



Never
Stop
Improving

GILT SELECTION MANUAL

PIC[®]

WELCOME TO THE PIC GILT SELECTION MANUAL

Selection is one of the vital steps in providing the customer with a genetically improved animal. The purpose of selection is to evaluate/determine the number of animals that meet PIC quality standards (this differs from filling orders, discussed further in this manual). These standards are established to ensure that our customers receive a product of which they and PIC can be proud.

PIC supplies genetically improved breeding stock based on objective scientific principles not subject to prejudices on how a “good” pig should look. However, we cannot ignore the visual characteristics that influence our customers’ buying decisions. Our challenge is to come as close to meeting these expectations as possible.

Information contained in the PIC Gilt Selection Manual is based on many years of practical experience in animal selection – a series of guidelines that must be followed when selecting PIC breeding stock by qualified/certified selection personnel.

This manual serves as a guide for the order fulfillment process. Actual training conducted by Quality Assurance Managers is required for certification.

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Part 1:

ISOWEAN® SELECTION CRITERIA



Isowean®: A piglet not less than 16 days of age and no less than 4.5 kg (10 lbs). Isoweans offer producers the flexibility of taking in animals at a young age and size to fit in to their system to help accommodate health, isolation and acclimatization issues that may or may not exist on their farm. The following are the guidelines to help you pick out Isowean animals.

Isoweans are considered to be a “healthier” animal, weaned early, avoiding exposure to pathogens from, “the adult animal.”

- Make sure the sex of the animal you are picking out is correct for the order placed (gilt or boar).
- Animals should have a proper ID.
- The Isowean should be free of obvious defects; belly ruptures, large swelling around leg joints, swollen ears, etc.
- Make sure the Isowean appears to be in good health. It is not to be thin in appearance or have a rough hair coat.

- The Isoweans should be transported by themselves, unless otherwise specified. Exposure to animals of other age groups compromises their Isowean health status. Isoweans may travel on the same truck as other age groups of pigs if they are all going to the same customer and the customer gives prior approval.
- Transport should inspect the load out of the source farm to ensure the load out is cleaned and disinfected upon loading of the Isowean. Always load the Isowean first before any other selects or breeder weaners that may share the same load out facility.
- Transport should also inspect the load out at the delivery site to ensure that the load out is cleaned and disinfected before unloading the Isoweans.
- On the truck, do not bed the animal past the bottom of their belly as the pigs could inhale and/or ingest the bedding causing death.
- In transporting the Isowean, pen the animals as you would selects or breeder weaners using the gates on the trailer to separate the animals into distinct groups. This will reduce piling of the pigs, which could cause suffocation if allowed to have “free roam” of the trailer.
- Trauma to the legs/joints can occur at a young age. Dropping animals back into the crate after processing can potentially cause trauma. Be considerate in placing animals back into the crate after processing, the time of treatment, and any other time the animal is taken out of the crate.

FIGURE 1. LEG INSPECTION



FIGURE 2. NAVAL INSPECTION



CHECKLIST

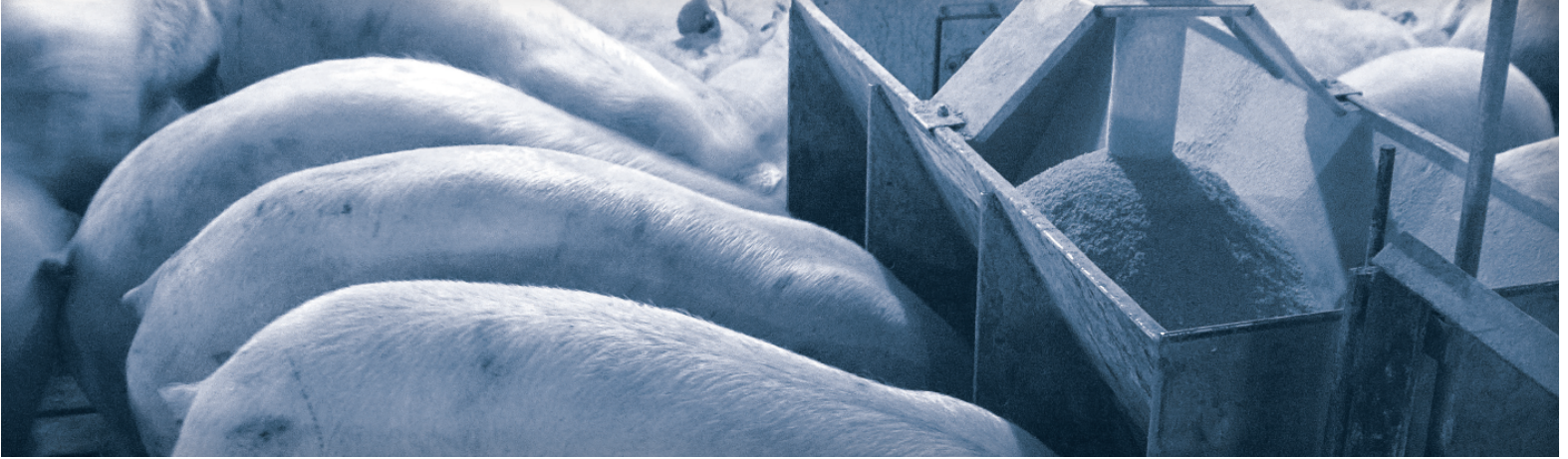
Before and During Loading

1. Have copy of Health Papers.
2. Have a list of the animals by pen that are to be loaded for every customer (loading sheet).
3. Have alternate animals for each load that can be substituted, if necessary, at load time.
4. Make sure all animals on your transfer document are on your HEALTH PAPERS.
5. One last recheck of the animals needs to be completed prior to loading onto the trucks. This should be accomplished as to not interfere with the truck's scheduled loading time.
6. Pick out any animals that are no longer acceptable for shipment such as those that may have went lame sick or any reason that determines the animal(s) not to be suitable as “PIC Selects.”

