

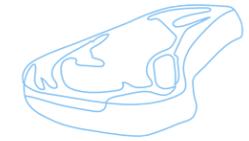
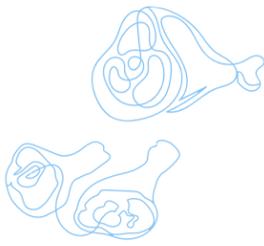


2025 ANNUAL REPORT

An Inaugural Address of Strategic Impact

Table of Contents

- State of the Meat Institute **2**
- Regulatory Compliance **3**
- Positive Business Environment **9**
- Growing Markets **14**
- Operational Continuity and Improvement **15**
- Organizational Highlights **16**
- Meat Foundation **19**



The Meat Institute community and staff help members with:



Regulatory Compliance
Navigate animal welfare, food safety, worker safety, and environmental regulations, inspections, and enforcement actions.



Growing Markets
Improve sales both domestically and internationally by improving access to networks of buyers and financing.



Positive Business Environment
Advocate to federal, state, local, and international decision-makers and stakeholders on issues that impact operations.



Operational Continuity and Improvement
Enhance resilience against challenges in the supply chain, labor, public health, and technology, while boosting the ability to leverage research and innovation for improved and diversified production.

State of the Meat Institute

From the President and CEO, Julie Anna Potts:

We are pleased to share with you the first ever Meat Institute Annual Report. With the strong engagement of our members, we continue to meet the strategic objectives set by the Executive Board to fulfill our association's mission, vision, and values.



Vision:
Sustainably nourishing local and global communities with wholesome meat and poultry.



Mission:
Connecting people and resources to strengthen trust and demand in the food we produce.



Organizational Values:
Stewardship. Community. Collaboration.



In 2025, we listened to Meat Institute members from CEOs to entry-level employees. We heard from livestock producers, foodservice brands, retailers, and more. While the view from everyone's seat is unique, we all see clearly that demand for meat and poultry has never been greater, and we are experiencing a meat forward moment in our culture and politics. It is with this in mind that we rise to today's current political, economic, and social challenges.

The Meat Institute took early action, starting the day after election day in November 2024 to engage the Trump Transition team to position the meat and poultry industry for prosperity and growth. We doubled down on our engagement with key Washington stakeholders with our first-ever Executive Board Fly-In to meet in-person with the Secretary of Agriculture Brooke Rollins, Secretary of Health and Human Services Robert F. Kennedy Jr., Julie Callahan, USTR's Chief Agriculture Negotiator, Senators and members of Congress. We capped the event with the "All American Meat-up," a celebration of meat and poultry at the Washington Nationals' baseball stadium. In response to the overwhelmingly positive feedback, we will hold another fly-in in 2026, this time expanding participation to our full Board of Directors.

Working in partnership with this administration, we have been able to roll back burdensome regulations and enact important tax relief. And, as we all know, 2025 was not without challenges. Many issues of critical importance to our industry require urgent and ongoing engagement with the administration and lawmakers, including labor, trade, regulatory, and food labeling and ingredient challenges.

We provided critical resources for members to help with compliance guidance on labor and immigration matters.

We developed new food safety resources for our members this year including the "Food Safety for Executives Toolkit" and the Meat Foundation launched "Foundations of Listeria Control", a free online training course suitable for food processing employees at all levels of experience.

This year also saw us launch another first - a formal Legal Advocacy Program to strengthen industry coordination to respond to regulatory and litigation matters of importance to the industry as a whole.

As you can see, 2025 was a year of tremendous growth at the Meat Institute. These are just some examples of the biggest initiatives. This Annual Report will show you so much more. As always, I am grateful for your partnership and welcome your advice and counsel as we begin 2026 and beyond.

Sincerely,
Julie Anna Potts President and CEO

Animal Welfare

To help promote good animal welfare practices, the Meat Institute houses the widely-utilized Meat Industry Animal Welfare Guidelines and Audit. The guidelines provide industry stakeholders with best practices on transport, handling and stunning. The audit provides a tool to objectively assess animal handling practices, identify problems and drive continuous improvement.

Newly published updates include a requirement for a written animal welfare policy for transporters hauling animals to their facilities and plants needing to provide provisions of protection to non-ambulatory and fatigued animals. The most notable change is where vocalization is to be scored during audits of beef slaughter facilities. To be consistent with audits of swine slaughter facilities, vocalizations will now only be counted once the animal is entirely in the restrainer or knock box. Other changes within the audit are revisions to provide more clarity or to eliminate repetitive language.

New World Screwworm: What the Meat Industry Needs to Know



With the New World Screwworm (NWS) threatening the U.S. livestock and wildlife industries, the Meat Institute issued guidance on how to prepare, detect and handle an NWS outbreak situation. The fact sheet also provides easy access to important global and U.S. information pages.

The Meat Institute has also participated in multiple USDA-APHIS listening sessions to provide feedback on the development and revision of their NWS response playbook and have met with the National Assembly of State Animal Health Officials (NASAHO) NWS working group to provide feedback on their NWS response guidance.

Meat Institute staff continue to work closely with the Meat Institute Foreign Animal Disease group, USDA-APHIS, and the NASAHO to monitor the NWS situation.



Food Safety

In 2025, the Meat Institute led several tangible initiatives to emphasize food safety as a top priority for its members.

Listeria Control Online Training

Foundations of *Listeria* Control, sponsored by bioMérieux, is a free, on-demand course designed to provide a practical, science-based introduction to controlling the pathogen *Listeria monocytogenes* in meat and poultry processing environments. This course equips any professional involved in processing with the tools to recognize risk and implement proven strategies to reduce it. We thank the American Meat Science Association (AMSA) for their partnership.

