



November 1, 2016

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

To Whom It May Concern:

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

Pursuing animal science and veterinary certification opportunities provides valuable experience for those who are passionate about transforming animal health and maintaining the well-being of our food supply and our pets. Participation in the program strengthens the industry through targeted curriculum and career exploration opportunities. Earning the Elanco Veterinary Medical Applications Certification prepares individuals to pursue a variety of education and career opportunities within the veterinary medicine industry and is transferable to the animal and health science fields.

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

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

Sincerely,

Becky Fouard
Global Learning & Development Consultant



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

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

Each day my job allows me the opportunity to witness the tireless work of veterinarians, veterinary technicians and their support staff. As a representative of Elanco Animal Health my primary objective is to provide solutions, through innovation, to veterinarian practices in my territory. I believe my exposure to the dedicated professionals in the veterinary industry, who truly have a heart for service and a passion for helping others and their animals, serves as a barometer to all their colleagues across the United States.

Like any business, many different pieces must be assembled to create the mosaic of a successful veterinary clinic or animal health company. One, if not of highest demand, is acquiring new talent with the proper credentials and useful experiences to be an effective team member. It is imperative that individuals have access to certification opportunities that verify practical capabilities such as the following:

- Gaining in-depth knowledge and understanding of vital signs, blood sampling and injection methods in various animal species.
- Understand clinical terminology and veterinary terms including abbreviations and symbols relating to the diagnosis, pathology and treatment of animals.
- Identify medications, calculate dosages, complete a prescription label and explain the handling and distribution, protocol and laws for controlled substances.

Certifications such as Elanco Veterinary Medical Applications Certification will enable students to display a commitment to excellence that is required in the high-stress and demanding profession of veterinary medicine and animal health.

Sincerely,

Bryce A. Winfrey

Territory Manager

254.592.2355

bryce.winfrey@elanco.com



December 22, 2021

To Whom it May Concern:

I write this letter to share my personal experience with the Elanco Veterinary Medical Applications Certification as a professional in the veterinary medical field.

I am a Business Development Manager at Torigen Pharmaceuticals, which is comprised of cancer researchers, veterinarians and veterinary professionals working nationally to provide the most advanced cancer care solutions for companion animals. While science and technology guide us, it is the passion and love for pets that fuel our work. We recognize the instrumental role pets play in our families and are determined to extend the lives of companion animals despite a cancer diagnosis.

Prior to Torigen, I worked for Elanco Animal Health as a Senior Sales Representative. Once I learned about the Elanco Veterinary Medical Applications Certification, I quickly became a champion for it. Some of my favorite stories working with veterinarians and their teams include:

1. hearing from owners at veterinary practices that their rising top talent were interns and young workers who have earned the certification
2. being able to recommend the certification to veterinary practices whose greatest pain point was seeking professional development for the employees they hired who possessed no previous industry knowledge

I have over four years of intimate experience with the certification, from talking to employers who hire individuals with the certification to helping coordinate the certification internally at Elanco. I've also visited with employers whose greatest need is more individuals with these skills. These employers need an easy way to identify quality applicants, such as one line on their resume that signals they're ready for the job: the Elanco Veterinary Medical Applications Certification. This is why I support the certification, as well. Our industry is growing dramatically, and the biggest challenge today is identifying and hiring skilled, qualified applicants.

I hope it's made easier for individuals to obtain this certification in the future so our industry can have access to more qualified individuals. I know all of us want the best for our veterinary practices and our pets.

Sincerely,

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

Bryce Winfrey

Torigen Business Development Manager

May 14, 2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification program endorsed by Elanco.

As a mixed-animal veterinarian, I've had the opportunity to work with many students and recent graduates in both companion and food-animal situations. These animal specialties require a diverse skill-set and knowledge-base from both the veterinarian, as well as the support staff in order to provide an optimum standard of care. This means students and prospective employees with a comprehensive background in both companion animals and livestock production are of great value to our business. After reviewing the Elanco Veterinary Medical Applications Certification criteria, it is obvious a student earning this certification would be more prepared and employable than a student without such endorsements.

Students who earn this certification demonstrate they have a mastery of concepts vital to succeeding in this industry, including:

- An understanding of clinical terminology and veterinary terms including abbreviations and symbols relating to the diagnosis, pathology and treatment of animals.
- Gaining in-depth knowledge and understanding of vital signs, blood sampling and injection methods in various animal species.
- Identifying characteristics of healthy animals and recognize examples of abnormalities and how they relate to associated problems and illnesses.

A student that has earned the Elanco Veterinary Medical Applications Certification is not only endorsed by a nationally recognized association such as Elanco, but has proven they have the skills and knowledge to be a great asset in our industry. This certification will serve as a bridge to connect employers with qualified candidates to add to their team, as well as create a bridge for students into their post-secondary education. I feel it is important to offer this certification at high schools with animal and veterinary science programs.

Sincerely,

Ben Scott, DVM
Custom Livestock Solutions, LLC | Associate Veterinarian



LOUISIANA DEPARTMENT OF AGRICULTURE & FORESTRY

MIKE STRAIN DVM

COMMISSIONER



June 16, 2023

TO: WHOM IT MAY CONCERN

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

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

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

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

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

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



Mike Strain, DVM
Commissioner

Jennie Hodgen, PhD
Sr Acct Manager
Corporate & Diversified Accounts

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

Nov 18, 2019:



To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

I am a meat scientist with Merck Animal Health as well as adjunct faculty at West Texas A&M & Purdue. As an 11+ year industry representative I have worked with with veterinaries, producers, and research scientists to conduct research in the areas of animal welfare, sustainability, meat science, and antibiotic & residue safety. I also spend a fair bit of time each year going to area schools teaching vet science curriculum as currently IN does not have approval for vet science curriculums that come from industry. Merck Animal Health has thousands of employees in 150+ countries around the globe and is a leader in vaccine and pharmaceutical products for companion animal and livestock.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers, including vital terms, anatomy and physiology and common veterinary medical practices (that don't violate practices limited to trained & licensed veterinary). This is a VERY well done program that anyone teaching vet science would want to use.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. It's no secret that the US is critically short of trained veterinary staff. As veterinaries themselves are not meeting the current needs, we need more qualified staff to help with areas that this certification helps gives skills to individuals. This is a strong enough certification, some rural vet clinics have requested their staff go through this certification as they work toward their vet technician designation.

This certification is what the veterinary industry needs to fill a gap that is rapidly expanding across Indiana and the US. We need individuals with a strong platform to start careers in the veterinary field. This certification also gives students interested in becoming vets themselves a better understanding of what the expectations would be for them as we are unfortunately seeing students getting all the way through costly vet school to discover they were not prepared for a career in this area.

An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification. To fill some of the gaps we have in the vet community, we are fully supportive of these type of robust



trainings to allow more qualified individuals working in clinics and with vet staff. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates. For instance, we even like to see students applying for internships having this certification because we know they have a basis for working with the clinics.

Sincerely,

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

Jennie Hodgen, PhD
Sr Acct Manager
Merck Animal Health



Alabama Cattlemen's Association

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

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February 11, 2021

To Whom it May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

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

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

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

Sincerely,

Erin Beasley
Executive Vice President

Living



JIMMY PARNELL
PRESIDENT

December 15, 2021

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications 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.

Those who have gone through the Elanco Veterinary Medical Applications Certification show ownership of their future career path and are trusted to exhibit the knowledge necessary for an entry-level position within the animal health industry. Whether it be working directly in a veterinary clinic, or in another sector of animal science, the Elanco Veterinary Medical Applications Certification prepares students and is a great resource that we should implement into Career and Technical Education programs across the state.

I hear from professionals in the field who need to find proficient individuals within the veterinary field, and I have confidence that earners of this certification possess the knowledge in the areas most important to veterinary practices. As the need for licensed veterinarians increases, the demand for supporting veterinary staff also rises. This certification is valuable to employers because it allows them to connect with qualified candidates, cutting the time to hire in half. Not to mention eliminating the time spent training new hires.

This certification is made up of the following industry standards, created by Elanco:

- Veterinary terms and terminology
- Animal welfare and behavior
- Anatomy and physiology
- Veterinary medical practices

It is imperative students have access to educational opportunities that verify the above practical capabilities, the Elanco Veterinary Medical Applications Certification is the solution to this need.

