OPERATION FAIR OAKS FARMS DAIRY ADVENTURE

AN ANIMAL RECOVERY MISSION UNDERCOVER INVESTIGATION



Presented By: Animal Recovery Mission (ARM)
June 4th, 2019



Contact Information:

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Email: kudo@arminvestigations.org

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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 investigators 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 steal 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.

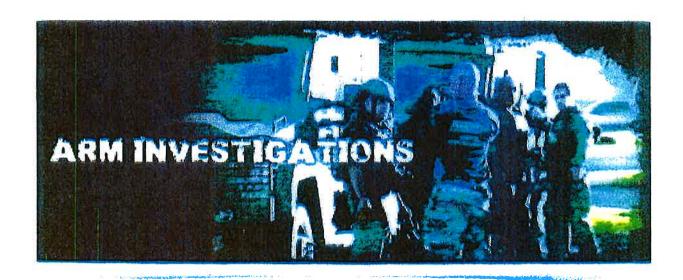
Female and male calves are transported off site and raised in different locations. There are multiple locations used by Fair Oaks Farms to raise female calves by independent companies. Male calves are sold off to different buyers. It has been stated many times by Fair Oaks Farms that male calves are 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.

ANIMAL RECOVERY MISSION



Established in 2010, The Animal Recovery Mission (ARM), is a non-profit investigative organization dedicated to eliminating extreme animal cruelty operations worldwide. ARM stands out as a vanguard and uncompromising defending force for the welfare of animals. In addition, ARM strives to put an end to, and preventing pain, suffering and torture as a result of inhumane practices.

The mission of the organization is to implement direct-action tactics to investigate, document and expose illegal activities of extreme animal cruelty. The organization's primary goals are to improve the quality of life for animals and to educate the public regarding animal cruelty, the practices that contribute to animal cruelty and the illegal animal slaughter. Achieving these goals contribute to an increased awareness of the unforeseen ethical, social and environmental implications of animal abuse and produce effective changes in the treatment of defenseless animals.

Animal cruelty investigations taken on by ARM operatives include, but are not limited to; animal slaughter farms, animal sacrifice operations, illegal horse sales and slaughter, and animal fighting operations. In addition, ARM is focusing upon the pressing issues and concerns of animal welfare within the animal agriculture and factory farming sector.

Since 2010, ARM's undercover investigations have led to the closure of up to 138 illegal animal cruelty operations in the state of Florida alone. The following report provides detailed findings gathered during ARM's investigation of a dairy farm located in Ockeechobee Florida-known as Larson Dairy.



EPIC ANIMAL ABUSE CAPTURED AT FAIR OAKS FARMS AND FAIRLIFE CORPORATION



A press conference will be held on June 4th, 2019 at:

Double Tree By Hilton Hotel Chicago - North Shore Conference Center 9599 Skokie Boulevard Skokie, Illinois 60077

Conference Room: Cannes Time: 12pm

SKOKIE, IL- JUNE 4th, 2019 - The Animal Recovery Mission (ARM), is releasing disturbing evidence of ongoing animal cruelty, stemming from its undercover investigation at Fair Oaks Farms located in Fair Oaks, Indiana. Owned and operated by Mike and Sue McCloskey, Fair Oaks Farms produces dairy products for the Fairlife milk brand.

For the Fairlife label, Coca-Cola Corporation produces, markets and distributes milk products, both domestically and internationally. Every year, Fair Oaks Farms educates millions of people and provides daily tours at its dairies in Fair Oaks, Indiana. Fair Oaks Farms prides itself on complete transparency, representing the world of animal agriculture and humane treatment of animals. Fairlife states on its website that (the animals are), "Always in Good Hands" and "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".

Despite these claims, ARM witnessed and captured extreme and systematic abuse to the animals of Fair Oaks Farms. ARM considers its investigations to be the first realistic and honest audit of Fair Oaks Farms and the Fairlife Corporation.

Link to video evidence: https://vimeo.com/340031227 ~ Press link to Press Kit Appendice: https://bit.ly/2lkdmU9

"In my thirteen years of investigating crimes against animals throughout the world, I have never seen such repetitive, systematic abuse towards newborn babies, then what is taking place at Fair Oaks Farms and the Fairlife Corporation". - Richard 'Kudo' Couto (ARM)

Media inquiries should be directed to the Founder of Animal Recovery Mission (ARM), Richard 'Kudo' Couto at (305) 494 2225 kudo@arminvestigations.org or Margarita Hart at (561) 510-3678 hart@arminvestigations.org

The Animal Recovery Mission is a Non-Profit animal cruelty investigative organization based in Miami Beach, Florida. ARM's mission is to be an uncompromising defending force for the welfare of animals, in addition to putting an end to and preventing pain, suffering, and torture inflicted as a result of inhumane practices. For additional information, photos, and video footage, please visit: https://www.animalrecoverymission.org, Animal Recovery Mission (ARM Investigations) P.O Box 403344 Miami Beach, FI, 33140



EPIC ANIMAL ABUSE CAPTURED AT FAIR OAKS FARMS AND FAIRLIFE CORPORATION



A press conference will be held on June 4th, 2019 at:

The American Hotel - Double Tree by Hilton Atlanta Downtown 160 Ted Turner Dr NW, Atlanta, GA 30303 Conference Room: Armstrong Time: 1pm

ATLANTA, GA- JUNE 4th, 2019 - The Animal Recovery Mission (ARM), is releasing disturbing evidence of ongoing animal cruelty, stemming from its undercover investigation at Fair Oaks Farms located in Fair Oaks, Indiana. Owned and operated by Mike and Sue McCloskey, Fair Oaks Farms produces dairy products for the Fairllife milk brand.

For the Fairlife label, Coca-Cola Corporation produces, markets and distributes milk products, both domestically and internationally. Publix Supermarket Corporation also markets and sells Fairlife Milk products. Every year, Fair Oaks Farms educates millions of people and provides daily tours at its dairies in Fair Oaks, Indiana. Fairlife states on its website that (the animals are), "Always in Good Hands" and "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".

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Media inquiries should be directed to Animal Recovery Mission (ARM), Director of Investigations, AJ Garcia at (786) 562 9143 garcia@arminvestigations.org or Margarita Hart at (561) 510-3678 hart@arminvestigations.org

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EPIC ANIMAL ABUSE CAPTURED AT FAIR OAKS FARMS AND FAIRLIFE CORPORATION



A press conference will be held on June 4th, 2019 at:

Double Tree Deerfield Beach 100 Fairway Dr, Deerfield FL 33441 Conference Room: Theater Style Time: 1pm

DEERFIELD BEACH, FL- JUNE 4th, 2019 - The Animal Recovery Mission (ARM), is releasing disturbing evidence of ongoing animal cruelty, stemming from its undercover investigation at Fair Oaks Farms located in Fair Oaks, Indiana. Owned and operated by Mike and Sue McCloskey, Fair Oaks Farms produces dairy products for the Fairlife milk brand.

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Media inquiries should be directed to Animal Recovery Mission (ARM), Director of Public Relations, Rachel Taylor at (305) 807 6252 taylor@arminvestigations.org or Margarita Hart at (561) 510-3678 hart@arminvestigations.org

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LOCATION



Parcel 1D

01

Address liability compnay a 30.4183% undivided tenant in common interest; Legacy Family Holdings, LLC, a California limited

%Ag Business Solutions

Grand Rapids, MI 49544

588 3 Mile Rd NW, STE 203

003

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E 600 N

Falr Oaks

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INDUSTRIAL Class

FOOD &

DRINK

Acreage 28.78

Property Address

District

Prief Tax Description

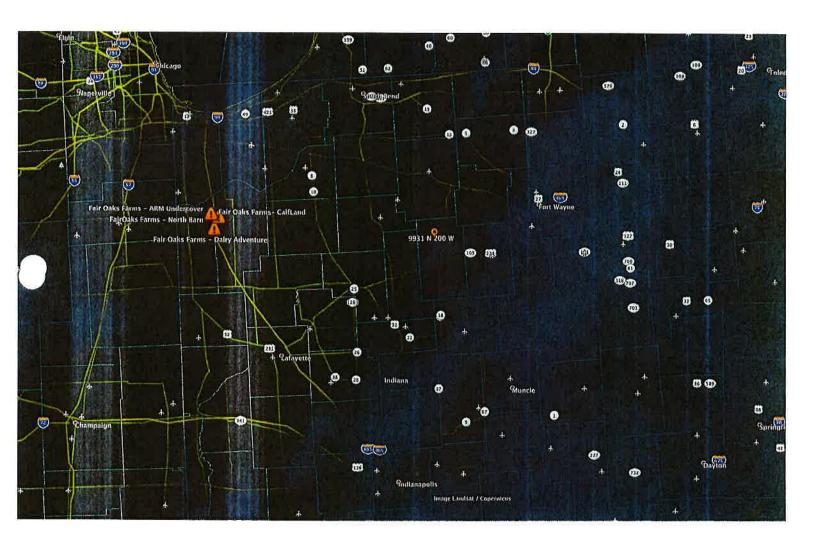
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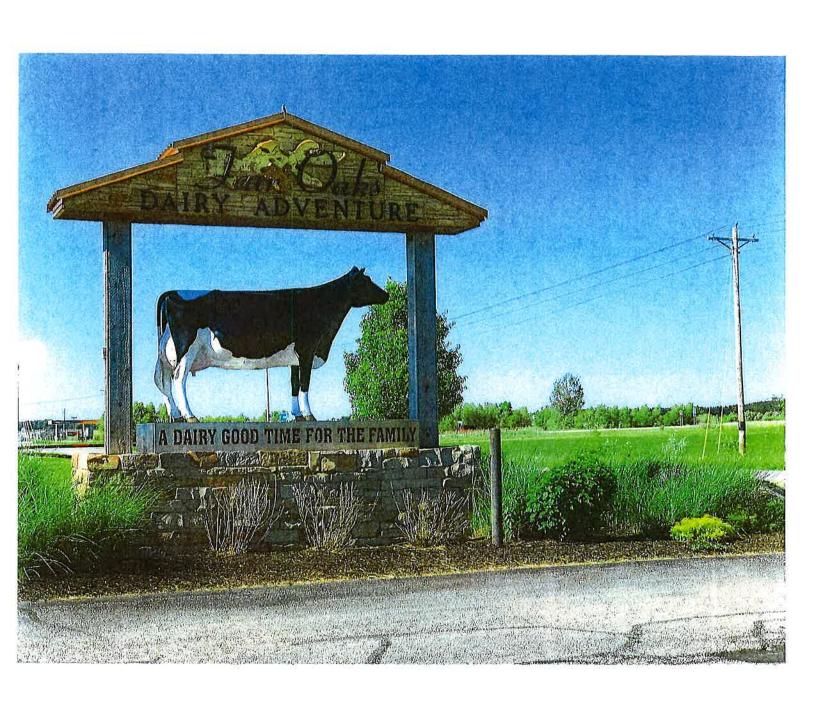
Pt W1/2 Sec.1 T30N R8W

