



USPOULTRY Foundation Allocates \$383,577 in Student Recruiting Grants

The U.S. Poultry & Egg Harold E. Ford Foundation (USPOULTRY Foundation) awarded student recruiting grants totaling \$383,577 to six U.S. universities with Poultry Science departments and 29 other institutions with industry-related programs. The Foundation provides annual recruiting and retention funds to colleges and universities to attract students to their poultry programs. The grants were made possible in part by gifts to the USPOULTRY Foundation from companies, individuals and families, in addition to funds earned over the years at the International Poultry Expo, part of the International Production & Processing Expo. The six Poultry Science departments receiving the grants are:

Institution	Grant Amount	Grant Made Possible in Part By:
Auburn University	\$28,587	Ingram Farms
Mississippi State University	\$30,447	Sanderson Farms
North Carolina State University	\$37,388	Stanley & Dorothy Frank Family Foundation
Texas A&M	\$42,898	Tyson Foods
University of Arkansas	\$33,309	Monty & Margot Henderson Recruiting Fund
University of Georgia	\$27,370	Leland Bagwell Education and Innovation Fund

The 29 other institutions with industry-related programs receiving recruiting and retention grants under the Foundation's Industry Education Recruitment Funding Program are:

Institution	Grant Amount	Grant Made Possible in Part By:
Abraham Baldwin Agricultural College, Ga.	\$7,000	Don Dalton Student Recruiting Fund
Alcorn State University, Miss.	\$4,620	Peco Foods
California Polytechnic State University	\$10,000	AJC International
California State University– Fresno	\$7,000	Agri Stats, Inc.
Clemson University, S.C.	\$3,010	Leland Bagwell Education and Innovation Fund
Eastern Oklahoma State College	\$2,995	Simmons Foods
Iowa State University	\$7,000	West Liberty Foods
Jones Junior College, Miss	\$1,300	Wayne Farms LLC
Kansas State University	\$6,800	Cargill
Louisiana State University	\$7,000	Sanderson Farms
McNeese State University, La.	\$3,000	Cal-Maine Foods
Middle Tennessee State	\$10,000	Hubbard Farms Charitable Foundation
Modesto Junior College, Calif	\$7,000	USPOULTRY Staff
Murray State University, Ky.	\$7,000	Shepard Exposition Services
North Carolina A&T State University	\$6,820	Stanley & Dorothy Frank Family Foundation
Penn State University	\$10,000	Perdue Farms
Purdue University, In	\$7,000	Jay Houchin Family
Sam Houston State University, Texas	\$7,000	Jerry and Cherie Moye
Southern Arkansas University	\$7,000	George's Inc.
Stephen F. Austin State University, Texas	\$7,000	Frost PLLC
Tennessee Technological University	\$7,000	Hubbard Farms Charitable Foundation
University of Delaware	\$7,000	Valley Proteins
University of Florida	\$5,998	Claxton Poultry
University of North Georgia	\$7,000	Leland Bagwell Education and Innovation Fund
University of Illinois Urbana	\$6,000	Koch Foods
University of Tennessee	\$7,000	Centurion Poultry
University of Tennessee – Martin	\$5,125	Pilgrim's
Wallace State Community College, Ala.	\$6,720	Peco Foods
Wayne Community College, N.C.	\$2,189	Prestage Farms
Wilkes Community College, N.C.	\$7,000	Case Foods

RECRUITING



A \$30,447 student recruiting grant was awarded to Mississippi State University from the USPOULTRY Foundation. The grant will be used to recruit students interested in the poultry industry and was made possible in part by an endowing Foundation gift from Sanderson Farms.

The check was presented by Barbara Jenkins (right), vice president of education and student programs for USPOULTRY and executive director of the USPOULTRY Foundation, to Dr. Mary Beck, professor and head of the Poultry Science Department. Joining in the presentation were several Poultry Science students.

