



ANNUAL REPORT



USPOULTRY Foundation Allocates \$306,366 in Student Recruiting Grants

The U.S. Poultry & Egg Harold E. Ford Foundation (USPOULTRY Foundation) awarded student recruiting grants totaling \$306,366 to six U.S. universities with Poultry Science departments and 22 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 (IPE), part of the International Production & Processing Expo (IPPE).

The six poultry science departments receiving the grants are:

Institution	Grant Amount	Grant Made Possible in Part By:
Auburn University	\$33,230	Ingram Farms
Mississippi State University	\$30,336	Wayne-Sanderson Farms
North Carolina State University	\$30,491	Stanley & Dorothy Frank Family Foundation
Texas A&M University	\$49,457	Tyson Foods
University of Arkansas	\$31,163	Monty & Margot Henderson Recruiting Fund
University of Georgia	\$25,323	Leland Bagwell Education and Innovation Fund

The 22 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.	\$1,175	Don Dalton Student Recruiting Fund
California Polytechnic (Cal Poly) State University	\$6,660	AJC International
California State University – Fresno	\$7,000	Agri Stats, Inc.
Clemson University	\$2,875	Leland Bagwell Education and Innovation Fund
Cleveland Community College, N.C.	\$2,310	Prestage Farms
Iowa State University	\$4,620	West Liberty Foods
Louisiana State University	\$4,620	Wayne-Sanderson Farms
Middle Tennessee State University	\$6,600	Pilgrim's
Modesto Junior College, Calif.	\$7,000	USPOULTRY Staff
North Carolina A&T State University	\$5,800	Stanley & Dorothy Frank Family Foundation
Prairie View A&M University, Texas	\$2,310	Pilgrim's
Sam Houston State University, Texas	\$7,000	Jerry and Cherie Moye
Stephen F. Austin State University, Texas	\$4,600	Frost PLLC
Tennessee State University	\$4,620	Tyson Foods
Tennessee Technological University	\$4,620	Hubbard Farms Charitable Foundation
University of Florida	\$2,600	Claxton Poultry
University of Mount Olive, N.C.	\$4,148	Perdue Farms
University of North Georgia	\$7,000	Leland Bagwell Education and Innovation Fund
University of Tennessee	\$4,620	Centurion Poultry
University of Wisconsin – River Falls	\$2,310	
Wallace State University	\$6,938	Peco Foods
Wilkes Community College, N.C.	\$7,000	Case Farms

"It is critical that we interest bright young people to study careers in the poultry industry. We need astute, young individuals to join our companies, as they will be the future leaders of our industry. USPOULTRY Foundation recruiting grants are essential in helping colleges and universities encourage students to enroll in industry-related studies," said Greg Hinton, Rose Acre Farms, and past USPOULTRY Foundation chairman.

U.S. Poultry & Egg Association (USPOULTRY) 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

Students from 40 colleges and universities nationwide convened in Atlanta recently for the USPOULTRY Foundation College Student Career Program, held in conjunction with the 2023 IPPE. Nearly 500 university students and 125 human resource managers and recruiters from 26 companies participated in the program. 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.

The College Student Career Program opening session was kicked off by Barbara Jenkins, executive director of the USPOULTRY Foundation, who encouraged students to give the poultry industry a try. She recognized some of the veteran industry leaders present, including Mike Levensgood, vice president, Chief Animal Care Officer and Farmer Relationship Advocate for Perdue Farms and USPOULTRY Foundation chairman; Randy Day, chief executive officer for Perdue Farms; and John Starkey, president for USPOULTRY.

As keynote speaker, Kendra Waldbusser, head of Food Safety & Quality for Pilgrim's, began her presentation by telling students that no matter what motivated them to come to IPPE, there is room for them in the poultry industry. She noted that the poultry industry is positioned to continue growing and that the IPPE brings together tens of thousands of industry people who could become their colleagues and not just in the area of poultry production.

Waldbusser also commented that there is no greater opportunity available than the College Student Career Program for interviewing and exploring career opportunities. She encouraged students to use their interviews to further improve interviewing skills by asking for feedback from interviewers. Finally, Waldbusser reminded students that the future was theirs to determine and that a variety of career options awaited them even after they embark on life after graduation.



Kendra Waldbusser

Latin American Students Attend the 2023 IPPE Through USPOULTRY Foundation Support

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, domestically and globally, 16 students and advisors from eight universities in Latin America were invited to the 2023 IPE, part of the IPPE.

The students participated in the USPOULTRY Foundation International Student Program, enabling them to discuss job opportunities with companies that have global operations. They were also provided the opportunity to explore the vast IPPE trade show floor to see the exciting technology used in today's modern, sustainable poultry industry. In addition, the students participated in the Latin American Poultry Summit, sponsored by the IPE and the Asociación Latinoamericana de Avicultura (ALA), where they were recognized during the Summit lunch.

"For four years, ALA has helped the USPOULTRY Foundation with the selection of the Latin American universities attending the USPOULTRY Foundation International Student Program. We continue to be pleased to be able to contribute to the Foundation's efforts to bring the best and brightest Latin American students to discover opportunities in the global poultry and egg industry," said Juana Galvan, executive director, ALA.

