

## SUMMARY OF INVESTIGATION



Between August and November of 2018, an Animal Recovery Mission (ARM) Investigator was hired by Fair Oaks Farms (Prairies Edge North Barn). The investigator was hired as a calf care employee. The investigator's role consisted of bottle feeding newborn calves, assisting loading calves on transports and disposing of the dead. The investigator was under the direction of ARM. The Investigator was issued and utilized surveillance equipment to capture the normal daily work routine of workers and managers of the company noted within this report. It should be noted that Fair Oaks Farms North Barn was not specifically targeted. The Investigator was sent to multiple dairy farms in Jasper and Newton County. Fair Oaks Farms North Barn was the first farm to hire the Investigator.

Fair Oaks Farms is one of several dairies belonging to Select Milk Producers Inc, who is also the producer of the Fairlife label. Fair Oaks Farms was founded in 1999 by Mike McCloskey. In 2012, Coca-Cola partnered (created a joint venture) with Select Milk in order to distribute Fairlife milk products. In 2015, Coca-Cola began to distribute Fairlife milk, Core Power and Yup Milk which are all Fairlife products. In a quote taken directly

from the Fair Oaks Farms website, it states "Fairlife products made from Fair Oaks Farms milk".

Fair Oaks Farms has created its brand on promoting the proper care of its cows. In 2004, Mike McCloskey opened Fair Oaks Farms Dairy Adventure in order to show transparency into his dairy farms and act as a window to the agriculture world as a whole. It is a location where individuals and families come to learn and see the dairy process. One of the quotes taken from the Fairlife website states "Always in Good Hands". It also states "As dairy farmers, we treat our cows with the utmost care, because we know that their health and happiness are the foundation of our business".

McCloskey has recently brought in a third party organization to conduct an audit of his dairy farms. These audits are conducted with the employees knowledge and at specific locations within agreed upon times and dates. It was ARM's intention to provide transparency into the operation of Fair Oaks Farms and the Fairlife Milk Corporation. This was an unbiased and true look into the reality of their operation. Fair Oaks Farms Dairy Adventure provides a look into their operations. It has been designed to show individuals what they want you to see. The founder of ARM, after taking the tour himself, has decided to show the true side of operations. Several Fair Oaks Farms Dairy properties are not open to the public. This is due to an uncontrolled environment unlike what the Dairy Adventure displays.

Fair Oaks Farms shows many of its properties to be "bio-secured". This is an additional reason as to why the public is not allowed to enter these locations. Bio-locations have many requirements. At no time did the founder of ARM or the employed Investigator observe any of the guidelines being followed. Employees, contractors, sub-contractors and visitors enter and exit all dairies and dairy locations of Fair Oaks Farms without any restrictions. To date, the reason to keep everything but the Dairy Adventure closed off to the public, media and tourists is not due to bio security.

When hired, the ARM Investigator was assigned to work with the calves and assist in feeding. Although it is stated by McCloskey, that all employees receive the highest level of animal care and safety training, the ARM investigator never received training prior to handling calves or throughout the Investigator's time employed by Fair Oaks Farms. Within the investigators first few hours of employment the extreme animal abuse began. It was evident to the investigator that it was the normal way to do business at Fair Oaks Farms. On a daily basis, Fair Oaks Farms employees were observed throwing calves in and out of their huts. Calves were pushed, thrown, slapped, kicked

and slammed to the ground if and when the newborn calves did not nurse from the artificial rubber nipple during the feeding process. It was observed daily by the investigator that the calves were not taking to the bottle and would naturally prefer to nurse on the fingers of the workers. This naturally was more like the mother's utter. This led to frustrated employees. In turn many calves were either not given the right nutrition nor hydration to survive. Calves in the small enclosures were slowly dying and did die from this. Many calves were emaciated and had a body score of two to three, out of the nine-point scale. It is to be noted that both workers and managers did recognize this. Workers, foremen and managers were observed joking with other employees as they sat on top of a calf. The newborn calf's legs buckled underneath her, not being able to bear the extra weight. The investigator also witnessed calves being stabbed and beaten with steel rebars, hit in the mouth and face with hard plastic milking bottles, beaten with steel branding irons, faces and bodies burned with hot branding irons, kneed in the middle of newborn calves' backs with the full weight of a man's body. All of the following resulted in pain, suffering, permanent injury and death of the calves.

