high school curriculum programs, the College Student Career Program and the International Student Program. The 2025 College Student Career Program, held in conjunction with IPPE, drew nearly 600 students for a keynote session and three days of industry interviews.

In partnership with the Poultry Science Association Foundation, the USPOULTRY Foundation also sponsors the Ph.D. and Vet Student Career Fair, a specialized event that connects member companies and allied suppliers—especially those in technology-driven fields such as genetics, health, pharmaceuticals and nutrition—with post-doctoral researchers, veterinary students and early Ph.D. candidates. Through these initiatives, the Foundation continues to cultivate the next generation of industry leaders and drive innovation across the poultry sector.



INTERNATIONAL POULTRY EXPO

In fiscal 2025, the International Poultry Expo (IPE) proudly celebrated 77 years of excellence, continuing its legacy as a premier showcase for the latest products and services spanning every sector of the poultry and egg industry—from feed milling and hatchery to live production, processing, further processing, marketing and support services. Held in conjunction with the American Feed Industry Association's International Feed Expo and the Meat Institute's International Meat Expo, IPE remains the largest component of the International Production & Processing Expo (IPPE) and is managed by USPOULTRY.

The 2025 IPPE delivered another successful year, offering attendees access to cutting-edge technology, forward-thinking educational programs and unmatched networking opportunities. The energy in the exhibit halls was strong, with 1,385 exhibitors showcasing innovative technologies and solutions across more than 598,373 square feet of exhibit space. The event welcomed 30,502 registered attendees from the poultry, egg, meat and animal food industries. Notably, 29% of attendees were international participants representing 129 countries, with Latin America continuing to lead international registration at 49%.

As the largest annual feed, meat and poultry industry event of its kind—and one of the top 20 largest trade shows in the United States—IPPE continues to focus on innovation, education, global engagement and industry collaboration. Importantly, funds generated from IPPE are reinvested directly into the poultry and egg industry through essential initiatives in research, education and technical services, strengthening the future of our industry.



USPOULTRY Foundation College Student Career Program

The USPOULTRY Foundation College Student Career Program continues to be one of the largest and most successful poultry-industry recruitment events of its kind. For more than 50 years, it has connected bright, motivated students with human resources managers and recruiters from companies across the poultry and allied industries. Whether students are seeking full-time positions or internships, the program offers a mutually beneficial opportunity for talent discovery and career development. At the 2025 IPPE, nearly 600 students from universities across the United States participated in three days of interviews, networking and career exploration with leading poultry and egg companies.

