



ANNUAL
REPORT
2023



USPOULTRY Foundation Allocates \$297,580 in Student Recruiting Grants

The U.S. Poultry & Egg Harold E. Ford Foundation (USPOULTRY Foundation) awarded student recruiting grants totaling \$297,580 to six U.S. universities with Poultry Science departments and 20 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 are 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 (IPE), part of the International Production & Processing Expo (IPPE).

The six poultry science departments receiving the grants are:

Institution	Grant Amount
Auburn University	\$31,719
Mississippi State University	\$29,133
North Carolina State University	\$31,719
Texas A&M University	\$49,877
University of Arkansas	\$29,684
University of Georgia	\$27,868

The 20 other institutions with industry-related programs receiving recruiting and retention grants under the Foundation's Industry Education Recruitment Funding Program are:

Institution	Grant Amount
California State University, Fresno, California	\$7,000
Clemson University, South Carolina	\$2,250
Cleveland Community College, North Carolina	\$7,000
Delaware Valley University	\$2,310
Emmanuel University, Georgia	\$4,484
Iowa State University	\$7,000
Kansas State University	\$5,600
Modesto Junior College, California	\$7,000
Murray State University, Kentucky	\$4,620
North Carolina A&T State University	\$2,800
Sam Houston State University, Texas	\$7,000
Tennessee Tech University	\$4,620
University of Arkansas Pine Bluff	\$2,310
University of Delaware	\$3,465
University of Florida	\$4,425
University of Mount Olive, North Carolina	\$3,696
University of North Georgia	\$7,000
University of Tennessee	\$3,500
Wallace State Community College, Alabama	\$4,500
Wilkes Community College, North Carolina	\$7,000

"Our industry needs talented young people to see all the amazing and varied career paths offered in our industry, so they can make the choice to become our leaders of tomorrow. USPOULTRY Foundation recruiting grants are an essential tool to help colleges and universities encourage students to enroll in poultry industry-related studies," said Michael Levensgood, Perdue Farms and past USPOULTRY Foundation chair.

U.S. Poultry & Egg Association established the USPOULTRY Foundation in 1994 to provide student recruiting funds to universities with Poultry Science departments. In 2004, the Industry Education Recruitment Funding Program was added to the Foundation's umbrella so other colleges and universities that offer industry-related studies are eligible to apply for recruiting grants.

USPOULTRY Foundation College Student Career Program Keynote Address Features Career Advice

Nearly 500 students from 41 colleges and universities nationwide convened in Atlanta recently for the USPOULTRY Foundation College Student Career Program, held in conjunction with the 2024 IPPE. The students had an opportunity to meet and interview with 83 human resource managers and recruiters representing 27 companies.

The keynote address, provided by Casey English, FSQA supervisor for Cobb-Vantress and a former College Student Career Program participant, gave a fresh perspective on poultry industry careers. Urging students to “find your why,” English emphasized the importance of the poultry industry in feeding the expanding world population.

English reassured attendees that there are many valid reasons to join the industry and work in different roles. He also emphasized that it is okay for motivations and roles to change over time. Following his address, English opened the floor for questions and provided several answers to students.

The College Student Career Program continues to be an efficient and effective way for the poultry industry to find the leaders of the future and has played a vital role in numerous companies’ hiring process for many years. It is the premier career event of its kind for students seeking professions in the poultry industry.



Casey English

USPOULTRY Foundation Supports Latin American Student Attendance at 2024 IPPE

As part of its ongoing commitment to bolster the recruitment and education of talented students while advocating for careers within the poultry and egg industries both domestically and internationally, the USPOULTRY Foundation invited 20 students and advisors from seven universities across Latin America to attend the 2024 IPE, part of the IPPE.

The students engaged in the USPOULTRY Foundation International Student Program, affording them valuable opportunities to interact with companies that have global operations. They were also able to explore the large IPPE trade show floor, showcasing the latest advancements in modern, sustainable poultry technology. Additionally, they took part in the Latin American Poultry Summit, jointly sponsored by the IPE and the Asociación Latinoamericana de Avicultura (ALA), where they were recognized during the Summit luncheon.

“ALA is committed and thankful for the opportunity to participate in this educational program. It has been an enriching experience

that has expanded knowledge and skills to Latin American students. The resources provided by the USPOULTRY Foundation have been invaluable, and the interactions with mentors and fellow participants have been insightful. Thank you for creating a platform that fosters learning and growth in the poultry industry. The Latin American Poultry Association is grateful for the continuous support and guidance throughout this journey. We are looking forward to continuing collaboration and learning with USPOULTRY,” Dania Ferrera, executive director of ALA.