The ARM investigator never observed disciplinary action being taken upon any employee. Knowledge of the abuse was known from the workers, foremen to upper Management levels of Fair Oaks Farms. There were several instances where the abuse warranted law enforcement notification but they were never contacted. The Supervisors failed to provide reasonable care and medical treatment for the sick and injured calves. In the nine years of ARM Investigations worldwide, the amount of daily abuse to newborn animals has not been recorded until our employment at Fair Oaks Farms.

The abuse to calves was not only evident at the Fair Oaks Farms' Prairies Edge North Barn. Employees often spoke about abuse taking place at a location referred to as Calfland and other sites controlled by Fair Oaks Farms. At Calfland, calves are raised for multiple Fair Oaks Farms properties before returning to their original dairy farms. Over ten thousand calves are housed, grown and neglected at this site.

Contrary to what is stated on the Fairlife website, "Newborn calves are visually monitored daily and are given immediate and proper medical treatment should they become ill," the calves at Fair Oaks Farms receive no medical attention witnessed by the ARM Investigator and by the camera worn by the investigator. Calves can be seen struggling to breath and are observed suffering by themselves within their hutches. With temperatures reaching to as high as 110 degrees Fahrenheit in summer, dehydration and malnutrition are also possible factors leading to calves suffering and

slowly dying at Fair Oaks Farms. Calves born with deformities are housed and grown as others are. Many not being able to walk, and painfully not being able to perform as others, are sold and transported to veal farms. The suffering of these calves is extreme. This is the decision of top management at Fair Oaks Farms. These calves should be humanely euthanized in the early days of their lives.

Grown sick or injured cows were provided no treatment as well. If a cow was too sick to produce milk, employees were instructed to shoot the cow with a small caliber weapon. The caliber weapon used, does not cause the cows to be insensible to pain. Employees were not shooting the animals properly, which led to hours of pain and suffering before expiring from a gun shot to the head. Due to the many years Fair Oaks Farms has been in business, it is impossible to number the amount of calves and adult cows that have inhumanely died at the hands of the company.

New born calves, male and female, are transported off property by trailer. The loading process for this transport is a very violent and dangerous experience for the animals. Fair Oaks Farms employees and supervisors are seen violently throwing calves into the trailer rather than placing them inside. On multiple occasions, calves are seen striking their heads while being thrown in and flipped over into the transport. They are packed so tight at times into the trailer, that they must be forcefully pushed in. It should also be noted that, Fair Oaks Farms Managers and the direct supervisors to the ARM Investigator, witnessed and took part in the inhumane handling during loading and unloading of calves

The training that the ARM Investigator did receive related to the pickup, transport and dumping of the dead calves at Fair Oaks Farms was to always take the back dairy roads while transporting the dead to a hidden dump area. At no time shall a tourist or tour bus see the workers disposing of the dead. This would hurt the image of the company. If our investigator broke this rule they would be fired.

Female and male calves are transported off site and raised in different locations. There are multiple locations used by Fair Oaks Farms to raise female calves by independent companies. Male calves are sold off to different buyers. It has been stated many times by Fair Oaks Farms that male calves are not taken to the inhumane veal industry. It was later determined and confirmed by ARM that the male calves are in fact transported to veal farms. Two confirmed locations where male calves are transported are Midwest Veal and Calfstart. An ARM Investigator was able to enter the properties located in North Manchester and show that male calves taken from Fair Oaks Farms are held in

their own feces in a two and half by five feet enclosures. Male calves are unable to turn around within its small enclosure. The pens are indoors and the calves are unable to go outside.

Within the property of Fair Oaks Farms there are many suspect marijuana plants being grown. Employees of Fair Oaks Farms are seen harvesting the suspect marijuana, smoking it and selling while working. Cocaine is also used by supervisors while working on the property. The Investigator was asked on multiple occasions if he was interested in doing cocaine and or buying the illegal narcotic from managers. The illegal drugs are sold to the Fair Oaks and surrounding communities by Fair Oaks Farms supervisors.

