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UNITED STATES DEPARTMENT OF AGRICULTURE  
BEFORE THE SECRETARY OF AGRICULTURE

In re:	)	
	)	FMIA Docket No. 18-0033
Cimpl's, L.L.C.	)	
d/b/a American Foods Group, LLC	)	
	)	
	)	
Respondent	)	Consent Decision and Order

This proceeding was instituted under Title I of the Federal Meat Inspection Act, as amended (21 U.S.C. § 601 et seq.) (FMIA) and the applicable rules of practice (7 C.F.R. § 1.130 et seq., 9 C.F.R. § 500.1 et seq.) to indefinitely suspend and permanently withdraw Federal inspection services under Title I of the FMIA from Respondent Cimpl's, L.L.C. d/b/a American Foods Group, L.L.C. This proceeding was commenced by a Complaint filed by the Acting Administrator of the Food Safety and Inspection Service (FSIS), United States Department of Agriculture (USDA), alleging that Respondent has not provided assurances to FSIS that all slaughtering and handling of livestock will be conducted humanely, as required under Section 3(b) of the FMIA (21 U.S.C. § 603(b)), the Humane Methods of Slaughter Act (HMSA) (7 U.S.C. § 1901 et seq.), and the regulations promulgated thereunder (9 C.F.R. Part 313). The parties have agreed that this proceeding should be terminated by entry of the Consent Decision and Order set forth below pursuant to the Consent Decision provisions of the Rules of Practice (7 C.F.R. § 1.138).

Respondent admits the findings of fact, as set forth herein, and specifically admits that the Secretary has jurisdiction in this matter, neither admits nor denies the remaining allegations, waives oral hearing and further procedure, waives all rights to seek judicial review and otherwise

challenge or contest the validity of this decision, including waiving challenges to the Administrative Law Judge's authority to enter this Decision and Order under the Administrative Procedure Act and the Constitution of the United States, and waives any action against the United States Department of Agriculture under the Equal Access to Justice Act of 1980 (5 U.S.C. § 504 et seq.) for fees and other expenses incurred by Respondent in connection with this proceeding or any action against any USDA employee in their individual capacity.

Complainant agrees to the entry of this Consent Decision and Order.

#### **Findings of Fact**

1. Respondent Cimpl's, L.L.C. d/b/a American Foods Group, L.L.C. (Respondent) is a limited liability company organized and existing under the laws of the State of Delaware. Its physical and mailing address is 1000 Cattle Drive, Yankton, South Dakota 57078. The registered agent for service is CT Corporation System, 319 Coteau St., Pierre, South Dakota 57501.

2. Respondent first received a grant of federal inspection services for livestock slaughter and meat processing on October 7, 1968 and was designated as Official Establishment No. M2460. The grant of inspection was updated on August 14, 2005, to reflect its purchase and merger with American Foods Groups, L.L.C. The grant was last updated in 2015 to reflect a change in Respondent's mailing address.

3. On four dates in 2017 and, most recently, on April 30, 2018, FSIS suspended the assignment of inspectors for the slaughter process at Respondent's establishment following a violation of the humane handling and slaughter requirements, under the FMIA, HMSA and 9 CFR Part 313.

### **Conclusion**

Respondent having admitted the jurisdictional facts and the parties having agreed to the entry of this consent decision, the consent decision will be entered.

### **Order**

Federal inspection services under the FMIA are suspended and permanently withdrawn from Respondent and its owners, officers, directors, partners, successors, affiliates and assigns, directly or through any business or other device beginning on the effective date of this Order. However, the indefinite suspension and permanent withdrawal of inspection services shall be held in abeyance, and inspection services shall be provided to Respondent, pursuant to a conditional grant of inspection, for so long as the conditions set forth below, in addition to all other requirements of inspection, are met. This Order will expire two (2) years from the date on which the Respondent's Federal inspection services resume for all livestock pursuant to the terms of this Order.

### **Requirements**

1. Prior to resumption of inspection services, Respondent will hire or appoint a full-time primary humane handling coordinator and designate an alternate(s). The humane handling coordinator and designated alternate(s) must have at least two (2) years of experience in livestock slaughter or have taken instructional courses and training in humane handling and slaughter from an independent third party organization.
2. Prior to resumption of inspection services, Respondent will provide in writing to the FSIS ELD Director (Director), for review and concurrence, the name of the humane handling coordinator and the designated alternate(s) as well as documentation of their education or work experience to determine compliance with Paragraph 1 of the Order.

