



March 25, 2020

To Whom It May Concern:

The National Collegiate Livestock Coaches' Association is comprised of professional teachers at universities with prominent agricultural programs across the nation. Members of our organization spend their time directly teaching and mentoring students in the art of livestock evaluation. Livestock judging programs provide the unique opportunity to develop critical-thinking, decision-making and communication skills, as well as develop personal character and leadership capabilities.

We feel developing these career-ready skills is not only important to secondary and collegiate students, but also professionals working in the livestock production industry. Educational and career development opportunities are incredibly vital to the success of our organization and is in fact the lifeblood of our programs and the future of the agricultural industry. We are constantly looking for new opportunities to prove to our stakeholders that the future workforce is being educated in the right fields and receiving the type of background and knowledge that will lead them to a valuable and meaningful career.

There is no doubt, the NCLCA Principles of Livestock Selection & Evaluation Certification delivers this opportunity for individuals of all educational and career backgrounds. In addition to promoting college- and career-readiness skills, the certification demonstrates individuals have a solid understanding of the livestock industry, specifically such as selection and evaluation criteria of livestock species; stages of animal growth and how they relate to market readiness; and marketing practices for livestock, meat and meat products.

The development of competent agricultural employees is extremely critical. Our population is growing, and we will have to do more with less. We must train workers to effectively manage production systems of domestic livestock, so the system as a whole can be more sustainable, and we can feed our growing population. Individuals earning this certification will be better prepared to be future leaders and innovators of our very important industry.

Sincerely,

Parker Henley
President



Charolais Association of Texas
P.O. Box 64336
Lubbock, TX 79464

To Whom It May Concern:

I am writing this letter in support of the Livestock Selection & Evaluation Certification endorsed by the Collegiate Livestock Coaches' Association.

The Charolais Association of Texas is an affiliate of the American International Charolais Association with a membership of 150 Charolais breeders and ranches in Texas, Oklahoma, Arkansas and Louisiana. We strive to provide a central location for people to locate quality livestock from the breeders in our membership. Annually, we provide a place for our breeders to sell their production females in the Innovation Spring Sale hosted every April. We are also affiliates with the Texas Junior Charolais Association who have an established membership of youth ages 9-21 whose goal is to promote, grow and advocate for the Charolais breed.

Students who earn the certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including the ability to understand the elements of a successful breeding program including choosing and weighing traits, analyzing EPD data and parent selection. In addition, understanding how to identify, analyze and compare the external anatomy of livestock species.

To continue the success of our breed and the livestock industry, it is imperative for students to understand the skills required to select and raise quality livestock from breeding and market perspectives. A student that has earned the Livestock Selection and Evaluation Certification that is endorsed by a nationally recognized association, such as NCLCA, will ensure that success. This certification is extremely valuable to the entire production process from breeding to the dinner table.

Sincerely,

Erin Metzler
C.A.T Office Manager
(940) 453-5391



Fort Scott Community College
2108 S. Horton
Fort Scott, KS 66701

May 16, 2018

To Whom It May Concern:

I am writing this letter in support of NCLCA Principles of Livestock Selection and Evaluation Certification endorsed by NCLCA.

I am an Agriculture Instructor and Livestock Judging Coach at Fort Scott Community College in Fort Scott, KS. We receive calls and emails constantly with job opportunities for students or graduates with livestock skill sets such as the ones provided in the NCLCA Principles of Livestock Selection and Evaluation Certification. I have reviewed over the learning objectives and am impressed with the information provided. A student earning this certification would definitely be more prepared and employable than a student without a certification.

I believe that school districts should embrace these certifications and offer them to students to prepare them for the professional world.

Sincerely,

Blake Davis
Fort Scott Community College
Agriculture Instructor
Livestock Judging Coach

KEETON LIMOUSIN

May 16, 2018

To Whom It May Concern:

We are pleased to find the Livestock Selection and Evaluation Certification course will be made available to high school students to include in their agricultural coursework. As the future employees, owners, and leaders in agriculture, these young men and women will gain valuable knowledge and experience from the completion of this course.

We are a seedstock cattle operation located on the high plains of Texas and have been in animal production for over 40 years. We participate in livestock exhibitions on the national, state, and regional levels with the goal of improving our animals through evaluation of current genetic trends. We encourage other producers to improve their operations by incorporating enhanced genetics into their operations. We have served the industry through state and national leadership organizations.

We feel that student who earn this certification will be proficient in several concepts which are important to their success in the livestock industry, including:

- Basic origins of livestock breeds and their relative strengths within the industry;
- Stages of animal production with regards to meat animal production;
- Evaluation of replacement animals to incorporate back into future production; and
- Communication of the reasoning behind their decisions made in evaluating livestock.

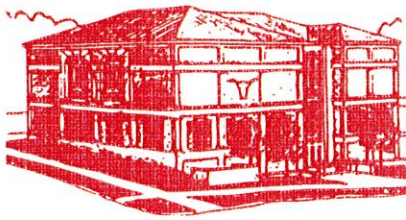
Students who earn this certification through the National Collegiate Livestock Coaches Association will have an advantage in their future as the coursework will prepare them for critical thinking and decision making in any endeavor they pursue. Job candidates with this certification will serve the agricultural industry better than those who are less prepared. We believe that all schools who offer agricultural production and leadership classes should include this in their curriculum.

Regards,



Lyle L. Keeton
Partner

10510 CR 1100 • Wolfforth, Texas 79382
Phone: (806) 866-9440 • Fax: (806) 866-9441



Alabama Cattlemen's Association

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

President

Clay Kennamer, Hollywood

President-Elect

Jim Jordan, Ashland

Vice President

Chuck Madaris, Hope Hull

Treasurer

Richard Meadows, Columbia

Executive Vice President

Erin Beasley, Notasulga

Executive Vice President (Emeritus)

Billy Powell, PhD, Jackson

Regional Vice Presidents

Term Ending 2022

Johnny Gibson, Gilbertown

Randy Slay, Fayette

Jim Miller, Dora

Donald Means, Eutaw

Term Ending 2023

Steven Smith, Phil Campbell

Joe Bradley, Wedowee

Chip Cleveland, Prattville

Alvin Stinson, Georgiana

Term Ending 2024

Wyatt Sasser, Andalusia

Don Lyles, Harvest

Joe Sellers, Hope Hull

Bill Walding, Ariton

Past Presidents*

K. Stanley Drake, Opelika

Ray Jones, Huntsville

Milton Wendland, Autaugaville

Julio Corte, Jr., Daphne

Joe R. Crawford, Baileytown

Billy Powell, PhD, Jackson

George Smith, MD, Lineville

Ronnie Holladay, Tyler

Billy Maples, Elkmont

Bill Johnson, Montgomery

Glenn Debter, Horton

Phil Hardee, DDS, Beatrice

Tim Coe, Wedowee

LD Fitzpatrick, Montgomery

Bob Helms, Enterprise

Gregg Blythe, Decatur

Wendell Gibbs, Ranburne

Wayne Thames, Evergreen

Anne Payne, Ramer

Jeff Donaldson, Jasper

J Lee Alley, DVM, Montgomery

Bill Pope, Grand Bay

Perry Debter, Horton

Eric Smith, Reform

Max Bozeman, Elba

Orland Britnell, Russellville

Steve McDonald, Lineville

Mike Dee, Aliceville

Leo Hollinger, Jr., Camden

Donna Jo Curtis, Athens

Jimmy Holliman, Marion Junction

Woody Clark, Andalusia

Jim Akin, Lexington

Bill Lipscomb, Prattville

Richard Meadows, Columbia

Jack Batts, Athens

Chris Langley, Camp Hill

Larry Reeves, Elba

Living

November 23, 2021

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection and Evaluation Certification.

The Alabama Cattlemen's Association is a non-profit developed in the state by Alabama cattle producers in 1944. Over the years, dedicated leaders helped ACA to grow its ranks to its highest point of 18,620 members in 1974, the largest cattlemen's association in the nation. Because ACA's strength lies in its network of county chapters and volunteer leaders, it is sure to continue as a voice for cattlemen in Alabama for years to come.

The Alabama Cattlemen's Association also serves as the qualified State Beef Council in Alabama with representation on the National Cattlemen's Beef Association (NCBA) Federation of State Beef Councils. 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.

This certification validates the foundational competencies needed to begin animal science careers, specifically those related to the selection and evaluation of breeding and market animals. Those who earn the certification are more qualified and prepared to enter a variety of roles within the industry. Additionally, the certification allows employers to identify and connect with more skilled candidates, filling gaps in the labor market and jump-starting individuals' careers. Seeing the NCLCA Principles of Livestock Selection and Evaluation 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 NCLCA Principles of Livestock Selection and Evaluation Certification creates employees and producers with the knowledge and skillset vital to succeed in the beef industry, specifically the cattle production sector. We fully support this.

Sincerely,

Erin Beasley
Executive Vice President

"The Qualified State Beef Council of Alabama"



JIMMY PARNELL
PRESIDENT

December 15, 2021

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches Association (NCLCA) Principles of Livestock Selection and Evaluation 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.

The NCLCA Principles of Livestock Selection and Evaluation Certification validates the foundational competencies needed to begin animal science careers, specifically those related to the selection and evaluation of breeding and market animals. Those who earn the certification are more qualified and prepared to enter a variety of roles within the industry.

This certification is a valuable asset for students to leverage during an interview process to land their first job in the workforce. Additionally, the certification allows employers to identify and connect with more skilled candidates, filling gaps in the labor market and jump-starting individuals' careers. When this certification is represented on an individual's resume, the employer can identify them as a driven and ambitious candidate who will not only have a solid understanding of livestock principles but put in the hard work – day in and day out.

Alabama livestock and animal science-related workplaces rely on the next generation of industry professionals to continue the success, marketability, and legacy of their organization. That is why we are urging the state to approve the NCLCA Principles of Livestock Selection and Evaluation Certification.

Sincerely,

A handwritten signature in dark ink, appearing to be "Graysen Biensch", with a long horizontal line extending to the right.

Graysen Biensch
Beef Division Director
Alabama Farmers Federation



August 27, 2020

To Whom It May Concern:

This letter is written in enthusiastic support of the National Collegiate Livestock Coaches' Association Principles of Livestock Selection & Evaluation Certification.

My name is Dean Fish, and I manage a Family Foundation Ranch, as well as own my own cattle business. The Santa Fe Ranch works to get young people out of doors, deliver ag literacy opportunities and provide opportunities to our developmentally disabled population. All these programs are provided free of charge to our underserved community and truly improve the quality of life for participants.