“One of the Foundation’s missions is to attract up and coming talent to careers in the poultry and egg industries. This program is a tool in that mission for us to be able to offer poultry and egg companies an opportunity to meet with these international students. Several companies at IPPE have operations outside of the United States and are looking for future leaders to fill positions in various countries,” remarked Jarod Morrison, Farbest Foods Inc., and USPOULTRY Foundation chair.



Ph.D. and Vet Student Career Fair Has Strong Turnout

Ph.D. and vet school students recently attended the Ph.D. and Vet Student Career Fair, held during the 2024 IPPE. The Career Fair is sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation, held in conjunction with the International Poultry Scientific Forum.

This unique program is designed to better serve USPOULTRY member companies and allied suppliers, particularly involved in, but not limited to, genetics, health, pharmaceuticals and nutrition. It allows Ph.D. and vet students to become familiar with the career opportunities that are available to them, conveniently benefitting these exceptional students and industry companies seeking talented employees to provide for their next generation of scientific leadership.

“The turnout for the sixth year of this Fair was strong. We hope to continue to grow the opportunity for Ph.D. and Vet students to learn about the industry opportunities that are available to them,” said Jarod Morrison, Farbest Foods Inc., and USPOULTRY Foundation chair. “This is an exceptional benefit our two organizations, the USPOULTRY Foundation and the PSA Foundation, can provide to the poultry and allied industries.”

“We are happy to help facilitate companies and students engaging in conversations that can help define career path decisions for the future,” said PSA Executive Director Andy Vance. “This event is a tremendous opportunity for both PSA students and professional members.”



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

USPOULTRY Foundation Brings FFA Leadership Candidates to the 2024 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 for an all-expenses paid trip to the 2024 IPE, part of the IPPE.

"USPOULTRY has a strong commitment to FFA. Providing these National Officer Candidates the opportunity to experience the world's largest annual trade show for the poultry and egg, meat and animal food industries is a rewarding way to expose them to our industries and, hopefully attract them to become our future leaders," remarked Jarod Morrison, Farbest Foods Inc., and USPOULTRY Foundation chair.

As college students, they were provided the opportunity to participate in the USPOULTRY Foundation College Student Career Program to interview for internship and career opportunities with poultry and egg industry member companies and exhibitors. They also had the opportunity to see all the poultry and egg industry has to offer, which included the vast trade show floor and the exciting technology used by today's modern, sustainable poultry industry and to further develop their skills and knowledge by attending IPPE education programs during Expo week.



FFA National Officer Candidates



FFA students and advisors

USPOULTRY Foundation Supports Attendance of FFA Students and Advisors to IPPE 2024

The Gold winning teams of the National FFA Poultry Evaluation and Food Science and Technology Career Development Events (CDEs) were invited to attend the IPE, part of the 2024 IPPE. As a result of the USPOULTRY Foundation's continued initiative to attract students to the poultry and egg industry, the teams that attended received an all-expenses paid trip and had the opportunity to visit IPPE's record-breaking trade show floor.

"Through our Foundation, USPOULTRY has been a supporter of the FFA Poultry Evaluation and Food Science and Technology CDEs for many years. The opportunity to experience IPPE's vast trade show floor, packed with the latest exciting technology used by today's modern, sustainable poultry industry, and participate in some of the 80+ hours of world-class education programs, is an excellent way to expose these future leaders to potential careers in the poultry and egg industry," remarked Jarod Morrison, Farbest Foods Inc., and USPOULTRY Foundation chair.

The students also participated in a program that included poultry industry leaders from Tyson Foods Inc., Perdue Farms and Pilgrim's that showcased the extensive array of career opportunities in the industry.

The following Poultry Evaluation CDE teams were invited to attend IPPE: Westville FFA, Oklahoma; Ag Science and Technology Academy FFA, Texas; Lincoln FFA, Arkansas; Neosho FFA, Missouri; Madison County FFA, Georgia; Louisburg FFA, Kansas; Roane County FFA, Kansas; Thorsby FFA, Alabama; Wilson Central FFA, Tennessee; and Manor FFA, Pennsylvania.

The following Food Science and Technology CDE teams were invited to attend IPPE: Big Walnut-DACC FFA, Ohio; Eustis-Farnam FFA, Nebraska; Gardiner FFA, Montana; Lincoln FFA, Arkansas; Louisburg FFA, Kansas; Palmyra FFA, Missouri; South Prairie FFA, Weimar FFA; and West Orange FFA, Florida.

