



AMERICAN★HUMANE
FIRST TO SERVE®

FARM PROGRAM NEWSLETTER
WINTER 2024

STRENGTHENING BONDS

A MESSAGE FROM THE PRESIDENT AND CEO, DR. ROBIN GANZERT

For nearly 150 years, American Humane has given a voice to the voiceless. Now leading efforts in over 40 countries around the globe, American Humane is the “First to Serve®” in helping ensure the safety, welfare, and wellbeing of animals and promoting the bond between animals and humans.

Thanks to you and all our passionate supporters, in the last year, we were able to:

- Help ensure one billion farm animals live with humane protections like proper space, food, water, heat, cooling, and lighting.
- Drive efforts to support farm animal welfare initiatives through science and research and expand third-party oversight on farms and ranches.
- Save, shelter, and feed more than 250,000 vulnerable animals and provide lifesaving help to animals caught in the Turkey earthquake, Georgia tornadoes, Guam typhoon, and Spokane wildfires.
- Work to protect 419,000 remarkable animals and endangered species living at American Humane Certified zoos, aquariums, and conservation centers around the world.
- Launch new and impactful initiatives like the Humane Tourism Certification and the Working Animals Certification programs.
- Help guide the welfare of 100,000 animals in 1,000 movie productions across the globe.
- Support the health and future of veterans and animals by identifying dogs in need of forever homes and training them as life-saving service dogs at no cost for retired warriors struggling to cope with Post-traumatic Stress and Traumatic Brain Injury.



Importantly, American Humane carefully stewards the charitable dollars with which we are entrusted, which is why Charity Navigator awarded us yet again with its coveted top “4-star” rating.

Our bond with you is essential to ensuring animals are treated humanely. The American Humane Farm Animal Program is critical to our mission, and we thank our American Humane Certified farmers, ranchers, and food processors who are committed to providing ethical conditions for their animals.

The human-animal bond has brought us together in this partnership, and we are grateful for all that you do to nurture a humane life for the animals with which we share our world.

With gratitude,

Robin R. Ganzert, Ph.D.
President and CEO, American Humane

AMERICAN HUMANE MISSION

Founded in 1877 as the country’s first national humane organization, American Humane is committed to helping ensure the safety, welfare, and wellbeing of animals. For nearly a century and a half, our innovative, science-based leadership programs have been “First to Serve®” in promoting and nurturing the bonds between animals and humans.

Our programs cover the globe, helping to ensure the humane treatment of animals on six continents.

We do this through American Humane programs, which include:

- Farm
- Rescue
- Humane Hollywood
- Global Humane
- Conservation
- Humane Tourism
- Working Animals
- Pet Providers
- Military
 - Pups4Patriots
 - Military Working Dog Reunification
 - Lois Pope LIFE Center for Military Affairs

HELPING TO
ENSURE THE
HEALTH AND
WELLBEING
OF MORE THAN
**ONE
BILLION
FARM
ANIMALS**

American Humane was first founded on farm animal welfare to improve the conditions for livestock transported by railway in the late 1800s. Fast forward a century and a half, and American Humane has grown into the nation’s oldest and largest humane organization protecting animals across the globe in all aspects of our lives—from the farm to the big screen.





PRODUCER SPOTLIGHT

CELEBRATING BUTTERBALL'S 10 YEARS AS AMERICAN HUMANE CERTIFIED™

Butterball, one of America's most well-known brands, now celebrates a decade of American Humane certification. For more than 60 years, Butterball has provided turkey products to dinner tables around the world.

Today we spotlight Butterball's commitment to the humane treatment of animals and look at the history of the iconic company that's been in business since 1954.

1) Tell us a little bit about Butterball and its history.

Butterball, LLC, headquartered in Garner, North Carolina, is the best-known and most-loved* brand of turkey in the U.S. Bringing people together over wholesome homemade meals for more than 60 years, the company provides retail and foodservice products to customers in more than 45 countries.

Butterball is committed to being an industry leader in quality, food safety, animal care, and wellbeing. It was the first major turkey company to voluntarily achieve certification through American Humane 10 years ago. All of Butterball's 550+ contract farms are American Humane Certified™ and raise 45 million turkeys annually. The company employs over 6,500 team members who work in production facilities, live operations, and offices across Arkansas, Illinois, Kansas, Missouri, and North Carolina.

*Source: 2022 Kantar Brand Tracking Wave 6 n=400

2) Tell us why and how Butterball puts the humane treatment of animals at the forefront?

At Butterball, we strongly believe in acting with the highest level of integrity, and as a result we have created a culture of care for our animals. The health and wellbeing of our turkeys are at the forefront of everything we do.

3) Why is animal welfare, and specifically maintaining an American Humane Certified™ seal, so important to Butterball?

Butterball prides itself on providing premium products for its consumers, and we wanted to challenge the industry standard related to animal care. To that end, we searched for a more scientific-based system for our animal wellbeing practices.

Upholding the American Humane Certified standards provides Butterball with a system that includes exploration and the opportunity to endorse the latest scientific research and apply new technologies, where appropriate, for the best care for our turkeys.

4) Why do you value American Humane certification? Why did you decide it was important to work with an independent humane certification program?