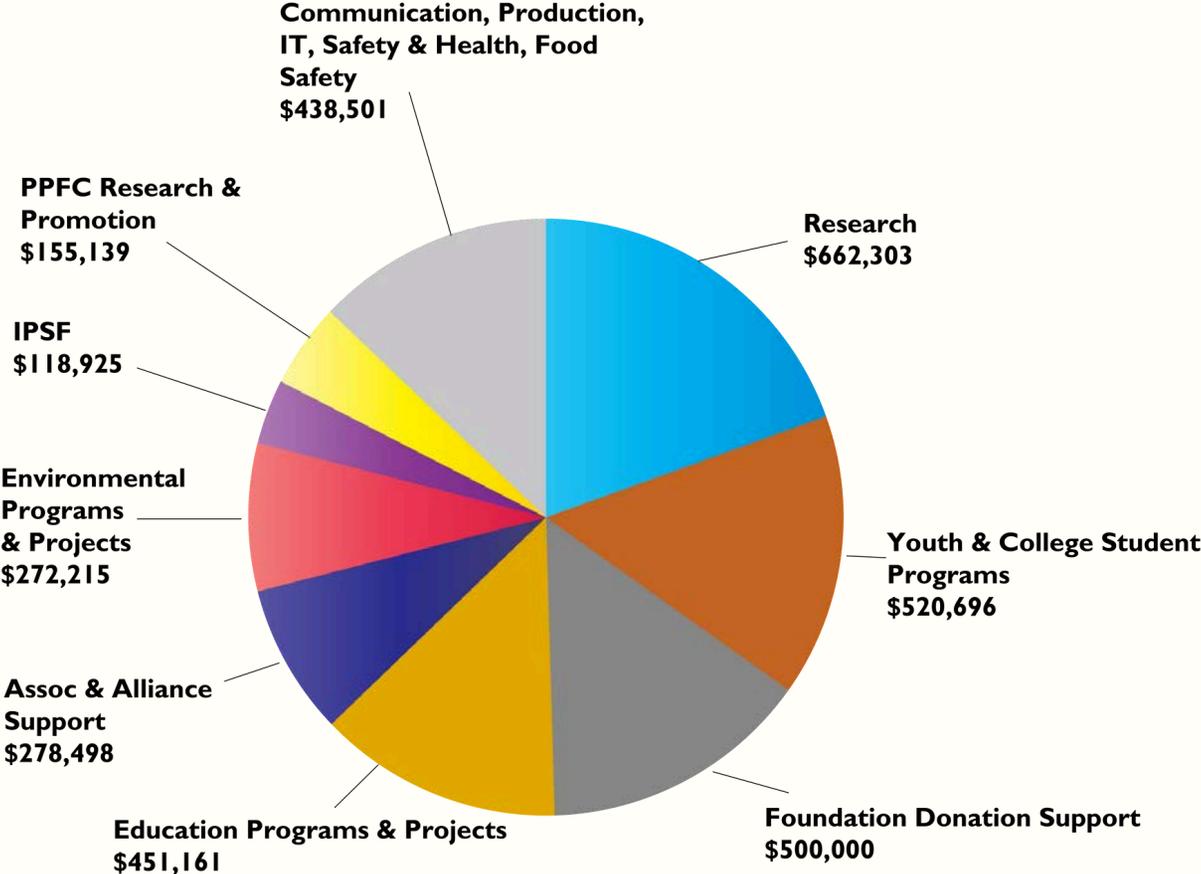
International Poultry Scientific Forum

The 2025 International Poultry Scientific Forum (IPSF) welcomed more than 1,500 attendees from around the world and remains one of the most respected scientific gatherings in the poultry industry. Sponsored by the Southern Poultry Science Society (SPSS), the Southern Conference on Avian Diseases (SCAD) and USPOULTRY, the IPSF provides a premier platform for sharing the latest research in environmental management, nutrition, physiology, pathology, processing, product innovation and avian diseases. Over the years, the IPSF has grown into a cornerstone event for researchers, students and industry professionals alike. In addition to technical presentations, SPSS and SCAD host their annual meetings during the Forum, further strengthening collaboration and scientific advancement within the industry.

LONG-TERM IPE PROGRAMS



FISCAL 2025 USPOULTRY PROJECT FUNDING



MEMBER VOLUNTEERS

College Student Career Program

Kevin McDaniel, chair, Wayne-Sanderson Farms; Mandy Klopp, Pilgrim's; Brian Ballard, Cal-Maine Foods Inc.; Josh Gilstrap, University of Arkansas; Vicki Maldonado, Wayne-Sanderson Farms; Caroline Phillips, Perdue Farms Inc.; Linda Purvis, University of North Georgia; Jordan Vazquez, Tyson Foods Inc.; Joel Williams, Mar-Jac Poultry Inc.; Dr. Lynn Worley-Davis, NC State University; and Jonathan Cade, Hy-Line International

Environmental Management Seminar

Dwayne Holifield, Wayne-Sanderson Farms, chair; Michele Boney, West Liberty Foods; Ron Burgess, Peco Foods Inc.; Rick Harrell, Perdue Farms; Warren Howe, Woodruff & Howe Environmental Engineering Inc.; Stephen James, Pilgrim's; Dr. Brian Kieper, University of Georgia; Bill Knapke, Cooper Farms; Joe Miller, Rose Acre Farms Inc.; Stephanie Shoemaker, Wayne-Sanderson Farms; and Alex Sullivan, Fieldale Farms Corporation

Feed Mill Management Seminar

Richard Obermeyer, Aviagen, chair; Larry Hooper, Cobb-Vantress, LLC; and Darrin Poole, Wayne-Sanderson Farms