All evidence and a copy of the report of this investigation have been submitted to the Newton County Sheriff's Office for review.

# Select Milk

Founder and CEO  
Mike McClowsky  
In 1994

## Fair Oaks Farms

(11 dairies which form Fair Oaks)

- Founded In 1999 by Mike McClowsky
- Steve Bos became partner in 1999 (Bos Family Farms)
- Fair Oaks Adventure opened in 2004
- Indianapolis Colts sponsored by Fair Oaks Dairy In 2009



Select Milk is made up of 99 dairies.. 11 of the dairies are part of Fair Oaks.

- Bos Family Dairy
- Herrema Dairy
- Windy Ridge Dairy
- Prairies Edge Barn #1  
Fair Oaks Adventure
- Prairies Edge Barn #2
- Prairies Edge Barn #3
- Prairies Edge Barn #4
- Prairies Edge Barn #5
- New Berry Farms
- Hidden View Dairy
- Dejong Family Farms

2012 Partnership w/Coca-Cola to form Fairlife.

(Joint Venture with Select Milk)

- Fairlife distribution by Coca-Cola began in 2015



Coca-Cola

2015 Fairlife enters Partnership w/ Chick-fil-a to create Greek yogurt parfait.



2015 distribution of Core Power (Protein Drink) and Yup Milk by Coca-Cola which is produced by Fairlife milk



"Fairlife products made from Fair Oaks Farm Milk" Quote taken from Fair Oaks Website

" **ALWAYS in GOOD HANDS**

We spend a significant amount of time training all of our employees not only in proper animal husbandry but also indoctrinating them as to why we will accept nothing less than the utmost care, respect and humane treatment of our cows. "