Executive Tool Kit for Food Safety

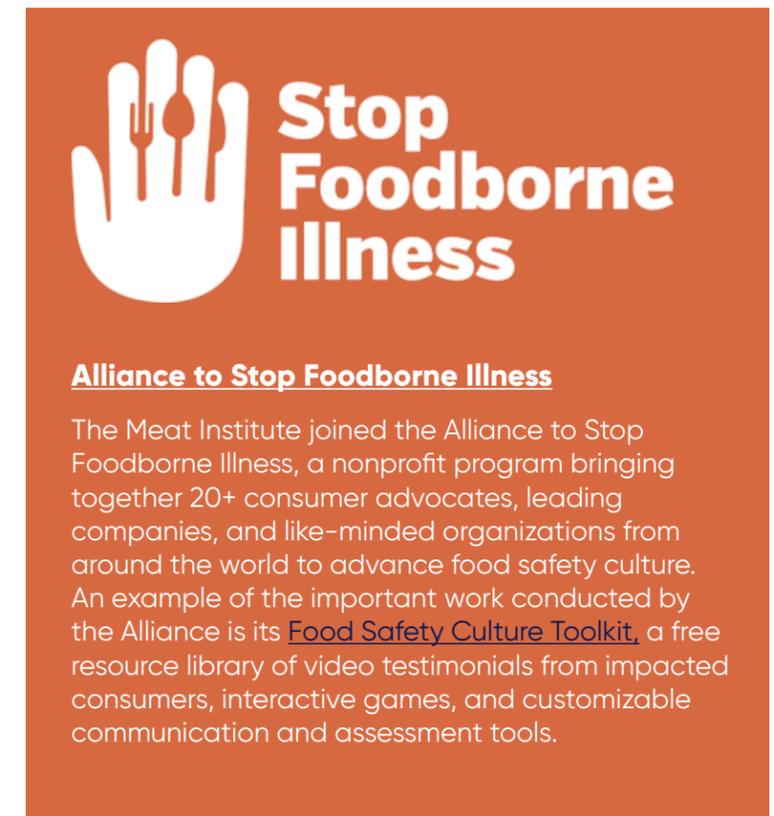
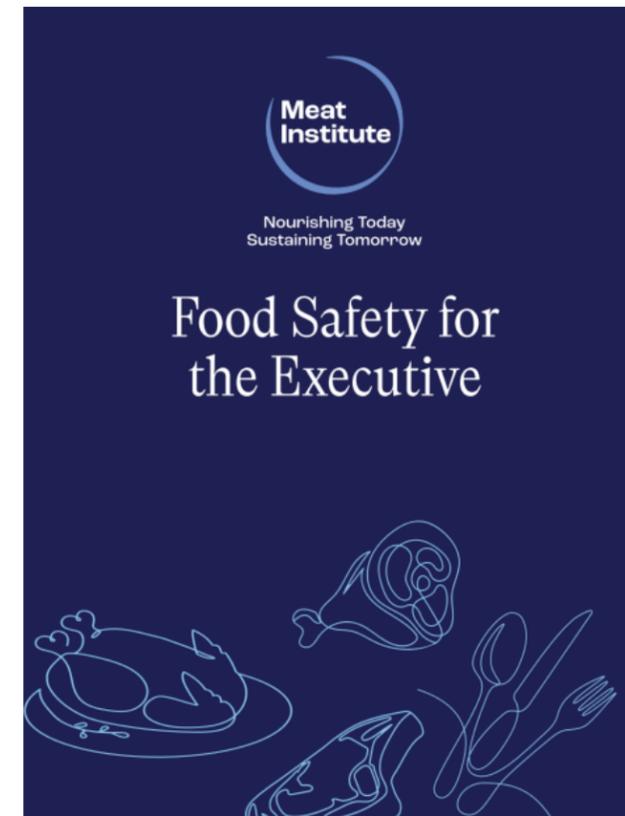
The Meat Institute’s food safety task force created a set of tools and templates for top company executives to use in governing and promoting a food safety culture. The Meat Institute offered programming and training on these tools at the Protein PACT Solutions Summit in October 2025. The Tool Kit was sponsored by Corbion, allowing for further copies to be mailed to additional Meat Institute executive members early in 2026.

Jerky Labeling Win

The Food Safety and Inspection Service (FSIS) granted the Meat Institute’s petition to remove the outdated Moisture Protein Ratio (MPR) reference from the jerky entry in the FSIS Food Standards and Labeling Policy Book. The decision provides more flexibility for jerky producers to develop products based on consumer preference and food safety, which relies on validated lethality processes and water activity – not MPR – to ensure jerky’s shelf stability.

Salmonella Framework Do-Over

In April 2025, FSIS withdrew its proposed *Salmonella* Framework for Raw Poultry Products in response to comments from the Meat Institute, along with other industry stakeholders, that raised serious concerns about the proposal’s scientific basis, legal authority, technical feasibility, and potential economic burden – especially on smaller producers. The proposal would have established adulteration criteria for raw poultry products based on exceeding quantitative *Salmonella* limits and the detection of designated serotypes.





This Month's Focus: Smarter, Safer Lifting

Lifting is one of the most frequent — and most injury-prone — tasks on the floor and in the office. Quick lifts, awkward loads, and repetitive motion can all lead to back injuries, strains, and long-term health issues if workers use poor techniques.

This month, we're breaking down the unsafe habits seen most often and providing practical techniques that reduce risk.



[Access the Safe Lifting Toolkit](#)

The attached guide gives supervisors and frontline teams clear, immediately usable guidance, including:

- The six most common unsafe lifting habits and why they cause injuries
- Best-practice techniques that reduce lumber strain and fatigue
- Why "lift with your legs" isn't always enough—and how freestyle lifting mechanics are becoming the new industry standard



Worker Safety

To help advance safety and opportunity for the more than 510,000 people in the U.S. meat and poultry workforce, the Meat Institute built new partnerships and resources to assist member companies on emerging issues:

Workforce Verification Resources: To support members navigating complex workforce verification requirements, the Meat Institute retained a leading immigration law firm, Fragomen, to provide members with best-practice guidance, enforcement updates, and discounted access to its team of immigration attorneys. The organization also partnered with Guidepost Solutions to provide education and support to members on these topics.

NSIS Practical Training Guide: In collaboration with the American Meat Science Association (AMSA), the Meat Institute assembled a practical training guide to support effective implementation of the USDA's New Swine Inspection System (NSIS). This new resource is designed to enhance in-plant training and provide consistent, science-based guidance — particularly for sorting decisions.

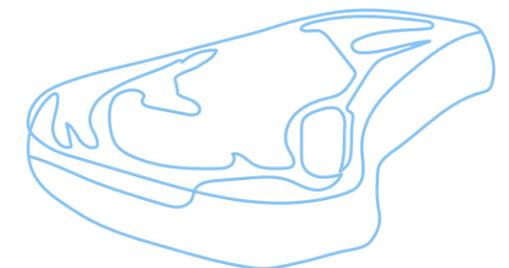
Worker Safety Chat Series: The Meat Institute launched the Worker Safety Chat series to strengthen plant-floor safety culture by equipping supervisors with ready-to-use tools for safety huddles and toolbox talks — directly advancing Meat Institute Reporting metric A4. The inaugural topics included slips and falls, fire prevention, noise management, and safe lifting. This initiative not only demonstrates measurable impact but also positions the Meat Institute as a leader in proactive worker safety. In 2026, the organization will build on this success by expanding topics and securing new sponsors, led by subject matter experts through the Workforce Experience Committee.

Meat Institute Plays Integral Role in 2025 FSIS Line Speed Recommendations

In 2019, FSIS finalized the rule implementing the New Swine Inspection System (NSIS). Several lawsuits were filed challenging the rule. One was filed in Minnesota on behalf of the United Food and Commercial Workers (UFCW) union and three of its locations. The Meat Institute submitted an amicus brief supporting the rule. The Minnesota court ruled the agency's decision to eliminate line speed limits was arbitrary and capricious, effectively imposing the same maximum line speed limits as traditional plants on NSIS plants as of June 30, 2021. USDA chose not to appeal or ask the court to stay its order. The Meat Institute negotiated with UFCW to allow NSIS plants to utilize the waiver process while FSIS responded to the court ruling. In November 2021, FSIS announced that plants enrolled in NSIS at that time would be invited to participate in a "time-limited trial" based on the framework created by the Meat Institute and UFCW.

