

NHJTCA
National Horse Judging Team
Coaches' Association

To whom it may concern:

The National Horse Judging Team Coaches Association (NHJTCA) is comprised of horse judging coaches across the country and serves as an official voice for industry standards within equine evaluation and selection. As an association, we are dedicated to promoting, encouraging and aiding the training of teachers and evaluation teams to strengthen the employability skills of the students participating in horse judging contests on a national scale. By providing and enhancing communication and networking among coaches, NHJTCA encourages consistency among the equine evaluation industry.

As an organization, we consistently receive requests for training and certification opportunities, and in response, we created the NHJTCA Equine Management & Evaluation Certification. We developed the NHJTCA Equine Management & Evaluation Certification because we are passionate about ensuring the continued success of the equine industry, and a qualified and skilled workforce is key to a sustainable, thriving industry.

The NHJTCA Equine Management & Evaluation Certification is available to anyone who wants to solidify their position in the equine industry. Those who earn the NHJTCA Equine Management & Evaluation Certification are more qualified and prepared to enter a variety of equine-related careers, specifically those that involve evaluation, breeding, handling and stable management.

As professional and education leaders, we find it our duty to offer educational and training opportunities to both students and working professionals to help them develop and enhance their employability skills. By offering the NHJTCA Equine Management & Evaluation Certification, we can ensure a well-trained workforce and a productive and viable future for the equine industry.

Sincerely,

John Pipkin, Ph.D.

National Horse Judging Team Coaches' Association

AMERICAN **P A I N T**
H O R S E ASSOCIATION

February 8, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA). I am the Sr. Director of Judges, Shows, and Education for the American Paint Horse Association. We are based in Ft. Worth, Texas which is home to 50,000 members around the world. I grew up showing and judging horses, and in turn decided to make a career in the equine industry. Programs like the Equine Management and Evaluation Certification would have been a huge asset to me had they been available in the past.

Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including identifying and examining major factors for evaluating classes including, Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining. Identifying and understanding rules, standards and faults which affect a horse's placing within the Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining classes. Gaining skills evaluating Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining classes. These are industry specific skills that cannot be learned in a more concise and effective method than this. It took many of us years to gain the knowledge necessary to be competent judges for the industry.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment in the equine 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 equine science.

Sincerely,



David Dellin
APHA Director of Judges

DD/ac



P.O. Box 961023 | Fort Worth, Texas 76161 | 817-834-2742 main | 817-834-3152 fax

Physical Address: 2800 Meacham Blvd | Fort Worth, Texas 76137 | apha.com

August 28, 2023

Indiana Department of Education
Academic Standards Content Framework

To whom it may concern:

I write to encourage the Indiana Department of Education to approve the NHJCTA Equine Management and Evaluation Certification. I came to Purdue in 1982 to serve in the role of an Extension Horse Specialist in Animal Sciences and have seen the need for career-ready high school and college graduates to serve the entire equine industry. This NHJCTA (National Horse Judging Team Coaches Association Certification) develops and assesses industry-valued and industry-recognized standards. Comprised of educators from across the country, NHJCTA serves as an official voice for horse program leaders who set industry standards for equine evaluation and selection.

My experiences with the Indiana Horse Council, Indiana Extension, 4-H Horse & Pony program, Indiana State Fair and Indiana FFA Association have informed my opinion of the importance of this certification for the success in the equine industry. This certification validates the knowledge and skills needed to begin equine-related careers in evaluation, breeding, handling, stable management and more. Through my collaboration with the organizations and programs above, I have developed and implemented several pedagogical techniques to better both students and horses. Those who earn this certificate are more qualified and prepared to enter a variety of roles within the industry. The certification allows employers to identify and connect with more skilled candidates in this highly-specialized industry.

