



November 1, 2016

Elanco Animal Health
2500 Innovation Way
Greenfield, IN 46140 USA
www.elanco.com

To Whom It May Concern:

The mission of Elanco is to provide those who raise and care for animals with solutions that empower them to advance a vision of food and companionship enriching life. Therefore, Elanco is committed to investing in tomorrow's leaders through the Elanco Fundamentals of Animal Science Certification.

Pursuing animal science and veterinary certification opportunities provides valuable experience for those who are passionate about transforming animal health and maintaining the well-being of our food supply and our pets. Earning the Elanco Fundamentals of Animal Science Certification prepares individuals to pursue a variety of education and career opportunities within the agriculture industry, particularly fields related to animal production and health.

We believe the certification provides value to students who are wanting to prepare for their future career, as well as working professionals who are looking to strengthen their position in their career field. In addition, the certification signals a variety of stakeholders, such as employers and college admission boards, the certification earner has shown dedication and commitment to the animal science field.

Supporting an emerging workforce that is interested in raising awareness about global food security and celebrating the human-animal bond is another reason Elanco decided to get involved. We hope the Elanco Fundamentals of Animal Science Certification will provide even greater opportunities for individuals pursuing opportunities within the agriculture industry and reinforces our commitment to develop future industry leaders.

Sincerely,

A handwritten signature in black ink that reads "Rebecca M. Fouard".

Becky Fouard
Global Learning & Development Consultant



HIGH NOON
feeds®

May 16, 2018

To Whom It May Concern:

I am writing this letter in support of the Fundamental of Animal Science Certification endorsed by Elanco.

High Noon Feeds is a livestock feed company with distribution to 33 states and more than 2,600 dealerships nationwide. We pride ourselves in producing high quality, nutrient dense feed rations intended to optimize animal performance and genetic potential.

Our distributors and dealers are constantly in search of bright, young talent to promote the features and benefits of feeding our brand. To communicate this effectively and to provide feed recommendations correctly, we need candidates with a fundamental understanding of the nutritional needs and health requirements of livestock.

The Elanco Fundamentals of Animal Science Certification provides the exact knowledge foundation we are looking for in potential employees. In addition to learning the basic nutritional needs and digestive requirements for ruminant and non-ruminant animals, the certification coursework also provides students with a better understanding of the livestock industry as a whole, addressing important topics such as the aspects of a successful breeding program, processes of reproduction technologies and harvesting processes including federal and state meat inspection standards.

The development of competent, well-rounded agricultural students is extremely critical - not only to our business, but to the entire agriculture community. Simply put, students with this certification are more qualified for employment in the animal science industry, and possibly of even greater importance, they will be better prepared to be future leaders and innovators of our very important industry.

Sincerely,

Nick Ketzner



June 5, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

I am Doug Little with CFS a division of Nutrien Ag Solutions an International company. We have over 20,000 employees with operations and investments in 14 countries and reach every major growing region of the world. Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. The best part of an individual that earn this certificate is that they have a solid understanding of the livestock industry. They have also shown a commitment to the industry and are familiar with the livestock practices that are exercised throughout the country. What an advantage that is for our company to have a person that can start with their feet on the ground as we work with them.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. In the last 10 years many of our new employees do not have any agriculture background so it is difficult to encourage them to work in our industry. With this certification our new hires would be more career ready than an individual without the certification. It would provide an edge over someone who does not have this certification. I feel that the Elanco Fundamentals of Animal Science Certification is a good start for any of our new hires.

This certification is what the animal industry needs so that young people will have the science background to be successful.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates. To have individual that have already shown a desire to work in this industry by taking the certification is a great help and to have an understanding of the animal industry is far better than what we have hired recently. This is one more tool that can help us in hiring individuals that will help meet our labor needs.

Sincerely,

A handwritten signature in black ink that reads "Doug Little".

Doug Little Crop Consultant
CFS division of Nutrien Ag Solutions



LOUISIANA DEPARTMENT OF AGRICULTURE & FORESTRY

MIKE STRAIN DVM

COMMISSIONER



June 16, 2023

TO: WHOM IT MAY CONCERN

I am writing this letter in support of the **Fundamentals of Animal Science and Veterinary Medical Applications Certifications**. The Louisiana Department of Agriculture and Forestry is the largest regulatory agency in the state and is responsible for administering many of the programs and enforcing the regulations that impact every aspect of the state's agriculture and forestry.

The Department's mission is to promote, protect and advance agriculture and forestry, and soil and water resources. Our vision is to be a unified and coordinated team that effectively responds to the challenges facing the agricultural and forestry industries, and which pursues each opportunity that might provide a benefit to the state and its citizens.

Employers in Louisiana are continually looking for applicants that have enhanced knowledge in these areas to help them onboard and give employees higher wages as well as an opportunity to a long and successful career. In addition, this can also lead to continuing education opportunities such as post-secondary opportunities that can add value to these students' careers over the long term.

After successful completion of these certifications, secondary education students will have an enhanced awareness of the tools necessary to be better prepared to be productive in these critical fields of work. In addition, this credentialing process opens doors to sustainable opportunities for employees as well as can enhance the stability of these agriculturally related businesses that play such a substantial role on our Louisiana economy across the board.

The ***Fundamentals of Animal Science certification*** verifies individuals have acquired the foundational knowledge and skills to pursue a career within the animal science industry. The ***Veterinary Medical Applications certification*** verifies the competencies needed to achieve employability within the veterinary science field and is transferable to the health and animal science fields.

These two certifications will play a critical role in giving Louisiana students the necessary skills to be able to secure positions in these agriculture and veterinary medicine related fields and can also be building blocks to post-secondary opportunities as well as long term career development. I am endorsing these two credentials without reservation. Please contact me if additional information is needed.


Mike Strain, DVM
Commissioner

Jennie Hodgen, PhD
Sr Acct Manager
Corporate & Diversified Accounts

Merck Animal Health
US Office DeSoto KS
Home Office 3210W CR 1350N
Roachdale, IN, 46172
USA
T 1.402.540.0861
merck-animal-health.com

Nov 18, 2019:



To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

I am a meat scientist with Merck Animal Health. As an 11+ year industry representative I have worked with FFA students and instructors, packers, processors, and producers and industry leaders discovering their needs, conducting research, and answering questions pertaining to animal welfare, sustainability, use of animal health products, production practices, and of course any meat science related questions. Merck Animal Health has thousands of employees in 150+ countries around the globe and is a leader in vaccine and pharmaceutical products for companion animal and livestock.

After reviewing this industry certification, I'm sure you'll agree with me that individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. Other students across the US are gaining the benefit both for college applications and real-world application from these certifications so it'd be nice to put our students in Indiana on the same playing field. Additionally, as I go and talk with companies, a labor force with a background in the area- in this case animal science- is a critical need. Giving students a chance to learn the basics will save companies expense in hiring & training and will allow salaries to reflect this so we can fill some of our critical shortages we are seeing in all sorts of animal science related jobs like working for breeding and genetics companies, on farm, in feed stores and vet clinics, and even in areas such as banking and rural economic development.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. It would be nice to have a pool of applicants at our customers' places, at our R&D farms, and even in our manufacturing plants who have a better understanding of the basics of animal production. Students with these types of certifications will certainly have a leg up in the animal science field as the known rigor of the certification gives assurances the students know what to expect and can more seamlessly join in the conversation or role.

This certification is what the industry is looking for as we struggle to meet not only able bodies, but people with an understanding of the importance of their job that our customers are demanding in the raising and management of the livestock and animals that will be their protein.



An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. The material may have been created from one of our competitors, but the information is no less important. For our businesses and our customers, any area where we can give incentives and programs to create better leaders, students, and future employees is supported by us.

Sincerely,

A handwritten signature in black ink that reads 'Jennie Hodgen'. The signature is written in a cursive, flowing style.

Jennie Hodgen, PhD
Sr Acct Manager
Merck Animal Health



Alabama Cattlemen's Association

201 South Bainbridge Street • Montgomery, AL 36104 • (334) 265-1867 • www.bamabeef.org

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Chris Langley, Camp Hill

February 11, 2021

To Whom it May Concern:

I am writing this letter in support of the American Meat Science Association (AMSA) and Elanco Fundamentals of Animal Science Certification.

The Alabama Cattlemen's Association (ACA) is a trade organization representing 10,000 members annually. As the qualified State Beef Council in Alabama, the Beef Checkoff Council within the ACA approves in-state budgets for the National and State Beef Checkoff programs. The ACA has representation on the National Cattlemen's Beef Association (NCBA) Federation of State Beef Councils. Each year, the State Beef Checkoff program develops priority areas to support educational programs that will help enhance the skills of people who impact the beef and cattle industry.

The cattle and beef industries are diverse fields that encompasses everything from animal handling and care to meat processing, packaging and preparation. Because less than two percent of Americans are actively involved in production agriculture, there is a lack of skilled workers who have a working knowledge of our industry. Not only does this shrink the pool of qualified workers for our members, but it has also impacted our ability as an association to identify applicants with a strong background in the field. Recognizing the Elanco Fundamentals of Animal Science Certification on an applicant's resume indicates they have sought to become an expert in the field and have the knowledge and skills necessary to represent the interests of Alabama's cattlemen.

The Elanco Fundamentals of Animal Science Certification creates employees and producers with the knowledge and skill set vital to succeed in the beef industry, specifically the cattle production sector. We fully support this certification and plan to utilize it to help promote the beef industry throughout Alabama.

Sincerely,

Erin Beasley
Executive Vice President

Living



JIMMY PARNELL
PRESIDENT

December 15, 2021

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

My name is Graysen Biensch, and I serve as the Beef Division Director for the Alabama Farmers Federation (AFF). AFF is Alabama's largest farm organization comprised of and representing agricultural and associate members in all 67 Alabama counties. We strive to protect and improve the ability of farmers engaged in production agriculture to provide a reliable supply of food through responsible stewardship of Alabama's resources.

AFF believes that individuals who earn the Elanco Fundamentals of Animal Science Certification have demonstrated a mastery of concepts vital to succeeding in the animal science industry. In addition to the exposure that happens in courses and in the field, it is important to utilize resources of this caliber to further our future employee's education and therefore maintain the integrity of the industry in Alabama. Those who complete this certification will be proficient in fundamental animal nutrition, animal breeding, and animal health and wellness. They should be able to perform the basic procedures such as proper injection methods and techniques and common livestock vaccinations. This certification will also showcase that the earner has an understanding of preventative methods and treatment options concerning parasites.

It is important that there be a way to prepare and expose young people to our industry and get them prepared for much needed positions in our industry. This certification will bridge the gap between education and industry in order to supply us with a new and knowledgeable generation of industry leaders.

Sincerely,

A handwritten signature in dark ink, appearing to be "Graysen Biensch", written over a horizontal line.

Graysen Biensch
Beef Division Director
Alabama Farmers Federation



SAILA

Southern Arizona International Livestock Association

29455 N. Cave Creek Rd. Ste. 118-199

Cave Creek, AZ 85331

saila1935@aol.com

June 17,2019

To Whom It May Concern,

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco. As the General Manager of our organization, I have been involved with thousands of young people in my 30 year term with this association. Many of these have gone on to pursue careers in Agriculture and I am sure that the trend for that will continue with each group that enters, participates and graduates from our program. Unfortunately, I am sure that there is a fair percentage of these young adults that are not actually prepared for a collegiate career and would be greatly helped with the various certification programs. Those that are able to participate in these programs and earn the certification would assuredly be several steps ahead of their constituents when entering the college of their choice.

I believe that it is very imperative in today's competitive marketplace, that students entering the workforce be equipped with as much knowledge and skill training as possible. The certification offered by Elanco is one step towards helping to ensure that this is possible.

Thank you for your time.

Sincerely,

**Tor Sorensen
General Manager**



United Dairymen of Arizona

2008 South Hardy Drive | Tempe, AZ | 85282
(480) 966 - 7211

June 4, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

United Dairymen of Arizona (UDA) is a milk marketing cooperative owned by Arizona dairy families. Founded in 1960, the co-op merged two local dairy associations to ensure an adequate supply of fresh milk and dairy products of the highest possible quality for customers.

Our membership consists of approximately 79 farms, averaging 2,800 head per dairy. Our modern manufacturing facility in Tempe operates 24 hours a day, 7 days a week, and produces high, medium and low heat nonfat dry milk (including vitamin fortified products), MPC, cream, butter, skim milk, condensed skim milk and lactose powder. Our milk processing plant can process over 1 million gallons of milk per day and have approximately 300 employees throughout our entire company.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. Animal health, nutrition and management practices are core assets to the certification and essential to the dairy industry.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. Having potential new hires with the animal science certification will ensure a skilled and experienced labor force in the dairy industry.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like UDA because it helps connect us to qualified candidates who have the experience necessary to work with dairy cattle and understand the industry as a whole.

Sincerely,

Ashley Ellison

Vice President of Legal and Environmental Affairs

United Dairymen of Arizona is a local, family-owned, dairy cooperative committed to serve the needs of our members, community, and customers by marketing and selling high quality milk and dairy products.

www.UDA.coop



1401 North 24th Street • Phoenix, Arizona 85008 • (602) 273-7163

June 5, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

The Arizona Beef Council (ABC) is a not-for-profit organization created by the State of Arizona on August 11, 1970. The Council has the authority to establish a self-financed program to help develop and maintain state, national, and foreign markets for beef and beef products. The Council is controlled by a Board of Directors appointed by the Governor of Arizona, consisting of nine industry representatives from the cattle grower, cattle feeder, and dairy industries of Arizona. Leaders of the Arizona Cattle Growers' Association (ACGA), the Arizona Cattle Feeders' Association (ACFA), and United Dairymen of Arizona (UDA) many times serve as Council members.

In 1985, with the passage of the Beef Promotion and Research Act (BPRA) and the Beef Promotion and Research Order (BPRO), the Arizona Beef Council was authorized to become a qualified state council (QSBC) to collect the checkoff for the Cattlemens' Beef Promotion and Research Board (CBB). QSBCs must have written procedures that ensure the proper collection of and compliance with the checkoff as prescribed by the BPRA, the BPRO, and the CBB.

The ABC programs are financed primarily by the \$1 per head assessment on sales of Arizona domestic cattle. Revenue is recognized as sales of cattle are reported to the Arizona Department of Agriculture, the ABC, or remitted to the ABC by other states. Assessments collected by the Department are remitted monthly to the Council, less a 5% administration fee. The ABC is required to contribute to the CBB fifty percent of gross fees resulting of sales of cattle. The ABC in-state programs focus on education, nutrition, retail, and food service promotion.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry including general animal science, animal breeding, animal health and wellness, animal nutrition, and animal management practices. It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world.

This certification is what the industry has been missing!

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Tiffany Selchow

Director of Social Marketing and Consumer Outreach
Arizona Beef Council

James W. Eubank, DVM
Monument Valley Agri-Science Center – N.A.T.I.V.E.
Kayenta Unified School District # 27
PO Box 710, 900 Sky View Drive
Kayenta, AZ 86033

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I am a veterinarian and have been in practice for 38 years.

I grew up on a farm in south central Kansas. Prior to entering the College of Veterinary Medicine, I obtained a B.S. in Agronomy and had been accepted to a Master's program in Forage Utilization at Purdue.

I served in the USAF as a veterinarian for 3 years, and then was in Private Practice for 19 years in my hometown. I continued to be an integral part of our family farm during those 19 years. I then worked for Pfizer Animal Health (now Zoetis) for 10 years, and am currently working on the Navajo Nation at the Monument Valley Agri-Science Center/ N.A.T.I.V.E. for the last 2 ¾ years.

It is exciting to see the enthusiasm that this program generates in the students due to both the excellent curriculum and the opportunity to use many of their classroom skills in hands on projects. They learn a broad spectrum of skills, not limited to general animal science, animal breeding, animal health and wellness, animal nutrition, and animal management practices.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In today's environment, the percentage of students coming from an Ag background is extremely small. Having a course like this, gives us a desperately needed pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. This certification is what the industry has needed to be able to recruit qualified candidates for an ever increasing technical field.

If I was hiring in the agricultural field, I would most definitely view this as a credible source for very well qualified applicants.

Sincerely,

James W. Eubank, DVM
Monument Valley Agri-Science Center/N.A.T.I.V.E.

Everett Bros. Inc.

Highway 9 N

Oxford, Arkansas

72565

July 2, 2019

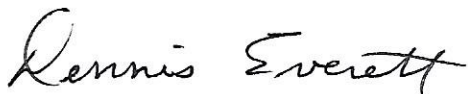
To Whom It May Concern:

My brothers and I have been in the livestock business raising cattle and pigs for over 35 years. Our pig operation will have 5,000 pigs at a time and feed out 120,000 during a year. We currently have approximately 1,500 head of cattle. There are 20 plus employees working on Everett Bros. Farms.

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. A high school student with this certification verifies they have acquired the foundational knowledge and skills to pursue a career within the animal science industry. Gaining a basic knowledge in general animal science, breeding, health & wellness, animal nutrition and management practices assessed by industry-valued and industry-recognized standards by Elanco would be an asset to any livestock farmer.

An individual with this certification will save our farming corporation time and money due to providing more skilled candidates to work for us. It will also indicate the candidate is committed to the specific field of animal science. This will help to reduce turnover and increase productivity.

Sincerely,

A handwritten signature in cursive script that reads "Dennis Everett".

Dennis Everett

President, Everett Bros. Inc.



ANIMAL SCIENCES

COLORADO STATE UNIVERSITY

1171 Campus Delivery • Fort Collins, Colorado 80523-1171
Tel. (970) 491-6672 • Fax (970) 491-5326 • <http://ansci.agsci.colostate.edu>

May 17, 2018

To Whom It May Concern:

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco.