28.775 Acres



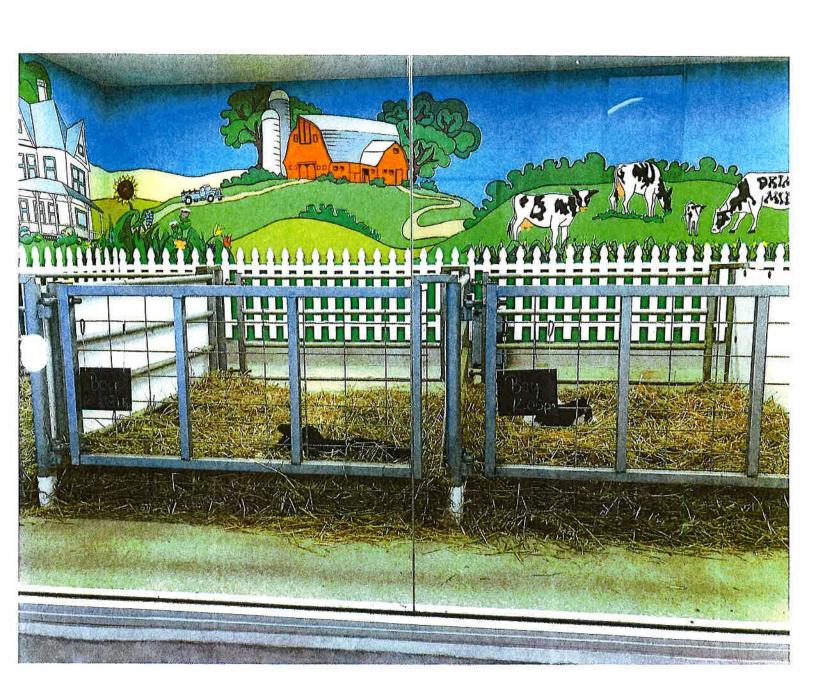


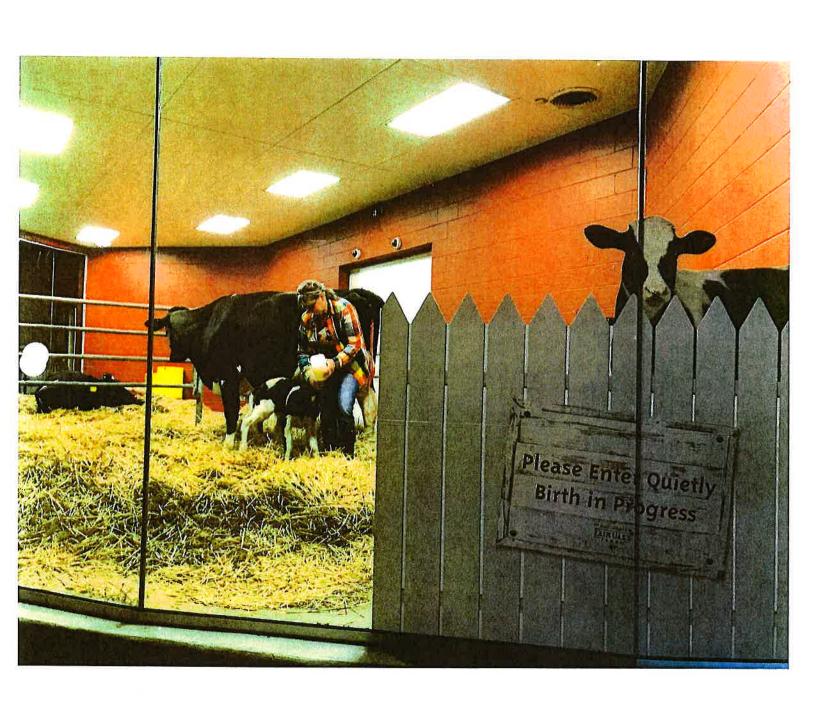


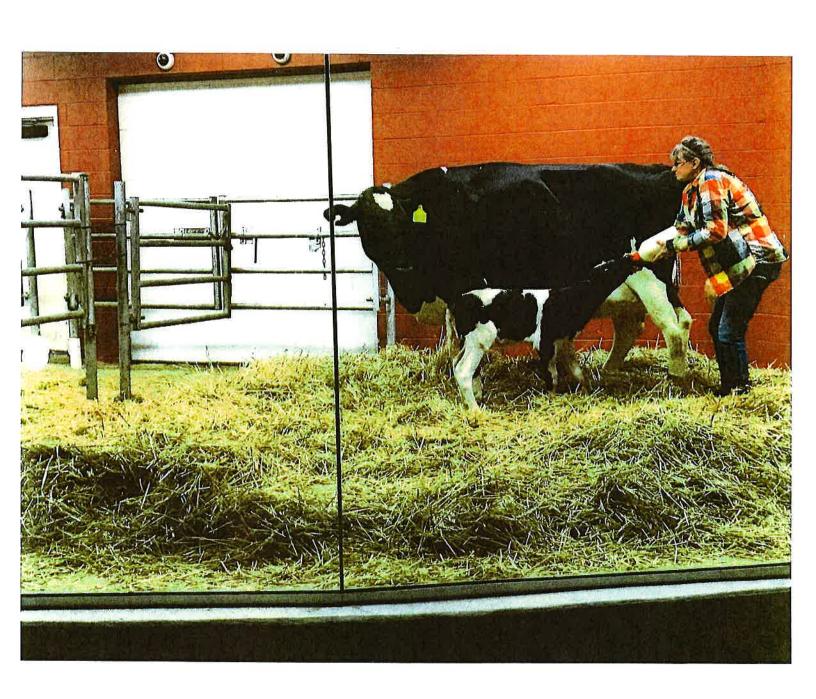








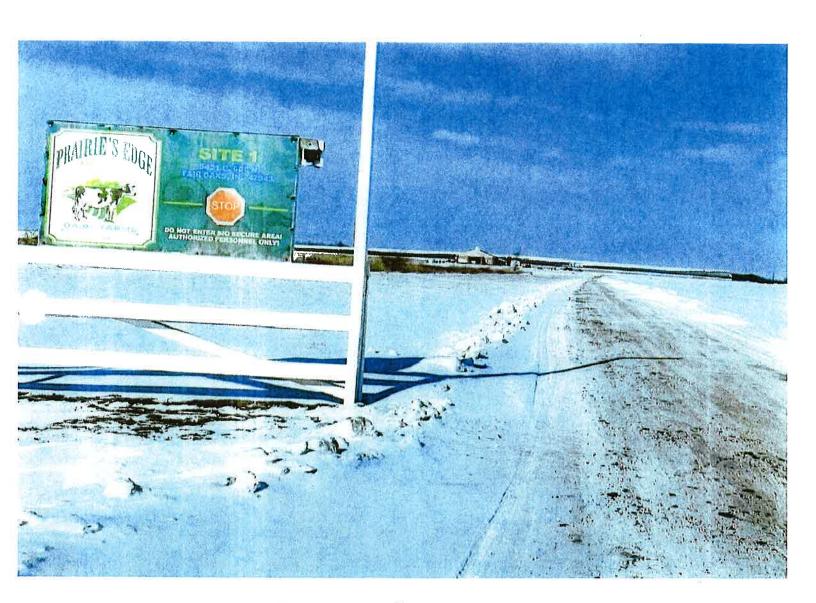




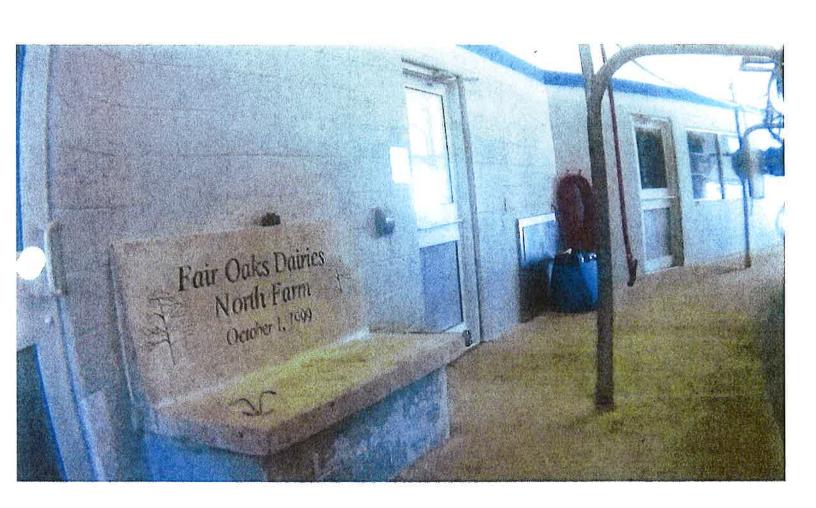


- feeding Ad-

feeding at fair Oaks fairms



Subsect Location









REPORT RECIPIENTS

Newtown County Sheriff's Office

304 E Seymour St Kentland, IN 47951

U.S. Department of Agriculture

1400 Independence Ave., S.W. Washington, DC 20250

U.S. Department of Agriculture Indiana

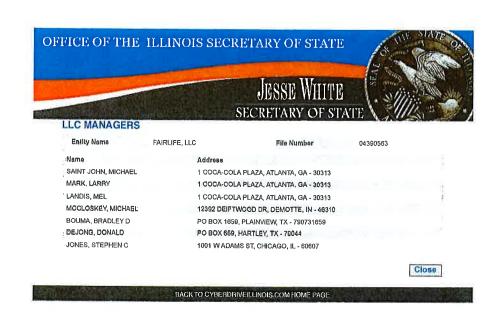
Farm Service Agency 5981 Lakeside Boulevard Indianapolis, IN 46278

Food and Drug Administration

10903 New Hampshire Ave Silver Spring, MD 20993

REFERENCES

10/15/2018 LLC - MANAGERS





LLC FILE DETAIL REPORT

File Number	04390563		
Entity Name	FAIRLIFE, LLC		
Status	NGS	On	06/01/2018
Entity Type	LLC	Type of LLC	Foreign
File Date	06/16/2013	Jurisdiction	DÉ
Agent Name	C T CORPORATION SYSTEM	Agent Change Date	06/18/2013
Agent Street Address	208 SO LASALLE ST, SUITE 814	Principal Office	1001 W ADAMS ST CHICAGO, IL 60607
Agent City	CHICAGO	Menagers	View
Agent Zip	606Q4	Duration	PERPETUAL
Annual Report Filing Date	00/00/0000	For Year	2018

Return to the Search Screen

Seiles Name

BACK TO CYBERDRIVEILLINGIS, COM HOME PAGE

NOT AUTHORIZED TO ESTABLISH SERIES

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)
- o Fair Oaks Adventure opened in 2004
- Indianapolis Colts sponsored by Fair Oaks Dalry in 2009



2012 Partnership w/Coca-Cola to form Fairlife.

(Joint Venture with Select Milk)

 Fairlife distribution by Coca-Cola began in 2015





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





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

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

"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 About Us (http://fofarms.com/about-us)

Contact (http://fofarms.com/contact-us)

Online Store (http://shop.fofarms.com)

Special Events (http://fofarms.com/things-to-explore/special-events)

News (http://fofarms.com/blog/)

TICKET INFO (HTTP://FOFARMS.COM/PLAN-YOUR-VISIT/GENERAL-ADMISSION)

tour cost-\$29.95 Approx.

ADVENTURES (HTTP://FOFARMS.COM/ADVENTURES/DAIRY-ADVENTURE)

THINGS TO EXPLORE (HTTP://FOFARMS.COM/THINGS-TO-EXPLORE/GENERAL-OVERVIEW)

3-5 hrs.

PLAN YOUR VISIT (HTTP://FOFARMS.COM/PLAN-YOUR-VISIT/GENERAL-ADMISSION)

SHOP & DINE (HTTP://FOFARMS.COM/SHOP-AND-DINE/COWFE)

. ne Dairy Adventure at Fair Oaks Farms

Home; (/) Adventures: The Dairy Adventure at Fair Oaks Farms



EXPLORE THE

Dairy Adventure

Adventure Center

Birthing Barn

Making Milk

Take Our Bus Tour

What You'll Experience!

Fair Oaks Farms

856 N 600 E

Fair Oaks, IN 47943

Get Directions »

(http://fofarms.com/plan-

Our facilities are

Farmhouse Restaurant

Reservations: (219) 394-3663

handicap accessible.

your-visit/directions)

(877) 536-1194

(tel:8775361194)

P: (219) 394-2025

(tel:2193942025)

F: (219) 394-2026

E: info@fofarms.com

(mailto:info@fofarms.com)

Restaurant Hours (CST):

10:30AM-8PM

10:30AM-9PM

10:30AM-8PM

Mon-Wed

Thurs-Sat

Sun

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Adventure Hours (CST):

Mon-Fri Bus Tours

Saturday Bus Tours 9:30AM-4PM

Sunday Bus Tours 10:30AM-4PM

Cowfé & Gift Shop Hours

(CST):

Sun-Sat 7AM-6PM

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Events Calendar »

(http://fofarms.com/blog/events)

9AM-3PM 9:30AM-2PM 9AM-5PM

10AM-5PM

Fair Oaks Farms BP & Dairycatessen (CST): 4AM-11PM Mon-Sun

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(tel;2193942697)

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The Dairy Adventure averages 2 - 3 hours in length and includes the Crop Adventure. Add 1 hour for Mooville.

- Hop on our cow bus to our freestall barns.
- Watch a "Day in the Life of Diva Mooreau" during our 3D/4D movie.
- Play in Mooville (seasonal).
- Witness the miracle of life in our Birthing Barn.
- Learn about sustainability aspects of the farm, cow nutrition, and the safety & nutrition of milk in our exciting exhibits.











Witness the Miracle of Life

Fair Oaks Farms experiences between 80 to 100 calves born every day!

Step inside of unique birthing facility known as the *Birthing Barn*! With stadium seating, you will have the opportunity to witness the miracle of life right before your very eyes!