Sincerely,

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

Graysen Biensch
Beef Division Director
Alabama Farmers Federation



Berry Animal Hospital

Dr. William T. Berry

28940 Elkwood Section Rd.

Ardmore, AL 35739

Phone 256-423-6111 Fax 256-423-6112

May 23, 2019

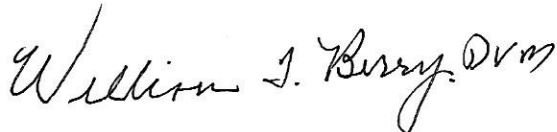
To Whom It May Concern:

I am writing this letter in support of the Elanco veterinary Medical Applications Certification. My name is Dr. William T. Berry, and I am the owner of Berry Animal Hospital located in Ardmore, Alabama. Berry Animal Hospital was established in 1952 by Dr. T.C. Berry who was a graduate of Auburn University's College of Veterinary Medicine. I continued the practice in 1975 after also graduating from Auburn University's College of Veterinary Medicine and the retirement of my father. The staff of Berry Animal Hospital consists of three practicing veterinarians and seven support staff and technicians.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health careers. Successful individuals possess a well-rounded knowledge of animal welfare/behavior, veterinary medical applications, veterinary terminology, and anatomy/physiology. Other skills necessary to succeed in this field are a good work ethic, excellent communication skills, common sense, and good listening skills.

The Veterinary Industry is constantly growing, and the need for qualified and skilled workers is increasing. The Elanco Veterinary Medical Applications Certification gives individuals an advantage over their peers when applying for jobs in this industry. This certification provides a solid foundation of knowledge and skill for individuals seeking employment in this diverse and changing industry.

Sincerely,



William T. Berry, D.V.M.

Owner/Operator

Berry Animal Hospital

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

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications (Veterinary Science) Certification. I have been in practice for 38 years. I served in the USAF as a veterinarian for 3 years, was in Private Practice for 19 years, worked for Pfizer Animal Health (now Zoetis for 10 years, and am currently working on the Navajo Nation at the Monument Valley Agri-Science Center/ N.A.T.I.V.E. 2 ¾ years. My job description includes operating a multi-species (cattle, horses, sheep, goats, dogs, & cats) practice, teaching Veterinary Science by long distance learning over the internet, conducting clinics with the 8 participating schools in their home town, and teaching hands on learning here at Kayenta USD.

I can certainly say without hesitation that I could not prepare or do an acceptable job of teaching without the iCEV Veterinary Science program. The program is very comprehensive and has been developed with a great deal of planning and thought. The course contains 40 separate modules, providing a variety of teaching methods, not limited to videos and power point presentations. The program covers a wide spectrum of subjects, including veterinary terms and terminology, animal behavior, animal welfare, anatomy and physiology, interviews with veterinarians regarding specific job descriptions, and many, many more subjects.

There was a Veterinary Science project in 4-H that I taught for several years while living in Kansas. It didn't touch the surface of material when compared with this curriculum.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. We receive feedback from Veterinary Technician teaching institutions stating how advanced our students are in comparison to those who haven't taken the course.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. This certification is what the veterinary industry can readily use, especially in rural areas where recruitment is usually difficult. It also helps connect us to qualified candidates.

An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification.

My observations are that students who complete this certification stay in the medical field, either on the animal or human side. My internet class had students planning on pursuing a career as human medical doctors, pharmacists, nurses, and many other fields. While we obviously prefer that they stay in the animal field, it is very rewarding to see them pursue and attain their goals as a result of taking the class.

Please feel free to contact me with any questions regarding the program. Teaching the course has made teaching an enjoyable and rewarding part of my work.

Sincerely,

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

Monument Valley Agri-Science Center – N.A.T.I.V.E.
Kayenta Unified School District # 27
P.O. Box 337
Kayenta, AZ 86033

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications (Veterinary Science) Certification. I have been the Career and Technical Education paraprofessional for over 5 years. My job description includes assisting in lab and safety a multiple programs (welding, agriculture and construction). The program I am most needed at is the Agri-Science and Veterinary Science programs. I assist the Veterinarian, Dr. James Eubank, and instructors, Elissa McBride and Clyde McBride, run a multi-species animal (cattle, horses, sheep, goats, dogs, & cats) clinic, and watch for safety concerns, for students that fall behind in class, and teaching hands on learning here at Kayenta Unified School District.

I can undoubtedly say without hesitation that the program has helped the Agri-Science program become more effective .The program is very comprehensive and has been developed with a great deal of planning and thought. It is easy to follow for the students because of the variety of teaching methods. The 40 separate modules break every subject down to simple terms that high school level students understand. The program covers a wide spectrum of subjects, including veterinary terms and terminology, animal behavior, animal welfare, anatomy and physiology, interviews with veterinarians regarding specific job descriptions, and many, many more useful subjects.

I coach the Equine Evaluation team here in Kayenta and had developed a set of slides that I hoped would help young students see what a horse evaluation judge evaluates. I was very pleased when the program was introduced at Monument Valley High School because it was more in-depth and easier to follow and had information that I would have over looked.

I am in charge of maintaining safety of the buildings and equipment. Awareness of equipment safety, animal rights, animal welfare, animal handling and restraint is a concern when hiring student interns. I would feel more confident hiring the intern with the certification due to the fact that they would be more qualified to assist safely. The advantage of individuals who earn this certification would be able demonstrate a possession of knowledge and skills vital to succeeding in animal health care careers.

If I were hiring for a position in the veterinary field I would select an applicant with this certification, rather than applicant without the certification, because I had experience with Elanco Veterinary Medical Applications (Veterinary Science). The individual who has earned the Elanco Veterinary Medical Applications Certification has proven they are more dedicated and more qualified for employment in the veterinary, animal science and health industries. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Tamara Begay (CTE Paraprofessional)
(928)429-4129
Monument Valley Agri-Science Center – N.A.T.I.V.E.
Kayenta Unified School District # 27
P.O. Box 2134
Kayenta, AZ 86033



April 28th, 2021

To Whom It May Concern,

I would like to extend my full support of the addition of the Elanco Veterinary Medical Applications Certification to your programs catalog of certification offerings. This program offers a unique and helpful approach, as it is industry lead and designed. Such a prospective allows the program to rapidly target the ever evolving needs of the veterinary career field. The skills and knowledge imparted in the program have both immediate and long term applications for the students. Whether students goals are to achieve part time employment as a veterinary assistant or to continue on in the animal science or veterinary fields, this curriculum provides a solid base of proficiency and experience.

Sincerely,

Dr Lora Bledsoe

Dr. Lora Bledsoe
Veterinarian/Owner
Bledsoe Mobile Vet, LLC

Bledsoe Mobile Vet, LLC
719-772-6226
PO BOX 66 Hugo, CO 80821

Sage Mijares
3701 Dalton Drive
Fort Collins, CO

March 7, 2021

Colorado Department of Education
201 East Colfax Ave.
Denver, CO 80203

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification and encourage the Colorado Department of Education to add it to the list of state-approved industry certifications.

I am a current second year veterinary student at Colorado State University. My early interest in veterinary medicine was strengthened during high school, when I took two veterinary-related classes and worked in local veterinary clinics. This background helped me feel more confident in my knowledge of veterinary medicine concepts before entering college. Having this background in veterinary medicine also made me more prepared for my undergraduate studies.

Having a strong background in veterinary medicine before pursuing an undergraduate or graduate degree in veterinary science helps students thrive in the classroom and be prepared for real-world employment. I believe earning the Elanco Veterinary Medical Applications Certification in high school would have positively impacted my career preparedness.

In closing, I believe the Elanco Veterinary Medical Applications Certification would be valuable to students interesting in pursuing a career in veterinary medicine. A strong veterinary medicine foundation in high school or early college sets students up for success later in their education and careers.

Sincerely,



Sage Mijares

Erica Shannon
1558 Sorenson Dr
Windsor, Colorado 80550

March 8, 2021

Colorado Department of Education
201 East Colfax Ave.
Denver, CO 80203

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification and encourage the Colorado Department of Education to add it to the list of state-approved industry certifications.

I grew up in the San Luis Valley, blessed with the opportunity to be surrounded by animal agriculture. With that, I gained pivotal exposure to the field of veterinary medicine. I was able to see firsthand the importance of timely veterinary care and the critical role that veterinarians play in society. Because of this, and my passion for production agriculture and science, I decided to pursue a career in veterinary medicine. I am currently a second-year veterinary student at Colorado State University. In addition to my role as a veterinary student, I serve as the Vice President of CSU's Student Chapter of the American Association of Bovine Practitioners and am a student small animal radiology technician at the Colorado State Veterinary Teaching Hospital.