My entire career has been focused in animal agriculture, growing up on a livestock farm in Minnesota, with degrees in Animal Sciences and a career in livestock research at Elanco Animal Health. After retirement, I have served as an affiliate faculty in the Department of Animal Sciences at Colorado State University.

There is a critical need for the certification of students who have demonstrated a mastery of concepts vital to succeeding in the Animal Science industry. Many job opportunities are available in the Animal Industry, but fewer students today have direct experience with livestock as in the past. A basic understanding of common terminology, factors affecting growth and development, the basics of nutritional requirements, and identification of common diseases as well as optimal management practices and many other concepts are critical in preparing students for successful careers in animal agriculture. A student earning this certification would be more prepared and employable than a student without a certification.

In conclusion, I am in touch with animal scientists from all parts of the industry from academia to production and am convinced that a certification in the Fundamentals of Animal Science will provide exceptional value and prepare students well for the many job opportunities in the animal science industry.

Sincerely yours,

David B. Anderson, Ph.D.
Affiliate Faculty
Department of Animal Sciences
Colorado State University
Ft. Collins, CO 80523
Cell: 970-631-2659
Email: andersondavidbennett@gmail.com



ANIMAL SCIENCES

COLORADO STATE UNIVERSITY

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February 1, 2021

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification created. Having spent my career as a Professor in the Department of Animal Sciences at Colorado State University since 1995, I know the importance of providing students not only with this knowledge, but also the importance of providing a certification like this one to students to help prepare them for college as well as real-world scenarios. At CSU, we often have students with non-agriculture backgrounds, to which this type of certification would be extremely helpful and ensure that they have the knowledge and skills necessary to build a foundation in the Fundamentals of Animal Science and succeed. This certification provides individuals with the skills to support an ever-changing and fast-paced industry. Individuals who earn this certification demonstrate mastery of concepts vital to succeeding in these areas.

It is imperative to have individuals with certified achievements. Those who have earned the Elanco Fundamentals of Animal Science Certification that was created by a nationally recognized association such as Elanco will be able to transfer credits for basic animal science courses and reduce tuition fees for the equivalent course. In addition to this financial savings for students, it is also vital that we have a continuing line of skilled workers for current and future positions in the industry.

Sincerely,

Keith E. Belk

Professor & Head

Department of Animal Sciences, Campus 1171

Colorado State University

Fort Collins, CO 80523-1171

Office: (970) 491-5826

Cell: (970) 222-3181

Email: Keith.Belk@ColoState.edu



ANIMAL SCIENCES

COLORADO STATE UNIVERSITY

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May 18, 2018

To Whom It May Concern:

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco. As department chair at Texas Tech University from 1996-2011, I was exposed to hundreds of students who were not prepared for college. Having certification programs available for several areas will really benefit future students. Students who earn this certification demonstrate mastery of concepts vital to succeeding in these areas.

It is imperative to have students with certified achievements. A high school diploma is often not enough. A student who has earned the Fundamentals of Animal Science Certification that is endorsed by a nationally recognized association such as Elanco will be able to transfer credits for basic animal science courses and reduce tuition fees for the equivalent course. At CSU, this will save \$6,000 in tuition and fees. In addition, this certification is extremely valuable to employers as it helps verify qualifications of candidates for summer employment and internships. With so many Texas students studying out of state, this certification will have huge economic impact on students attending universities who are out-of-state.

Sincerely,

Kevin Pond
Professor and Department Head

December 7, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. As an author of three books and professional speaker serving agriculture for nearly 20 years, I firmly believe we need more qualified young people in animal agriculture. I am also a Holstein breeder, 20-year 4-H leader, and mother of an FFA member who needs a more challenging education.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. The focus on understanding different species, production systems, nutritional needs, breeding, diseases is important for young people to fully understand animal agriculture.

Through working with a variety of agribusiness and farmers around the world, I have found that we need a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. Because we have fewer students from farms and ranches, this certification helps bring greater familiarity with the basics and shows which students have pursued a solid education.

This certification is what the industry needs to ensure a consistent base of knowledge, that has been proven. An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Please let me know if you have any questions. I strongly recommend this certification.

Sincerely,



Michele Payn, Author
Certified Speaking Professional
Principal, Cause Matters Corp.



4689 SOUTH 400 WEST
P.O. BOX 480
HUNTINGBURG, IN 47542-0480

TELEPHONE 812 683-4200
FAX 812 683-4226

12/5/2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

Farbest Foods, Inc. is one of the nation's largest turkey companies. We are a family owned business that has been in operation for three decades. We grow turkey poults from one day old to twenty weeks, either in our own hubs or with any of the 200 family farms that grow for Farbest Foods. We have two processing facilities in Southern Indiana that process the turkeys. We ship high quality turkey meat around the world. Farbest Foods, employs approximately 1400 employees in a wide variety of careers. Many in food safety roles, animal science roles and veterinary roles.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. Getting candidates in our facilities with general animal science; animal breeding; animal health & wellness; animal nutrition and animal management is very important to us.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, would well versed in the most up to date prevention and treatment of disease. Animal welfare is and will continue to be a top priority for our business. This certification is extremely valuable to employers like me because it helps connect us to qualified candidates. We fully support the addition of this certification and think it will help us fill the skills gap in this area.

Sincerely,

Brittney Kirwer

Director of Corporate Human Resources
Farbest Foods, Inc



Indiana Beef Cattle Association

Serving Indiana Cattlemen Since 1975

November 26, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. As the Executive Vice President of the Indiana Beef Cattle Association (IBCA), the importance of trained professionals available to move the beef industry into the future is of paramount importance. Certification will allow employers the benefit of finding those who would be a good fit for their operations.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. This education gives a much-needed knowledge base for areas such as general animal science; animal breeding; animal health & wellness; animal nutrition and animal management practices when working with livestock daily.

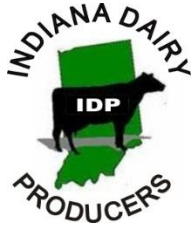
It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. Beef cattle production is challenging work and requires those who have developed not only a passion for it, but the knowledge needed to succeed.

This certification is what the industry is missing for those short of a degree in animal science. Certification will allow an individual to demonstrate their level of knowledge and prosper in the work environment.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers because it helps connect them to qualified candidates.

Sincerely,

Executive Vice President
Indiana Beef Cattle Association



Indiana Dairy Producers

Douglas F. Leman, Executive Director
205 W. Gordon Street
Francesville, IN 47946
Phone (317) 695-8228
www.IndianaDairy.org



November 26, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification on behalf of Indiana Dairy Producers, the dairy producer membership organization in Indiana representing nearly 70% of the dairy cows in the state through our membership. With labor issues so difficult in our dairy industry, I believe those with these skills can become valuable employees to our producers, whether it be animal health, breeding, animal nutrition, or animal care. It is imperative we have a pipeline of skilled workers for current and future positions in the industry.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry to add value to our labor force. An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to our producers because it helps connect them to qualified candidates.

Respectfully,

Douglas Leman
Executive Director
Indiana Dairy Producers
www.indianadairy.org

December 9, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

As Indiana's largest general farm organization, we represent the agriculture industry throughout the state of Indiana. Our mission is to promote agriculture through public education, member engagement and by advocating for agricultural and rural needs. Indiana Farm Bureau is an independent voluntary organization representing members and uniting them for the purpose of analyzing problems and formulating action.

Students who earn this certification have demonstrated mastery of concepts vital to succeeding in the agricultural industry. These concepts include the ability to understand the processes of animal digestive systems and nutritional needs, in addition to animal management and animal breeding systems.

Agriculture is a vital component of Indiana's economic health. It is imperative for the agriculture industry to have a pipeline of knowledgeable, confident and skilled workers for current and future positions. Every 10 jobs directly related to agriculture supports an additional eight jobs in the state. Agriculture supports more than 107,000 Hoosier jobs.

Students who have earned the Elanco Fundamentals of Animal Science Certification have exhibited dedication and prove they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is valuable to students as it provides an opportunity for future learning opportunities.

Sincerely,



Lindi Kocher
Agriculture Education Coordinator
Indiana Farm Bureau

Home of the NJSA and Seedstock *EDGE*



12/9/2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

The National Swine Registry is the pedigree livestock association for purebred Durocs, Hampshire, Landrace and Yorkshire swine breeds in the United States. The NSR represents 87 percent of the total purebred population of the U.S. The staff at the NSR serve the membership that includes showpig and commercial producers. We assist our membership in litter registration, performance pedigrees, breed promotion and marketing assistance. The NSR meets the memberships genetic needs in various different ways. The NSR also has the junior association known as the National Junior Swine Association. The NJSA is the largest youth livestock organization in the world with over 13,000 members. The NJSA provides a network for young swine enthusiast as well as offers competitive and leadership opportunities. The NSR and NJSA put on numerous swine shows across the United States allowing an outlet for all the swine breeders in the country to exhibit their livestock.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. This content provided through the certification program gives students vital information for them to be successful in the swine industry. The swine industry, more specifically, the commercial swine industry is facing an employee shortage. A certification such as this would give students the opportunity to learn these skills prior to graduating high school that would allow them to get a job in the swine industry immediately upon graduating. They would instantly be more qualified than other applicants solely based on the certification they have received. Areas that would be of major importance that they would now have knowledge on would be general animal science, animal breeding, animal health and wellness and general nutrition and management practices. These skills are all vital for the industry.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. This certification would help the vast need of skilled employers going to work in the swine industry. It would eliminate some of the challenges these commercial operations face when hiring and keeping their employees.

This certification is what the industry is what this industry needs to help bridge the gap and get more students interested in this part of the agriculture industry.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers in the swine industry because it would eliminate vast training of employees due to them already having a knowledge of the swine industry and its components.

Sincerely,

A handwritten signature in black ink that reads "DeShea Wallace". The signature is written in a cursive, flowing style.

DeShea Wallace
Creative Design Coordinator
National Swine Registry

DUROC • HAMPSHIRE • LANDRACE • YORKSHIRE

2639 Yeager Road • West Lafayette, IN 47906
Phone: 765.463.3594 • Fax: 765.497.2959



December 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

Since 1995, Orange County Economic Development Partnership has been acting out the mission to improve the quality of life of Orange County Citizens. In my role as the Executive Director, it is my duty to local businesses to improve the availability of a skilled workforce.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. The best part of this certification is that it is based on industry-recognized standards.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. In the case of attracting new business, this certification would should that Orange County has the talent pipeline necessary for the meat and food industries.

This certification is what the animal science industry in Orange County needs to complete the talent pipeline. For example, one of the high schools in Orange County, Paoli Jr./Sr. High School has a farm-to-school program in which students raise pigs and grow vegetables which supply the cafeteria with pork and a salad bar. This certification would legitimize the skills learned in this program and give students the opportunity to stand out amongst others.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to economic developers like me because it helps us prove that our community has a sufficient talent pipeline for the animal sciences industries.

Sincerely,

A handwritten signature in black ink that reads "Zachary D. Brown".

Executive Director,
Orange County Economic Development Partnership



505 S Maple Street
P.O. Box 128
French Lick, Indiana 47432

"Improve the quality of life of Orange County citizens through activites that stimulate economic development"



December 12, 2019

RE: Elanco Fundamentals of Animal Science Certification

As the LEDO (Local Economic Development Official) for Greencastle and Putnam County, Indiana, my top priorities are new business attraction and existing business retention and expansion. To the latter, we focus mainly on major employers in the manufacturing and distribution sectors (including Agriculture), and workforce is their greatest need.

We work at the local level, regionally and within the state to find creative solutions on how to solve this workforce need of employers; especially engaging our local educators and employers and regional partners at our Workforce Investment Board to aid in these challenges and opportunities.

One known solution is to provide training to our k-16 students who are interested in entering the animal science field and provide them with an opportunity to earn a certification showing their proficiency in this employment sector. We are, therefore, highly supportive of local efforts to provide opportunities to our students interested in animal science through the Elanco Fundamentals of Animal Science Certification. Because Agriculture is such an integral part of our county's economic health and there is such an ag emphasis in this certification, we feel that this offering to local students would be valuable and highly successful.

Thank you for your consideration of this certification program request, and for your willingness to partner with Putnam County to be a success.

Sincerely,

Kristin Clary, Executive Director



1657 W. Tipton
SEYMOUR, IN 47274
(812) 497-2557
FAX (812) 497-3111
www.goodegg.com

December 10, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

Rose Acre Farms has been family owned and operated since the 1930s, producing shell eggs, specialty eggs and egg products. Today, Rose Acre Farms is the second-largest egg producer in the United States with 17 laying facilities in seven states and over 2,500 employees.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. Knowledge of animal management practices, animal health and wellness, and animal health and nutrition is a key component of our business.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. As a large egg producer, we are constantly searching for young professionals who are skilled in animal science practices to ensure we are caring for our laying hens to the best of our abilities.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. We are fully supportive of the Elanco Fundamentals of Animal Science Certification because it helps connect us to qualified candidates and continue to provide the highest quality of care for our laying hens.

Sincerely,

Tony Wesner
Chief Operating Officer
Rose Acre Farms

July 5, 2022



To Whom It May Concern:

On behalf of the Nevada Cattlemen's Association (NCA), I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

The Nevada Cattlemen's Association is a non-profit trade association established in 1935. The NCA provides a means for Nevada's cattle industry to present a united front on issues that impact us all. Our mission is to promote a dynamic and profitable Nevada beef industry which represents the interests of its producers and consistently meets the consumer's needs.

Less than two percent of Americans are engaged in production agriculture. This two percent of the country's population is vital to the food supply in our nation. With a limited pool of available workforce, it is imperative that the agriculture industry be able to choose individuals that are knowledgeable and skilled in the various tasks associated with production agriculture. Further, the alarming decline in family farm and ranches calls for more educational resources available to those who may want to enter into the industry without prior experience.

Those who have earned the Fundamentals of Animal Science Certification have demonstrated the possession of knowledge and skills vital to our industry which give them a leg up on other potential candidates or gives them a solid base to start their own agriculture science enterprise.

In closing, the Fundamentals of Animal Science Certification will open doors for students to learn about careers in the animal science industry and will provide them with the necessary skills to successfully pursue those careers. The expansion of a skilled workforce would be a benefit to the majority of our Association's members and the economy of Nevada as a whole.

Approximately seventy-four percent of all agriculture production sales in the State of Nevada originate from livestock production. It's vitally important that we provide the next generation of ranchers and farmers with the tools and educational resources needed to be competitive in a dynamic industry.

Sincerely,

A handwritten signature in black ink that reads "Martin Paris". The signature is written in a cursive, flowing style.

Martin Paris
Executive Director, Nevada Cattlemen's Association



Nevada Farm Bureau Federation

2165 Green Vista Dr., Suite 205, Sparks, NV 89431

Phone: (775) 674-4000 or Toll-Free (800) 992-1106

August 16, 2022

To Whom it May Concern,

Nevada Farm Bureau is the largest agricultural organization in Nevada, representing farm and ranch families throughout the state. We are pleased to offer our endorsement for the Elanco Fundamentals of Animal Science Certification.

As a statewide organization that's mission is to be the voice of Nevada's agriculture, we see the importance of this certification. At Nevada Farm Bureau Federation, we work to promote, preserve, protect, and resolve challenges in agriculture through advocacy, education, and leadership. This certification directly lines with our values seeing as it provides proper education in the animal science industry. With industry standards developed by Elanco, I can be sure that the Elanco Fundamentals of Animal Science Certification is relevant to the animal science industry.

I believe this certification will provide individuals with the skills needed to enter the animal science industry with confidence and succeed. Earners of this certification will be much more qualified than those who do not hold this certification. I would absolutely consider an individual who holds the Elanco Fundamentals of Animal Science Certification for an interview or job with the Nevada Farm Bureau Federation. I know that earners are dedicated to their work, willing to step outside of their comfort zone, and overall well-rounded individuals. I look for this in all employees and feel confident that earners will have all of these skills.

Agriculture is an extremely technical and wide-ranging industry. Those who have earned the Elanco Fundamentals of Animal Science Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President

April 25, 2022

To whom it may concern:

My name is Brett Poling, and I am a proud member of the New Mexico agricultural community. Along with my family, I run a multi-generational farming and ranching operation. I grew up working alongside my father and siblings on our land and am now raising my own children to have the same passion for crop and livestock production.

Agriculture is a highly technical, scientifically based industry despite stereotypes and misconceptions. Specifically related to livestock production, it can take year of hands-on application to build the knowledge and skills needed to care and manage cattle and horses. This is why I was excited to learn about the Elanco Fundamentals of Animal Science Certification.

This certification is meaningful to me as an employer because it assures me the earner has verified knowledge of animal science. From general care and management to nutrition, health, and breeding concepts, this certification addresses the scope of the animal science industry that would take years for a novice to develop in the field. If an applicant were to have this certification listed on their resume, I would be more confident in their abilities and more likely to trust them with the care of our cattle and horses.

As an employer and a father, I encourage the state of New Mexico to adopt the Elanco Fundamentals of Animal Science Certification so more young people can have access to quality educational experiences related to production agriculture. We must invest in the next generation of agriculturalists to endure a steady supply of safe, quality protein products for consumers.

Sincerely,

A handwritten signature in black ink, appearing to read "Brett Poling", with a stylized, cursive script.