From Grass to Glass®

Fair Oaks Farms is committed to providing nutritious, savory cheese to our valued customers.

From "Grass to Glass" we oversee the entire creation of our award-winning cheeses from the quality milk produced by our cows, who do not receive any rBST, to the fresh ingredients that go into our products.



Strong Kids & Strong Bones

Throughout The Dairy Adventure at Fair Oaks Farms you will find numerous activities that help challenge and strengthen your bones!

Try our Calcium Climber magnetic wall in our interactive area or climb to Udder Heights on our giant milk bottle in Mooville!

Fair Oaks Farms

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Restaurant Hours (C\$T):

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View Our Menu »

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Adventure Hours (CST):

Mon-Fri 9AM-3PM
Bus Tours 9:30AM-2PM
Saturday 9AM-5PM
Bus Tours 9:30AM-4PM
Sunday 10AM-5PM
Bus Tours 10:30AM-4PM

Cowfé & Gift Shop Hours
(CST):
Sun-Sat 7AM-6PM

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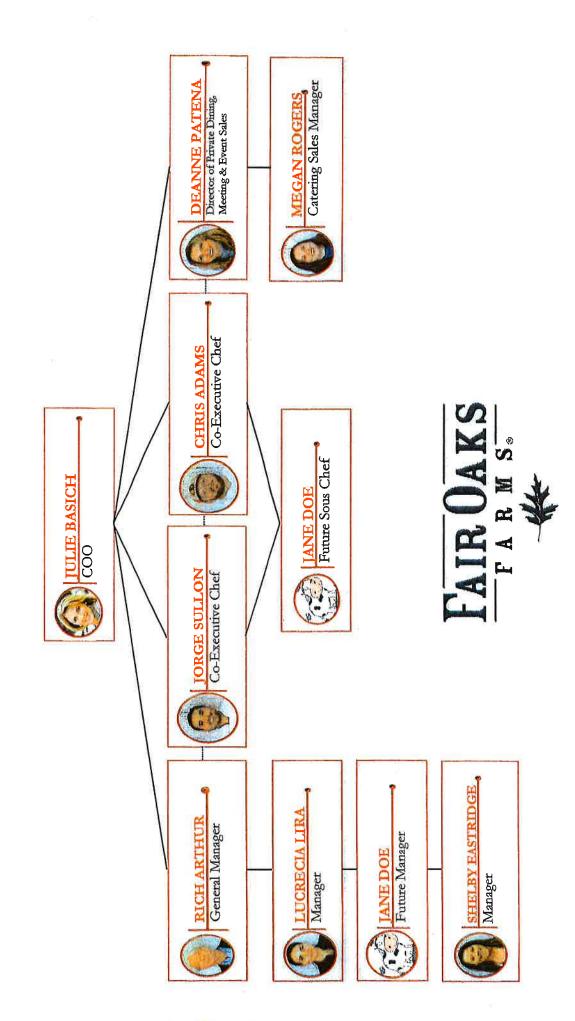
Mon-Sun 4AM-11PM

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LESLIE RUSK
Marketing & Special Events Director Campus Development Director MICHAEL MCCALL Chief Strategy Officer RYAN WEAVER OLGA PEREZ Jpper Management Organizational Chart Retail Operations GM DEANN PATENA
Director of Private Dining,
Meeting & Event Sales JAMIE MILLER
Attractions GM MEGAN RIORDAN LUCINDA COFFMAN RICHARD ROTAN VICKY LOWRY
Food Safety & Quality Director of Finance Director of HR Assurance Manager SMP Controller MATT KALLEMEYN, Orchard Manager GREG JOHNSON
Director of Sales & Wholesale Operations LUZ DIAZ
Custodial Manager GARY CORBETT ULIE BASICH ORGE SULLON Co-Executive Chef Executive Assistant SUSAN WEBB CHRIS ADAMS Co-Executive Chef RICH ARTHUR Farmhouse GM

SHAWN STUCKEY
Creative Director

The Farmhouse Management Organizational Chart





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.

Like Reply 3w

→ View 11 more replies

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

Like Reply 3w



Fair Oaks Farms

@FOFarms

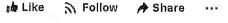
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Fair Oaks Farms FAIR OAKS April 17 at 6:38 PM · 🕥

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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Most Relevant ▼



Write a comment...







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

Like · Reply · 1d





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.

Englis











Special counsel Robert Mueller announces resignation, says investigation did not exonerate Trump



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J.B. Hunt

 $https://www.nwitimes.com/news/local/newton/evaluators-fair-oaks-farms-operating-within-industry-standards-audit-called/article_0a5edd93-078d-5b5b-8778-9183615876e5.html \\$

URGENT

Evaluators: Fair Oaks Farms operating within industry standards; audit called for after alleged undercover videos

Joyce Russell joyce.russell@nwi.com, 219-548-4352 May 2, 2019

99¢ FOR THE FIRST MONTH



Provided



Audit of Fair Oaks Farms following clandestine filming likely to be completed early next week



Animal activist organization infiltrates Fair Oaks Farms, company says



Child welfare professionals hope state ups funding for prevention services, homebased providers

FAIR OAKS — An audit of the dairy farms that make up Fair Oaks Farms indicates the farms are operating within the standards of the dairy industry, according to third-party evaluators.

Fair Oaks co-founder Michael McCloskey said he called for the audit last month after he learned an animal rights group had been undercover video recording the operations of Fair Oaks Farms for the previous six months.

McCloskey made the request to the National Dairy FARM Program of the National Milk Producers Federation in Arlington, Virginia. FARM then assigned a team of third-party evaluators to respond to the farms to determine if they were operating under a framework of best practices.



A team visited the seven farms in Newton County that make up Fair Oaks Farms, a 40-acre destination tourist attraction featuring an operational dairy farm, restaurants, hotel and other amenities, from April 15 through 17.

An executive summary of the audit conducted indicates the company is operating within industry standards.

"The company's training program met or exceeded requirements of the FARM program, including designation of employees who had responsibility for specific areas of animal care and management," according to the summary.

"Performance targets for each of these categories were met," it continued, as it explained what areas were audited within the farms.

"A strong culture of commitment to animal care and welfare was evident in the company's approach to training, their policy of zero tolerance for animal abuse and was also document in the outcomebased measures of the herd, which reflected superior management," reads the audit summary.

"I was very pleased. We had expectations it would be in that realm," McCloskey said of the audit results.

McCloskey said the undercover videos have not surfaced as yet, nor have they confirmed the identity of the group responsible for taping operations.

McCloskey said he's unsure what they might depict. If, however, they captured an incident or action of an employee that would not meet his or the industry's standards, the issue will be addressed promptly, he said.



BIOSECURITY FOR DAIRY FARMS

Introduction

Outbreaks of infectious disease have shown that it pays to be conscientious about preventing and controlling infectious disease on livestock operations. This concept is known as biosecurity. Biosecurity refers to management practices that reduce the chances infectious diseases will be carried onto the farm by animals or people. Biosecurity also reduces the spread of infectious disease on farms.

Animal + infectious agent + environment = disease

All infectious diseases result from the interplay between the animal and its ability to resist disease (its immunity), an infectious agent (bacteria, viruses and parasites) and the environment. For example, producers can prevent some diseases by using vaccination to increase immunity. Producers can also prevent disease by keeping infectious agents from coming onto their farm. If an infectious agent is already on the farm, producers can try to eradicate it or control its spread.

Strategic vaccination

Vaccination is an essential component of disease prevention. Setting up a well planned strategic vaccination program means determining what diseases to vaccinate against, identifying who will most benefit from vaccination and finding out when they will most need the protection that vaccines provide. For more details on planning a vaccination program, please contact your herd veterinarian.

Preventing the Introduction and spread of Infectious diseases

Note: Every animal that dies unexpectedly on your farm should be examined by your herd veterinarian to determine the cause of death.

1. Keeping a closed herd

Keeping a closed herd is one way to protect cattle from infectious disease. In a closed herd, no cattle enter the farm either by purchase or loan and resident cattle do not make contact with any cattle from other farms. A herd is **not** closed if

- · Cattle are purchased or boarded;
- Cattle return to the herd after going to shows, community pastures or performance evaluation centers;
- Cattle use a pasture that shares a fence line with cattle in pasture on a different farm;
- · Bulls are purchased, borrowed or loaned; and
- Cattle from the herd are transported by someone else or in someone else's vehicle

2. Purchasing new cattle

It is important to plan the introduction of animals to minimize the risk that an infectious disease will be brought in at the same time. Three factors are important in reducing the risk of infectious diseases when purchasing new cattle.

- The protection you have given your herd by proper vaccination
- The source of purchased cattle, including how they are transported to the farm
- The method you will use to actually introduce the new cattle to the rest of the herd

3. Resident cattle

Make certain your own cattle are properly vaccinated according to the manufacturer's and your herd veterinarian's recommendations before bringing new cattle into the herd.

4. The source of purchased cattle

- Bring in only animals from herds where you know the health status.
- Bring in only animals from herds with a known effective vaccination program. Get specific information about the vaccination history such as when vaccine was used and when it was given. If killed vaccines were used, make sure that a primary series (two doses given a few weeks apart) was given.
- · Avoid purchasing animals from unknown sources or that have been mixed with other cattle
- Buy heifers when purchasing a group of cattle. Because they aren't milking, heifers are easier to quarantine.
- Ask for health information about purchased cattle. Ask for the DHIA somatic cell count information on milking cows. Test the bulk tank for contagious mastitis.
- Transport animals in a vehicle that has been cleaned and disinfected before pick up.

5. Introducing new arrivals

- Quarantine new animals for 30 days before allowing contact with animals on-farm.
- Designate your quarantine area. It should be separated from other cattle on your farm. To prevent the spread of respiratory diseases, quarantined cattle should not share the same airspace with resident cattle.
- Quarantined cattle should not share feeders, waterers or equipment with resident cattle.
- Use a medicated foot bath before allowing purchased cattle to enter the herd.
- Prevent the spread of contagious mastitis by milking the new animals last. Sanitize the milking equipment after milking new cattle.
- Check the new animal's temperature every day or at least every other day during the quarantine period. If it develops a fever, have it checked out by your veterinarian.
- Vaccinate cattle while they are in guarantine.

6. Test all purchased cattle for infection with

- **BVD** virus
- Johne's disease
- Mastitis caused by Staphylococcus aureus, Streptococcus agalactiae and Mycoplasma bovis
- Bovine leukosis (optional)

It can take 1 -2 weeks to get test results so collect and submit the samples as soon as the animal arrives.

No (7) Controlling farm traffic

Infectious diseases can be carried by people and equipment too. If you borrow equipment from other farms, make sure it has been cleaned before using it on your farm. Producers should limit access on the farm to calves and fresh cows since they are most susceptible to infectious disease.

Some steps to reduce the risk of introducing infectious diseases:

No D Limit people's access to the barn. This may mean locking the door to the barn.

Post a warning sign asking visitors to keep out. It helps to provide information on who to contact or a telephone number to call instead of entering the barn.

Make sure visitors wear clean boots and clothing in the barn. This is important if visitors have already been in other barns. Provide some large size coveralls and boots in the barn for visitors to wear. Disposable plastic boots can be used but they wear out quickly.

· Make sure visitors use a foot bath and clean their boots with a brush and disinfectant **before** entering your barn. Have bull calves and other sale animals picked up without allowing the dealer or transporter to enter the barn.

Have dead animals picked up without allowing the livestock renderer to enter your barn or come in contact with

your animals. 10 • Keep a record of visitors.

Use your own halters and ropes.

It is difficult to control all traffic on the farm but you can identify the traffic that represents the most risk. These include people who frequently visit other farms and people who have already visited other farms on the day they visit your farm.

Major infectious diseases of cattle in Wisconsin and their primary means of spread

Disease

Bovine viral diarrhea (BVD)

Contagious mastitis (Staph aureus, Strept. Agalactiae

Mycoplasma bovis

Bovine leukosis virus

IBR, BRSV and Pl₃ viruses

E. coli, rotavirus and coronavirus

Salmonellosis

Leptospirosis

Hairy heel warts

Johne's disease

Major means of spread

Direct contact with infected cattle or their body fluids

Contact with infected milk, usually at milking

Contact with respiratory carrier or infected milk

Contact with blood of infected cattle

Spread through the air

Contact with manure from infected cattle

Contact with manure from infected cattle

Contact with urine from infected carrier cattle

Contact with environment of infected cows

Contact with manure from infected cattle

OUR BRANDS:











FAIRLIFE products •

WHERE to buy

FAIRLIFE FAQ

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



OUR BRANDS:













WHERE to buy

FAIRLIFE FAQ

FAIRLIFE story

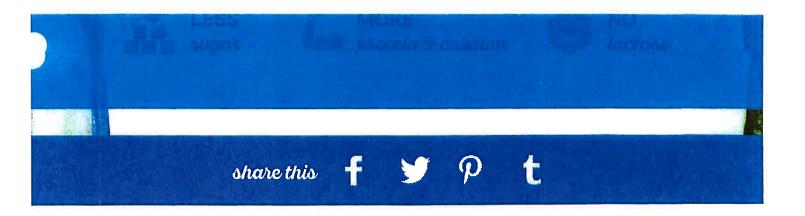
OUR PROMISE

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.