Participation allowed the six establishments that opted in at the time to increase productivity but was contingent on the adoption of certain worker safety measures in an agreement with each establishment's union or worker safety committee and participation in a worker safety study. FSIS contracted a work safety study with a group led out of the University of California, San Francisco, and the Meat Institute advocated for the continuation of the "time-limited trials" until the study was completed and beyond. The Meat Institute worked directly with its members, FSIS and the research group on the study design and company agreements.

The study results were published in January 2025, demonstrating no correlation between increased line speed and work safety risk. Given the results, the Meat Institute advocated for FSIS to move swiftly through rulemaking to allow all NSIS establishments to operate without line speed restrictions. FSIS submitted a proposed rule to OMB in November 2025.



Environment + Sustainability

As a part of the organization's ongoing efforts to support 100% of its members by 2030 in reducing impacts on climate, land, air, and water while increasing transparency consistent with global science-based practices, the Meat Institute created opportunities to support members who are actively engaged in ongoing sustainability efforts:

Withdrawal of Meat and Poultry Products (MPP) Effluent Limitations Guidelines:

Meat Institute members played a central role in EPA's withdrawal of the proposed Meat and Poultry Products (MPP) Effluent Limitations Guidelines through detailed comments, operational and cost data, and an indirect discharger survey that EPA cited in its final notice, leading the agency to conclude that new ELGs were not "appropriate" under the Clean Water Act. When environmental groups challenged that decision, the Meat Institute, in association with the Meat and Poultry Products Industry Coalition, successfully intervened in the Ninth Circuit to help defend the withdrawal, ensuring the court considered the industry's data, operational realities, and economic analysis that shaped EPA's final outcome.

Addition of the Sustainability Committee:

The Meat Institute launched the organization's Sustainability Committee in May 2025. This committee created a common space for peer-to-peer learning, sharing, and collaboration related to the growing discipline of corporate sustainability. This committee represents nearly 100 member companies across all member types and is the go-to place for industry-wide technical knowledge and support on environmental sustainability and advocacy issues.

Increased Support of the Customer Council:

The Meat Institute also continued growing its Customer Council, which was created in 2024. This year's council included members from 14 food brands across restaurant, retail, and CPG segments, and was integral in advancing efforts to create fewer – but improved – metrics that reduced survey burden for suppliers and increased customer satisfaction in sustainability measurements. Through bi-monthly meetings throughout 2025, the Customer Council shared a full supply chain perspective on a range of industry trends and topics such as sustainability surveys and reports, Make America Healthy Again (MAHA) strategy, and global food systems events, including Climate Week NYC and the United Nations Conference of the Parties (COP) climate change meeting.

Leading the Path for Better Representation of the Beef Industry's Carbon Footprint

To provide members with a pathway to credible resources and solutions to greenhouse gas (GHG) accounting challenges, the Meat Institute is advancing pre-competitive collaboration by:

- Developing a centralized resource hub around GHG accounting information.
- Coordinating with industry groups to advance and develop beef research and modeling to collaborate and advocate with a consistent message about the beef sector's overall warming impact and the work occurring to solve it.



Nutrition and Wellness

Ensuring national policies recognize the nutritional value of meat and poultry products is central to the Meat Institute's mission to bring healthy protein options to consumers throughout the U.S.

In 2025, the Meat Institute helped inform the FDA/USDA definition of ultra-processed foods, mitigating the risk of stigmatizing foods that undergo necessary processing steps or contain functional ingredients to provide safe, affordable and nutrient-dense options.

The Meat Foundation and the Meat Institute's Guide to Meat Processing helped increase understanding of meat production and the unique nature of the ingredients used in meat and poultry products.

Underscoring the important role meat and poultry play as high-quality protein sources, the Meat Institute urged the Departments of Agriculture and Health and Human Services to provide clear guidance on how consumers can incorporate meat products into a healthy diet in the 2025-2030 Dietary Guidelines for Americans.

Through science-driven leadership and strategic policy engagement, the Meat Institute continues to ensure the essential role of meat and poultry in healthy diets and resilient communities.



Beef Sticks for Backpacks Pilot Program Served Over 1,000 School Children Nationwide

One in every five children in the United States lives in a food-insecure household. In response to this staggering number, the Meat Institute closely collaborated with two state-wide backpack programs, helping to close this gap by sending kids home on Fridays with protein-focused, shelf-stable food they can rely on until Monday.

The Meat Institute's case study, Blueprint for Building Statewide Protein-Focused Child Nutrition Programs, outlines a step-by-step model for replication nationwide, and demonstrates how a \$10,000 pilot can deliver up to 50,000 beef sticks, feeding more than 1,000 children for an entire school year.

To showcase this program to members, the Meat Institute partnered with the Feeding America network and the Los Angeles Regional Food Bank at the Protein PACT Solutions Summit to assemble and distribute 2,000 Protein Packs filled with nutrient-dense meat products to support individuals and families in need.

Companies including Sigma/Fiorucci, CHOMPS, Jack Links Beef Jerky, and Dietz & Watson provided generous food donations for the Protein Packs, and Marcus Food Company sponsored the event.

Government Advocacy

The Meat Institute continued engagement with policymakers throughout 2025. Whether meeting with members of Congress, administration officials, congressional staff, or regulatory agencies, the Meat Institute was an outspoken advocate for meat and poultry packers and processors. Key engagement opportunities included:

- ▶ Celebrating the industry with key stakeholders at the first-ever All-American Meat Up at Nationals Park. Meat Institute sponsors and members were featured on the scoreboard and joined by MLB Hall of Famer, Fred McGriff, while dining on hot dogs, sliders, french fries and churros cooked with beef tallow.
- ▶ Executing the Meat Institute’s annual member fly-in to Washington D.C, featuring meetings with U.S. Secretary of Agriculture Brooke Rollins; Health and Human Services Secretary Robert F. Kennedy Jr.; and Chief Agricultural Negotiator for the U.S. Trade Representative Julie Callahan.



▶ **Protein PACT** expanded reach and influence over the following communities:

- Governments and international organizations – to educate and inform norms and policies
- Retail, food service and hospitality – to build awareness of achievements and align on mutually-beneficial solutions
- Health and nutrition professionals – to inform trusted influencers
- Sustainability professionals and advocates – to build common ground and increase share of voice

The organization also provided counsel to members on the legislative process throughout 2025 by supporting meetings, plant tours, and correspondence with members of Congress and key Trump Administration officials. Additionally, Meat Institute staff and members provided testimony before key congressional committees and worked with the federal agencies influencing many policies that governed the business operations throughout the year.