Brett Poling



College of Agricultural, Consumer & Environmental Sciences

Animal and Range Sciences, MSC 3-I

New Mexico State University

P.O. Box 30003

Las Cruces, NM 88003-8003

Tel: 575-646-2514, Fax: 575- 646-5441

New Mexico Public Education Department
300 Don Gaspar Ave
Santa Fe, NM 87501

April 22, 2022

To Whom It May Concern:

My name is Shanna Ivey, and I am the Department Head as well as a Professor of Animal Science at New Mexico State University. I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I urge the New Mexico Public Education Department to approve the use of this Industry Certification in Secondary programs throughout the state of New Mexico. Many teachers and educators are already utilizing this Industry Certification, so approval would mean expanded access to those currently unable to offer this one-of-a-kind opportunity.

The Elanco Fundamentals of Animal Science Certification assesses an individual's understanding of animal science and allows them to play a role in moving the industry forward. Those that go on to earn this certification have demonstrated ownership of the subject and have been affirmed in their knowledge and skill. This certification creates a foundational knowledge of the following:

- Animal nutrition
- Animal breeding
- Management practices
- Health and wellbeing
- General animal science

These are all skills that can further be enhanced through experience and exposure to the industry; however, it is important these skills be introduced in the classroom through this certification. In addition to the benefits this certification provides to the earner, it is also a huge advantage to the businesses and organizations within the industry. By an individual putting the time and effort into receiving this certification, it translates into less work in onboarding and training for the businesses and organizations they become a part of.

An individual who has earned the Elanco Fundamentals of Animal Science Certification issued by an industry-leading organization; has proven they are more qualified for employment in the industry than an applicant without the certification. Our industry has much to gain by making this certification more widely available in New Mexico.

Sincerely,

A handwritten signature in blue ink that reads "Shanna Ivey".

Shanna Ivey, PhD, Department Head and Professor,
Department of Animal and Range Sciences, New Mexico State University



Rio Rancho Public Schools Career Technical Education Team
500 Laser Road
Rio Rancho, NM 87124
(505) 962-4624

February 28, 2022

To Whom It May Concern:

I am the CTE Program Manager with the Rio Rancho Public Schools' Career Technical Education team. The Rio Rancho Public schools are located in Rio Rancho, NM. Our CTE team supports all of our CTE programs in the district with funding and guidance for curriculum, supplies, equipment, and professional development. The Rio Rancho Public Schools is a school district of roughly 17,300 students with approximately 6000 high school students. Of those 6000 high school students, we have approximately 3500 students who are currently enrolled in a CTE course. We have a strong and successful Agricultural Sciences – FFA Program with over 300 students.

The certifications that would be of most value to our students and are in alignment with the curricular content of our Agricultural Sciences and FFA program would be:

- Plant science
- Ecology conservation and management
- Fundamentals of animal science
- Principles of livestock selection

We are requesting state approval for certification in these areas, as it would give our CTE Ag students something tangible and of value that they could take with them outside of the educational walls that illustrates proof of their knowledge and what they can do. We trust ICEV as the certifying body of this certification as they have established themselves as a trusted leader in CTE curriculum and historically proven that they are knowledgeable of the industry and its needs.

In closing, I feel that having the ability to offer students a certification in the aforementioned areas adds legitimacy to the curricular programs and the students' learning. In addition, it provides the students something that can potentially help them get a foot in the door for employment where they can continue to learn and grow in an area where they have a passion.

Sincerely,

A handwritten signature in black ink, appearing to read 'Benton Spradlin', written over a horizontal line.

Benton Spradlin
CTE Program Manager, Rio Rancho Public Schools

Casey Spradley
P.O. Box 280
Cuba, NM 87013
719-252-0520

September 14, 2021

To Whom It May Concern:

My name is Casey Spradley, and my husband and I are the principal operators of a 150 head cow-calf ranch in northwestern New Mexico. My family has been ranching in the area for more than 100 years and my children are the fifth generation of our family to be raised on the ranch.

I am requesting the state of New Mexico approve the Elanco Fundamentals of Animal Science certification. The beef industry contributes \$1.7 billion in revenue to the state. New Mexico's agricultural producers are aging, and we need to equip our youth with an awareness of the career opportunities available in agriculture and prepare them to excel in those careers. Elanco is a well-known provider of animal health products not just among the beef industry but throughout the world of livestock and household pets. I trust them to be on the cutting edge of science in the industry and be knowledgeable of the competency one would need to do well. Approval of this certification would ensure students have a path to gain the knowledge they need to carry on the legacy of ranching in NM either through direct agricultural production or through supporting roles such as veterinarians.

By providing this certification in our state, I hope to see more youth enter the beef industry. Few youth are entering production agriculture today and land that provides habitat to wildlife and beauty to our state is being lost to development. Other roles in animal science are lacking as well. We struggle to find a veterinarian in our area that specializes in large animals. We currently use a mobile veterinarian that is based almost 2 hours away. We have even relied on veterinarians from other states to advise us and provide the services and expertise we need. Even our rural communities suffer as youth from ranches leave to seek education elsewhere and do not return because of a lack of high paying jobs. Instead, I would like to see New Mexico offer an alternative to students so they have a path to stay in New Mexico and contribute to the beef industry.

In closing, I urge you to approve the Elanco Fundamentals of Animal Science certification. This certification will open doors for our students to learn about careers in the animal science industry and provide them with the skills to successfully pursue those careers. The expansion of a skilled workforce in animal science would benefit my business because I would have easier access to knowledgeable professionals in my community that could help me care for my land and cattle. The beef industry as a whole would benefit as ranchers who retired passed on their ranches and knowledge to youth who can incorporate the knowledge and skills they have gained to build upon generations of animal husbandry and land and water conservation.

Sincerely,


Casey Spradley
Rancher, Sandoval County NM

BILLY RICHARDSON, DVM
4224 LAMBETH DRIVE
RALEIGH, NC 27609

August 27, 2022

North Carolina Department of Public Instruction:

As a professional in the veterinary industry, I can attest to the need for proper animal science education. The Elanco Fundamentals of Animal Science Certification can provide this education to our community. I write this letter in support of the Elanco Fundamentals of Animal Science Certification.

As a veterinarian and practice owner, I continuously see individuals enter this workforce with limited knowledge of the animal science industry. Although we impart hands-on proficiency through our work with veterinary technicians, I believe this certification can help provide individuals with baseline knowledge of the animal science industry that will prove vital to the health and sustainability of our labor challenges.

The Elanco Fundamentals of Animal Science Certification allows individuals of all ages to determine if they are interested in a career in the animal science industry. Those who decide they want to pursue a career in the animal science industry have a better chance of receiving a job with this animal science certification. In addition, this certification allows employers to identify and connect with skilled and committed individuals in the animal science industry.

As a veterinarian, I respect the Elanco brand and their commitment to improving the veterinary profession. I value this certification at a high level because individuals who obtain it will be better equipped to enter the workforce. Upon the approval of this certification, individuals will have the opportunity to learn more about the animal science industry, explore career opportunities, and provide value to potential employers. The Elanco Animal Science Certification would have a positive impact on the veterinary industry if students had the opportunity to obtain this certification prior to applying for a position at a small or large animal hospital.

Sincerely,

A handwritten signature in blue ink that reads "Billy Richardson". The signature is fluid and cursive, with the first name "Billy" and last name "Richardson" clearly legible.

Billy Richardson, DVM

G & M MILLING CO.

4000 Taylorsville Highway
Statesville, NC 28625



August 31, 2022

To Whom it May Concern,

I am writing to voice support for the Elanco Fundamentals of Animal Science Certification on behalf of G & M Milling Co. We are a family-owned feed milling company that has been operating in Statesville, North Carolina since 1957. We manufacture and sell livestock feed for all types of animals and sell forage seeds to give you a complete line of products for all your animal's dietary needs.

There are few, if any, certifications that help agriculture-based employers find skilled workers. The Elanco Fundamentals of Animal Science Certification benefits our industry by building a highly skilled and prepared workforce. The certification helps the earner gain the knowledge needed to be successful in the agriculture industry and helps us identify interested employees and those who are ready for work.

Many people are unaware of our industry's opportunities. This certification provides information and training in our field that hasn't been offered in the past. The knowledge and training that individuals gain would provide them with an advancement opportunity in the animal science industry. We would strongly consider higher starting pay or immediate interviews/hiring for those who have earned this certification because the knowledge they will immediately bring to the job. This certification will help us attract and maintain a capable workforce, providing for time savings on training and increased productivity.

We strongly urge your approval of this certification.

Sincerely,

A handwritten signature in black ink that reads "Jeff McNeely".

Jeff McNeely
President & Owner
G & M Milling Co.

May 11, 2022

To Whom it May Concern,

My name is Seanna Copeland and I am a Lab Director at Goldsboro Milling Company. Goldsboro is part of the Animal Food Manufacturing industry and I work to manage finishing feeds and grains for our farms across North Carolina. I am writing to extend my support for the Elanco Fundamentals of Animal Science Certification to be approved in the state of North Carolina.

At Goldsboro Milling Company, we believe in power behind comprehensive certifications. Our operation sees tremendous value behind the Elanco Fundamentals of Animal Science certification. Creating a strong future of qualified agriculturists begin with primary and secondary school. Certifications are one of the best ways to go about ensuring that these individuals are qualified for positions as soon as possible. Additionally, Goldsboro Milling Company looks for employees that are industry certified. With the approval of the Elanco Fundamental of Animal Science certification, we can ensure that more industry certified individuals are entering jobs within the animal science industry. This certification will allow all businesses within the animal science industry to spend less time training new employees since the certification allows individual to prove their knowledge and understanding of basic concepts recognized within the animal science industry. Some of these concepts include terms and terminology, harvesting processes, digestive requirements and nutritional needs, breeding methods/ systems, common diseases, and production/ management systems.

I strongly encourage the state of North Carolina to approve the Elanco Fundamentals of Animal Science certification and thank you for your consideration in making this available in North Carolina. Goldsboro Milling Company is impacted daily by the skill level of our employees. The more knowledge and understanding of industry standards that they have, the better they will be able to conduct daily feed management practices and the strong our business and team will be.

Sincerely,

A handwritten signature in black ink, appearing to read 'Seanna Copeland', with a small comma at the end.

Seanna Copeland

Lab Director

Goldsboro Milling Company



July 5, 2022

To Whom it May Concern,

I am writing in full support of the Elanco Fundamentals of Animal Science Certification. My name is Jan Archer, and I am currently the Administrator for Producer Education and Outreach Programs for the North Carolina Pork Council. My husband and I also own a 1,200 sow farrow to wean farm in Wayne County with TDM Farms.

I believe that individuals who earn this certification have proven their knowledge in the animal science industry and have developed a mastery of concepts vital to succeeding in the industry. Individuals who complete the certification have mastered industry standards related to fundamental animal nutrition, animal breeding, animal health and wellness, and basic animal systems. I believe that individuals who hold the Elanco Fundamentals of Animal Science certification are highly qualified for a job in the animal science industry in comparison to those who do not hold the certification.

Additionally, this certification creates a direct pipeline of workers into the animal science industry. The individuals who are more qualified should be able to easily find job opportunities. This certification does not only benefit the holder, but also benefits business and organizations. One benefit to the businesses and organizations is that certification holders will require less training and preparation when entering a job in the animal science industry. Another benefit to businesses and organizations is that the certification will help them easily find and identify highly qualified candidates.

I believe that it is important to have a way to prepare and expose young people into the animal science industry and prepare them for much needed positions in the industry. I urge the state of North Carolina to approve the Elanco Fundamentals of Animal Science certification as it will help to bridge that gap between education and the industry to supply us with a new and knowledgeable generation of industry leaders.

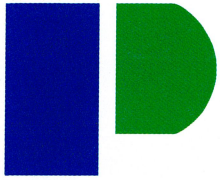
Sincerely,

A handwritten signature in black ink, reading 'Janet C Archer', followed by a vertical line.

Janet C Archer

Producer Education and Outreach

North Carolina Pork Council



Prestage Farms, Inc.

August 30, 2022

To Whom it May Concern,

Prestage Farms is a multi-generational family-owned and operated pork and turkey producer and processor. We embrace the philosophy of doing our jobs well to achieve our mission: producing top-quality pork and turkey at a competitive cost while practicing responsible stewardship of our animals and the environment. Here at Prestage Farms, doing our jobs well means holding ourselves to high standards as we draw on our extensive knowledge of animal production and our practical experience to perform our duties. But it also means continually innovating and identifying opportunities to improve our operations so that we are always providing the best products to our customers, responsible care for our animals and the environment, and quality-of-life-enhancing support to our communities.

A new opportunity we are supporting is the Elanco Fundamentals of Animal Science Certification. We believe this certification can help give individuals the knowledge needed for entry-level careers in the animal science industry. As I understand, the certification validates individuals are more qualified and prepared to enter a wide variety of roles in one of the largest industries in the world. Additionally, the certification allows employers like us to identify and connect with more skilled candidates, filling gaps in the labor market and jumpstarting individuals' careers. Any earner of this certification has a better chance of receiving a job with higher pay at Prestage Farms in comparison to an individual who does not have this certification. I would value this certification and recommend any individual to complete the examination if possible. I believe it can benefit all individuals both inside and outside of the animal science industry and prepare them for the workforce.

Sincerely,

Dennis H. Carter

Human Resources Director



111 E Gypsy Lane Rd. | Bowling Green, OH 43402
o: 419.352.5178 | 877.635.3426 (Toll-Free)
f: 419.354.2199

December 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I am Shane Vetter senior account officer for Ag Credit. I am responsible for making good loans for FFA/4-H projects and farm loans to all ages of people. I urge you to adopt this Elanco Fundamentals of Animal Science Certification as soon as possible to help young people get a good start in their livestock projects.

With this certification I can have confidence in making Ag Credit a provider of money that will give us a positive return. It will also help young people who are interested in the animal industry get a good start.

This certification is what the livestock industry needs so that entry-level individuals will have the science background to be successful.

It is awesome to learn that there is another tool to help identify individuals who are career ready and want to make a mark in this rewarding industry. Personally, I would have been excited to have earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company. As the senior account officer at Ag Credit I feel that this certification will help fill jobs in the livestock area, offering skills for them to increase their value and be ready for employment. Now is the time to adopt this certification to help fill the jobs in the animal industry.

Sincerely,

Shane Vetter

Ag Credit Senior Account Office

Agricultural Incubator Foundation

Where Agriculture, Education, Research and Innovation Meet

AIF & CIFT

13737 Middleton Pike

Bowling Green, Ohio 43402

April 18, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

I am Richard Bostdorff, Chairman of the Agriculture Incubator Foundation, an educational and research-focused organization promoting the development, advancement and appreciation of agricultural systems that are economically, ecologically and socially sustainable. As the chairman of the AIF, we are reaching out to individuals, entry-level specifically, providing hands-on skills that will help them pursue positions in the livestock field. Individuals who earn this certification will have demonstrated possession of knowledge and skills vital to succeeding in the livestock and small animal care industry. In the past 10 years, young people have limited backgrounds in livestock production, so it is difficult to encourage them to work in our industry without prior experience. With this certification, new hires would be more career-ready than an individual without the certification. It would provide an edge over someone who does not have this certification. I feel that the Elanco Fundamentals of Animal Science Certification is a good start for any person that is seeking to work in this industry.

This certification is what the livestock industry needs so that entry-level individuals will have the science background to be successful.

It is awesome to learn that there is another tool to help identify individuals who are career ready and want to make a mark in this rewarding industry. Personally, I would have been excited to have earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company. As an organization that works with young and old this certification will help fill the jobs in the livestock area, offering skills for them to increase their value and be more ready for employment, now is the time to adopt this certification to help fill the jobs in the animal industry.

Sincerely,



Richard Bostdorff
AIF Chairman

COBA



Since 1946

1224 Alton Darby Creek Rd.
Columbus, Ohio 43228-9792
(614) 878-5333
FAX 614-870-2622

December 9, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

With over 70 years of experience, COBA/Select Sires has become the dairy and beef producer's choice for genetics, artificial insemination expertise, and reproductive solutions. Our staff of well-trained and experienced professionals, in addition to top quality products and superior semen, allow us to lead the industry.

This certification provides individuals the opportunity to showcase a holistic understanding of the animal science industry, ranging from vocabulary and regulations to anatomy and nutrition. Having this foundational knowledge of the industry will prove to be incredibly valuable, no matter what facet of animal production the holder of the certification decides to pursue.

In addition to the value this certification provides to the individual, it will also be incredibly beneficial to local businesses in the agricultural industry. Seeing this certification on a resumé shows that the candidate has a proven passion for animal production, and has put forth the time and energy to acquire essential knowledge and skills relevant to the industry. This effort translates into employees that are already familiar with the terminology and procedures associated with animal production, and will require significantly less training and preparation on our part.

We at COBA/Select Sires want to see the Elanco Fundamentals of Animal Science certification from applicants, because it will allow us to recognize high-quality and well-prepared individuals ready to be a part of our industry.

This certification is an exciting resource for the agriculture industry, and we are eager to see individuals take advantage of this opportunity to proof their grasp on animal science.

Sincerely,

Duane D. Logan
General Manager
COBA/Select Sires, Inc.

Since 1946 and a founding member of Select Sires in 1965

ERF FARMS

12/11/19

To Whom It May Concern:

The following letter is to show support for the Elanco Fundamentals of Animal Science Certification.

Erf Family Farms Inc. is a cattle feedlot operation located just outside the rural town of Bellevue, Ohio. Our cattle operation consists of around 900 head of Holstein steers raised for the beef market. Calves are bought at just a week of age and are fattened up until they reach their desired target weight of 1,500 pounds. The operation also consists of around 600 acres of farmland where we grow corn, soybeans, and other forages used to feed the cattle herd. Our program has always been a big proponent of working cattle with ease while trying to minimize stress events. Seeing that our cattle are graded on the rail for quality and yield grades, animal welfare always sits at the top of our priority ladder.

