



May 1, 2024

Honest Meats, LLC
M7420+V7420
256 Charles Street
Harrisonburg, VA 22802-4612
office@temeats.com; lauren@temeats.com
540-434-4415

ELECTRONIC MAIL on May 1, 2024

Attention: Lauren Iverson, Managing Partner

NOTICE OF REINSTATEMENT OF SUSPENSION HELD IN ABEYANCE

On April 25, 2024, your establishment received official notification from the Food Safety and Inspection Service (FSIS) of the reinstatement of suspension of the assignment of inspection personnel for slaughter operations at Honest Meats, LLC, Est. M7420 + V7420. The decision to suspend inspection at your establishment was based on the determination by FSIS that your establishment failed to slaughter and handle animals humanely.

On April 26, 28, & 30, 2024, you provided FSIS with proposed responses to the reinstated suspension action. Your responses outlined written corrective and preventive measures to bring your establishment into compliance with humane handling of livestock requirements and to achieve compliance with the Federal Meat Inspection Act (FMIA) (Title 21 of the United States Code {21 U.S.C} 603), the Humane Methods of Slaughter act of 1978 (HMSA) (7 U.S.C. 1901 et seq.), and federal regulations {Title 9 of the Code of Federal Regulations (9 CFR) parts 313}. Based on your submitted written assurances, we have determined that the reinstated suspension of the assignment of inspectors for slaughter operations at your plant will be held in abeyance, in accordance with 9 CFR Part 500.5(e).

The reinstated suspension will remain in abeyance pending verification by FSIS that your proposed corrective and preventive measures have been effectively implemented. Plant personnel should monitor operations to prevent violations of humane handling and slaughter from occurring in the future. It is also important for you to understand the responsibility of FSIS to initiate action when there is a failure to operate in accordance with 9 CFR Part 313 of the regulations.

A copy of the FSIS Verification Plan is enclosed to assist you in understanding the nature and importance of the Agency's verification activities. This FSIS Verification Plan is designed to verify that your establishment fully implements the corrective actions proffered in your proposed corrective actions, and that these revisions and corrective actions are effective in assuring ongoing regulatory compliance. It identifies your corrective action elements, the relevant regulatory requirements, the PHIS task under which corrective action elements will be verified, and the monitoring frequency. Only FSIS can amend the verification plan and any modifications to your submitted acceptable corrective actions made during the abeyance period will need to be submitted in writing to FSIS for verification of compliance prior to implementation by your establishment.

LAUREN IVERSON, MANAGING PARTNER

NOTICE OF REINSTATEMENT OF SUSPENSION
HELD IN ABEYANCE

HONEST MEATS, LLC, M7420+V7420

May 1, 2024

FSIS will begin verification of your proposed actions before startup of your next scheduled slaughter.

Please be advised that, as a federally inspected establishment, you are expected to comply with FSIS regulations and to take appropriate corrective action to prevent Inhumane Handling of Livestock at your establishment. Your failure to comply with these requirements or to implement the measures in your action plan could result in reinstatement of the suspension of inspection at your establishment or other appropriate administrative or legal action.

If you have any questions, please contact Dr. Ariel Gupton via telephone at 919-326-5282 or via electronic mail at arial.gupton@usda.gov. Additionally, you can contact the Raleigh District Office at 919-844-8400 or by fax at 844-839-6359.

Sincerely,

ROGER MURPHY

Digitally signed by ROGER
MURPHY
Date: 2024.05.01 07:28:45 -04'00'

Todd Furey
District Manager

cc: S. Johnson, EARO/FO
L. Hortert, RD/CID/OIEA
(b) (6), HHEC/FO
T. Furey, DM/RDO/FO
R. Murphy, DDM/RDO/FO
A. Gupton, DDM/RDO/FO
R. Goodwyn, Acting DDM/RDO/FO
(b) (6), DCS/RDO/FO
(b) (6), DVMS/RDO/FO
(b) (6), SEIAO/RDO/FO
(b) (6), Program Manager/VDACS
(b) (6), Inspection Manager/VDACS
(b) (6), Supervisor/VDACS
(b) (6), State Public Health Veterinarian/VDACS
(b) (6), State Public Health Veterinarian/VDACS
(b) (6), Inspector in Charge/VDACS
Quarterly Enforcement Report
Establishment File (Est. M7420)

LAUREN IVERSON, MANAGING PARTNER

HONEST MEATS, LLC, M7420+V7420

NOTICE OF REINSTATEMENT OF SUSPENSION
HELD IN ABEYANCE

May 1, 2024

Establishment Name: Honest Meats
Establishment Number: M7420
Two-Week Period Ending: _____

Reason for Verification: On 04/25/2024, Establishment M7420 was issued an NOROS for failure to meet 9 CFR 313 of the regulations. On 05/01/2024, the establishment was issued a NOROSHIA after submitting acceptable corrective actions and preventive measures.

Information for Establishment Management: This verification plan was created from the corrective actions and preventive measures which were submitted to, and which were accepted by, the Raleigh District Office. As such, any changes to these corrective actions and preventive measures needs to be approved by the Raleigh District Office prior to implementation.

Instructions for completion of Humane Handling and Slaughter Verification form:

1. "Results of Verification" column should be recorded as "Acceptable", "Unacceptable", or "N/A"
2. "Inspection Actions" column should be used to document unacceptable findings or any additional corrective actions taken in compliance with 9 CFR 313.
3. The implementation and effectiveness of the establishment's corrective actions should be verified at the frequencies stated below. The in-plant inspection team (IPP) can request, through supervisory channels, a change in the frequencies when the determination is made that the establishment has effectively implemented the corrective actions.
4. Each day verification activities are performed, IPP should add a Directed Livestock Humane Handling Verification task in PHIS and use the justification "Verification Plan for Enforcement Actions" to justify the scheduling of the Directed task.
5. IPP will provide bi-weekly verification updates detailing the results of verification activities and submit to the SPHV/FLS for review.
6. The completed bi-weekly report will be submitted via email to (b) (6), District Veterinary Medical Specialist, and to Mr. David Lilly, District Case Specialist.