Financial Management Seminar

Joey Long, Case Farms, chair; TJ Boyle, Frost PLLC; Kaitlin Carreno, Eversheds Sutherland (US) LLP; Sloan Clinton, Mountaire Corporation.; Stacey Crump, Pilgrim's; Greg Finch, Claxton Poultry Farms; Kolby McEntire, Fieldale Farms Corporation; Jarod Morrison, Farbest Foods Inc.; Mulham Shbeib, Mar-Jac Poultry; Abby Walden, Crider Foods; Aaron Weaver, Butterball LLC; and TJ Wolfe, Wayne-Sanderson Farms

Foundation Research Advisory Committee

Dr. Travis Cigainero, CEVA, chair; Dr. Bernie Beckman, Hy-Line North America LLC; Dr. Kate Barger-Weathers, KB Welfare Consulting; Dr. Vernon Felts, Butterball LLC; Bill Griffith, Peco Foods Inc.; Dwayne Holifield, Wayne-Sanderson Farms; David Hurd, Rose Acre Farms Inc.; Dr. Rocky Latham, Tyson Foods Inc.; Dr. David Rives, Zoetis; Dr. Bruce Stewart-Brown, Perdue Farms; Steven Woodruff, Woodruff & Howe Environmental Engineering; Dr. Chandler Keck, dsm-firmenich; and Marcia Reeves, Simmons Foods

Joint Poultry Human Resources Council

Leonard Parks, Case Farms, chair; Jarod Morrison, Farbest Foods Inc.; Rebecca Bennet, Fieldale Farms Corporation; Lisa Burdick, Pilgrim's; Michael Carow, Koch Foods; Jim Golden, Cal-Maine Foods Inc.; Hector Gonzalez, Tyson Foods Inc.; Brittney Kirwer, Farbest Foods Inc.; David Maltfitano, Wayne-Sanderson Farms; Verna Matthews, Peco Foods Inc.; Gus Plumb, George's Inc.; Craig Schweiger, Perdue Farms; Ja Stephens, Claxton Poultry Farms; Renee Thornton, Tip-Top Poultry Inc.; Ron Tomaszewski, Butterball LLC; Patrick Townsend, Mountaire Corporation; and Mikell Fries, Claxton Poultry Farms

Hatchery-Breeder Clinic

Ashley McGovern, Pilgrim's, chair; Justin Burrow, Peco Foods Inc.; Alicia Hill, Tyson Foods Inc.; Jason Maynard, Wayne-Sanderson Farms; and Stephanie Smith, Peco Foods, Inc

Industry Education Recruitment Funding

Jarod Morrison, Farbest Foods, chair; Mikell Fries; Claxton Poultry Farms; Todd Applegate, University of Georgia; David Caldwell, University of Arkansas; Dr. Govind Kannan, Auburn University; Dr. Ken Macklin, Mississippi State University; Dr. Audrey McElroy, Texas A&M University; and Frank Siewerdt, NC State University

MEMBER VOLUNTEERS

International Committee

Marc de Beer, Aviagen Inc., chair; Chris Hawk, Lubing Systems LP; Dr. Rafael Fernandez, Aves LLC; Dania Maria Ferrera Alvarez, Asociacion Latinoamericana de Avicultura; Dr. Luiz Gomez, Phibro Animal Health Corp.; Dr. Enrique Montiel, Addix Biotech LLC; William Rehm, Daybreak Foods; Pedro Villegas, University of Georgia

Live Production, Welfare & Biosecurity Seminar

Rusty Langle, Peco Foods, chair; Will Dillard, Peco Foods Inc.; Dr. Claudia Dunkley, University of Georgia; Heidi Parnin, Culver Duck Farms Inc.; Dr. Casey Ritz, University of Georgia; Travis Strickland, Farbest Farms Inc.; and Stephen Williams, Butterball LLC

National Safety Conference for the Poultry Industry

Allan Foy, Farbest Foods Inc, chair; Darrell Bradfield, Butterball LLC; Doug Britton, Georgia Tech Research Institute; Ron Burgess, Peco Foods Inc.; Rick Hellinga, Simmons Foods Inc.; Kelly McClanahan, Darling Ingredients Inc.; Reggie McLee, Wayne-Sanderson Farms; Scott Rushing, Wayne-Sanderson Farms; Pamela Satchel, Tyson Foods Inc.; Lori Springer, Maple Leaf Farms; and Kari Waters, Pilgrim's

