

Extreme Caution Urged When Hiring:

How to Identify an Undercover Activist



Watch For Red Flags

Below are some common behaviors exhibited by activists seeking access to livestock operations.



Generally young, between the ages of 18 and 30, and are often Caucasian.

Volunteering for jobs before or after normal business hours.

Befriending or mingling with upper management – asking questions about operations including security matters or time schedules.

Seeking employment in jobs below their skill or education level; demonstrating previous jobs or experiences out of character for the job they were seeking.

Volunteering for jobs that are less desirable, but would provide them access to the animals.

Seeking employment with no pay – so they can “learn more about the business before committing to that field” either with regard to their education or possibly before starting their own business.

Using an out-of-state driver’s license or college ID.

Employer Checklist

Follow these tips to ensure facility security.



- Follow approved species-specific industry animal care guidelines.
- Review internal hiring practices and thoroughly vet all new hires.
- Train all current and new employees on proper animal care practices.
- Create a crisis communication plan.
- Hold all workers accountable for their actions by requiring all employees to sign animal care code of conduct.

The mission of the Animal Agriculture Alliance is to communicate the important role of modern animal agriculture to our nation's economy, productivity, vitality, security, and that animal well-being is central to producing safe, high-quality, affordable food and other products essential to our daily lives.

The Alliance urges farm managers to be watchful for individuals who have been found responsible for some of the latest undercover activist videos released to the media and public in the past year. The activist tactic of obtaining illicit employment in order to obtain video intended to malign the reputation of farmers and ranchers is becoming increasingly common. While animal abuse in any shape or form is never condoned by the agriculture industry, activists use highly-edited images of violence and neglect to prey on the emotions of the public.



The Alliance urges producers to use caution when hiring new employees. Operators should keep these tips on hand and follow the recommendations in the Animal Agriculture Alliance's *Farm Security Recommendations For the 21st Century* report, which is available on the members section of the Alliance's website. Operators must make certain that they hire people who are there for the right reasons- to help produce a safe and nutritious food supply.

The agriculture industry must be wary- activists have shown that they will work every angle in their quest to put all farmers, ranchers, and meat processors out of business. In most cases, the undercover videos were provided weeks or months later after the individuals had terminated employment at the farms, and the videos were initially provided to either the media or the USDA – not directly to the businesses involved.

Before implementing any recommendations, please consult with your attorney.

Animal Agriculture Alliance | 703-562-5160 | info@animalagalliance.org

Activists Who Have Been Identified:

"JASON SMITH"



COMPANIES TARGETED:

Quality Egg of New England, Bushway Packing Inc, Wiles Hog Farm, Hodgins Kennels, C.C. Baird, Gemperle Farms, Norco Ranch, DeCoster Egg Farms, and Hy-Line's Spencer, IA hatchery

ALIASES: Christopher Parrett, Jason Smith, John Knoldt, and Chris Paxton

ORGANIZATIONS: MFA, HFA

STATES: MF. OH. VT. MI. IA. NC

According to sources, born in Houston as Christopher Parrett, however, most often goes by Jason Smith. When employed by Maine Contract Farms, contractor to Quality Egg, used a social security card belonging to John Knoldt. His driver's license, in 2010, was from North Carolina.

In 2014, Jason Smith has attempted gaining employment on several farms, in particular egg farms. Claims to be from TX, and in NC because his girlfriend goes to school there.

"PETE ROMOLAND"



ORGANIZATION:

Mercy For Animals; Humane Farming Association

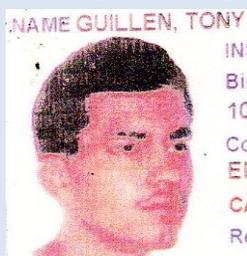
STATES TARGETED:

Ohio

An individual (*photo shown above*) appeared in a *Time* magazine article accompanying an interview with him on March 6, 2009. In the article, "Pete" indicated that he had legally changed his name twice. "Pete" also indicated that he is a vegan and stated, "...I do not believe that under any circumstances we should raise animals for food."