My family and our operation are in full support of this certification. In fact, it is almost needing to be a requirement in this age of advanced technology and social media. It is very easy for our words and intentions to get mis-trued all by the click of a button. By proving that our employees working in the livestock sector are well informed and knowledgeable about the product they are raising, we can ensure the consumer that their product is always safe and wholesome. Individuals and or employees who earn this animal science certification play a vital part in the livestock industry.

The Elanco Fundamentals of Animal Science Certification is a good addition to the various trainings that are offered in the livestock industry. This certificate sticks out to me as being one of the best all around tools to have. Sure, you can get training in Beef Quality Insurance which teaches you proper handling procedures when raising beef cattle. However, this Animal Science certificate is not species specific and can be used by all animal producers and any employee who deals with products related to animals. This certification also dives deeper into topics such as husbandry, nutrition, and reproduction. Having a broad understanding of these topics is essential in relating to the general public on hot button issues.

Potential or current employees that receive the Elanco Fundamentals of Animal Science Certification, have proven they are more qualified for employment in the animal science industry than individuals without the certification. Elanco is a very reputable company within the livestock industry. They are known for producing high quality products that save the producer time and money. We should think of the individuals that have received this certification as the same. By being able to connect with these candidates, livestock producers can become more profitable while using less resources and saving time.

Sincerely,



Nick Erf

Assistant Herd Manager
Erf Family Farms Inc.

GERBER & SONS, INC.

BUY DIRECT FROM THE
MANUFACTURER FOR TOPS
IN QUALITY AND LOWER PRICES



*Quality & Service
Our Most
Important Products*

11/25/19

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

Gerber & Sons, Inc. has been a regional feed manufacturer since 1905 operating out of Baltic, Ohio. Our company provides a diverse amount of high-quality animal feed. Our mixes include varieties for Beef, Dairy, Horse, Swine, Poultry, Goat, Sheep and much more. Our company works with producers all around the state to find the perfect nutrition product to match nearly any livestock operation.

Today, our independent, regional feed mill produces more than 100,000 tons of feed per year, has 40 employees who help us to continue to grow and be profitable. We serve clients in more than 11 counties, including: Tuscarawas, Coshocton, Holmes, Carroll, Harrison, Guernsey, Muskingum, Knox, Ashland, Wayne and Stark. As a business we are constantly looking for talented individuals to help us live by our founding principle, "Quality and Service at the Best Possible Price".

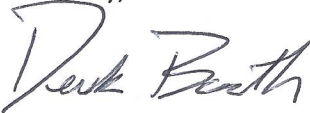
Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the Animal Science industry. Understanding the keys principles of Animal Nutrition is a vital part of what makes our business so successful. The most impactful element about this certification is that it demonstrates a holistic education surrounding Animal Science. We know how much of an impact this certification can have on our rural communities in Ohio. We can speak for not only ourselves, but a large number of the livestock operations that we work with.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. It is difficult to find a large population of potential employees possessing this level of understanding. It would be an important advantage to us in the hiring process to be able to identify candidates who have demonstrated a passion & understanding for Animal Science through obtaining this certification.

This certification is what the industry is looking for and will help ensure that Ohio remains a leader in Animal Agriculture!

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like us, because it helps connect us to qualified candidates.

Sincerely,



Derek Booth
Sales Manager
Gerber & Sons, Inc.



December 13, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

My name is Adam Wixtead and I have worked in the agriculture sector for the past 10 years after graduating from The Ohio State University with a bachelor's degree in Animal Science. I am currently employed at Hord Family Farms as the Director of Logistics and have served in this role for the past 8 years. We employ 200 individuals at Hord Family Farms, and work with over 150 contract family farms across the states of Ohio and Pennsylvania.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. Students having graduated with specialized knowledge and obtained skillsets from this certification would be very desirable within our industry. Students that have learned general background skills in animal husbandry, nutrition and genetics would make excellent future employees.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. With less than 2% of the population being involved in the agriculture sector, this makes it very difficult to find and keep qualified employees. Students with this certification and training would have an initial background and understanding of the agriculture sector, increasing job retention rates within the industry.

This certification is what the industry needs for great, entry level employees. This certification would give them the background and basis for many important principles within our field.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. We work closely with Elanco Animal Health at Hord Family Farms, and strongly urge your consideration to see the value this program could provide students at Tri-Rivers for future work force development.

Sincerely,

Director of Logistics
Hord Family Farms



11/27/19

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

JT Moreland Farms LLC is operated by Josh and Tiffany Moreland just outside the small rural village of Camden, Ohio. Since the beginning in 2003. We are a Cow Calf Operation in Southwestern Ohio. Our program is driven on the idea of the cattle working for us, not us for them. We are a commercially committed operation focusing on calving ease, fertility, udder and hoof quality, and high quality carcass cattle.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. We are especially interested in the Animal Management Practices that are shown through this certification. Our operation needs employees who can demonstrate a knowledge and understanding for Animal Breeding, Nutrition and Health/Wellness, which are all integral pieces of this certification.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. In our area it can be extremely difficult to identify potential employees who are ready to help us succeed with our business. The Elanco Fundamentals of Animal Science Certification would be a impactful piece of an applicant's resume, that we could use to identify top talent to bring into our operation.

This certification something our industry has been missing for a long time. In our opinion this certification would be an extremely powerful asset for our rural employee populations.

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Josh Moreland
Owner
JT Moreland Farms, L.L.C.
Camden, Ohio



The best way to predict the future, is to create it.

December 5, 2019

To Whom it May Concern:

Today, I write this letter in support of the opportunity to supply a Fundamentals of Animal Science Certification to high school students. This program stands to be beneficial for both the students who choose to enroll and agricultural employers searching for skilled young people in the state of Ohio.

ST Genetics is a worldwide leader in livestock reproductive services, especially utilizing gender-sorted semen and genomic testing, among other progressive practices.

As a young professional in the livestock sector of agriculture, I have had opportunities to complete internships on several large-scale farms, mainly in the dairy and swine sectors. Since graduation, I have worked in a sales and support role with ST Genetics here in Ohio, where I work with dairy herds of all sizes and management styles to help move them forward utilizing progressive genetics and working to make their business more profitable. The largest expense on the majority of farms is labor force, yet it is also arguably the most worthwhile expense, as an outstanding employee can help propel your operation. "Good help is so hard to find" is a broken record among the owners I communicate with, and a skilled employee that goes above and beyond is held in high regard.

The Fundamentals of Animal Science Certification program creates a fantastic opportunity for students with an interest in animal agriculture to gain experience, network with future employers, and make themselves more marketable in the job market in the long run. This type of program could open doors as a student plans to go to a university and continue into the field or help them stand out amongst other applicants if they choose to bypass college and head directly into the workforce. A person holding the experience and accreditation from this program would be an enticing hire for a company like ST Genetics, but would be just as great of an opportunity for any livestock producers in the state of Ohio and across the country. For these reasons, and countless others, I am very supportive of the Ohio Department of Education adding a Fundamentals of Animal Science certification to their curriculum for students. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Candace Lease". The signature is fluid and cursive, with a long horizontal stroke at the end.

Candace Lease
Reproductive and Genetic Advisor



DR. VICKI FROBOSE

1616 E. Wooster St. Ste 14
Bowling Green, OH 43402
419-352-1478

December 10, 2019

I am Kelli Bohland, a livestock producer that is concerned about the abilities of young people to be ready to work in the animal industry. I work to improve the welfare of our animals and the attitude of young people towards the livestock industry. I am responsible for helping 4-H members get a good start with their projects. I urge you to adopt this Elanco Fundamentals of Animal Science Certification as soon as possible so I can get help for our sheep operation. That might sound selfish but identifying young people that has a focus of animal science is important to me. It also shows me that when I am hiring a helper for our farm operation the individual has made an effort to specialize in the area of his or her projects. With this certification I can have confidence in lending and hiring the right individuals.

This certification is what the livestock industry needs so that entry-level individuals will have the science background to be successful.

It is awesome to learn that there is another tool to help identify individuals who are career ready and want to make a mark in this rewarding industry. Personally, I would have been excited to have earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company. As a livestock producer this certification will help fill jobs in the livestock area, offering skills for them to increase their value and be ready for employment. Now is the time to adopt this certification to help fill the jobs in the animal industry.

Sincerely, 

Kelli Bohland, RVT



DR. VICKI FROBOSE

1616 E. Wooster St. Ste 14
Bowling Green, OH 43402
419-352-1478

December 10, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification. I have been a mixed animal veterinarian for 33 years.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. By encompassing veterinary terminology, welfare, anatomy & vet medical practices, these individuals would be so much farther trained than others applicants without this certification.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. Having access to adults with these skills could make my hiring work much more significant.

This certification is what the veterinary industry very much could benefit from. I know I would definitely seek out this type of individual.

An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Dr. Vicki Frobose
Town Country Animal Health Care

December 10, 2019

To whom it my Concern:

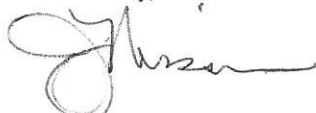
I am writing this letter in support of the Elanco Veterinary Medical Applications Certification and the Elanco Fundamentals of Animal Science Certification.

I am Mrs John Nissen , Manager of the TSC store in Bowling Green Ohio. As manager of the store one of my responsibilities is to train, hire, and work with new employees. These certifications would make it much easier to accomplish my job if a new hire had one or both of these certification. This would verify that the individual has achieved employability within the veterinary and animal science field and is transferable practicing the skills to improve animal health. I plan to contact the local agriculture instructors and the local career center to have them send any individual that has one of these certifications my way.

These certifications are what the small animal industry and livestock industry needs so that entry-level individuals will have the science background to be successful.

It is awesome to learn that there is another tool to help identify individuals who are career ready and want to make a mark in this rewarding industry. Personally, I would have been excited to have earned the Elanco Veterinary Medical Application Certification or the Elanco Fundamental of Animal Science Certification issued by a nationally recognized, industry-leading company. As a retail business we will be requiring students from our local FFA programs and local career center to bring their certification for employment. Working with a trainee that has either certification will speed the learning of his or her job so they can work with the public sooner. These certifications will help us identify the individuals that have a desire and focus to learn the small animal and livestock industry and improve the quality of our employees if they have the Elanco Veterinary Medical Applications Certification and/or the Elanco Fundamental of Animal Science Certification. I urge you to adopt these certifications now.

Sincerely,

A handwritten signature in blue ink, appearing to read 'John Nissen', with a stylized flourish at the end.

Mrs John Nissen,

TSC Store Manager,



December 9, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

Vonderhaar Farms Inc. is a diverse agricultural production corporation. The bulk of our business is in corn/soybean production. We also have production herds of cross-bred angus and full-bred Hereford cattle as well as a flock of yearling ewe crossbred sheep. We are a commercially committed operation focusing on calving ease, fertility and meat production within our livestock herds.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. We are especially interested in the Animal Management Practices that are shown through this certification. Our operation needs employees who can demonstrate a knowledge and understanding for Animal Breeding, Nutrition and Health/Wellness, which are all integral pieces of this certification.

It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. In our area it can be extremely difficult to identify potential employees who are ready to help us succeed with our business. The Elanco Fundamentals of Animal Science Certification would be an impactful piece of an applicant's resume, that we could use to identify top talent to bring into our operation.

This certification something our industry has been missing for a long time. In our opinion this certification would be an extremely powerful asset for our rural employee populations.

As a company that is dedicated to the advancement of our community, this certification is just what we have been waiting to see in Preble County!

An individual who has earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the animal science industry than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Rachael M. Vonderhaar

Rachael Vonderhaar

Controller

Vonderhaar Farms Inc.

4636 State Route 725 W

Camden, OH 45311-9610



111 E Gypsy Lane Rd. | Bowling Green, OH 43402
o: 419.352.5178 | 877.635.3426 (Toll-Free)
f: 419.354.2199

December 5, 2019

I am Andy Witker, account officer with Ag Credit. I am responsible for making good loans for FFA/4-H projects and farm loans to all ages of people. I urge you to adopt this Elanco Fundamentals of Animal Science Certification as soon as possible so I can get help for my beef operation. That might sound selfish but identifying young people that has a focus of animal science is important to me. It also shows me that when I am lending money that the individual has made an effort to specialize in the area of his or her project. With this certification I can have confidence in lending and hiring the right individuals.

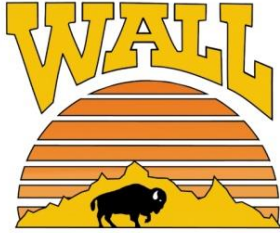
This certification is what the livestock industry needs so that entry-level individuals will have the science background to be successful.

It is awesome to learn that there is another tool to help identify individuals who are career ready and want to make a mark in this rewarding industry. Personally, I would have been excited to have earned the Elanco Fundamentals of Animal Science Certification, issued by a nationally recognized, industry-leading company. As a lender and producer this certification will help fill jobs in the livestock area, offering skills for them to increase their value and be ready for employment. Now is the time to adopt this certification to help fill the jobs in the animal industry.

Sincerely,

Andy Witker,

Ag Credit Account Officer



CITY OF WALL

501 MAIN STREET • PO Box 314
WALL, SOUTH DAKOTA 57790-0314
(605) 279-2663 • FAX (605) 279-2067

WALLCITY@GWTC.NET

WWW.WALLSD.US

To Whom It May Concern:

I am writing this letter of support of the Elanco Fundamentals of Animal Science Certification.

Wall, South Dakota is home to the famous Wall Drug Store and a gateway to Badlands National Park. While we may be best known for the approximately million visitors passing through annually, we also have a robust agriculture industry that is the second pillar to our local economy.

Registered and Commercial livestock breeders dot the landscape throughout the rural area surrounding our small community adding a diversity that helps sustain our local economy. When Covid hit and our tourism dollars dissipated, it was the ag producers who kept that economy treading water. Through marketing campaigns such as local beef, beef to school, etc. The desire for locally grown beef, pork and lamb has grown significantly.

With the increased demand, especially locally, for product, it is imperative that we do our part in providing the resources to our ag community that allows them to be more efficient while producing more on the same land they currently operate. By supporting certification programs such as the Fundamentals of Animal Science, producers can better understand the conditions animals are subjected to, genetic data sharing, how to keep their herds healthy and productive, what to feed and how to gain efficiencies in that feed.

One final aspect to this certification program that excites me as a Mayor is that this provides a pathway for young people to return to our rural communities and bring with them knowledge that not only benefits ag operations, but also the communities that serve them. They marry, raise families, become active in community organizations and help sustain a way of life that many do not get to experience.

Sincerely,

Marty Huether

Marty Huether
Mayor, City of Wall, SD 57790
605-685-3021

Eisenbraun, Inc. Creighton, SD



Eisenbraun, Inc.
21362 Creighton Rd.
Creighton, SD, 57790
605.391.3388

09/25/2021

To Whom It May Concern:

I am Kaden Eisenbraun and I am representing the general stance of my family's farm and ranch in this letter. Eisenbraun, Inc. is a multi-generational farm and ranch located in North Creighton, South Dakota. We specialize in registered Angus and commercial Angus/Simmental crosses as a cow-calf operation, as well as produce dryland crops including wheat, hay, millet, safflower, and alfalfa. I am a fourth-generation stakeholder and partner on the operation, who oversees cattle and hay production operations. We operate on 20,000 acres and are considered a 'large-farm' by both economic and physical standards. We currently employ 7 individuals on our team, and with upcoming expansions, we are looking to increase this number to 8 full-time employees.