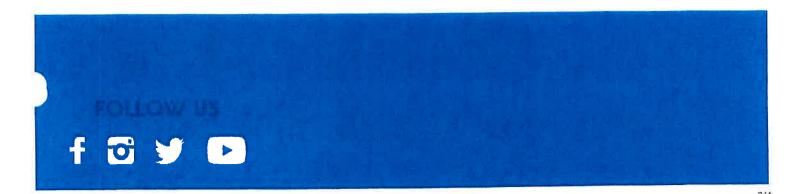
We consider ourselves to be stewards of the land we inhabit. We have challenged ourselves to uncover innovative, practical and efficient solutions in order to leave this planet a little bit healthier every day. Our goal is to have a carbon neutral footprint on our farms, because the better we treat our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



VIEW our PRODUCTS



FAIRLIFE NUTRITION FAIRLIFE TESTIMONIALS FAIRLIFE RECIPES



Locations 😘

Investors | The Coca-Cola Company %

Search Q

FRONT PAGE

BRANDS

OUR WAY FORWARD

SUSTAINABILITY

INNOVATION

HISTORY

#CocaColaRenew • 2018 Sustainability Report • Commitment to Transparency • Product Facts (U.S.)

FRONT PAGE > CONTACT US > FAQS

CONTACT US

OVERVIEW FAGS

Like 22 people like this. Sign Up to see what your

FAQs

ADVERTISING

Is there a place to view your television ads online?

Yes! You can visit our <u>brand pages</u> 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.

» SUBSCRIBE

THE FIZZ

MOST READ

TOP 10 Þ



Why Sea Glass Collectors Cherlsh Coke Bottles

MOST SHARED

TOP 10 h



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

MOST WATCHED

TOP 10 A



2016 Sustainability Highlights

MOST DISCUSSED

TOP 10 1

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

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 <u>nutritional information</u> on our website. For products in other countries, please send us an <u>email</u> 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

We own numerous valuable nonalcoholic beverage brands, including the following:

Casa Cala	C 1 1 2		
Coca-Cola	Georgia ²	Dasani	Ice Dew ¹⁰
Diet Coke/Coca-Cola Light	Powerade	Simply ⁶	I LOHAS ¹¹
Coca-Cola Zero Sugar ¹	Del Valle ³	Glacéau Vitaminwater	Ayataka ¹²
Fanta	Schweppes⁴	Gold Peak	7 xy atana
Sprite	Aguarius	FUZE TEA®	
Minute Maid	Minute Maid Pulpy ⁵	Glacéau Smartwater ⁹	

¹ Including Coca-Cola No Sugar and Coca-Cola Zero.

In addition to the beverage brands we own, we also provide marketing support and otherwise participate in the sales of other nonalcoholic beverage brands through licenses, joint ventures and strategic partnerships, including, but not limited to, the following:

- We and certain of our bottlers distribute certain brands of Monster Beverage Corporation ("Monster"), primarily Monster
 Energy, in designated territories in the United States, Canada and other international territories pursuant to distribution
 coordination agreements between the Company and Monster and related distribution agreements between Monster and
 Company-owned or -controlled bottling operations and independent bottling and distribution partners.
- We have a strategic partnership with Aujan Industries Company J.S.C. ("Aujan"), one of the largest independent beverage companies in the Middle East. We own 50 percent of the entity that holds the rights in certain territories to brands produced and distributed by Aujan, including Rani, a juice brand, and Barbican, a flavored malt beverage brand.
- fairlife, LLC ("fairlife"), our joint venture with Select Milk Producers, Inc., a dairy cooperative, is a health and wellness dairy company whose products include fairlife ultra-filtered milk and Core Power, a high-protein milkshake. We and certain of our bottling partners distribute fairlife products in the United States and Canada.

Consumer demand determines the optimal menu of Company product offerings. Consumer demand can vary from one market to another and can change over time within a single market. Employing our business strategy, our Company seeks to further build its existing brands and, at the same time, to broaden its portfolio of brands, products and services in order to create and satisfy consumer demand in every market.

Distribution System

We make our branded beverage products available to consumers in more than 200 countries through our network of Company-owned or -controlled bottling and distribution operations, independent bottling partners, distributors, wholesalers and retailers — the world's largest beverage distribution system. Consumers enjoy finished beverage products bearing trademarks owned by or licensed to us at a rate of more than 1.9 billion servings each day. We continue to expand our marketing presence in an effort to increase our unit case volume and net operating revenues in developed, developing and emerging markets. Our strong and stable bottling and distribution system helps us to capture growth by manufacturing, distributing and selling existing, enhanced and new innovative products to our consumers throughout the world.

² Georgia is primarily a coffee brand sold mainly in Japan.

³ Del Valle is a juice and juice drink brand sold in Latin America. In Mexico and Brazil, we manufacture, market and sell Del Valle beverage products through joint ventures with our bottling partners.

⁴ Schweppes is owned by the Company in certain countries other than the United States.

⁵ Minute Maid Pulpy is a juice drink brand sold primarily in Asia Pacific.

⁶ Simply is a juice and juice drink brand sold in North America.

⁷ Gold Peak is primarily a tea brand sold in North America.

⁸ FUZE TEA is a brand sold outside of North America.

⁹ Glacéau Smartwater is a vapor-distilled water with added electrolytes which is sold mainly in North America and Great Britain.

¹⁶ Ice Dew is a water brand sold in China.

¹¹ I LOHAS is a water brand sold primarily in Japan.

¹² Ayataka is a green tea brand sold primarily in Japan.

(lblogs)

The Score - Anthony Schoettle



(/blogs/4-the-score-anthony-schoettle)

Welcome to The Score, your place for hard-hitting sports business news, fast-breaking updates and fuel-injected debate. Buckle up. I'm your host, Anthony Schoettle, IBJ

sports reporter.

Sports Business (Itopics/157-sports-business)

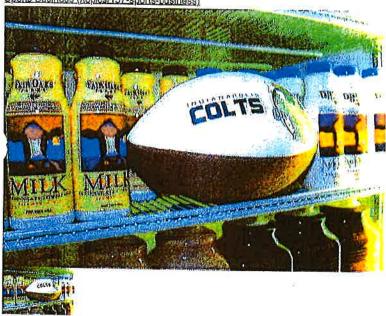
Colts got milk (sponsor)

July 28, 2009

Anthony Schoettle (/authors/3-anthony-schoettle)

O Comments (https://www.lbj.com/blogs/4-the-score-anthony-schoettle/post/6750-colts-got-milk-sponsor#disqus_thread). KEYWORDS

Sports Business (/topics/157-sports-business)



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Indianapolis Colts officials this morning announced they signed a deal to make Fair Oaks Farms Milk the Official Milk of the team. Financial terms of the deal were not disclosed.

"They will be supplying the milk for our players, coaches and staff throughout the year," said Tom Zupancic, Colts senior vice president of sales and marketing. "The Colts and Fair Oaks Farms are like minded indiana companies that stress quality, health and community. Just like the Colts, Fair Oaks Milk and the Dairy Adventure are truly an experience."



story continues below

"As a real Indiana dairy we understand the commitment, hard work, and dedication that is required to be a winner on and off the field," said Fair Oaks Farms CEO Gary Corbett.

Fair Oaks Farms, located about 100 miles north of indianapolis, is one of the largest family owned dairy farms in the country. They're known for all-natural cheeses, bottled milk, and gourmet ice cream, all made from the milk of the dairy's cows that have received no added hormones or antibiotics.

Fair Oaks Farms and the Dairy Adventure offer an up-close dairy farm experience which has attracted more than 1 million visitors since it opened in 2004.

DVERTISEMENT



Reporter, #IBJtech newsletter author

OUR BRANDS: Astrlife









CORE POWER PRODUCTS

ATHLETES & PARTNERS

BLOG



Back to Blog

03-11-2010

HOWDY, COLTS FANS!

Tip of the Week

Training

Athletes

Health & Nutrition

Fitness Tips

Welcome!

to all of you great Colts fans who have join et as a gotyceho 16 over the past couple of days. We're very excited to have you on poard and look forward to sharing more about Athletes HoneyMilk, as well as providing you with tips and information that will make your exercise routines a whole heck of a lot better.

Dedicated Colts fans may be scratching their heads because they know they've seen or maybe heard of Athletes HoneyMilk before, but are not quite sure how or when. Allow me to explain - Athletes HoneyMilks works very, VERY, closely with Fair Caks Farms in Fair Oaks, Indiana. That's right, the same Fair Oaks Farms that is the Official wilk of the Indianapolis Collete

Q

Position Statements FAQ What is Publix's position on Florida tomato farmworkers' wages? What is Publix's position on GMO? What is Publix's position on BPA? Does Publix use irradiation? What is Country of Origin Labeling (COOL)?

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. Our suppliers of animal products must adopt procedures that adhere to the animal welfare standards established by the US Department of Agriculture (USDA). Further, these procedures must be consistent with industry best practices and comply with all animal handling and animal welfare guidelines established by each respective species' industry organization. The USDA provides a listing of these industry animal welfare standards on the agency's website.

We take concerns about animal welfare seriously and our suppliers provide us with thirdparty audits on an annual basis. This validates their practices meet or exceed animal welfare standards while maintaining animal health and safety.

Many of our suppliers are leaders in their respective industries and have adopted nationally recognized animal well-being programs, including the following:

- Animal Welfare Act
- National Cattlemen's Beef Association Cattle Industry Guidelines for the Care and Handling of Cattle
- National Chicken Council Animal Welfare Guidelines
- National Milk Producers Federation National Dairy Farmers Assuring Responsible Management (F.A.R.M.) Program
- National Pork Board Animal Well-Being Information
- National Turkey Federation Animal Care Best Management Practices for the Production of Turkeys
- United Egg Producers Animal Husbandry Guidelines for U.S. Egg Laying Flocks

We understand the high standards expected of us and will continue to work to provide our customers with safe and quality products, while encouraging the humane treatment of animals.

For more information on our natural and organic products, including our own GreenWise brand, please visit http://www.publix.com/products-services/greenwise.



Meaf & 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.

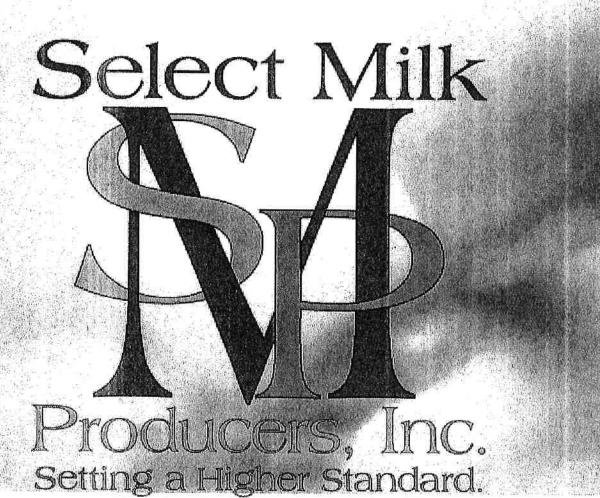
Our goal is that animals used in the production of our products be handled, transported and processed using procedures that are clean, safe, and free from cruelty, abuse or neglect.

To learn more about our position statements, visit the Publix FAQ section on our corporate site.

васк то тор

Home (https://www.selectmilk.com/)

SMP Login (http://selectaspx40.selectmilk.com/)





SETTING A HIGHER STANDARD

WHAT THIS MEANS TO US

We strive to go above and beyond what's expected in providing for our families, leading our employees, caring for our land and animals, serving our customers, producing quality milk and serving one another. This commitment is more than our business, it's in our culture and our character. We believe in being accountable, in doing what is right, in performing at our best, in Setting a Higher Standard









ABOUT SELECT MILK PRODCUERS

As you pour milk over your cereal or add it your coffee, do you ever stop and think where does it come from?