7. Read each animal's ID and put a check beside it on the transfer documents as you move from pen to pen, again re-checking the animal to make sure it is a suitable "PIC Select."
8. Mark each animal CLEARLY, especially for others to know which animals are intended for loading onto the truck.
9. If animals should be found not suitable to go on the load and ALTERNATES are added, please inform your Herd Veterinarian as to which animals you sent and which ones you did not as compared to the ORIGINAL HEALTH PAPERS or copies thereof you were sent by the Herd Veterinarian.
10. Check to make sure the Transfer Document is filled out thoroughly and correctly with all animals accounted for, as this is a direct reflection of you and your unit.
11. Provide Transfer Document(s), Health Papers, and a Quality Feedback Form to transport personnel after loading.

Part 2:

BREEDER WEANER SELECTION CRITERIA



REQUIREMENTS TO BREED GILTS AND TARGETED PERFORMANCE

With more and more PIC products being shipped as Breeder Weaner Lights and Breeder Weaner Heavies, age/weight guidelines (refer to Appendix C*) need to be in place when choosing these animals for customers. Keep in mind that breeder weaners are priced and sold with the understanding that customers will be selecting these, (PIC predicts 80% selection rate for them). While the animals they acquire will not receive the same scrutiny as regular selects, there are some basic criteria that need to be followed before they're shipped to customers.

(*weight and age guidelines can vary slightly from Appendix C in certain markets)

STOCKING DENSITY

Stocking densities can have a large influence on access to feeder space, and water accessibility/intake, which can impact the growth and performance of the animal. Please ensure all animals receive the minimal standard for square meters (square footage) to achieve their genetic potential.

SOUNDNESS

- **Structure** - While it is unusual to see severe leg problems at a young age (buck-knee, sickle-hocked, etc.), these tendencies, if seen on a young animal, should be culled. If seen in large numbers, report this to your unit veterinarian, as this could be the onset of something more severe.
- **Concrete lumps** - Lumps are often evident to some degree.
 - Cull:
 - Lumps that have fluid in them and are infected
 - Animals with lumps which are inflamed or red
 - Animals with large, unsightly lumps
 - Open concrete sores
- **Abscesses** - Usually found on the sides of the front legs. Anything which is soft, red and bigger than a pea (Breeder Weaner Light) or grape (Breeder Weaner Heavy) should be culled.

UNDERLINES

- **Breeder Weaner Heavies** - The underlines for this weight group should be evaluated like a regular Select; nothing should be selected/shipped with less than the minimum standard of normal looking teats*. Anything less than the minimum normal standard number of teats can be grounds for being credited or replaced. Examination for belly ruptures as well as everything else covered in the Breeder Weaner Criteria should apply. (*Refer to minimum teat standards in the Gilt Selection Criteria section on page 7.)
- **Breeder Weaner Lights** - The underline for this weight group is not fully developed and cannot be evaluated due to the age of the animal and the potential changes that may occur as the gilt continues to grow. The underline should be evaluated for belly ruptures and any other abnormalities. All other specifications covered in the Breeder Weaner Criteria should apply.

EARS AND TAILS

- **Crinkled ears** - A result of rupturing blood vessels in the ear occurs usually when animals are fighting. As a general rule, send these animals if the crinkled ear is laying flat. Cull an animal if both ears are crinkled. An animal whose ear has fluid in it should not be selected.
- **Ear biting** - If the problem is not severe and the ear has properly healed, these animals can be sent; however, if the ear has been badly bitten, do not send. Do not send any animal that is showing signs of recent biting or infection.
- **Birth ID (tag or tattoo)** - If the tattoo cannot be positively determined, the gilt may still be sent (unless pedigree information has been requested, or legal requirements require an individual ID). Tattooing techniques should then be examined so appropriate changes can be made to ensure clear tattoos.
- **Tail length** - The ideal pig has a tail long enough to use as a “handle.” However, do not cull against tail length. Animals with no tail may look unappealing and should be kept to a minimum, but are obviously capable of breeding.
- **Tail biting** - Most animals which have been tail bitten usually show signs of infection even if they have healed. In general, tail bitten animals should be sent only if there is definitely no sign of infection.
- **No anus (blind anus)** - Difficult to detect in smaller pigs; the only way you may detect will be to see it defecate through its vulva. In the case of a “blind” anus, the animal may appear bloated with its backbone showing.

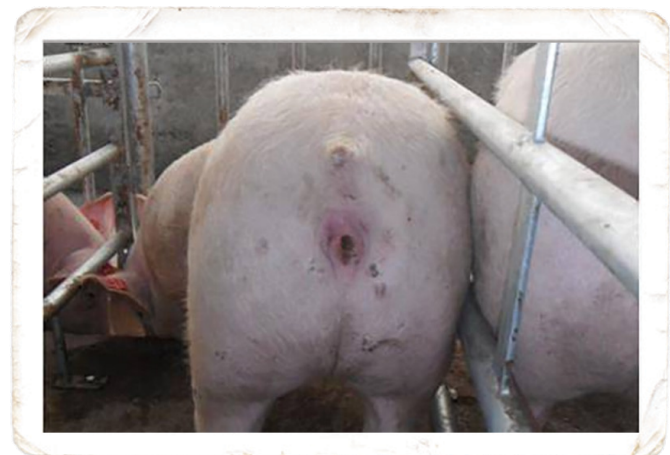
FIGURE 3. EAR BITE



FIGURE 4. TAIL BITE



FIGURE 5. BLIND ANUS



EXTERNAL REPRODUCTIVE ORGANS (ERO)

- **Necrotic vulva** - This will be more difficult to detect in Breeder Weaner Lights. This is not usually a major problem, but should be monitored. A necrotic vulva is one in which the vulva has been totally or partially rubbed off. If the tip is absent, there is usually no problem. However, if more than the tip is no longer present, the animal should not be sent, as it may interfere with proper mating.

