
OPERATION FAIRLIFE

Extreme Abuse Distributed by Fair Oaks Farms and the Fairlife Corporation

AN ANIMAL RECOVERY MISSION UNDERCOVER INVESTIGATION



1652 N 1100 W, Fair Oaks, IN 47943

Presented By: Animal Recovery Mission (ARM)

June 12th, 2019



A VANGUARD DEFENSE ORGANIZATION

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SUMMARY OF INVESTIGATION



Between February and April 2019, an ARM Investigator was hired by a Fair Oaks Farms Fairlife dairy. The investigator was hired as a milker. The investigator's role consisted of milking cows on a rotary-style milking system. The investigator was under the direction of ARM. The Investigator was issued and utilized surveillance equipment to capture the violations noted within this report. It should be noted that this Fair Oaks Farms Fairlife dairy was not specifically targeted. The Investigator was sent to multiple dairy farms in Jasper and Newton County, and this Fair Oaks Farms Fairlife dairy was the first farm to hire the investigator.

This Fair Oaks Farms Fairlife Dairy 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, the Coca-Cola Company partnered (created a joint venture) with Select Milk in order to distribute Fairlife milk products. In 2015, Fairlife entered into an exclusive partnership with Chick-fil-A to create their Greek Yogurt Parfait; Coca-Cola also began to distribute Fairlife milk, Core Power and Yup Milk that same year. In a quote taken directly from the Fair Oaks Farms website, it states "Fairlife products made from Fair Oaks Farms milk".

Fair Oaks Farms, headquartered in Fair Oaks, Indiana, and the Fairlife Corporation, headquartered in Chicago, Illinois, have created brands based on promoting the proper and humane care of the cows from whom their products are sourced. The Fairlife website 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".

After being hired, the ARM investigator immediately began working as a milker and worked both the morning and the overnight shift. Like in the previous investigation the investigator never received training at the start or throughout employment, which seems to be how Fair Oaks Farms operates. At this Fair Oaks Farms Fairlife dairy, cows are milked on an innovative rotary system. They are removed from their holding barns three times a day to be milked, day and night. It's important to note the entire milking carousel has surveillance cameras and actions are video recorded and overseen by management. Unfortunately, This did not deter the systematic 24 hour horrific abuse suffered by the dairy cows.

Within the first few hours of employment, the investigator witnessed extreme and violent animal abuse. It was evident to the investigator that it was the normal way to do business at this Fair Oaks Farms Fairlife dairy. On a daily basis, employees were observed hitting and punching cows, and using the milking claws to hit cows in the udders. Cows were also poked, stabbed, and shoved with metal tubes and broom sticks. When cows in the milking line would not cooperate, frustrated employees can be seen bending and breaking bones in the cows tails as punishment for not entering the confusing rotary system. The investigator also witnessed employees forcing cows into the stall by punching, kicking, slapping, and hitting in the cow in the udders and reproductive system. This is a clear contradiction to the Fairlife statement on their website, "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."

The investigator did not witness any of the cows at this Fair Oaks Farms Fairlife receiving medical attention, nor was any such treatment captured by the camera worn by the investigator. On a daily basis, cows with infected eyes, broken bleeding tails, infected udders, limping and too weak to walk were seen being forced on the rotary system. Employees are observed yelling and striking the cows multiple times.

Many downer cows are observed within the milking area. Multiple cows would fall while on the rotary system from poor health, untreated injuries, and weakness. Some cows would have such a hard time standing that straps were used to prevent the cow's leg from splitting out or slipping on the feces covered cement floor. Employees are observed yelling and hitting the cows multiple times in an effort to get them to stand to be milked. Cows that fell while being milked can be seen falling from the rotary through the bars onto the ground floor. An animal of that size falling from that height is extremely dangerous and painful for the animal. This also creates a hazardous situation for employees.

The investigator never observed disciplinary action being taken in regard to any employee for animal abuse. Knowledge of the abuse was known from the workers, foremen, and to upper management levels of this Fair Oaks Farms Fairlife dairy. 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 sick and/or injured cows.