We felt it would be valuable and beneficial to get a trained set of eyes, outside of Butterball, to evaluate our animal care practices. To achieve that goal, we recognized the need for a program with third-party verification. American Humane Certified is a perfect fit for Butterball, as all our facilities and farms undergo third-party verification and must meet peer-reviewed criteria focused on development, implementation, and day-to-day operations.

5) How have your customers responded to your earning the American Humane Certified seal, and how does it set you apart from other producers in your field?

It's worth saying again that Butterball was the first major turkey company to voluntarily achieve the American Humane Certified seal. Our products proudly boast the American Humane seal, signaling to customers that Butterball prioritizes animal care and wellbeing. We continuously promote our American Humane Certified status, providing a copy of our certification on an annual basis. In addition, we provide tours, where possible, of our farms and facilities, outlining the American Humane certification program.

6) How has your company evolved to meet changing consumer tastes and an increased interest in humane certified products? Do you foresee this interest expanding in the future?

We consistently talk to consumers and customers to ensure we're producing products that meet their needs. Our research

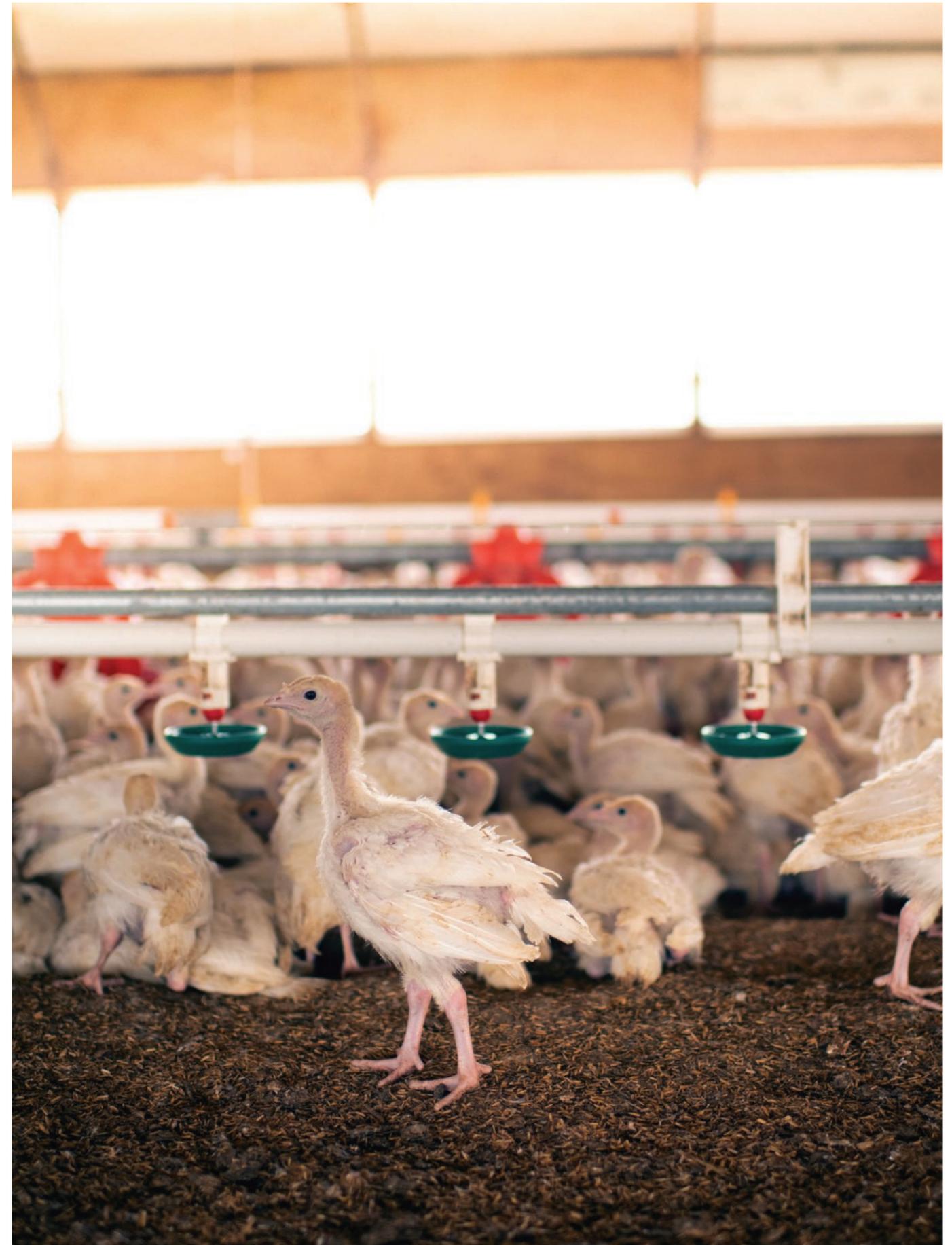
shows that there is a growing number of consumers who want to know about their food; they are conscientious about what they feed their families and themselves, and they care about the world around them. Butterball's commitment to the American Humane certification, ethical treatment of its turkeys, and providing top-quality products appeals to this segment.