MAKE SURE THE PRODUCT YOU ARE TAGGING IS A FEMALE!!

Often the obvious can be overlooked. Make sure animals are the correct product and gender.

OTHER

- **Belly Ruptures** – Detect this defect by either picking up the Breeder Weaner Light or checking the animals in a scale.
- **Dip Backs** - Do not send.

FIGURE 6. BELLY RUPTURE



FIGURE 7. BELLY RUPTURE



FIGURE 8. DIP BACK



FIGURE 9. DIP BACK



VACCINATIONS

Administer vaccinations according to requirements for the shipment.

FILLING THE ORDER

Filling orders is marketing and packaging. Customers want a uniform product which lives up to their expectation. The first impression of a customer's entire order is judged on the appearance of the breeding stock at arrival. A shipment consisting of an uneven group or an obvious selection error will create an overall dislike for the entire group. When filling orders, keep the group as uniform as possible by:

- Weight and age parameters
- Conformation
- Color markings (where applicable for each product)

The range for any group of Breeder Weaners should be 9 kg (20 lbs), although this will vary on the size of the group. For example, if the order calls for a 36 kg (80 lbs) Breeder Weaner Light, you can expect to tag animals down to 32 kg (70 lbs) and up to 41 kg (90 lbs). If you cannot keep in this weight range, contact Inventory Management. Inform them how big the range will be so they can notify the Customer Service Representative. In most cases the larger range will not be an issue, but as a courtesy, the customer should be notified. Consistency on delivery is a major concern of our customers. Strive to keep within the weight ranges.

A final review of the animals must be completed just before the pigs are loaded. Any animals that have developed defects since being tagged should not be sent. The same applies for animals with infection at the vaccination site (abscesses). Do not send any animals you suspect may be in poor health.

Breeder Weaners are to be product tagged and recorded on your transfer documents just as with regular selects. If a customer is receiving animals in different weight groups, do not mix the weight groups on the transfer documents.

CHECKLIST

Before and During Loading

1. Have copy of Health Papers.
2. Have a list of the animals by pen that are to be loaded for every customer (loading sheet).
3. Have alternate animals for each load that can be substituted, if necessary, at load time.
4. Make sure all animals on your transfer document are on your HEALTH PAPERS.
5. One last recheck of the animals needs to be completed prior to loading onto the trucks. This should be accomplished so as to not interfere with the truck's scheduled loading time.
6. Pick out any animals that are no longer acceptable for shipment such as those that may have went lame, sick or any reason that determines the animal(s) not to be suitable as "PIC Selects."
7. Read each animal's ID and put a check beside it on the transfer documents as you move from pen to pen, again re-checking the animal to make sure it is a suitable "PIC Select."
8. Mark each animal CLEARLY, especially for others to know which animals are intended for loading onto the truck.
9. If animals should be found not suitable to go on the load and ALTERNATES are added, please inform your Herd Veterinarian as to which animals you sent and which ones you did not as compared to the ORIGINAL HEALTH PAPERS or copies thereof you were sent by the Herd Veterinarian.
10. **Check to make sure the Transfer Document is filled out thoroughly and correctly with all animals accounted for, as this is a direct reflection of you and your unit.**
11. **Provide Transfer Document(s), Health Papers, and a Quality Feedback Form to transport personnel after loading.**

Part 3:

GILT SELECTION CRITERIA



Gilt selection is one of the vital steps in providing the customer with a genetically improved female. The purpose of gilt selection is to evaluate/determine the number of females that meet PIC quality standards (This differs from filling orders, discussed later.) These standards are established to ensure the customer receives a product that both they and PIC can be proud of. The “select” gilt age/weight requirements can vary slightly by region but is generally defined as meeting the minimum standards of 22 weeks of age and 104 kg (230 lbs).

PIC supplies genetically improved breeding stock based on objective scientific principles not subject to prejudices on what a “good” pig should look like. At the same time, we can’t ignore the visual characteristics that influence our customer’s decision to purchase our breeding stock. Our objective is to come as close as possible to meeting their expectations. Most producers have not been accustomed to purchasing large numbers of females, so a great deal of care and attention is needed in filling their order

The following notes and comments – based on many years of practical experience in gilt selection – set out a series of guidelines which must be followed in selecting gilts. The selection process must be relative. Finding faults and culling a gilt is too easy when selecting her by herself. Qualified selectors MUST evaluate a gilt against the average for the group she is from. NEVER cull gilts based on individual merit unless they do not meet minimum PIC quality control standards.

SELECTING THE GILT

Begin selecting by estimating the average weight of the week's selection; look at the group, not individuals. Identify those that do not fit the physical standards for:

- Conformation/General Appearance
- Weight/Size
- Color Markings (where applicable for each product)
- Legs (Soundness)
- Ears and Tail

CONFORMATION/GENERAL APPEARANCE

Animals should be sighted on both sides. The nose and lower jaw must be straight and there should not be any active abscesses. Hair swirls are not a reason to cull. Animals with insect bites should be selected but contact Inventory Management to inform the Customer Service Representative as to the severity/condition of the bite(s).

If an animal has any structural problem, such as a dipped back or a feature of its structure that definitely does not fit with the rest of the body, it should be culled.

Some animals shake or give the appearance that they are shivering. This problem is most often seen after animals have been excited or stressed. Do not select shaker pigs.