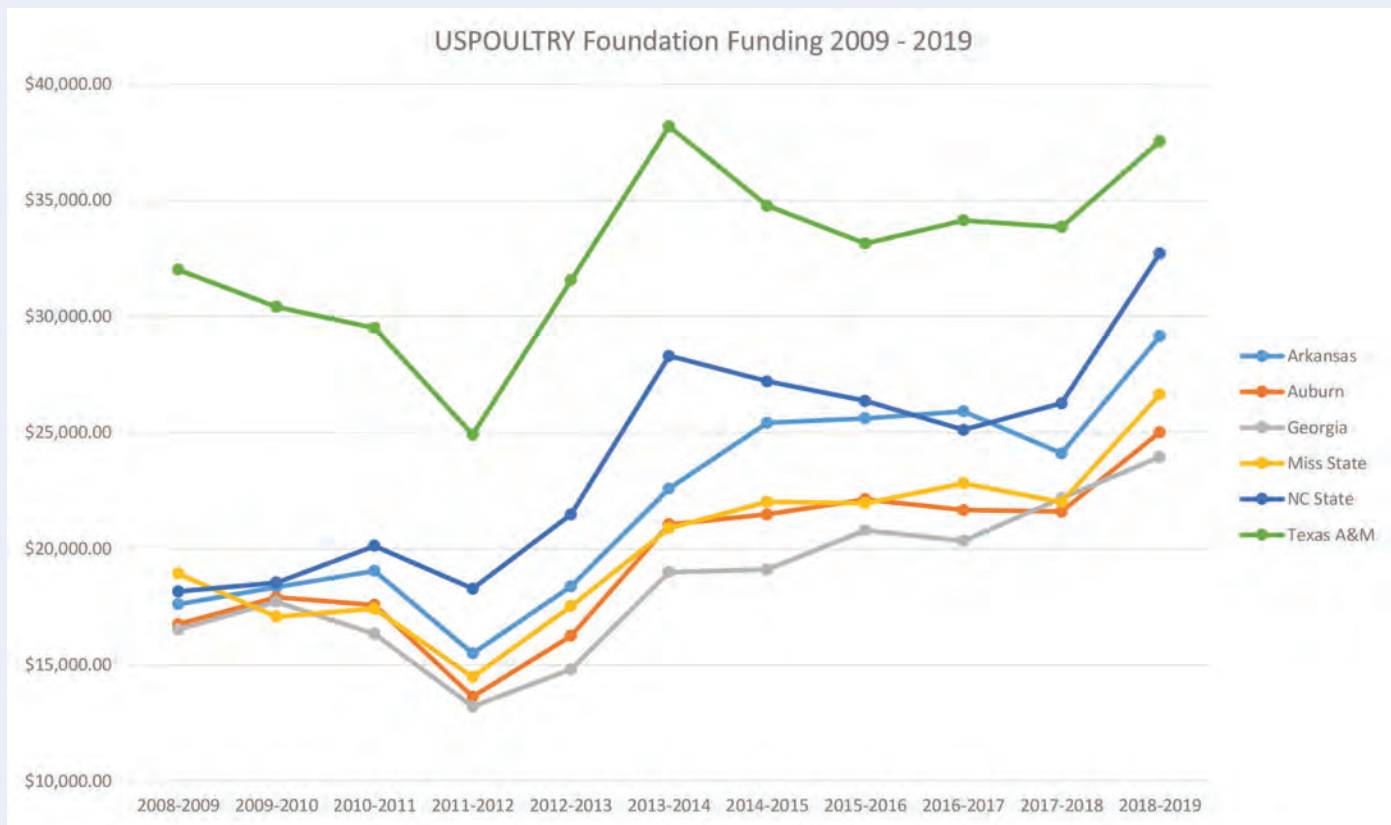
The Importance of Poultry Science Departments and Degrees in the Poultry Industry

Poultry is a major agricultural commodity. At some point, almost everyone in the world has eaten chicken, turkey, eggs and other poultry products. Because of that, careers in poultry and associated industries are critical, which means Poultry Science departments and degrees are critical. Those with Poultry Science degrees play a major role in the future of agriculture and the poultry industry, having the opportunity to work with poultry and eggs from farm to fork. There is a multitude of opportunities available to Poultry Science students, including, but not limited to, technical and management positions in bird production, processing, business, research and education. Poultry scientists are also critically involved in basic biological research, genetics, biochemistry and diseases.