Poultry Industry Environmental Committee

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

Poultry Processor Workshop

Steve Snyder, Claxton Poultry Farms, chair; Kelly Baker, Maple Leaf Farms; Valerie Dahlke, Wayne-Sanderson Farms; Corbett Kloster, Fieldale Farms Corporation; Dawn Lynch, House of Raeford Farms Inc.; Nicole Reynolds, House of Raeford Farms Inc.; Steve Smith, Golden Rod Broilers; Kerry Vermeer, Pilgrim's; and Matthew Wooten, Wayne-Sanderson Farms

Poultry Protein & Fat Seminar

Hal Davis, Darling Ingredients, chair; Daniel Crowe, Pilgrim's; Greg Drollinger, 3D Corporate Solutions; Michael Fairbairn, Fieldale Farms Corporation; Barry Griffith, Tyson Foods; and Michael Peters, Darling Ingredients

Safety and Health Committee

Allan Foy, Farbest Foods Inc., chair; Michael Levengood, Perdue Farms; Mick Berning, Cargill; Darrell Bradfield, Butterball LLC; Heath Bunch, Foster Farms; Cindy Camp, Harrison Poultry Inc.; James Ferrell, Perdue Farms; Rick Hellinga, Simmons Foods Inc.; Reginald McLee, Wayne-Sanderson Farms; Tyler Parlier, Case Farms; Derek Pierce, Fieldale Farms Corporation; Chad Randolph, Pilgrim's; John Ward, Mountaire Corporation; and Mikell Fries, Claxton Poultry Farms

Workforce Success and Engagement Conference

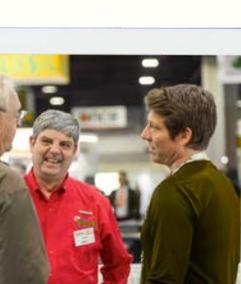
Leonard Parks, Case Farms, chair; Kenyell Carson, Pilgrim's; Anne Guggenbiller, Cooper Farms Inc.; Brittney Kirwer, Farbest Foods Inc.; Ja Stephens, Claxton Poultry Farms; Anissa Turner, Amick Farms LLC; and James Wimberly, Wimberly, Lawson, Steckel, Schneider & Stine, P.C.

Women's Leadership Conference

Amanda Chosewood, Fieldale Farms Corporation, chair; Emily Crawford, Cobb-Vantress Inc; Gracie Heinen, Fieldale Farms Corporation; Alicia Helle, Cooper Farms Inc; Dawn Lynch, House of Raeford Farms Inc.; Verna Matthews, Peco Foods Inc.; Lisa Noffsinger, Mississippi State University; and Ashley Ormsby, Pilgrim's



PICTURES THROUGH OUT THE YEAR



MEMBER COMPANIES

3C Software
3D Corporate Solutions
3M Personal Safety Division
AB Vista Inc.
ABB Motion Drive Products Division
ABB Motors and Mechanical Inc.
AC Corporation
Addix Biotech LLC
Adisseo
Advanced Equipment Inc.
Advanced Food Equipment, LLC
Aeros, a CULTURA Company
AFCO
AG Lighting Innovations
Ag Property Solutions
AgGeorgia Farm Credit
Agri-Pro Enterprises
Agsouth Farm Credit ACA
Airgas, an Air Liquide Company
Ala Trade Foods Inc.
Allen Harim Foods LLC
Alliant
Alltech Inc.
American Coolair Corporation
American Egg Board
American Humane Certified
American Structures Inc.
Amick Farms LLC
Amlan International
IAMT Inc.
Anchor Packaging
ANCO Equipment & Services LLC

Andritz
Animal Health International
Anitox Corp
Anpario Inc.
Anritsu Industrial Solutions
Arbourdale
Arm & Hammer Animal and Food Production
ASI Industrial
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Atlantic Packaging
AudioT Inc
Avetta, LLC
AWB Engineers
AZOMITE Mineral Products Inc.
B & B Poultry Co Inc
BAADER
Bachoco USA
Barnes Paper Company
Bell & Evans
Bell Laboratories / Motomco
Best Veterinary Solutions Inc.
Big Dutchman Inc.
BinMaster
BinTrac by HerdStar
BioActive Technology
BJE Poultry
BJK Flexible Packaging
Black Mamba Safety
BluePrint Automation (BPA)
Boehringer Ingelheim Animal Health USA
Bright Coop Inc.
Brome Lake Ducks Ltd.