I know, silly question — cows! But have you ever thought further, like where do these cows live? How are they treated?

Select Milk Producers, Inc. takes that guesswork out. You can rest assured that the more than 7 billion pounds of milk that Select Milk produces each year comes from innovative sustainable farming and extraordinary animal care and comfort.

Select Milk formed in 1994 out of a desire by a group of family dairy producers to develop a national footprint for the perfect milk. Founded on honesty, trust, and quality, Select Milk believes in providing their customers with the highest quality fresh milk and doesn't settle for anything less.

Select Milk believes in operating all aspects of their business with the highest standards, including its cooperative of 99 family dairy farm members, which includes brand names like Core Power (http://www.corepower.com/), fairlife milk (http://fairlife.com/), Fair Oaks Farms

(http://fofarms.com/). Many of these products are available nationwide and have opened new markets within the dairy category.



QUALITY

PRODUCTS & SERVICES

Select Milk Producers' Family Dairy Farm members take pride in their milk and set some of the highest standards for milk quality in the nation. All of Select's Family Dairy Farmers milk is chilled to 36° immediately upon milking. This ensures that the quality, freshness and deliciousness stay in the milk from our farms to your family.

ANIMAL WELFARE

CARE & COMFORT

All of Select's Family Dairy Farm Members participate 100% in the National Milk Producers Federation - Farmers Assuring Responsible Management Program, or FARM Program. Prior to this program, we opened up Fair Oaks Farms so people could see exactly how our Family Dairy Farm Members operate.

For more information on what the F.A.R.M Program is Click Here (http://www.nationaldairyfarm.com/about-farm#whatisfarm)

SUSTAINABILITY

WITH THE FUTURE IN MIND

FAIR OAKS FARMS LLC Employee Reviews

https://www.indeed.com/cmp/Fair-Oaks-Farms-LLC/reviews?start=20

Review this company

Job Title

(all)Packer - 6Assembler - 2Quality Assurance Analyst - 2Quality Assurance Inspector -

2Quality Assurance Technician - 2Refrigeration Technician - 2Baker - 1Cleaner - 1Dock Worker

- 1Forklift Operator - 1Intendente - 1Machine Operator - 1Maintenance Electrician -

1 Maintenance Supervisor - 1 Maintenance Technician - 1 Production Worker - 1 QA Technician -

1Quality Assurance Manager - 1Quality Control Inspector - 1Sanitation Worker - 1Supervisor -

1Utility Worker - 1

Location

(all)United States - 32 Fair Oaks, IN - 1 Kenosha, WI - 8 Pleasant Prairie, WI - 22

Ratings by category

- 2.1 Work-Life Balance
- 2.7Pay & Benefits
- 2.5Job Security & Advancement
- 2.1Management
- 2.1Culture

Showing all 32 reviews

Sort by: HelpfulnessRatingDate

Language English firstSpanish firstAny

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

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?YesNo 1Report

Share

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?YesNoReport

Share

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 like get wet if you clan ovens its not so bad thats 3rd shift.

Was this review helpful?YesNo 3Report

Share

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 7NoReport

Share

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 6NoReport

Share

1.0

cold unwelcoming enviorment

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

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?YesNo 2Report

Share

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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 8NoReport

Share

Good place to work hard work long hours very cold fun for the most part would work here any time nice place 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 3No 7Report

Share

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 10No 1Report

Share

fast paced environment

Line Worker (Former Employee) - Pleasant Prairie, WI - May 3, 2017

Was sometimes overwhelming, and was hard for me to keep my speed quick and steady, because I am a perfectionist. I would rather take the time to do something correctly, rather than do it quickly, and possibly have to redo it over again.

Was this review helpful? Yes 8No 2Report

Share

2.0

Very stressful enviroment

Packer (Former Employee) - Pleasant Prairie, WI - March 20, 2017

Its a very stressful place to work the equipment doesn't work mist of the time leading alot of rework and back up. Breaks are done one at a time, depending who your supervisor is depend on how long you get. There is never enough cotton gloves or rubber gloves to go around.

Pros

Long hours

Cons

Nothig works

Was this review helpful?Yes 8NoReport

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12Next

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

2.3

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

Was this review helpful?Yes 1NoReport

Share

0

4.0

Great way to work

Packer (Former Employee) - Pleasant Prairie, WI - February 6, 2017

It is fast pace work and cold at times but good way to help feed the nation. Very helpful people if you don't know what you are doing they show you. Great place for over time

Pros

None

Cons

It's cold

Was this review helpful? Yes 6No 2Report

Share

0

2.0

Not a productive and fun place to work

QA Quality Assurance Technician (Former Employee) — Kenosha, WI – January 23, 2017 started the day in rush and no time management to achieve goals, always understaffed, top to bottom one way communication.

Cons

Short breaks, tense environment

Was this review helpful?Yes 8No 1Report

Share

are smart, Stay clear of this place at all costs as they only care about production numbers and the employees are always expendable.

Pros

none

Cons

All stated above

Was this review helpful?Yes 8No 2Report

Share

4.0

good starter job

Refrigeration Technician (Former Employee) -- Pleasant Prairie, WI -- December 21, 2015 my time here was good for the most part. I got to work with some of the best contractors in the business, additional training provided by the company, it was a great first job.

Pros

good training

Cons

greasey conditions

Was this review helpful? Yes 2No 2Report

Share

9

3.0

average place to work

line worker (Current Employee) - Pleasant prairie, WI - January 10, 2015

Temp job for me, easy work, people are friendly until you fall behind then complain and dont help. Even if your new. Alot of gossip. If you learn to ignore youll be fine.

Pros

free soda, 45 mins total for breaks, colder and easy work.

Cons

gossip, lazy foremans and employees. low pay forcing you to work 50-60 hrs a week Was this review helpful? Yes 3NoReport

Share

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5.0

24/7 operation

Maintenance Supervisor (Current Employee) -- Pleasant Prairie, WI - June 23, 2014 I have worked for Fair Oaks Farms since 2007.

Overall I have had good experiences.

INDIANA STATE LAWS PERTAINING TO ANIMAL CRUELTY

IC 35-46-3-0.5

Definitions

Sec. 0.5. The following definitions apply throughout this chapter:

- (1) "Abandon" means to desert an animal or to leave the animal permanently in a place without making provision for adequate long term care of the animal. The term does not include leaving an animal in a place that is temporarily vacated for the protection of human life during a disaster.
- (2) "Beat" means to unnecessarily or cruelly strike an animal, or to throw the animal against an object causing the animal to suffer severe pain or injury. The term does not include reasonable training or disciplinary techniques.
- (3) "Mutilate" means to wound, injure, maim, or disfigure an animal by irreparably damaging the animal's body parts or to render any part of the animal's body useless. The term includes bodily injury involving:
 - (A) serious permanent disfigurement;
 - (B) serious temporary disfigurement;
 - (C) permanent or protracted loss or impairment of the function of a bodily part or organ; or
 - (D) a fracture.
- (4) "Neglect" means:
 - (A) endangering an animal's health by failing to provide or arrange to provide the animal with food or drink, if the animal is dependent upon the person for the provision of food or drink;
 - (B) restraining an animal for more than a brief period in a manner that endangers the animal's life or health by the use of a rope, chain, or tether that:
 - (i) is less than three (3) times the length of the animal;
 - (ii) is too heavy to permit the animal to move freely; or
 - (iii) causes the animal to choke;
 - (C) restraining an animal in a manner that seriously endangers the animal's life or health;
 - (D) failing to:
 - (i) provide reasonable care for; or
 - (ii) seek veterinary care for;

an injury or illness to a dog or cat that seriously endangers the life or health of the dog or cat; or

- (E) leaving a dog or cat outside and exposed to:
 - (i) excessive heat without providing the animal with a means of shade from the heat; or
 - (ii) excessive cold if the animal is not provided with straw or another means of protection from the cold;

regardless of whether the animal is restrained or kept in a kennel.

- (5) "Torture" means:
 - (A) to inflict extreme physical pain or injury on an animal with the intent of increasing or prolonging the animal's pain; or
 - (B) to administer poison to a domestic animal (as defined in section 12(d) of this chapter) or expose a domestic animal to a poisonous substance with the intent that the domestic animal ingest the substance and suffer harm, pain, or physical injury.

As added by P.L.171-2007, SEC.5. Amended by P.L.111-2009, SEC.10.

IC 35-46-3-12 Torture or mutilation of a vertebrate animal; killing a domestic animal

- Sec. 12. (a) This section does not apply to a person who euthanizes an injured, a sick, a homeless, or an unwanted domestic animal if:
 - (1) the person is employed by a humane society, an animal control agency, or a governmental entity operating an animal shelter or other animal impounding facility; and
 - (2) the person euthanizes the domestic animal in accordance with guidelines adopted by the humane society, animal control agency, or governmental entity operating the animal shelter or other animal impounding facility.
- (b) A person who knowingly or intentionally beats a vertebrate animal commits cruelty to an animal, a Class A misdemeanor. However, the offense is a Level 6 felony if:
 - (1) the person has a previous, unrelated conviction under this section; or
 - (2) the person committed the offense with the intent to threaten, intimidate, coerce, harass, or terrorize a family or household member.
- (c) A person who knowingly or intentionally tortures or mutilates a vertebrate animal commits torturing or mutilating a vertebrate animal, a Level 6 felony.
- (d) As used in this subsection, "domestic animal" means an animal that is not wild. The term is limited to:
 - (1) cattle, calves, horses, mules, swine, sheep, goats, dogs, cats, poultry, ostriches, rhea, and emus; and
 - (2) an animal of the bovine, equine, ovine, caprine, porcine, canine, feline, camelid, cervidae, or bison species.

A person who knowingly or intentionally kills a domestic animal without the consent of the owner of the domestic animal commits killing a domestic animal, a Level 6 felony.

- (e) It is a defense to a prosecution under this section that the accused person:
 - (1) reasonably believes the conduct was necessary to:
 - (A) prevent injury to the accused person or another person;
 - (B) protect the property of the accused person from destruction or substantial damage; or
 - (C) prevent a seriously injured vertebrate animal from prolonged suffering; or
 - (2) engaged in a reasonable and recognized act of training, handling, or disciplining the vertebrate animal.
- (f) When a court imposes a sentence or enters a dispositional decree under this section, the court:
 - (1) shall consider requiring:
 - (A) a person convicted of an offense under this section; or
 - (B) a child adjudicated a delinquent child for committing an act that would be a crime under this section if committed by an adult;
 - to receive psychological, behavioral, or other counseling as a part of the sentence or dispositional decree; and
- (2) may order an individual described in subdivision (1) to receive psychological, behavioral, or other counseling as a part of the sentence or dispositional decree.

 As added by P.L. 193-1987, SEC. 15. Amended by P.L. 41-1998, SEC. 2; P.L. 132-2002, SEC. 1;

P.L.7-2007, SEC.1; P.L.171-2007, SEC.10; P.L.111-2009, SEC.14; P.L.158-2013, SEC.566.

Custom Search

West's Annotated Indiana Code. Title 15. Agriculture and Animals. Article 17. Animal Health and Animal Products. Chapter 18. Crimes and Infractions

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Primary Citation: I.C. 15-17-18-1 - 13

Country of Origin: <u>United States</u>
Last Checked: November, 2018

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Summary:

This set of Indiana laws covers diseased livestock and the sale of domestic animals. It also provides that a person responsible for livestock or poultry who knowingly or intentionally permits the livestock or poultry to run at large commits a Class B misdemeanor. Another provision states that a person may not import to or export from Indiana for the purpose of sale any dog under the age of eight (8) weeks unless the dog is transported with its dam.

15-17-18-1 Testing related interference

15-17-18-2 Interference with official identification; removal of quarantined animal

15-17-18-3 Sale or disposal of diseased animals

15-17-18-4 Transport of diseased animals

¹5-17-18-5 Non-diseased animals transported with diseased animals

<u>15-17-18-6</u> Import of animals without precaution to prevent or spread disease

- 15-17-18-7 Moving confined animals
 - 5-17-18-8 Animals running at large
- 15-17-18-9 Intentional violation or noncompliance
- 15-17-18-10 Dogs under 8 weeks of age; transport violations
- 15-17-18-11 Birds and rabbits; transport violations; prohibited alteration of coloring
- 15-17-18-12 Penalties; civil actions; injunctions
- 15-17-18-13 Written instruments

15-17-18-1 Testing related interference

- ec. 1. A person who knowingly or intentionally:
 - (1) treats a bovine animal with a material, substance, or biologic to interfere with the brucellosis test or with a reaction to a brucellosis test;
 - (2) fraudulently makes an animal react to a brucellosis test; or
 - (3) interferes with the inspector who is making the test;

commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.213, eff. July 1, 2014.