According to the American Horse Council Foundation, the equine industry has a \$122 billion economic impact nationally, and jobs range from working with horses for recreation, show, racing and labor. This results in a total employment impact of 1.7 million jobs. This is documented in our own Purdue Extension publication *ID-445-W Economic Impact of the Horse Racing and Breeding Industry to Indiana, 2013*. It was determined that the industry generates direct and related employment of 9,865 jobs. Indiana schools and higher education are deliberately preparing career-ready graduates to work in the equine feed, health, stabling barns and related buildings, transportation, tack and equipment and related occupations well beyond becoming a veterinarian, trainer, stable manager or horse show judge. This industry certification serves as proof of career readiness for the students and benefit employers.

I believe that the NHJCTA Management and Evaluation Certification provides a valuable addition to the list of professional certifications offered to Indiana students. It will certainly improve the students' preparedness for employment in the equine industry. I encourage you and your staff to carefully consider the advantages of this opportunity to approve the NHJCTA Equine Management & Evaluation Certification. I believe that this certification will help the Indiana students become more industry ready to serve all of agriculture and especially the equine industry.

Sincerely,

Mark Russell, Professor and Extension Specialist
Agricultural Sciences Education and Communication



JIMMY PARNELL
PRESIDENT

December 15, 2021

To Whom It May Concern:

I am writing this letter in support of the National Horse Judging Team Coaches Association Equine Management & Evaluation Certification.

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

The National Horse Judging Team Coaches' Association (NHJTCA) Equine Management & Evaluation Certification verifies individuals are prepared to pursue a career in the fields of equine evaluation, management, and production. Currently, there are limited education and training opportunities for students interested in pursuing a career in the equine industry. Offering this certification would be a step in the right direction in addressing the need and demand for not only students, but the workforce as a whole.

When individuals earn this certification, it can be assured they have proven mastery of the following areas:

- Health and safety practices
- Equine diseases
- Breed identification (origin, physical characteristics, temperament, breed association)
- Equine management
- Anatomy and physiology
- Horse evaluation

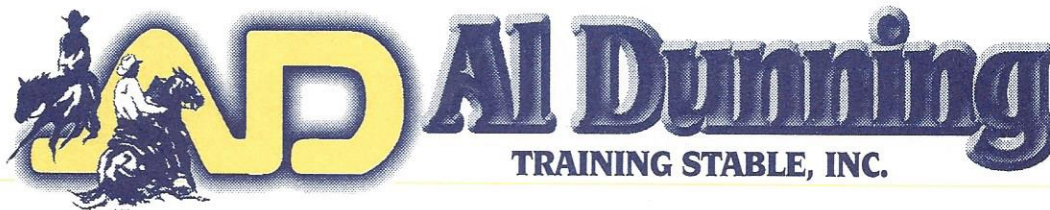
I encourage the NHJTCA Equine Management & Evaluation Certification to be more readily available to Alabamans, and I encourage this certification to the approved list so we can build a strong future for Alabama's equine industry.

Sincerely,

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

Graysen Biensch
Equine Division Director
Alabama Farmers Federation





February 11, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

I've been a professional since 1970. During that time, my students, horse and I have accumulated 48 World and Reserve World Championships. I have been the AQHA Professional Horseman of the Year, won the NCHA Zane Schulte Trainer of the Year award, was inducted into the AzQHA Hall of Fame, am a past Chairman of the AQHA Judge's Committee, and am currently an AQHA National Director at Large. I have written 5 books with Western Horseman and actively write articles for various equine magazines. In addition, I own and operate Al Dunning Training Stable, AD Tack, Al Dunning Consulting, and Team AD – an online training and mentoring program.

I have a thorough knowledge of all aspects of the equine business. This program has an amazing value to allow a vast number of young people to get the knowledge and certification of equine management and evaluation. Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- Demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Identify equine diseases and understand the causes, preventions and treatments regarding equine diseases.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.
- Identify and examine major factors for evaluating classes including, Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining.
- Identify and understand rules, standards and faults which affect a horse's placing within the Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining classes.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment in the equine industry than a candidate without the certification and I personally would be more likely to hire a candidate that has completed the certification. I believe this certification should be offered at all schools with courses in equine science and will elevate the skillsets of the next generation of equine professionals.