WEIGHT/SIZE

Age for size - If a gilt has a definite weight disadvantage when compared to an animal of the same age, she should be culled. Again, this is a subjective decision but small, old gilts can cause serious problems with customers. Age for size is always an individual judgment and the animal must be compared to contemporaries. We also need to realize that the issue of age for size is important to our customers receiving smaller groups of gilts in which they should expect a tighter group in age. Therefore, for any group of gilts up to 25 head, there should be no more than a 21-day age range. Those groups over 25 head can utilize a 30-day age range.

FIGURE 10. CONFORMATION CULLS



FIGURE 11. CONFORMATION CULLS



FIGURE 12. CONFIRMATION CULLS



Weight at shipping shall be 104 kg+ (230 lbs+) depending on the size of the group. No individual gilt should weigh less than 104 kg* (230 lbs) at shipment. (*This can vary slightly by country.)

STRUCTURE

Always allow room for the animals to walk. Do not ever attempt to assess legs on an animal until you see it walk. The gilt must have good sound legs. Typical problems to be selected against are:

- **Bent front legs** - The animal appears to be “going over” on its front legs or has flat front feet.
- **Weak back legs** - Some animals “wobble” on their back legs. Legs can also “go under” (sickle hocked) the animal causing it to slip and fall on its rear end giving the appearance of splay legs.
- **Stiff walking** - Usually a front leg problem.

FIGURE 13. BENT FRONT LEGS



FIGURE 14. BENT FRONT LEGS



FIGURE 15. STRAIGHT-LEGGED



FIGURE 16. STRAIGHT-LEGGED



- Concrete lumps - Lumps are often evident to some degree.
 - Cull:
 - Lumps that have fluid in them and are infected
 - Animals with lumps which are inflamed or red
 - Animals with large, unsightly lumps
 - Open concrete sores
- Abscesses - Usually found on the sides of the front legs. Anything that is soft, red, or bigger than a grape should be culled.

- Small inside toe - This can be a problem, particularly on the back foot. Animals which “wobble” or are having a problem walking because of uneven toes should be culled.
- Flex in front toe - Some flex in the front leg and foot is highly desirable, however, where the foot looks double jointed or when the tissue posterior the hoof is making contact with the floor, the animal should be culled.
- Humpback - Refers to an animal’s back not being flat. Affects front and rear legs yielding straight legs on both, these animals should be culled.
- Dip Back - Opposite of Hump Back, usually a dip behind the shoulders is noticeable.

FIGURE 17. CALLUSES



FIGURE 18. CALLUSES



ACCEPTABLE FLEX



UNACCEPTABLE FLEX



ACCEPTABLE FLEX



EARS AND TAILS

- “Crinkled ears” - Usually a result of rupturing blood vessels in the ear, and can be a result from fighting. As a general rule, select these animals if the crinkled ear is laying flat. Cull an animal if both ears are crinkled. An animal whose ear has fluid in it should not be sent to a customer.
- Ear biting/Ear Necrosis - If the problem is not severe and the ear has properly healed, these animals should be selected. However, if the ear has severe necrosis or has been badly bitten, do not select. Do not select any ear showing signs of recent biting or infection.

FIGURE 19. CRACKED HOOVES



FIGURE 20. CRACKED HOOVES



FIGURE 21. DIP BACK



FIGURE 22. DIP BACK



FIGURE 23. GOOD TAIL



FIGURE 24. UNATTRACTIVE TAIL



- Birth ID (tag or tattoo) - If the tattoo cannot be positively determined, the gilt may still be sent (unless pedigree information has been requested, or legal requirements require an individual ID). Tattooing techniques should then be examined so appropriate changes can be made to ensure clear tattoos.
- Tail length - The ideal pig has a tail long enough to use as a "handle." However, do not select against tail length. Animals with no tail may look unappealing and should be kept to a minimum, but are obviously capable of breeding.
- Tail biting - Most animals which have been tail bitten usually show signs of infection even if they have healed. In general, tail bitten animals should be selected only if there is definitely no sign of infection.

After they have been selected on physical appearance, select gilts on maternal traits:

- External Reproductive Organs (ERO)
- Underlines and Teats

EXTERNAL REPRODUCTIVE ORGANS (ERO)

- No anus - commonly called Blind Anus. Always inspect the vulva carefully and make sure the animal has two orifices - obviously select against this problem. In some cases, the anus cannot be probed. Many times you can actually see the gilt defecate through the vulva. If this is seen any time before selection in the growth phase, be sure to note it on her pen card and cull.
- Hermaphrodite - Sometimes difficult to detect. Usual signs are a very upturned vulva often accompanied by a small sheath under the belly. If the inside of the vulva is examined, a small penis can usually be found. Always cull these animals.
- Juvenile vulva - Not usually a problem but occasionally very small vulvae are seen. A juvenile vulva is always reason for culling; an example is a 90 kg (200 lbs) animal with a vulva the size of a 45 kg (100 lbs) animal. Generally, if you can't insert your thumb into the opening, cull the animal.
- Necrotic vulva - A necrotic vulva is one in which the vulva has been totally or partially rubbed off. If just the tip is absent, there is usually no problem. However, if more tissue is absent, the animal should be culled as it may interfere with proper mating.

BLIND ANUS



JUVENILE VULVA



NECROTIC VULVA



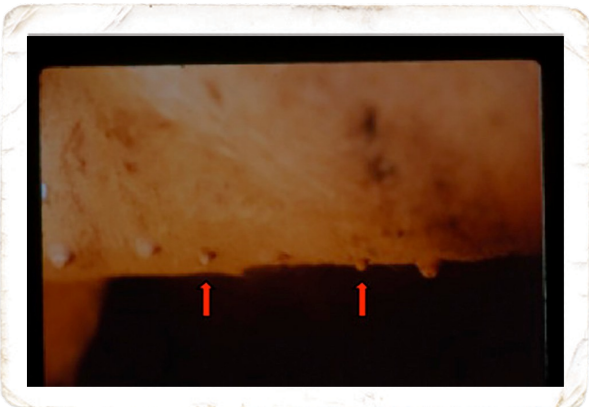
TEATS

PIC gilts will have 14* normal teats. (*For any country not yet at this global standard, it is proposed that this will be the standard starting July 1, 2016.) Teats can be categorized into five general types (Normal, Inverted, Necrotic, Washer and Pin Nipples). Only the normal and a proportion of the washer teats are considered functional teats.