The poultry industry has always maintained a close working relationship with Poultry Science departments. Because of the integrated structure of the industry, advances and improvements in technology discovered at Poultry Science departments have been rapidly adopted by the industry over the years.

The founding mission of the USPOULTRY Foundation was to support the recruitment of students into Poultry Science departments. With only six Poultry Science departments remaining in the United States, the USPOULTRY Foundation and the poultry industry continue to strongly support those schools' efforts in research and student recruitment. Of those six departments, Texas A&M University continues to have the highest number of Poultry Science degree graduates. All of these students are essential to the future of the poultry industry.

The following funding graph reflects the USPOULTRY Foundation's year-over-year increased support since 2010/2011, as a result of the capital campaign contributions that began distribution in 2012/2013.



SCHOOL NAME

TOTAL \$ PER SCHOOL

TOTAL GRADUATING

University of Arkansas	\$241,674.12	177
Auburn University	\$215,052.45	123
University of Georgia	\$203,961.35	97
Mississippi State University	\$221,747.43	134
North Carolina State University	\$262,553.36	222
Texas A&M University	\$360,012.30	381

TOTAL ALL SCHOOLS

\$1,505,001.01

1,134

One Example of Foundation / University Partnership

The partnership between the USPOULTRY Foundation and the University of Georgia Poultry Science Department exemplifies the Foundation/university cooperation that supports and contributes significantly to the sustainability and growth of the U.S. poultry industry. It is manifested in the \$6.5 million USPOULTRY and the Foundation have allocated to the university in research funding long-term and illustrates similar industry research funding the Foundation awards to other institutions.

"What makes our support possible is the support of so many exhibitors at the International Production & Processing Expo, our members who patronize these exhibitors and contributors to our \$11 million Foundation capital campaign several years ago. So, we are grateful for the support we've received that, in turn, has enabled us to fund critical research and recruit students not just at UGA, but at universities from coast to coast," commented USPOULTRY President John Starkey.

For decades USPOULTRY and the USPOULTRY Foundation have provided critical support to the UGA Department of Poultry Science in the College of Agricultural and Environmental Sciences. This funding has been crucial for research and student recruitment. Since 1993, more than \$6,164,000 has been provided in research funding to UGA, with another \$396,340 provided for student recruitment since 1994. Combined, these contributions have allowed the UGA Department of Poultry Science to both recruit students and conduct research that has helped the department grow its impact on students and on the poultry industry.

"Many factors have contributed to the success of the U.S. poultry industry. Among the most important of those factors has been the ability of the poultry industry to apply and adapt the findings of research conducted at universities, such as UGA. Funded research has shown to repeatedly provide breakthroughs and advances related to some of the most crucial issues and needs within the poultry industry," remarked Dr. Denise Heard, director of research programs for USPOULTRY.

USPOULTRY's research program, combined with the USPOULTRY Foundation, has funded more than \$32 million in research grants

to various colleges and institutions to meet the challenges facing the poultry and egg industry.

"Research funding from the U.S. Poultry & Egg Association has been instrumental for our poultry faculty to address critical, problem-based issues faced by the poultry sector," said Todd Applegate, professor and department head of the UGA Department of Poultry Science. "The range of projects addressed often would go unfunded by other sources but are critical to the lives and livelihoods of the poultry producers and poultry processors and those in the communities to which they operate."

For instance, funding from USPOULTRY has been vital to fighting diseases that, left unchecked, could damage the poultry industry or sicken the public.

"Typically, disease outbreaks occur without warning, creating a critical need to respond with targeted applied research studies to answer key questions that can potentially prevent large economic losses to the poultry industry," said professor Mark Jackwood, head of the Department of Population Health and J.R. Glisson Professor of Avian Medicine at the UGA College of Veterinary Medicine. "Often the roadblock to conducting timely research on current industry problems is securing funding. Funding from the U.S. Poultry & Egg Association for projects at the Poultry Diagnostic and Research Center has led to new more specific and rapid diagnostic tests targeting emerging disease agents, as well as studies on vaccine efficacy and the development of new vaccines against economically important diseases."