Sincerely,

Al Dunning

AQHA Professional Horseman



To Whom It May Concern:

This letter is in support of the NHJTCA Equine Management Certification.

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

Individuals who have earned the *NHJTCA Equine Management Certificate* have demonstrated possession of knowledge and skills vital to the management and selection of equine animals. An overall understanding of the animal agriculture industry through vocabulary, nutrition, and anatomy will give recipients a step ahead when entering an animal science career.

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

An individual who has earned the NHJTCA Equine Management Certificate, has proven they are more qualified for employment in the equine science industry than an applicant without the certification.

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

Sincerely,

A handwritten signature in cursive script, appearing to read 'Katie Aikins'.

Katie Aikins
Director of Education
Arizona Farm Bureau

August 26, 2020

ARIZONA NATIONAL

To Whom It May Concern:

I am writing this letter in support of the NHJTCA Equine Management & Evaluation Certification. I am currently the Coordinator of Show Events for the Arizona National Livestock Show. The Arizona National includes several horse shows, including an accredited AQHA show, as well as youth, show-off circuit and working ranch horse shows. Additionally, we host horse judging and horse skill-a-thon contests.

It takes countless individuals to make these events happen, and even though a large portion of the individuals who assist with these shows are volunteers, I wish we had more people with a background in equine science to assist with our shows. If we had more people who were familiar with horses helping with our shows, the contestants, horses and workers would all have a better, safer show. If I saw an individual had the NHTJCA Certification, I would be confident in their abilities to help our shows be a well-run event.

Not only does the Arizona National need access to more people with an equine background, the entire horse industry needs more skilled workers. We especially need more young people to become interested in the field and decide to pursue a career in the equine industry. The NHJTCA Certification is a great way to help young people discover a passion for horses and take a proactive step in their education and future careers.

I want the NHJTCA Certification to be more readily available to Arizonans, and I encourage the review committee to add this certification to the approved list so we can build a strong future for the Arizona equine industry.

Sincerely,



Camryn Faust

Arizona National Livestock Show

Coordinator of Show Events

Camryn@anls.org

928-978-3250



Arizona Quarter Horse Association

515 E. CAREFREE HWY PMB#405
PHOENIX, A'Z 85085
(623) 869-8037 - (623) 869-7676 fax

June 22, 2020

To whom it may concern,

My name is Doug Huls, and I am the CEO of the Arizona Quarter Horse Association. The Arizona Quarter Horse Association is an affiliate of the American Quarter Horse Association which serves to promote Quarter horse ownership and participation. We are an active part of the American equine industry which has a \$122 billion economic impact annually.

I am writing this letter in support of the National Horse Judging Team Coaches Association (NHJTCA) Equine Management & Evaluation Certification. Individuals who earn this certification have demonstrated in-depth knowledge and skills related to equine care and selection. Such skills are essential to a successful career in the equine industry. Those that earn this certification have a strong foundation that they can then build off-of as they advance in the equine industry.

It is imperative we have an interested and knowledgeable workforce for current and future positions in a wide variety of roles in the equine industry. One of the most difficult hurdles for employers is finding qualified candidates who have an understanding of the industry, breeds, anatomy, physiology, diseases, management and evaluation. This certification enhances the ability of equine businesses and organizations to recognize those who demonstrate such a desired skill and knowledge.

This certification will be a great asset to Arizona by validating industry leaders in their understanding of equine and the industry, thus establishing a pipeline of qualified workers for the equine industry and addressing hiring demands for business owners across the state.

Sincerely,

Doug Huls
CEO, Arizona Quarter Horse Association



KAIL QUARTER HORSES
RYAN & ANDREA KAIL // SCOTTSDALE, ARIZONA

Kail Quarter Horses
14622 E Desert Vista Trail
Scottsdale, AZ 85262

Arizona Department of Education
Career & Technical Education
1535 West Jefferson Street
Phoenix, AZ 85007

June 23, 2020

To whom it may concern:

I am writing this letter to express my full support for the National Horse Judging Team Coaches' Association (NHJTCA) Equine Management & Evaluation Certification and to advocate for its addition to the Arizona Department of Education's approved credential list.