7) What would a consumer expect to experience because of the commitment to certification?

When a consumer reaches for a Butterball Turkey product with the American Humane logo prominently featured on the label, they can feel good about their choice. They are buying from a turkey company and a brand with a commitment to animal care and wellbeing.

8) Is there anything else you would like consumers to know about you or your company?

Butterball and its contract farmers take a team approach to make certification possible. Our contract growers are also proud to display the American Humane Certified™ seal at their farms. They've fully embraced the program and understand its value. Butterball invests a lot of resources to assure compliance and to be able to tout that our standards of care surpass those of our competitors. We believe it's worth every penny to provide assurance that Butterball's animal care and wellbeing practices exceed expectations. We take pride in being American Humane Certified™, a badge that no other turkey company can claim.



WELCOME TO OUR NEW PRODUCERS



The American Humane Farm Program certifies 127 producers and processors. These farms and operations are audited against science and evidence-based standards developed in collaboration with a robust Scientific Advisory Committee. American Humane regularly reviews and updates its species-specific standards with the committee to help ensure our standards align with the most up-to-date science.

There is broad support for humane standards on farms and ranches. More than 90 percent of people in a representative sample surveyed by American Humane reported being “very concerned” about farm animal welfare. This consumer sentiment is evident as 10 of the nation’s top 12 grocery stores carry products that are American Humane Certified™.

NEW AMERICAN HUMANE CERTIFIED™ PRODUCERS IN 2023 INCLUDE:



BLUE SPRINGS



- **East Highland Farms, LLC:** A cage-free egg producer located in Ohio.
- **Herbruck's of Pennsylvania:** Herbruck is an exciting expansion into the cage-free market. American Humane has certified Herbruck Poultry Ranch, Inc. for many years. This year, the certification expanded into Herbruck's Pennsylvania complex. Headquartered in Saranac, Michigan, Herbruck's Poultry Ranch supplies over 3 billion farm-fresh eggs and 55 million pounds of liquid egg product to retailers and foodservice outlets across the nation each year.
- **Phillip Nolt:** A cage-free egg producer located in Pennsylvania.
- **Frey's Poultry Ranch, LLC:** A pasture-raised egg producer just starting out in the egg industry.
- **Richard Nolt:** A pasture-raised egg producer located in Pennsylvania.
- **Sauder Eggs, LLC Processing Facility:** A family-owned and operated egg wholesaling business. Today, they work with approximately 120 farms, and 7 million hens produce the approximately 1.5 billion eggs sold under the Sauder name every year.

Thank you to these amazing producers for their help in ensuring that animal welfare remains a top priority. Their tireless efforts provide us with products that we can feel good about purchasing for our families.



AMERICAN HUMANE IS COMMITTED TO SUPPORTING SUSTAINABILITY INITIATIVES

From the tech sector to the service industry, socially conscious investors and consumers have demanded that companies look beyond their bottom lines to ensure they are being good corporate actors through Environmental, Social and Governance (ESG) programs.

Animal welfare is quickly becoming a top issue within ESG considerations. The animal welfare conversation is one the American people are already having and the animal welfare component of ESG is only growing.

According to a recent poll from American Humane, 72% of Americans reported that humane standards for chickens are

important to them. And a recent progress report by the Dairy Sustainability Framework (DSF) reported that for the first time, animal care was the number one priority for DSF members, closely followed by greenhouse gas emissions.

Producers should embrace the animal welfare component of ESG and showcase their animal welfare standards by becoming certified.

American Humane is joining this endeavor by serving as an advisor to several sustainability efforts throughout the animal agriculture industry.



American Humane serves on the board of the U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE).

The US-RSPE is an independent, multi-stakeholder organization with members representing growers, integrators, processors, retailers, food service companies, civil society groups and NGOs, allied industries, and individuals built to advance, support, and communicate continuous improvement in sustainability for the value chain.

Learn more at US-RSPE.org.



American Humane is an advisor to the Dairy Sustainability Framework (DSF).

The DSF provides evidence and reporting to demonstrate the continuous sustainability improvement of the global dairy sector. The framework takes a collaborative and pre-competitive approach to sustainability in the global dairy value chain that is honest and transparent. The DSF works to demonstrate at a high level that the dairy sector is producing a nutritionally valuable product in a sustainable way.

American Humane is one of several organizations that support and focus the DSF through its Multi-stakeholder Advisory Council.

Learn more at dairysustainabilityframework.org.



PRODUCER SPOTLIGHT

HOW OUTWARD FARMS PUTS THEIR HENS FIRST



American Humane is proud to regularly tell the remarkable stories of the humane efforts of our American Humane Certified™ producers and their commitment to the welfare of animals in agriculture. Today, we introduce you to Outward Farms.

Outward Farms is a third-generation, family-owned American Humane Certified, and USDA Certified Organic Egg Farm in Ohio. The idea for the unique concept of the farm was hatched by sister/brother duo Sandra and Daniel Lauseker to honor the family history of responsible farming while doing so in new and intentional ways.