- **Normal teats** - Normal teats are fully developed teats that show no outward signs of damaged tissue. They should be of uniform size, reasonably long, slender bell-shaped and can be pulled down when grabbed (without slipping between one's fingers).



PIN NIPPLES



INVERTED NIPPLES



- **Pin Nipples** – Pin nipples are small infantile nipples that appear very small in comparison to the other nipples or teats, these should be counted as bad teats.
- **Inverted Teats** - There are “True inverts” and “Partial inverts.”
 - “True inverts” are usually grouped around the umbilicus and are inverted up into the skin forming a depression. These teats feel like they have a fibrous core when rolled between the fingers. These teats should always be counted as a bad teat.
 - “Partial inverts” result in a characteristically “tucked-in” appearance of the teat. They are not as obvious as the true invert because they will protrude down from the belly and can be found at any location. While our research and practical experience has shown that the majority of these come down at farrowing, it is our selection policy to count these as bad teats.
- **Necrotic Teats** - Have a flat appearance that invariably affect the anterior teats. All necrotic teats must be considered bad teats as the damage is permanent to the teat canals.
- **Washer Teats** - A washer teat has a small ring of tissue around the base of the teat. Generally, when the end of the nipple can be seen clearly protruding past the ring of tissue, the teat will be good. If one can grasp it and pull down, count it as a good teat. If it slips between one's fingers, count it as a bad teat.

THE SELECTED GILT

Once the decision has been made to select the gilt, apply a product tag, give vaccinations if applicable and record appropriate information on the selection sheets. If possible, the gilt should go back in the same pen she came from, keeping mixing to a minimum. Inventory Management must be kept informed on the number of gilts selected and their ages and weights.

Filling orders is marketing and packaging. Customers want a uniform product which lives up to their expectation. The first impression of a customer's breeding stock is judged on the whole order when it arrives. A shipment consisting of an uneven group or an obvious selection error will create an overall dislike for the entire group. When filling orders, keep the group as uniform as possible by:

- Weight and Age
- Conformation
- Color Markings (if applicable)
- Muscling

The minimum net weight for any selected gilt is 104 kg* (230 lbs). (*This can vary slightly by region.) If you find you have to drop below the minimum weight to fill the order, contact Inventory Management to approve shipment. Consistency at delivery is a major concern of our customers. Receiving a light load on one delivery and a heavy load on the next one can create problems. Strive to keep within the minimum/maximum weight limits.

A final review of the animals must be completed just before the pigs are loaded. Any animals that have gone lame or stiff should not be loaded. The same is true for animals with infection at the injection site (abscesses); conversely, animals with minor problems that may correct themselves in time may be selected. These should then be closely checked before shipping.

* Note - All animals on the shipment must match the accompanying shipping documents. Make sure that all legal requirements are met according to local authorities.

You are attempting to select sound animals which are capable of producing multiple litters. The product is expected to meet or exceed the expectations of the customer who is paying a premium price for the best product in the market. ALWAYS USE YOUR COMMON SENSE AT SELECTION TIME.

Acceptable color patterns for the following products:

- L03 = Color: white
- L02 = Color: white with occasional skin spot.
 - Skin spots should be no larger than a 2.5 cm (1 inch) in diameter.
 - If any skin spot is larger than 2.5 cm (1 inch) the animal should be culled.
 - If skin spots cover more than 1/3 of the body, the animal should be culled.
- GCAM = Color: white

MANAGING GILTS AFTER SELECTION

Managing positively selected gilts after selection is the last step before compiling groups of candidates together for customers. One must be able to evaluate body type, muscling, size and/or weight in order to properly group selected females together before filling the order for the customer.

After selection, try to remove all rejects from positive selected animals to decrease the opportunity for fallout.

Advantages:

- Decreases the number of people to sort animals for shipment
- Increases customer satisfaction by increasing uniformity
- Decreases further mixing of selects retained for future loads

CHECKLIST

Before and During Loading

1. Have copy of Health Papers
2. Have a list of the animals by pen that are to be loaded for every customer (loading sheet).
3. Have alternate animals for each load that can be substituted, if necessary, at load time.
4. Make sure all animals on your transfer document are on your HEALTH PAPERS.
5. One last recheck of the animals needs to be completed prior to loading onto the trucks. This should be accomplished as to not interfere with the truck's scheduled loading time.
6. Pick out any animals that are no longer acceptable for shipment such as those that may have went lame, sick or any reason that determines the animal(s) not to be suitable as "PIC Selects."
7. Read each animal's ID and put a check beside it on the transfer documents as you move from pen to pen, again re-checking the animal to make sure it is a suitable "PIC Select."
8. Mark each animal CLEARLY, especially for others to know which animals are intended for loading onto the truck.
9. If animals should be found not suitable to go on the load and ALTERNATES are added, please inform your Herd Veterinarian as to which animals you sent and which ones you did not as compared to the ORIGINAL HEALTH PAPERS or copies thereof you were sent by the Herd Veterinarian.
- 10. Check to make sure the Transfer Document is filled out thoroughly and correctly with all animals accounted for, as this is a direct reflection of you and your unit.**
- 11. Provide Transfer Document(s), Health Papers, and a Quality Feedback Form to transport personnel after loading.**

Part 4:

ANIMAL HANDLING PROCEDURES



HANDLING OF PIGS

- The number one rule is to apply PATIENCE. Calmness and common sense are always necessary.
- Experience will be the best teacher.
- Flagrant abuse of pigs during loading or unloading time will not be tolerated.
- Failure to comply with any of the above can result in immediate dismissal.