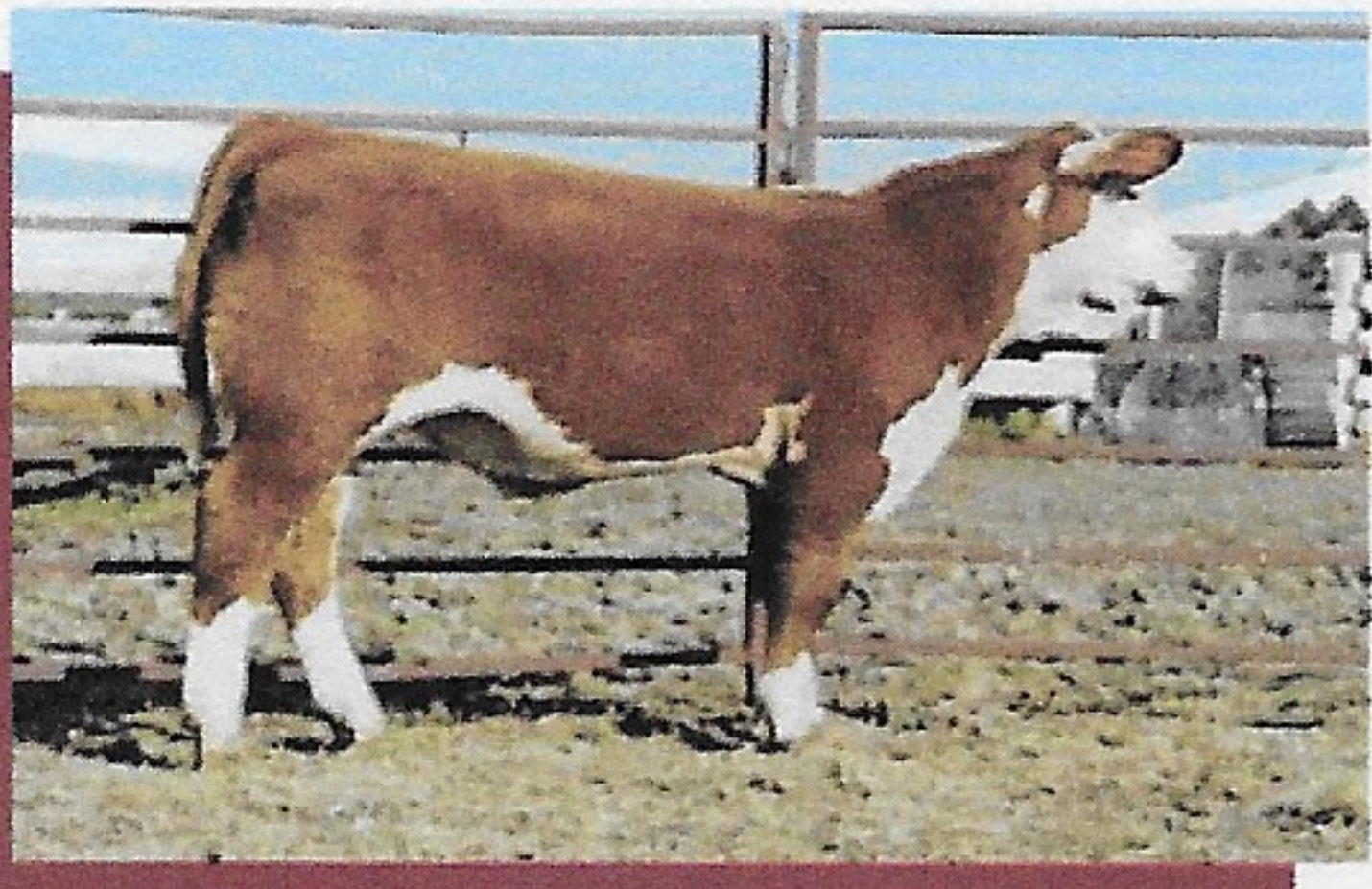
At Eisenbraun, Inc., we believe in the power behind comprehensive certifications. Our operations specifically see tremendous value behind the Elanco Fundamentals of Animal Science certification. We believe that creating a strong future of qualified agriculturalists begins with primary and secondary schooling. Our operation works closely with the local FFA and 4H chapters, and we would love to see this certification enacted. Elanco has strong value and tremendous insight in their development and articulation with schools. With this certification, it will require less time for us to spend training our employees on many of the basic concepts that are expected to be known, and the work that our employees put in will benefit the farm and ranch. Comparing an individual with this to an individual without, all other aspects being the same, the certified candidate would win every single time. This would be a great asset to our operations when hiring new employees, and existing employees may even be able to gain some knowledge and understanding from them as well.

Eisenbraun, Inc., requests approval from the state for the Elanco Fundamentals of Animal Science certification because we acknowledge the depth that this can develop students to for the agriculture industry. Our operation and the industry within South Dakota as a whole will be able to benefit from higher skilled and knowledgeable employees, as well as increase productivity. Please heavily consider adopting this certification for use.

Thank you.

Sincerely,

Kaden Eisenbraun
Operations Manager



Rausch Herefords

14831 Hereford Road * Hoven, SD 57450 * 605-948-2375 or -2146

Email
rauschherf@sbtc.net

HomePage:
www.RauschHerefords.com

Rausch Herefords
14831 318th Ave
Hoven, SD 57450
605-769-4273

9/19/2021

To Whom It May Concern:

My name is Andy Rausch, and I am among the fourth generation to operate our family business, Rausch Herefords. Rausch Herefords is a registered Hereford seedstock cattle ranch located in central South Dakota near the town of Hoven. Currently we manage 1,350 registered cows, and farm and graze 10,000 acres of pasture and crop ground to provide forage for the herd. From this herd, we sell the top of the calf crop each year in an annual production sale held every February. Bulls and open heifers are offered for sale, allowing other ranches to select from the premier genetics to implement into their cattle herds. Currently we have 12 employees on our team to operate our diverse farm and ranch business.

Like many companies, our business is only as strong as the skills and talent within our employee pool. A business mentor once advised me that the growth rate of a business is set by two things: the financial and human capital available. Financial capital is generally easy to obtain, but like many companies in today's world, finding skilled employees is an increasing challenge, especially in our rural location. Because of this, I am requesting that you allow for Elanco's Fundamentals of Animal Science Certification to be approved in the state of South Dakota. Having this certification available to students in South Dakota would help provide the basic livestock husbandry skills that are necessary for ranch employees. Since Elanco is a large, well-respected livestock animal health business (one from which we use multiple products), I have confidence in the thoroughness of the certification they provide.

Thank you for your consideration of allowing the Fundamentals of Animal Science Certification to be available in South Dakota schools. Our business is daily impacted by the skill level of employees. The more training they have, the better they will be able to care for the livestock and land and the stronger our business and team will be.

Sincerely,

Andy Rausch

Your Link to Value Enhancement of Your Herd



Levi Holt, DVM
Veterinarian
Green River Embryo Transfer
256 Mallory Circle
Livingston, TN

August 20, 2020

To Whom it May Concern:

I am a veterinarian who specializes in reproductive work in cattle. My practice, Green River Embryo Transfer, that employs myself, my wife, Caroline, and two other individuals is located in Livingston, TN. While I do practice some regular large animal work, the majority of my time is spent in the embryo transfer field. Along with my practice, I am also heavily involved in my family's seedstock Black Angus operation where, along with my parents and my brother's family, we raise bulls for commercial cattlemen and replacement females for other seedstock operations across the southeast.

I am writing you to request the Fundamentals of Animal Science Certification be approved. This certification would provide a positive impact for our students, our businesses, our industry, and our state. In the last few years, we have seen a shift in animal agriculture. Finding skilled workers who are able to come in at an entry level, know what they are doing enough to provide value to our business, and then be further trained in more specific areas have become virtually non-existent. Whether we are looking to hire someone to work on our farm or with our veterinary practice, our hiring pool has been limited to kids that have grown up on a farm. While those kids are out there, as the numbers of farms dwindle across our state, so do the number of potential hires. When you take into account the fact that the majority of those potential hires go back to work on their own family farm, the pool becomes even smaller. This certification would allow high school students who are interested in animal agriculture to gain a baseline knowledge that would make them competent working with animals, and avoid costly mistakes to our farm or our practice that would prohibit us from hiring them in the first place. In our business, mistakes made can lead to the disease, injury, or death of the animals that we work with and those stakes are too high to bring in someone who has no baseline knowledge of what they are doing. This certification would allow us to have confidence in the individuals looking to join our team, and with the certification being backed by Elanco, an leader in the animal health industry, we could be sure that the instruction the students are receiving is relevant, and up to date.

People love animals, but getting that love of animals to translate into working with animals has been limited to the college tract for so many years. This certification will open up doors for kids wanting to work with animals, but who haven't had the opportunity to grow up working with them. And in an industry where labor is one of the most common problems faced, this certification would provide an excellent opportunity for students and employers alike.

Sincerely,

A handwritten signature in dark ink, appearing to read "Levi Holt, DVM", written in a cursive style.

Levi Holt, DVM



Smoky Mountain Farmers Co-Op
321 West Main St.
Sevierville, TN 37862
Phone: (865) 453-7101

August 12, 2020

To Whom It May Concern:

My name is David Majors, and I write this letter on behalf of a farmers co-op store. Our livestock department products include animal nutrition products, bulk feed, animal health products, equine products, livestock equipment, and livestock team products. We also sell pet supplies. We strive to provide excellent customer service and provide products that meet the needs of our ever changing area. We have locations in Sevierville, Morristown and Newport, Tennessee and Waynesville, North Carolina and a crops center in White Pine, Tennessee. We serve more than 2,250 farmer members.

I write this in hopes that you will consider making the Elanco Fundamentals of Animal Science Certification one of the Tennessee Promoted Student Industry Certifications. Though Tennessee is largely still rural, it is difficult for us to know which potential employees truly have the necessary background in animal science needed for our work without having proof. This certification provides proof. There is only so much we can learn about an employee in an interview, but when we see this certification on someone's resume, we know it means they've proven mastery of the concepts Elanco established on behalf of the animal science industry. This is a tremendous help to employers like us. And, while the public might not know Elanco, it is a global industry leader in our eyes.

In eras like the one we're living in now, it'd be especially nice to know that students coming out of high school are ready for the workforce, and we can't always know that without a certification like the Elanco Fundamentals of Animal Science Certification. It's a great risk for me to invest in an employee who doesn't return that investment. Unfortunately, though, when schools aren't incentivized to use this certification in school, the pool of individuals who are earning it in TN will stay smaller than the industry needs. It is hard to find skilled entry-level employees who want to work in agriculture. Adding this certification to the Tennessee Promoted List would make that easier.

I wish all of our entry level employees had the Elanco Fundamentals of Animal Science Certification. It is the equivalent of years of experience with livestock. So, employees with this certification save me time and money in training. I hope the state considers doing Smoky Mountain Farmers Co-Op and the agriculture industry a favor by adding this certification to the Tennessee Promoted List.

Sincerely,

David Majors
Manager



1586 ATLANTIC AVE.
P.O. BOX 308
HENRY, TENNESSEE 38231-0308

OFFICE (731) 243-4861
FAX (731) 243-4860

Seth Krantz, DVM
Staff Veterinarian
Tosh Pork, LLC
1586 Atlantic Ave
Henry TN 38231

8/19/2020

To Whom it May Concern:

I represent Tosh Pork which is a division of Tosh Farms. We are the largest swine producer in the state of Tennessee and among the largest producers in the United States. Based in Henry, TN, we currently employ over 500 people throughout western Tennessee and Kentucky. We currently produce over 1 million pigs per year on over 100 farms. In addition to swine production, we are engaged in other agricultural pursuits including row crops, barn construction, and feed milling. As the Staff Veterinarian at Tosh Pork, I oversee the health and well-being of the pigs that we raise. In addition, I support our production teams through the implementation of technology and research.

I am writing in regards to the Fundamentals of Animal Science Certification available through Elanco. I believe that state approval of this certification will be beneficial to us, a major employer in the state of Tennessee. Human capital is essential to sustainable livestock production and our industry is continually faced with the availability of quality labor. We often rely on hiring people with little to no experience or education in animal science or fundamental animal husbandry. If we were able to find people who were familiar with the concepts of livestock production when they were hired, it would significantly reduce the resources needed to properly on board them and equip them to succeed in pig production. I have a great degree of trust in Elanco to create and deliver high quality educational content. As a longtime customer of Elanco who considers them to be a valuable partner in animal health, I know that they have the technical expertise to provide relevant and challenging information that will prepare students for a career in pork production and set them apart from their peers as they seek jobs in any areas of animal agriculture.

Thank you for the work that you do to create more opportunities youth in Tennessee. Approving this certification to boost the agricultural education opportunities in Henry County will provide a pipeline of the highest quality young adults who seek fulfilling careers in animal agriculture. It takes people to



1586 ATLANTIC AVE.
P.O. BOX 308
HENRY, TENNESSEE 38231-0308

OFFICE (731) 243-4861
FAX (731) 243-4860

make pork and having a knowledgeable, eager workforce provides the foundation on which our business can thrive.

Sincerely,

Seth Krantz, DVM
Staff Veterinarian
Tosh Pork LLC



Chris Biggs, DVM

B. Moody, DVM V. Hale, DVM M. Parkison, DVM
M. Bixler, DVM R. Jones, DVM H. Lollar, DVM

Dr. Christine Biggs
Owner | Operator
Tri County Veterinary Clinic
1935 Boyd's Creek Hwy.
Sevierville, TN 37876

August 1, 2020

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science and Veterinary Medical Applications Certifications. My name is Dr. Christine Biggs and I am owner of Tri-County Veterinary Clinic located in Sevierville, Tennessee. I received my education at the University Of Tennessee College Of Veterinary Medicine. In 2008, I established Tri-County Veterinary Clinic. We serve the surrounding community by providing medical care for small and large animals, in addition to our grooming and boarding services. We currently employ eight practicing veterinarians and over thirty support staff.

The Elanco Fundamentals of Animal Science and Veterinary Medical Applications Certifications each provide the industry with individuals who are in possession of indispensable knowledge and skills that are essential to flourishing in animal health careers. Employment in this area requires a general understanding of animal science, nutrition, management, and health; skills that can be obtained from the Elanco Fundamentals of Animal Science Certification. Individuals that have acquired the Elanco Veterinary Medical Applications Certification, and possess a firm understanding of veterinary terminology and practices, animal welfare and behavior, and anatomy and physiology truly have an advantage in this industry. I speak for my own practice as well as others in this area; we are constantly in search of qualified, knowledgeable, skilled workers. Individuals possessing trusted Elanco certifications stand as an extremely valuable asset to this industry and would alleviate many hiring barriers veterinary practices face.

As the Veterinary Industry continues to grow, so does the need for qualified workers. The Elanco Fundamentals of Animal Science and Veterinary Medical Applications Certifications provide individuals with advantages when seeking careers in the animal health industry. Each of these certifications stand as an invaluable asset to the industry, while providing an astonishing foundation of knowledge and skills for those individuals seeking employment in a demanding career.

Sincerely,

Christine Biggs, D.V.M.



BELTON VETERINARY CLINIC

707 West Loop 121
Belton, Texas 76513
(254) 939-1884
www.beltonvetclinic.com

May 10, 2018

To whom it may concern:

My name is Matthew Wright and I am a partner in the Belton Veterinary Clinic in Belton, Texas. I have been here for over eleven years and part of the ownership for the last five years now. We are a large, multi-doctor, mixed animal practice in central Texas with over fifty employees.

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco Animal Health. Our team and I feel like the veterinary industry as a whole believes that students who earn this certification have demonstrated a mastery of concepts vital to succeeding in the industry. With the decline of standardized career and technology courses in public education and the lack of funding, it is important to utilize resources of this caliber to further our future employees education and therefore maintain the integrity of our profession.

My understanding is that students who complete this certification will be proficient in the fundamentals of the livestock industry in a global economy, and be better prepared for the ever-changing livestock industry. They should have a basic understanding of nutrition, reproduction and advanced reproductive technologies. Should know the basics of animal health, including domestic and emerging foreign animal diseases, along with parasite prevention and treatment options.

I feel like it is imperative that there be a way to prepare and expose students to our industry and get them prepared for a much needed positions in our industry. Not only for the veterinary industry that I am a part of, but to help care and maintain our nation's food supply. I feel like the growing disconnect in our country from agriculture in general makes this even more important. To be able to expose students to our industry and how to care for and maintain our food supply is a growing concern, and I believe this program will benefit not only the students, but the veterinary profession and agriculture in general. Therefore maintaining our nation's safe food supply and allowing us to maintain our freedom from relying on foreign resources.

Respectfully,

J. Matthew Wright, DVM



4601 Bosque Boulevard | Waco, Texas 76710
254.776.1660 Office | 254.776.1667 Fax
ExtracoEventsCenter.com

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Tanya Walls
Diane Walters
Clint Weaver

• Executive Board Member

May 3, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification.

The Extraco Event Center is a multi-use facility that hosts year-round events and entertainment as well as the 10-day Heart O' Texas Fair & Rodeo. Our front office, professional staff consists of 15 full time employees that are responsible for the day to day business activities and coordination of all events. Our company has served Central Texas for over 50 years. I serve as the Vice President – Fair Division and responsible for overseeing the Fair & Rodeo, Outdoor Expo, volunteers, and the Pre-Sale Program as well serve the senior level management team. I coordinate full time employees, temporary employees, and all volunteer efforts.

Those who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- analyze the growth and development of the livestock industry as a global economy
- determine the important role animals play in everyday life
- understand common management practices for various species, including housing, reproduction, nutrition and health management
- explain the harvesting process of various livestock species and explore federal and state meat inspection Standards

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. Those that have earned the Elanco Fundamentals of Animal Science Certification that was created by a nationally recognized association such as Elanco has proven that they are more qualified for employment in the animal science industry than a candidate without the certification and is more likely to be employed. In addition, this certification is extremely valuable to employers as it helps connects us to qualified candidates and should be offered at all schools with courses in animal science.

Dustin Coufal
Vice President, Fair Division



JEFE'S FEED



JEFESEED@GMAIL.COM



512.422.1937

1131 LUKER RD. BELTON, TX
76513

May 7, 2018

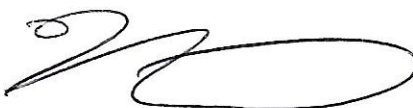
To Whom It May Concern:

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco. Our names are Hermilo N. Garcia, Jr. and Taylor Winkler, we are the owners of Jefe's Feed located in Belton, TX. Though we have only been in business for four years, we both have been part of the Animal Science industry for around 18 years. We have a total of three locations that are spread across a sixty mile radius.

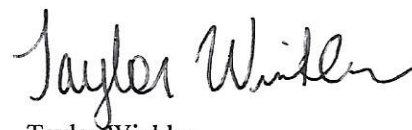
Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including: analyze the growth and development of the livestock industry as a global economy, determine the important role animals play in everyday life, communicate common terminology associated with cattle, sheep, goats, swine and poultry, understand the basic nutritional needs and digestive requirements for ruminant and non-ruminant animals, analyze the aspects of a successful breeding program, including choosing and weighing traits, determining measurements and selecting parents, understand common management practices for various species, including housing, reproduction, nutrition and health.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Fundamentals of Animal Science Certification that is endorsed by a nationally recognized association such as Elanco has proven that they are more qualified for employment in the animal science industry than a candidate without the certification and is more likely to be employed. In addition, this certification is extremely valuable to employers as it helps connects us to qualified candidates and should be offered at all schools with courses in animal science. Students with this certification would be very helpful in our line of business, simply because they will be able to direct customers to the right feed, supplements, and medications that will better their herd.

Sincerely,



Hermilo N. Garcia, Jr.