3. The humane handling coordinator will be responsible for the overall implementation, coordination, monitoring, documentation, recordkeeping, evaluation, and maintenance of the Respondent's Humane Handling and Slaughtering Program established under paragraphs 12 through 18 of this Order. The humane handling coordinator, or the alternate, will be present during the handling of livestock and the slaughter of livestock during all hours of slaughter.

4. Within fifteen (15) calendar days of the humane handling coordinator vacating the assigned role, Respondent is responsible for assigning a new humane handling coordinator who meets all qualifications as detailed above and receives concurrence by the Director. Respondent may submit a request to the Director for an extension of time if the Respondent is unable to fill the role within the allotted time. If an alternate is chosen as the new humane handling coordinator, then a new alternate is required to be designated by Respondent and subject to the concurrence by the Director.

#### **Initial Assessment and Review**

5. Prior to the resumption of inspection services, and subject to verification by FSIS, Respondent will contract an expert in humane handling and slaughter of livestock to conduct an initial assessment of its facility, operations, practices, and controls for humane slaughter and handling.

6. Respondent must submit to the Director, for review and concurrence, the name and credentials of the individual.

7. The assessment will, at a minimum:

a. list and provide an analysis of all incidents of regulatory noncompliance of the humane handling requirements, at Respondent's facility, documented by FSIS in Noncompliance Records (NR), Notices of Intended Enforcement, and Notices of Suspension, for the last twelve

months;

b. analyze Respondent's past livestock handling and stunning practices and describe how those practices and/or other factors contributed to the regulatory violations noted in part (a) above; and

c. recommend corrective actions and preventative measures, based on the analysis, which will prevent the recurrence of noncompliance. These corrective actions could include, but would not be limited to, any structural changes or repairs, management changes, employee training, and new humane handling methodologies or programs.

8. Respondent will prepare a written response to the Director, which will include, at a minimum:

a. description of the corrective actions taken in response to the assessment recommendations or reasons why any action recommended was not taken; and

b. documentation demonstrating the implementation of the corrective actions, a reassessed Humane Handling and Slaughter program, and submission of any revisions to the Director.

9. Prior to the resumption of services, Respondent will submit a copy of the third party initial assessment, the Respondent's written response, and any modified written program(s) to the Director for review and concurrence.

#### **Physical Conditions of Facilities and Humane Handling and Slaughter Equipment**

10. Prior to resumption of inspection services, Respondent will provide the Director documentation demonstrating that all stunning devices, restraining equipment, and any other equipment used in livestock handling and slaughter have been tested for functionality and, as

applicable, have received service from the manufacturing company or otherwise in accordance with the manufacturer's guidelines.

11. Prior to the resumption of inspection services, and subject to verification by FSIS, Respondent will demonstrate that the structural and physical conditions of the establishment comply with the FMIA, HMSA, and the regulations under 9 C.F.R. 313.

### **Humane Handling and Slaughter Program**

12. Prior to resumption of inspection services, and subject to verification by FSIS, Respondent will develop a written Humane Handling and Slaughter Program, taking into account the recommendations and corrective and preventive actions taken as a result of the initial assessment, to ensure that any slaughter of livestock or any handling of livestock in connection with slaughter at Respondent's establishment complies with the FMIA (21 U.S.C. §§ 603 and 610), HMSA (7 U.S.C. § 1901 *et. seq.*), and 9 C.F.R. 313.

13. The development of this Humane Handling and Slaughter Program may be completed in two phases. The first phase is specific to all animals except for bulls. Following the review and concurrence by the Director and verification by FSIS, inspection services may resume for those animals. The second phase is specific to bulls, as specified in paragraphs 16 through 18.

### **Humane Handling**

14. Respondent's written Humane Handling procedures will at a minimum:

- a. detail procedures for the construction, maintenance, and monitoring of pens, driveways, ramps, and stunning areas so that: (i) they are kept in good repair, (ii) they are free from sharp or protruding objects; (iii) the floors of livestock pens, driveways, and ramps are constructed and maintained in a manner to provide slip resistant surfaces; and (iv) the facilities

are monitored and preventative actions are taken in a timely manner to prevent pain and injury to any animal;

b. address procedures to be implemented and monitored to ensure: (i) that pen structures are appropriate to the size of the animals to avoid overcrowding; (ii) that livestock are placed in holding pens that provide functioning watering systems and systems are monitored as frequently as necessary to ensure continuous access to potable water at all times and at all ambient temperatures; and (iii) that all animals that are held overnight are provided adequate quantities of formula or feed, appropriate for the species and age of the animal, and clean potable water at all times;

c. address procedures to be implemented and monitored to ensure that suspect and non-ambulatory disabled animals will be identified, segregated, and handled using humane methods;

d. address procedures to be implemented and monitored for the administration, monitoring, and documentation of animal euthanasia to ensure minimal animal suffering;

e. ensure that the monitoring and documentation of all handling procedures are conducted on a daily and on-going basis, or as applicable, to ensure that livestock are treated in a humane manner prior to slaughter; and

f. ensure that corrective actions are implemented and recorded in a timely manner to prevent recurrence of noncompliance.