The farm was designed as a model for education, innovation, and full transparency in the way hens are cared for and how America's food is produced. The family set out to be able to safely bring visitors to the farm and show them everything that goes into producing eggs, including the level of care behind it. There is a viewing window into one of the barns and a large education center that overlooks the entire egg processing room, as well as the outdoor access yards that the hens enjoy!

The focus on humane treatment starts on day one, when day-old chicks arrive and are raised at the family's farm in a cage-free housing environment outfitted to help the girls excel as they reach their milestones, from a fuzzy yellow chick through the awkward teenager phase of getting their adult feathers. All the hens are fed by the farm's feed mill, which grinds and mixes the ingredients according to its nutritionists' formulations and then delivers the organic feed straight to the feed bins of each barn.

Outward Farms is dedicated to putting the humane treatment of animals at the forefront. Putting their hens first is evident even in their trademark, Ladies First™. The owners put the hens first by treating them well and ensuring their nutritional, social, and environmental needs are met. The owners say their customers appreciate the extra step they've taken to earn the American Humane Certified™ seal, allowing their customers to feel confident in purchasing the eggs, and the certification sets them apart in their commitment to animal welfare.



EGG-CELLENT TOUR

FIRST LADY OF THE UNITED STATES, JILL BIDEN, VISITS AMERICAN HUMANE CERTIFIED™ OUTWARD FARMS TO CELEBRATE WORLD EGG DAY



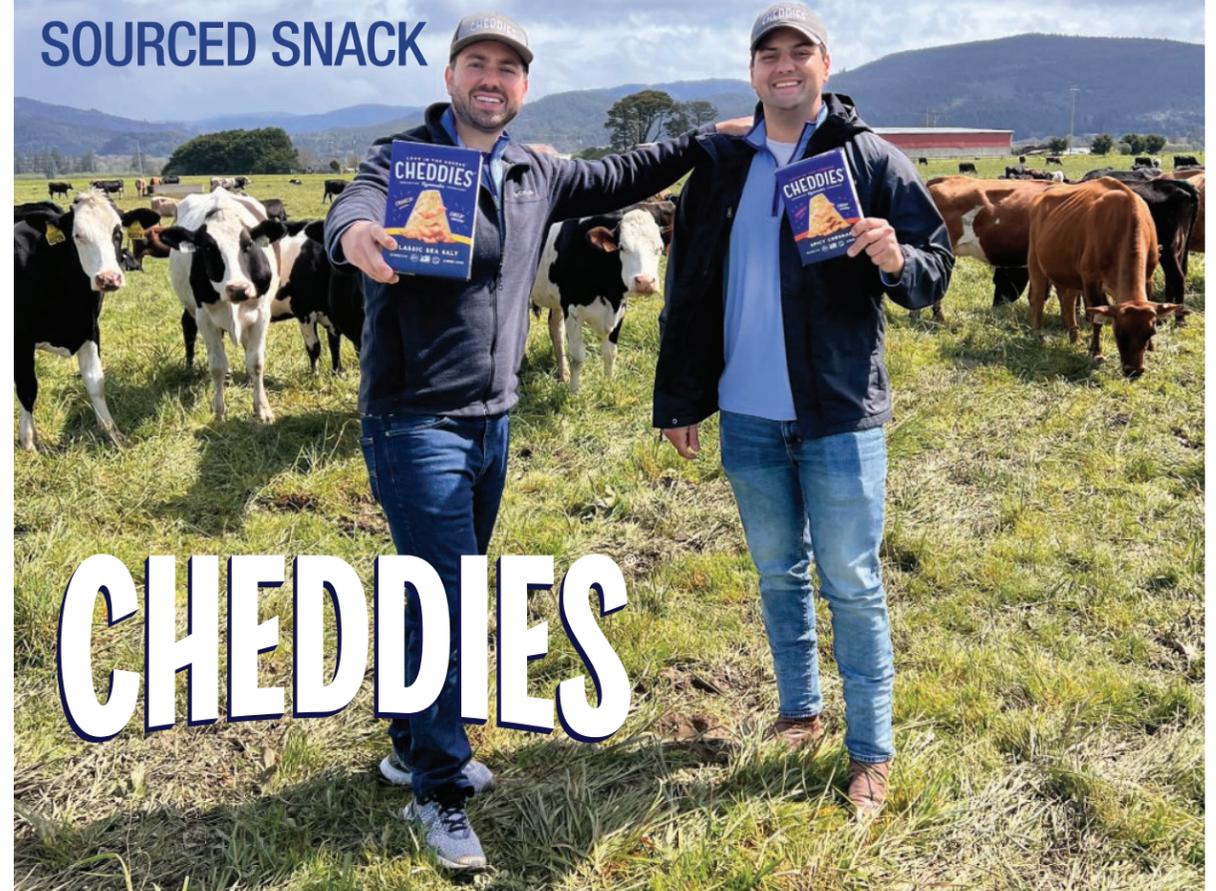
Did you know that 90 percent of all cage-free eggs in the U.S. are American Humane Certified™? And according to the USDA, Americans were projected to eat 285 eggs per person in 2023. This puts a heavy responsibility on ensuring every aspect of egg production meets high standards, including the safety and wellbeing of the hens.