Upon giving birth, the cows would be separated from their offspring. This separation progress is an extremely traumatic experience for both the mother and calf. Directly after and without delay, the cows were forced back on the rotary for milking. Multiple times, cows are seen with afterbirth placentas hanging out of their bodies while on the rotary and being milked. The new born calves, immediately separated from their mother and just hours after birth, were violently thrown into small sheds where they would be alone in temperatures falling below minus 35 degrees Fahrenheit. The ARM Investigator also witnessed cats dying from extreme freezing conditions with upper management's knowledge. Hundreds of newborn calves died of starvation, dehydration, and hypothermia. Mother cows suffering from injury, sickness, and depression would slowly die on the feces-covered cement floors. Workers and managers alike had knowledge of the conditions, failing health, and death of these cows; medical attention was never called for or received. A gun shot was a regular and accepted form of euthanasia for both cows and calves. With only a picture diagram for guidance, the untrained staff regularly shot the cow improperly. This would not result in instant death. Animals suffered for hours before death. Slow, needless drawn out deaths of animals are commonplace.

The Fairlife website also states, "She [Cow] 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." On the contrary, dairy cows are housed in doors twenty-four-seven, always kept indoors and never have the opportunity to go outside. They reside and live in their own feces and in overcrowded holding barns. There are not enough sand beds for the amount of cows held within each barn. At times, there are more than twenty more cows than beds available. Throughout the night, if a cow does not locate a sand bed, it is forced to lay on the feces covered concrete floors. Overcrowding also creates the possibility for overheating. This increases the number of cows falling to the ground due to weakness.

The ARM investigator also documented dead calves at this Fair Oaks Farms Fairlife dairy's dump site. The Fairlife website states "Newborn calves are visually monitored daily and are given immediate and proper medical treatment should they become ill."

When dairy cows no longer produced milk or if they were too sick, workers told the investigator those dairy cows would be sent to McDonalds for Big Mac's or to become dog food. All dead animals would be dumped in back, hidden areas on Fair Oaks Farms property. All of the dead were hidden from the Dairy Adventure tours and tourists.

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

Snapshot

Why Join Us

35Reviews

93Salaries


Photos

17Jobs

8Q&A

Interviews

Find Companies

 FAIR OAKS FARMS LLC Employee Reviews

Review this company

Job title

(all)

Location

United States (35)

Ratings by category

2.2★Work-Life Balance

2.8★Pay & Benefits

2.7★Job Security & Advancement

2.3★Management

2.3★Culture

Sort by:

Helpfulness

Rating

Date

Language

Any

Showing all 35 reviews

2.0

Not a very good management team

★★★★☆

Packer (Former Employee) – Kenosha, WI – January 9, 2019

They threw me out on the floor with no prior training on the first day , I was never provided a clock in , I had to ask for safety equipment that was required and to be given to me days before my shift , was not released on time at the end of shifts, dropped products weren't thrown away they simply wiped them off and packaged them off anyway, this place is horrible I'm sorry.

✓Pros

Free soda

✗Cons

Short breaks, cold environment

Claim this company page

Want to know more about working here?

Ask a question about working or interviewing at FAIR OAKS FARMS LLC. Our community is ready to answer.

Ask a Question

Overall rating

2.5★★★★☆

5.0

**productive**

meat distributor (Former Employee) – Pleasant Prairie, WI – May 29, 2019

i enjoyed working here because i got along with alot of people i learned how to do sanitation and clean meat the right way like making sure it isnt pink or damaged. the management is alright.

Was this review helpful?

Yes

No

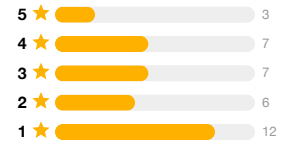


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Report

Based on 35 reviews

**Ratings by category**

- 2.2 ★ Work/Life Balance
- 2.8 ★ Compensation/Benefits
- 2.7 ★ Job Security/Advancement
- 2.3 ★ Management
- 2.3 ★ Culture

1.0

**Supervisors are Puppets**

Quality Assurance (Former Employee) – Kenosha, WI – March 20, 2019

They look to hire the “not sharpest tool” type and actually promote those people. Knowing they don’t know any better but to not question what they’re being told to do(or scared to question). The company is afraid to commit to intelligence, because then they might have to change their whole culture into a great functioning, safe, sanitary food production plant. The smart hard working individuals are pushed to do more so the lazy ones can whisper to each other and continue do nothing. I’ve seen major issues go unaddressed while minor don’t dos be severely punished for personal agendas. Besides that you at least do get a check for your time there.

✓ Pros

I learned how to be stupid and lazy.

✗ Cons

No fair treatment.

Was this review helpful?

Yes 1

No



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Report

Questions about FAIR OAKS FARMS LLC

What is the sick leave policy like?

How many sick days do you get per year?

2 people answered

What advice would you give the CEO of FAIR OAKS FARMS LLC about how to improve it?