\$988,000 Allocated for Research Funding in 2023

USPOULTRY and Foundation Approve \$738,000 in New Research Grants Through Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation approved a total of \$738,000 for 10 new research grants at six institutions through the Comprehensive Research Program, the Association's long-standing research effort dating back to the 1960s. Since its inception, more than \$36 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 the recommendations of the Foundation Research Advisory Committee (FRAC). The FRAC evaluates research proposals to determine their value to the industry. FRAC members are professional specialists in different segments of the poultry and egg industry. The Comprehensive Research Program projects are as follows:

Virus Isolation, Serological Surveillance and Mechanical Transmission of Egg Drop Syndrome

University of Georgia

Identifying Virulent Avian *Enterococcus Faecalis* Isolates by Using Matrix-Assisted Laser Desorption/Ionization – Time of Flight (MALDI-TOF) Mass Spectroscopy

University of Nebraska-Lincoln

Development of a Web-Based Artificial Intelligence System for Analyzing Broiler Activity Index

University of Georgia

Effects of Combined Sprinkler and Cool Cell Systems on Cooling Water Usage, Water and Feed Consumption Rates, Bird Performance and In-House Environment of Commercial Broiler Barns

Mississippi State University

Can Colony Nests Also Function as Floor Space for Cage-free Layers? Assessing Animal Welfare and Egg Quality Outcomes

North Carolina State University

DNA Immunization as a Safe and Economical Vaccination Strategy Against Infectious Laryngotracheitis Virus (ILT) to Enhance Mucosal Protection in Primary Sites of Infection

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

Use of Qualitative and Quantitative Microbial Data to Determine if Turkey Pre-Chill and Post-Chill Sampling Are Predictive of *Salmonella enterica* Contamination in Ground Turkey

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

Discovery of Novel Anthelmintic Resistance Genes to Reduce Production Loss Caused by Blackhead Disease

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

Control of *Enterococcus cecorum* Through Identifying Its Dynamics of Adaptation to the Chickens and Its Environment

Mississippi State University (research grant made possible in part by an endowing Foundation gift from Wayne-Sanderson Farms)

Identifying a New Pre-Harvest Gold Standard *Salmonella* Sampling Strategy to Predict *Salmonella* Burden on Broiler and Turkey Flocks Arriving for Processing

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

Board Research Initiative Projects Total \$250,000

USPOULTRY and the USPOULTRY Foundation have approved approximately \$250,000 in funding for two new research grants at two institutions through the Board Research Initiative Program. The topics and request for proposals were selected by the USPOULTRY board of directors. The Foundation Research Advisory Committee evaluated several research proposals and then recommended to the board, which proposals to fund.

The research grants are as follows, and the research funding was made possible in part by donations to the USPOULTRY Foundation. The donations came from a wide range of poultry and egg companies, individuals and families to support the Foundation's mission of funding industry research and recruiting students into poultry careers.

Investigation into the Contributions of Roosters, Hens and Social Dynamics on the Reduced Hatchability in Broiler Breeders

Auburn University (research grant made possible in part by an endowing Foundation gift from Mar-Jac Poultry Inc.)

Updated Decision Support Tool for Supplemental Heat Requirements in Barn Depopulation During an HPAI Outbreak

Iowa State University (research grant made possible in part by an endowing Foundation gift from MPS Egg Farms)

Completed Research in 2023

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

Project #720, Dr. Kichoon Lee, The Ohio State University, Columbus, Ohio (research made possible in part by an endowing Foundation gift from Simmons Foods)

◀ High-Resolution Salmonella Serotyping to Improve Surveillance in Turkey

Project #F094, Dr. Nikki Shariat, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Cargill)

◀ Evaluation of Egg Wash Sanitizers to Reduce Salmonella Contamination on and in Turkey Eggs

Project #F102, Ted Brown, Cargill, Inc., Wichita, Kan. (research made possible in part by an endowing Foundation gift from Cargill)

◀ Evaluation of Pulsed Alternating Wavelength System (PAWS) on Welfare and Skeletal Quality of Laying Hens Throughout a Lay Cycle

Project #F100, Dr. Darrin Karcher, Purdue University, West Lafayette, Ind. (research made possible in part by an endowing Foundation gift from MPS Egg Farms)

◀ How Does Laying Hens' Visual Perception Affect Resource Usage in Cage-Free Housing?