Brown Taxes LLC
Brunini, Grantham, Grower & Hewes, PLLC
Buffalo-Warren Company LLC
Buhler Inc.
Butterball LLC
C.R. Crawford Construction
Cal-Maine Foods Inc
Camlin Fine Sciences
Cantrell Mechanical Solutions Inc.
Capitol Conveyors Inc.
Cargill
Case Farms
CBH International Inc.
CCF Brands
Central Bi-Products
Centurion Poultry Inc.
Ceva Animal Health
CFC Tech Services Inc.
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ChemDAQ Inc.
CHEP
Chickmont Foods Ltd.
CHL Systems
Chore-Time
Circle A Manufacturing Inc.
Cirkla Inc
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Claxton Poultry Farms
Clean Chemistry Inc.
Clean Logix
Clear View Enterprises

Clearwater Consultants Inc.
CM Process Solutions LLC
CoBank ACB
Cobb-Vantress Inc
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Computerway Food Systems Inc
Conveyor Technology
Cooper Farms Inc
Cottingham & Butler
CPM
CracklessEgg
Creighton Brothers LLC
Crescent Duck Farm
Crider Foods
CSA Animal Nutrition
CSP Inc.
Culver Duck Farms Inc.
Curtainsider Inc
CWT Farms International Inc.
Dandy Light Traps
Darling Ingredients Inc.
Daybreak Foods Inc.
DeLong's Gizzard Equipment
Delta Cargo
Denali Water Solutions
Devenish
DG Foods
DHUMAL INDUSTRIES INDIA PVT. LTD.
Diversified Agriculture
Do Process

MEMBER COMPANIES

Douglas Machines Corp.
DSI DANTECH
DSM Nutritional Products
Dupps
Duravant
Eagan Mfg. Co. Inc.
East Iowa Plastics Inc.
Eastman Chemical Company
EC Premier Logistics Inc.
Ecodrum Composter River Bend
Molding Inc.
Eggland's Best LLC
Elanco Animal Health
Enviro Tech, an Arxada Company
Environmental Business Specialists
Essmueller Company
Evapco Select Technologies Inc.
Evonik Corporation
Excelitas
Express Markets Inc/Agri Stats
FAM STUMABO USA
Farbest Foods Inc
Farm Credit MidAmerica
Farm Credit Services of America
Farm Weigh Systems Inc.
Farmer Law PC
Fayette Industrial Service
Fieldale Farms Corporation
First American Equipment Finance
First Financial Bank
First Search America Inc.
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Flame Engineering Inc.
Flexco
Foodmate
FoodSafe Drains
FORMAFLO
Forsman Farms
Fortrex
Foster Farms
Fraser Valley Specialty Poultry
Fremont Farms of Iowa LLP
Frost PLLC
FSG Inc
G Tech USA
G.A. Wintzer & Son Company
GEA
George's Inc.
Georgia Agricultural
Commodity Commission for
Peanuts (Georgia Peanut
Commission)
Georgia Poultry Equipment
Company
Gerber's Poultry Inc.
Giroux's Poultry Farm Inc.
Glass-Pac
Global Animal Products Inc
Global Poultry Source, LLC
GOLD CREEK FOODS
Granite Ridge Farm LLC
GreenLink Corp.
GreenStone Farm Credit
Services

Grove River Mills Inc
HAARSLEV Inc
HACCP Consulting Group LLC
Hach Company
Harrison Poultry Inc
Hatchery Planning Company
Hawkins Inc.
Hayes & Stolz Industrial Mfg Co
Heering B.V.
Heinen USA Corporation
Hendrix Genetics
Henneken
Henning Companies, LLC
Hensley Feed Transportation
Equipment
Herbruck's Poultry Ranch Inc.
Heritage Poultry Mgt Service
High Tek USA
HIP Panel Company
Holmes Foods Inc
Horizon Farm Credit
Hotraco Agri BV
House of Raeford Farms Inc.
HR Green Inc.
HSI Solar LLC
Huvepharma Inc
HVFG, LLC
Hydro Solutions, Inc
Hy-Line International
Incubation Systems Inc.
INDIV