In addition, USPOULTRY established the USPOULTRY Foundation in 1994 to provide student recruiting funds to universities with poultry science departments. In 2004, the foundation launched its Industry Education Recruitment Funding Program so other colleges and universities that offer industry-related studies are eligible to apply for recruiting grants. The 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.

Ph.D. and Vet Student Career Fair Has Good Turnout at 2020 IPPE

Students from a variety of Ph.D. and vet school programs recently attended the third annual Ph.D. and Vet Student Career Fair, held during the 2020 IPPE. The Career Fair is sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation.

This unique program is designed to better serve USPOULTRY member companies and allied suppliers, particularly involving, but not limited to, companies such as those involved in genetics, health, pharmaceutical and nutrition. It allows Ph.D. and vet students to become familiar with the poultry and allied industry career opportunities that are available to them. Further, this opportunity is provided in one place at one time in conjunction with the International Poultry Scientific Forum, conveniently benefiting these exceptional students and industry companies seeking talented employees to provide for their next generation of scientific leadership.

"We are pleased with the number of Ph.D. and veterinarian students that participated in the third year of offering this program," said John Prestage, Prestage Farms, and USPOULTRY Foundation chairman. "This is a terrific service our two organizations, the USPOULTRY Foundation and PSA Foundation, can provide to the poultry and allied industry."

"We really enjoy watching the companies and students engage in conversations that can help define career path decisions for the future", said PSA Foundation Chair Chris Knight. "In fact, this year we had a participating company representative, who was a student participant just last year, giving advice to this year's students! This is just what we are looking for with this event!"



Ph.D. and vet students participating at the Ph.D. and Vet Student Career Fair

USPOULTRY Foundation Brings FFA Leadership Candidates to the 2020 IPPE

As part of the USPOULTRY Foundation's continued efforts to support the recruitment and training of the brightest students and to promote careers in the poultry and egg industry, the National FFA Officer Candidates were invited to the 2020 International Poultry Expo (IPE), part of IPPE. The opportunity for them to participate was made possible in part by an endowing Foundation gift from Tyson Foods.

"We're pleased to contribute to this effort. Tyson Foods' culture includes investing in future leaders," said Bernie Adcock, chief supply chain officer for Tyson Foods, and USPOULTRY board member. "Our industry is continually evolving, and young talent bring fresh perspectives along with diversity of thought. We need to continue encouraging their growth and development, while attracting the best talent to work in this field."

"USPOULTRY has been a long-time FFA supporter. We are pleased to be able to offer these National Officer Candidates, our potential leaders of tomorrow, with the opportunity to see and experience the world's largest annual trade show for the poultry, meat and animal food industries," remarked John Prestage, Prestage Farms, and USPOULTRY Foundation chairman.

As college students, they were afforded the opportunity to participate in the USPOULTRY Foundation's College Student Career Program to interview for internship opportunities with poultry and egg industry member companies and exhibitors. The students were also able to explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.



Barbara Jenkins (sixth from right, front row), executive director, USPOULTRY Foundation, with FFA officer candidates, CDE students and advisors at the 2020 IPPE.

USPOULTRY Foundation Brings More Than 90 FFA Students and Advisors to the 2020 IPPE

The top 12 teams of the National FFA Poultry Evaluation Career Development Event (CDE) and the Food Science and Technology CDE were also invited to the 2020 IPE. The opportunity for them to participate was made possible in part by endowing Foundation gifts from Prestage Farms and Sanderson Farms for the Poultry Evaluation CDE teams and Pilgrim's and Cargill for the Food Science and Technology CDE teams.

"USPOULTRY has been a long-time supporter of the FFA Poultry Evaluation CDE, and now other CDEs and Poultry Efficiency contests. We believe IPPE is a great opportunity for these teams to see the range of career opportunities available to them in the poultry and egg industry and to experience the world's largest annual trade show for the poultry, meat and feed industries," remarked John Prestage.