One of the most impactful programs that helped put me in position to thrive in an animal science-based career is participating in competitive livestock selection and evaluation. In fact, because of the importance of this program, I have worked for the past 25 years coaching young people and coordinating contests in Arizona. The NCLCA Certification validates individuals possess those critical skills that translate to success in an animal science-based career. These skills include breed identification, phenotypic evaluation and analysis of expected progeny differences (EPDs), as well as critical thinking and decision-making skills. Individuals with these skills are more likely to find employment in the industry, as well as earn higher wages and earn promotions at a faster rate.

Businesses like mine rely on workers that have these critical skills. I believe that the National Collegiate Livestock Coaches' Association Principles of Livestock Selection and Evaluation Certification helps to address this gap, and I need more workers with this certification. It would be a great asset for Arizona and the many who depend on agricultural innovation. I am excited to see the NCLCA Certification offered in Arizona.

Sincerely,



R. Dean Fish, PhD
Anchor F Cattle Co
PO Box 716
Nogales, AZ 85628
(520) 988-8009
anchorf@gmail.com





To Whom It May Concern:

This letter is in support of the NCLCA Principles of Livestock & Evaluation Certification.

The Arizona Farm Bureau is Arizona's largest farm and ranch organization with membership that represents production agriculture throughout the state of Arizona. We are "The Voice of Agriculture" in Arizona. Farm Bureau is an independent, non-governmental grassroots organization that analyzes problems and formulates action to achieve educational improvement, economic opportunity, and social advancement and thereby to promote the national well-being. As our industry continues to face new and ongoing challenges, Farm Bureau will be there to help face those challenges. One of those challenges: the lack of knowledge from consumers regarding the care of livestock.

Individuals who have earned the *NCLCA Principles of Livestock & Evaluation Certification* have demonstrated possession of knowledge and skills vital to the management and selection of livestock animals. An overall understanding of the animal agriculture industry through vocabulary, nutrition, and anatomy will give recipients a step ahead when entering an animal science career.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. Arizona's agricultural community represents \$23.3 billion of Arizona's economy. It is vital that we keep the pipeline of skilled workers open so that agriculture can continue to thrive in Arizona.

An individual who has earned the *NCLCA Principles of Livestock and Evaluation Certification*, has proven they are more qualified for employment in the animal science industry than an applicant without the certification.

We look forward to seeing this Certification making the approved list so that teachers and students can take advantage of the knowledge and skills that it provides.

Sincerely,

A handwritten signature in black ink, appearing to read 'Katie Aikins'.

Katie Aikins
Director of Education
Arizona Farm Bureau



June 9, 2020

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association Principles of Livestock Selection & Evaluation Certification.

My name is Terri Verason, and I serve as Vice President of Nutrition Education for Dairy Council® of Arizona. Dairy Council® of Arizona is a not-for-profit, education branch of the Arizona Milk Producers, which works on behalf of Arizona dairymen to inform, promote and support the people, products and process of the dairy story from farm to table. The Dairy Council® of Arizona is dedicated to providing the Arizona community with nutrition and agriculture education based on the latest scientific research, dairy agriculture information and the goal of a balanced diet that includes milk and milk products.

This certification provides individuals the opportunity to showcase a holistic understanding of the animal science industry, ranging from breed identification to external anatomy and breeding systems to evaluation methods. Having this foundational knowledge of the industry is incredibly valuable no matter what facet 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 in the industry like mine. Seeing this certification on a resumé shows that the candidate has a proven passion for livestock and has put forth 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 livestock, and will require significantly less training and preparation on our part. The livestock industry is a highly specialized field and employees need to have extensive knowledge and skills to be successful and productive workers in our industry.

The Arizona dairy industry is an integral part of the state's agricultural sector. We need more skilled workers to keep our industry at the forefront of innovation and productivity. We at Dairy Council® of Arizona want to see the National Collegiate Livestock Coaches' Association Principles of Livestock Selection & Evaluation Certification be offered in the state so our industry will have access to qualified workers.

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

Sincerely,

A handwritten signature in black ink that reads "Terri Verason, MS, RDN, FAND".

Terri Verason, MS, RDN, FAND
Vice President of Nutrition Education
Dairy Council® of Arizona

Dairy Council® of Arizona
An Affiliate of National Dairy Council®

510 South 52nd Street, Suite 101, Tempe, AZ 85281 • 480.656.7163 • www.dairycouncilofaz.org

The nutrition education people



To Whom it may Concern,

My name is Mike Zamudio I am the co-owner in San Simon Valley Show Pigs LLC, and a nationally recognized livestock judge. Through my experiences in the areas I am involved in I am asking that the NCLCA Principles of Livestock and Evaluation be approved as a State of Arizona Industry Certification. Livestock Evaluation is a very valuable tool for our show pig operation. Without the training and knowledge to match genetics and make breeding decisions our quality of product would not be nearly as respectable. My training on a collegiate livestock judging team has given me the opportunity to use skills in my own businesses, and in the show ring as a livestock judge. The NCLCA is a very respectable organization amongst livestock industry leaders. This Certification will give individuals an opportunity to polish their skills and build their own breeding programs with more success. Livestock evaluation not only helps individuals learn decision making, but also written and oral communication skills. In our operations day to day business its important to have knowledgeable people in place to assist customers with selection and production. This Certification will assist in a multitude of ways. Please adopt the NCLCA Principles of Livestock and Evaluation Certification. Livestock evaluation has been critical in the development of our business and daily lives.

Sincerely,

Michael Zamudio

Mike Zamudio

San Simon Valley Show Pigs



Intermountain Farmer's Association
390 30th Street
Elko, NV 89801

September 20, 2019

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association Principles of Livestock Selection & Evaluation Certification.

I have worked for Intermountain Farmer's Association in Elko, Nevada, for the past 35 years. We are an agricultural cooperative owned by our members. We have 28 locations across Nevada, Utah, Idaho, Colorado and New Mexico. This includes feed mills, agronomy centers, and retail stores. We started as "Utah Poultry" in 1923. Today, we serve many facets of the livestock industry. We provide products and expertise on everything from feed and fertilizer to animal health and fencing, as well as tack and clothing items that suit our patrons way of life.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the livestock industry. In order to feed the world we need to produce food in a more efficient way than ever before. Individuals who are adept at evaluating livestock for soundness, muscularity, and quality will lead the way for selecting the best products our industry can offer. It is forward progress that will allow us to continue feeding a growing world population.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. The decision making skills alone give young people an edge in life after education. A certification like this one, shows us that individuals not only have an in depth understanding of the livestock business but also show their commitment to educate and make themselves more marketable team members.

This certification is what the livestock industry can utilize as a tool to employ people who share our passion for animal agriculture. It is another way to distinguish themselves as an asset to potential employers. This provides an opportunity that has not been present in the past, for young people to set themselves apart and for us to recognize someone who has gone above and beyond.

An individual who has earned the NCLCA Principles of Livestock Selection & Evaluation Certification, issued by a nationally recognized, industry-leading organization, has proven they are more qualified for employment in the livestock and animal science 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,

Darla Barkdull
Branch Manager
Intermountain Farmer'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 National Collegiate Livestock Coaches Association (NCLCA) Principles of Livestock Selection & Evaluation 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 livestock industry. With industry standards developed by the National Collegiate Livestock Coaches Association, I can be sure that the NCLCA Principles of Livestock Selection & Evaluation Certification is relevant to the livestock industry.

I believe this certification will provide individuals with the skills needed to enter the livestock 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 NCLCA Principles of Livestock Selection & Evaluation Certification for an interview or job with 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 National Collegiate Livestock Coaches Association (NCLCA) Principles of Livestock Selection & Evaluation Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President



McSpadden Land and Cattle Company
992 Highway 464
Lordsburg, NM 88045
575-542-8997

February 19, 2022

To Whom It May Concern:

As one of the owners of McSpadden Land and Cattle Company, a family owned and operated cow calf ranch located in southwestern New Mexico, I am involved in all areas of the business, from financial management and budget planning to selecting cattle for our breeding program and continuing genetic improvement and development as we see fit. I assist in training horses, managing their health as well as the cattle and seeing that all duties involved in ranch ownership are accomplished each day including but not limited to checking waters and pipelines for leaks, maintenance of cattle quality and health through supplementation throughout the year as well as working with local agencies to ensure that our cattle are utilizing the native grasses efficiently through scientific research of feces and energy evaluation. Our goal is to raise the highest quality cattle in our area, where we sell the steers by the truck load as well as sell grass fat beeves to local customers. Our ranch involves the northwestern portion of Hidalgo County, New Mexico where we are permitted to run 540 head of cattle. We employ two generations of our family, as well as a camp manager and his family; totaling 3 full time employees, not to mention day work help throughout the year.

We are looking to have the state of New Mexico approve the NCLCA Principles Livestock Selection and Evaluation certification. This certification will allow youth to focus in areas of interest while they are in high school, specifically agricultural education courses that will not only allow them to learn the specifics of running or working in animal production agriculture, but also develop the skills of livestock selection and evaluation. Doing so will allow these youth to be better prepared for the workforce and allow them to be more prepared for success upon graduation from high school.

Youth of today are not always interested in college, but many are interested in directly entering the workforce and when they are allowed to learn a trade from a younger age during school, it will allow them to not only enter the production agriculture industry at a younger age and lay a path for success quickly but will serve as a motivator to do well in school. It is hard to find employees who have the knowledge and skill in livestock management and care, including selection and evaluation of better building a herd that is healthy and contains the phenotypical traits that we appreciate in a quality herd

of cattle. This certificate approval will allow exactly what we need in today's agricultural and industrial market field.

I would be happy, and excited as an employer to see a qualified applicant with this certificate on their resume, as I will know and trust that the applicant has a sincere interest in livestock selection and evaluation in the animal industry. I would be willing to offer a higher starting pay with potential for a raise within the first year of working for us if a qualified applicant were to apply.

In closing, I request that the state approves the certification for the NCLCA Principles Livestock Selection and Evaluation Certificate. This certification is essential not only to the youth of today entering the workforce, but also to the production agricultural industry specifically ranchers, feedlots, seedstock facilities and even packers. This certificate will allow youth to be better prepared when entering the workforce as well as allow the potential for a higher rate of pay and better career opportunities.

Sincerely,

A handwritten signature in cursive script that reads "Katie McSpadden". The ink is dark and the signature is fluid, with a large, stylized 'K' and 'M'.