Coming from a rural area, I had the unique opportunity to engage in veterinary related activities at a very young age. However, I didn't realize the broad scope of the veterinary profession until well into my first year as a veterinary student. The opportunities for veterinary careers extend so far beyond clinical practice, a fact that remains unbeknown to most. Additionally, my rural perspective provided limited experience in the options and incredible advancements in clinical veterinary medicine itself. The terms "veterinary medicine" and "veterinarian" can have a far more diverse meaning than I ever would have imagined.

A certification program that provides access to more a well-rounded view of the entire scope of the veterinary career field, as well as instruction in the technical skills involved veterinary medicine would have better equipped me for my journey into vet med. As I began my college career, I found myself feeling daunted by the myriad of input from innumerable sources all telling me what I "should" do if I wanted to become a veterinarian. Because of this, I turned to what I knew and sought out rural veterinary instruction. Had I have known just a little more about the various facets of the field, such as research, specialized medicine, and translational medicine, my vet school application certainly would have been much stronger and far more diverse.

I am confident that had I been able to earn the Elanco Veterinary Medical Applications Certification in high school, I would have been more prepared to begin the rigorous journey towards my DVM degree. This program would have helped me solidify earlier on that I was truly passionate about veterinary

medicine so that I could have been more calculated in my approach to vet school admission throughout undergrad. It would have also given me confidence in my fundamental skillset as I approached potential mentors and veterinarians whom I hoped to shadow and observe.

Having a strong background in veterinary medicine concepts is vital in the decision to pursue any level of degree in veterinary medicine. At the most basic level, understanding what the role of a veterinarian is in the clinical process of veterinary care isn't as clear as it seems. So many of my undergraduate peers chose their undergraduate university and major with their eyes set on becoming a veterinarian only to realize that they actually didn't enjoy veterinary medicine at all. Others spent exorbitant amounts of money on university tuition to find that they would actually want to be veterinary technicians and then had to enroll in a technical school to earn that degree. The chance for these students to have gained a deeper understanding of veterinary concepts in high school would have saved them time and money. No less important is that the veterinary school application requires a detailed list of all veterinary experience. While each school weights their emphasis on this portion of the application, all unanimously agree that veterinary experience is critical to success as a veterinary student and eventually as a veterinarian. The more avenues available to help students gain that critical experience, the better.

As I conclude this my letter of support for the Elanco Veterinary Medical Applications Certification, I must reiterate the how important it is that students have the opportunity to develop a solid background in the concepts of veterinary medicine before they begin their pursuit of a veterinary career. Just a few of the reasons that this type of education is so critical are that there is far more the career field of veterinary medicine than most realize, a veterinary degree is not the only avenue for involvement in clinical involvement in veterinary medicine, personal experience in the field has a huge impact on the perceived opportunities, and increased exposure and experience in the field always helps strengthen veterinary school applications. The Elanco Veterinary Medical Applications Certification is a valuable tool to anyone that may be considering a career path in veterinary medicine by allowing them to reach conclusions about their interest sooner, saving them time and money while building their confidence their knowledge and skill as they prepare for the next steps in their journey.

Sincerely,

A handwritten signature in black ink, appearing to read "Erica Shannon", with a long horizontal flourish extending to the right.

Erica Shannon



Department of Animal Sciences

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

May 18, 2017

To Whom It May Concern,

I am writing in support of the Veterinary Medical Applications Certification offered by CEV Multimedia and endorsed by Elanco.

As a professor of Animal Science at Colorado State University, a University dedicated to the Land Grant Mission, I see significant value in this program. The skillset acquired will prepare students for careers in the meat and livestock industries. Our industry in Colorado and across the United States need students ready to meet the goal of providing wholesome and plentiful food.

It is my hope that this endorsement will assist in the acceptance of the Veterinary Medical Applications Certification to support the meat and livestock industry and all students who participate in it.

Sincerely,

A handwritten signature in cursive script that reads "Robert J. Delmore Jr." The signature is written in black ink and is positioned above the typed name.

Robert J. Delmore, Jr., Ph.D.
Professor, Department of Animal Sciences
Colorado State University
Director of Undergraduate Programs



9110 E. Nichols Ave, Suite 300
Centennial, CO 80112
Phone: 303.694.0305 | Fax: 303.694.2851

April 16, 2021

To Whom It May Concern:

On behalf of the Producer Education team at the National Cattlemen's Beef Association (NCBA), I am writing in support of the Elanco Veterinary Medical Applications Certification. As the largest cattle trade organization in the United States, NCBA strives to be the trusted leader and definitive voice of the U.S. cattle and beef industry and serves the industry through research, education, and promotion. As the Beef Cattle Specialist Veterinarian, I link the learning and education topics between cattle producers and veterinarians focusing on animal health and welfare and lead development of interactive and educational resources pertinent to livestock producers. In addition, I lead the veterinary school and veterinary organization outreach for our team.

As an agriculturalist who grew up in rural Colorado and a veterinarian who practiced in a rural setting, I understand the difficulties in outreach to these communities due to distance and resources. The livestock industry is the foundation for many rural areas, including Colorado. Having an avenue to encourage interest in the livestock industry at a young, curious age is integral to the sustainability and success of the livestock industry. The Elanco Veterinary Medical Applications Certification provides important introductory medical terminology, animal handling basics, knowledge of organ systems, and more all contributing to high animal care standards and a safe food supply. This certificate program develops young people interested in careers as a veterinary technician, veterinary assistant, or veterinarian and provides that hands-on experience that is essential to understanding animal care. Rural and food animal veterinary clinics across the country seek knowledgeable and passionate workers and this certificate serves as a basic level of job training that I believe would qualify an applicant for entry-level positions at veterinary clinics or animal care facilities. These skills are essential to anyone working with animals and will contribute to a solid team approach at these facilities.

A potential employee who has completed this nationally recognized, subject-matter expert developed certification will certainly find their place in an animal care setting and be able to further develop their knowledge and skills on their career path. This certification will be valuable to employers seeking qualified additions to their teams that understand the livestock industry, care for animals, and ultimately provide safe products for our national and international food supply. As an educator who has developed lesson plans from elementary through graduate school levels, I appreciate the format of this certification program and the access to quality information it provides.

If you have any questions, you may contact me at jherman@beef.org.

Sincerely,

A handwritten signature in black ink that reads "Julia A. Herman, DVM, MS". The signature is written in a cursive style with a large initial "J".

Julia Herman, DVM, MS

Beef Cattle Specialist Veterinarian

National Cattlemen's Beef Association, a contractor to the Beef Checkoff



Prairie Winds

Veterinary Clinic, LLC

Dr. Catherine Kuntz, DVM

Office: 970-848-3801

5056 Old Post Rd.
Yuma, Colorado 80759

Fax: 970-848-0563
Email: ckuntzdvm@gmail.com

August 17, 2021

To whom it may concern:

This letter is written in request of your strong consideration to help see to it that more students jump-start their careers and graduate from Colorado CTE programs with the Elanco Veterinary Medical Applications Certification.

Located in Yuma, Colorado, I am the owner and veterinarian at Prairie Winds Veterinary Clinic. My clinic serves in a remote area and we are the hub for both agriculture livestock and pet medical needs. The Elanco Veterinary Medical Applications Certification meets the diverse industry needs of both urban and rural animal health care, which is very helpful for a veterinarian in my situation.

The goal of my veterinary clinic is to customize patient care to meet the needs of each patient and client while providing the highest quality veterinary care. Being the one of the only veterinary clinics in Yuma County, we take great pride in the care we provide. Running a solo practice is not for the faint of heart because passionate, qualified staff is hard to find in a rural setting. What our office loves about the Elanco Veterinary Medical Applications Certification is that it shows interest in the field, commitment to the work, and a desire to learn. It is extremely impressive when a young person has taken the initiative to earn such a rigorous certification. It is a sign they want to learn more, which is great for me as an employer wanting to have access to an increased pool of qualified applicants in a rural environment.

The best part is what the certification exams are testing for since the skills certified individuals walk away with are impressive. Knowing that I can trust certified individuals to be able to execute certain tasks like restraint animals properly and give injections, as well as understand the medical verbiage I use, is a game-changer for Prairie Winds Veterinary Clinic. I wish every entry-level employee and applicant had this certification. It would completely change our operation as a business.

Any assistance you can provide in ensuring more students graduate from Colorado CTE programs with the Elanco Veterinary Medical Applications Certification is appreciated. Rural veterinarians like myself rely on it to have passionate support staff. Thank you for your time! Please do not hesitate to contact me for any further questions.