2025 Protein PACT Reporting by the Numbers

Health & Nutrition Professionals

- FoodFluence 2025 featured renowned meat researchers David Church and John Hayes
- Reached more than 5,000 RDs since 2024 through 5 custom webinars
- Demonstrated measurable improvement in nutrition and sustainability perceptions

Sustainability Executives & Advocates

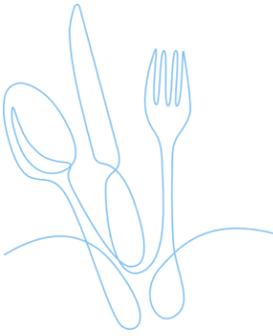
- Reviewed and contributed to key NGO publications and events
- Input balanced narrative on animal protein
- Grew key external partnerships through alignment on common ground of value of animal protein

Retail, Hospitality & Food Service

- Partnered with influential brands (e.g., McDonald’s, Hello Fresh) to share positive animal protein messages at major events
- Piloted college food service roundtable with commitment to develop animal protein friendly resources for college and university decision makers

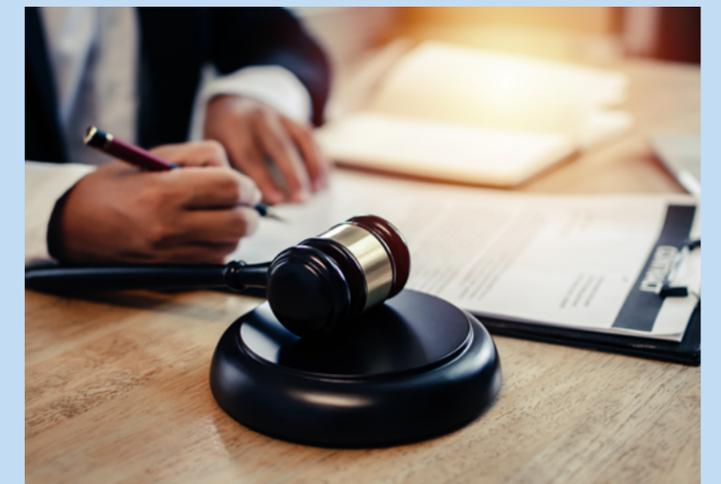
Governments & International Organizations

- Assisted drafting IICA ministerial statement on the value of livestock in food systems and supported ministerial adoption
- Secured participation of FAO Assistant Director General at Protein PACT hosted-World Without Cows screening
- Organized/participated in 9 panels across 6 pavilions at COP 30 & co-hosted official side event, meaningfully influencing narratives on animal protein



Establishment of Inaugural Legal Advocacy Program Ensured Proactive Legal Voice for the Protein Industry

In 2025, the Meat Institute launched its Legal Advocacy Program (LAP) and established both a Legal Committee and a LAP Committee to strengthen industry coordination on regulatory and litigation matters. The LAP Committee is composed of several volunteers from the Meat Institute’s Executive Board. These structures enhance the Meat Institute’s ability to monitor emerging legal risks, shape strategic filings, and respond quickly to high-impact regulatory and enforcement developments.





Economic Impact

America's meat and poultry processing industry is an important driver of economic activity throughout the nation. To analyze and highlight the extent of the meat and poultry processing industry's importance to the national and local economies, the Meat Institute commissioned Decision Innovation Solutions to conduct an economic contribution study in 2025.

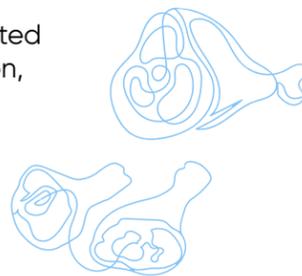
The study found that in 2025, the meat and poultry processing industry:

- Contributed **\$57.3 billion in value**
- Created nearly **584,000 jobs**
- Drove **\$40.6 billion in labor income**
- Funded **\$311.0 billion in total sales** (output)
- Added **\$12.5 billion in local, state, and federal taxes**

Through indirect and induced effects, the meat and poultry processing industry generated significant economic activity in other industries, such as livestock and poultry production, animal feed manufacturing, grain and oilseed production, truck and rail transportation, equipment manufacturing, and more.

After accounting for these indirect and induced effects, the total economic contribution of the U.S. meat and poultry processing industry:

- Contributed **347.7 billion in value**
- Created more than **3.2 million jobs**
- Drove **\$205.3 billion in labor income**
- Funded **\$911.7 billion in total sales** (output)
- Added **\$77 billion in local, state, and federal taxes**



Power of Meat

In partnership with FMI – The Food Industry Association, and with the generous support of CRYOVAC® Brand Food Packaging, the Meat Institute released the latest Power of Meat report at the 2025 Annual Meat Conference in March. Fielded by 210 Analytics, key highlights of the report included record high meat sales of \$104.6 billion in 2024 with 98% of American households purchasing meat (Circana), and 73% of Americans viewing meat as an overall healthy choice.

98% of American households purchase meat*

81% of Americans consider themselves meat eaters*

73% of Americans believe meat is an overall healthy choice



Eggs, chicken and beef top the list of foods that consumers view as protein-rich

The average American shops for meat 54 times per year and spends \$16.12 on meat per trip**



Top three purchases**

- | | |
|-------------------|---------------|
| Refrigerated meat | Prepared meat |
| • beef | • lunchmeat |
| • chicken | • bacon |
| • pork | • sausage |

Getting enough protein is very/somewhat important to 90% of Americans



Other priorities include preparing comfort meals, having quick prep options, and getting creative with ingredients

*210 Analytics **Circana

How Americans most often prepare meals

- Americans prepare 4.8 dinners per week at home – 90% (4.2) include meat
- 53% using a mix of from-scratch and prepared food
- 37% completely from scratch
- 9% using only prepared food



What Americans say about meals at and away from home

- 30% ate out less than last year
- 87% are interested in recipes and tips to help create restaurant-style meals at home
- 86% say it's very/somewhat important to save time on meal prep during the week

Beyond price, many factors shape shoppers choices – for example, 56% try to do their part for the environment

Uniting partners across animal agriculture and endorsed by global leaders including FMI, the Protein PACT verifies progress toward ambitious goals for healthy animals, people, communities, and the climate. Learn more at www.TheProteinPACT.org.



Regulatory Compliance

From appealing non-compliance reports to product labeling and ongoing inspection issues and policy updates, the Meat Institute's regulatory services team provides members access to experts who understand how to navigate the regulatory environment. In 2025, regulatory services offered resources and support to meet and exceed compliance standards while advising on FSIS policy, Hazard Analysis and Critical Control Points (HACCP), enforcement actions, and recalls.

Member Case Study – Harley's & Randolph Packing Company

"We were faced with an issue where our USDA inspector had a concern about a processing aid, believing that it may contain an allergen. Although we assured them that it did not, we could not locate our safety data sheet (SDS) for this specific item to resolve the matter. Because of this, the USDA inspectors began discussing the potential of a recall scenario for our products. As a small company, this would have devastated us. We immediately called the Meat Institute for help. From that first panicked phone call, the Meat Institute team began working on our situation. Norm and the regulatory team put their full force into this situation and were able to use their industry connections to confirm the processing aid was in fact allergen-free in compliance with USDA's requests. If it wasn't for the Meat Institute and its team, I am unsure that I would have gotten the documentation in time, and I fear that I would have had to issue a recall that was unwarranted."