Outward Farms, an American Humane certified egg facility and third-generation farm in Ohio, hosted the First Lady of the United States, Jill Biden, on World Egg Day this past October. The First Lady got a bird's-eye view of what it takes to meet America's egg demands, including food safety protocols, inspections, and commitment to cage-free and free-range hens.

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A COLLEGE DREAM TURNS INTO A SUSTAINABLY SOURCED SNACK



What started out as a college dream to create a sustainably sourced cheese cracker turned into a successful business venture for Texas brothers Francisco and Thomas Pergola. The brothers wanted to create a crunchy, savory cheese cracker while still being kind to the planet. That's when they developed Cheddies, snacks made with real cheddar cheese and simple ingredients.

After years of product development, they focused on using ethically sourced products and put animals and the environment first. The company uses quality cheese from dairies practicing regenerative agriculture practices, which are focused on reducing carbon footprints through many actions like boosted soil health, managed grazing, composting, and more.

The brothers also prioritized maintaining an American Humane Certified™ seal to put animal welfare first and align with their consumer values on the ethical treatment of animals. "By earning and displaying the

American Humane Certified seal, a company signals to consumers that its products or services meet rigorous humane treatment criteria, fostering trust and loyalty," said Thomas Pergola. "Additionally, such certification can enhance the company's reputation, attract a broader customer base, and mitigate potential risks associated with negative public perceptions regarding animal welfare issues. Overall, embracing and promoting animal welfare aligns with corporate social responsibility, contributing to long-term sustainability and positive brand perception."

Cheddies offers advice for environmentally conscious consumers: "Knowledge is power," said Francisco Pergola. "Learn more about the source of the ingredients in the foods you eat and understand how people, animals, and the environment are treated in that supply chain. We can all be better stewards of our planet."

MEET THE NEW MEMBERS OF THE AMERICAN HUMANE FARM TEAM AND LEADERSHIP

Kelsey Bruno-Bayliff, Ph.D., PAS
Farm Science and Standards Coordinator

Dr. Kelsey Bruno-Bayliff grew up in New Jersey and then went to Delaware Valley University, where she completed B.S. degrees in Animal Science and Wildlife Management and Conservation. From there, Kelsey completed her M.S. in Animal Science at the University of Kentucky, focusing on ruminant nutrition and animal behavior. Kelsey received her Ph.D. in Animal Science focusing in animal behavior and wellbeing and completed a post-doctoral program focused in Animal Health from Oklahoma State University. Kelsey also holds a graduate certificate in Animal Health Regulatory Affairs from Kansas State University. Kelsey has worked for over a decade in the livestock industry, working with cattle, swine, poultry, and small ruminants. Kelsey recently worked as a Technical Program Manager with the Pig Improvement Company known as PIC, overseeing the research and development of PRRSv resistant pigs for FDA approval and commercial release.



Kashyap Choksi, Ph.D.
Senior Vice President and Chief Operating Officer

Dr. Kashyap Choksi is Senior Vice President and Chief Operating Officer at American Humane, where he oversees the organization's Humane Certification programs, rescue efforts, and Pups4Patriots service dog program. Dr. Kashyap Choksi joined American Humane in 2023, bringing with him a strong background in establishing strategic partnerships, fundraising, and public policy.

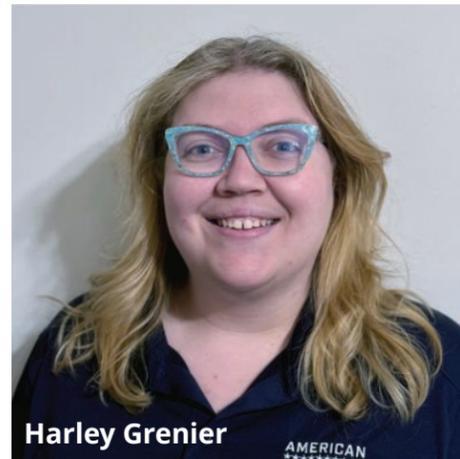
Prior to joining American Humane, Choksi was the Director of Strategic Partnerships at the Foundation for Food and Agriculture Research, where he successfully leveraged congressionally mandated matching dollars in research funding. Previously as the Assistant Dean for Development at the College of Agriculture and Natural Resources, University of Maryland, he focused on alumni engagement, donor relations, and individual, corporate, and planned giving for the college. In addition to this, Choksi worked as the Managing Director for Conservation International Singapore and in various other roles in nonprofit development and management including as Vice President at National 4-H Council and Director of International Advancement at Harvard University.

Dr. Kashyap Choksi received a doctorate in public administration and policy from Virginia Tech. He also earned a master's degree in international affairs and a Master of Public Administration from Ohio University. He received his law and economics degrees from the University of Madras, India.

Harley Grenier
Field Operations Manager

Harley Grenier was born and raised in Virginia where she received dual bachelor's degrees in Animal & Poultry Science and Biology from Virginia Tech (Go Hokies!). After graduation, Harley moved to Delaware and has been working in the poultry industry, with most of that time spent focusing on animal welfare.

Harley earned a Graduate Certificate in Animal Welfare and Behavior from the University of Pennsylvania's Veterinary School, and she is currently working toward a master's degree in the same program.