#### Humane Slaughter

15. Respondent's written Humane Slaughter procedures will at a minimum:

a. identify the systems and procedures, which will account for variations in animal size and strength, for the restraint of animals prior to the application of a stun that are appropriate for

the class of animal and ensure that animal movement is limited to allow accurate and effective stunning;

b. identify specific stunning devices and projectiles that will provide adequate force to ensure animals are unconscious after a single application. Stunning devices and projectiles must be appropriate for the type, size, and age of the animal to be stunned;

c. identify the anatomical locations for the placement of the stunning device, per class of animal and per stunning method, to ensure that animals will be rendered immediately unconscious and remain unconscious throughout shackling, hoisting, sticking, and bleeding;

d. address procedures to be implemented and monitored that ensure all backup devices, parts, and projectiles are readily accessible to the stunning employee(s);

e. address procedures to be implemented and monitored that ensure storage and maintenance of all stunning equipment, parts, and projectiles, including backup equipment, are done under appropriate conditions;

f. address procedures to be implemented and monitored for assessing signs of consciousness in each animal after the application of a stun and throughout shackling, hoisting, sticking, and bleeding;

g. address the specific actions to be taken by employees in the event of an ineffective stun;

h. address procedures to be implemented and monitored for the daily maintenance and testing of all slaughter equipment, including restraint devices and primary and backup stunning devices. Daily maintenance and equipment testing procedures must be recorded every slaughter day;

i. address procedures for routine service of slaughter equipment, including restraint devices and primary and backup stunning devices, to ensure that equipment is kept in good repair. The frequency of service will be per the manufacturer's recommendations or other supporting documentation. Records of equipment service are maintained with the written program and are available for review by inspection personnel;

j. ensure that the monitoring and documentation of all slaughter procedures are conducted on a daily and on-going basis, or as applicable; and

k. ensure that corrective actions are implemented and recorded in a timely manner.

**Provisions Specific to Slaughter of Bulls**

16. Respondent agrees not to slaughter any bulls until all provisions of paragraphs 12 through 15 are met and satisfied for bulls and any written procedures specific to bulls as provided for in paragraphs 12 through 15 are submitted to the Director, for review and concurrence. Such program will be subject to verification by FSIS.

17. Prior to the resumption of inspection services for bulls, and subject to verification by FSIS, Respondent will demonstrate that any structural and facility changes resulting from the initial reassessment comply with the FMIA (21 U.S.C. §§ 603 and 610), HMSA (7 U.S.C. § 1901 *et. seq.*), and 9 C.F.R. 313.

18. Upon resumption of all services, inclusive of bulls, Respondent shall maintain one comprehensive humane handling and slaughter program that incorporates all provisions included in paragraphs 12 through 18 for all livestock.

### **Establishment Management and Personnel Training**

19. Prior to resumption of inspection services, and subject to verification by FSIS,

Respondent will ensure:

a. training for Respondent's management, supervisors, and for employees working in the live animal areas, in all aspects of the humane handling and slaughtering requirements set forth in the HMSA (7 U.S.C. § 1901 *et. seq.*), the FMIA (21 U.S.C. §§ 603 and 610), and the regulations promulgated thereunder (9 C.F.R. 313). This training will be conducted under the direction of the humane handling coordinator and will ensure, at a minimum, that management and supervisory personnel are trained and qualified in: (i) livestock handling practices; (ii) restraint and stunning techniques; (iii) signs of consciousness and unconsciousness; and (iv) the regulations in 9 C.F.R. 313.

b. additional training for employees conducting stunning procedures to ensure that said employees are trained in all aspects of humane handling and slaughtering requirements set forth in the HMSA (7 U.S.C. § 1901 *et. seq.*), the FMIA (21 U.S.C. §§ 603 and 610), and the regulations promulgated thereunder (9 C.F.R. Part 313). This training will be conducted under the direction of the humane handling coordinator and will ensure, at a minimum, that employees are trained and qualified in: (i) the selection of the appropriate stunning device and projectile for each animal class, size, and type; (ii) the routine testing and monitoring of restraining and stunning equipment, including back-up devices, to ensure functionality; and (iii) actions to take in the event of an ineffective stun.

c. In addition to the training referenced above, prior to the resumption of inspection services for the slaughter of bulls, training will be conducted on the additional humane handling and slaughter procedures that may be relevant to the handling and slaughter of those animals.