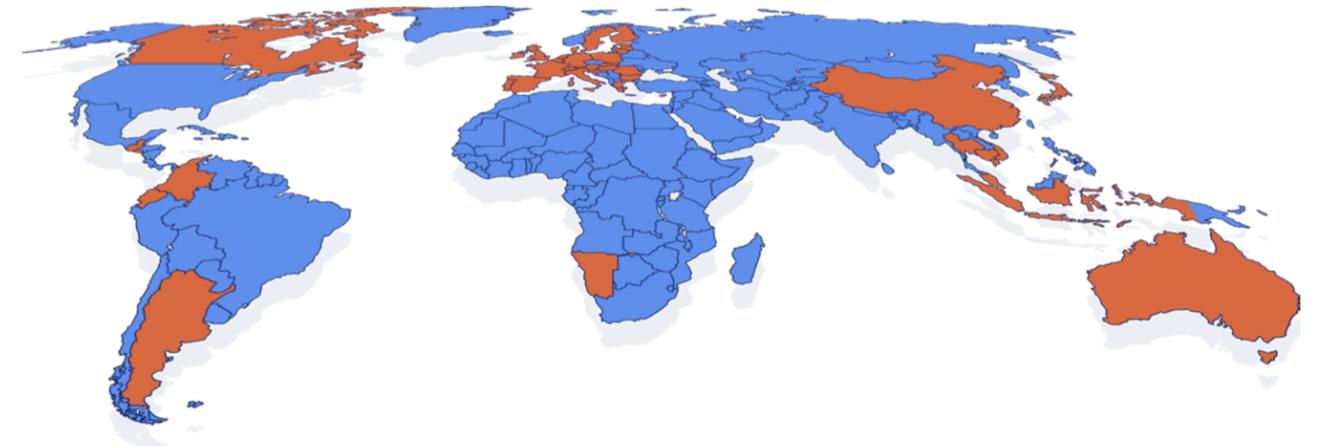
– Jamie Crumley, Owner



Growing Markets

Trade

The Meat Institute is committed to reducing and eliminating barriers to trade in meat and poultry products. In 2025, the Meat Institute provided strategic guidance and expertise to increase trade with the following partners:



U.K. – A trade agreement that provides U.S. exporters with a 13,000 metric ton duty-free annual quota for the U.K. beef market.

Southeast Asia – Trade deals with Cambodia, Malaysia, Thailand, and Vietnam prioritized tariff reductions and preferential market access in Malaysia, the elimination of onerous establishment and product registration requirements, the establishment of science-based Maximum Residue Limits (MRL), and the protection of common meat terms.

Namibia – U.S. exporters are now eligible to ship fresh, frozen, or chilled poultry and poultry products, a move estimated to add \$15 million to the U.S. ag economy.

Indonesia – Creation of a framework for a reciprocal trade agreement that would eliminate 99% of tariffs applied to U.S. industrial, food and agricultural exports, exempt U.S. food and agricultural products from Indonesia's import licensing programs, and list all federally approved U.S. meat and poultry establishments as eligible for export to Indonesia.

China – Six U.S. beef facilities gained back export eligibility after it expired in April 2025. The Meat Institute continues to prioritize this issue as hundreds of U.S. beef facilities have had their eligibility lapse as China fails to meet its commitments under the U.S.-China Phase One Agreement.

Australia – Reopening the market for U.S. fresh (chilled and frozen) beef and beef products.

European Union – Drafted legislation creating a 25,000 metric ton TRQ for U.S. pork (frozen, cured, and prepared pork) as well as a 3,000 metric ton TRQ for U.S. bison meat (chilled, frozen, and cured/dried/smoked). Under the program, in-quota imports of both products would enter the European market duty-free.

Latin America – Framework agreements with Argentina, Ecuador, El Salvador, and Guatemala secured commitments to reduce non-tariff barriers, specified that Argentina will open its market for U.S. poultry exports within one year and simplified requirements for U.S. beef and pork exports.

Switzerland and Liechtenstein – Switzerland and Liechtenstein committed to addressing non-tariff barriers that restrict U.S. poultry exports, and Switzerland will establish exclusive quotas for U.S. poultry, beef, and bison meat.

Japan – A protocol allowing export of heat-treated poultry products even when the export facility is located in an area impacted by Highly Pathogenic Avian Influenza (HPAI).

Canada – Removal of retaliatory duties on all U.S. products covered by the U.S.-Mexico-Canada Agreement (USMCA) including a 25% retaliatory tariff on U.S. sausage exports.

Colombia – Reopened its market for U.S. live cattle exports, resolving restrictions placed in spring 2024 after HPAI was discovered in the U.S. dairy herd.

Operational Continuity and Improvement

Advancement Through Education

The Meat Institute offers year-round opportunities to connect with industry peers, gain exclusive expert insights, and learn practical strategies for building trust with consumers. In 2025, thousands of industry professionals took advantage of the ever-growing list of educational opportunities.



Over **5,000** industry professionals



Over **163 hours** of education

2025 Awardees for Environmental, Labor and Safety Innovation and Achievements

More than 200 facilities were recognized at the 2025 Environmental, Labor and Safety+ Conference in Charlotte, NC, for continuous improvement in the areas of environment, worker safety, and health and wellness.

"These awards recognize member achievements but also demonstrate to others in the industry and meat value chain the benefits of new technologies, procedures and innovations."