In the same interview, he proudly boasted his video footage had been featured in at least two HBO documentaries, including *Death on a Factory Farm*.

"TONY GUILLAN-GUZMAN"



COMPANIES TARGETED:

Kreider Farms, Cal-Maine

ORGANIZATION: HSUS

STATES: PA, TX

Tony Guillen Guzman was name given to Cal-Maine, but did not match the identification on his Maryland-issued

driver's license. He said he had completed a tour in the U.S. Navy and had moved to the Waelder area in southeastern Texas to live with an uncle. Signed agreement to report concerns about animals care, but failed to do so per Feedstuffs article 12/10/10. His references were not checked. Another red flag: he had requested his paycheck be direct deposited to an account in Ames, Iowa -- a college town, even though he was living in the Waelder, TX area. His residency card indicates his country of origin to be El Salvador.

"JAMES/JIMMY CARLSON"

COMPANIES TARGETED:

Willet Dairy, Hy-Line Hatchery, Country View Family Farms

STATES:

New York
Iowa

ORGANIZATION:

Mercy For Animals



The individual appears to be in his twenties and had his hair cropped short in a buzz cut. He is supposedly from Sag Harbor, NY. In a National Public Radio interview that has since been taken offline, an individual took credit for conducting the Hy-Line undercover operation. In the radio interview, he asked the reporter to call him "James." He said that since he often had to use his real social security card with his picture ID, he couldn't reveal his real name.

"CAROLYN COOK"

COMPANIES TARGETED:

Seaboard Foods

ORGANIZATION:

Humane Society of the United States

STATES:

Oklahoma



She worked on the farm for two months and had several questions about safety and animal welfare. She is from Austin, Texas and is 29 years old. Past work experience includes Safaris Zoo, S&S Pet Store, and Persistence Horse Farm. During her interview, she said that she had moved to the area with Sean Thomas (another undercover activist).

"SEAN THOMAS"



COMPANIES TARGETED:

Hallmark/Westland, Prestage Farms

ORGANIZATION:

Humane Society of the United States

STATES:

California, Oklahoma

Named in a March 13, 2008, *USA Today* article, he is responsible for the infamous video of mistreatment at the Chino, CA plant of Hallmark/Westland. He has also been named as the activist responsible for a video taken in January 2011 at a Prestage Farms facility in Oklahoma. While the latter video did not depict any mistreatment by employees, HSUS attempted to use this video to depict standard housing and farm practices as inhumane.

Activists Who Have Been Identified:

“Danielle Thompson”

COMPANIES TARGETED:

Minnesota Turkey Farms

ORGANIZATION:

Galapagos Preservation Society

STATES:

Minnesota, Washington



Thompson is an animal rights activist who attempted to gain employment at two poultry companies in Minnesota, but thankfully was found out well before any hiring progressed. The applicant Danielle Thompson states on the application her last address was CA and she worked as a landscaper. She also shows work history in WI and MD, she lists attending high school in Racine, WI. The phone number she listed on the application is from Caledonia, WI. She contacted us today using the phone number of 360-298-4910, which is a Washington State number.

“Arturo Garcia”

COMPANIES TARGETED:

Weise Brothers Dairy, Hudson Valley Farms

ORGANIZATION:

Mercy for Animals

STATES:

New York, Wisconsin



Hired at Hudson Valley Foie Gras in the spring of 2013, was in hindsight, too good to be true. He was bilingual, personable, would show up early for work and stay late. “Arturo” started asking to venture into areas of the farm beyond his purview, so the owners then checked his references and discovered they were dummy telephone numbers. Arturo disappeared from the farm that afternoon. A month later, MFA released a video entitled [“Amazon Cruelty”](#) with footage from HVFG. The video was meant to urge the retailer to discontinue allowing foie gras to be sold on its website. In the fall of 2013, “Arturo” was hired by Weise Bros. Dairy in WI. Ultimately the video led to the farm losing its longstanding contract as a supplier to Nestle.