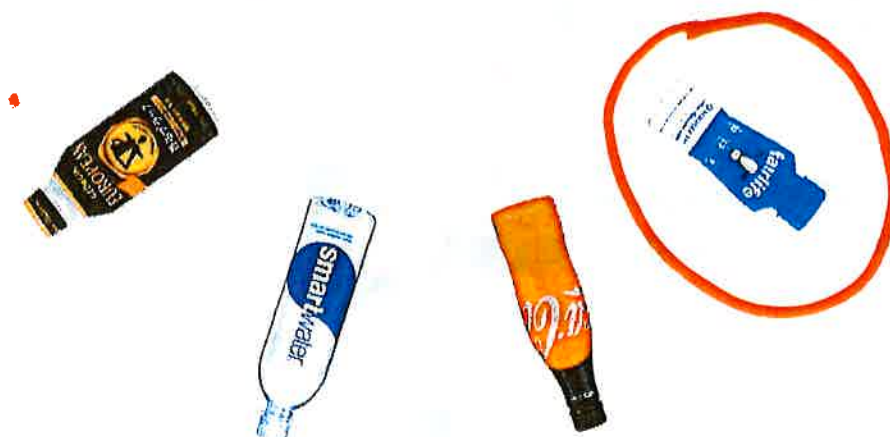
Quote from Fairlife Website





# THE COCA-COLA COMPANY

beverages for life



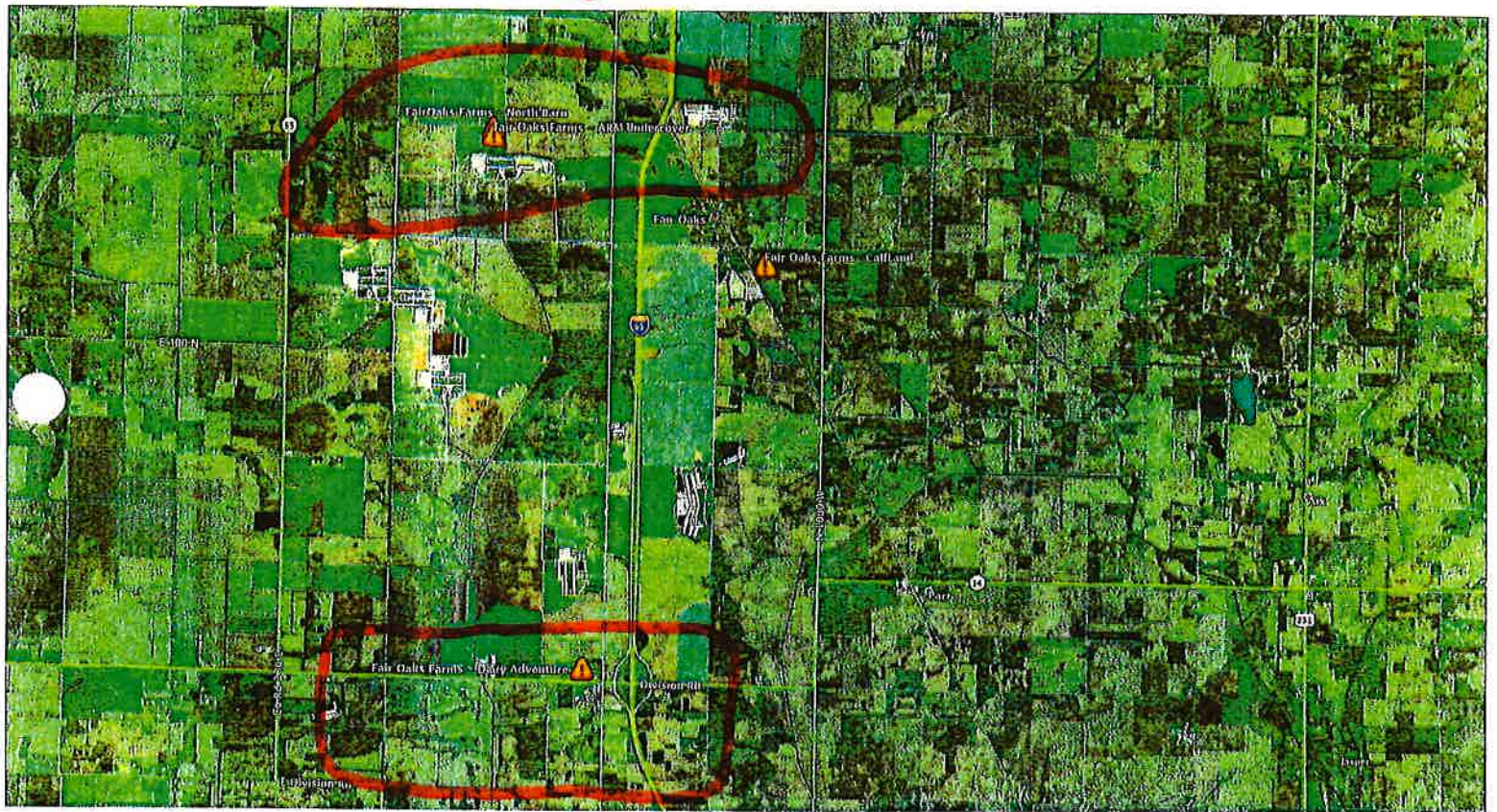
## 2018 Proxy Statement

Notice of Annual Meeting of Shareowners

Wednesday, April 25, 2018  
8:30 a.m., local time  
World of Coca-Cola  
Atlanta, Georgia

Location ARM was Undercover

Prairies Edge site #1  
3431 E 600N  
Fair Oaks, IN 47943



Dairy Adventure





**Gabrina Garza** You're a glorified factory farm. How many people have come to witness the birth of a calf at your facility and don't know mom and baby are separated immediately and that the males are taken to solitary crates for veal?

Maybe you can show the moms and babies crying for one another for days after they're taken from each other. Seems like a great place to visit. 🙄

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**Fair Oaks Farms** Our bull calves are not sold to the veal market. Please make sure you are sharing accurate information.

Like · Reply · 3w



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Fair Oaks Farms

April 17 at 6:38 PM · 🌐

At Fair Oaks Farms, we pride ourselves on consumer transparency - not only when it comes to the dairy products we produce, but also regarding the cows, people and farming that are behind those products. It is with that philosophy in mind that we would like to inform our trusted consumers, visitors, and the public at large, that an animal activist organization infiltrated our farms. We believe they came to our farms not to share a fair and balanced view of animal welfare, but ...

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**Fair Oaks Farms** Discussion is welcome but false information about our farms will be deleted.