– Meat Institute CEO Julie Anna Potts

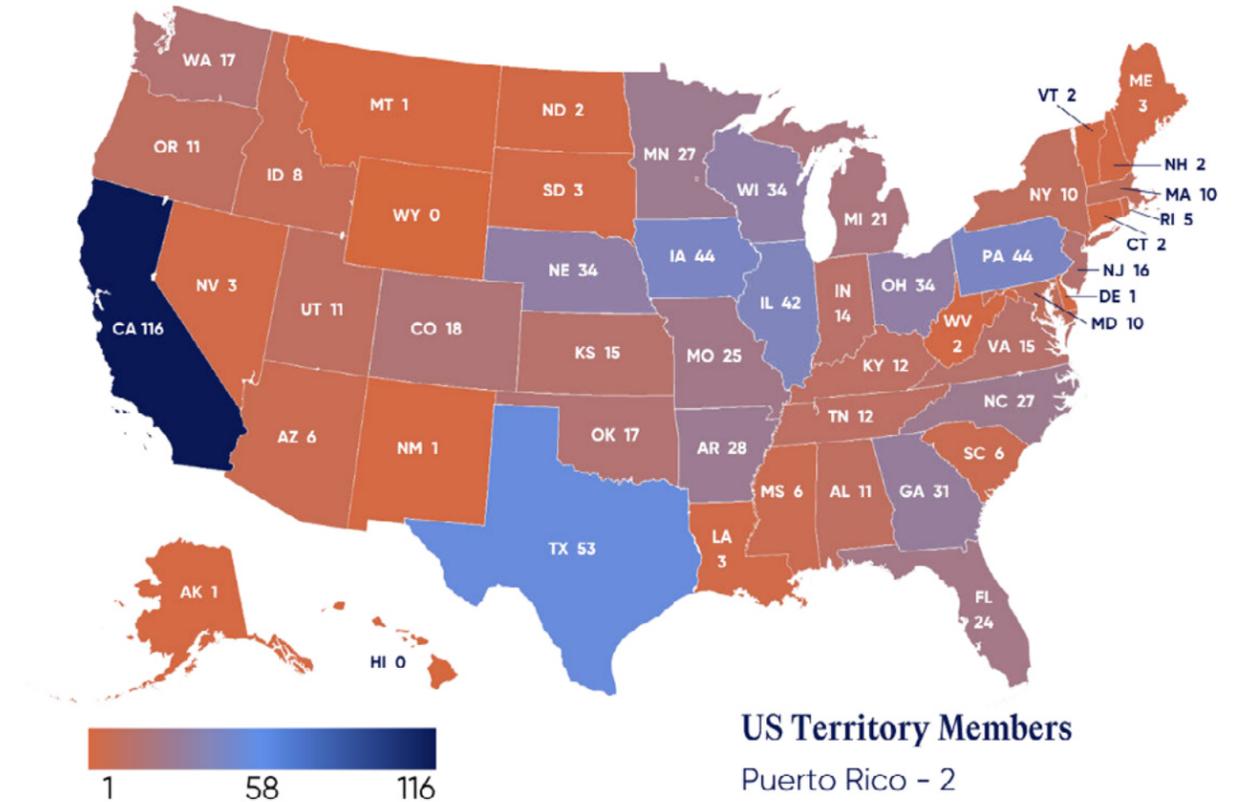


Organizational Highlights

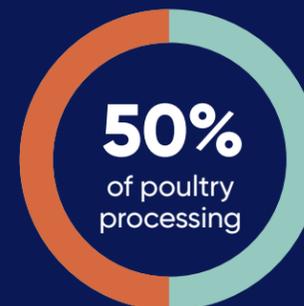
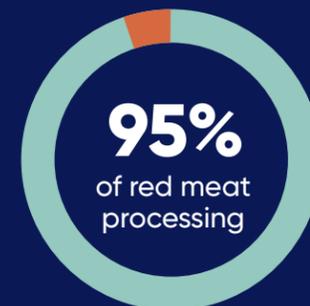
Membership

The Meat Institute represented a diverse group of meat and poultry packers, processors, and suppliers of all sizes in 2025. Together, these members operated more than 800 USDA-inspected facilities across North America.

Meat Institute General Members by State/Territory



Industry Representation



Meat Institute Members by Category



Emerging Leaders Program

With generous support from [CRYOVAC](#)® Brand Food Packaging, the Emerging Leaders Program prepared the next generation of industry leaders through a powerful mix of education, networking and mentorship sessions. The 2025 program proudly graduated 23 participants, each paired with one of 23 dedicated mentors who provided individualized guidance throughout the year.



Each participant was matched with a mentor who shared real-world insight, professional perspective, and career guidance that cannot be gained in a classroom. This one-to-one mentorship remained a defining feature of the program and a key driver of participant success.

A new program highlight in 2025 was the Farm to Fork Tour, which offered leaders a rare, full-chain view of the industry from ranch to retail. Participants followed wagyu beef from [Rosewood Ranches](#) through processing and distribution to the retail meat case, concluding in a special meal prepared by celebrity chef [Kent Rathbun](#), featuring Rosewood's premium product.

The program culminated in the Washington Experience, where participants sharpened leadership and advocacy skills, engaged directly with policymakers, and represented the industry on Capitol Hill. Throughout the year, participants also took part in professional development focused on business operations and broader industry challenges.

Emerging Leaders Class of 2025

Sandy Adams Hildebrand
JBS USA

Tim Alberts
Kemin Food Technologies

Kelsey Bruno-Bayliff
American Humane

Kevin Coburn
S&P Global

Kelsey Dodd
Harris Ranch Beef

Duane Eichenlaub
Nicholas Meat LLC

Stacy Elmore
Teys USA

Manuel Guadian
CS Beef Packers

Clarissa Harris
Tuskegee University

Christina Hemmingway
Fair Oaks Foods, LLC

Jamie Hodge
Gourmet Ranch

Brooke Kitting
Seaboard Foods

Kathleen Long
Maple Leaf Foods Inc.

Sheena McLaughlin
Amcor Flexibles North America

Shanna Motl
Marcus Technologies, LLC

Julia Rice
Fulton Market Group

Paula Schwarz
FlexXray, LLC

Benjamin Stellmacher
Johnsonville Sausage

Robert Stewart
Lumachain, LLC

Chevise Thomas
FPL Food, LLC

Matt Thomas
Tyson Foods, Inc.

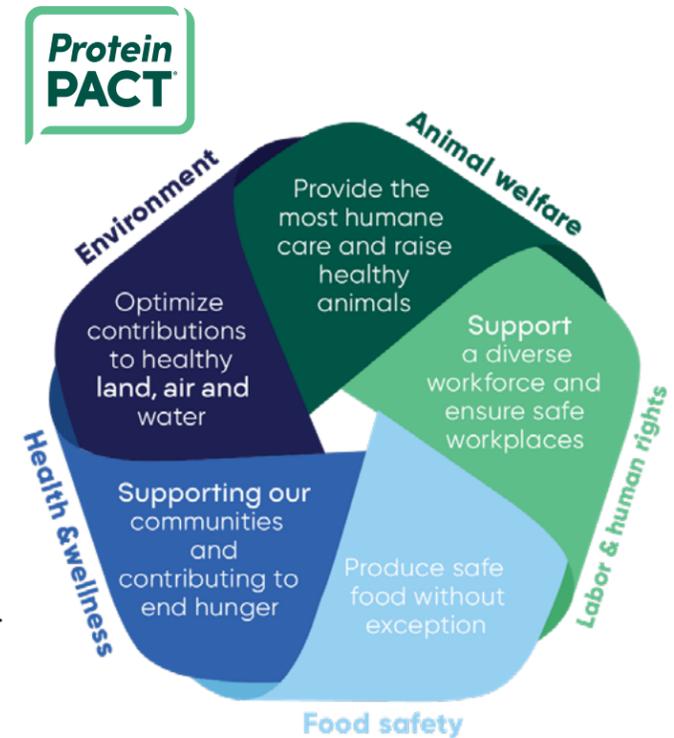
Armida Vassallo
Rose Meat Services, Inc.,

Jeffrey Wyrick
Caviness Beef Packers

Protein PACT Accomplishments

The Protein PACT connects supply chain efforts to demonstrate continuous improvement and earn greater consumer trust in animal protein through a commitment to the People, Animals and Climate of Tomorrow. This builds on the work done by farmers and ranchers for many years to advance science-based practices and outcomes across their systems. Packers and processors accelerate the impact and scale of animal agriculture sustainability through a commitment to data driven continuous improvement, convening supply chain stakeholders, and activating communication efforts. A core element of this is Meat Institute Reporting, where members have the opportunity to demonstrate the advances they have made in their operations.