Andrew Colehower
Manager, Strategic Partnerships

Andrew Colehower was born in Santa Monica, CA (just 20 miles from the American Humane Studio City office), and grew up in the hills of Los Altos, CA in a ranch style neighborhood surrounded by chickens and horses—a gateway to UC Davis, where he studied Agricultural Economics and International Relations. Postgraduate, Andrew headed to pursue a degree at the California Culinary Academy. Operating restaurants in the Bay Area such as Roy's, Sundance and Spago provided plenty of procurement experience to complement his studies. Looking for a way to stay close to food and operate on a bigger stage led to broker work in organic produce, where he developed a network of 100+ farms that would go on to support Walmart with its first entry into organic fresh produce. Consumer Packaged Good or CPGs tied to Health & Wellness have always been the common thread in Andrew's career.



What are you most looking forward to at American Humane within the farm program?

Kelsey: There is so much to be excited about within the farm program right now! I am very excited about the new database and the data management opportunities it will provide! I am also very excited about updating the standards and bringing in new producers.

Harley: I'm most looking forward to working with the various species and our producers- I love learning more about animal agriculture from our producers and figuring out how we can have both great production and animal welfare. American Humane does a phenomenal job of monitoring current and emerging animal welfare science and finding real world applications in commercial animal agriculture settings. Working for an organization that's dedicated to bringing animal welfare to animals in so many different areas of our world is a dream, and I've loved joining the American Humane Farm team.

Kashyap: I hope to work with the Farm team to identify complex challenges in livestock production that also could potentially create opportunities to inform our constituencies, including producers and consumers, that our certification standards reflect the latest in scientific and research advancements in animal welfare.

Andrew: Purpose. Having the opportunity to work with such a talented team and operate under the "First To Serve®" mission is fantastic. Passion. Knowing that a wide range of animal species will be affected in a positive way, by our work.



CONTINUOUS FOCUS ON UPDATES AND IMPROVEMENT OF STANDARDS

American Humane is in a constant state of reviewing and updating standards for animal safety, welfare, and wellbeing. We are in the process of revising the broiler chicken welfare standards. The overall goal is to make the audit standards and tool more concise, add outcome-based metrics, and base updates on current literature.

Following a review period, the tool was tested on farm sites with numerous broiler producers, during which time feedback was collected from auditors and producers. After all auditor and producer feedback was collected and edits were made, the farm team reviewed internally again, and the updated document was sent back to the Scientific Advisory Committee's Broiler Subcommittee. After final review from the subcommittee, it is in the process of moving forward for final approval.

The changes are expected to be published in early spring 2024. Following finalized release, we will begin training auditors on the updated tool.

For more information on our Farm Program Standards:





COMMITMENT TO ONGOING RESEARCH

With industry wide conversations about whether to include nest space in total space when calculating stocking density for laying hens, the Farm team at American Humane knew it needed to be a part of ongoing research on this topic. For that reason, The Farm team at American Humane knew it needed to be a part of the solution!

We are involved in several new projects and are working collaboratively with academia and laying hen producers to collect controlled-environment and in-field data. The goal is for this information to be published publicly and available to the scientific and production communities.

We have also supported proposed work at North Carolina State University and are working with Iowa State University to build effective projects to aid laying hen producers.

WELFARE STANDARDS BASED IN SCIENCE

The American Humane Certified™ Animal Welfare Standards are species-specific and grounded on solid scientific research. The standards were created with input from renowned animal science experts and veterinarians and are frequently reviewed by our Scientific Advisory Committee to reflect current research, technological advances, and humane handling methods.

Our Animal Welfare Standards are based upon the guiding principles of the Five Freedoms of Animal Welfare. American Humane certified producers are audited for their compliance to the science and evidence-based standards covering everything from adequate space to air and water quality, heating, lighting, shade, and the animals' ability to engage in natural behaviors. American Humane Certified™ producers are audited for their compliance to the standards.

THANK YOU TO OUR RETIRING SCIENTIFIC ADVISORY COMMITTEE MEMBERS

Joy Mench, Ph.D. served as a Professor in the Departments of Avian Sciences and Animal Science and Director of the Center for Animal Welfare at the University of California-Davis. Joy served the American Humane Farm Program for over a decade on the broiler and laying hen subcommittees and was an active advisor in updating the broiler and laying hen welfare standards. Joy also completed a review of the broiler chicken welfare standards and was essential in the updating process.

Sarge Bilgili DVM, Ph.D. is a Professor Emeritus and the Interim Department Head for the Department of Poultry Science at Auburn University. Sarge served the American Humane Farm Program for over a decade on the broiler and laying hen subcommittees and was an active advisor in updating the broiler and laying hen welfare standards.

Anne Fanatico, Ph.D. has been working as an Associate Professor at Appalachian State University since 2010. Anne served the American Farm Program on the broiler and laying hen subcommittees and was an active advisor in updating the broiler and laying hen welfare standards.

Charles Hofacre DVM, Ph.D. currently owns and directs Southern Poultry Research Group, a private contract research company near Athens, GA. Chuck served the American Humane Farm Program on the broiler and laying hen subcommittees and was an active advisor in updating the broiler and laying hen welfare standards.