Sincerely,

Dr. Catherine "Callie" Kuntz, DVM



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

TELEPHONE 812 683-4200
FAX 812 683-4226

12/5/2019

To Whom It May Concern:

I am writing this letter in support of the Veterinary Medical Applications Certification.

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

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. Getting candidates in the field with animal welfare & behavior; anatomy & physiology is very important to us.

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

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

Sincerely,

Brittney Kirwer

Director of Corporate Human Resources
Farbest Foods, Inc



Indiana Beef Cattle Association

Serving Indiana Cattlemen Since 1975

November 26, 2019

To Whom It May Concern:

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

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

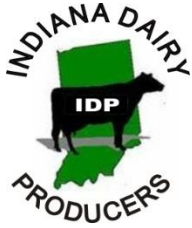
It is imperative we have a pipeline of skilled workers for current and future positions in a wide variety of roles in one of the largest industries in the world. Beef cattle production is challenging work and requires those who have developed not only a passion for it, but the knowledge needed to succeed.

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

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

Sincerely,

Executive Vice President
Indiana Beef Cattle Association



Indiana Dairy Producers

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



November 26, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification on behalf of Indiana Dairy Producers, the dairy producer membership organization in Indiana representing nearly 70% of the dairy cows in the state through our membership. With labor issues so difficult on our farms, I believe those with these skills can become valuable employees to our producers. It is imperative we have a pipeline of skilled workers for current and future positions in the industry.

This certification is what the veterinary industry needs to add value to our labor force. An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification. In addition, this certification is extremely valuable to employers within our membership because it helps connect them to qualified candidates.

Respectfully,

Doug Lemman
Executive Director
Indiana Dairy Producers
www.indianadairy.org

December 9, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

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

Students who earn this certification have demonstrated mastery of concepts vital to succeeding in the agricultural industry. These concepts include the ability to understand animal anatomy and physiology, animal welfare and behavior and common veterinary medical practices such as animal handling and restraint and vital signs.

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

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

Sincerely,



Lindi Kocher
Agriculture Education Coordinator
Indiana Farm Bureau



December 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

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

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

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

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

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

Sincerely,

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

Executive Director,
Orange County Economic Development Partnership



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

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



December 12, 2019

RE: Elanco Veterinary Medical Applications Certification

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

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

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

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

Sincerely,

A handwritten signature in black ink that reads 'Kristin Clary'.

Kristin Clary, Executive Director



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

December 10, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

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

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. As a leading egg producer, caring for our hens is a foundational value of our business. Employees with the knowledge of veterinary medical practices and animal welfare and behavior allow us to ensure the health and well-being of our laying hens.

It is imperative we have a pipeline of skilled workers for current and future positions in the egg production industry. As our industry continues to grow, the need for knowledgeable and passionate members of the veterinarian will also see increased growth.

An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates. We are fully supportive of this certification process to find knowledgeable employees and further ensure our commitment to the well-being of our laying hens.

Sincerely,

Tony Wesner
Chief Operating Officer
Rose Acre Farms



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

630 WABASH AVENUE,

December 13, 2019

To Whom It May Concern:

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

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

SUITE 205

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

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

Sincerely,

Lisa Lee
Executive Director

TERRE HAUTE, IN 47807

PHONE:(812)238.5616

FAX:(812)238.2466

Country Acre Animal Clinic
80 S. Co. Rd. 300 E.
New Castle, IN 47362

Phone 765-529-1803
Fax 765-529-5080
email country.acre@yahoo.com

To Whom It May Concern:

I am writing this letter on behalf of the Veterinary Science Career Program Advisory Board of the New Castle Career Center in support of the Elanco Veterinary Medical Applications Certification.

The career center serves eight schools in a four county, mostly rural area and represents manufacturing, agribusiness, criminal justice, retail, medical, and small business. Half or more of the students are on free or reduced lunch and adults are limited on local career advancement. The advisory board make-up includes local veterinary professionals who support training for entry level positions. Currently, 16 students from the Veterinary Science Program are employees in entry-level positions locally. These current and former students are providing an employment need in our communities. In addition, 12 students are interning nearly 400 hours within the profession this school year.

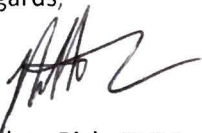
Individuals who earn this certification alongside the career program have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. Students develop an understanding of proper veterinary terminology, animal welfare, animal systems, and entry-level medical applications. The students become a valuable team member in our area animal clinics and hospitals. Many are ready to fill the entry-level void in our local employment pool.

The quality of entry-level applicants has improved over the years as the Veterinary Science Program has worked closely with members of the advisory board and searched and developed curriculum and certifications such as the Elanco Veterinary Medical Applications Certification. It is not uncommon to search leads of potential employees or seek references for applicants associated with the career program.

Elanco Animal Health, a nationally recognized, industry-leading company with headquarters in Central Indiana, saw a vision to create a certification to ensure entry-level employees have a standardized knowledge and skill base in the animal health industry similar to the entry-level certifications for human health. This vision by Elanco could be a starting point for entry-level positions in the One Health movement.

This certification has proven to be a strong addition to the New Castle Veterinary Science Career Program student portfolio for the past 4 years. Local animal health care facilities such as my own, seek employees that have a formative knowledge and skill base that can fit quickly into a veterinary medical team. These employees have often received their start from the Veterinary Science Career Program. The Elanco Veterinary Medical Applications Certification is a valuable addition to a resume and should be recognized on the industry certification list.

Regards,



Nathan Rich, DVM
Country Acre Animal Clinic



Elko Veterinary Clinic
1052 Colt Drive
Elko, NV 89801
775) 738-6116

8/29/2020

To Whom it May Concern:

I am a private practice veterinarian that works in a busy mixed animal practice in Elko, Nevada. We are located in a city that is urban but surrounded by many smaller rural towns. We serve a very large area and see everything from exotics pets to farm animals. We are also the only emergency and after hours facility in all of Northeastern Nevada.

I am writing to express support for the Elanco Veterinary Medical Applications Certification. I believe that this certification would be a great benefit to students and the industry. This would provide a good introduction to the industry and be a valuable stepping stone to employability within a clinic like ours. One of the most challenging aspect of running our practice is finding candidates with experience or knowledge of what working in this field really entails. Many people think they want to work in a veterinary clinic but they have no understanding of what they even means. We know that everyone has to start somewhere and a certificate like this would be a great place for many people to begin. There is so much training that goes into hiring some and getting them to a place where they can be comfortable with even the basic day to day of our practice. This certification introduces basic terminology, hospital procedures and animal handling. Things that are basic entry level skills but that would be a huge step up if applicant came into a job with knowledge on the first day.

In our field we rely heavily on skilled veterinary nurses and assistants. Most of these people are self-starters and are highly motivated to learn. I believe that the Elanco Veterinary Medical Applications Certification will provide great information to anyone interested in the veterinary field and will help to build a more skilled work force. The more educated and skilled our employees are the better job that we can do serving our clients.

Sincerely,

A handwritten signature in black ink that reads 'Dr. Tessa Morgan'. The signature is written in a cursive, flowing style.

Dr. Tessa Morgan
Associate Veterinarian



Nevada Farm Bureau Federation

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

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

August 16, 2022

To Whom it May Concern,

Nevada Farm Bureau is the largest agricultural organization in Nevada, representing farm and ranch families throughout the state. We are pleased to offer our endorsement for the Elanco Veterinary Medical Applications 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 veterinary medical industry. With industry standards developed by Elanco, I can be sure that the Elanco Veterinary Medical Applications Certification is relevant to the veterinary medical industry.

I believe this certification will provide individuals with the skills needed to enter the veterinary medical industry with confidence and succeed. Earners of this certification will be much more qualified than those who do not hold this certification. I would absolutely consider an individual who holds the Elanco Veterinary Medical Applications 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 Elanco Veterinary Medical Applications Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President



Yucca Veterinary Medical Center
1837 Camino Del LLano
Belen, NM 87002

Florian Sanchez, DVM

March 4, 2022

To Whom It May Concern:

My name is Stephanie Sanchez with Yucca Veterinary Medical Center, my husband Dr. Florian Sanchez and I own and operate our veterinary hospital in Belen, NM. We serve a large clientele in our community for small and large animal veterinary services. Our clinic employs 10 full time and 4-5 part-time individuals at any given time. We are a fast-paced full-service clinic and offer state-of-the-art medicine to our patrons.