5-17-18-2 Interference with official identification; removal of quarantined animal

Sec. 2. A person who knowingly or intentionally:

- (1) alters or changes an animal's official identification to conceal the identity of an animal;
- (2) interferes with the official identification of a diseased domestic animal;
- (3) removes, without permission of the board, except as provided in this article, any animal from a herd placed under quarantine; or
- (4) alters or changes the official identification of any domestic animal;

commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.214, eff. July 1, 2014.

15-17-18-3 Sale or disposal of diseased animals

- Sec. 3. A person who knowingly or intentionally:
 - (1) sells;
 - (2) keeps, with intent to sell; or
 - (3) disposes of to another person, with intent to conceal, except for immediate slaughter; an animal classified as a reactor, or suspected of being affected with any disease as disclosed by a test recognized by the board,

commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.215, eff. July 1, 2014.

15-17-18-4 Transport of diseased animals

- ec. 4. A person who knowingly or intentionally:
 - (1) delivers for transportation;
 - (2) drives on foot;
 - (3) removes from the premises where they are located; or
 - (4) receives for transportation;

any cattle classified as a reactor or suspected of being affected with brucellosis as disclosed by a test recognized by the board, except for immediate slaughter or by special permit from the board, commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.216, eff. July 1, 2014.

15-17-18-5 Non-diseased animals transported with diseased animals

Sec. 5. A person who knowingly or intentionally transports a domestic animal identified as a reactor with other domestic animals, except where the other domestic animals are being transported for immediate slaughter, commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.217, eff. July 1, 2014.

15-17-18-6 Import of animals without precaution to prevent or spread disease

ec. 6. A person who knowingly or intentionally imports a domestic animal into Indiana without caking suitable precautions to prevent the introduction and spread of contagious or infectious

disease, in conformance with the rules adopted by the board, commits a Level 6 felony.

.redits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.218, eff. July 1, 2014.

15-17-18-7 Moving confined animals

Sec. 7. A person who knowingly or intentionally moves, from the property on which the domestic animal is confined, a domestic animal that has an infectious or a contagious disease, except under rules adopted by the board, commits a Level 6 felony.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.219, eff. July 1, 2014.

15-17-18-8 Animals running at large

Sec. 8. (a) Except as provided in subsection (b), a person responsible for livestock or poultry who knowingly or intentionally permits the livestock or poultry to run at large commits a Class B misdemeanor.

(b) Subsection (a) does not apply to a person who keeps livestock on property by means of a cattle guard or another device under IC 8-17-1-2.1.

CREDIT(S)

As added by P.L.2-2008, SEC.8.

5-17-18-9 Intentional violation or noncompliance

- Sec. 9. (a) This section does not apply to IC 15-17-5 or IC 15-18-1.
- b) A person who knowingly or intentionally violates or fails to comply with this article commits a Level 6 felony.
- (c) A person who knowingly or intentionally violates or fails to comply with a rule adopted under this article commits a Class A infraction.

Credits

As added by P.L.2-2008, SEC.8. Amended by P.L.158-2013, SEC.220, eff. July 1, 2014.

15-17-18-10 Dogs under 8 weeks of age; transport violations

Sec. 10. A person may not import to or export from Indiana for the purpose of sale any dog under the age of eight (8) weeks unless the dog is transported with its dam. However, research facilities 'censed under the federal Laboratory Animals Welfare Act, 7 U.S.C. 2131 et seq., are exempted from this prohibition.

CREDIT(S)

As added by P.L.2-2008, SEC.8.

15-17-18-11 Birds and rabbits; transport violations; prohibited alteration of coloring

Sec. 11. (a) A person who sells:

- (1) a bird under the age of three (3) weeks; or
- (2) a rabbit under the age of two (2) months;

commits a Class B misdemeanor. This subsection does not apply to commercial breeders or 'istributors whose facilities are adequately equipped for the care of young birds or rabbits.

(b) A person who dyes, stains, or alters the natural coloring of a bird or rabbit commits a Class B misdemeanor.

CREDIT(S)

As added by P.L.2-2008, SEC.8.

15-17-18-12 Penalties; civil actions; injunctions

Sec. 12. (a) This section does not apply to IC 15-17-5 or IC 15-18-1.

(b) A person who violates this article, a rule adopted under this article, or a determination or order of the board or an agency made under this article is liable for a penalty not to exceed twenty-five thousand dollars (\$25,000) for each day of the violation, plus payment to the board for the costs incurred by the board as a direct consequence of prosecution for the violation. These penalties and costs may be recovered in a civil action commenced in any court of competent jurisdiction by the board or an agency. In addition, in an action to recover the penalty, a request may be made that the erson be enjoined from continuing the violation.

CREDIT(S)

As added by P.L.2-2008, SEC.8.

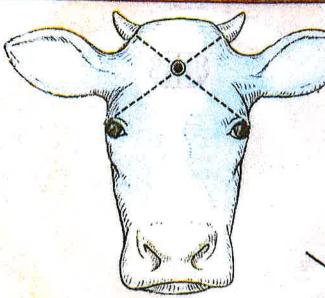
15-17-18-13 Written instruments

Sec. 13. Official health certificates, official certificates of veterinary inspection, and official certificates of vaccination, tests, and other prescribed documents that are required by this article or by rule constitute written instruments for purposes of IC 35-43-5.

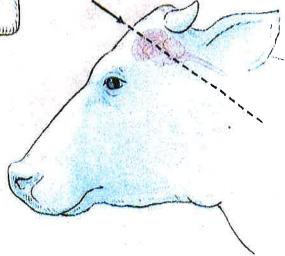
CREDIT(S)

As added by P.L.2-2008, SEC.8.

NOT BETWEEN THE EYES!



Point of Entry of projectile in cattle should be at the intersection of two imaginary lines each drawn from the outside corner of the eye to the base of the opposite horn High in the center of the forehead but



NOT BETWEEN THE EYES

GUNSHOT Hold treams perpendicular to the skult and within 2 to 3 test (60 to 90 cm) of the intended target when possible. A 22 caliber hollow as soft point bullet is sufficient for young animals. However, larger adult animals require at least a 22 magnum or larger caliber tream toaded with a solid point bullet. Shorguns loaded with alugs or No or budshot can also be used. The muzzle of the firearm should not be held or placed against the head.

PENETRATING CAPTIVE BOLT Restrain animal so that the device can be held tirrity against the skull over the intended elte. As described for guestiot, the penetrating captive bolt should be positioned perpendicular to the Pull. Appare Insure death with a second shot or excapquination (bleeding out) if necessary

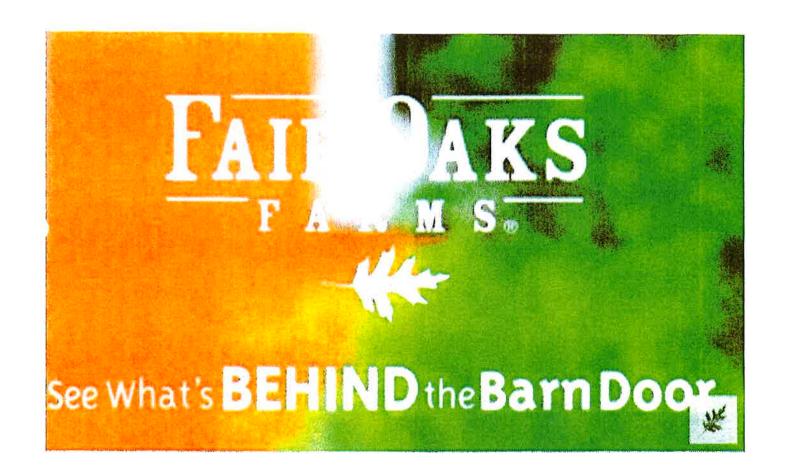
Humane Euthanasia Procedures



Wholy Rid

#10/2012









DRINK WHAT SHE'S WEARING.

milk with 50% more protein & calcium.