Taylor Winkler

MORALES

FEED & SUPPLY

May 10, 2018

To Whom It May Concern:

I am writing this letter in support of the Fundamentals of Animal Science Certification endorsed by Elanco. Morales Feed and Supply is family owned business of 30 plus years with three different locations in Devine, Lytle, and Leakey TX. As a Feed Specialist it is very important to have highly qualified associates representing our store who have a basic knowledge of animals and animal husbandry. We typically have 5-6 employees at each location during business hours. Morales also works with the local high schools through their Ag Departments and CATE departments to employ students through the work programs. Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- analyze the growth and development of the livestock industry as a global economy
- determine the important role animals play in everyday life
- communicate common terminology associated with cattle, sheep, goats, swine and poultry
- understand the basic nutritional needs and digestive requirements for ruminant and non-ruminant animals
- analyze the aspects of a successful breeding program, including choosing and weighing traits, determining measurements and selecting parents
- explore the processes of reproductive technologies, including artificial insemination, embryo transfer and cloning
- identify symptoms of common animal diseases and parasites and understand treatment and prevention measures for each
- demonstrate various forms of animal identification and explain which forms are most commonly used for livestock species
- understand common management practices for various species, including housing, reproduction, nutrition and health management
- explain the harvesting process of various livestock species and explore federal and state meat inspection standards

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Fundamentals of Animal Science Certification that is endorsed by a nationally recognized association such as Elanco has proven that they are more qualified for employment in the animal science industry than a candidate without the certification and is more likely

to be employed. In addition, this certification is extremely valuable to employers as it helps connects us to qualified candidates and should be offered at all schools with courses in animal science. Being as our stores make their living off of supplying customers with the necessities for all aspects of livestock production, it is crucial that all of our employees know about animal husbandry.

Sincerely

Jason C. Fleming

Livestock and Wildlife Feed Specialist



Teepee Cattle LLC
PO Box 282
Silverton, TX 79257

May 15, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I graduated from Texas Tech University with a Bachelor's of Science in Animal Science and jumped straight back into the beef industry. I grew up on our family ranch and knew I wanted to remain in the industry but needed the proper training before trying establish my own herd of cattle. Out of college I worked for eight years in the beef industry and became the Assistant Manager on the Bell Ranch located in Northeastern New Mexico. After learning the fundamentals of ranch management, my family and I moved back to Silverton, Texas to start our own Cow/Calf operation.

Being active in the beef industry, I believe students who earn this certification have demonstrated they have a mastery of concepts vital to succeeding in this industry. The student's ability to:

- Analyze the growth and development of the livestock industry as a global economy.
- Analyze the aspects of a successful breeding program, including choosing and weighing traits, determining measurements and selecting parents.
- Identify symptoms of common animal diseases and parasites, and understand treatment and prevention measures for each.
- Understand common management practices for various species, including housing, reproduction, nutrition and health management.

As a rancher, I am exposed to multiple of these concepts every day and knowledge of these concepts is vital to a successful operation. A student that has earned the Elanco Fundamentals of Animal Science Certification would be more prepared and employable and valuable to my operation than one who doesn't have this training or expertise.

Sincerely,

Zack Burson
Manager/Owner
Teepee Cattle LLC



TEXAS TECH UNIVERSITY

College of Agricultural Sciences & Natural Resources

Department of Animal and Food Sciences

May 14, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I am currently a Professor and the Gordon W. Davis Regent's Chair in Meat Science and Muscle Biology in the Department of Animal and Food Sciences at Texas Tech University. I have been involved in undergraduate education in the Animal Science field for over 25 years. Some of my observations over this time are that students entering the Animal Science field at the University level have less and less exposure to the field of Animal Sciences due to changes in demographics and background. A program such as, Elanco Fundamentals of Animal Science Certification, will allow individuals the necessary exposure in this important field. This increased knowledge in the field of Animal Sciences will increase their chance of success in the University community.

Those who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- Analyze the growth and development of the livestock industry as a global economy.
- Understand the basic nutritional needs and digestive requirements for ruminant and non-ruminant animals.
- Understand the harvesting process of various livestock species, and explore federal and state meat inspection standards.

Exposure to these items at the will increase the chance for success in courses taught at the University level. This certification appears to be very comprehensive and well organized.

Elanco Animal Health is a well-recognized, global leader in the Animal Pharmaceutical industry. Elanco Animal Health continues to be a leader in the animal protein sustainability front to ensure food supply for the increasing population. Their involvement in this project speaks volumes to the necessity of this certification to increase the number of students entering the Animal Science field.

In closing, the Elanco Fundamentals of Animal Science Certification program will fill a need in increasing the exposure of the Animal Science field to individuals. Feel free to contact me at bradley.johnson@ttu.edu if you have any follow up questions.

Sincerely,

Bradley J. Johnson, Ph.D.

Professor

Gordon W. Davis Regent's Chair in Meat Science and Muscle Biology

Box 42141 | Lubbock, Texas 79409-2141 | T 806.742.2805 | F 806.742.0898

May 14, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification . I am the head of the Animal and Food Science Department at Texas Tech University. I oversee 27 faculty members leading the nation's research in animal science, along with almost 700 undergraduate students and 80 graduate students who are preparing to be leaders in the animal science industry.

Those who earn the Fundamentals of Animal Science Certification will have demonstrated that they have a mastery of concepts vital in this industry, including: the growth and development of the livestock industry, the processes of reproductive technologies, the aspects of a successful breeding program, and the harvesting process of various livestock species.

In addition to showing individuals have gained knowledge necessary for productive careers in the animal science field, obtaining this certification in high school allows students to establish patterns of seeking out opportunities to expand their knowledge and further their career opportunities. The most successful members of the workforce are those who will seek out ways to improve their performance and be willing to go above and beyond expectations. The Elanco Fundamentals of Animal Science Certification lays a foundation of knowledge onto which individuals can add degrees, work experience, specializations and even further industry certifications to form a well-rounded resumé that stands out in the animal science field.

This certification is quite valuable to individuals and should be offered in conjunction with animal science courses.

Sincerely,



Michael Orth
Chair and Professor
Department of Animal and Food Sciences
Box 42141
Lubbock, TX 79409-2141
Phone: (806) 834-5653
Email: michael.orth@ttu.edu



West Texas A&M University™

DEPARTMENT OF AGRICULTURAL SCIENCES

To Whom It May Concern,

I am writing in support for the Elanco Fundamentals of Animal Science Certification.

As a professor of animal science at WTAMU, a university that is dedicated to preparing students for success in the marketplace after graduation, I see great value in this certification. Those who earn the Elanco Fundamentals of Animal Science Certification have proven they possess foundational knowledge and skills related to key concepts in animal science, including animal breeding, health and wellness, nutrition and management practices. The skills acquired will benefit the students by providing them with experiences that prepare them for the workplace; and the program will also benefit Texas and American agriculture by providing the industry with knowledgeable individuals who are capable and ready to work. Not only will this certification benefit students and job seekers, it will offer value to the Texas and American agriculture industries by creating a supply of quality employees. It is of vital importance that there are educated young people in the animal industry to ensure a secure future in agriculture. Now more than ever, is it important we have a pipeline of knowledgeable, skilled and dedicated employees in the livestock and agricultural industries.

It is my hope that this letter will assist in the acceptance of the Elanco Fundamentals of Animal Science Certification program to strengthen the livestock and agricultural industries.

Sincerely,



David Lust, Ph.D.
Associate Professor of Agriculture
Department of Agricultural Sciences
West Texas A&M University
Canyon, Texas 79016
(806) 651-2551 office
dlust@wtamu.edu



To Whom It May Concern,

I am very pleased to write in support of the Elanco Fundamentals of Animal Science Certification. While serving as a Professor in Animal Science for over 30 years, 25 of which have been at West Texas A&M University, I recognize the tremendous value of educational tools, such as industry certifications, that allows individuals to verify their unique set of knowledge and skills.

Within the animal science industry, we see a need for more individuals who possess the proper balance of knowledge and skills, paired with a passion and dedicated for the industry, to pursue careers within our field. Due to the lack of certification opportunities within our discipline, it can be challenging to identify qualified candidates; however, the Elanco Fundamentals of Animal Science Certification acts as a signal to employers and other interested parties, guaranteeing the applicant has a skill and knowledge base verified by an industry leader.

Not only is the Elanco Fundamentals of Animal Science Certification valuable to employers, it is also valuable to me as a professor. In my position at WTAMU, I oversee the scholarship committee for the Department of Agricultural Science. As a committee, we often struggle to identify which students are most passionate about their chosen field of study and which students are dedicated to achieving both educational and career success. If I were to see this certification on a student's resume, I would be confident they possess the necessary characteristics and abilities to succeed in the animal science industry.

Please consider including the Elanco Fundamentals of Animal Science Certification to your list of approved certifications. By encouraging more individuals to earn this certification, the animal science industry will have access to high quality, well trained employees who possess the proper amount of knowledge, skills, and passion needed to succeed in our industry.

Sincerely,



John L. Pipkin, Ph.D.
Director, Equine Industry Program
Regents Professor

Discover the **BUFF** in You.

University of Wisconsin-Madison

Muscle Biology Laboratory
1805 Linden Drive, West
Madison, Wisconsin 53706-1181 USA
Tel: 608-712-1447

College of Agricultural and Life Sciences
Department of Animal and Dairy Sciences

14 February 2020

To Whom it May Concern:

I worked for the University of Wisconsin – Madison, Animal Sciences Department for nearly 36 years. My roles while with the UW included teaching a broad scope of Animal Science including meat animal growth and development, meat animal production, livestock and meat selection and evaluation, meat science and food safety. I was further engaged in an element of extension activity as well as student advising. Students completing the rigorous program at UW Madison often continue pursuit of professional training in graduate programs ranging from various animal science disciplines through medical or animal medical areas, or they often go directly into the work force engaged in various production capacities, the meat industry or into the wide array of allied agricultural industries.

I write today in support of approval of the Elanco: Fundamentals of Animal Science Certification. The state of Wisconsin is and will continue to be dependent on the agricultural sector. This certification offers prospective employers that individuals meeting the rigorous standards required have the training and knowledge needed to be contributing employees. Elanco is driven by their vision of food and companionship enriching life – all to advance the health of animals, people and the planet. Along with the products and knowledge services they provide, Elanco recognizes they are an industry leader and want to provide this resource for the advancement of current and future industry members.

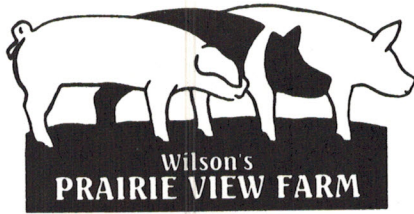
I truly believe that individuals with this certification would both gain from the preparation of, and attaining of, the certification. The agriculture sector in Wisconsin is in desperate need of more employees with a solid knowledge base on which to build. Having this certification would have the added benefit of allowing employees upward mobility and competitive options in their career paths.

It is my position that the agricultural industry has much to gain by having this certification available. Assurance to prospective employers that applicants, or even existing employees, have the opportunity to complete the training necessary to attain this certification would be reassuring.

Sincerely,



R.L. Russell, Sr. Lecturer - retired
Department of Animal Science
Univ. of Wisconsin - Madison



N5627 HWY DD • BURLINGTON, WI 53105 • (262) 763-6145 • (800) 334-8082

2/09/2022

To Whom It May Concern:

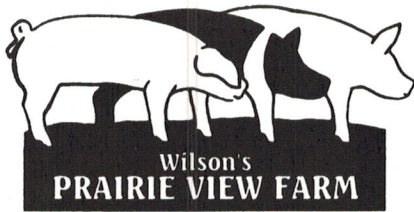
I am writing to voice support for the agriculture certifications in agriculture education on behalf of Wilson's Prairie View Farm and Wilson Farm Meats. As the owner of a swine farm and processing facility in Wisconsin, I recognize the value of these industry driven certifications:

- Elanco Fundamentals of Animal Science
- AMSA Culinary Meat Selection & Cookery Certification
- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Elanco Veterinary Medical Applications

There are very few, if any, certificates that help agriculture-based employers find skilled workers. The above-named certificates and supporting curriculum benefit our industry in building a highly skilled and highly prepared workforce. Future employees who have earned these certificates demonstrate skills needed for success in our industry. The preparation courses that students participate in to prepare for the industry certification tests help them gain the needed skills and credentials which help us identify employees with an interest in our industry who are knowledgeable and ready for work. All of this helps us to attract and retain a skilled workforce that, in turn, saves us time on training and increases productivity.

It is extremely difficult to find qualified applicants in our industry. We believe that many students are not exposed to or made aware of the opportunities in our industry and that they can lead to a prosperous career in agriculture and meat processing. These certifications would provide a level of awareness and training in our field that has not previously been offered. In return, the knowledge and training obtained by these students would contribute to their advancement in the agriculture careers we offer at our business. We would certainly consider immediate hires and higher starting pay for individuals with these certifications because they are contributing their knowledge to their jobs as well as their co-workers. These certifications would be a tremendous benefit to our current and future employees in that they would provide a well-rounded education in their specific fields of interest within the roles at both of our businesses.

Again, our farm and processing facility place great value on potential employees who can show workplace competency and readiness in the areas certified through the certification programs and we support the State of Wisconsin adding these certifications to the list of state recognized high school certificates.



N5627 HWY DD • BURLINGTON, WI 53105 • (262) 763-6145 • (800) 334-8082

Sincerely,

A handwritten signature in cursive script that reads "Scott Wilson".

Scott Wilson

Owner, Wilson's Prairie View Farms Inc. & Wilson Farm Meats, Inc.

Sincerely,



February 12, 2020

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science certification.

My name is Brooke Roberts, and I serve as the Director of Communication and Outreach for the Wisconsin Beef Council. Our organization is funded by the \$1.00 per head assessment on all cattle sold in the state of Wisconsin per the Federal Beef Promotion and Research Act & Order. The purpose of the Council is to fund beef promotion, research and consumer education activities supporting Wisconsin's \$2.1 billion beef industry.

This certification provides individuals the opportunity to showcase a holistic understanding of the animal science industry, ranging from vocabulary and regulations to anatomy and nutrition. Having this foundational knowledge of the industry is incredibly valuable no matter what facet of animal production the holder of the certification decides to pursue.

In addition to the value this certification provides to the individual, it is also incredibly beneficial to local businesses and organizations in the industry. Seeing this certification on a resumé shows that a candidate has a proven passion for animal production, and has put forth time and energy to acquire essential knowledge and skills relevant to the industry. This effort translates into individuals that are familiar with the terminology and procedures associated with animal production, and will require significantly less training and preparation.

This certification is an exciting resource for the agriculture industry, and we are eager to see more individuals take advantage of this opportunity to proof their grasp on animal production. We want to see the Elanco Fundamentals of Animal Science certification offered in Wisconsin because it will foster a new group of industry leaders.

Sincerely,

A handwritten signature in black ink that reads "Brooke Roberts".

Brooke Roberts
Director of Communication and Outreach
Wisconsin Beef Council



Freedom Ag & Energy
1862 Maryland Highway
Mountain Lake Park, MD 21550
(301) 334-3121

9/25/2024

To Whom It May Concern:

My name is Suenette Pomeroy, and I am the Oakland Store Manager for Freedom Ag & Energy, a farmer-owned cooperative that operates across Maryland, Virginia, and West Virginia. This letter is written in support of the Elanco Fundamentals of Animal Science Certification.

Freedom Ag & Energy was founded in 2022 when seven locations across three states decided to merge, equipping us to better serve the rich tradition of agriculture and energy across this area. In addition to our traditional ag business, we offer products and services for home & garden, pet supplies, animal health, outdoor recreation, and more.

Knowledge and customer service are our top two priorities when hiring new employees. The Elanco Fundamentals of Animal Science Certification validates competency in a variety of animal-related fields. This is extremely beneficial to employers like me when we can automatically elevate the level of customer service we're able to provide by offering help from well-trained staff.

Customer service and satisfaction are at the core of everything we do. Our customers are greeted by knowledgeable staff who direct them to products they can trust and depend on. Individuals equipped with the Elanco Fundamentals of Animal Science Certification would be the ideal job candidate for us at Freedom Ag & Energy. We look forward to hiring our first certified individual and know they will excel because of the value they bring to the table by possessing the Elanco Certification.

Sincerely,



Suenette Pomeroy
Oakland Branch Store Manager

October 17, 2024

Dear Maryland State Department of Education,


I am writing to request the approval of the Elanco Fundamentals of Animal Science Certification in the State of Maryland. As the Western Maryland Area Extension Director for the University of Maryland Extension in the College of Agriculture and Natural Resources, I recognize the critical need for employees equipped with essential skills in animal science, and this certification produces that.

The basic knowledge of animal science that the Elanco Certification provides is vital, not only for students pursuing further education in agriculture, but for anyone involved in animal husbandry and related fields. With the increasing complexity of animal agriculture, the knowledge gained from this certification will empower participants to make informed decisions that enhance animal welfare and production efficiency.

The Elanco Certification aligns well with our mission at University of Maryland Extension. By providing easier access to this certification, Maryland can foster a new generation of skilled professionals who are prepared to meet the demands of the animal agriculture industry. Furthermore, the program's emphasis on evidence-based practices and innovative approaches directly supports our objectives to improve livestock performance and sustainability.

I encourage you to consider the significant benefits that the Elanco Fundamentals of Animal Science Certification will bring to our state and its employees. It will not only enhance the skill set of future agricultural leaders but also contribute to the overall advancement of the animal science sector in Maryland. It would enhance our pool of qualified candidates for future agriculture-related faculty and staff positions.