Items to Verify	Results of Verification	Inspection Actions
1. Verify that employees identified to perform stunning duties have received training on the revised Large Hog stunning procedures and use of the new stunning devices. (Once)		

<p>2. Verify that a primary stunning employee and a backup stunning employee have been identified each day prior to the beginning of slaughter operations. (Daily, for each day of slaughter)</p>		
<p>3. Verify that hogs approximately 600 lbs. or greater are stunned using a .410 shotgun using a 5-shot load. (Daily, for each slaughter day, as appropriate)</p>		
<p>4. Verify that the 12-gauge shotgun is loaded and readily available as the backup stunning device. (Daily, for each slaughter day, as appropriate)</p>		
<p>5. Verify that for all large hogs being stunned, if the initial stun is ineffective, the primary stunner will reload the primary stunning device and attempt a second stun. If the second stun is ineffective, the backup stunner will step in and use the backup stunning device to make a third stun attempt. (Daily, for each slaughter day, as appropriate)</p>		
<p>6. Verify that the Kill Floor Supervisor or designee monitors the stunning and security stun for 100% of the larger hogs. (Daily, for each slaughter day, as appropriate)</p>		

<p>7. Verify that monitoring results are documented on the Large Hog Stunning Monitoring Record. (Daily, for each slaughter day, as appropriate)</p>		
<p>8. Verify the effective stunning of larger hogs using the updated stunning procedure. (Daily, for each slaughter day, as appropriate)</p>		
<p>9. Verify that the new restraint system for cattle has been installed and is operational. (Once)</p>	<p>Verified</p>	
<p>10. Verify that pertinent employees have received training on the use of the new restraint system. (Once)</p>	<p>Verified</p>	
<p>11. Verify that all cattle presented for slaughter are restrained in the new restraint system. (Daily, as applicable)</p>		
<p>12. Verify that all cattle are stunned using the .25 caliber hand-held captive bolt stunning device (HHCB) and that the 9mm pistol is loaded and readily available as a backup. (Daily, as applicable)</p>		
<p>13. Verify that first cow of the day and every 5th cow thereafter (including the final cow of the day) are monitored for use of restraint and stunning effectiveness. (Daily, as applicable)</p>		

<p>14. Verify that monitoring results are documented on the Head Restraint Knocking Effectiveness form. (Daily, as applicable)</p>		
<p>15. Verify that for cattle that are not able to be restrained in the new restraint system, the employees follow the Limited Restraint Stunning Protocol. (Daily, as applicable)</p>		
<p>16. Verify that cattle that are in the Limited Restraint protocol and that are calm in the knock box are stunned using the .25 caliber HHCB with the 9mm pistol loaded and readily available as a backup. (Daily, as applicable)</p>		
<p>17. Verify that cattle that are in the Limited Restraint protocol and are not calm in the knock box are returned to the barn and not slaughtered until further modifications are made to the knock box. (Daily, as applicable)</p>		
<p>18. Verify that the primary and backup stunning employees determine together when animals are too agitated to be stunned using the HHCB. (Daily, as applicable)</p>		
<p>19. Verify that 100% of cattle that are stunned using the Limited Restraint Protocol are monitored for stunning effectiveness. (Daily, as applicable)</p>		

<p>20. Verify that monitoring results for cattle using the Limited Restraint Protocol are documented on the Limited Restraint Knocking Effectiveness form. (Daily, as applicable)</p>		
<p>21. Verify that for all cattle being stunned, if the initial stun is ineffective, the primary stunner will reload the primary stunning device and attempt a second stun. If the second stun is ineffective, the backup stunner will step in and use the backup stunning device to make a third stun attempt. (Daily, as applicable)</p>		
<p>22. Verify that at least 4 employees are available to work on the kill floor at all times (may include Logistics Manager, Operations Manager, or General Manager) and if 4 employees are not available, then cattle slaughter operations will not start/continue. (Daily, as applicable)</p>		
<p>23. Verify that employees have received training on the new Pre-Op and Op SSOP procedures. (Once)</p>	<p>Verified</p>	
<p>24. Verify that trained kill floor employee (not identified as the primary or backup stunner for that day) identifies and evaluates the primary stunner and the backup stunner for any signs indicating a lack of</p>		

<p>fitness for performing stunning duties for that day. (Daily, as applicable)</p>		
<p>25. Verify that should either the primary or back stunner be evaluated and found to be unfit to perform those duties, they must be replaced by another qualified employee (who also must meet the fitness-for-duty standards). (Daily, as applicable)</p>		
<p>26. Verify that if either the primary or backup stunner are found to be unfit to perform stunning duties at any time during the day (Pre-Op or Op), they are replaced by another qualified employee. (Daily, as applicable)</p>		
<p>27. Verify that if another qualified employee is not available (refer to #16 above), cattle slaughter may not start/continue until a qualified employee becomes available. (Daily, as applicable)</p>		
<p>28. Verify that the results of the daily Pre-Op and Op SSOP wellness checks are documented on the appropriate Pre-Op and Op SSOP forms. (Daily, as applicable)</p>		

Comments and Recommendations
Two-Week Period Ending:

IIC Comments/Recommendation:

SPHV Comments/Recommendation (if not the IIC):

Regional Supervisor Comments/Recommendations (If applicable):