LOAD AND GO

Proper care and treatment of swine breeding stock is essential. Quality selection of a product that conforms to a customer's requirements is of little importance if transportation subjects the load to avoidable stress.

Do not load and allow pigs to sit and fight unnecessarily.

GILT ABNORMALITIES AT LOADING TIME

Loading personnel should always watch for animals that no longer meet quality standards such as:

- Structurally unsound legs
- Animals not uniform in appearance
- Animal weights do not appear to match the ordered weight
- Abnormal coughing, diarrhea, or any animals in an unthrifty, gaunt condition
- Tag numbers do not match transfer documents and/or health papers
- Inadequate paperwork at loading time

TRANSPORTING PIGS

Extreme weather conditions (hot and cold temperatures) have a negative impact on the well-being of the animals. When possible, avoid transport of breeding stock during these situations, especially when wide temperature variation is expected for long routes.

It is important to minimize the stress on pigs and humans in order to minimize the economic losses between the barn and the destination. It has taken 8 to 10 months from conception to the point of sale and the investment in the animal is considerable. Time expended in preparing for loading (including the building of permanent loading facilities) is a sound outlay to maximize the return per pig and build one's reputation as a source of quality pigs.

Before moving any pigs, it is necessary to understand pig psychology and plan accordingly:

VISION

Pigs have wide-angle, panoramic vision, which enables them to see behind without turning their heads. Lighting in handling facilities should be even and diffuse. Sharp contrasts should be avoided.

Pigs are likely to be frightened or hesitate at the following and they should be eliminated if possible; shadows, water puddles, drain gates, shiny objects (such as car bumpers), flapping objects, coats on fences, dogs, or a bright spot of sunlight coming through a hole in the roof.

When loading pigs at night, put a light inside the truck, but avoid bare bulbs that glare in the eyes of animals. Illuminate dark areas where animals will be moving.

Avoid facing loading or unloading chutes into the sun. Load confinement pigs at night, if possible, because they are reluctant to come out into bright sunlight. For easier daytime loading, put a shade over the loading ramp.

HEARING AND SMELL

When pigs are being unloaded, spread some of the truck bedding on the crossover of the ramp to entice them out of the truck. The bedding covers the strange smell of the ramp. Don't yell and scream at livestock. Their ears are more sensitive than people.

Put rubber bumpers on clanging gates and fix air leaks in pneumatic gates or truck brake lines to reduce noise. Air exhausts should be piped away from animals.

HARD BEHAVIOR

Let animals follow the leader at their own pace and they will seldom injure themselves. Confinement pigs move more slowly than pigs raised on dirt. Don't rush them. Pay attention to the design of load out facilities.

GATES

All gates should have tiebacks and latches should be on the top of the gate to prevent bruising. A pig gate should be hung no more than 10 cm (4 in) off the floor to prevent injuries. Articulated gates, which fold in the middle, are helpful for crowding pigs.

BRUISE HAZARD ZONE

The hazard zone for bruises is the area between 30 cm (12 in) and 76 cm (30 in) from the floor. Watch for any dangerous protrusions such as bent sheet metal within the hazard zone.

ONCE MOVING STARTS

Persuaders - **Paddles and sorting boards are the best tools for moving pigs.** In cold weather make sure the tool is not frozen. A rough handler who kicks a pig in the ham can ruin the ham. Let hogs move at their own pace in order to avoid damaging pile-ups. Never hit pigs with canes, clubs or broken paddles.

Always use a sorting board to sort pigs from their pen and when walking pigs down the aisle. Only move as many pigs at a time as you can get from start to finish without stopping. Normally move one pen at a time. Pigs need to be outsmarted, not out muscled. **DO NOT RUSH/CROWD PIGS** and avoid mixing pigs from different pens while moving.

The objective is to keep stress levels low for both people and pigs. Allow both overexerted pigs and people time to rest when moving.

HOT WEATHER

Hot weather and high humidity are deadly because pigs do not have sweat glands. When the daytime temperature and humidity reach the alert level on the livestock weather safety index, pigs should be delivered by 11:00 a.m. When the temperature and humidity reach the danger level on the weather safety index, pigs should be hauled at night. When the combination of temperature and humidity reach the emergency level, postpone all pig shipments.

When the temperature is over 16° C (60° F), remove the nose vents from trucks or open nose vents to provide more ventilation. Load and unload promptly, heat will build up rapidly inside a vehicle which is standing still.

If the air temperature is 27° C (80° F) or higher, sprinkle pigs with water as soon as possible after loading, then begin moving immediately so air is moving over the pigs.

Refer to standards within your region for weather related transport recommendations or consult the Livestock Weather Safety Index at <http://www.theagclassifieds.com/weather.html> for hot weather warnings.

AFTER DELIVERY MANAGEMENT

Consult proper isolation and acclimation practices in PIC Gilt and Boar management manuals.

Part 5:

HEALTH ASSURANCE



PRINCIPLES WHICH UNDERLIE THE PIC HEALTH CONTROL PROGRAM

These principles must allow for reasonable flexibility. They are guidelines which should be under constant re-evaluation and modification. Modification of a principle, or an action that is contrary to a principle, should not be taken by any department or country without good reason, and after consultation and agreement with PIC Health Assurance.