Poultry industry leaders, Summer Lanier, public relations director for Prestage Farms; Carrie Blain, director of talent with Pilgrim's; and John Niemann, president, Protein Ingredients & International, with Cargill Protein – North America, participated in a program that informed the students about the multitude of career opportunities in the industry. The students were also able to explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.

The following Poultry Evaluation CDE teams were invited to attend the 2020 IPPE and are listed in their order of finish: Katy FFA, Texas; Har-Ber FFA, Arkansas; Oconee County FFA, Georgia; Thorsby FFA, Alabama; Margaretta FFA, Ohio; Paris FFA, Missouri; Paxton-Buckley-Loda FFA, Illinois; Santa Maria FFA, California; Spring Hill FFA, Kansas; North Clackamas FFA, Oregon; Wirt County FFA, West Virginia; and Graves County FFA, Kentucky.

The following Food Science and Technology CDE teams were invited to attend the 2020 IPPE and are listed in their order of finish: Big Walnut-DACC FFA, Ohio; Durant FFA, Florida; Kindred FFA, North Dakota; Bergen County Academies FFA, New Jersey; Florence FFA, Texas; Oley Valley FFA, Pennsylvania; Hermiston FFA, Oregon; Louisburg FFA, Kansas; Kimberly FFA, Idaho; Pipestone Area FFA, Minnesota; Streator FFA, Illinois; and Liberty Ranch FFA - California.

\$1,065,000 Allocated for Research Funding in 2019

USPOULTRY and Foundation Approve \$815,000 in New Research Grants through Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation approved a total of \$815,000 for 12 research grants at eight institutions through the Comprehensive Research Program. The Comprehensive Program is the Association's long-standing research effort dating back to the 1950s. Since its inception, more than \$32 million has been reinvested in the industry, with the research conducted at more than 50 universities and federal and state facilities. The research is approved by the boards of the Association and Foundation, based on recommendations of the Foundation Research Advisory Committee. The committee evaluates research proposals to determine their value to the industry. Committee members are professional specialists in different segments of the poultry and egg industry. The Comprehensive Program research projects are as follows:

Fate and Effect of Commercial Peracetic Acid Solutions in Poultry Processing Waste Water Biological Treatment Processes

Georgia Tech Research Institute (research grant made possible in part by an endowing Foundation gift from the Stanley & Dorothy Frank Family Foundation)

Effect of Protease Enzyme on Corn and Soybean Meal-Based Laying Hen Diet to Reduce Feed Cost, Improve Egg Quality and Egg Solids in Post-Peak and Late Lay

Mississippi State University (research grant made possible in part by an endowing Foundation gift from Cal-Maine Foods)

Evaluating the Impact of Ventilation Shutdown for Depopulation of Broiler Breeders During a Foreign Animal Disease Outbreak

North Carolina State University (research grant made possible in part by an endowing Foundation gift from Case Farms)

Cage-Free Pullet Density: Production and Welfare Outcomes

Purdue University (research grant made possible in part by an endowing Foundation gift from CCF Brands)

Feed Additive for Reducing Incidence of Wooden Breast Disease in Commercial Broiler Chickens

University of Delaware (research grant made possible in part by an endowing Foundation gift from Mountaire Farms)

Evaluation of a Drinker System with or without Trays on House Litter Conditions, Bird Performance, Health and Welfare

University of Georgia (research grant made possible in part by an endowing Foundation gift from Claxton Poultry)

A Novel Method for Enumeration and Speciation of Eimeria Species of Coccidian Protozoa by Flow Cytometry

North Carolina State University (research grant made possible in part by an endowing Foundation gift from Perdue Farms)

Longitudinal Assessment of Skeletal and Cardiac Structures in Broilers Reared Under Slow Versus Fast Growth Rate Regimen and Its Relation to Manifestation of Lameness, Ascites and Woody Breast Condition

North Carolina State University (research grant made possible in part by an endowing Foundation gift from Wayne Farms)

Genetic Identification and Screening for Potent Anti-Salmonella Gut Peptide Variant in Chicken: Avian Defensin, Beta Defensin 1 (AvBD1)

The Ohio State University (research grant made possible in part by an endowing Foundation gift from Simmons Foods)