I have spent a lifetime in the equine industry working in various capacities, including time as a trainer and professional judge. Through my experiences, I have had the opportunity to work with and hire countless employees. It is always a struggle to have complete confidence in a person's ability, but with the NHJTCA Equine Management & Evaluation Certification, I can be assured the candidate has the knowledge and skills I'm looking for in an employee. I wish the certification would have been around 20 years ago!

As an accredited judge for multiple associations, I have worked extensively with NHJTCA, and I am confident in their role as a certifying agency for this certification. There is truly no other entity in the equine industry more qualified to offer this certification. If I see someone has earned the NHTJCA Equine Management & Evaluation Certification, I can trust in their knowledge of equine management and their horse evaluation skills, both of which are essential to be successful in our industry.

I strongly encourage the Arizona Department of Education to add the NHTJCA Equine Management & Evaluation to their approved credential list. The Arizona equine industry needs more skilled workers, and the NHJTCA certification is key to the success and growth of our industry.

Sincerely,

Bob Kail
Kail Quarter Horses



May 2, 2022

To Whom It May Concern:

I am writing in support of the National Horse Judging Team Coaches' Association (NHJTCA) Equine Management & Evaluation Certification. I am urging the state of Missouri to approve this Industry Certification in order to enhance equine education throughout high schools in Missouri.

My name is Linda Murphy, and I am the Executive Director for the Missouri Quarter Horse Association (MQHA). The mission of the MQHA is to promote the American Quarter Horse with our current members and also to reach out to other horse enthusiasts and to provide resources and leadership for the benefit of the equine industry in Missouri. Because we are dedicated to investing in equine education, we believe the NHJTCA Equine Management & Evaluation Certification is vital.

Industry based certifications play a vital role in contributing to the current and future workforce within the equine industry. Individuals who earn this industry certification are better equipped to begin a career for an organization or company related to equine. The NHJTCA Equine Management & Evaluation Certification allow individuals to master the following industry standards:

- Breed identification (origin, physical characteristics, temperament, breed association)
- Anatomy and physiology
- Health and safety practices
- Equine diseases
- Equine management
- Horse Evaluation

The NHJTCA Equine Management & Evaluation Certification is a great asset to Missouri by validating the individual's understanding of the equine industry. I encourage this certification to be added to the approved list so we can build a stronger future for the Missouri equine industry.

Sincerely,

Linda Murphy

MQHA Executive Director

lindamurphy.mqha@gmail.com

573-579-8840



Nevada Farm Bureau Federation

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

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

August 16, 2022

To Whom it May Concern,

Nevada Farm Bureau is the largest agricultural organization in Nevada, representing farm and ranch families throughout the state. We are pleased to offer our endorsement for the National Horse Judging Team Coaches Association (NHJTCA) Equine Management & Evaluation Certification.

As a statewide organization that's mission is to be the voice of Nevada's agriculture, we see the importance of this certification. At Nevada Farm Bureau Federation, we work to promote, preserve, protect, and resolve challenges in agriculture through advocacy, education, and leadership. This certification directly lines with our values seeing as it provides proper education in the equine industry. With industry standards developed by the National Horse Judging Team Coaches Association, I can be sure that the NHJTCA Equine Management & Evaluation Certification is relevant to the equine industry.

I believe this certification will provide individuals with the skills needed to enter the equine 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 NHJTCA Equine Management & Evaluation Certification for an interview or job with Nevada Farm Bureau Federation. I know that earners are dedicated to their work, willing to step outside of their comfort zone, and overall well-rounded individuals. I look for this in all employees and feel confident that earners will have all of these skills.