SUMMARY

- Genetic improvement is a long term business and therefore the over-riding approach to disease control in PIC must be long term.
- Every new genetic and production nucleus herd should be stocked with the healthiest pigs available.
- For insurance purposes there should always be more than one health pyramid on each continent or major region as well as internationally, the pyramids being separate from one another.
- It is both impossible and unnecessary to try to standardize the health status of all the herds throughout a breeding organization.
- PIC must monitor for evidence of virulent pathogens over a wide spectrum of diseases and anticipate that new diseases will arise.
- Location is the most important factor in preventing contamination and herd breakdowns.
- If a herd is situated in an excellent/ biosecure location, then the next most important biosecurity factor is the loading bay.
- PIC must control pig transport and all pig movement.
- Because of the distribution and movement of pigs within a pyramid, it is important to concentrate the main disease control measures at the apices of the pyramid.
- Appropriate biosecurity measures must be taken on every farm to prevent contamination.
- The movement of people between herds must be controlled and one night, two night or three night rules must be laid down for each herd.
- To prevent excessive dissemination of disease and because PIC cannot standardize health, PIC should aim at single sourcing and minimum source changes, keeping necessary changes within pyramids.
- Never do a test if you cannot be sure of interpreting the results.
- Veterinary work should be predominantly regional and local rather than central and whenever possible PIC should use independent veterinarians.
- Every new nucleus and multiplier herd must be totally repopulated with PIC stock and must be pre-approved by PIC Health Assurance.
- Pigs should move in one direction only - down pyramids, never across or up them.
- Because clinical signs of disease are a major component of monitoring and diagnosis, antibiotics or vaccines that mask clinical signs must not be used routinely in PIC herds.
- Because the health status of each herd is likely to decrease over time, PIC should adopt a continuous policy of maintaining high health status overall by such measures as closure of herds when they become unsatisfactory, the application of total or partial repopulation and the establishment of new high health status herds.
- Every herd that receives live animals should isolate and monitor them before introduction.
- In those herds which take in mature replacement gilts, PIC should encourage a transition to the introduction of younger replacement animals.
- PIC should aim to stock new herds as quickly as possible. Ideally, if no quarantine is necessary the farm should be stocked at one time.
- Boar studs should be considered equal to nucleus herds with respect to set-up, monitoring and biosecurity.
- PIC should be forthright and open about the health program and health information

Part 6:

INVENTORY MANAGEMENT & WEEKLY REPORTING



INVENTORY & AVAILABILITY REPORTING

Inventory is usually a business's largest asset. Managing inventory in an accurate and cost-efficient manner reduces costs and maximizes profits. Proper oversight of this asset could mean the difference between success and failure.

The two primary principles that influence a successful inventory management program:

1. Inventory/availability (on-hand and forecast) reported on a weekly basis
2. Accurate reporting of information

Projecting availability is a function of projecting inventory based on key production events and knowing what changes will be applied to the inventory until the point it is no longer available for sale.

- Forecasting Availability – projected available based on some type of inventory prior to animals being selected and qualified as available for sale
- Actual or On-Hand Availability – actual inventory of animals available for sale
- Lost Opportunity – positive selected inventory not sold for breeding and verified available for sale at time of transfer

NOTES FOR UTILIZING D365 ORDER ENTRY-READING PRODUCT CODES

The following describes the details of how to read the PIC Product code and the requirements for inventory reporting. Please read this carefully, and call Inventory Management if you have questions

The product code will read as follows

GCAM-P

- The first letter indicates the order is for a Gilt (G)
- The next 3 letters, CAM, indicate the order is for a Camborough
- The last letter, P, indicates a parent genetic level

OR

The product code will read as follows

GL03-GP

- The first letter indicates the order is for a Gilt (G)
- The next 3 letters, L03, indicate the order is for a L03
- The last letter, GP, indicates a grandparent genetic level

Product code examples:

Ex: 1: A1X-GL03-2021-19 is a L03 gilt born in week 19 of 2021 and sourced from Apex Site 1

Ex: 1: A1X-GL03-2021-21 is a L03 gilt born in week 21 of 2021 and sourced from Apex Site 1

ORDER EXAMPLE EXPLAINED:

Order Line=SOCR085923-2; Qty=22; Product GL03-GP; Product Description-PIC L03 Gilt;
Batch ID-A1X-GL03-2021-19; Warehouse-A1X-Sales; Weight- 326 ; Scheduled- 11/29/2021.

Above is our order for 22 head of GL03-GP gilts to ship out of Apex Site 1 Source, shipping week November 29, 2021 week. Expected weight will be around 326 pounds. Gilts will be filled from birth lot 19.

ORDER FILLING

On all shipping documents where applicable, make sure to list the Product ordered when filling orders.

For help/support, please email= mike.loofboro@genusplc.com or Julina.aman@genusplc.com

Appendix A:

PIC SELECTION CERTIFICATION EXAMPLE



GROWTH CHART


GROWTH CHART

Weight for order entry	Gilts lbs	Gilts kgs	Weight for order entry	Age weeks	Age days	Weight for order entry	Boars lbs	Boars kgs	Weight for order entry	
15	15	6.8	7	3	21	15	15	6.8	7	ISO
20	21	9.5	10	4	28	20	21	9.5	10	BWL
30	28	12.7	13	5	35	30	28	12.7	13	
35	36	16.3	16	6	42	35	36	16.3	16	
45	44	20.0	20	7	49	45	44	20.0	20	
55	53	24.0	24	8	56	55	53	24.0	24	
65	63	28.6	29	9	63	65	63	28.6	29	
75	74	33.6	34	10	70	75	75	34.0	34	
85	85	38.6	39	11	77	90	87	39.5	40	
95	96	43.6	44	12	84	100	99	44.9	45	BWL
105	107	48.5	49	13	91	110	111	50.4	50	BWH
120	118	53.5	54	14	98	125	123	55.8	56	
130	129	58.5	59	15	105	135	135	61.3	61	
140	141	64.0	64	16	112	150	148	67.2	67	
155	154	69.9	70	17	119	160	162	73.5	74	
170	168	76.2	76	18	126	180	177	80.3	80	
185	183	83.0	83	19	133	190	193	87.6	88	
200	198	89.8	90	20	140	210	209	94.8	95	
215	214	97.1	97	21	147	225	225	102.1	102	BWH
230	230	104.4	104	22	154	240	241	109.3	109	Select
245	246	111.6	112	23	161	260	258	117.1	117	
260	262	118.9	119	24	168	275	275	124.8	125	
275	277	125.7	126	25	175	290	291	132.0	132	
290	291	132.0	132	26	182	305	306	138.8	139	
305	305	138.4	138	27	189	320	321	145.6	146	
320	319	144.7	145	28	196	335	336	152.5	153	
335	333	151.1	151	29	203	350	351	159.3	159	
345	346	157.0	157	30	210	365	365	165.6	166	