Fate and Effect of Peracetic Acid Solutions in Poultry Processing Biological Nitrogen Removal and Anaerobic Treatment Processes

Georgia Institute of Technology (research grant made possible in part by an endowing Foundation gift from Sanderson Farms)

Profiling Salmonella Serotypes Through Processing

University of Georgia (research grant made possible in part by an endowing Foundation gift from Fieldale Farms)

Whole Genome Sequencing and Molecular Analysis of Infectious Bronchitis Virus DMV1639 Strains Circulating in the Field

University of Connecticut (research grant made possible in part by an endowing Foundation gift from Koch Foods)

Board Research Initiative Projects Total \$250,000

USPOULTRY and the USPOULTRY Foundation approved approximately \$250,000 in funding for two research grants at two institutions through the USPOULTRY Board Research Initiative (BRI) program. The BRI 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.

Evaluation of Welfare, Behavior and Health as Affected by Growth Rate of Broiler Chickens

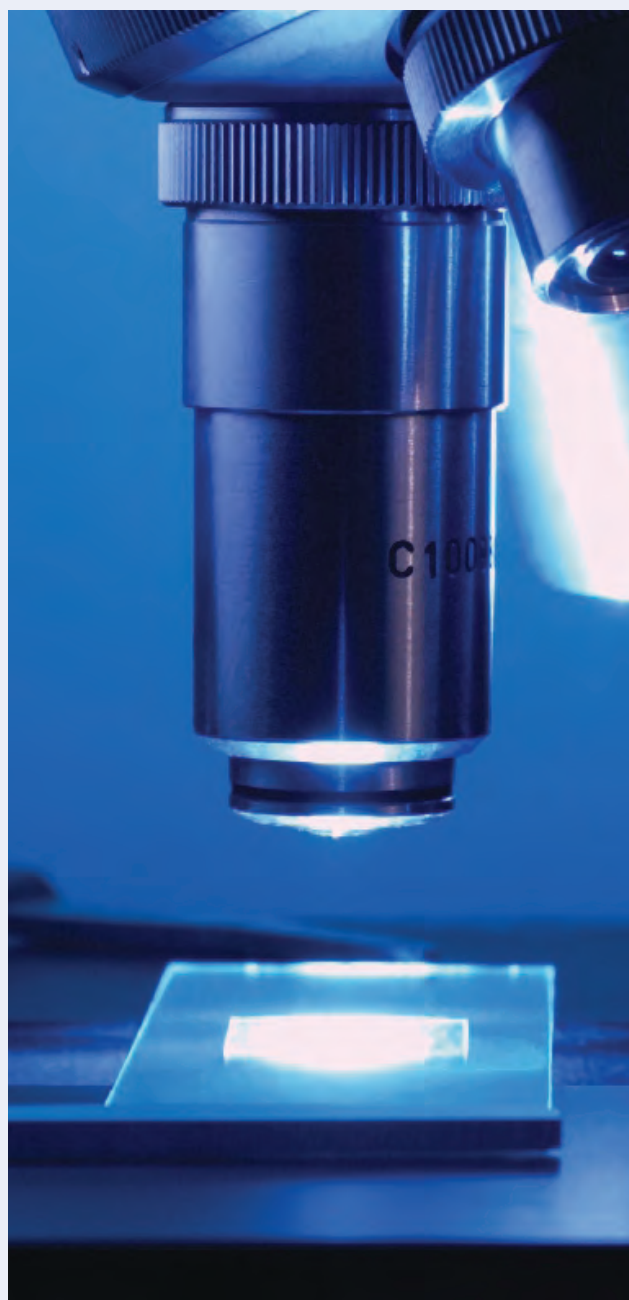
Mississippi State University (research grant made possible in part by an endowing Foundation gift from Pilgrim's)

Investigation into the Cause and Prevention of False Layer Syndrome

University of Georgia (research grant made possible in part by an endowing Foundation gift from Cargill)