Katee McSpadden
Owner, McSpadden Land and Cattle Company



College of Agricultural, Consumer
and Environmental Sciences

Cooperative Extension Service
Department of Extension 4-H Youth Development
MSC 3AE
New Mexico State University
P.O. Box 30003
Las Cruces, NM 88003-8003
575-646-3026, fax: 575-646-3027
state4h@nmsu.edu

March 11, 2022

To Whom it My Concern:

My name is Craig Painter and have been an agriculture educator for the past thirty five years serving as a High School Agriculture Teacher, Extension 4-H Agent and State 4-H Agent for New Mexico 4-H. As I recently retired, I am currently working in the meat industry assisting with a local start-up meat processing facility in southern New Mexico. I have had the opportunity to work with numerous amount of students especially in the area if meat evaluation and livestock selection. I have been fortunate enough to have coached many livestock and meats teams that have participated in the National contests for both FFA and 4-H.

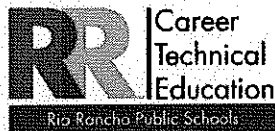
I understand and fully support to need for state certifications in the area of livestock selection and management as well as meat evaluation and processing. As a former educator and now working in the field the need for qualified individuals with the proper background and training is crucial to the agriculture industry. I have been fortunate to have worked with students that have excelled in career develop events (CDE) in FFA and Judging program in 4-H that went on to make a career in the livestock and meat industry. Developing a certification for these areas would only better prepare them to possibly go straight into the industry and have valuable skills to offer employers. Working with a start-up company processing meat on a local level it is difficult to find any entry level employees with the basic food safety knowledge to hit the ground running. A large portion of time is needed to train individuals to become valuable and productive employees. The recent pandemic has taught us the importance of being able to process local foods for our communities.

The importance of state approval for a certification program in the area of food safety, culinary meat selection and cookery, meat evaluation along with a certification in the area of livestock judging is needed to prepare youth for their careers and allow employers to realize the extent of their knowledge base. The proposed certification programs would fill a vital need in our food safety industry by providing certified employees to work in the industry.

Sincerely,

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

Craig Painter
State 4-H Agent, Agriculture & Natural Resources, Retired



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



August 15, 2020

To Whom It May Concern,

I am writing in regards to the NCLCA Principles of Livestock Selection & Evaluation Certification. Because of the standards and competencies required by the certification program, it is without hesitation that I recommend this certification for your approval.

As a producer of both terminal stock for slaughter as well as show stock, I have a thorough understanding of the knowledge students must possess to be successful in the livestock industry. Additionally, we are investing in the future stockman which will be producing our nation's food supply - it is critical to their success to be knowledgeable in matters of evaluation. Today the industry demands the production of a higher quality animal and carcass more so than ever before. It is critical to student success to be skilled in selection and communication of standards of selection to others, particularly as we face a public which is further removed from the industry which produces our nation's and the globe's food supply.

As a former FFA & 4-H member who participated in animal evaluation events, I can attest the value of the experience in training me to think critically and decisively based upon criterion provided. Furthermore, these events demanded my focus and confidence to defend the decisions made on the rail. These skills have been invaluable to me as I market live animals, but more so in marketing our USDA inspected lamb products sold directly to consumers and retailers. My past experiences enable me to educate clients on the products for purchase. What is great about this certification, though, is it takes all of that a step further. It is more than an evaluation event, which I appreciate.

It is without reservation that I request the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification. Those successfully completing certification will have a firm grasp of various aspects of the livestock and animal science industries - thus more prepared to meet the growing demands on our industry to feed the world. Please do not hesitate to reach out if you have additional questions for clarification.

Regards,

A handwritten signature in dark ink, reading "Bonnie Holman", is shown on a light-colored background.

Bonnie Holman
283 Salem Road
Lebanon, TN 37090
615.417.2253



Kail Auctioneering Service



Tucker Kail
Auctioneer
Kail's Auctioneering Service
835 Foundry Hill Rd
Puryear, TN 38251

August 20, 2020

To whom it may concern,

Kail's Auctioneering Service is a small organization operated by myself, Tucker Kail, in Puryear, TN. I have been a contract auctioneer since 2016; specializing in livestock, equine, and farm equipment. The general public has the idea that an auctioneer is just someone that talks fast, but that is just a small portion of what we do. I offer my services to local stockyards, producers, and farmers to market their property to its highest monetary value. Producers rely solely on the income of selling their livestock, usually only once a year. It is my job to be well educated on the breed, body type, and confirmation of various types of livestock to maximize the producer profits.

I am requesting the PRINCIPLES OF LIVESTOCK SELECTION & EVALUATION CERTIFICATION for state approval. The accrediting body for this course is the NCLCA, or the National Collegiate Livestock Coaches' Association. They have long history of preparing students for what they will experience in the agriculture field as well as many others. Not only do they instruct on the fundamentals, they also instill the discipline to strive to be better professionals. In our industry, it is pivotal to understand exactly what you are marketing. One needs to be extremely proficient in identifying and evaluating all livestock, because the buyers are not going to trust purchasing these animals from a representative that is unfamiliar with what they are selling. With this certification, students are better equipped to pursue a career in the auction business or livestock marketing to become experts on breed identification, genetic selection, as well as knowing how to evaluate the animals as a whole. Entry in the livestock auctioneering profession is tough, even if you have a lifetime of experience. This certification shows me as a

potential employer that the job applicant is passionate and dedicated to studying details that some neglect to recognize, possibly resulting in a higher salary or commission base.

This certification is an asset to the livestock marketing industry by providing more competent and better educated auctioneers. It has many benefits to the producing side as well. Such as, selecting superior genetics to produce top quality animals. With knowledge obtained from this certification, an elite set of skills will develop in the next generation of livestock marketing auctioneers.

Sincerely,

A handwritten signature in black ink, appearing to read "Tucker Kail". The signature is fluid and cursive, with a long horizontal stroke at the beginning and a distinct "K" and "ail" at the end.

Tucker Kail
Auctioneer
Kail's Auctioneering Service



August 11, 2020

To Whom It May Concern:

I am writing in support of approving NCLCA Principles of Livestock Selection and Evaluation Certification in the State of Tennessee.

Mill Creek Land & Cattle is a Registered Brangus and Ultrablack operation based in Northwest Tennessee. As a seedstock producer, we supply genetics around the world that impact global beef production. Through my lifelong involvement in the beef industry and my experiences judging livestock, both in the United States as well as on the international level, I can confirm the importance of certification in livestock evaluation to the future of the beef and agriculture industries.

An individual with a certification in Livestock Evaluation will have developed a skill set that includes being able to analyze live animals as well as data that is relevant to the industry potentially resulting in long term impacts to the beef production system. The process of developing these abilities also builds critical thinking and analytical skills as well as communication and decision-making capabilities. An individual that is proficient in identifying genetically superior animals through phenotype and genetic evaluations is more desirable in certain career fields due to their specialized knowledge that is often only obtained through years of experience. As an organization comprised of industry respected individuals, the National Collegiate Livestock Coaches' Association is duly qualified to educate and certify a Livestock Selection and Evaluation program.

I ask that you please adopt the NCLCA Principles of Livestock Selection and Evaluation Certification in the State of Tennessee. In the animal science industry, students that have completed the certification will have demonstrated their desire to expand their knowledge making them more desirable candidates in the workplace. Production agriculture is facing many challenges. An educated, skilled workforce to help navigate those challenges is becoming more and more essential.

Best regards,

Traci Middleton
Mill Creek Land & Cattle



SWEETWATER VALLEY FARM

17988 West Lee Highway Philadelphia, TN 37846

info@sweetwatervalley.com 865-458-9192

August 20, 2020

To Whom It May Concern:

Sweetwater Valley Farm is home to over 1,500 dairy and multiple beef cows in Philadelphia, TN. As the owner of Sweetwater Valley, I am responsible for overseeing all the ins and outs of the daily operations. On our farm we produce cheese from our own cattle, which is sold in our farm store, café and in several businesses around the state. We were the first Tennessee operation with the Lely XL Robotic Milking Technology and use this to milk 500 cows. We also maintain crops that are utilized for feeding our cattle. The use of the café, farm store and farm tours provide us the opportunity to create consumer awareness. Of course, in the dairy industry, it is especially important to maintain sound livestock for a promise of longevity. This is why I am writing in support of the NCLCA Principles of Livestock Selection and Evaluation Certification.

When I come across prospective employees with an existing knowledge of animal science, I most always consider them better qualified than other candidates. The Principles of Livestock Selection and Evaluation Certification helps individuals hone in on important skills in our field, such as anatomy of the animal; while building a knowledge of criteria that we utilize on our operation regularly. Hiring individuals that are more career ready and able to identify ideal criteria in a dairy production cow, allows me to focus more time on management of our operation as a whole and less on training the new employee. Essentially with employees who have proven the skills tested for on the NCLCA Principles of Livestock Selection and Evaluation Certification, we are a more efficient operation.

Our vision and mission at Sweetwater Valley Farm is being committed to consistently producing superior agricultural products through dedication to our employees, animal care and natural resources. We strive to create a sustainable business model through innovation, efficiency, leadership development, and customer satisfaction. I encourage the approval of the NCLCA Principles of Livestock Selection and Evaluation Certification to help us, and others in the industry, to better align with these and other goals.

Sincerely,

John Harrison
Owner

Sweetwater Valley Farms



SAN ANTONIO LIVESTOCK EXPOSITION, INC.

"A Volunteer Organization that Emphasizes Agriculture and Education to Develop The Youth of Texas."

Executive Committee

Joe Soules
Chairman of the Board

Cody Davenport
President

James "Fully" Clingman
Vice President

Mark S. Colaw
Vice President

Rusty Collier
Vice President/Secretary

Pat Frost
Vice President

Tina Altgelt Haynes
Vice President

Joe E. Hutchison
Vice President

Nancy B. Loeffler
Vice President

Clint Swindall
Vice President

Ronnie Urbanczyk
Vice President

Randy Vaclavik
Vice President

Keith Martin
Executive Director & CEO

Administrative Office
(210) 225-5851
FAX (210) 227-7934
saleadmin@sarodeo.com

Livestock Office
(210) 225-0575
FAX (210) 225-0579
livestock@sarodeo.com

Horse Show Office
(210) 225-1309
FAX (210) 225-1021
horse@sarodeo.com

Marketing Office
(210) 225-0612
FAX (210) 225-6864
marketing@sarodeo.com

Operations Office
(210) 225-4239
FAX (210) 224-2963
operations@sarodeo.com

Ticket Office
(210) 225-5851
FAX (210) 223-5859
tickets@sarodeo.com

WWW.SARODEO.COM

Thursday, May 10, 2018

To Whom It May Concern,

The San Antonio Stock Show & Rodeo is a volunteer organization emphasizing agriculture and education. Since the inception of our show, we have provided over \$186 million to the youth of Texas in the form of scholarships, grants, endowments, auctions, calf scramble, and show premiums.