Living in rural area makes it difficult to find entry level skilled individuals in the veterinary medical field. Besides Ag classes in high school and the Elanco Veterinary Medical Applications Certification, I do not believe there is any other options for advanced learning for students wanting to make veterinary medicine their career path. This makes ag classes an advantage to many students, especially if students can get certified while in high school. Most of our part-time individuals are hired through personal recommendations from our friends/ family but know very little about the industry. Most entry level employees know some animal husbandry from growing up on a farm or owing a personal pet. We would benefit strongly if students knew the basics of veterinary medicine which skills included some basic vet medical terminology, knowing some of the types of surgical instruments, how to handle and restrain different types of non-aggressive animals, knowing importance of sterility and how and importance on how to operate an autoclave machine. Skills that included knowing how to get an accurate heart rate, respiration rate and temperature on multiple species. The fact that most if not all of this is covered in the Elanco Veterinary Medical Applications Certification is extremely helpful to us as employers. We have noticed that almost everyone entering our clinic as a new employee have anxiety to answer phones. All these skills are basic and can be learned in a classroom setting.

Students who enter any field that have mastered basic skill is always a bonus to any industry. Our industry is unique and takes a compassionate individual. We would be open to offering individuals who complete the certification program an interview at our clinic. If you have any questions you may reach me at 505-864-6001.

Best Regards,

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

Stephanie Sanchez
Manager
Yucca Veterinary Medical Center



May 19, 2022

To Whom it May Concern,

I am writing in support of the Elanco Veterinary Medical Applications Certification. My name is Julia Black-Bonner, and I am the Owner and Veterinarian at North Wayne Animal Hospital in North Carolina.

The U.S. Bureau of Labor Statistics says that by 2024 we will need 18,000 new veterinary technicians to fill the jobs as the industry is projected to grow by 19 percent. These spots must be filled by someone qualified to care for the animals and someone that understands the key concepts that goes into veterinary practices. I believe that the Elanco Veterinary Medical Applications Certification does just that. This certification is based off industry standards that allow individuals to prove their understanding of the concepts that are needed to succeed in the veterinary field. Industry standards include:

- Veterinary terms and terminology
- Laws and ethics related to veterinary practices
- Mathematical applications related to veterinary practices
- Anatomy and physiology of animals
- Animal welfare and behavior
- Animal management practices
- Pharmacology

I can see the importance of the approval of this certification in the state of North Carolina as it brings benefits to both the individual and the employers. The individual can benefit from a proper education of veterinary medicine. Additionally, an individual who holds this certification is highly qualified and prepared to enter not only the veterinary industry, but also the animal science or health industry. The employer can benefit from being able to easily connect and identify these qualified and skilled candidates. They also will have to spend less time training and preparing candidates once hired. All this works to jump-start the individual's career and help the labor market through filling the gaps.

I thank the state of North Carolina for considering the approval of the Elanco Veterinary Medical Applications Certification and support the approval of it.

Sincerely,

A handwritten signature in black ink that reads "Julia R. Black DVM". The signature is written in a cursive style and is positioned above a thin yellow horizontal line.

Julia Black-Bonner

Owner and Veterinarian

North Wayne Animal Hospital

Agricultural Incubator Foundation

Where Agriculture, Education, Research and Innovation Meet

AIF & CIFT

13737 Middleton Pike

Bowling Green, Ohio 43402

April 18, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

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

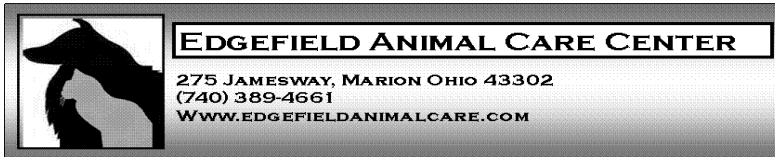
This certification is what the veterinary science industry needs so that entry-level individuals will have the science background to be successful.

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

Sincerely,



Richard Bostdorff
AIF Chairman



12/11/2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

My name is Robb Lust and I am the hospital manager and one of the owners of The Edgefield Animal Care Center. We are a full-service veterinary hospital, boarding, grooming and training facility. We employ 2 full-time veterinarians, 1 registered veterinary technician, 2 receptionists, and 8 support staff. As hospital manager, I am always striving to find individuals with a built-in knowledge of the workings of a veterinary hospital.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. I believe this certification is important, because if you walk in my door with a ground floor background of animal welfare, behavior, terminology and anatomy, I am definitely interested in you as an employee over someone without these skills.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. This certification can provide me, as an employer, a candidate that has shown the ambition to pursue a position in the animal care field because of the time taken to receive this certification. For this reason, this certification is an invaluable need for the industry right now.

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

Sincerely,

Robb Lust
Owner/ Hospital Manager
Edgefield Animal Care Center
Marion, OH



Maple Run Veterinary Clinic, L.L.C.

4400 State Route 61
Mt. Gilead, Ohio 43338

December 6, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

I am the Practice Manager of a 4 Doctor 10 staff veterinary clinic. We work with and have hired from the Veterinary Science program at Tri-Rivers. We have clients from Morrow, Marion, Knox, Crawford, Delaware, Franklin, and several other counties.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. I believe that the content from this course would prepare students to fill positions as Veterinary Assistants in any veterinary clinic. It would also be an excellent catalyst if they choose to further their education and become a Registered Veterinary Technician.

It is imperative we have trustworthy, trained, and skilled workers for current and future positions in the industry. Our industry is currently seeing a shortage of Registered Veterinary Technicians and these students may help fill some of that gap with their training. Though they cannot perform all of the duties of an RVT they can help fill some of the positions. Also, hiring and training in any industry costs companies thousands of dollars and this program would make these students require less training when starting at a veterinary clinic.

An individual who has earned the Elanco Veterinary Medical Applications Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified for employment in the veterinary, animal science and health industries than an applicant without the certification. Elanco is the second largest veterinary pharmaceutical company in the United States and is a company that we here at Maple Run trust. In addition, this certification is extremely valuable to employers like me because it helps us determine who would make a good Veterinary Assistant. I feel as though this program would make Tri-Rivers graduates more likely to be hired into veterinary practices such as ours.

Sincerely,

Allegra Mooney Waldron, CVPM
Practice Manager
Maple Run Veterinary Clinic LLC

**North Central
Veterinary Services**

125 N. Sycamore Ave.
P.O. Box 369
Sycamore, OH 44882
P: (419)927-2568



**Lincoln Way
Animal Hospital**

1880 E Wyandot Ave
Upper Sandusky OH 43351
P: (567)257-3500
F: (567)257-3510

Todd Price, DVM Brian Hartschuh, DVM Theresa Humphreys, DVM Mallory L. Titler, DVM

12/9/2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

My name is Mallory Kahler and I have been a mixed animal veterinarian for 6 years. I am currently employed at Lincoln Way Animal Hospital in Upper Sandusky Ohio, with two satellite clinics in Sycamore and Bucyrus Ohio. We employ 4 full time veterinarians, 4 registered veterinary technicians, 1 receptionist, and 1 assistant. I have worked in this position for the past 3 years and in the that time we have struggled to find qualified employees when hiring support staff for our clinics. Even when hired, our entry level positions have a high turnover rate.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in animal health care careers. When we hire a new staff member for our entry level positions (vet assistant, receptionist, kennel staff) veterinary terminology can almost be a language barrier. This creates a disconnect with clients as well as amongst team members. This initial communication issue can reflect poorly on the clinic and it can also lead to miscommunication and frustration amongst the clinic staff. Having this certification and training will help them communicate with clients more effectively, and understand veterinarians and staff on day one, leading to better teamwork among our staff, better client satisfaction, and decrease turn over in our entry level positions. On the job training is still a must, but candidates with this certification will be more career ready.

This certification is what the veterinary industry needs because it's a practical and obtainable skill that we can measure for those candidates without advanced education (technician or veterinary degree). This demonstrates both a drive and commitment from the student in the field, as well as assures a basic knowledge base. Our industry needs more qualified candidates like that for entry level positions.

When looking to hire support staff, seeing Elanco Veterinary Medical Applications Certification on a resume would imply a certain level of basic knowledge making them a more qualified candidate for employment in the veterinary clinic than an applicant without the certification. This certification is extremely valuable to employers like me because it helps connect us to, and creates qualified candidates for the jobs we struggle to fill and keep filled.

Sincerely,

Mallory L Kahler, DVM, MS

Veterinarian

Lincoln Way Animal Hospital/ North Central Veterinary Service/ Whetstone Animal Hospital



DR. VICKI FROBOSE

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

December 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certifications.