20. Prior to resumption of inspection services, Respondent will submit to the Director, for review and concurrence, a copy of all training and educational program materials, including training records, test results, and any other materials and records for the training described in paragraph 19 (a) and (b) of this Order.

21. Prior to resumption of inspection services for bulls, Respondent will submit to the Director, for review and concurrence, records of additional training, as covered in paragraph 19 (c) of this Order, specific to the handling and slaughter of bulls.

22. Respondent will make all training and education materials, training records, test results, and other materials and records of the initial and annual training of current and new employees and management personnel available to FSIS personnel for review and/or copying upon such request by FSIS, in a timeframe consistent with FSIS requirements.

**Humane Handling and Slaughter Program**

23. Upon resumption of inspection services, and subject to verification by FSIS, Respondent shall implement and maintain, on a daily basis, its Humane Handling and Slaughter Program, as provided in this Order.

24. Respondent shall document and maintain a written record of the implementation, monitoring and maintenance of its Humane Handling and Slaughter Program for the duration of the Order, and make these records available to FSIS personnel for review and/or copying upon request by FSIS, in a timeframe consistent with FSIS requirements.

**Reassessment of the Humane Handling and Slaughter Program**

25. Upon resumption of inspection services, and subject to verification by FSIS, Respondent will ensure that the humane handling coordinator will reassess the Humane Handling and Slaughter Program to determine the program's effectiveness in complying with this Order

and the FSIS's statutory and regulatory requirements. This reassessment will be conducted and documented by the appointed humane handling coordinator every ninety (90) days from the effective date of this Order and prior to FSIS resuming inspection services after taking an action in accordance with 9 C.F.R. 500.3(b).

26. Each reassessment will include, at a minimum:

a. an evaluation of all records associated with program implementation generated during the ninety (90) day period;

b. a summary of any failures to implement the program, as required by paragraphs 12 through 18 of this Order, NRs documented for 9 C.F.R. 313 violations, and actions taken by FSIS in accordance with 9 C.F.R. 500.3(b) documented during the ninety (90) day period;

c. a summary of any corrective actions taken as a result of program deviations, NRs, and other FSIS actions during the ninety (90) day period;

d. an assessment on the adequacy of the program and its effectiveness in maintaining compliance with the Order and the FSIS statutory and regulatory requirements; and

e. a summary of any actions taken as a result of the reassessment, including changes to the written program, personnel, facilities, or equipment.

27. Upon resumption of inspection services, Respondent will submit records of each reassessment to the Director, for review, 15 days after the reassessment is conducted, and prior to FSIS resuming inspection services after taking an action in accordance with 9 C.F.R. 500.3(b).

### **Third Party Audits**

28. Upon resumption of inspection services, and subject to verification by FSIS, Respondent shall cause to be made, by an independent third party who is certified by the Professional Animal Auditor Certification Organization (PAACO), written audits of;

a. Respondent's effective implementation, monitoring, and maintenance of the Humane Methods of Handling and Slaughter Program required by paragraphs 12 through 18 of this Order.

29. The audits shall be conducted at least as frequently as follows:

a. The audits shall be conducted within sixty (60) calendar days from the resumption of inspection services; and subsequent audits shall be conducted every (180) calendar days thereafter for the duration of this Order.

30. Respondent shall prepare, for each audit conducted, a written response to the audit findings and recommendations. Respondent's written response shall identify:

a. any modifications to the Humane Handling and Slaughter Program and any other programs reviewed by the auditor;

b. any corrective actions or any other actions implemented or planned in response to the audit findings and recommendations; and

c. supportable information and reasoning for any decision by Respondent to not implement any audit recommendation.

31. Respondent shall submit a copy of each third party audit, a copy of Respondent's written response, or other documents related to the audit to the Director, ELD, within thirty (30) calendar days after each audit is completed.

32. For the purposes of paragraphs 28 through 30, an independent third party shall be a person, entity, or corporation free from bias and absent from a conflict of interest with the Respondent. Specifically, the person, entity or corporation conducting an audit shall not be a current or former officer, director, employee, affiliate, representative, or agent of Respondent. If the Director has good cause to believe that an audit was conducted by a person, entity, or corporation otherwise employed by or affiliated with Respondent, or with a present bias or a

conflict of interest, any written audit and report of the audit shall be deemed disqualified for the purposes of complying with this Order. This person shall not be the person in paragraph 5, who conducted the initial assessment.