Our event is home to some of the largest and most prestigious livestock shows in the country. This can make it challenging to find individuals with the necessary qualifications to serve as a livestock judge. An exceptional livestock judge must possess the ability to identify, analyze and compare animals and be able to effectively explain his/her reasoning to the crowd. Due to the size of our event, it is imperative that a livestock judge be able to make rational decisions in a timely fashion so that each of our exhibitors receives a fair look in the show ring.

There is no doubt that a student who has earned the Livestock Selection & Evaluation Principles Certification from a nationally recognized association such as the NCLCA would have the necessary foundation to potentially serve as a livestock judge in the future. Certifications such as this are sure to pay dividends for students as they begin to make their mark on the industry.

Sincerely,

Brady Ragland
Livestock Director
San Antonio Livestock Exposition, Inc.



TEXAS TECH UNIVERSITY

Department of Animal and Food Sciences

May 10, 2018

To Whom it May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection and Evaluation.

I am an Associate Professor in the Department of Animal & Food Sciences at Texas Tech University. Since 2002, I have coached hundreds of students at the collegiate level and led teams to a record-setting nine National Championships. I have consulted for livestock operations across 30 states and internationally. Individuals who have an understanding of livestock evaluation and selection are better equipped to effectively manage livestock operations which is critical for us to sustain protein production for a continuously expanding global population.

Individuals who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this field. A sampling of the skills learned through this certification include:

- Evaluate the marketing practices for livestock, meat, and meat products.
- Identify and analyze livestock breeds, their inherent strengths, and their origin.
- Identify, analyze, and compare external anatomy of domesticated livestock species.
- Assess the stages of animal growth and relate this to their market readiness and carcass merit potential.
- Understand the selection priorities necessary to logically rank breeding livestock in order to precisely accelerate the genetic progress of an animal breeding program.

In my own experience, the key to training students to be proficient in livestock selection is based upon the total amount of experience a student can accumulate. Anyone who has earned the NCLCA Principles of Livestock Selection and Evaluation Certification has a foundation of knowledge which will set them up for success. Moreover, they will be better prepared to study the field of Animal Science. I strongly recommend and seek out students that have this certification.

Sincerely,

Ryan Rathmann, Ph.D.
Associate Professor
John W. & Doris Jones Professorship Holder
Department of Animal & Food Sciences
Texas Tech University
(806) 789-6725
ryan.rathmann@ttu.edu

Box 42141 | Lubbock, Texas 79409-2141 | 806.742.2804
www.afs.ttu.edu

An EEO/Affirmative Action Institution



Department of Animal & Food Science • 715-425-3771 • Fax 715-425-4486 • Arquimides.reyes@uwrf.edu

2/12/2020

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association; Principles of Livestock Selection & Evaluation. As an assistant professor of beef production and meat science at the University of Wisconsin River Falls, I believe this certification will provide an individual with a specific training that will make them more desirable for the industry. I have been coaching livestock and carcass evaluation since I was a Master of Animal Science Student. Currently I am coaching a group of 20 students in livestock and carcass evaluation and feel that if my students would of have taken this certification, they would have been more competitive in the field.

I believe that an individual who earns this certification has demonstrated ownership of the subject and has increase their knowledge and skill allowing them to succeed in the agriculture industry. They have learned the necessary skills to assist the industry with problems associated with livestock selection. This certification will train an individual with in-depth knowledge of livestock production practices and allowed them to assist the industry in sustainability.

It is imperative we have a bank of skill individual that are ready to answer the call of our livestock industry. Our industry is lacking qualify work force. The opportunities provided by this certification will provide our industry with tremendous advantage in training. In addition, this certification will provide individual with faster opportunities of advancements.

This certification is what our industry has been looking for to increase the numbers of qualify employees. The biggest problem with hiring is that experience is always required, and this certification will provide a portion of that training.

An individual who has earned the National Collegiate Livestock Coaches' Association; Principles of Livestock Selection & Evaluation issued by a nationally recognized, industry-leading organization, has proven they are more qualified for employment in the industry and as competitors in the collegiate level, than an applicant without the certification. In addition, this certification is extremely valuable to employers it helps them connect with more qualified candidates.

Sincerely,

Arquimides A. Reyes, PhD, PAS

Assistant Professor – Beef Production & Meat Science

Department of Animal & Food Science

University of Wisconsin – River Falls

410 S. Third St.

River Falls, WI 54022 USA

Phone: (715) 425-4047

Email: arquimides.reyes@uwrf.edu



February 12, 2020

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association Principles of Livestock Selection and Evaluation 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



April 26, 2024

To Whom It May Concern:

I am writing this letter in support of Hoosiers earning the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection and Evaluation Certification, especially for those seeking careers in the animal science industry. Agriculture is one of Indiana's most prominent industries, and well-credentialed staff is particularly important to us.

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. An easy way for me to do that is to help see that employers have access to applicants that possess the certifications the employers are looking for.

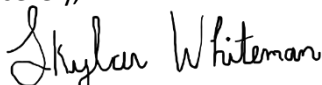
Individuals credentialed with the NCLCA Principles of Livestock Selection and Evaluation Certification have the foundational competencies needed to begin animal science careers related to breeding and market animals. The best part of this certification is it easily stands out on a job application versus someone describing the skills or experience they possess, which is often vague or nearly impossible to verify. Hiring managers easily identify candidates qualified for entry-level positions where this certification is listed.

It is imperative we have skilled workers for current and future positions in the county. In the case of attracting new business, when I can share that Orange County schools are certifying individuals in the NCLCA Principles of Livestock Selection and Evaluation Certification, it shows that Orange County has the talent necessary to meet employers' needs. It is harder than ever for Orange County's employers to find quality candidates, so I know our employers are eager to offer interviews to entry-level applicants with this certification.

Candidates who obtained this certification have acquired the industry-recognized skills and standards produced by NCLCA, an organization known for knowledge and skill development in the livestock industry.

This certification legitimizes the skills learned in this program and gives individuals the opportunity to stand out amongst others. This certification is extremely valuable to economic developers like me because it supports our talent pipeline of individuals entering the animal science industry.

Sincerely,



Skylar Whiteman
Executive Director



505 S. Maple Street
French Lick Indiana 47432



812-936-3388



info@ocedp.com
ocedp.com/info



facebook.com/ocedp



DEPARTMENT OF ANIMAL SCIENCES

Purdue University
270 S Russell St, Creighton Hall Room 3048
West Lafayette, IN 47907
(765) 494-4834

September 27, 2024

To Whom It May Concern:

I am writing to express my enthusiastic support for the approval of the National Collegiate Livestock Coache's Association (NCLCA) Principles of Livestock Selection and Evaluation Certification in the state of Indiana. As the Livestock Judging Coordinator for Purdue University's Animal Science program, I understand firsthand the importance of enhancing the education of our students in the field of animal science.

The NCLCA Principles of Livestock Selection and Evaluation Certification provides a structured framework that not only equips earners with critical evaluation skills but also emphasizes the importance of sound livestock selection practices. The skills acquired through this certification are essential in preparing for successful careers in agriculture, contributing to the overall advancement of the industry. We strive to foster learning opportunities that connect theoretical knowledge with practical applications. This certification will serve as a valuable resource in further developing understanding of livestock quality, market readiness, and ethical production practices.

Furthermore, Purdue's commitment to excellence in livestock evaluation and production directly complements the objectives of the certification. This certification is a perfect fit for the judging program. I wish all trying out for our judging team possessed it. When I see this certification on a resume, I will immediately know that these individuals have proven critical evaluation skills, which is exactly what I am looking for.

I strongly urge you to consider the approval of the NCLCA Principles of Livestock Selection and Evaluation Certification in Indiana. Together, we can enhance educational standards and better prepare the next generation of livestock evaluators and producers.

Thank you for your time and consideration.

Sincerely,

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

Hattie (Duncan) McGrady
Livestock Judging Coach and Judging Teams Coordinator



To Whom it May Concern:

I recently learned of the National Collegiate Livestock Coaches Association (NCLCA) "Principles of Livestock Selection and Evaluation" Certification and am excited for the relevant industry knowledge that will be provided for students. As a former youth livestock judge, a 4-year coach of collegiate meat judging programs, and a small business owner within the meat industry, I am writing this letter in support of the certification and truly hope to see it implemented across educational institutions.

I was raised in a rural farming community and was fortunate to have access to agricultural youth programming such as 4-H and FFA. These programs exposed me to learning opportunities to explore production, nutrition, animal handling, and selection of livestock animals, which were supplemented with my own experiences on our family farm. Due to many students in today's learning pool being more disconnected from agriculture, it will take greater effort to expose today's youth to the animal sciences and assist them in realizing the plethora of career opportunities that require a deep understanding of livestock selection and evaluation.

In today's world, many youth express interest in careers that involve animals. Of these young learners, many more perceive becoming a veterinarian as the only avenue to explore this interest. Thus, these students pursue a degree in Animal Science simply because they are not aware of alternative career paths that may allow them to work hands-on with animals and livestock. Once entering these programs, students realize they do not have the academic vigor, financial ability, or sustainable interest in veterinarian medicine to pursue the many years and degrees required to become a DVM. By making a livestock selection and evaluation certificate program more readily available, students will have access to curriculum that quickly prepares them for a career working with livestock by teaching skills in the areas of livestock husbandry, animal handling, animal welfare, nutrition, genetics, stockmanship, and more.

Having this certification program available early in high school, community colleges, trade schools, and all other avenues of formal and informal education allows access to individuals with a multitude of interests in the animal sciences and offers exposure to the livestock industry early in their educational career. This curriculum is also valuable for learners who are interested in gaining experience with livestock selection later in life or as a requirement for a different aspect of their job (such as a meat processor, membership coordinator for livestock association, food industry or agricultural products sector, etc.). These learners would not need to attend a four-year university to receive training which would prepare them for successful jobs communicating with livestock producers, feed specialists, breed associations, meat processors, and more. However, if so desired, these learners could then go on to apply their skills in more specific, interest-based programs under the umbrella of the animal sciences.

Piquing interest for livestock production and the animal sciences in people of any age, providing essential knowledge to build confidence and skill, then allowing these folks to enter the workforce is exactly what is needed to solve labor issues within the agricultural industry. Those who complete this training are, in my opinion, more qualified to begin a career within the animal science field. I am excited to see this certification implemented across the nation.

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

Sierra Jepsen

A handwritten signature in black ink that reads "Sierra Jepsen". The signature is written in a cursive style with a large, stylized 'S'.