I am Kelli Bohland, a vet- tech at Town & Country Animal Health Care. I am responsible for checking animals into the clinic and getting information about the behavior of the patient to help the veterinarian diagnose the problem. I urge you to adopt this Elanco Veterinary Medical Applications Certification as soon as possible to help me select individuals that truly want to work with animals. That might sound selfish but identifying young people that has a focus on small animal care is important to me. With this certification I can have confidence in hiring the right individuals.

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

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

Sincerely,

Kelli Bohland, RVT

Kelli Bohland

Vet-Tech at Town & Country Animal Care



DR. VICKI FROBOSE

1616 E. Wooster St. Ste 14

Bowling Green, OH 43402

419-352-1478

December 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Elanco Fundamentals of Animal Science Certification. I have been a mixed animal veterinarian for 33 years.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in the animal science industry. By encompassing veterinary terminology, anatomy & vet medical practices, these individuals would be so much farther trained than others applicants we hire.

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

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

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

Sincerely,

A handwritten signature in blue ink that reads "Dr. Vicki Frobose". The signature is written in a cursive, flowing style.

Dr. Vicki Frobose

Town Country Animal Health Care

December 10, 2019

To whom it my Concern:

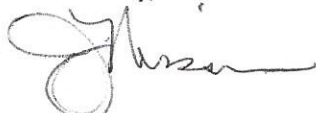
I am writing this letter in support of the Elanco Veterinary Medical Applications Certification and the Elanco Fundamentals of Animal Science Certification.

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

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

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

Sincerely,

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

Mrs John Nissen,

TSC Store Manager,



Family Pet Health

3307 Manchester Pike
Murfreesboro, TN 37127
615-907-8387

Michael A Shirley
Owner and Practice Manager
Family Pet Health, PLLC
3307 Manchester Pike
Murfreesboro, TN 37127

August 18, 2020

To Whom it May Concern:

My name is Michael Shirley, and I am the owner and practice manager of Family Pet Health in Murfreesboro, Tennessee. We are a small animal hospital and provide primary care for dogs, cats, and exotic pets. My wife, Dr. Amy Shirley, and I started Family Pet Health in March of 2018 with her as the single veterinarian and three support staff members. Our team now consists of two full time veterinarians and nine support staff members. We are currently in the process of designing a new hospital and adding additional veterinarians and team members.

I am writing in full support of the Elanco Veterinary Medical Applications industry certification. As a former high school agriculture teacher, I understand the importance of offering our high school students high-quality instruction with the opportunity to obtain industry certifications that will help them qualify as a “ready graduate.” I am also aware that there are very few certifications available to our students in the veterinary science pathway. Unfortunately, the certifications that are available do not carry much weight within the veterinary industry because they are unfamiliar to those in charge of hiring. I believe that this certification, backed by an industry leader such as Elanco, will help our students as they seek employment within the veterinary industry.

At Family Pet Health, we are committed to providing entry-level employment opportunities to high school students. However, many veterinary hospitals do not have positions for high school students because they lack basic experience and understanding of the industry. This requires a larger investment in training from the employer that they are reluctant to provide. If high school students can show they have completed a high-quality program such as the Elanco Veterinary Medical Applications certification, it will greatly increase their chances of being hired. I hope that you will approve this certification opportunity for our students. Not only will it provide them with much needed knowledge and experience it will provide employers like myself with a more qualified candidate pool from which to hire.

Sincerely,

Michael A Shirley
Owner and Practice Manager
Family Pet Health



August 17, 2020

To whom it may concern:

I am writing this letter asking for state approval of the Elanco Veterinary Medical Applications Certification. I am the owner of the Morristown Animal Hospital. Our clinic, like so many others, struggles to find employees who have the right set of knowledge and skills. It is one thing to love animals; it is another thing entirely to know how to care for animals properly. When I see the Elanco Veterinary Medical Applications Certification on an applicant's résumé, I am assured that the individual is not only passionate about animal care but also has the right combination of knowledge and skills I look for in employees.

The veterinary medicine field is a highly technical field. Employees need to have an extensive background in veterinary principles, animal handling and care, and common procedures and practices. It can take months or years to train an employee that has little to no background in veterinary medicine. However, if an individual has earned the Elanco Veterinary Medical Applications Certification, I know they have put in the time and effort to master basic skills and practices and have a background that I can build upon as their employer.

There is a dire need for more skilled workers in veterinary medicine, and the demand will only continue to grow. We need more young people discovering a passion for veterinary medicine and taking proactive steps to further their careers to meet the employment demand in our industry. By approving the Elanco Veterinary Medical Applications Certification on the state level, more schools will be incentivized to offer the certification, which will open doors for more people to pursue a career in veterinary medicine.

I ask you to add the Elanco Veterinary Medical Applications Certification to the list of promoted industry certifications to help my clinic and others like it find passionate, skilled employees.

Sincerely,

John R. Chambers, D.V.M.

Phone: (423) 586-2740

Fax: (423) 586-0285

936 Dr. Martin Luther King, Jr. Pkwy • Morristown, TN 37813



Chris Biggs, DVM

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

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

August 1, 2020

To Whom It May Concern:

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

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

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

Sincerely,

Christine Biggs, D.V.M.



5-16-2018

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

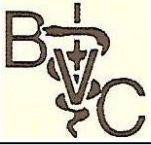
I have been a small animal practitioner for 38 years and have had the opportunity to work with multiple veterinary technicians and associate veterinarians during this time. Over the years, it has been a constant struggle to find competent, well trained employees to work at our practice. I feel this program would be a valuable source to for knowledgeable, experienced technicians that have a grasp of veterinary terms, medications, surgeries, and medical treatment protocols involved in everyday practice situations. Our staff has always been very involved in client education and this course could provide for them a more in-depth understanding of vet medicine and improve their ability to educate clients about the treatment and well being of their pets.

In my experience, young people who have chosen to pursue a profession in animal care and health have a true passion for their jobs and the animals in their care and are eager to increase their knowledge and improve their skills. I feel this Veterinary Medical Applications Certification course will be a true asset to their education and prepare them for any animal related field they choose.

Sincerely,

Laurel Linn Jones DVM

806-794-4543



BELTON VETERINARY CLINIC

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

May 9, 2018

To whom it may concern:

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

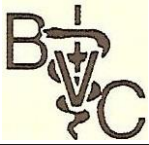
I am writing this letter in support of the Elanco Veterinary Medical Applications Certification. Our team and I feel like the veterinary industry as a whole believe that individuals who earn this certification have demonstrated a mastery of concepts vital to succeeding in the industry. With the decline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

My understanding is that those who complete this certification will be proficient in fundamental veterinary skills, such as checking vital signs, venipuncture and administering medication and injections. They should be able to perform the basic laboratory tests we routinely perform such as fecal flotations, heartworm testing and prepping samples for microscopic examination. They also will understand and be able to perform animal care skills such as nail trimming, bathing and grooming, ear cleaning and treatments, along with dental care. These individuals should be proficient at patient monitoring, maintaining IV fluid lines and catheters, applying simple bandages and wound care.

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

Respectfully,

J. Matthew Wright, DVM



BELTON VETERINARY CLINIC

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

To Whom It May Concern,

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification.

Being a veterinarian for 24 years, I am a co-owner of Belton Veterinary Clinic in Belton, TX. This is a large mixed animal practice in Central Texas that currently employs 56 individuals. We are constantly striving to identify individuals who have the knowledge and skills vital to this industry.

Those who earn this certification have demonstrated that they have a mastery of concepts vital to that success. These individuals understand basic animal rights and animal welfare which enables them to properly care for these animals. They are able to assist veterinarians with appropriate animal handling procedures. This is very important to the safety of all the individuals working in the clinic and to the safety of the patients. Through this program these individuals are also able to demonstrate skills needed in a veterinary practice. This includes administering medication, bathing/grooming, ear cleaning, dental prophylaxis and enema administration. They are also able to maintain and administer fluids, care for wounds, and assist in surgeries.

We are in constant need of these individuals. Elanco Veterinary Medical Applications Certification earners have demonstrated that they are a vital part of this industry. Through this certification we are able to connect with these individuals to make them part of our team.

Sincerely,

Travis Respondek, DVM

May 8, 2018

College Avenue Animal Clinic

200 College Avenue

Levelland, Tx 79336

(806)894-4140

jessthomas.dvm@gmail.com

To Whom It May Concern,

I am writing this letter to give my full support of the Elanco Veterinary Medical Applications Certification.