Completed Research in 2019

- ◀ **Evaluation of Poultry House Heat Treatment as an Alternative to Post Outbreak Wet Cleaning and Disinfection**
Project #F073, Dr. Eric Benson, University of Delaware, Newark, Delaware (research made possible in part by an endowing Foundation gift from Peco Foods)
- ◀ **An Analysis of Peracetic Acid Exposure in Poultry Plants: Modeling the Relationship of Titration Levels of Peracetic Acid in Water to Airborne Concentrations in the Workers Breathing Zone**
Project #139303, Jenny Houlroyd, Occupational Safety and Health Programs Office, Georgia Tech Applied Research Corporation, Atlanta, Georgia
- ◀ **A Single Step Poultry Wastewater Remediation for In Situ Recovery of Potable Water and Value-Added Products**
Project #F076, Dr. Gibum Kwon, University of Kansas, Lawrence, Kansas (research made possible in part by an endowing Foundation gift from Pilgrim's)
- ◀ **Modified Live Vaccines of Infectious Laryngotracheitis Virus**
Project #692, Dr. Calvin L. Keeler, Jr., University of Delaware, Newark, Delaware
- ◀ **Evaluation of the Combined Effects of Air Movement and Reduced House Relative Humidity on Bird Health and Welfare in the Early Phase of Commercial Broiler Production**
Project #705, Dr. Michael Czarick, University of Georgia, Athens, Georgia (research made possible in part by an endowing Foundation gift from Wayne Farms)
- ◀ **Determining the Dose, Time and Route of Challenge and the Eventual Sites of Colonization of Two *Salmonella* Serovars**
Project #BRU001, Dr. Kenneth S. Macklin and Dr. Sacit "Sarge" F. Bilgili, Auburn University, Auburn, Alabama (research made possible in part by an endowing Foundation gift from Cargill)
- ◀ **Validating Current Broiler Welfare Auditing Programs and Advancing Enrichment**
Project #703, Dr. Elizabeth Bobeck, Iowa State University, Ames, Iowa (research made possible in part by an endowing Foundation gift from Ozark Mountain Poultry)
- ◀ **Enhancing the Antimicrobial Efficacy of Organic Acid Blends to Kill *Salmonella enterica* and *Campylobacter jejuni* on Broiler Skin**
Project #704, Dr. Armitra Jackson-Davis, Alabama Agricultural and Mechanical University, Normal, Alabama (research made possible in part by an endowing Foundation gift from Ingram Farms)
- ◀ **Developing and Validating a Bioelectrical Impedance Index for Rapid Detection of Woody Breast Fillets**
Project #708, Dr. Amit Morey, Department of Poultry Science, Auburn University, Auburn, Alabama (research made possible in part by an endowing Foundation gift from Claxton Poultry)
- ◀ **Mitigation of Ammonia and Odor Emissions: Improving Indoor Air Quality in Poultry Housing with Black UV Light**
Project #F080, Dr. Jacek Koziel, Iowa State University, Ames, Iowa (research made possible in part by an endowing Foundation gift from Koch Foods)
- ◀ **Euthanasia of Recently Hatched Neonates**
Project #BRF006, Dr. Morgan Farnell, Texas A&M University, College Station, Texas (research made possible in part by an endowing Foundation gift from Sanderson Farms)
- ◀ **Improving Broiler Breeder Flock Welfare and Reducing Stress Through Early Photostimulation and Spin Feeding**
Project #BRU009, Dr. Drew Benson, University of Georgia, Athens, Georgia (research made possible in part by an endowing Foundation gift from Dr. Don and Teresa Jackson)
- ◀ **Fate and Effect of Peracetic Acid Solutions in Poultry Processing Wastewater Treatment Systems**
Project #F074, Dr. Spyros G. Pavlostathis, Georgia Institute of Technology, Atlanta, Georgia (research made possible in part by an endowing Foundation gift from Cargill)



Starkey Addresses National FFA Officer Candidates

John Starkey, president of USPOULTRY, addressed potential officer candidates during the National FFA Convention & Expo in Indianapolis. Forty-four candidates competed, and six were selected as National FFA Officers. The remaining 38 young leaders were invited to attend and participate in the USPOULTRY Foundation College Student Career Program, courtesy of the Foundation.



In Thanks and Recognition to the Following Donors for Their Support of the USPOULTRY Foundation

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