Like · Reply · 1d

👍❤️👤 35

➦ View 6 more replies



**Fair Oaks Farms** Again...we do not sell our bull calves to the veal market. Richard Williams is correct. This is a calf nursery that you see in person on our bus tour of the dairy. Our doors are open.

**fairLife**

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# FAIRLIFE *story*

## ANIMAL CARE



## IT'S *all* ABOUT HER

Our co-founder Mike McCloskey started his career as a cow veterinarian before turning to dairy farming, and under his care and guidance, we know that nothing is as important to us as the health and well-being of our animals. Our world revolves around making sure that our cows are fed well, treated humanely and live in comfortable, stress-free conditions.



## SPOILED *from the* VERY START

Newborn calves are visually monitored daily and are given immediate and proper medical treatment should they become ill.

## COMFORTABLE *at all* TIMES

She and her friends have comfortable beds and freestanding stalls, allowing them to walk freely while being protected from harsh weather. In the winter we keep wind and the elements out of their living areas by closing the curtained sidewalls of the barns. Cows love to stay cool, so in the warm summer months we use fans to maintain a 7 mph breeze over the feed manger and over the cows' beds. We also spray our cows' skin with water many times a day in order to keep their body temperature down.



## ALWAYS *in* GOOD HANDS

We spend a significant amount of time training all of our employees not only in proper animal husbandry but also indoctrinating them as to why we will accept nothing less than the utmost care, respect and humane treatment of our cows.

[FAIRLIFE NUTRITION](#)[FAIRLIFE TESTIMONIALS](#)[FAIRLIFE RECIPES](#)

*mailing list*

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# FAIRLIFE *story*

## OUR PROMISE

### FAIRLIFE PROMISE AND ETHICAL PRACTICES

We believe in doing better every step of the way, because it's the right thing to do. For us, "better" means growing our own crops and putting our cows' well-being at the top of our list. It means being able to trace our milk back to the farms it came from and treating it gently at every step. It means sustainable farming and agricultural innovation, to ensure the future of our planet. And it means bringing health and vitality to you by providing better nutrition for your life from the wholesome simplicity of real milk.

*planet*

We consider ourselves to be stewards of the land we inhabit. We have challenged ourselves to uncover innovative, practical and efficient solutions in order to leave this planet a little bit healthier every day. Our goal is to have a carbon neutral footprint on our farms, because the better we treat our soil, air, and water, the better it will deliver the food we depend on.

FRONT PAGE &gt; CONTACT US &gt; FAQs

## CONTACT US

OVERVIEW | FAQs

1 like 22 people like this. Sign Up to see what your friends like.

## FAQs

## ADVERTISING

**Is there a place to view your television ads online?**Yes! You can visit our [brand pages](#) to view television ads.**I would like to know about the music used in one of your latest ads, how can I find this information?**

The music in our advertising is often an original recording produced by agencies specifically for the commercial. There are also ads that feature previously released music or re-recorded versions of original compositions. We're happy to share these details if you would like to send us an [email request](#). Be sure to include the product being advertised, as well as a detailed description of the ad.

**How can someone appear in your ads? Do you accept photos to be used as ads?**

The Coca-Cola Company works with professional agencies to produce advertisements. The people who appear in our ads are found by our ad agencies through talent agencies. We do not accept photos or other artwork to appear in ads.

**Can you share your marketing strategies with me? What is the target market for your products? How much money do you spend on advertising?**

Unfortunately, we are not at liberty to disclose detailed marketing information for any of our 500 brands. The only marketing information that we publicly disclose can be found in [press releases](#) for marketing initiatives and new product launches.

As for expenditures, we expense production costs of print, radio, internet and television advertisements as of the first date the advertisements take place. The following amounts reflect the total worldwide amounts spent on print, radio, internet, and television advertising. Advertising expenses included in selling, administrative and general expenses were approximately:

2015: \$4.0 billion  
 2014: \$3.5 billion  
 2013: \$3.3 billion  
 2012: \$3.3 billion  
 2011: \$3.3 billion  
 2010: \$2.9 billion

We do not disclose how much we spend on advertising by country, brand, or media type, only the total worldwide amount per year.

## ALUMINUM CAN SAFETY

## Introduction to Aluminum Can Safety

## NEWSLETTERS

Want to stay up to date on the latest happenings at The Coca-Cola Company? To receive email alerts, subscribe here.