I am a Texas Tech Alumni and graduate of the College of Agricultural Sciences and Natural Resources. From there, I attended the Texas A&M College of Veterinary Medicine and graduated with a Doctor of Veterinary Medicine in 2009. I have been in private practice in West Texas for the past 9 years. My career has been primarily focused on mixed animal practice and I have also been afforded opportunities to work both relief and in mobile veterinary medicine. Prior to my post graduate studies, every work opportunity that I had involved the field of veterinary medicine. Beginning as a volunteer kennel tech, working into a veterinary technician position, and progressing to a veterinarian has given me an extensive background in the field of veterinary medicine and how private practice functions.

In private practice, the majority of veterinary hospitals hire employees with little to no training or background in the veterinary field. Many of these employees are typically high school or college age and begin as part time help. They are provided with on-the-job training under the direct supervision of the practicing veterinarian. Please note that the liability of any employee's actions or decisions ultimately falls back on the advising veterinarian. The practice that I am at now, has employed both licensed and certified veterinary technicians for the past 5 years. These technicians have received formal training from either the Vista or Penn Foster Veterinary Technician programs. I can attest that there are huge differences in a work environment that employs formally trained technicians' verses one that does not. The quality of medicine that we now practice has substantially increased in a large part to hiring certified employees. They are prepared with advanced technical skills which makes them significantly more efficient. Formally trained employees also have a basic background in medical knowledge and terminology which makes professional communication possible. Their patient handling skills are superb creating a safer work environment and their compassionate bedside manner is preferred by clients. Their training also allows them to recognize the slightest change in a patient's health or mentation and notify the attending veterinarian. This makes prompt critical changes in a patient's treatment plan possible. Veterinary medicine requires a team effort and these formally trained technicians play an invaluable roll.

The Elanco Veterinary Medical Applications Certification Program provides individuals with a strong understanding and background in the most important functions for the veterinary field. For example, those that receive this certification will have proved a good understanding of clinical veterinary terminology

including abbreviations and symbols related to the diagnosis, pathology and treatment of animals. They will also be able to demonstrate appropriate animal handling and animal care skills in a variety of animal behavioral situations. The learning objectives that are outlined by Elanco are sound and highly relative to the day to day functions in a private practice setting. Individuals who earn this certification will have mastered these objectives and will be certified by a nationally recognized association such as Elanco. This serves to make these individuals more prepared and more employable than their peers.

In a market flooded with bachelor's degrees, this resource creates a pipeline of skilled workers for current and future positions in the industry. It also serves to give these individuals an added advantage should they choose to further their education and either pursue a veterinary technician certification or DVM degree. This is a luxury that I would have benefitted from, had it been an option for my career path. As an expert in this field, I strongly feel that this certification is invaluable and has a place in elevating the standard of care that we strive to protect.

Sincerely,

Jessica D. Thomas, DVM



ANIMAL SCIENCES

COLORADO STATE UNIVERSITY

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

May 18, 2018

To Whom It May Concern:

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

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

Sincerely,

Kevin Pond
Professor and Department Head

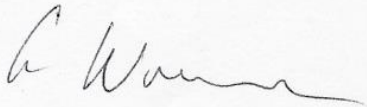
**FIRST COLONY VETERINARY CLINIC
DR. GEORGE H. WOODLEY**

To Whom it May Concern,

I am writing this letter in support of the Veterinary Medical Applications Certification endorsed by Elanco.

Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, they are willing to go the extra mile and are more prepared for a successful career in the real world. Students need as many tools in their toolbox as they can achieve as they face greater and greater competition.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student successfully completing the Veterinary Medical Applications Certification endorsed by a nationally recognized association such as Elanco has proven that they are more qualified for employment in any industry dealing with animals than a candidate without the certification. In turn, they are more likely to be employed. In addition, this is extremely valuable to employers as it helps to connect us to qualified candidates. Any appropriate CEV certification should be offered at all schools with courses in Agriculture.



George H. Woodley
Owner

May 17, 2018

To Whom It May Concern:

I am writing this letter in support of the Veterinary Medical Applications Certification endorsed by Elanco.

My name is Keri Ford and I am a 2010 graduate of Texas A&M College of Veterinary Medicine. I have worked and served in the West Texas area since my graduation. Most of the clinics I have worked for over the years are larger private practices that employ greater than 30 individuals.

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

- demonstrate fundamental veterinary skills, such as measuring vital signs, drawing blood and administering injections
- prepare microscope slides, preserve specimens and perform common laboratory tests including fecal flotation, microfilaria smear, packed cell volume
- demonstrate animal care skills such as administering medications, nail trimming, bathing, grooming, ear cleaning, expressing anal sacs, dental prophylaxis and enema administration
- demonstrate therapeutic care such as patient observation, maintaining and administering fluids, applying bandages, caring for open wounds and managing hydrotherapy and physical therapy

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Veterinary Medical Applications Certification that is endorsed by a nationally recognized association such as Elanco has proven that they are more qualified for employment in the agriculture industry than a candidate without the certification and is more likely to be employed. In addition, this certification is extremely valuable to employers as it helps connect us to qualified candidates and should be offered at all schools with courses in veterinary science.

Sincerely,
Keri L Ford, DVM

To Whom It May Concern:

I am writing this letter in support of the Elanco Veterinary Medical Applications Certification endorsed by Elanco.

My two partners and I started Live Oak Animal Hospital a little over 4 years ago and we have been blessed with tremendous growth in a short period of time. After starting with 3 veterinarians and 9 total employees, we are now proud to employ 9 veterinarians and over 75 employees. Our ownership group of 3 vets has over 50 years of combined experience in the field. It is our experience that students that earn this certification have demonstrated a mastery of concepts vital to succeeding in this industry and are a valuable asset to employ.

A few areas where these students excel above and beyond entry level employees are:

- An understanding of clinical terminology and veterinary terms relating to veterinary pathology
- Appropriate animal handling, caregiving and safety precautions
- Ability to monitor vital signs of the animal
- Knowledge in performing laboratory tests and using technical equipment
- An ability to calculate necessary dosages and to provide appropriate documentation

It is imperative that we have a pipeline of skilled workers for current and future positions in this industry. A student earning this certification would be more prepared and employable than a student without it.

Having students equipped with this knowledge is an invaluable asset to our business. On average, it takes us about 3 months to properly train a new employee. With this certification, the amount of money and time we must spend to train is more than cut in half. We feel that this certification will contribute to our employment needs significantly and greatly reduces the cost associated with training our workforce.

Sincerely,

Eric Cunningham, DVM
Live Oak Animal Hospital
Lubbock, Tx



May 10, 2018

Board of Directors

Adrienne Cozart, Chair
Charles Smith, Vice Chair
Jeff Malpiede, Secretary
Kenneth Hill, Past Chair
Martin Aguirre, CEO


Wesley Anderson
Rob Blair
Gary Boren
Denver Bruner
Chris Carpenter
Lynda Dutton
Dela Esqueda
Angela Evins
Donnie Gatlin
Kimberly Harrel
Nancy Kernell
Eddie McBride
Willie McCutcheon
Beth Miller
Lou Ortiz
John Osborne
Esther Pena
Barry Pittman
David Quintanilla
Gilbert Salazar
Joe Thacker
Leonard Valderaz
Tom Vermillion
Dr. Kyle Wargo
Sharia Wells
Dr. Theresa Williams
Adele Youngren

To Whom It May Concern:

As CEO of Workforce Solutions South Plains, I am always seeking partnerships and organizations with the likeminded vision of a trained and educated workforce that is able to support themselves and their families. CEV Multimedia's twelve professional certifications offered in school districts in the South Plains area is aligned with our shared vision of the South Plains future workforce. A skilled workforce pipeline that begins with our youth is vital to our region's future economic prosperity. I believe that each of the twelve certifications CEV Multimedia offers provides our youth with valuable skills that translate directly to their future career success. For this reason, I respectfully encourage you to consider TEA recognition of each of CEV Multimedia's certifications. Workforce Solutions South Plains proudly supports our youth and advocates for their career success and for the economic prosperity of the South Plains region.

Thank you in advance for your support of this project and for helping youth across Texas reach their career goals!

Sincerely,


Martin Aguirre,
Chief Executive Officer,
Workforce Solutions South Plains



West Texas A&M University™
DEPARTMENT OF AGRICULTURAL SCIENCES

To Whom It May Concern,

I am writing in support for the Veterinary Medical Applications Certification endorsed by Elanco Animal Health and produced and offered by CEV Multimedia.