Sincerely,



Dr. Jennifer Bentlejewski
Area Extension Director
Garrett, Allegany & Washington Counties

630 WABASH AVENUE,

SUITE 205

TERRE HAUTE, IN 47807

PHONE:(812)238.5616

FAX:(812)238.2466

www.wiwib.com



**WORKFORCE
INVESTMENT BOARD**
BUSINESS LED, QUALITY DRIVEN

December 13, 2019

To Whom It May Concern:

Please accept this recommendation letter for the following four proposed certifications being submitted for your approval:

- Elanco Veterinary Medical Applications Certification;
- Bayer Crop Science Plant Certification;
- Elanco Animal Science Certification; and,
- American Meat Science Association Food Safety and Science Certification.

As the Executive Director of the Western Indiana Workforce Investment Board, I frequently evaluate credentials which could be of value to local employers. Due to the number of companies and the growing number of jobs in ag-related fields, agriculture is a priority sector of both Indiana and our local region. As secondary and post-secondary institutions continue to grow pathways in the field of agriculture, it is more important than ever to have strong certification programs to help meet the growing demand for workers.

Through the availability of the aforementioned agriculture-related certifications, Hoosiers workers will be provided the skills needed to keep Indiana and our regional economy competitive in today's global economy. Thank you for your consideration in this matter.

Sincerely,

Lisa Lee
Executive Director



Zach & Lauren Brown
512-968-3972
zbltshowcalves@gmail.com



February 14, 2025

To Whom It May Concern,

As the owner of ZBLT Show Calves, I am writing to express my support for the Elanco Fundamentals of Animal Science Certification. This certification plays a vital role in preparing individuals with the knowledge and skills required to thrive in the animal science industry, directly addressing critical needs for operations like ours.

At ZBLT Show Calves, we strive to produce high-quality genetics and provide exceptional service to our clients. While there are many dedicated individuals entering the workforce, we have observed that new employees often require additional training in areas such as animal nutrition, anatomy, and health management. The Elanco certification fills this gap by preparing candidates with hands-on, industry-specific expertise that allows them to contribute immediately and effectively.

Finding qualified entry-level employees can be challenging because of the specialized knowledge required to excel in this field. The Elanco Fundamentals of Animal Science Certification bridges this gap by ensuring that individuals possess a strong educational foundation and practical experience. The Elanco certification empowers employers like us to onboard skilled employees who are prepared to uphold the standards of excellence that our clients and the industry expect.

I support the approval of the Elanco Fundamentals of Animal Science Certification in the state of Texas. The approval of this certification is a critical step toward building a more knowledgeable, capable, and confident workforce that will drive the livestock and animal agriculture industry forward.

Sincerely,

Zach Brown

ZBLT Show Calves/ GS Camps and Coaching
Owner

DAVIS

March 3, 2025

To Whom It May Concern,

A strong foundation in animal science is essential to maintaining Texas' leadership in agriculture and livestock production. As the industry evolves, employers need professionals who understand animal health, nutrition, reproduction, and management practices. The Elanco Fundamentals of Animal Science Certification provides individuals with these essential skills, and I strongly support its approval in Texas.

At Texas Tech University's Gordon W. Davis College of Agricultural Sciences & Natural Resources, we see firsthand how industry-recognized certifications prepare individuals for successful careers. Those who earn the Elanco Fundamentals of Animal Science Certification have demonstrated their knowledge of key principles in animal care and management—qualifications that are highly valued by employers. I would personally offer an interview to a certified candidate over one without this credential, and I believe that professionals with this expertise bring significant value to an organization, warranting competitive compensation.

Texas is a national leader in animal agriculture and ensuring that our workforce is prepared with a solid understanding of animal science is critical to the industry's continued success. Approving the Elanco Fundamentals of Animal Science Certification will help develop skilled professionals who are ready to meet the demands of modern animal agriculture.

I fully support the inclusion of this certification in Texas' approved programs and encourage its recognition as a valuable industry credential.

Sincerely,



Clint Krehbiel
Dean

BOX 42123 • LUBBOCK, TEXAS 79409-2123 • 806.742.2808 • DAVISCOLLEGE.TTU.EDU



TEXAS TECH™



To Whom It May Concern,

As a cattle producer at Sweeney Cattle Company, I understand how critical it is to have a strong pipeline of skilled professionals entering the animal agriculture industry. Whether it's veterinarians, livestock nutritionists, geneticists, or large-animal specialists, we rely on individuals who not only have a passion for working with animals but also a solid foundation in animal science. That's why I fully support the Elanco Fundamentals of Animal Science Certification and the opportunities it provides to students.

Raising and caring for livestock requires both practical experience and technical knowledge. From herd health management to nutrition, genetics, and animal welfare, these skills are essential for ensuring the success of the agricultural industry. By earning this certification, students gain a critical understanding of the fundamentals that will set them apart as they pursue careers in veterinary medicine, animal research, livestock management, and beyond.

The need for qualified professionals in animal agriculture continues to grow. Veterinarians specializing in large-animal care are in high demand, as are specialists in reproduction, disease prevention, and sustainability. This certification helps prepare students by giving them the essential knowledge they need to excel in these fields, making them more competitive in college applications, internships, and eventually, the workforce.

As a producer, I know firsthand how valuable it is to have knowledgeable individuals working in the industry. A well-trained workforce benefits not just farmers and ranchers but also consumers who depend on a safe, sustainable food supply. I fully support initiatives like this certification that help develop the next generation of agricultural professionals, and I encourage others to do the same.

Sincerely,

Allison Sweeney
Sweeney Cattle Company



Brian Sikes
Board Chair and CEO

March 13, 2025

To Whom It May Concern,

Cargill is one of North America's largest agricultural and food production companies, committed to nourishing the world in a safe, responsible, and sustainable way. A key component of this mission is supporting a skilled workforce with expertise in animal science, livestock management, and sustainable agricultural practices. That is why we strongly support the Elanco Fundamentals of Animal Science Certification. This certification equips individuals with essential knowledge in animal nutrition, health, reproduction, and welfare, preparing them for careers in animal agriculture, veterinary science, and food production.

At Cargill, we recognize the critical role that animal science plays in ensuring a safe and sustainable food supply. Proper livestock care and management directly impact food quality, production efficiency, and environmental sustainability. The skills validated by the Elanco Fundamentals of Animal Science Certification align with our commitment to responsible animal agriculture by promoting best practices in health, nutrition, and welfare. Certified individuals gain expertise that contributes to improved industry standards and strengthens the future of animal agriculture.

We recognize the value that certified individuals bring to the workforce and are committed to supporting this certification's impact. In fact, I am willing to offer interviews to certified candidates, acknowledging their specialized training and knowledge in animal science and livestock management.

In conclusion, Cargill fully supports the Elanco Fundamentals of Animal Science Certification as a vital tool for workforce development. By equipping professionals with the knowledge and skills necessary to advance modern animal agriculture, this certification strengthens the industry and supports a more sustainable, efficient, and responsible food system.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Sikes", written in a cursive style.

Brian Sikes
Chief Executive Officer
Cargill



March 21, 2025

To Whom It May Concern:

At Caviness Beef Packers, a family-owned business with over 60 years of experience in the beef industry, we value employees who understand the scientific principles behind proper animal handling and meat production. For this reason, we fully support the approval of the Elanco Fundamentals of Animal Science Certification.

Our commitment to quality, innovation, and sustainability aligns perfectly with the industry standards this certification promotes. The focus on animal health, nutrition, and management systems provides individuals with essential knowledge that directly applies to our operations across harvesting, fabrication, and further processing.

We seek employees who demonstrate a strong technical foundation and dedication to our field. Those who earn this certification clearly exhibit these qualities that we value in our team members.

As our industry continues to evolve, the need for well-trained professionals grows. This certification represents an important step in preparing the next generation of meat industry professionals who will help us maintain our commitment to quality, safety, and responsible production.

Sincerely,

Terry Caviness
CEO
Caviness Beef Packers

OFFICE OF THE DIRECTOR

March 24, 2025

To Whom It May Concern,

As the Institute Director at the Texas A&M University AgriLife Institute for Equine Sciences, I am pleased to extend my wholehearted support for the Elanco Fundamentals of Animal Science Certification. In the world of animal science, there's no substitute for real knowledge and practical experience, and this certification offers both.

In this industry, employers are looking for individuals who know their way around animal care, nutrition, and management, and who understand the importance of these tasks to the success of any operation. The Elanco Fundamentals of Animal Science Certification provides a solid foundation in these areas, offering individuals the skills and knowledge they need to step into the field with confidence and capability. It's not just a certification, it's a testament to the individual's training and expertise, one that carries weight with employers who recognize the value of a well-trained workforce.

I've seen firsthand how important it is for individuals in this line of work to be well-prepared. Whether you're managing a ranch, working in agribusiness, or helping run a farm, the knowledge that comes with this certification is invaluable. It ensures that the people entering the workforce are well-equipped to meet the growing demands of the industry.

The Elanco Fundamentals of Animal Science Certification is more than just a credential; it's a tool that helps build a workforce that's ready to meet the challenges of the day, both on the ground and in the boardroom. For anyone looking to make their mark in animal science, this certification offers the kind of recognition that employers know they can trust.

I fully support the Elanco Fundamentals of Animal Science Certification and its role in helping professionals get their foot in the door and succeed in this essential industry.

Sincerely,



Craig Huffhines
Institute Director
Texas A&M University AgriLife Institute for Equine Sciences



a professional services
firm of certified public
accountants

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Brent Redford, MSA, CPA, CFE
Matt Heider, MSA, CPA, CVA
Sara Hester, MSA, CPA

March 24, 2025

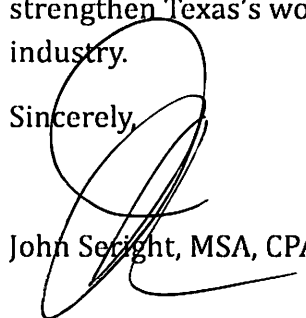
To Whom It May Concern,

I am pleased to offer my strong support for the approval of the Elanco Fundamentals of Animal Science Certification in Texas. As a managing partner and CPA of RBMS, LLP in Lubbock, Texas, I have seen firsthand how industry-recognized certifications enhance workforce readiness. Specialized certifications like this equip individuals with essential technical skills and industry knowledge, making them valuable assets to employers in the industry.

Agriculture plays a crucial role in Texas's economy, and employers need professionals with expertise in animal science, nutrition, genetics, and industry best practices. The Elanco Fundamentals of Animal Science Certification provides individuals with the hands-on experience and foundational knowledge necessary to excel in animal-related careers. By bridging the gap between education and workforce demands, this certification ensures that certified individuals are well-prepared to contribute meaningfully to the industry.

At RBMS, LLP, we recognize the value of hiring individuals with specialized training. Credentials like this certification demonstrate a candidate's dedication and expertise, making them more competitive in the job market. I fully support offering interviews and competitive salaries to certified individuals, as their commitment to professional development sets them apart. I strongly encourage the approval of this certification to strengthen Texas's workforce and support the continued success of the agricultural industry.

Sincerely,



John Seright, MSA, CPA/ABV, CVA, MAFF



March 25, 2025

To whom it may concern,

I am writing to advocate for the approval of the Elanco Fundamentals of Animal Science Certification in Texas. As a recent veterinary graduate from Texas A&M University and a practicing associate veterinarian at Country Hills Veterinary Clinic in Bulverde, I have seen firsthand the importance of a strong foundation in animal science. Continuous learning is essential to providing exceptional veterinary care, and this certification offers a valuable opportunity for professionals to expand their knowledge, refine their skills, and elevate the standard of animal healthcare.

This certification reinforces the fundamental principles of animal science while emphasizing real-world application—both of which are crucial in modern veterinary medicine. Approving it would be an investment in the future of veterinary professionals who are dedicated to advancing animal health and welfare. It would also help clinics like mine recruit and retain top-tier talent—individuals committed to lifelong learning and delivering the best possible care to the animals we serve.

Strengthening professional development in animal science benefits not only veterinarians but also the pets, livestock, and owners who depend on us. I strongly urge your support for the Elanco Fundamentals of Animal Science Certification to help shape the next generation of skilled and knowledgeable animal science professionals in Texas.

Thank you,

A handwritten signature in black ink that reads "Madison Ainsley, DVM". The signature is fluid and cursive, with the letters "DVM" written in a slightly larger, more formal script at the end.

Dr. Madison Ainsley

Associate Veterinarian

Country Hills Veterinary Clinic

30695 US Highway 281 N.

Bulverde, TX 78163

Phone: (830) 438-2269

Fax: (210) 579-7232

TEXAS TECH™

March 14, 2025

To Whom It May Concern:

I am writing in support of the Elanco Fundamentals of Animal Science Certification and its approval in the state of Texas. As an Assistant Professor of Meat Science at Texas Tech University, I understand the importance of foundational knowledge in animal science for those entering the agriculture and food industries. This certification provides individuals with essential knowledge in animal biology, nutrition, health, and management, all of which are vital for a successful career in animal science. As an educator, I often find that many individuals entering the industry lack comprehensive knowledge of these core principles, requiring extensive additional training to develop a solid understanding of animal science practices.

Our department at Texas Tech is dedicated to educating future professionals in meat science and animal agriculture, but it is clear that many employers struggle to find candidates with a well-rounded understanding of animal science fundamentals. The demand for skilled workers who are knowledgeable in animal care and management far exceeds the number of adequately prepared candidates. The Elanco Fundamentals of Animal Science Certification offers a valuable advantage by ensuring individuals possess the foundational knowledge needed for success in animal science and related fields. Employees with this certification are more likely to start at a higher wage, as they bring essential skills to the workplace that reduce the need for further training.

We work closely with industry professionals who emphasize the importance of having individuals who are knowledgeable in animal science principles. The Elanco Fundamentals of Animal Science Certification is key to addressing this need by providing individuals with a strong foundation in animal science. The opportunity for someone to earn an interview or a higher starting wage based on their certification is crucial to addressing the current workforce gap. We fully support the approval of the Elanco Fundamentals of Animal Science Certification in Texas, as it will help meet the growing demand for skilled professionals in the animal science field.

Sincerely,



Blake A. Foraker, Ph.D.
Assistant Professor of Meat Science
Department of Animal & Food Sciences
Blake.Foraker@ttu.edu
316-619-5678

DEPT. OF ANIMAL AND FOOD SCIENCES • LUBBOCK, TEXAS 79409-2141 • 316.619.5678 • DEPTS.TTU.EDU/AFS



FROM HERE, IT'S POSSIBLE.™



March 31, 2025

To Whom It May Concern,

I am writing on behalf of Express Employment Professionals to express our strong support for the Elanco Fundamentals of Animal Science Certification. As the Vice President of Marketing and Communications, I recognize the importance of certifications that equip individuals with essential skills for success in the agricultural and animal science industries.

The knowledge gained through this certification is crucial for those working in livestock and poultry operations. It provides individuals with a solid foundation in animal health, nutrition, genetics, and management—skills that are vital for improving animal care, productivity, and operational efficiency within agricultural businesses.

At Express Employment Professionals, we frequently place candidates in roles that require expertise in animal science and management. We believe this certification will ensure that individuals are well-prepared to meet the evolving needs of the industry and contribute to the continued success of agricultural businesses.

We fully support the approval of this certification and believe it will play a significant role in building a skilled workforce for the agricultural sector.

Thank you for your time and consideration of this important certification.

Sincerely,

A handwritten signature in black ink, appearing to read "Rachel Rudisill".

Rachel Rudisill
Vice President of Marketing and Communications
Express Employment Professionals



American Meat Science Association

March 13, 2025

To Whom It May Concern:

The American Meat Science Association (AMSA) is dedicated to fostering excellence in meat science through education, research, and professional development. A critical aspect of career readiness in the meat industry is a solid understanding of animal science, which is why we strongly support the Elanco Fundamentals of Animal Science Certification. This certification equips individuals with essential knowledge in animal nutrition, health, reproduction, and welfare, helping them make informed decisions that positively impact both animal care and the broader food production system.

Animal science is crucial in today's workforce, especially in the meat science and food production industries. Understanding animal management, nutrition, and health ensures high-quality meat products and sustainable practices. Certifications like this one help individuals stay up to date on industry standards and best practices, improving both the quality of the workforce and the sustainability of the food system.

AMSA recognizes the value of certifications in preparing individuals for successful careers in meat science, and we support the approval of this certification. By equipping professionals with the knowledge necessary to manage livestock health and improve food production, this certification plays a vital role in workforce development across the agricultural industry.

Sincerely,

Deidrea Mabry, COO
American Meat Science Association



March 28, 2025

To Whom It May Concern:

As Managing Nutritionist for the Beef Strategic Technical Services Team at Zoetis, the world's leading animal health company, I strongly support the approval of the Elanco Fundamentals of Animal Science Certification.

With my background in ruminant nutrition, academic teaching experience at Texas Tech University, and lifelong involvement in production agriculture, I recognize the value this certification brings to individuals. The comprehensive industry standards, written by professionals, cover animal systems, health, nutrition, and management, providing individuals with the foundational knowledge essential to our industry.

At Zoetis, we seek candidates who demonstrate both practical skills and theoretical understanding of animal science. Individuals who earn this certification demonstrate the initiative and knowledge that make them stand out in our hiring process. I believe certified candidates would be more competitive during the interview process and may qualify for higher starting wages at Zoetis.

The animal health industry needs well-prepared professionals who understand the scientific principles behind animal care. This certification helps bridge the gap between education and industry needs.

Sincerely,

A handwritten signature in black ink that reads "Bryan Bernhard". The signature is written in a cursive, flowing style.