"We are pleased to offer poultry and egg companies an opportunity to meet with these international students. Several companies at IPPE have locations outside of the United States and are looking for future leaders to fill positions in various countries," remarked Mike Levengood, Perdue Farms, and USPOULTRY Foundation chairman.



International students attending the 2023 Latin American Poultry Summit

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

Ph.D. and vet school students recently attended the Ph.D. and Vet Student Career Fair, held during the 2023 IPPE in Atlanta. 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 benefiting these exceptional students and industry companies seeking talented employees to provide for their next generation of scientific leadership.

"We continue to be pleased with the Ph.D. and veterinarian student participation in the fifth year of this Fair being offered," said Mike Levengood, Perdue Farms, and USPOULTRY Foundation chairman. "This is an exceptional benefit our two organizations, the USPOULTRY Foundation and the PSA Foundation, can provide to the poultry and allied industry."

"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 student 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 2023 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 2023 IPE. The opportunity for them to participate was made possible in part by an endowing Foundation gift from Tyson Foods.

"Our industry continues to evolve, and young talent brings fresh insights in addition to diverse mindsets. We need to continue encouraging their development and growth, while attracting the best young leaders to work in this industry," said Chip Miller, SVP Live Production for Tyson Foods, and member of the USPOULTRY board of directors. "Tyson Foods' culture includes investing in future leaders, and we are pleased to contribute to this effort."

"USPOULTRY has been a supporter of FFA for many years. We are pleased to be able to provide these National Officer Candidates, our potential future leaders, the opportunity to experience the world's largest annual trade show for the poultry and egg, meat and animal food industries," remarked Mike Levensgood, Perdue Farms, and USPOULTRY Foundation chairman.

As college students, they were provided the opportunity to participate in the USPOULTRY Foundation 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.



FFA students and advisors at the 2023 IPPE

FFA Students and Advisors Attend the 2023 IPPE Through USPOULTRY Foundation Support

The top 11 teams of the National FFA Poultry Evaluation Career Development Event (CDE) and the top 10 teams of the Food Science and Technology CDE were invited to the 2023 IPE. The opportunity to participate was made possible in part by endowing Foundation gifts from Prestage Farms and Wayne-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 supporter of the FFA Poultry Evaluation CDE for many years, and now other CDEs and Poultry Efficiency contests. 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 and egg, meat and animal food industries," remarked Mike Levensgood, Perdue Farms, and USPOULTRY Foundation chairman.

Poultry industry leaders from Cargill, Prestage Farms and Pilgrim's 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 2023 IPPE: Katy FFA, Texas; Columbia FFA, Missouri; Felicity-Franklin FFA, Ohio; Santa Maria-Righetti FFA, California; Westville FFA, Oklahoma; Jackson-Empower FFA, Georgia; Har-Ber FFA, Arkansas; Anderson County FFA, Kansas; Louisa-Muscatine FFA, Iowa; LaRue County FFA, Kentucky; and Prairie Central FFA, Illinois.

The following Food Science and Technology CDE teams were invited to attend IPPE: Missoula FFA, Montana; Big Walnut-DACC FFA, Ohio; Lake Butler FFA, Florida; Florence FFA, Texas; Bergen County Academies FFA, New Jersey; Cache FFA, Oklahoma; Dassel-Cokato FFA, Minnesota; Mandan FFA, North Dakota; Monroe City FFA, Missouri; and Galt-Liberty Ranch FFA, California.

\$804,000 Allocated for Research Funding in 2022

USPOULTRY and Foundation Approve \$685,000 in New Research Grants Through Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation approved a total of \$685,000 for 12 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 \$35 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 (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:

Competitive Inhibition of Pathogenic *Enterococcus Cecorum* by Avirulent Strains

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

Evaluation of Zero, Four and Six Hour Dark Periods During the First Seven Days on Broiler Performance and Welfare

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

Development of Live Turkey Reovirus Vaccine for Protection from Antigenic Variant Viruses

AviServe LLC (research grant made possible in part by an endowing Foundation gift from Virginia Poultry Growers Co-Op, LLC)

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

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

Understanding the Influence of Branch Chain Amino Acid Interaction on Performance, Feather Quality, Egg Quality and mRNA Gene Expression of Peak and Post Peak Laying Hens

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

Blood Chemistry Led Environment Manipulations to Reduce Poult Mortality

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

Infectious Laryngotracheitis Virus (ILT) Molecular Diagnostics Tools in Need of an Upgrade

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

Development of Live Attenuated Vaccine for Reoviruses Causing Arthritis and Hepatitis in Turkeys

University of Minnesota (research grant made possible in part by an endowing Foundation gift from West Liberty Foods)

Development of Vaccines for the Control of Chicken Spotty Liver Disease

Iowa State University

Detection and Control of Processing-Tolerant *Campylobacter* on Broiler Carcasses

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

Developing a Multispecies Bacterial Vaccine for Protection Against Bacterial Chondronecrosis with Osteomyelitis Lameness for Broilers

University of Arkansas (research grant made possible in part by an endowing Foundation gift from George's Inc.)