Today, 86 companies are reporting data, and 503 North American establishments are covered by data submitted. For Meat Institute packer and processor members, Protein PACT participation is a commitment to track and accelerate progress in each of the five focus areas.



Animal Welfare

- **92%** of establishments that handle live animals have a **comprehensive animal welfare program**
- **92%** of establishments that handle live animals pass third-party **animal handling audits**, at minimum annually



Food Safety

- **91%** of establishments have a multidisciplinary **food safety team**
- **91%** of establishments have embedded **food safety** into the **company culture** through communications and initiatives



Labor & Human Rights

- **94%** of establishments have a **written worker safety program** in place
- **93%** of establishments have **safety on-boarding** and continuing **safety training**



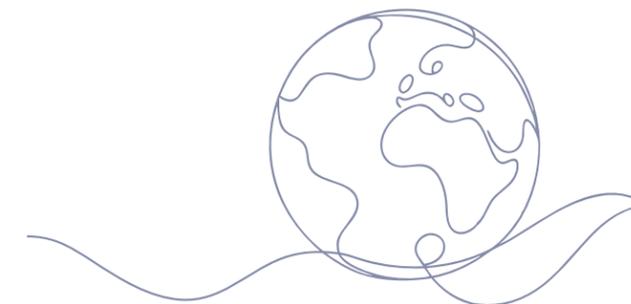
Health and Wellness

- **82%** of reporting companies make **donations to food banks and/or other charities**
- Meat Institute members donate **tens of millions of dollars and meals** to food banks and charities across the country every year



Environment

- **43** Meat Institute members have completed or are enrolled in emissions measurement, disclosure, and abatement training through **Suppliers Leading on Climate Transition**
- **73%** of reporting establishments are **tracking scope 1 & 2 greenhouse gas emissions**
- **64%** of reporting establishments are covered by a company commitment to **set scope 3 emissions reduction targets**



The Inner Circle Newsletter and Member Issue Briefings

Keeping members informed of the latest industry updates and program initiatives, given the industry's rapid pace of change, continued as a top priority in 2025 with the addition of both the *Inner Circle* newsletter and Member Issue Briefings.

- Written from the desk of the Meat Institute's President and CEO, Julie Anna Potts, the *Inner Circle* is a bi-weekly newsletter that highlights the organization's recent works in addition to industry insights from Potts herself.
- The Meat Institute also convened Member Issue Briefings in the form of bi-weekly calls to update membership on key and emerging issues in a more timely and direct way. Potts and relevant Meat Institute staff discussed issues like trade, beef and cattle markets, labor, and Make America Healthy Again (MAHA) initiatives. Members had the opportunity to ask questions and get the latest candid assessment of member priorities.



In 2024, the Foundation for Meat and Poultry Research and Education and the Meat Institute Scholarship Foundation merged under the new name: Meat Foundation. The joining of these two foundations marks a significant step toward our goal of continuous improvement across research, education and scholarships.



Research

For more than 80 years, the Meat Foundation has been at the forefront of identifying strategies to produce safer and more sustainable meat and poultry products. Its comprehensive approach encompasses critical areas such as food safety, nutrition, animal welfare and environmental sustainability. Results from these projects provide critical data and technology to strengthen the safety of the U.S. meat and poultry supply.

2025 Research Highlights:

- Awarded more than **\$1 million** in grants in partnership with the [Beef Checkoff](#) to enhance post-harvest beef safety. An additional **\$650,000** will be awarded throughout fiscal year 2026.
- Continued partnership with the [Pork Checkoff](#) to fund research on pork safety with **two projects completed** in 2025.
- Convened **quarterly research meetings** with other meat animal research groups to share information across a variety of research topics.



Investing in the Future: \$110,000 Awarded in Scholarships

The Meat Foundation awarded 21 scholarships to deserving undergraduate and graduate students to pursue degrees in animal, meat and food sciences at their respective universities. For more information, including application details, visit meatfoundation.org/Scholarships.



“These scholarship recipients represent the innovation, passion and dedication that will keep our industry progressing, and we are honored to support their academic and professional journeys.”

– Al Almanza, Chairman of the Meat Foundation

2025-2026 Recipients

Undergraduate:

Barry Carpenter Scholarship

- **Cason Frisby**, University of Arkansas, Food Science

Rosemary Mucklow Scholarship

- **Emma Shepard**, Iowa State University, Food Science

Al Piccetti Scholarship

- **Matthew Stinebaker**, Texas A&M University, Food Science and Technology

Merit Scholarships

- **Nathan Kerth**, Texas A&M University, Animal Science
- **Spencer Walahoski**, West Texas A&M University, Animal Science
- **Jack Habjan**, Texas Tech University, Animal Science
- **Abigail Sleep**, Texas Tech University, Animal Science Production
- **Hayden Lott**, Kansas State University, Animal Science
- **Gemma Dotts**, The Ohio State University, Animal Science
- **Kylie Beard**, University of Nebraska-Lincoln, Animal Science
- **Shayla Mader**, Texas Tech University, Animal Science

Graduate:

Ron Gustafson Scholarship

- **Megan E. Eckhardt**, West Texas A&M University, Agriculture & Meat Science

John Duyn Scholarship

- **Vianca Tashiguano**, Auburn University, Food Science – Poultry Science

Florence Powers Scholarship

- **Rishav Kumar**, Auburn University, Poultry Science – Focus on Meat Science

Frank DeBenedetti Scholarship

- **Boluwatife Esther Ajayi**, Texas A&M University, Food Safety Microbiology

Merit Scholarships

- **Lauren Lee**, Texas A&M University, Animal Science – Meat Science & Food Safety
- **Erasmus Alexander Flores Granados**, Auburn University, Poultry Science
- **Clint Lee**, University of Georgia, Animal Science
- **Kadie Graves**, Texas A&M University, Animal Science – Meat Science
- **Katherine S Sierra**, Auburn University, Poultry – Food Science
- **Lindsey Decker**, Texas Tech University, Animal Science

Help Us Further the Mission

The Foundation is a 501(c)(3) not-for-profit organization and relies on voluntary contributions to continue its mission. Your support is needed to continue these important efforts. Join us in making a difference by leveraging our collective resources to help improve the meat and poultry industry. Visit meatfoundation.org/Contribute to donate today.

Thank you to the 2025 donors supporting research and scholarship efforts.