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## THE FIZZ

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**Why Sea Glass Collectors Cherish Coke Bottles**

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**10 Things You Didn't Know About Coca-Cola's...**

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**2016 Sustainability Highlights**

MOST DISCUSSED

TOP 10 ▶

We have about 400 Rain Water Harvesting (RWH) projects in place across 20 states in India. We now have created the potential to do even more – we have the potential to return nearly 120 percent of the groundwater we use (considering a base of the amount of groundwater used in 2011).

We have been a winner of several prestigious awards on community development and corporate social responsibility. We have either been a winner or been recognized by the judges for our CSR work every year since 2008.

While we know we have more to do to continue to build a truly water sustainable business in India, we are proud of our progress to date.

#### **Does The Coca-Cola Company conduct animal tests?**

We don't test our beverages on animals, and we encourage our suppliers to use alternatives to animal testing whenever possible.

#### **Does The Coca-Cola Company consider animal welfare?**

We agree that animals should be treated humanely. Before we sponsor events featuring animals, the event organizers and management must show that they have policies and procedures in place to provide access to veterinary care and support the humane treatment of their animals. We also require event organizers to comply with any local, state and national laws.

### **PRODUCTS & PACKAGING**

#### **Where can I find nutrition information for Coca-Cola products online?**

The Coca-Cola Company offers easy-to-understand nutrition information for all your favorite Coca-Cola products at [www.coca-colaproductfacts.com](http://www.coca-colaproductfacts.com)

#### **Are the bottle caps on your products recyclable?**

The closures we use on bottles are 100 percent recyclable from a technical standpoint and highly recycled. They are made from high-density materials selected for their compatibility with most recycling systems. Most recyclers use a float/sink process where PET bottles sink and the closures and labels float. For this reason, and to minimize litter, we recommend that consumers recycle their beverage bottles by putting the cap back on before placing in a recycle bin. Like the PET plastic used in our bottles, there also are end markets for the material used in the caps, such as paint pails and battery casings.

#### **What is the difference between Coca-Cola Zero®, Diet Coke® and Coke/Coca-Cola light®?**

Coca-Cola Zero provides real Coca-Cola taste for variety-seeking consumers. Coca-Cola Zero is sweetened with a blend of low-calorie sweeteners, while Diet Coke is sweetened with aspartame. As for Coke/Coca-Cola light, in certain countries, the term "diet" is not used to describe low-calorie foods and beverages. In these countries, we offer Coke/Coca-Cola light. The sweetener blend used for Coke/Coca-Cola light is formulated for each country based on consumer preference.

#### **Have you ever considered making a caffeine-free version of \_\_\_\_\_? Have you ever considered making a diet version of \_\_\_\_\_?**

The decision to produce a beverage option is based on many considerations. While we may not produce a caffeine-free or diet version of every product, we do offer several caffeine-free and diet (typically labeled as diet, light or zero) choices.

Please take a look at our complete [brand list](#). If the product you seek is listed and you reside in the U.S. or Canada, you can visit our [bottler finder](#) to find out if it is distributed in your neighborhood.

If you are located outside of the U.S. and Canada, please send us an [email](#) to obtain the appropriate contact information for the Coca-Cola bottler in your area.

#### **How much caffeine is contained in \_\_\_\_\_?**

For many of our brands, the nutritional information varies from one country to another. For products in the U.S., you can review [nutritional information](#) on our website. For products in other countries, please send us an [email](#) and we will reply with the requested information.

#### **Is aspartame safe?**

Aspartame is one of the most thoroughly studied food ingredients, with more than 200

# Publix Animal Welfare

The Publix logo, featuring the word "Publix" in white text on a green background, with a red swoosh underneath.

Meat & Seafood Animal Welfare

## PROTECTING ANIMAL WELFARE

At Publix, we believe animals should be treated humanely at all phases of their lives. We recognize we have a responsibility for the well-being of animals used to provide food to our customers.

Our goal is that animals used in the production of our products be handled, transported and processed using procedures that are clean, safe, and free from cruelty, abuse or neglect.

To learn more about our position statements, visit the [Publix FAQ section on our corporate site](#).

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