Owner, Meat Scientist, Lead Butcher

Butcher Solutions, LLC

Email: butchersolutions@outlook.com

Phone: (406) 220-1238

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 NCLCA Principles of Livestock Selection & Evaluation 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 NCLCA Certification validates the foundational competencies needed to enter the animal science field, specifically those related to the selection and evaluation of breeding and market animals. 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 NCLCA Principles of Livestock Selection & Evaluation 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 NCLCA Certification.

Sincerely,



Suenette Pomeroy
Oakland Branch Store Manager



October 10, 2024

Hello,

Please consider this letter of support from the Ohio Heifer Center for the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification.

The Ohio Heifer Center is a research-oriented dairy located in South Charleston, Ohio. Our work in advanced dairy and beef genetic selection, embryo transfer and advanced IVF procedures, and collaborative research efforts support the goals of STgenetics® – to create more productive and sustainable livestock through science and technology.

The Principles of Livestock Selection and Evaluation certification offers the opportunity for learners to dig into our industry and show their comprehension of cattle (and other livestock) breed identification, breed traits, utilization of genetic tools – like EPDs, breeding systems and methods, and best practices related to herd management and selection/evaluation. They will get hands-on experience with genotypic and phenotypic information related to cattle and other species in a real-world, relevant manner.

The Ohio Heifer Center plays a significant role in developing and promoting effective breeding systems for cattle, so the focus on this content makes the certification valuable to our team. The solid understanding of livestock evaluation and selection is a cornerstone in the work our team does. This content would be beneficial not only for our existing team members, but also for our prospective applicants and to the individuals employed through our internship program.

The National Collegiate Livestock Coaches' Association designed this certification to prepare individuals for careers in the ever-growing animal sciences field. As technology in our industry continues to grow and develop, this background is increasingly important, and this certification has our full support.

Additionally, we understand the NCLCA is a nationally recognized organization, and thus this certification carries substantial credibility.

Completers of this certification are not only better prepared for advanced studies in genetics and animal sciences, but also more appealing to employers seeking these specialized skills. We would support this certification being implemented across training programs and educational pathways.

Thank you for the opportunity to advocate our support for this credential.

Candace Lease

Administrative Manager
The Ohio Heifer Center





October 17, 2024

To Whom It May Concern,

The NCLCA Principles of Livestock Selection & Evaluation Certification stands as a valuable resource for advancing livestock education, and I am eager to express my support for its approval in Ohio. This certification not only delivers essential knowledge but also fosters skills critical to raising productive and sustainable livestock.

In the field of livestock management, the ability to critically make informed decisions based on breeding practices, evaluation methods, and animal health is so important.

This certification covers key aspects that are at the heart of what we do at Teet Livestock — developing superior genetics and maintaining high-quality feed programs. We believe this credential will equip future professionals with the expertise they need to achieve success in areas such as: identifying and selecting superior breeding stock, implementing crossbreeding and other breeding strategies, evaluating livestock based on performance and physical traits, as well as understanding nutritional needs and management practices.

The inclusion of these competencies provides a solid foundation for anyone involved in livestock production, whether raising goats, cattle, sheep, or other animals.

As a family-run operation dedicated to raising goats, we see firsthand the impact that proper training and education can have. Supporting this certification means giving future (and current) livestock professionals and producers the tools they need to succeed while ensuring the industry continues to thrive.

We strongly urge the approval and implementation of the NCLCA Principles of Livestock Selection & Evaluation Certification, as it will enrich the educational landscape and benefit both current and future professionals in the livestock community.

Andrew Teet
Teet Livestock
Whitehouse, Ohio

Teet Livestock specializes in raising high-quality goats, focusing on genetics, breeding practices, and feed management programs. We are also committed to community education and mentorship in livestock production.



September 28, 2024

Dear Ohio Department of Education:

We are writing this letter of support on behalf of Marx Genetics Show Lambs to express our support for a newly approved education credential in Ohio: *the NCLCA Principles of Livestock Selection & Evaluation Certification*.

Marx Genetics Show Lambs is a family-owned business in Botkins, Ohio, that is deeply committed to breeding and raising quality show lambs. As such, we recognize the value this credential brings to aspiring livestock professionals across Ohio.

After learning about this credential, we agree that the comprehensive knowledge it includes – from breed identification, to breeding selections and methods, to evaluation criteria – is crucial to the work that we do and also to the advancement in our industry.

We were especially excited to see the following content included:

- *Understanding the intricacies of breeding systems*
- *Parent selections*
- *Crossbreeding strategies and methods*
- *Selection and evaluation criteria (with sheep, but also other livestock like cattle, goat and swine)*

This knowledge and these skills prepare individuals with the confidence to make informed decisions that lead to enhanced productivity and sustainability in livestock production. We can't say enough how this knowledge will prepare individuals to be prepared to work in this space and be a contributor in our industry.

By fostering this knowledge – with learners of all experience levels and backgrounds – we are not only supporting individual growth, but we are also contributing to the collective progress of our industry.

At Marx Genetics, we take great pride in mentoring individuals in our community as they raise and show livestock. We are particularly passionate about ensuring future generations have access to valuable credentials like this one. It is our hope that by supporting the approval of this certification in Ohio, we can create more opportunities to set individuals up for success in their careers, but also to strengthen and advance the livestock industry as a whole.

We encourage you to advocate for the implementation of this certification, as it aligns with our goals to develop a more productive and knowledgeable livestock community.

Thank you for your consideration and support.

Summer Marx
Marx Genetics Show Lambs



October 17, 2024

As a proud member of Collins Family Farm, a multi-generational cow/calf operation committed to advancing the genetics and quality of beef feeders for the American stockyard industry, I would like to extend my full support for the approval of the *NCLCA Principles of Livestock Evaluation & Selection Certification* in Ohio.

Our farm has thrived for decades by consistently focusing on breeding cattle with superior traits, improving herd health, and utilizing best practices to ensure our stock meets the evolving demands of the industry. The NCLCA certification promises to instill a deep understanding of these fundamental principles, preparing individuals to contribute effectively to the livestock sector. This content would add value to our team members and our farm.

A key benefit of this certification is its potential to elevate the standard of livestock selection through structured, evidence-based approaches. In our experience, one of the most significant factors influencing long-term success in cattle breeding is the ability to critically evaluate both the genetic potential and physical characteristics of livestock. With growing complexities in breeding strategies and the increasing demand for efficiency, this certification would provide future livestock professionals with a framework.

The NCLCA certification would help bridge the knowledge gap in crucial areas like herd improvement programs, reproductive efficiency, and disease prevention.

To my understanding, participants will not only gain technical expertise but also develop critical thinking skills required to adapt to real-world challenges. By understanding market trends, breed advancements, and environmental impacts, certified professionals will be well-equipped to enhance herd profitability while contributing to the broader livestock industry's sustainability.

We also appreciate the insights into ethical breeding practices, efficient resource management, and animal welfare—key factors in ensuring the future success of farms like ours and many others across the state for generations to come.

I strongly support the approval of this certification, as it stands to benefit the industry by providing a new generation of skilled, knowledgeable professionals who are ready to meet the challenges of modern livestock management.

Sincerely,

Brad Collins
Operations Manager
Collins Family Farm
Coolville, Ohio

October 17, 2024

Hello, and To Whom It May Concern:

My name is Adam Vonderhaar, and I am the Operations Manager of Vonderhaar Farms, INC, located in Camden, Ohio, in Preble County. At Vonderhaar Farms, in addition to our grain crop production, a critical part of our operation is raising high-quality crossbred and Hereford cattle – which we breed and raise to meet the increasing demand for local, responsibly-raised freezer beef sold by the quarter, half, and whole.

I am writing to express my strong support for the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in Ohio. This certification would offer a solid foundation in many areas vital to the livestock field, and would especially benefit operations like ours that balance crop production with cattle breeding and herd management.

The success of our beef program depends on careful herd selection and a focus on breeding traits that improve herd health and overall meat quality. The NCLCA certification would be highly valuable in these areas, providing formal knowledge in livestock genetics, physical characteristic evaluation, and general herd health management—all of which are critical for improving and maintaining the high standards we aim to achieve in our freezer beef and cattle business.

We pride ourselves on breeding cattle that meet the highest standards, and our approach to livestock management emphasizes both traditional practices and modern techniques, such as artificial insemination. By focusing on lineage and genetic traits, we ensure that our herd produces quality beef while also maintaining the sustainability and profitability of our farm. The NCLCA certification aligns with these goals, offering an educational pathway that would not only benefit farmers but also improve the overall quality of livestock production across Ohio.

While our crop production drives the core of our business, the beef program is a key aspect of our diversified operation. The certification would help us and others in the state strengthen the knowledge base in livestock selection, helping to sustain both local and state-level agricultural success.

I believe the approval of this certification would be an asset to Ohio's farming community and provide invaluable tools for those of us involved in livestock production.

Thank you for your time and consideration.



Adam Vonderhaar
Operations Manager
Vonderhaar Farms, INC



September 8, 2023

To whom it may concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection and Evaluation Certification.

I am an instructor within the Department of Animal Science at South Dakota State University. Recently, I had the honor of accepting the position as the South Dakota State University Livestock Judging Coach, as well. Few universities can match the "tradition of excellence" that South Dakota State University's livestock judging program offers. Numerous industry leaders, executives from breed associations, and well-known manufacturers from the state and around the nation are alumni of our program.

Participation in a collegiate judging program proves industry interest and expertise. The NCLCA Certification does the same thing. Individuals who earn this certification have proven that they have a solid understanding of the concepts required to excel in this industry. The livestock industry is niche and competitive, so possessing a certification is helpful to employers.

I am eager to see people continue to take advantage of this opportunity to prove their grasp on animal evaluation. More certified individuals in South Dakota will mean a new group of industry leaders and a stronger state economy. According to our state extension service, Agriculture contributes 21% (11.7 billion dollars) of the total added wealth to the South Dakota economy (2021 Economic Contribution Study). Half of that amount came from livestock. I urge the state to facilitate opportunities for more individuals to become certified in the NCLCA Certification.

Respectfully,

A handwritten signature in black ink that reads "Tommy Norman". The signature is fluid and cursive, with the first name "Tommy" and last name "Norman" clearly distinguishable.

Tommy Norman
Instructor and Livestock Judging Coach
South Dakota State University



November 6, 2024

To Whom It May Concern:

I am writing this letter in support of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection and Evaluation Certification.