As a clinical professor of veterinary science and the academic coordinator for the Texas A&M Veterinary Medical Center at WTAMU, a university that is dedicated to preparing students for success in the marketplace after graduation, I see great value in this program. The skills acquired will benefit the students by providing them with experiences that prepare them for the workplace; and the program will also benefit Texas and American agriculture by providing the industry with knowledgeable individuals who are capable and ready to work. It is of vital importance that there are educated young people in the veterinary science industry to ensure a secure future in animal agriculture.

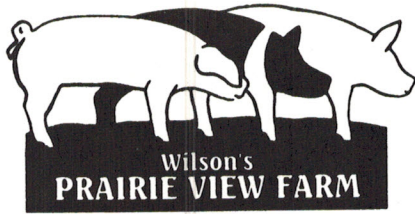
It is my hope that this endorsement will assist in the acceptance of the Veterinary Medical Applications Certification program to support the animal science industry and all students who participate in it.

Sincerely,



Dan Posey, DVM
Clinical Professor of Veterinary Science
Department of Agricultural Sciences
West Texas A&M University
Canyon, Texas 79016
(806) 651-4262 office
dposey@wtamu.edu





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

2/09/2022

To Whom It May Concern:

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

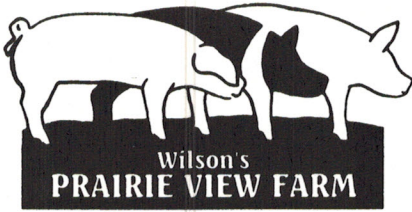
- Elanco Fundamentals of Animal Science
- AMSA Culinary Meat Selection & Cookery Certification
- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Elanco Veterinary Medical Applications

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

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

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

● PUREBRED BOARS and GILTS • HAMPSHIRE • LANDRACE • DUROC • YORKSHIRE • F-1 OPEN GILTS • F-1 BOARS



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

Sincerely,

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

Scott Wilson

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

Sincerely,



BELLEVIEW VETERINARY HOSPITAL

10725 SE 36th Avenue • Belleview, Florida 34420

(352) 347-3900 • Fax (352) 347-0477

DR. RICK C. ERWIN

DR. CARA L. ERWIN-OLIVER

Credentials Review Committee:

This letter is to express my support and point of view of Vanguard High School offering the Elanco Veterinary Medical Applications Certification for the students in the Veterinary Assisting Program. With this certification, students will gain the knowledge and competencies needed to assist them with finding employment within the veterinary science field, with advantages not all other candidates will possess.

This kind of certification being offered as a part of the Vet Assisting program would be extremely useful to the students. Earning a certification of this kind would result in the students being better qualified and equipped, to achieve a variety of roles within the veterinary, animal science, and health industries. With the increasing need for workers in the agricultural and veterinary medicine field, this certification will help set the students in our region apart from the rest in the eyes of potential employers.

This advantage can be crucial to the students with the aspiration to join this field in any aspect they desire. I strongly recommend implementing this certification into the Veterinary Assisting program, so that we can provide every resource available to help them become successful and create a strong foundation.

Thank You,

Dr. Cara Erwin Oliver, DVM
Belleview Veterinary Hospital



February 13, 2024

Dear Master Credential Review Committee Members,

CareerSource Citrus Levy Marion supports the addition of the Elanco Veterinary Medical Applications Certification to the Veterinary Assisting program at Marion County Public Schools.

The Veterinary Medical Applications Certification resulting from this curriculum verifies the competencies needed to achieve employability within the veterinary science field and is transferable to health and animal science fields. Students who earn this certification are more prepared to enter a variety of veterinary and animal science roles, such as Veterinary Assistants and Laboratory Animal Caretakers. These occupations can be on ramps to career pathways in the Agriculture and Veterinary Services sectors, which are integral to the rural communities represented in each of the three counties in our region. Individuals in this field can also choose to add additional certifications and stackable credentials, which can lead to higher wage, higher skilled positions in our growing the sector.

The Agricultural sector in our region has an expected growth and replacement demand of over 4,000 workers over the next 5 years and the Veterinary Services Sector is expected to grow by over 1,000.

Local Workforce Development Area 10, 2023, Q3						
NAICS	Industry	Current		5-Year Forecast		
		Empl	Avg Ann Wages	Total Demand	Empl Growth	Ann % Growth
11	Agriculture	4,619	\$33,433	2,943	148	0.6%
5419	Veterinary Services	1,120	\$52,141	845	144	2.5%
SOC	Occupation	Empl	Avg Ann Wages	Total Demand	Empl Growth	Ann % Growth
31-9096	Veterinary Assistants	242	\$32,600	299	35	2.7%
39-2021	Animal Caretakers	510	\$31,100	561	56	2.1%

The CareerSource Citrus Levy Marion Workforce Development Region is one of the fastest growing areas in the country following the pandemic and as local businesses continue to expand, the need for talent grows as well. The addition of the World

Equestrian Center in West Marion County has added to this need for Agriculturally trained talent, as well as additional Veterinary practices in partnership with the University of Florida. The largest Equestrian facility in North America, WEC now employees 800 individuals and is still hiring as they expand to a new hotel expected to open this spring.

Programs like these will help attract new talent and train existing employees as well, both key areas of concern for our local businesses.

Best regards,

Rusty Skinner
President/CEO
CareerSource Citrus Levy Marion

3003 SW College Road I Suite 205
Ocala, Florida 34474
p: 352-873-7939 | 800-434-5627



February 14, 2024

To Whom It May Concern:

This letter is to convey our support of Marion County Public Schools offering the *Elanco Veterinary Medical Applications Certification* for students in the Equine Academy and other agricultural programs.

The equine industry is a major economic driver for our community. Marion County is one of the fastest growing metropolitan areas in the state of Florida which presents an ongoing need for a skilled workforce.

The CEP works to recruit new businesses to the area, assist local business growth and retention, and support initiatives that enhance economic development efforts. Providing quality career & technical education curriculum and education resources, such as the *Elanco Veterinary Medical Applications Certification* has great value to our businesses in Marion County. This program would assist individuals in developing important skills required, which can lead to accelerated career development and improved productivity.

The Ocala Metro Chamber & Economic Partnership supports MCPS's request for CAPE funding for the *Elanco Veterinary Medical Applications Certification* to strengthen its ability to provide a more qualified workforce.

Sincerely,



Dean Blinkhorn
Chief Operating Officer
Director of Talent Development



COLLEGE *of*
CENTRAL
FLORIDA

—an equal opportunity college—

March 21, 2024

To whom it may concern,

The College of Central Florida's Equine and Agribusiness Programs fully support the addition of the Elanco Veterinary Medical Applications Certification at the secondary level.

It is imperative to create a pipeline of skilled workers for current and future positions in the animal health industry. Providing high school students with the opportunity to gain competency through this certification sets them up for success in the industry and in post-secondary education. Additionally, this certification will assist employers by connecting them with qualified candidates.

According to U.S. Bureau of Labor Statistics, employment of veterinary technologist and technicians is projected to grow 19% through 2024. This certification will assist in meeting this industry need.

Sincerely,

Dr. Rob Wolf
Dean, Business Technology & Workforce
College of Central Florida
352-854-2322, ext. 1281
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HAMPTON CENTER
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Ocala, FL 34475-6456
352-873-5881

**APPLETON
MUSEUM OF ART**
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**VINTAGE FARM
CAMPUS**
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Vanguard High School

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Chris Carlisle – Principal

Katy Owen – Assistant Principal
Samantha Roberts – Assistant Principal

Luke Bender – Assistant Principal
Stephanie DeVilling – IB Coordinator

Credentials Review Committee:

This letter is to convey my support of Vanguard High School offering the Elanco Veterinary Medical Applications Certification for students in the Veterinary Assisting Program. Students earning this certification would have the competencies needed to achieve employability within the veterinary science field.

Offering a certification like this to our Vet Assisting program is invaluable to our students. Those who earn the certification are more qualified and prepared to enter a variety of roles within the veterinary, animal science and health industries. Additionally, the certification allows employers to identify and connect with more skilled candidates, filling gaps in the labor market and jump-starting the careers of students.

CareerSource CLM shows that the agricultural sector in our region has an expected growth and replacement demand of over 4,000 workers over the next 5 years and the Veterinary Services Sector is expected to grow by over 1,000. We can truly prepare our students for employment in Marion County in varying sectors with the addition of the Veterinary Medical Applications Certification.

Thank you,



Christopher Carlisle
Principal