Inmaculada Estévez, Ph.D. has been working at Neiker-Tecnalia as a Research Professor since September 2008. Inma served the American Humane Farm Program on the broiler and laying hen subcommittees and was an active advisor in updating of the laying hen welfare standards.

WELCOME TO OUR NEW SCIENTIFIC ADVISORY COMMITTEE MEMBERS



Don Hoenig received his veterinary degree from the University of Pennsylvania. In a veterinary career spanning over four decades, Dr. Hoenig has worked in mixed animal practice, spent time as a USDA Veterinary Medical Officer, was the State Veterinarian and State Public Health Veterinarian in Maine for 17 years, served as an AVMA Congressional Fellow in Sen. Susan Collins' Washington, DC office, and taught at Tufts School of Veterinary Medicine. From 2014 until March 2020, he was the Senior Veterinarian Advisor for the American Humane Farm Program. He has served on several AVMA Committees and Councils over the past 25+ years. He lives in Belfast, Maine with his wife Lynn and two dogs. Don is currently assisting on all species subcommittees because of his experience working with the AH Farm Program.



Raymond Anthony received his B.A. in Psychology and Philosophy from Millikin University and a PhD in Philosophy from Purdue University. He has held posts at Iowa State University and the University of British Columbia. Raymond is currently Professor of Philosophy at the University of Alaska-Anchorage where he teaches philosophy and ethics courses and leads a research program on science-ethics communication, One Health, and emergency ethics. Raymond's work focuses on the intersection of agricultural-food-environmental-climate-public health-animal-veterinary ethics and specializes in the Philosophy of Technology. His career has centered on developing spaces for engaged philosophical and ethical discourses to flourish, with particular focus on advancing community engagement and resilience.



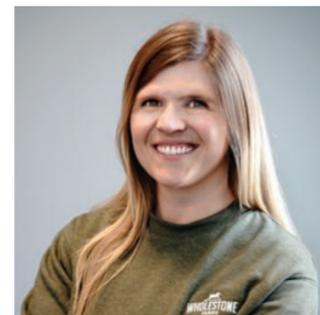
Gregory Archer received his B.S. in Animal and Poultry Science from Virginia Tech and then completed his M.S. and Ph.D. at Texas A&M University. He then worked as a Post-Doctoral Researcher at the University of California-Davis from 2005-2012. Since 2012, he has been working as an Assistant/Associate Professor and Extension Specialist at Texas A&M University. His research focuses on animal welfare and management of broilers, layers, ducks, and turkeys. Greg has been expanding his program into commercial duck production to help fill the gaps in management knowledge to better assist duck producers.



Maja Makagon earned a B.A. in Biology from the University of Virginia, M.A. in Psychology from Cornell University, and a Ph.D. in Animal Behavior from the University of California, Davis. Her previous employment includes a faculty position in the Department of Animal Sciences, Purdue University, post-doctoral appointments in the Department of Animal Science, Michigan State University. Maja is currently an Associate Professor in the Department of Animal Science at the University of California, Davis. She directs a poultry behavior and welfare research group, which studies the ways in which poultry perceive and interact with their environments, and the implications these interactions have on poultry management, wellbeing, and productivity. She is the lead instructor for Animal Welfare Science and Ethics of Animal Use.



Shawna Weimer received her B.S. and M.S. degrees in Animal Science from Iowa State University. After working in compliance and procurement in the commercial swine industry, Shawna completed her Ph.D. in Poultry Science at the University of Arkansas and post-doctoral training at Purdue University. In 2019, Shawna joined the University of Maryland as an Assistant Professor and Poultry Extension Specialist. In 2021, Shawna joined the University of Arkansas as an Assistant Professor and Director of the Center for Food Animal Wellbeing in the Department of Poultry Science. Shawna's research and outreach activities are rooted in collaborations with academic researchers, animal welfare organizations and poultry industry stakeholders aimed at developing training programs, conducting applied research, and serving on scientific advisory boards.



Carissa Odland is a veterinarian and the Manager of Sustainability for Wholestone Farms. Prior to joining Wholestone Farms in 2021, Carissa practiced as a swine veterinarian for 12 years and served as the Director of Animal Welfare for a swine management company. Carissa is a graduate from the University of Minnesota's College of Veterinary Medicine. Carissa also works with PAACO, assisting with their swine welfare training program.

LOOKING TO CONNECT WITH OUR AMERICAN HUMANE FARM TEAM?

We are attending the following upcoming conferences and would enjoy meeting with you!