### **Ongoing Training**

33. Upon the resumption of inspection services, and subject to verification by FSIS, Respondent will:

a. train and educate any new manager, supervisor, and employee working in live animal areas prior to starting work duties, consistent with the requirements paragraph 19 of this Order; and

b. conduct annual training for all employees, current and new, working in live animal areas consistent with the requirements of this Order.

34. Respondent will make all training and education materials, training records, test results, and other materials and records of the initial and annual training of current and new employees and management personnel available to FSIS personnel for review and/or copying upon such request by FSIS, in a timeframe consistent with FSIS requirements.

### **Recordkeeping**

35. Respondent will keep and maintain full, complete and accurate copies of (a) all written records required by the FMIA, the regulations promulgated thereunder, and all applicable State or local statutes, (b) written records of all of its practices under its Humane Handling and Slaughtering Program, and (c) all other written records required by this Order. Respondent will make all such records available to FSIS representatives for review and/or copying upon request, in a timeframe consistent with FSIS requirements.

36. Respondent will notify the Director of any changes or modifications to Respondent's Humane Handling and Slaughtering Program, including changes and modifications to all related record keeping forms.

**General Provisions**

37. Respondent and any of its owners, officers, directors, partners, employees, agents, successors, affiliates, or assigns shall not:

a. violate any section of the FMIA, the regulations promulgated thereunder, or any Federal, State, or local statute or regulation involving the preparation, sale, transportation, distribution or attempted distribution of any adulterated, non-inspected, misbranded or deceptively packaged meat, or food products;

b. commit any felony or fraudulent act or other criminal act involving fraud, conspiracy, bribery, or any other act or circumstances indicating a lack of integrity needed for the conduct of operations affecting public health;

c. willfully make or cause to be made any false entry into any accounts, records, reports, or memoranda kept by the Respondent in compliance with Federal, State or local statutes or regulations or this Order; neglect or fail to make full, true, and correct entries in such accounts, records, reports or memoranda; and fail to keep such accounts, records, reports, or memoranda that fully and correctly disclose all transactions in the Respondent's business; or

d. assault, intimidate, impede, threaten or interfere with any program employee in the performance of his or her official duties under the FMIA or regulations promulgated thereunder.

38. Respondent will maintain compliance with statutory and regulatory requirements for sanitation, food safety programs, process controls, humane slaughter and handling, and all other applicable requirements, including, but not limited to, Sanitation Performance Standards (SPS),

Sanitary Standard Operating Procedures (SSOP), Hazard Analysis and Critical Control Point (HACCP), and all other requirements as specified in 9 C.F.R. Parts 310, 313, 416, 417, and 418 as applicable.

39. Respondent will fully and completely cooperate with any FSIS investigation, inquiry, review, or examination of Respondent's compliance with the FMIA or this Order.

#### **Enforcement Provisions**

40. The Administrator, FSIS, will have the right to summarily withdraw inspection services upon a determination by the Director, or his or her designee, that one or more conditions set forth in paragraphs 1 through 39 of this Order have been violated. It is acknowledged that Respondent retains the right to request an expedited hearing pursuant to the Rules of Practice, 9 C.F.R. 500, concerning any violation alleged as the basis for a summary withdrawal of inspection services. This does not affect Complainant's right to suspend operations in accordance with Rules of Practice, 9 C.F.R. 500.

41. Nothing in this Order will preclude the referral of any violation of law to the U.S. Department of Justice for possible criminal or civil proceedings, or preclude the Administrator from taking other appropriate administrative action under the FMIA and the regulations promulgated thereunder.

42. If any provision of this Order is declared invalid, such declaration will not affect the validity of any other provision herein. This Order will be considered issued and effective on the date of signature by an Administrative Law Judge.

43. This Order will expire two (2) years from the date on which the Respondent's Federal inspection services resume for all livestock pursuant to the terms of this Order.

Copies of this decision and order shall be served upon the parties.

Done at Washington, D.C.

this 16<sup>th</sup> day of May, 2018

[Redacted]

*Acting Chief* Administrative Law Judge  
*Channing D. Strother*

Cimpl's, LLC d/b/a American Foods Group,  
LLC., Respondent

By [Redacted]

Title: *President Fresh Meats Div.*  
*American Foods Group, LLC*

[Redacted]

Brett T. Schwemer, Esq.  
Attorney for Respondent  
Olsson Frank Weeda Terman Matz PC

[Redacted]

Scott C. Safian, Director  
Enforcement and Litigation Division  
Food Safety and Inspection Service  
U.S. Department of Agriculture

[Redacted]

Ciarra A. Toomey  
Attorney for Complainant  
United States Department of Agriculture  
Office of the General Counsel