The Florida Cattlemen's Association is a leading membership organization, founded in 1934, that represents one of Florida's oldest and most vital industries—cattle ranching. With over 5,000 ranching families managing nearly 6 million acres of grazing land, we are committed to fostering a business environment where beef producers can thrive while maintaining their role as responsible environmental stewards. Our members care for land that has often been passed down through generations, preserving the heritage of Florida ranching.

As a critical part of the beef supply chain, we provide the high-quality raw materials that fuel the meat processing industry, delivering safe, nutritious, and delicious protein to consumers across the nation. The NCLCA Certification plays a key role in this process by validating essential competencies for those pursuing careers in animal science, particularly in the selection and evaluation of breeding and market animals. Those who earn this certification are better equipped to enter a wide range of roles within the beef industry, from production to management. Employers benefit as well, as the certification helps them identify and connect with more skilled candidates, bridging gaps in the labor market and accelerating career growth for individuals.

When an applicant's resume features the NCLCA Certification, it signals a commitment to expertise in the field—indicating that the individual possesses the knowledge and skills to effectively support the interests of Florida's cattlemen. This certification ensures that employees and producers are prepared with the vital knowledge and skills required to succeed in the cattle production sector, contributing to the continued strength and sustainability of the beef industry.

Sincerely,

Jim Handley
Executive Vice President
Florida Cattlemen's Association

President
Pat Durden, Havana

President-Elect
Dale Carlton, Wauchula

1st Vice President
Rick Moyer, Williston

2nd Vice President
John Williamson, Okeechobee

Treasurer
Steve "Beaver" Yoder, Altha

Secretary
George Kempfer, Deer Park

Executive Vice President
Jim Handley, Kissimmee



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 NCLCA Principles of Livestock Selection & Evaluation Certification. This certification plays a vital role in preparing individuals with the knowledge and skills necessary to succeed in the livestock industry, which is critical to operations like ours.

The livestock industry demands a strong foundation in animal evaluation and selection, and while there are many passionate individuals entering the field, there is often a need for additional training in technical areas such as breed identification, structural correctness, and performance evaluation. At ZBLT Show Calves, we prioritize excellence in every aspect of our operation, and we recognize the value of having team members who come prepared with these essential skills.

The NCLCA Principles of Livestock Selection & Evaluation Certification aligns closely with our mission to advance education and leadership in the livestock sector. By emphasizing critical skills like data interpretation, external anatomy, and selection criteria, this program ensures that candidates are not only knowledgeable but also ready to contribute meaningfully from day one. Integrating team members with this certification would enhance our ability to maintain our reputation for producing high-quality genetics and delivering exceptional service to our clients.

I support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in the state of Texas. This certification will strengthen the livestock industry by bridging skill gaps and creating a more prepared and confident workforce. It is a step forward for us and for the future of animal agriculture as a whole.

Sincerely,

Zach Brown

ZBLT Show Calves/ GS Camps and Coaching
Owner

Be Honest. Be Humble. Serve Others.



INSTITUTE OF APPLIED AGRICULTURE

3300 Symons Hall, Building 076
College Park, Maryland 20742-2525
301.405.4685 TEL 301.314.9343 FAX
<http://iaa.umd.edu>

February 19, 2025

To Whom It May Concern,

As a Lecturer and Advisor at the Institute of Applied Agriculture (IAA) at the University of Maryland, I am writing to express my strong support for the approval of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection & Evaluation Certification in the state of Maryland. This certification plays a pivotal role in equipping individuals with the specialized skills necessary to excel in the livestock industry.

At the IAA, our mission is to prepare students to be successful leaders, entrepreneurs, advocates, and communicators in agriculture and natural resources, thereby supporting stronger food systems and sustainable practices. A critical component of this mission involves ensuring our graduates possess a comprehensive understanding of livestock selection and evaluation, which is essential for maintaining high standards within the industry.

The NCLCA Principles of Livestock Selection & Evaluation Certification validates foundational competencies in areas such as livestock care, welfare, and proper nutrition. This certification not only enhances the qualifications of entry-level professionals but also provides employers with a reliable benchmark for identifying skilled candidates, thereby addressing the industry's need for knowledgeable and proficient workers.

In conclusion, approving the NCLCA Principles of Livestock Selection & Evaluation Certification in Maryland would significantly benefit both aspiring professionals and employers within the livestock industry. It would elevate the standard of expertise among entry-level professionals and support the development of sustainable livestock management practices across the state.

Sincerely,

Dane Grossnickle
Lecturer & Advisor
Institute of Applied Agriculture
University of Maryland, College of Agriculture & Natural Resources

DAVIS

March 3, 2025

To Whom It May Concern,

The ability to assess livestock for structural correctness, performance potential, and overall marketability is essential to the success of Texas' livestock and agricultural industries. A well-trained workforce ensures that producers, processors, and consumers receive high-quality animals and products while upholding industry standards for efficiency, profitability, and sustainability. The NCLCA Principles of Livestock Selection & Evaluation Certification equips individuals with these fundamental skills, and I strongly support its approval in Texas.

At Texas Tech University's Gordon W. Davis College of Agricultural Sciences & Natural Resources, we recognize the significant impact industry-recognized certifications have on workforce readiness. Those who earn the NCLCA Principles of Livestock Selection & Evaluation Certification have demonstrated expertise in evaluating livestock based on industry standards—an ability that is 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 these specialized skills should be compensated accordingly.

Texas has long been a leader in livestock production and agricultural innovation. Approving the NCLCA Principles of Livestock Selection & Evaluation Certification will help sustain this leadership by ensuring a pipeline of knowledgeable professionals who are ready to contribute to the evolving demands of the industry.

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™



Horizon Farm Credit
Ellie Grossnickle
(410) 838-5584 egrossnickle@horizonfc.com
1614 E. Churchville Rd., Suite 102. Bel Air, MD 21015

March 4, 2025

To Whom It May Concern:

I am writing to support a multitude of exemplary certifications including; the Southwest Airlines Professional Communications Certification, the Ducks Unlimited Ecology and Management Certification, NCLCA Principles of Livestock Selection and Evaluation Certification, NHJCTA Equine Management and Evaluation Certification and the SFMA Turfgrass Science Certification. Farm Credit is a network of cooperative lending institutions that provides financial services to farmers, ranchers, and rural communities. Its purpose is to support the agricultural industry by offering loans, credit, and other financial products to help farmers and rural businesses thrive. This includes financing for land, equipment, livestock, and working capital, as well as services like insurance and risk management.

Farm Credit's mission is to ensure that farmers and rural communities have access to reliable, affordable financial resources, especially in times of economic uncertainty. It plays a crucial role in sustaining the agricultural sector, which is vital for the economy and food production. The system is designed to support long-term growth and stability in agriculture, enabling farmers to operate efficiently and meet the demand for food and other agricultural products. These specified certifications would assist farmers, prospective Horizon Farm Credit employees, and all future job candidates in the agriculture industry.

A combination of soft skills and agriculture knowledge is crucial for a successful career in this vital industry. These skills will allow candidates to have exemplary teamwork and leadership skills, adaptability, and innovation throughout their careers. Knowledge demonstrated in these certifications provides the technical expertise required to succeed in the industry, while soft skills demonstrated in the Southwest Communications certification ensure that individuals can work well with others, adapt to change, and navigate the challenges that arise in this dynamic and evolving field. Combining both is essential for building a successful and sustainable career in agriculture.

Sincerely,

A handwritten signature in black ink, appearing to read "Ellie Grossnickle".

Ellie Grossnickle
YBS Relationship Manager Horizon Farm Credit



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 livestock selection, evaluation, and management. That is why we strongly support the NCLCA Principles of Livestock Selection & Evaluation Certification. This certification equips individuals with essential knowledge in evaluating livestock for structural correctness, breed characteristics, and carcass merit, preparing them for careers in animal agriculture, meat production, and livestock management.

At Cargill, we recognize the critical role that proper livestock selection and evaluation play in ensuring a high-quality and sustainable food supply. Understanding the factors that contribute to efficient production, meat quality, and overall herd improvement is essential to the success of the livestock and meat industries. The skills validated by this certification align with our commitment to responsible agricultural practices by promoting informed decision-making in animal selection, genetic improvement, and overall herd management.

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 expertise in livestock evaluation and selection.

In conclusion, Cargill fully supports the NCLCA Principles of Livestock Selection & Evaluation Certification as a vital tool for workforce development. By equipping professionals with the knowledge and skills necessary to improve livestock quality and efficiency, this certification strengthens the industry and supports a more sustainable and productive 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 livestock selection and evaluation. For this reason, we fully support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification.

Our commitment to quality, innovation, and sustainability aligns perfectly with the industry standards this certification promotes. The focus on structural correctness, performance metrics, breed characteristics, and market readiness provides individuals with essential knowledge that directly applies to our operations across livestock procurement, quality assurance, and meat production.

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 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,

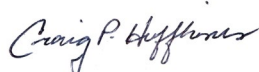
As the Institute Director at the Texas A&M University AgriLife Institute for Equine Sciences, I am pleased to offer my enthusiastic support for the NCLCA Principles of Livestock Selection & Evaluation Certification. This certification provides a critical introduction to the essential concepts and practices involved in livestock selection and evaluation, giving individuals a strong foundation in the industry's core principles.

In livestock production and agribusiness, the ability to select and evaluate animals effectively is fundamental to success. The NCLCA Principles of Livestock Selection & Evaluation Certification equips participants with the knowledge and skills needed to make informed decisions about breeding, selection, and overall animal management. This certification serves as a tangible demonstration of an individual's competency, signaling to employers that the certificate holder is prepared to contribute meaningfully to livestock operations.

From my experience, those who hold this certification are well-prepared for a range of roles in agriculture, including livestock management, breeding programs, and sales. The comprehensive curriculum and practical evaluation tools provided in the certification program ensure that individuals are equipped to make sound, data-driven decisions that support the success of livestock operations.

I fully support the NCLCA Principles of Livestock Selection & Evaluation Certification and believe it is an essential tool in preparing individuals for careers in livestock management and related fields. This certification not only demonstrates a strong understanding of key industry concepts but also assures employers of the individual's practical expertise in evaluating livestock for breeding, production, and marketing.

Sincerely,



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

March 24, 2025

To Whom It May Concern,

As Executive Vice President of Production at Certified Angus Beef, I am proud to express my strong support for the NCLCA Principles of Livestock Selection & Evaluation Certification. This certification provides individuals with essential knowledge in livestock selection, evaluation, and assessment practices, which are vital for ensuring the high-quality standards of the beef industry. The skills gained through this certification align closely with our commitment to providing top-tier beef products, maintaining strict quality control throughout our supply chain, and fostering responsible production practices.