2 people answered

If you were in charge, what would you do to make FAIR OAKS FARMS LLC a better place to work?

2 people answered

Show more

5.0

**Abiente bueno trabajar con ellos es muy bueno**

Cleaning (Former Employee) – Kenosha, WI – March 8, 2019

Fue una experiencia maravillosa trabajar con ellos

✓ Pros

Buen seguro medico

✗ Cons

Que core mucho uno

Was this review helpful?

Yes

No 1



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Report

**FAIR OAKS FARMS LLC
Reviews by Job Title**

Packer (6)

Quality Assurance Technician (3)

Assembler (2)

Quality Assurance Analyst (2)

Quality Assurance Inspector (2)

See more FAIR OAKS FARMS LLC reviews by job title

4.0

**great place to work**

QUALITY ASSURANCE TECHNICIAN (Former Employee) – Pleasant Prairie, WI – February 9, 2019

great place to work , very diversified, people friendly , staff is great, no bias, racial or

**FAIR OAKS FARMS LLC
Reviews by Location**

Pleasant Prairie, WI

Kenosha, WI

other political issues at this company. staff is great. no games

Fair Oaks, IN

Was this review helpful?

Yes

No 1



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Report

Care to share?

Help people considering your employer. Share your experience.



4.0



Productive.

Packer (Former Employee) – Pleasant Prairie, WI – January 29, 2019

Fair oaks is an okay place to work at if you enjoy staying on your feet. Mid-paced but a very easy job. I would recommend someone to work there if they fit criteria.

Was this review helpful?

Yes

No



Share



Report

4.0



Its not bad

Dock Worker (Current Employee) – Kensha – December 31, 2018

Fair oaks LLC.

Is a grate place to work if its not the winter and if u close the meat (grinders/processor) you will most likey get wet if you clan ovens its not so bad thats 3rd shift.

Was this review helpful?

Yes

No 3



Share



Report

3.0



Productive work place.

Maintenance Electrician (Current Employee) – Pleasant Prairie, WI – September 11, 2018

Good work place to start a new career.

Really bad management.

Good learning experiences.

The hardest part of the job is to be in the same page with management.

✓ Pros

Good pay.

✗ Cons

Stressful.

Was this review helpful?

Yes 2

No



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Report

2.0



Lots of Hours, menial labor, disorganized management

QA Technician (Former Employee) – Pleasant Prairie, WI – June 22, 2018

I would only recommend a job here to someone who was a very hard worker but had no qualifications. Most low level positions can be done by non-English speakers as long as you are willing to work 60+ hours per week. The pay is fair for tedious labor and overtime will add to your paycheck.

Technician level positions (the job I had) are a different story. Management is disorganized and often contradicts itself. Additionally, upper management is incredibly harsh on tech positions and expects you to conform to a very confusing and unwritten code of ethics. If you take a quality tech position you have to delicately balance what you report and the changes you make. If you report too many problems you will probably be fired (like I was); they don't like you to report health code infractions that might slow down production. Most QA techs at this company routinely doctor write ups and numbers to avoid scrutiny, and if the issue is too glaring they will try to frame other workers for causing the problem. The QA positions are fairly well payed but far more cutthroat and unstable than most jobs of that salary would be.

✓ Pros

Overtime, regular schedule

✗ Cons

Bad management, cut throat culture, stressful workplace interactions

Was this review helpful?

Yes 11

No



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Report

1.0



Not worth it

General Utility (Former Employee) – Pleasant Prairie, WI – June 2, 2018

instead of being trained for the job i was thrown on the machines without knowledge of how to use them and the people i was working with had the worst attitudes I've dealt with at a job. The manager could care less if you walked out on the job

✓ Pros

None

✗ Cons

Where to start

Was this review helpful?

Yes 8

No



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Report

1.0



cold unwelcoming enviornment

Quality Inspector (Former Employee) – Pleasant Prairie, WI – June 1, 2018

standing on concrete for 8hours at a time,management not welcoming, rude. various cold tempatures having to adjust.learn how to maintin control tempatures

Was this review helpful?

Yes 4

No



Share



Report

2.0



Stressful job/ No work life balance

Quality Control Inspector (Former Employee) – Pleasant Prairie, WI – April 18, 2018

The money was good and I enjoyed the people I worked with. The hours are long though and you could never make plans due to the constant changing schedule. Employees are not treated equally. I miss the people not the job.

✓ **Pros**
Plenty of overtime

✗ **Cons**
Long hours

Was this review helpful?