Bryan Bernhard

Managing Nutritionist - Beef Strategic Technical Services
Zoetis



Conda Maze, JRP LLC 9597 Jones Rd. PMB 366 Houston, TX 77065

March 21, 2025

To Whom It May Concern,

Conda Maze JRP, LLC is pleased to express our support for the Elanco Fundamentals of Animal Science Certification. With decades of experience as an agricultural educator and now as a wholesaler of Lindner's show feed formulas and supplements, I understand how essential a strong foundation in animal science is for success in the livestock and agricultural industries. This certification provides individuals with critical knowledge in animal nutrition, reproduction, genetics, and health—skills that are vital for anyone working with livestock or animal-related businesses.

A challenge for hiring I can face in my business is finding employees who have a solid understanding of animal care and nutrition. A well-rounded knowledge of animal science allows employees to make informed decisions that positively impact livestock health and performance. The Elanco Fundamentals of Animal Science Certification ensures that individuals enter the workforce prepared with the expertise necessary to contribute effectively from day one.

Because of the value this certification offers, I am willing to offer higher pay to those who obtain it and will prioritize interviews for certified individuals. A certification like this strengthens the workforce, providing businesses like mine with knowledgeable professionals who can apply science-based principles to animal care and management. I fully support the approval of this certification and the opportunities it creates for individuals looking to build a career in agriculture and animal science.

Sincerely,

A handwritten signature in black ink, appearing to read 'Conda Maze', followed by a long, horizontal, sweeping flourish.

Conda Maze

Owner, Conda Maze JRP, LLC



April 3, 2025

To Whom It May Concern,

As the Owner and General Manager of Columbia Packing Co., Inc., I am proud to support the approval of the Elanco Fundamentals of Animal Science Certification in Texas. A deep understanding of animal science is essential in the meat industry, ensuring the highest standards of care, quality, and safety. Those with a strong foundation in this field bring valuable knowledge that directly impacts the integrity of food production and the responsible handling of livestock.

Hiring individuals with a solid grasp of animal nutrition, genetics, health, and welfare has always been a priority. Employees who understand these principles contribute to efficiency, product quality, and ethical practices within the industry. The certification helps bridge the gap between education and real-world application, preparing individuals to make informed decisions that benefit both animals and consumers. It's exciting to see a certification that fosters expertise in such a vital area.

Because of the value this knowledge brings, I am committed to offering interviews to certified individuals and providing higher compensation to those who demonstrate proficiency in animal science. The approval of the Elanco Fundamentals of Animal Science Certification will help develop a more skilled and knowledgeable workforce, benefiting not just individual businesses but the agricultural industry as a whole.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rusty Ondrusek", with a stylized flourish at the end.

Rusty Ondrusek
Columbia Packing Co., Inc.

April 3, 2025

To Whom It May Concern:

It is my distinct pleasure to write this letter in strong support of the Elanco Fundamentals of Animal Science Certification. As Managing Partner at RDI Foods and a food scientist with over 40 years of experience in the meat and agricultural industries, I recognize the fundamental role that animal science plays in ensuring the sustainability, efficiency, and ethical treatment of livestock within our food system.

Throughout my career developing innovative meat products, I have seen firsthand how a strong understanding of animal science benefits the entire industry—from production and processing to food safety and quality. The Elanco Fundamentals of Animal Science Certification provides essential training in animal husbandry, genetics, nutrition, reproduction, and health management. This foundational knowledge is critical for individuals pursuing careers in agriculture, animal production, veterinary services, and food science.

By equipping individuals with both scientific principles and practical applications, this certification helps create a workforce that is better prepared to manage livestock responsibly, optimize animal health, and improve overall production efficiency. A well-trained workforce in animal science contributes to higher-quality products, improved sustainability practices, and greater consumer confidence in the agricultural industry.

As an employer in the food industry, I highly value candidates who demonstrate a strong foundation in animal science. Individuals who have earned this certification stand out in the hiring process, as they bring critical knowledge that directly impacts animal welfare, resource management, and product quality. This certification provides a competitive advantage, and I would give preference to certified individuals when making hiring decisions.

Sincerely,



Dr. Richard R. Hawkins
President / Managing Partner
RDI Foods, L.L.C.
Phone: 919-434-6524



Angelo State University

*Office of the Provost and Vice President
for Academic Affairs*

April 7, 2025

To Whom It May Concern,

As Provost and Vice President for Academic Affairs at Angelo State University, I am pleased to offer my full support for the approval of the Elanco Fundamentals of Animal Science Certification in the state of Texas. With a professional background rooted in animal science, I understand the importance of building a strong foundation in animal nutrition, genetics, health, reproduction, and responsible management practices. This certification not only provides those essentials but also develops confidence and competence in individuals entering the field.

One of the most common challenges I hear from agricultural employers is the difficulty of finding new professionals who not only love working with animals but also understand the science behind it. What sets certified individuals apart is that they come in with both interest and preparation. They're familiar with terminology, systems, and ethical practices, which saves time and resources for any organization and helps raise the overall standard of care and performance in the industry.

At Angelo State University, we value individuals who demonstrate initiative and industry awareness—qualities this certification helps develop. I would gladly offer interviews to those who have earned it and believe that their advanced readiness merits consideration for higher starting pay. It's an investment in quality that pays off.

Thank you for your attention and consideration. I believe the Elanco Fundamentals of Animal Science Certification will play an important role in strengthening Texas's agricultural and animal science workforce.

Sincerely,

A handwritten signature in black ink that reads "Don R. Topliff". The signature is written in a cursive, flowing style.

Don R. Topliff, Ph.D.
Provost/VPAA

March 31, 2025

Letter of Support for Industry-Based Certifications

TO: Selection Committee

FROM: Billy Zanolini, PhD
Associate Professor and Extension Specialist

I am writing to express my full support for the approval of the Elanco Fundamentals of Animal Science Certification in Texas. As an Associate Professor and Extension Specialist with Texas A&M AgriLife, I have seen firsthand the importance of industry-recognized certifications in preparing students and professionals for successful careers in animal science and agriculture.

This certification provides a strong foundation in key principles of animal science, including nutrition, reproduction, genetics, and management. A structured understanding of these topics is essential for individuals pursuing careers in animal production, veterinary medicine, and agricultural research. Beyond traditional coursework, this certification allows students to validate their expertise, making them more competitive in the workforce and better prepared for real-world applications.

I also recognize the value of this certification in professional recruitment. Candidates who earn this certification demonstrate a commitment to knowledge and skill development, which is essential in today's agricultural industry. By approving this certification, Texas would be investing in workforce readiness and reinforcing the high standards necessary for success in animal science careers.

The Elanco Fundamentals of Animal Science Certification provides a valuable opportunity for students and professionals to enhance their education and career prospects. I strongly encourage its approval and fully support its potential to strengthen Texas's agricultural workforce and animal science industry.

Sincerely,



Billy Zanolini, PhD
Richard & Patsy Wallrath AgriLife Extension South Campus Building
2473 TAMU
College Station, TX 77843-2473
Cell. 940-886-7129 Fax 979.123.4567
wfzanolini@ag.tamu.edu
www.texasyouthlivestock.com



TEXAS TECH UNIVERSITY
Davis College

Animal & Food Sciences™

Box 42141

Lubbock, TX 79409-2141

Tel: (806) 834-7185

March 20, 2025

To Whom It May Concern:

I am writing to express my strong support for the Elanco Fundamentals of Animal Science Certification. As a Professor and the Undergraduate Coordinator in the Animal Science Department at Texas Tech University, I have seen firsthand the value of providing students with a solid foundation in animal science. With my background in livestock production and my involvement in livestock judging, I can confidently say that this certification will be beneficial both for students and for employers in the animal science field.

One of the common challenges students face when seeking employment in the animal science industry is a lack of comprehensive knowledge about animal care, nutrition, diseases, and overall management practices. Many students have some experience with animals, but lack the in-depth understanding required to be effective in the workforce. The Elanco Fundamentals of Animal Science Certification provides an essential curriculum that covers these areas and more, including animal health, welfare, and breeding. This will allow students to enter the workforce with a level of expertise that sets them apart from their peers.

Having students who possess this certification ensures that they are better prepared to succeed in the animal science industry, making them more qualified candidates for employment. This certification is valuable for students and employers like me who need a pool of well-trained individuals. Offering this certification in schools that provide animal science courses will enhance the overall quality of future professionals in the field.

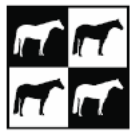
Sincerely,


Dr. Sam Jackson

Professor & Undergraduate Coordinator

Animal Science Department

Texas Tech University



NHJTCA

National Horse Judging Team
Coaches' Association

April 10, 2025

To Whom It May Concern:

The National Horse Judging Team Coaches' Association (NHJTCA) is dedicated to promoting excellence in equine evaluation and management by strengthening employability skills and upholding industry standards. As an association comprised of horse judging coaches nationwide, we are committed to ensuring that individuals entering the equine and broader animal science industries are well-trained and prepared for success. In support of this mission, we strongly support the Elanco Fundamentals of Animal Science Certification for approval.

Certifications play a vital role in preparing individuals for careers by ensuring they are knowledgeable about industry expectations and best practices. The Elanco Fundamentals of Animal Science Certification provides a strong foundation in essential topics such as genetics, nutrition, health, and reproduction—areas that are crucial for maintaining a well-trained workforce in animal-related careers. At NHJTCA, we understand the importance of practical skills in animal evaluation and management, and we see this certification as an excellent way for individuals to gain relevant expertise that aligns with industry standards. Whether individuals pursue careers in livestock production, veterinary medicine, or equine sciences, this certification demonstrates their commitment to professionalism and continued learning.

For the agricultural industry to remain strong and sustainable, it is essential to support certifications that prepare individuals for the evolving demands of animal science professions. The Elanco Fundamentals of Animal Science Certification helps bridge the gap between education and industry needs by equipping individuals with knowledge and skills that translate directly into the workforce. We encourage its approval as a valuable credential that will help ensure the continued success of the animal science and equine industries.

Sincerely,

A handwritten signature in cursive script that reads "Tim McLochlin".

Tim McLochlin

President, National Horse Judging Team Coaches' Association



THE WAGGONER LAW FIRM, PLLC

April 10, 2025

To Whom It May Concern,

As the Owner of Waggoner Law Firm in Hillsboro, TX—where agricultural law is one of our key areas of practice—I recognize the vital role that animal science plays in the success of the agricultural industry and the clients we serve. That is why I strongly support the approval of the Elanco Fundamentals of Animal Science Certification in Texas.

A strong foundation in animal science is essential for individuals involved in livestock production, veterinary care, and agribusiness—areas that intersect daily with the legal work we do. Whether we're navigating regulatory compliance, contracts, or disputes, a thorough understanding of animal nutrition, health, genetics, and management is crucial to providing sound legal guidance.

One of the challenges we often see in agriculture is a gap between passion for the industry and the technical expertise needed to make informed decisions. This certification helps bridge that gap by equipping individuals with the scientific knowledge that directly impacts not just producers, but also the professionals—like attorneys, consultants, and advisors—who support them.

Because of the value this certification brings, I am more confident working with individuals who hold it, knowing they bring an informed perspective to the table. Approving the Elanco Fundamentals of Animal Science Certification in Texas will strengthen the overall knowledge base within the industry and ensure that those supporting agriculture are better prepared to serve it effectively.

Sincerely,

David K. Waggoner, MS, MBA, JD

Iron Horse Farm

975 N Plum St

Millsap, TX 76066

March 27, 2025

To Whom It May Concern:

I am writing to offer my full support for the **Elanco Fundamentals of Animal Science Certification**. As the owner of Iron Horse Farm, with over 40 years of experience in the animal science industry, I understand the critical need for a skilled workforce to support the health and care of animals across various sectors.

This certification provides candidates with valuable practical knowledge in animal health, nutrition, and safety procedures. Those who complete this certification will be well-prepared to meet the challenges of the animal science field and will bring essential skills to any operation.

At Iron Horse Farm, we recognize the value of this expertise and are committed to offering a higher starting wage to individuals who have earned the **Elanco Fundamentals of Animal Science Certification**. Additionally, I am more than willing to offer interviews to candidates who have obtained this certification, as it demonstrates a strong foundation in animal care and management.

I fully support the **Elanco Fundamentals of Animal Science Certification** and believe it will provide the necessary knowledge to help build a highly skilled workforce for the future of the animal science industry.

Sincerely,

Jim Heird

Dr. Jim Heird

President, Iron Horse Farm



April 8, 2025

To Whom It May Concern,

As President of Bledsoe Insurance Agency Inc. in Lubbock, Texas, I am pleased to offer my strong support for the approval of the Elanco Fundamentals of Animal Science Certification in Texas. As a company that serves a wide range of clients in the agricultural industry, we recognize the critical role that a solid understanding of animal science plays in many areas of business. The knowledge and skills gained through this certification—ranging from animal health and nutrition to livestock management—are highly relevant to both the agricultural and insurance sectors, making this certification a valuable asset for any individual pursuing a career in these fields.

Finding employees with a comprehensive understanding of animal science has become increasingly important, but it can also sometimes be a challenge. With the diverse range of agricultural sectors we work with, it is essential to have employees who are not only knowledgeable but also capable of making informed decisions regarding animal health and welfare. The Elanco Fundamentals of Animal Science Certification equips individuals with the tools necessary to understand these critical aspects, ultimately helping us better serve our clients who rely on these insights.

At Bledsoe Insurance Agency, we are committed to supporting those who demonstrate expertise and dedication in their field. We are proud to offer higher compensation and interview opportunities to individuals who hold certifications like the Elanco Fundamentals of Animal Science Certification. This certification would significantly enhance the skill set of potential employees, enabling them to contribute more effectively to our work. I fully support the approval of this certification and am confident that it will bring long-term benefits to the agricultural and insurance industries in Texas.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bret Lamkin", is written over the typed name.

Bret Lamkin

Bledsoe Insurance Agency Inc.



March 10, 2025

To Whom It May Concern:

At Pilgrim's, we understand that a strong foundation in animal science is essential to maintaining the health, welfare, and quality of the livestock that sustain our industry. A workforce with knowledge of animal nutrition, health, and management practices plays a critical role in ensuring ethical and efficient production. We believe all employees can benefit from a deeper understanding of animal science, as it enhances their ability to contribute to responsible and sustainable agricultural practices.

The Elanco Fundamentals of Animal Science Certification supports this goal by providing individuals with essential knowledge in animal anatomy, physiology, health, and production systems. Candidates who earn this certification demonstrate an understanding of the best practices in animal care, biosecurity, and resource management—skills that are highly valuable in the meat and poultry industry. Employees with this expertise contribute to improved animal welfare, food safety, and overall operational efficiency.

Recognizing the value of this certification, Pilgrim's is committed to offering higher starting wages to certified candidates and prioritizing them in our hiring process. We strongly support the Elanco Fundamentals of Animal Science Certification and believe its approval will enhance workforce readiness, strengthen animal care standards, and benefit both employees and the agricultural industry as a whole.

Sincerely,

Ansen Pond
Head of Operations
Pilgrim's



1770 Promontory Circle | Greeley, CO 80634



970.506.8000



pilgrims.com



TEXAS TECH UNIVERSITY

Department of Animal and Food Sciences

April 28, 2025

To Whom It May Concern,

As a professor and industry professional specializing in meat science, I recognize the challenges employers face in hiring individuals with a strong foundation in animal science. The Elanco Fundamentals of Animal Science Certification provides a valuable solution by equipping individuals with essential knowledge in animal nutrition, health, reproduction, and management, making them better prepared for careers in animal agriculture and related industries.

Employers across livestock production, animal health, and food processing industries need workers who understand the science behind animal care and production. Hiring individuals with this certification reduces training time, improves animal welfare practices, and enhances operational efficiency. If presented with two candidates of equal background, I—and many others in the industry—would prioritize hiring the individual with this certification.

Approving the Elanco Fundamentals of Animal Science Certification in Texas will strengthen the workforce by providing individuals with critical industry knowledge. Recognizing this certification will help meet the growing demand for skilled professionals while benefiting both employers and the industry as a whole. I strongly support its approval in Texas.

Sincerely,

A handwritten signature in black ink that reads "Dale Woerner". The signature is written in a cursive style with a large, looped 'D'.

Dale R. Woerner, Ph.D.

Professor and Cargill Endowed Professor in Sustainable Meat Science

Department of Animal and Food Sciences

Texas Tech University, Lubbock, TX 79409

Dale.Woerner@ttu.edu

806-834-4565



Phone (325) 658-5555

Fax (325) 653-2472

March 20, 2025

To Whom It May Concern,

At Lone Star Beef Processors, LP, we understand that a strong foundation in animal science is crucial for maintaining the high standards of care and quality that are central to our operations. The Elanco Fundamentals of Animal Science Certification provides individuals with a solid understanding of animal biology, behavior, and the processes that impact meat production. This certification is a valuable asset, equipping employees with the essential knowledge needed to ensure animal welfare and effective management practices from farm to processing.

Finding entry-level employees with a comprehensive understanding of animal science can be difficult. While many candidates are eager to contribute, they often lack the foundational knowledge necessary to understand the complexities of animal care and its impact on meat quality. This certification addresses that need by providing candidates with the practical knowledge to manage animals responsibly, ensuring the highest standards in animal welfare and meat production.

At Lone Star Beef Processors, we recognize the importance of industry-recognized qualifications. Candidates who hold the Elanco Fundamentals of Animal Science Certification are highly valued, and we are prepared to offer higher starting wages to those with this certification. Additionally, we are eager to interview certified individuals, as it reflects their preparedness and commitment to the animal science field.

Sincerely,



Burley Smith
Senior Vice President
Lone Star Beef Processors, LP