Industrial Hydro Technologies
Inc.
Industry Health Solutions
Ingram Farms
InsideTracker
Insta-Pro International
Intech LLC
International Egg Foundation
International Paper
Intralox, LLC
Iowa Cage Free
J & D Manufacturing
J.B. Hunt Transport Inc.
Jacobs Corporation
Jamesway
Jarrett Foods
JAS Forwarding USA Inc
Jennie-O Turkey Store Inc
JLS Automation
Joe Jurgielewicz & Son LTD
Jones Hamilton
Kattsafe USA
KEE-PAK Inc.
KEITH Manufacturing Co.
Keith Smith Company
Kemin Animal Nutrition &
Health (Kemin Industries)
Kennedy Access Group
Kerry Animal Performance
Solutions
Khilung Kalika Agro Farm Pvt.
Ltd

MEMBER COMPANIES

King Cole Ducks Limited
Koch Foods
Kreher's Farm Fresh Eggs, LLC.
Kreider Farms
KT Pacer
Kuhl Corporation
Kunafin 'The Insectary'
L. B. White Company Inc.
Lallemand Animal Nutrition
Landen Strapping
Corporation
LANXESS Corporation
Lathem Family Farms
Ledwell & Son Enterprises
Leedy Mfg Co LLC
Lewis Brothers Manufacturing
Inc.
LifeLamp/DecorConnect Inc
Lincoln Premium Poultry
Linde
Lohmann Breeders GmbH
Longenecker's Hatchery
Lubing Systems LP
Lyco Manufacturing Inc.
Manchester Farms
Maple Leaf Farms
Marel Inc.
MARELEC Food Technologies
NV
Mar-Jac Poultry Inc
MARQ Packaging Systems Inc.

Martin Sprocket and Gear
Matrix Industrial Control
Systems Inc.
Mayekawa Mfg. Co., Ltd. (Mycom)
McGriff
McNeely Charter Service Inc
McNeely Plastics
Merck Animal Health
MetLife Investment Management
Food and Agribusiness
Metzer Farms
Meyhen International
Meyn America LLC
Michael Foods Inc.
Middleby Corporation
MidSouth Steam Boiler &
Engineering Co. Inc.
Milam International Corporation
Miller Poultry
Mississippi State University
Moba
Morris & Associates Inc.
Morris Hatchery Inc
Mosaic Crop Nutrition LLC
Mountaire Corporation
MPS Egg Farms
M-Tech Systems USA, LLC.
Munters Corp / Aerotech Fans
Murzan Inc.
National Chicken Council
National Poultry Equipment Co.
National Proteins & Oils Inc

National Turkey Federation
Nature Pure LLC
Nicholas Turkey Breeding Farms
Norel Animal Nutrition USA Inc.
North Carolina State University
Northern Pride Incorporated
Nothum Food Processing
Systems
Nova-Tech Engineering, LLC
Novus International Inc.
NTF Aalborg A/S
O&T Farms
Oestergaard Inc.
Ogletree, Deakins, Nash, Smoak
& Stewart, P.C.
Omni Apparel Inc.
Omni Export Services Inc
Onin Staffing
Opal Foods, LLC
Orbem
Ossid LLC
Ottevanger Milling Engineers
Overdrive Lighting
Owens World Air Inc.
Pak-Tec Inc.
Paragon Poultry Management
Group
Pas Reform North America LLC
Peco Foods Inc.
Penske Logistics
Perdue Farms
PGIM Real Estate Finance

Phoenix Innovations Inc.
Pieco Inc.
Pilgrim's
Pitman Farms
Polytec Analytics
Polytec Inc
Poulta Inc
Precision Lighting Systems Inc.
Prestage Farms Inc
Prism Controls
Pro-Tech Inc
Proxy-Clean Products
Puglisi Egg Farms Inc.
PurposeEnergy
QA Supplies, LLC
Quality Poultry Products Ltd
Quality Technology International (QTI)
QuickFreeze
R2 Agro A/S
Rabobank International
Ralco
Razor Edge Systems, Inc
Reich Now Consulting
Reid Engineering Company
Reiser
Risser's Poultry
River View Farms Inc.
Rose Acre Farms Inc
ROTA Technologies
S4 Sanitation, LLC
Safety Rail Company
SAM HPRP Chemicals Inc