**The International Production & Processing Expo in Atlanta, GA:
Jan. 30 - Feb. 1 (Booth B35059)**

The Annual Meat Conference in Nashville, TN: March 18-20 (Booth 653)



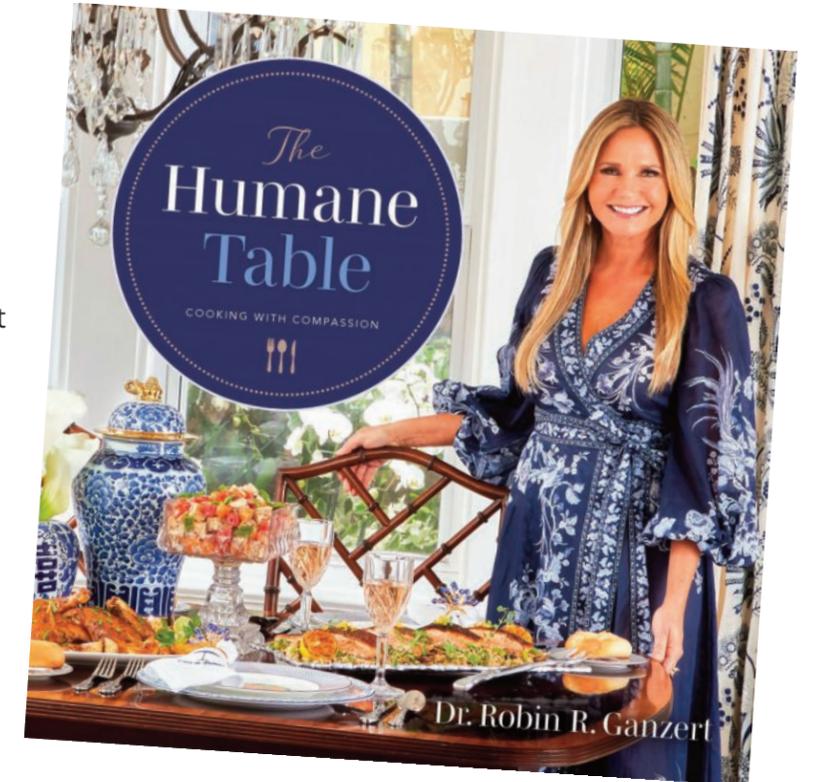


COOKING WITH COMPASSION

To highlight the American Humane Certified producers and their efforts to help America set a humane table, American Humane created *"The Humane Table: Cooking with Compassion"* cookbook.

Here is one of many amazing recipes that will provide a great spring surprise for an appetizer that the whole family will love.

For more information on cooking with compassion, click the QR code below.



Veggie Egg Dip

MAKES 6 TO 8 APPETIZER SERVINGS, COURTESY OF ABBOTSFORD FARMS.

Everyone loves a nice tasty dip, whether with crackers, pita bread, or a crispy celery stick. Next time you're entertaining, try this flavorful version from Abbotsford Farms, a network of small, nature-conscious family farms devoted to providing high-quality organic and cage-free eggs.

INGREDIENTS:

- 6 eggs
- 4 ounces Neufchâtel cheese, at room temperature
- 2 carrots, grated
- ¼ cup green onion, minced
- ¼ cup mushrooms, chopped
- 2 radishes, sliced thin
- Lemon juice, to taste

DIRECTIONS:

1. Put eggs in a large pot filled with enough cold water to cover them. Place over high heat and bring water to a boil. Then turn down to low and let simmer for 15 minutes. Remove eggs from hot water and submerge in ice water for about 12 minutes. Tap eggs all over to crack the shells after they have cooled down. Peel and chop.
2. In a serving container, mix chopped hard-cooked eggs with softened Neufchâtel cheese.
3. Stir in grated carrots, green onion, mushrooms, radishes, and lemon juice.
4. Serve with warm pita bread for dipping.



AMERICAN HUMANE GROWTH AIMED TO HELP ENSURE MORE ANIMALS ARE TREATED HUMANELY

The launch of Global Humane, the international brand of American Humane, has expanded our footprint globally and our ability to help guide the safety and wellbeing of animals across the world.



HUMANE TOURISM™ PROGRAM LAUNCHED

As millions of people worldwide seek opportunities to connect with Earth's majestic wildlife, Global Humane identified an opportunity to apply expertise in animal welfare and created this unique certification program—Humane Tourism™—to assess and certify wildlife reserves, lodges, and tour operators for their humane responsibility toward the animal life that the operations may encounter and have the potential to impact. This initiative utilizes the same foundation of science and evidence-based practices for which we are globally recognized.



AMERICAN HUMANE WORKING ANIMALS™ PROGRAM LAUNCHED

American Humane announced the certification of the iconic Budweiser Clydesdales and Dalmatians of Anheuser-Busch. The newly created Working Animals™ program identifies that Anheuser-Busch has met American Humane's comprehensive, science-based standards for animal welfare and humane treatment of animals.



YOU CAN MAKE A DIFFERENCE FOR ANIMALS IN NEED

Help American Humane continue our life-changing work for innocent animals everywhere. Your support will make a lasting impact and will help ensure we always remain *First to Serve*® animals in need.

To make your gift today and learn how you can create a legacy of compassion, visit us online at americanhumane.org/get-involved, by phone at (800) 227-4645, or via mail at 1400 16th Street NW, Suite 360, Washington, DC 20036.



American Humane is the only national humane organization with top ratings and endorsements from the key charity watchdog groups. American Humane has earned **Charity Navigator's** highest "Four-Star Rating", has earned the **platinum level seal** from **GuideStar USA**, and is one of the few charities that meet all of the **Better Business Bureau's Wise Giving Alliance's 20 Standards for Charity Accountability**.



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