Share Report

Yes 2

No

1.0



Mexican Mafia

Maintenance Technician (Former Employee) – Kenosha, WI – March 24, 2018

This place is controlled by a Mexican working mafia , they will set the rules and if you want be part of there corruption will be ok for them but if you don't then don't survive in this hostile environment ,

✓ **Pros**
No benefits

✗ **Cons**
Working for 2 month without day off and more than 12 hours daily

Was this review helpful?

Share Report

Yes 11

No

3.0



nice arrea to work in. surroundings arer nice

Head Baker (Current Employee) – Fair Oaks, IN – March 21, 2018

They have a good work culture. Your fellow workers are good at most part. during the summer season, it is a fast paced time. You get the chance to interact with many different kinds of people. For the most part, the company gives you all the tools to succeed.

✓ **Pros**
discount passes for family and friends

✗ **Cons**
long waits during the summer months

Was this review helpful?

Share Report

Yes

No 2

1.0**Do not work here**

Production Worker (Current Employee) – Pleasant Prairie, WI – March 1, 2018

Warning, do not work here! Low pay, no advancement, poor management, poor communication, nobody works together, people gossip, most don't speak anything but Spanish, everyone thinks they are the boss, fast-paced environment, breaks are WATCHED and TIMED and you get written up for everything. Did I mention the 60 plus hour work weeks and no paid sick time off??? Plus other little daily inconveniences!

✓ Pros

free soda if there is any

✗ Cons

working there at all

Was this review helpful?

Yes 9

No



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Report

1.0**boring work place with low pay and slave hours**

Packer (Former Employee) – Kenosha, WI – February 15, 2018

The only thing I liked about working at Fair Oaks was working in the box room upstairs. Working in the lines in the cold downstairs was awful, especially when the lines were down. WHICH HAPPENED OFTEN. There pay sucks and to get hired in you must be available 6-7 days a week! you would never have a life, so i only recommend this job who is ok with only eating, sleeping, and working like prison workers. because when you do finally have your whole one day off. your probably going to sleep. especially if you are on second shift where employees are there for at least 2 more hours than day shift on top of it.

Was this review helpful?

Yes 6

No



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Report

1.0**Supervisor**

Supervisor (Current Employee) – Pleasant Prairie, WI – January 19, 2018

Will lie to you to get you in the door. Saying you will work some weekends. A short day is 10.5 hrs. Long days are 15 hrs. The pay is very low for the union employees. Upper management lies to people with what little information they do tell. It is a revolving door of supervisors.

✓ Pros

It's a pay check. The medical is pretty good.

✗ Cons

No life. 6 day weeks are the norm.

Was this review helpful?

Yes 10

No



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Report

4.0**Great owner family atmosphere**

★★★★☆

Production Supervisor \ Operation Manager (Current Employee) – Pleasant Prairie, WI – September 26, 2017

Great family organization. New management is a great culture change. Hardest part of day long hours long work week. Very busy place high volume always something new everyday.

✓ **Pros**
Stability

✗ **Cons**
Long hours

Was this review helpful?

Yes

No

 Share  Report

4.0

★★★★☆

Good place to work hard work long hours very cold fun for the most part would work here any time nice plaes to be

Quality Assurance Technician (Former Employee) – Pleasant Prairie, WI – September 19, 2017

Nice place the people are nice for the most part if you like the cold you will be OK if you like hard work fast pace then you should be fine long hours if you like that then you good .good pay

Was this review helpful?

Yes 3

No 7

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1.0

★★★★☆

Only fools stay to work

Quality Assurance Supervisor (Current Employee) – Kenosha, WI – September 9, 2017

I was employed there for 2 months before I decided to move on. I was a supervisor. I have seen more than 13 supervisors/managers got hired/fired in that 2 months. Day labors turn around is faster and more vicious. Everyone works more than 11 hours a day, 6 days a week, sometimes 7. I saw some workers were required to work 13 days without day-off (the state law is 1 day off in 14 days). They hire uneducated no skill workers who can't hold on to a job and grind them until they burn out.

✓ **Pros**
14+ work hours a day

✗ **Cons**
you can always quit if you want to

Was this review helpful?

Yes 10

No 1

 Share  Report

3.0

★★★★☆

Horrible.

Machine Operator (Former Employee) – Kenosha, WI – September 2, 2017

Horrible. Horrible. Unproffetonals, lack of communication with employees. out of loop with everything. No plan or layout for the day. Lack of interest from any managers.