PIC QUALITY ASSURANCE FEEDBACK FORM- REGIONAL EXAMPLE

PIC Quality Assurance Feedback Form

In PIC's continuing efforts to deliver the highest quality breeding stock to your farm, we are requesting your feedback regarding animal condition at delivery and the overall delivery process. In order to respond to any concerns in a timely manner, we are requesting that you please complete and return the form below within **24 hours of delivery** by **faxing** this form to **615-265-2847**, or if you prefer you may contact a PIC Customer Service Representative directly at **1-800-325-3398**.



This section to be filled by the source farm.

Customer Name: _____ Load Date: _____ **PRODUCT INFORMATION**
 Selection Officer's Name: _____ Order #: _____ Age: _____
 Ship to Location: _____ PIC Transfer Sheet #: _____ Total Head in Order: _____ Sex: _____
 Farm Code: _____
 Finisher Site: _____

This section to be filled by the Customer.

Impression of Breeding Stock Condition at Delivery	Impression of Delivery Process	Paperwork complete and accurate	Quantity of animals correct	Product correct and accurate
<input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Poor (please comment)	<input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Poor (please comment)	<input type="checkbox"/> Yes <input type="checkbox"/> No (please comment)	<input type="checkbox"/> Yes <input type="checkbox"/> No (please comment)	<input type="checkbox"/> Yes <input type="checkbox"/> No (please comment)

Individual animal concerns		Description of Concern	Comments:
PIC Code (office use only)	Tag #		
	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
	11		
	12		
	13		
	14		
	15		

PIC is committed to providing our customers with a consistent supply of high health breeding animals. This Quality Assurance Feedback Form is essential to our ongoing quality improvement process and will contribute to efforts to improve both our products and procedures. We want to hear any concern that you may have with your delivery. Please include your comments so that we can process the information and any necessary credits in a timely manner. We sincerely appreciate your business.

Customer's Signature	Date of Inspection / /
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FARM MANAGER'S REPORT EXAMPLE

Farm Managers Report - 11/21/2021 to 12/5/2021

Page 1 of 1

11/16/2021 12:34 PM

Item Group/s Selected:

PIC USA, Inc.

Site A1X - US PIC Apex Site 1

Customer: CR10002279 Best Customer Ever CSR: Ruth Jean Vietter Sales Rep: JWBALDER	Contact Name	Telephone	Contact Purpose
	Contact #1	217-580-xxxx	Customer transport 1
	Contact #2	818-830-xxxx	Customer transport 3
	Contact #3	970-580-xxxx	Customer transport 3

Order Line	Qty	Product	Product description	Batch id	Warehouse	Weight	Scheduled	On Hold
SOCR089323-2	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-19	A1X-Sales	326.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089323-3	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-20	A1X-Sales	314.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089323-4	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-21	A1X-Sales	302.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089323-5	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-22	A1X-Sales	289.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089324-2	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-23	A1X-Sales	276.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089324-3	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-24	A1X-Sales	263.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089324-4	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-25	A1X-Sales	249.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089324-5	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-26	A1X-Sales	235.00	11/29/2021	
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping Requests all rooms containing Apex candidate heat check boars be tested for IAV PCR by Oral Fluids at 1 sample per 1000 animals in inventory, the week prior to shipment. Copy results to Dr. Atilla Farkas, afarkas@hogvet.com.								
SOCR089324-6	22	GL03-GP	PIC LBS GP Gilr	A1X-GL03-2021-27	A1X-Sales	221.00	11/29/2021	

Appendix G:

FUTURE ORDERS EXAMPLE

Future Orders By Site - 11/21/2021 to 12/4/2021

Sites selected: A1X

Warehouses selected:

Customers selected:

Sales Reps selected:

Cust Rep Selected:

Order Number	Customer Name / To Warehouse	Customer ID	State	Requested Ship Date	Qty	Product Code	Product Description	Batch Number	Weight
SOCR085923-2	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-19	326.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085923-3	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-20	314.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085923-4	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-21	302.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085923-5	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-22	289.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085924-2	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-23	276.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085924-3	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-24	263.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085924-4	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-25	249.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085924-5	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-26	235.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									
SOCR085924-6	Best customer ever	CR10002	IL	11/29/2021	22	GL03-GP	PC L03 GP Glt	A1X-GL03-2021-27	221.00
Cust. Diag. Notes IAV PCR testing added to the oral fluid testing as well as serology/PCR/Oral Fluid PCR testing done within 7 days of shipping									

The information provided in this document is intended to provide guidance and suggestions to the customer. At all times, the customer is expected to follow the best practices and appropriate standards with respect to animal welfare and health as outlined by the local governing body, within the customer's country of operation. Nothing in this document should be construed as a guarantee or promise by PIC. To the extent anything in this document conflicts with an agreement or terms and conditions of sale between the customer and PIC, the language in the agreement or terms and conditions of sale shall prevail.



Never
Stop
Improving

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