Securing skilled, entry-level employees who are equipped with a solid understanding of livestock evaluation can be a challenge. Many candidates possess enthusiasm and dedication but often lack the technical expertise necessary to select and evaluate livestock effectively. The NCLCA Principles of Livestock Selection & Evaluation Certification addresses this gap by equipping individuals with the skills required to make sound decisions in livestock assessment, which directly impacts the quality and consistency of the products we offer.

At Certified Angus Beef, we value certifications like the NCLCA Principles of Livestock Selection & Evaluation Certification. Individuals who complete this certification demonstrate a high level of competence and are well prepared to meet our operational needs. We are willing to offer higher starting wages to candidates with this certification and are eager to interview individuals who have demonstrated their commitment to the profession and their readiness to contribute to our industry.

Sincerely,



Bruce Cobb
Executive Vice President, Production





Maryland Pork Producers Association
118 Dundee Ave
Chester, MD 21619

March 21, 2025

Dear Members of the Maryland State Board of Education,

I am writing to express my support for the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification within the state of Maryland. I have seen firsthand the growing demand for well-trained individuals in the agricultural sector, particularly in the livestock industry. The NCLCA certification provides students with critical skills that will better equip them for successful careers in this field.

This certification program is an essential tool for students who are interested in pursuing careers in agriculture. By offering a standardized, practical framework for livestock selection and evaluation, the certification ensures that students develop a thorough understanding of industry standards, animal husbandry practices, and the key competencies necessary to excel in the workforce. The knowledge and skills gained through this certification will set students apart, making them more competitive candidates for employment in Maryland's vibrant agricultural economy. With agriculture being one of Maryland's most important industries, it is vital that we invest in the future workforce. Students who earn the Principles of Livestock Selection & Evaluation Certification will be prepared for a range of roles, including animal science, farm management, agribusiness, and beyond.

I encourage the Board to approve the NCLCA Principles of Livestock Selection & Evaluation Certification in Maryland, as it will undoubtedly provide our students with invaluable skills and enhance their future career prospects in the agriculture industry.

Thank you for your time and consideration.

Sincerely,
Jennifer Gannon

Jennifer Gannon

Programs and Public Relations Director
Maryland Pork Producers



a professional services
firm of certified public
accountants

9816 Slide Road
Suite 301
Lubbock, TX 79424-5781
telephone (806) 744-3333
fax (806) 747-2106
www.rbmsllp.com

Partners:

Rick A. Martin, CPA
John Seright, MSA, CPA/ABV, CVA, CFFA
Carolyn Robinson-Stephenson, CPA
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 express my strong support for the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in Texas. As a managing partner and CPA of RBMS, LLP in Lubbock, Texas, I recognize the importance of industry-recognized certifications in developing a skilled and knowledgeable workforce. With extensive experience in financial management and business advisory services, I have seen firsthand how specialized training enhances career opportunities and prepares individuals for real-world challenges. That is why I give my full support of approval for this certification and the benefits it will bring to the industry.

Assessing livestock quality, structural correctness, and genetic potential is essential for maintaining a thriving agricultural sector. The NCLCA Principles of Livestock Selection & Evaluation Certification provides critical knowledge in these areas, equipping individuals with the ability to make informed decisions that impact both productivity and profitability. At RBMS, LLP, we prioritize analytical thinking, integrity, and strategic decision-making—qualities that are just as vital in livestock evaluation as they are in business and financial management.

Hiring individuals with specialized credentials ensures a more competent workforce, and certifications like this distinguish candidates in a competitive job market. Certified professionals bring valuable expertise and a commitment to excellence, making them strong assets in their respective fields. I am willing to offer interviews and competitive salaries to those who earn this certification and strongly encourage its approval to enhance Texas's workforce and 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 NCLCA Principles of Livestock Selection & Evaluation 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 how essential a strong foundation in livestock evaluation is for those working in animal science and veterinary medicine. The ability to assess livestock based on structural soundness, performance, and overall health is critical to ensuring the well-being and productivity of food animals.

The NCLCA Certification provides valuable knowledge in evaluating livestock for both breeding and market purposes, reinforcing key principles that directly impact animal health, genetics, and production efficiency. By approving it, Texas would be supporting the development of future agricultural and veterinary professionals who need these skills to make informed decisions that improve herd quality and sustainability. Additionally, it would benefit veterinary practices and livestock operations by helping identify candidates who are better prepared to contribute effectively in real-world settings.

Advancing education in livestock selection and evaluation benefits not only veterinarians and producers but also the overall agricultural industry. I strongly encourage the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification to help shape the next generation of knowledgeable and skilled professionals in Texas.

Thank you,

A handwritten signature in black ink that reads "Madison Ainsley, DVM". The signature is written in a cursive, flowing style.

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



Prime-Dirt

- Soil Fertility
- Compost

- Bio-Dredging
- Bio-Remediation

- Waste Management
- Odor Control

SOIL PROBIOTICS

March 28, 2025

To Whom It May Concern:

As President of Prime Dirt Inc., I am writing to express our strong support for the approval of the National Collegiate Livestock Coaches' Association (NCLCA) Principles of Livestock Selection & Evaluation Certification. At Prime Dirt Inc., we specialize in enhancing soil health through microbial products, aiming to improve crop yields and quality. Our commitment to agricultural excellence aligns closely with the objectives of the NCLCA Certification, which emphasizes competencies in livestock selection, evaluation, and overall animal science.

Finding knowledgeable and skilled entry-level employees can be a challenge for our organization. The specialized nature of our work requires individuals who not only understand agricultural practices but also possess a keen insight into quality assessment and safety protocols. While many applicants have a strong foundation, we often find that additional training is needed to meet the high standards we set for our products and services.

The NCLCA Principles of Livestock Selection & Evaluation Certification addresses this gap by equipping individuals with the necessary expertise in livestock evaluation, which is transferable to various sectors of agriculture, including soil health and crop production. Recognizing the value of this certification, we are committed to interviewing any certified candidate and providing higher compensation to employees who bring this expertise to our company. We believe that supporting the NCLCA Certification will not only benefit organizations like ours but also enhance the overall quality and safety standards within the agricultural industry.

Sincerely,

James Henderson
President
Prime Dirt Inc.

TEXAS TECH™

March 14, 2025

To Whom It May Concern:

I am writing in support of the NCLCA Principles of Livestock Selection & Evaluation Certification and its approval in Texas. As an Assistant Professor of Meat Science at Texas Tech University, I recognize the importance of equipping individuals with the skills needed to assess and select livestock effectively. This certification provides essential knowledge in evaluating livestock quality, including conformation and breeding potential, which are vital for success in livestock management.

Our department prepares future professionals in animal science, and it is clear that many employers in the livestock industry struggle to find qualified candidates with a strong understanding of livestock evaluation. The NCLCA Principles of Livestock Selection & Evaluation Certification ensures that individuals possess the necessary skills to contribute effectively in this field. Certified employees are more likely to start at a higher wage, as they bring valuable, industry-standard knowledge that reduces the need for additional training.

We support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in Texas, as it will help meet the growing demand for skilled professionals in livestock management.

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 full support for the NCLCA Principles of Livestock Selection & Evaluation Certification. As the Vice President of Marketing and Communications, I understand the importance of certifications that provide individuals with essential skills to succeed in agricultural industries, and this certification is crucial for those pursuing careers in livestock production and evaluation.

The knowledge gained through this certification equips individuals with vital skills in selecting and evaluating livestock, focusing on breed standards, animal conformation, and performance potential. These skills are essential for ensuring the success of livestock operations, improving breeding programs, and increasing market readiness, all of which are integral to the agricultural economy.

At Express Employment Professionals, we often place candidates in roles within agricultural businesses that require expertise in livestock management and evaluation. We believe the NCLCA Principles of Livestock Selection & Evaluation Certification will equip individuals with the skills needed to make informed decisions in livestock selection, ultimately improving animal quality and overall productivity.

We fully support the approval of this certification, recognizing its value in developing a skilled workforce for the agricultural industry. This certification will help meet the increasing demand for knowledgeable professionals who can contribute to the success of livestock operations.

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 success in the meat and food production industries is the ability to evaluate and select livestock effectively. This is why we strongly support the NCLCA Principles of Livestock Selection & Evaluation Certification. This certification provides individuals with essential knowledge in evaluating livestock for structural correctness, breed characteristics, and carcass merit, preparing them for careers in animal agriculture, meat production, and livestock management.

Effective livestock selection and evaluation are vital in today's competitive agricultural landscape, particularly in the meat science industry, where quality production is a top priority. The skills validated by this certification ensure that individuals can make informed decisions in selecting high-quality livestock, which directly contributes to improved meat production and overall operational efficiency. Certifications like this one help individuals stay up to date on industry standards and best practices, ensuring that the workforce continues to meet the demands of the industry.

AMSA recognizes the value of certifications in preparing individuals for successful careers in meat science and related fields, and we support the approval of this certification. By equipping professionals with the livestock evaluation skills necessary for success, this certification plays a vital role in workforce development and the continued success of the meat science and food production industries.

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 NCLCA Principles of Livestock Selection & Evaluation Certification.

With my background in ruminant nutrition, academic teaching experience at Texas Tech University, and lifelong involvement in production agriculture, I recognize the significant value this certification provides to individuals pursuing careers in livestock evaluation and selection. The comprehensive industry standards, developed by professionals, cover structural correctness, performance metrics, breed characteristics, and market readiness—ensuring individuals gain the critical knowledge and analytical skills necessary to excel in our industry.

At Zoetis, we seek candidates who demonstrate both practical livestock evaluation skills and a deep understanding of industry standards. Individuals who earn this certification showcase their initiative and competency, making them strong candidates 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 livestock industry depends on well-prepared professionals who can assess and select high-quality animals based on science-based evaluation principles. This certification helps bridge the gap between education and industry needs, ensuring a workforce equipped with the expertise essential for success.

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



February 27, 2025

To Whom It May Concern,

As the owner of City Meats & Market in Mineral Wells, Texas, I am pleased to express my dedicated support for the NCLCA Principles of Livestock Selection & Evaluation Certification. Our business provides high-quality meat and supports local agriculture, both of which require employees who possess a solid foundation in livestock selection and evaluation. This certification ensures individuals gain essential skills in assessing animal quality, an expertise that is invaluable in our industry.

Finding knowledgeable and skilled entry-level employees has been a challenge. Many applicants enter the workforce without the necessary expertise, which presents challenges in maintaining the high standards we uphold. Livestock evaluation requires a keen understanding of structural soundness, muscling, and overall market readiness—skills that are best developed through structured learning and firsthand experience.