Assessing the Physiological Stressors Due to Injection of Nitrogen During Ventilation Shutdown Plus Heat for Depopulation of Laying Hens

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

Board Research Initiative Projects Total \$119,000

USPOULTRY approved approximately \$119,000 in funding for a new research grant for a risk assessment comparing alternative approaches to regulating *Salmonella* in poultry through the Board Research Initiative program. The topic and request for proposal were selected by the USPOULTRY board of directors. The FRAC evaluated several research proposals and then recommended which proposal to fund to the board.

The research grant is as follows, and the research 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.

Risk Assessment Comparing Alternative Approaches to Regulating *Salmonella* in Poultry by Public Health Impact Factors

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

Completed Research in 2022

- ◀ **Whole-Genome Sequencing and Molecular Analysis of Infectious Bronchitis Virus (IBV) DMV1639 Strains Circulating in the Field**
Project #F088, Dr. Dong-Hun Lee, University of Connecticut, Storrs, Connecticut (research made possible in part by endowing Foundation gift from Koch Foods)
- ◀ **Use of Comparative Genomics and an In Vitro Screening Approach to Identify Vaccine Candidates for the Foodborne Pathogen *Campylobacter jejuni***
Project #724, Dr. Li Zhang, Mississippi State University, Mississippi State, Mississippi (research made possible in part by endowing Foundation gift from Peco Foods)
- ◀ **Investigation into the Cause and Prevention of False Layer Syndrome**
Project #BRF012, Dr. Brian Jordan, University of Georgia, Athens, Georgia (research made possible in part by an endowing Foundation gift from Cargill)
- ◀ **Profiling *Salmonella* Serotypes Through Broiler Processing**
Project #F087, Dr. Nikki Shariat, University of Georgia, Athens, Georgia (research made possible in part by endowing Foundation gift from Fieldale Farms)
- ◀ **The Use of Accelerometers and Artificial Intelligence to Predict Presence of Woody Breast in Live Broilers Throughout Growout and in Broiler Fillets**
Project #721, Dr. Casey Owens, University of Arkansas, Fayetteville, Arkansas (research made possible in part by an endowing Foundation gift from George's Inc.)
- ◀ **Pathogenicity and Genetic Profile of Turkey Hepatitis Reovirus (THRv)**
Project #723, Dr. Rob Porter, University of Minnesota, St. Paul, Minnesota (research made possible in part by an endowing Foundation gift from the Cooper Family Foundation)
- ◀ **Poultry-Safe and Environment-Acceptable Pest-Repellent Paint**
Project #F091, Dr. Gibum Kwon, University of Kansas Center for Research, Inc., Lawrence, Kansas (research made possible in part by an endowing Foundation gift from Wayne-Sanderson Farms)
- ◀ **Cage-Free Pullet Density: Production and Welfare Outcomes**
Project #F083, Dr. Darrin M. Karcher and Dr. Marisa Erasmus, Purdue University, West Lafayette, Indiana (research made possible in part by an endowing Foundation gift from CCF Brands)
- ◀ **Methods for Preventing Blackhead Disease in Poultry**
Project #BRF013, Dr. Chongxiao Chen, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Prestage Farms)
- ◀ **Automated Tracking of Laying Hens in Cage-Free Aviary Environment Using Affordable Radio-Frequency Identification (RFID) Chips**
Project #722, Dr. Prafulla Regmi, University of Georgia, Athens, Georgia (research made possible in part by an endowing Foundation gift from the International Poultry Expo)
- ◀ **Improving Cage Free Air Quality, Hen Welfare and Egg Quality with Artificial Turf and a Manure Removal System**
Project #712, Dr. Marisa Erasmus, West Lafayette, Indiana (research made possible in part by an endowing Foundation gift from MPS Egg Farms)
- ◀ **Role of Ratios of Limestone Particle Size and Phytase to Support Late Lay in Single Cycled Laying Hens – Focus on Eggshell Quality, Bone Quality and Gut Health**
Project #F092, Dr. Pratima Adhikari, Mississippi State University, Mississippi State, Mississippi (research made possible in part by an endowing Foundation gift from Centurion Poultry)
- ◀ **Enhancing Immunogenicity and Protective Efficacy of Recombinant Infectious Laryngotracheitis (ILT) Vaccines in Broiler Chickens**
Project #F093, Dr. Ravi Kulkarni, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Mountaire Farms)
- ◀ **Vaccination Against *Salmonella Enterica* Serotype Reading: Evaluation of the Cross-Protective *Salmonella* BBS 866 Vaccine and the Avipro® Megan® Egg Vaccine at Reducing Outbreak-Associated *S. Reading* Colonization, Dissemination and Persistence in Turkeys**
Project #BRU015, Dr. Shawn Bearson, USDA, ARS, Ames, Iowa (research made possible in part by an endowing Foundation gift from the Cooper Family Foundation)



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