'compared to ordinary milk

CRIMES - VIOLATIONS



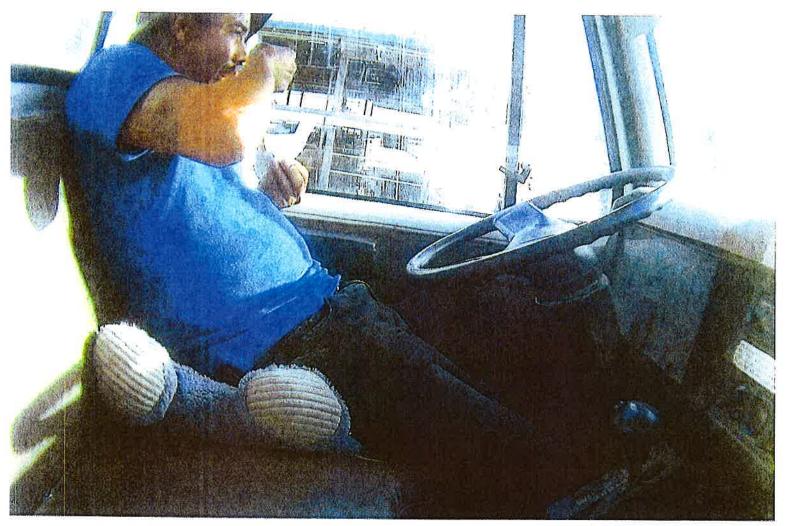






Santiago

Possession of Marijuana over oz... Grown on property



Foreman Santiago

underwer

Doing Cocaine ... Offered to Pemployee









cleagemy a live calf with cart



Throwing Calf into Hut





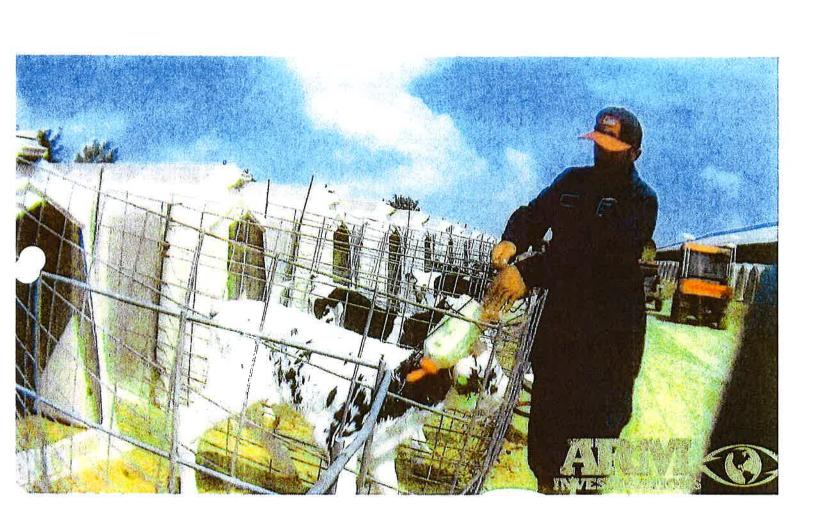


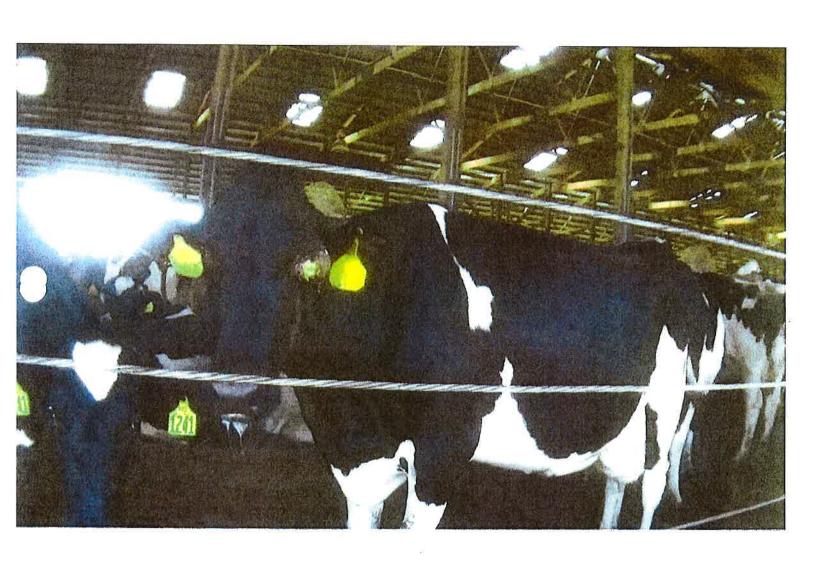




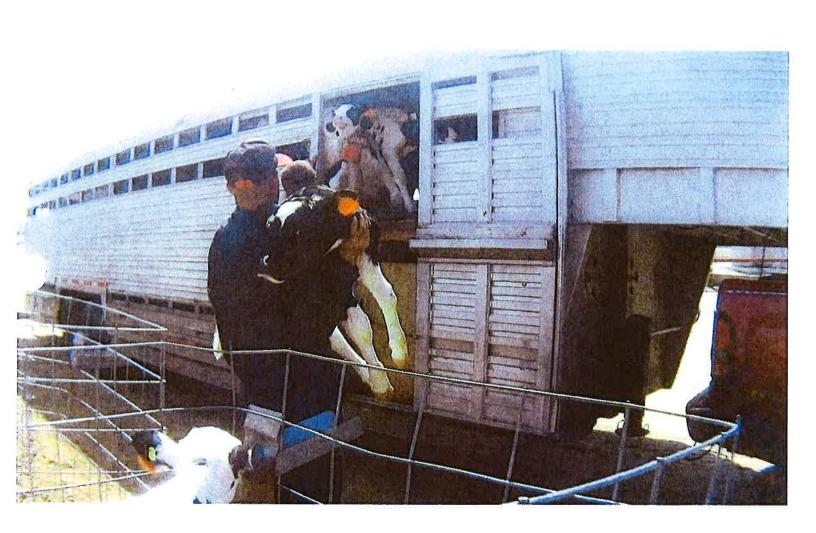




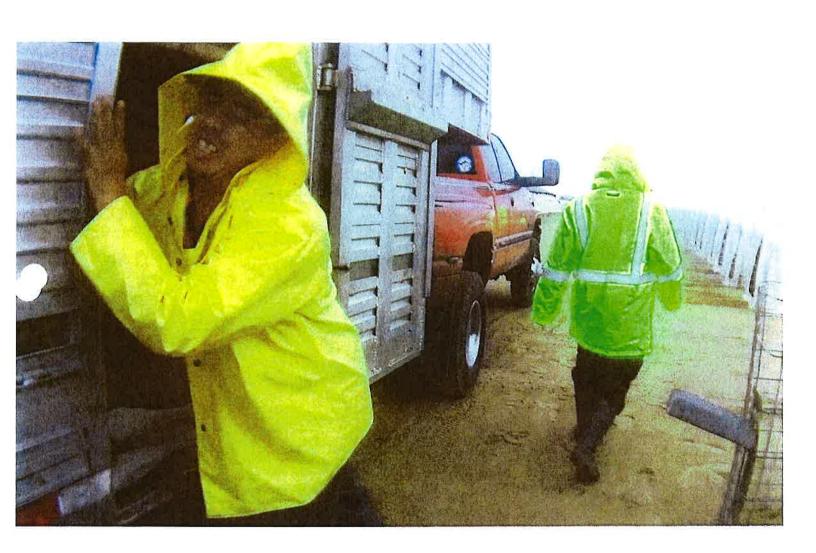


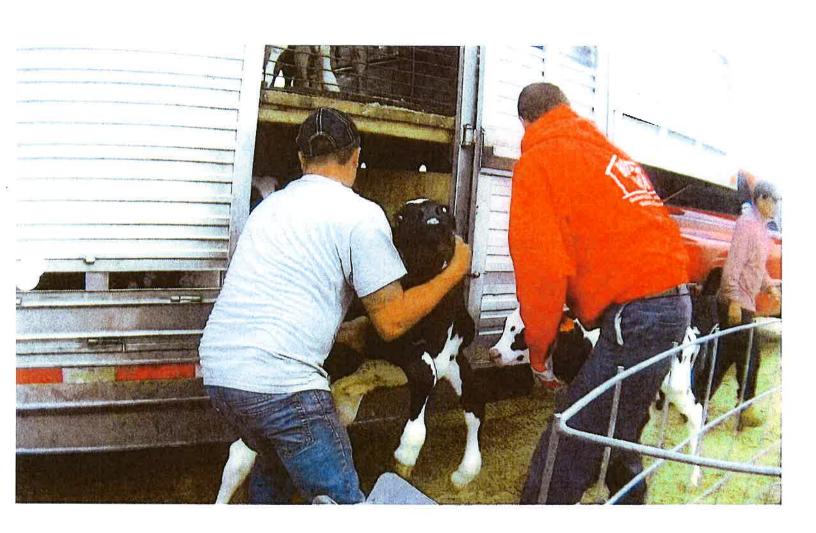


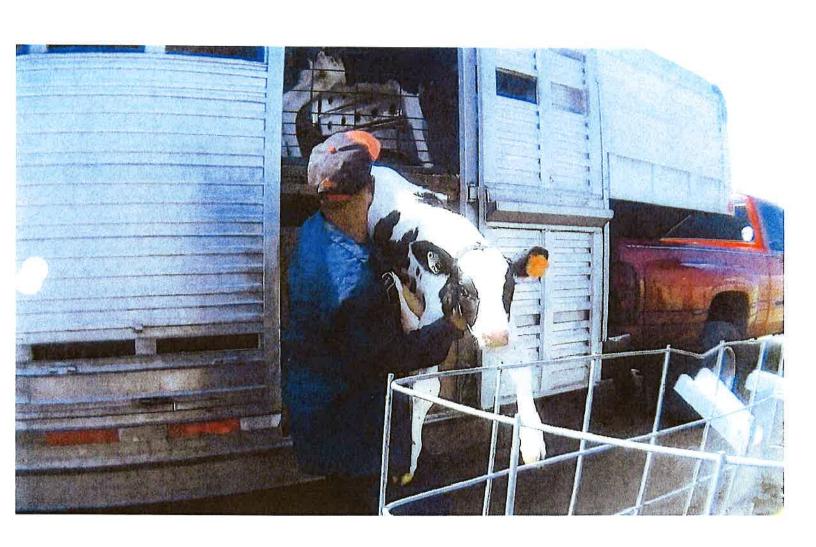