Project #F095, Dr. Darrin Karcher, Purdue University, West Lafayette, Ind. (research made possible in part by an endowing Foundation gift from MPS Egg Farms)

◀ Blood Chemistry Led Environment Manipulations to Reduce Poultry Mortality

Project #F104, Dr. Rocio Crespo, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Prestage Farms)

◀ Identification of Genetic Determinants That Facilitate Campylobacter jejuni Survival During Poultry Processing

Project #F098, Dr. Jeremiah G. Johnson, University of Tennessee, Knoxville, Tenn. (research made possible in part by an endowing Foundation gift from Koch Foods)

◀ Assessing the Impact of Feed Supplements on the Selection of Avian Pathogenic Escherichia coli (APEC)

Project #726, Dr. Catherine M. Logue, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Mar-Jac Poultry)

◀ Effect of Variable Light Intensity Program on Broiler Gait Score, Stress and Central Positive Welfare on a Commercial Broiler Farm

Project #BRU014, Dr. David Caldwell, University of Arkansas, Fayetteville, Ark. (research made possible in part by endowing Foundation gift from Simmons Foods)

◀ Competitive Inhibition of Pathogenic Enterococcus cecorum by Avirulent Strains

Project #731, Mitsu Suyemoto, North Carolina State University, Raleigh, N.C. (research made possible in part by endowing Foundation gift from Wayne-Sanderson Farms)

◀ Identification of Early Indicators of Necrotic enteritis Disease in Broiler Chickens

Project #728, Dr. Ravi Kulkarni, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Case Farms)

◀ Utilizing Dry Hydrogen Peroxide as a Replacement for Formaldehyde in Commercial Poultry Hatcheries

Project #727, Dr. Brian J. Jordan, University of Georgia, Athens, Ga. (research made possible in part by endowing Foundation gift from Fieldale Farms)

◀ Role of Early Incubation Temperature Variation in the Development of the Wooden Breast Myopathy in Broiler Chickens

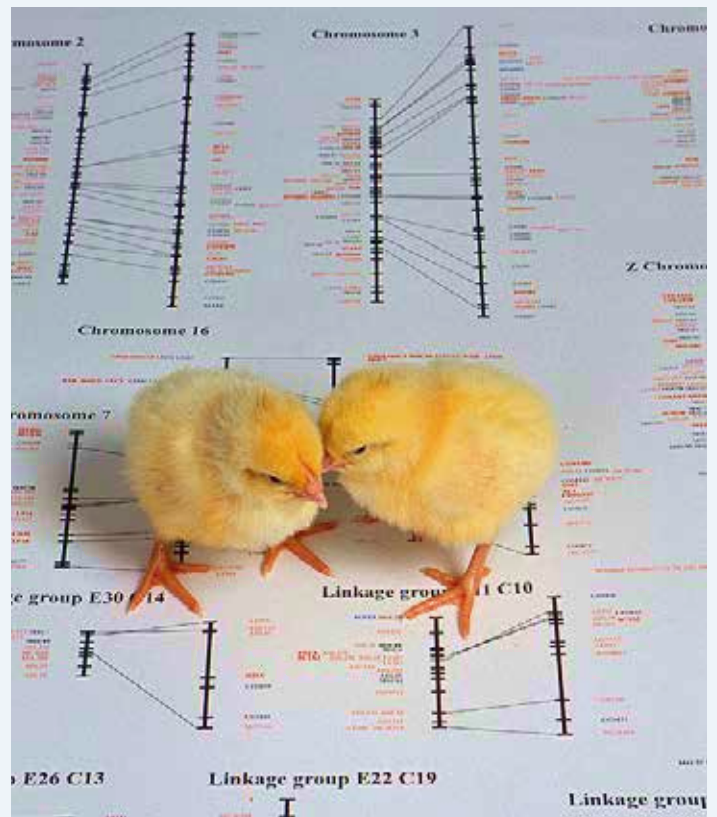
Project #725, Dr. Jessica D. Starkey, Auburn University, Auburn, Ala. (research made possible in part by an endowing Foundation gift from Koch Foods)

◀ Using Electrostatic Precipitator to Improve Indoor Air Quality in Cage-Free Layer Houses

Project #F90, Dr. Sanjay Shah, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from the Cal-Maine Foods)

◀ Realistic Multi-Species Challenge Model to Evaluate Treatment Methods Able to Prevent Colonization of Pathogenic Bacteria in the Hatching Environment

Project #F096, Dr. Christine N. Vuong and Dr. Daneille Graham, University of Arkansas - Division of Agriculture, Fayetteville, Ark. (research made possible in part by an endowing Foundation gift from George's Inc.)



RESEARCH RESULTS

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