The NCLCA certification directly addresses this gap by equipping individuals with the practical and technical knowledge needed for livestock selection. Because of the value this certification brings to our industry, I am committed to offering competitive wages to certified individuals and prioritizing them in our hiring process, including guaranteeing interviews for those who have earned this credential.

By approving this certification in the state of Texas, we can better prepare the next generation of agricultural professionals while strengthening businesses like ours and the broader livestock industry. Thank you for your time and consideration.

Sincerely,

Hayden Brown
Owner, City Meats & Market



March 12, 2025

To Whom It May Concern,

On behalf of Elanco, I am pleased to offer my support for the NCLCA Principles of Livestock Selection & Evaluation Certification. As a company committed to advancing animal health, productivity, and food sustainability, we recognize the value of certifications that uphold industry standards and ensure individuals are well-equipped with the knowledge and skills necessary for success in the livestock and agricultural industries.

This certification provides a strong foundation in evaluating livestock based on structural correctness, breed characteristics, performance data, and marketability. At Elanco, we understand that informed selection decisions are essential for improving herd genetics, maximizing efficiency, and ensuring a high-quality food supply. By certifying individuals in these key principles, this certification helps develop professionals who can make objective, science-based evaluations that benefit both producers and consumers.

Certifications are essential in maintaining industry standards, ensuring that individuals entering the workforce are knowledgeable about livestock quality, selection criteria, and industry expectations. Supporting this certification helps build a workforce that is skilled, informed, and prepared to contribute to the future of animal agriculture.

Sincerely,

A handwritten signature in cursive script that reads "John Stewart". The ink is dark and the signature is fluid and legible.

John Stewart
Adviser, State Government and Public Affairs
Elanco



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

March 21, 2025

To Whom It May Concern,

As the owner of Conda Maze JRP, LLC, I wholeheartedly endorse the NCLCA Principles of Livestock Selection & Evaluation Certification and the value it brings to the agricultural industry. With over 20 years of experience as an agricultural educator and now as a wholesaler of Lindner's show feed, I understand the vital role that livestock selection and evaluation play in the success of the agricultural industry. This certification provides individuals with essential knowledge in evaluating livestock for structural correctness, efficiency, and overall performance—skills that are invaluable in breeding, feeding, and managing high-quality animals.

A challenge I sometimes face when hiring for my business is finding employees who possess a strong understanding of livestock evaluation and selection principles. Employees with this expertise are better equipped to make informed decisions that enhance animal performance and productivity. The NCLCA Principles of Livestock Selection & Evaluation Certification ensures that individuals develop the critical thinking and decision-making skills needed to contribute effectively to agricultural operations.

Understanding the value of this certification, I am committed to offering competitive pay to those who obtain it and will prioritize certified candidates in the hiring process. A certification like this strengthens the workforce by providing businesses like mine with knowledgeable professionals who can apply livestock evaluation principles to real-world agricultural settings. I fully support the approval of this certification and the opportunities it creates for individuals seeking careers in animal science and livestock management.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Conda Maze', with a long, sweeping horizontal line extending to the right.

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 fully support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in Texas. Livestock evaluation is an essential skill in ensuring the highest quality standards in our industry, from responsible sourcing to delivering premium products to consumers. A strong foundation in selection criteria, carcass merit, and structural soundness allows individuals to make informed decisions that benefit both the producer and the end consumer.

Finding skilled individuals with a solid understanding of livestock evaluation can be a challenge, but the NCLCA Principles of Livestock Selection & Evaluation Certification provides a pathway to developing these critical skills. With a strong foundation in selection criteria, employees can contribute more effectively to our operations, ensuring that we meet our high standards of quality and efficiency. At Columbia Packing Co., we value employees who can assess livestock accurately and make decisions that align with our commitment to excellence. This certification helps prepare individuals to thrive in roles where these skills are essential to our success.

The NCLCA Principles of Livestock Selection & Evaluation Certification ensures individuals have the skills needed to contribute meaningfully to operations like ours. Those who earn this certification will be better prepared to uphold the commitment to quality that defines our business. Because of this, we are proud to offer interviews to certified individuals and provide higher compensation for those who demonstrate these essential skills. I strongly encourage the approval of this certification to help develop a workforce dedicated to excellence in livestock selection and evaluation.

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 4, 2025

To Whom It May Concern:

It is my distinct pleasure to write this letter in strong support of the NCLCA Principles of Livestock Selection & Evaluation 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 essential role that livestock evaluation plays in ensuring the quality, efficiency, and sustainability of animal production.

Throughout my career developing innovative meat products, I have seen firsthand how critical it is to make informed decisions regarding livestock selection. The NCLCA Principles of Livestock Selection & Evaluation Certification provides individuals with the expertise to assess livestock based on structural correctness, performance metrics, genetic potential, and carcass merit. These skills are fundamental for producers, meat processors, and industry professionals responsible for maintaining high-quality livestock and meat products.

By equipping individuals with both scientific principles and hands-on evaluation techniques, this certification strengthens the industry by developing professionals who can enhance genetic progress, improve herd management, and ensure optimal meat quality. A workforce well-trained in livestock evaluation directly contributes to better breeding decisions, higher efficiency in meat production, and improved overall industry standards.

As an employer in the food industry, I highly value candidates who demonstrate a strong foundation in livestock selection and evaluation. Individuals who have earned this certification stand out in the hiring process, as they bring specialized knowledge that directly impacts meat quality, sustainability, and production efficiency. 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 at Angelo State University—and someone who has spent years immersed in the world of animal science, I'm proud to support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification for use in Texas. Livestock evaluation is a foundational skill in agriculture, and this certification does an outstanding job of teaching both the science and the judgment involved in sound selection decisions.

It's incredibly encouraging to see individuals enter the workforce already equipped with a strong grasp of livestock anatomy, performance indicators, and data-driven decision-making. Those who have earned this certification demonstrate a well-rounded understanding of the industry and show confidence in evaluating animals with both precision and purpose. That kind of preparation not only strengthens the future of Texas agriculture but also inspires a higher level of professionalism across the board.

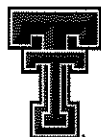
At Angelo State, we truly value individuals who can think analytically, communicate clearly, and make decisions that improve herd performance and long-term outcomes. The skills developed through this certification align with exactly what we hope to see in prospective team members. We would absolutely offer interviews to individuals who hold this certification, and we would be willing to offer higher starting pay because of the clear value it brings.

Thank you for considering the NCLCA Principles of Livestock Selection & Evaluation Certification for approval in the state of Texas. It's the kind of credential that raises the bar for entry-level talent and supports the future of Texas agriculture in a meaningful way.

Sincerely,

A handwritten signature in blue ink that reads "Don R. Topliff".

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



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 NCLCA Principles of Livestock Selection & Evaluation Certification. As a Professor and the Undergraduate Coordinator in the Animal Science Department at Texas Tech University, I have had the privilege of working with individuals who are preparing to enter the livestock industry. Based on my years of experience in livestock production and judging, I believe this certification will be an invaluable tool for enhancing the skill set of individuals and preparing them for careers in the livestock industry.

One of the key challenges individuals face when seeking employment in the livestock sector is the lack of practical experience and knowledge in evaluating livestock for selection purposes. While many individuals may have a general understanding of animals, they often lack the technical skills needed to make informed decisions about breeding, selection, and evaluation. The NCLCA Principles of Livestock Selection & Evaluation Certification directly addresses these gaps by teaching individuals how to evaluate animals for performance, structure, and potential, all of which are crucial for success in the industry.

Individuals who earn this certification will not only be better prepared to meet the demands of employers but will also have a competitive edge over their peers. By providing them with a solid foundation in livestock evaluation, this certification will make them more attractive candidates for positions in the livestock industry. Employers, including myself, will benefit from having qualified individuals who understand the principles of selection and evaluation.

Sincerely,

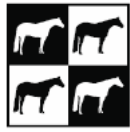


Dr. Sam Jackson

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) fully supports the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification. As an association focused on promoting excellence in equine evaluation and management, we understand the importance of certifications in preparing individuals for successful careers in animal agriculture.

The NCLCA certification equips individuals with essential skills in livestock evaluation, including structural correctness, performance data analysis, genetic selection, and industry standards for both market and breeding livestock. These skills are crucial for individuals pursuing careers in livestock production, sales, and management. We believe this certification will strengthen the employability of those entering the agricultural industry by ensuring they meet industry standards and expectations.

By supporting certifications like the NCLCA, we can ensure that individuals are well-prepared to make informed, science-based decisions in livestock selection and evaluation. These skills are critical to the sustainability and competitiveness of the agricultural industry as it continues to evolve.

We encourage the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification as a valuable credential that will help bridge the gap between education and industry needs, promoting success for future professionals in livestock production and management.

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, I support the approval of the NCLCA Principles of Livestock Selection & Evaluation Certification in Texas. Through my work in agricultural law, I've seen how critical proper livestock evaluation is to the success of producers and agribusinesses across the state.

Skills like assessing structural soundness, muscle composition, and overall animal quality directly affect breeding decisions, profitability, and long-term sustainability. This certification provides individuals with the foundational knowledge and judgment needed to make those decisions confidently and effectively.

While we're not directly involved in livestock selection, our firm regularly works with clients whose success depends on these abilities. Collaborating with professionals who understand the principles of livestock evaluation helps ensure stronger outcomes for everyone involved.

The NCLCA Principles of Livestock Selection & Evaluation Certification is a valuable step toward building a more skilled, knowledgeable agricultural workforce in Texas, and I fully support its approval.

Sincerely,

David K. Waggoner, MS, MBA, JD



March 10, 2025

To Whom It May Concern:

At Pilgrim's, we understand the importance of livestock selection and evaluation in maintaining high-quality standards within the livestock and meat production industries. The ability to assess livestock for structural soundness, muscling, and overall quality is essential in making informed decisions that impact efficiency, productivity, and end-product value. Employees with a strong foundation in livestock evaluation contribute to improved selection processes, better herd management, and overall industry advancement.

The NCLCA Principles of Livestock Selection & Evaluation Certification provides individuals with essential knowledge in evaluating livestock based on industry standards, utilizing objective and subjective assessment methods, and applying critical decision-making skills. Candidates who earn this certification demonstrate proficiency in livestock selection, performance data interpretation, and understanding of genetic and phenotypic traits—skills that are highly valuable in livestock production and processing.

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 NCLCA Principles of Livestock Selection & Evaluation Certification and believe its approval will strengthen the agricultural workforce, enhance decision-making in livestock selection, and benefit both producers and the livestock industry as a whole.

Sincerely,

Ansen Pond
Head of Operations
Pilgrim's