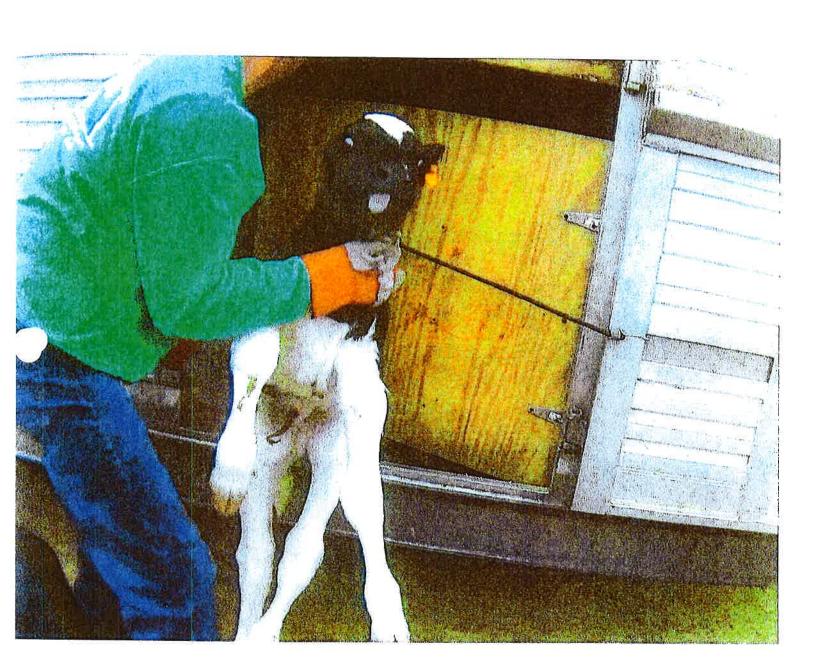


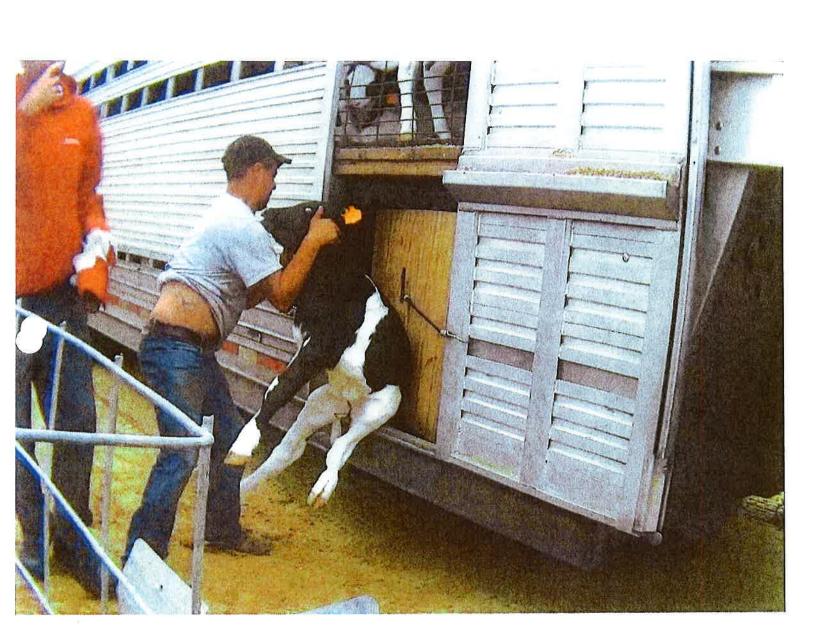


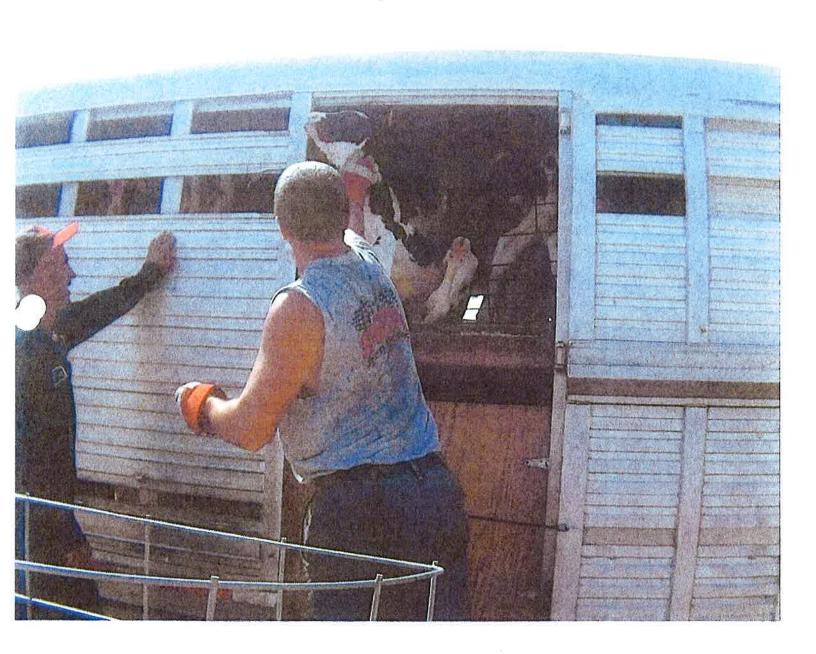




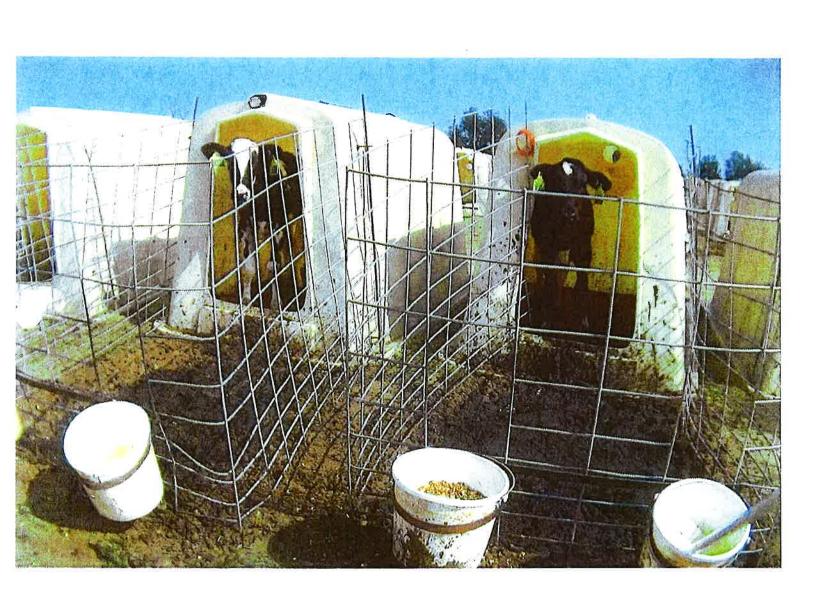










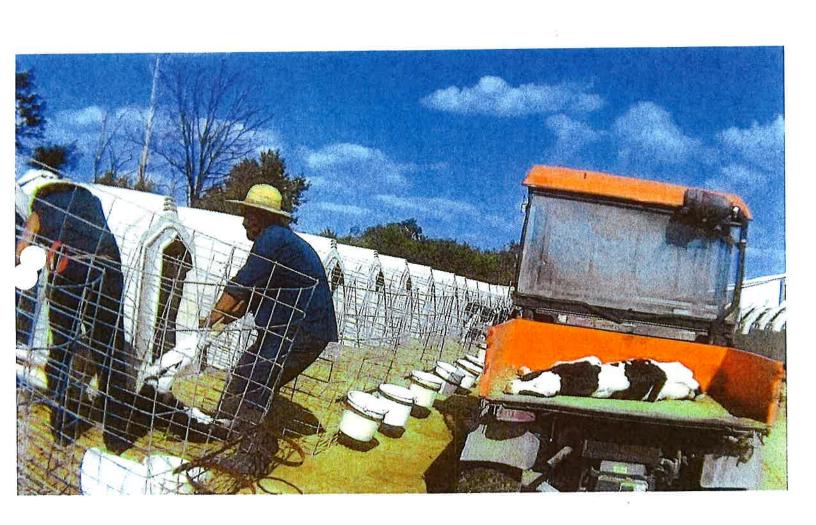




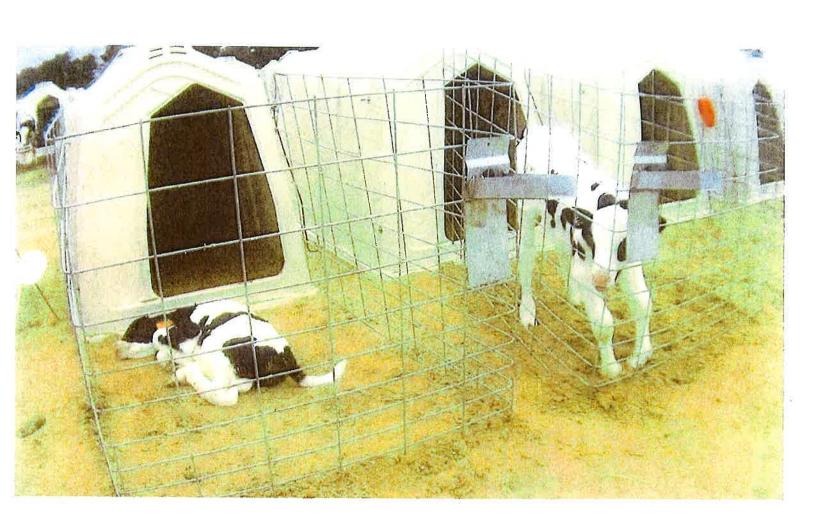




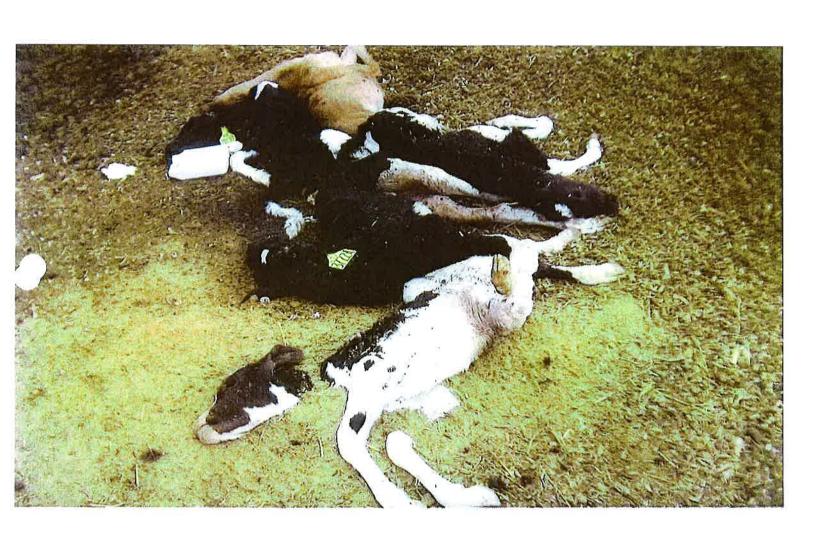
















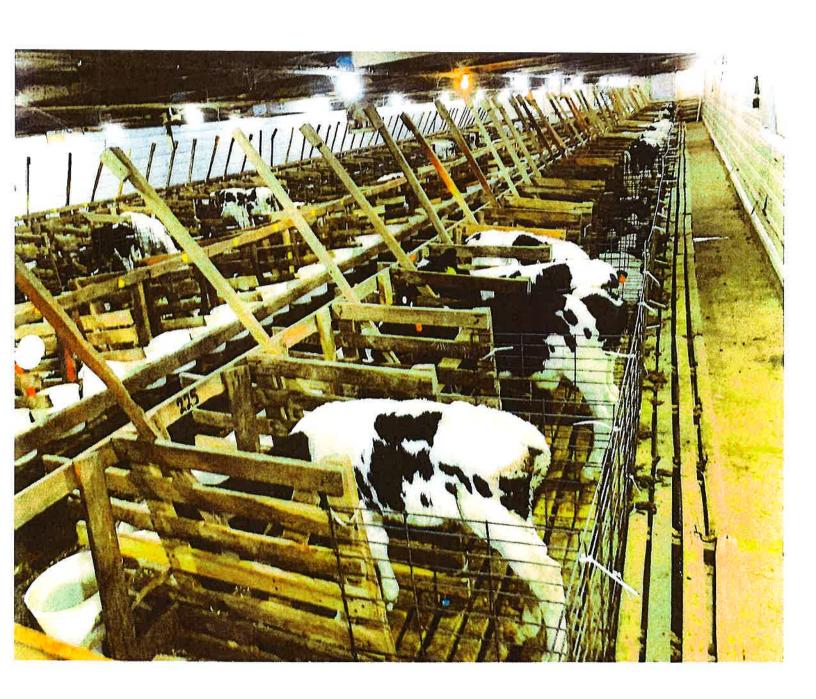


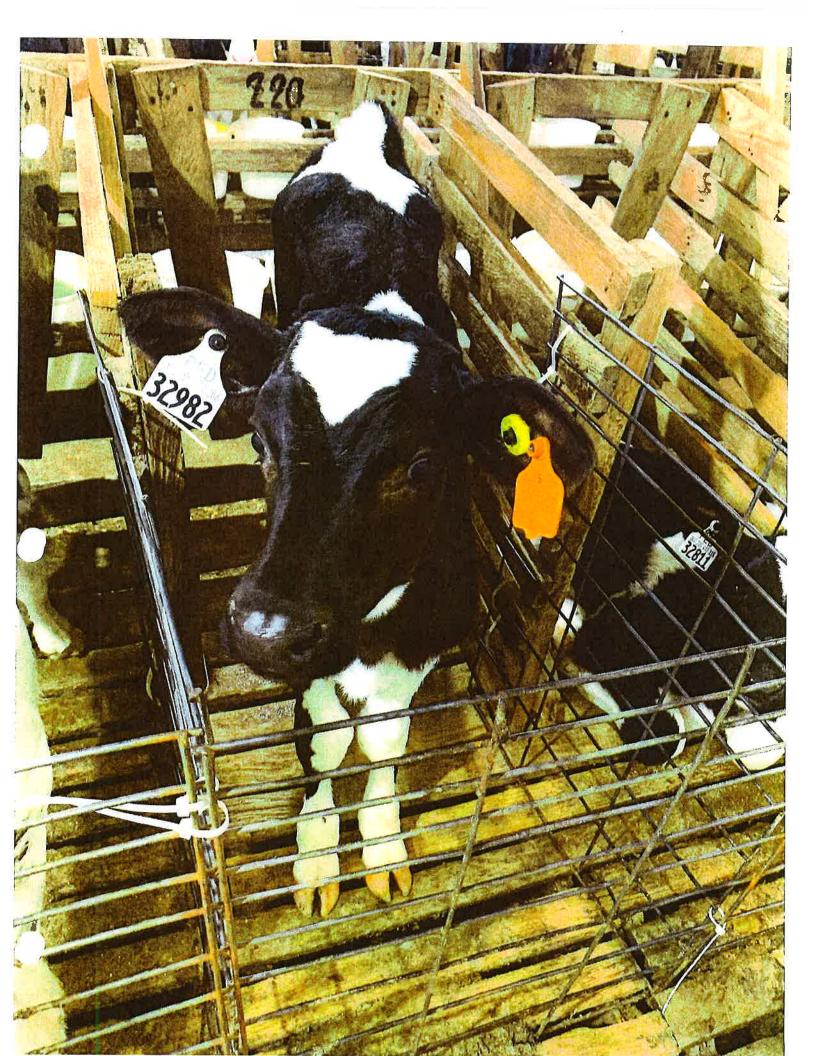
Female Galves and cows That Died from neglect.



Worth Monchader, In



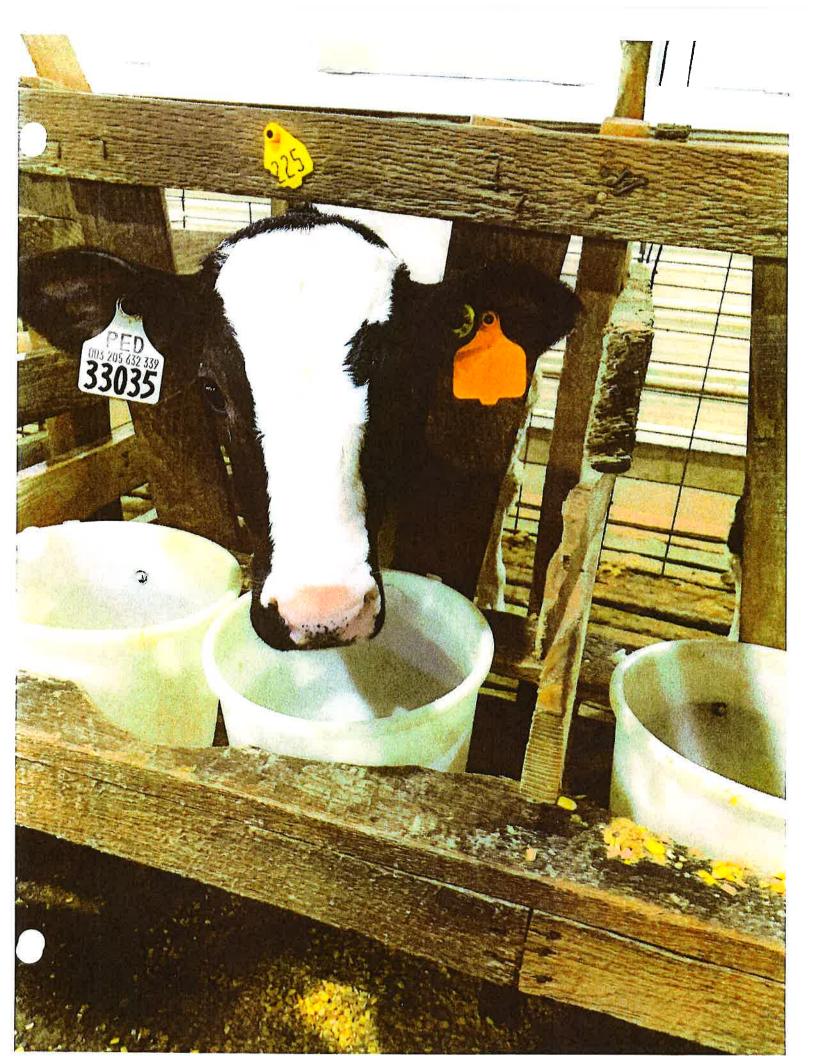












WORKERS