Research Total: \$147,390

- Agri Beef
- Alaska Sausage Company (2)
- Amcor
- Ashley AuCoin
- Susan Backus
- Bob Evans Farms
- Betsy Booren (Tyson match)
- Bryan Burns
- Catelli Brothers
- Certified Meat Products
- Alex Coffing
- Izak De Wet
- Karen Dendy
- Dietz and Watson
- Dustin Dixon
- Ed Miniat
- empirical foods, inc.
- FPL Food LLC
- Fresh Mark
- Casey Gallimore
- Charles Giambrone
- Greater Omaha Packing
- Anne Halal
- Robert Hanson
- Gheudé Hare
- Hill Meat Company
- Travis Holmes
- Jones Dairy Farm
- Art Levitt (Ranchers Processing)
- Sarah Little
- Erica Mason
- KatieRose McCullough
- Michael's Finer Meats
- National Beef Packing Co. Inc.
- Nueske's Applewood Smoked Meats
- OSI Group
- Julie Anna Potts
- Norm Robertson
- Kevin Sheehan
- Strassburger Meats LLC
- Superior Farms
- Swaggerty Sausage Co. Inc.
- Wasatch Meats, Inc.
- Eric Zito

Scholarship Total: \$14,510

- Susan Backus
- Coast Packing Company
- Nathan Fretz
- Thao Grimes
- Anne Halal
- Gheudé Hare
- Sarah Little
- KatieRose McCullough
- Julie Anna Potts
- Norm Robertson
- Kevin Sheehan
- Eric Zito



Board of Directors

Officers:

Chairman, Peter Bozzo

Michael's Finer Meats and Seafood

Immediate Past-Chair, Eric Gustafson

Coast Packing

Treasurer, Randy Huffman

Maple Leaf Foods

President and CEO, Julie Anna Potts,

Meat Institute

Secretary, Jon Amidei

Swaggerty Sausage Co.

Board:

Reed Acrey

The Allan Sullivan Co.

Chafik Barbar

Marble Technologies

*Wesley Batista Filho

JBS Foods USA

Adam Bode

Demkota Ranch Beef

Edwin Botero

Vis Cattle Corp. dba
SUKARNE

Patrick Bottini

Jack Links Beef Jerky

Reed Brown

Brown Packing
Company, Inc.

Mike Buccheri

HV Randall Foods, LLC

Mike Bumgarner

United Producers

Mike Burica

Workforge

*Doug Bush

Bush Brothers Provision

Tony Catelli

Catelli Brothers, Inc.

Trevor Caviness

Caviness Beef Packers

Ryan Chapp

EW Grobbel

Brad Clemens

Clemens Food Group

*Brian Coelho

Central Valley Meat Co.

Peggy Cook

Neogen

Devra Cornell

Bob Evans Farms, Inc.

Sara Crawford

Eocene Environmental
Group

*Henry Davis

Greater Omaha
Packing Co.

David Dennis

Pratt Industries

Patrick Ditchfield

Reiser

Keaton Dorman

Jack Stack BBQ

Richard Dozier

Independent Meat Co.

Martin Eckmann

Alaska Sausage
Company

Matt England

Triumph Foods

Louis Eni

Dietz & Watson, Inc.

*Jeff Ettinger

Hormel Foods
Corporation

Greg Evans

Kevin's Natural Foods

Ole Evenson

Old Trapper

Bill Fielding

Kemin Food
Technologies

Joe Forney

AB Foods

Don Fussner

Johnsonville Sausage,
LLC

Mike Gau

Performance
Foodservice Middelndorf

*Jarrod Gillig

Cargill Protein

*Chad Groves

Seaboard Foods

Oliver Hoad

Environ Energy

James Holland

Winpak

Megan Huddleston

The Kraft Heinz
Company

David Jagodzinski

American Foods Group

Rich Jersey

Rich Jersey LLC

Brad Johnson

Verde Farms LLC

John Keating

Meyer Natural Foods

Anna Kitchens

The Honey Baked
Ham Co.

*Tim Klein

National Beef
Packing Co.

Chris Knight

Safe Foods/Fortrex

Mark Kreul

US Foods

Raven Kropf

Teys USA

Devin Kulla

True Story Foods

Dan LaFleur

Colorado Premium
Foods

Joe Lambert

Sealed Air

RuthAnne LaMore

Boar's Head Provisions

Steven Lau

Yosemite Meat Co.

Francois Leger

FPL Food, LLC

Karl Lenz

Schenk Packing

*Craig Letch

empirical Foods

Art Levitt

Ranchers Processing Inc.

Jesus Lobo

Sigma US

Shane MacKenzie

Superior Farms

Gary Malenke

Perdue Premium
Meat Co.

Matt Malott

Multivac

*Chad Martin

Tyson Foods

Steven Maxey

Certified Meat Products

Jarrod McCarroll

Weber Inc

*David McDonald

OSI Group, LLC

Brian McFarlane

Eurofins Scientific, Inc.

Patrick McGady

Handtmann

Jim Miller

FSNS, a Certified
Group Co.

Ray Millers

AFCO

David Miniat

Miniat Holdings

Matt Monkiewicz

Kayem Foods, Inc.

Mark Moshier

Arrowsight, Inc.

Kevin Nanke

Lopez-Dorada Foods

Thomas Neese

Neese Country
Sausage, Inc.

Candice Niu

CLB Management Inc

*Tanya Nueske

Nueske's Applewood
Smoked Meats

Abel Olivera

Jensen Meat Company

*Brent Patmos

Fresh Mark, Inc.

Olga Pawluczyk

P & P Optica Inc.

David Premo

Birko, A Diversey
Company

Emile Randazzo

Nebraska Beef

Nate Rempe

Omaha Steaks
International

Scott Rich

Wasatch Meats

John Richardson

SugarCreek Packing

Bob Reinhard

ConAgra Foods

Ryan Robinson

Jones Dairy Farm

James Rudolph

Rudolph Foods
Company, Inc.

Jamie Schweid

Schweid & Sons

Greg Schweitzer

ConAgra Foods

John Senseman

IMA Financial Group

Eric Sheiss

Packers Corporation

Ross Shuket

Old World Provisions

*Shane Smith

Smithfield Foods, Inc.

Nicole Sorensen

Hill Meat Company

Fred Stephan

Amcor

John Stika

Certified Angus Beef

Justin Still

Surlean Foods

Mike L. Thompson

Fair Oaks Foods

Norlyn Tipton

Sysco Specialty
Meat Group

*David Van Eekeren

Land O'Frost, Inc.

*Dennis Vignieri

Birchwood Foods

Jamie Wally

WOW Logistics

Theo Weening

The Sustainable
Meats Group

Kurt Westmoreland

Flexxray

Chris Williams

Pineland Farms

Natural Meats

Peter Wojda

Florida Beef, Inc.

* denotes Executive Board members

THANK YOU TO OUR 2025 SPONSORS



**Meat
Institute**

Nourishing Today
Sustaining Tomorrow



4201 Wilson Boulevard
Suite 0604
Arlington, VA 22203



Main Office:
(202) 587-4200