MEMBER COMPANIES

SAM Nutrition
Sanimax
Sanovo Technology Group
Scan American Corporation
Schiltz Foods Inc.
Schneider Electric
Scott Equipment Company
Sealed Air Corp.
SEPHNOS USA LLC
SEW-Eurodrive Inc.
Shenandoah Valley Organic, LLC
SherwinWilliams
SIME-TEK SPA
Simmons Foods Inc
Smithway Inc
Sofina Foods Inc.
Solent Freight Services
Soules Foods
Southeastern Minerals Inc
Southern Company
Southern Hens Inc.
Southern Poultry Research Group Inc.
Southwestern Sales Company
Space Ray
Spartan Chemical Company
Squab Producers Of California
Star Labs
Stenner Pump Company
Stephen F. Austin State University

Sterilex
STOBER Drives Inc.
StoneX Financial Inc. – FCM Division
Stonhard
Sun River Service Corp
Sunbelt Rentals Inc
TARGAN Inc.
Tecno Poultry Systems LLC
Tekni-Plex
Telco Sensors
Teleios Automation, LLC
Tendergrass
Tetra Americana, LLC
Texas A&M Poultry Science
TFC Poultry
The Dupps Company
The EI Group Inc.
The Happy Egg Co.
The Wenger Group
The Whiting-Turner Contracting Company
TILLEY DISTRIBUTION Inc.
Tip Top Poultry Inc.
Titan Injection Parts and Service Inc.
TLM International, INC / iLiving USA
TLV CORPORATION
Townsend Environmental Consulting LLC

TPI Polytechnics Inc.
Trantham Services Inc.
Triangle Package Machinery Co.
Trouw Nutrition
TRP Sumner PLLC
Turkey Valley Farms
Tyson Foods Inc.
United Animal Health
United Egg Producers (UEP)
University of Arkansas
University of Georgia
Urner Barry By Expana
US Fire Pump Company LLC
USA Poultry & Egg Export Council (USAPEEC)
USABlueBook
Useful Farm Products
VAL-CO
VanAire Inc.
Vaxxinova
VC999 Packaging Systems Inc.
VDG (Van der Graaf)
VEIT North America Inc.
Vencomatic North America
Versova Holdings
Vincit Group
Viper Engineering & Manufacturing
Virginia Poultry Growers Co-op Inc.
Virginia Tech

Vital Farms, Inc
Walinga USA Inc
Water Tech Inc
Wayne-Sanderson Farms
Weaver Brothers, Inc
Weeden Sprinkler Systems
West Liberty Foods LLC
Whitbeck Laboratories, Inc
Whitestone Transportation
Whiting World Wide Inc
Wildcat Feeds LLC
Wildenberg Farms Inc
Wilevco, LLC.
Wipes.com
WL Port-Land Systems Inc.
Woodruff & Howe Environmental Engineering, LLC
Yamasa Poultry Equipment
Younglove Construction, L.L.C.
Ziggity Systems Inc.
Zinpro Corporation
Zoetis

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Ron Kean
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INDUSTRY PARTNERS

American Egg Board (AEB) - AEB funds and carries out programs that are designed to increase the market for eggs and egg products.

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

Auburn University Biosystems Engineering Department - The program develops a wide range of educational materials designed to help poultry producers make the best use of modern technologies and house management techniques. The program disseminates information via publications, videotapes, and a website.

Council for Agricultural Science and Technology (CAST) - CAST addresses issues of animal sciences, food sciences and agricultural technology, plant and soil sciences, and plant protection sciences with inputs from economists, social scientists, toxicologists or plant pathologists and entomologists, weed scientists, nematologists and legal experts.

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

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

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

National Turkey Federation (NTF) - NTF is the national advocate for all segments of the US turkey industry, providing services and conducting activities that increase demand for its members' products.

Partnership for Food Safety Education (PFSE) - PFSE is a not-for-profit organization that unites industry associations, professional societies in food science, nutrition and health; consumer groups; and the U.S. government to educate the public about safe food handling.

Poultry Breeders of America - The Poultry Breeders of America serves the mutual interests of poultry breeders by exchanging information, conducting the National Breeders Roundtable, and representing the industry before government agencies. The organization includes the primary breeder companies that supply breeding stock for broiler, turkey, and commercial egg producers/processors.

United Egg Producers (UEP) - UEP is a farmer cooperative representing egg farmer members from all across the U.S. The member companies produce approximately 90% of the nation's total egg production.

U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE) and International Poultry Welfare Alliance (IPWA) - US-RSPE / IPWA is made up of diverse, multi-stakeholder organizations built to advance, support and communicate continuous improvement in sustainability and animal welfare for the value chain.

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

USPOULTRY Councils

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

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

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

Poultry Protein & Fat Council (PPFC) - PPFC supports the research and promotion needs of poultry co-product renderers.

ADMINISTRATION

Nath Morris, President

Valerie Chalker, Executive Assistant to the President

Connie Yangnouvong, Director, Finance

Sharon Smith-Gibson, Accounting Specialist

Mike Boyd, Facility Manager

Judy Reyes, Program Specialist - Research, AP, FS

MEMBERSHIP

Benjamin Starkey, Director, Membership Services

EXPO & COMMUNICATION

Gwen Venable, Executive Vice President - Expo & Communication Services

Anne Sculthorpe, Senior Exhibit Manager

Robin Hughes, Expo Registration Manager

Lisette Reyes, Expo Services Manager

Hannah Keck, Director, Communications

Nadia James, Senior Graphic Designer

EDUCATION

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

LaShundra Littles, Student Programs & Events Manager

ENVIRONMENTAL

Paul Bredwell, Executive Vice President, Regulatory Programs

HUMAN RESOURCES, SAFETY & HEALTH

Matt Spencer, Vice President, HR & Safety Programs

INFORMATION TECHNOLOGY

Eric Wiles, Vice President, Information Technology

Brett Force, Senior Web Applications Developer

Des Butler, Senior Affiliate Developer

Prentiss Baker, Systems Administrator

RESEARCH & FOOD SAFETY

Dr. Denise Heard, Vice President, Research

STAFF DIRECTORY



USPOULTRY OVERVIEW

VISION STATEMENT

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

MISSION STATEMENT

The All Feather Association progressively serving its poultry and egg members through research, education, communications and technical services.

STRATEGIC OBJECTIVES

- To position USPOULTRY as the feather industry's science-based advocacy organization, addressing key high-profile industry issues in food safety, the environment, animal welfare, employee safety and human resources.
- To be committed to the advancement of research and education in poultry science and technology.
- To ensure the International Poultry Expo is the world's premier poultry exposition benefitting both exhibitors and attendees and provide leadership to ensure that IPPE connects the global animal food and protein communities with innovative technology, learning experiences and networking opportunities to improve their businesses.
- To promote responsible practices in the production of high quality and safe poultry and egg products, in animal care, environmental stewardship, sustainability, employee safety and human resources.
- Through support of the U.S. Poultry & Egg Harold E. Ford Foundation, continually enhance and improve the recruitment and training of the brightest students and promote careers in the poultry and egg industry.

USPOULTRY VALUES

- Integrity First
- Service to Customers
- Excellence and Accountability in All We Do

ANTITRUST COMPLIANCE POLICY

USPOULTRY is not intended to, and may not, play any role in the competitive decisions of its members nor in any way restrict competition. The purpose of this statement is to make clear USPOULTRY's unequivocal support for the policy of competition served by the antitrust laws and its intent to comply strictly in all respects with those laws.

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

No USPOULTRY activity or communication shall include discussion for any purpose or in any fashion of pricing, employee or contractor compensation, production quotas or other limitations on either timing, costs, or volume of production or sale, or allocation of territories or customers. Nor shall any USPOULTRY activity or communication include discussion of any understandings or agreements between competitors regarding the recruitment, hiring, or compensation of competitors' employees or contractors.

Members are expected to observe these antitrust guidelines in all formal and informal discussions at USPOULTRY meetings. Any violation of USPOULTRY's Antitrust Compliance Policy by a member's employee or anyone representing a member's interests may result in remedial action, including, but not limited to, immediate removal from the meeting and suspension from the association and any office or committee position held in the association.



USPOULTRY[®]

U.S. POULTRY & EGG ASSOCIATION

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info@uspoultry.org

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www.uspoultry.org