Agriculture is an extremely technical and wide-ranging industry. Those who have earned the National Horse Judging Team Coaches Association (NHJTCA) Equine Management & Evaluation Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President

September 27, 2021

To whom it may concern:

My name is Sara Davis, and I am writing this letter on behalf of the CS Cattle Company. Located in northeastern New Mexico at the foot of the Sangre de Cristo Mountain range, the CS Cattle Company covers privately owned plains, foothills and mountain country that was originally part of the Maxwell Land Grant. The CS is a working cattle ranch and hunting operation and has been family-owned and operated since 1873.

Following our long-time family tradition, I grew up on the ranch and recently returned to work full time. While I enjoy all facets of ranch life, my favorite part is overseeing our Quarter Horse herd. The CS horse-breeding program began in 1885, and we officially joined the American Quarter Horse Association (AQHA) registry in 1948. In 2000, the ranch was honored with the AQHA Best Remuda Award, and we received the AQHA Legacy Award in 2007.

As we work to enhance the Quarter Horse breed through selective breeding, it is essential to have an eye for equine evaluation and selection. Whether we're raising a horse for ranch work or show ring competition, there are specific traits we look for in our stock. For some, the ability to evaluate and select horses can be gained through years of hands-on experience, but this is a time-intensive process. With the removal of society from production agriculture, fewer people are exposed to and develop an expertise in equine selection and management.

This is why I'm a proponent of the NHJTCA Equine Management & Evaluation Certification. Created by industry experts, this certification allows individuals to build what may take years to develop in the field. If an applicant has the NHJTCA Certification listed on their resume, I would be much more assured of their experience and ability to critically evaluate horses.

As a former New Mexico educator, I know the importance of providing opportunities to students to enhance and prove their knowledge. The NHJTCA Certification is needed, both by schools and ranches across the state. This certification provides more opportunities for students and schools and enhanced hiring options for employers across the state. For the benefit of students, schools, ranches, and the state as a whole, please add the NHJTCA Equine Management & Evaluation Certification to the list of approved industry certifications.

Respectfully,

A handwritten signature in cursive script that reads "Sara E. Davis". The signature is written in dark ink and is positioned to the right of the typed name.

Sara E. Davis

CS Cattle Co.

February 11, 2019

To Whom It May Concern:

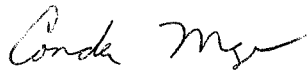
This letter is in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

Throughout my career, I have been involved in both education and livestock. As an Ag Teacher for over 17 years, I understand the value that education and training brings to the livestock industry. After leaving education, I launched a specialty livestock show feed which supports youth livestock show programs in over 22 states. I have also been involved in the equine industry for over 18 years. I both own and breed racing quarter horses and I am a member of the American Quarter Horse Association and the Texas Quarter Horse Association. In addition, I currently serve on both the New Mexico Horsemen's Committee and the American Quarter Horse Racing Committee.

This certification will demonstrate that students have a mastery of skills vital to the equine industry including an overall understanding of the industry and the various sub-industries such as rodeo, racing, therapy and recreation. This certification will ensure that students have obtained knowledge of the many different horse breeds and their roles in our industry, as well as training in the key principles involved in horse care and management, equine diseases and prevention, and finally competencies related to resources, information and programs which support the equine industry.

As with all industries, a continuous pipeline of skilled employees is essential to the success of the horse industry. The Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association proves that students have the necessary knowledge and are more than qualified for employment in our industry. A certification such as this is very valuable to employers looking to recruit and hire top talent for their equine programs.

Sincerely,

A handwritten signature in cursive script that reads "Conda Maze".

Conda Maze JRP, LLC

P.O. Box 634

Ruidoso, New Mexico 88355

September 23, 2021

To whom it may concern:

Horses are synonymous with the western way of life. Not only do we value them as companions on the plains, we also rely on them as we oversee cattle herds across the vast expanses of New Mexico grassland. There is no doubt about the value of a solid horse on a ranch. They must be strong, gentle-mannered, durable, and intelligent. It is not easy to find a horse that has the right combination of assets for ranch life, and it's even harder to find someone who knows how to work with and develop high-quality horses.

It can be challenging to find reliable workers for your operation, and it's even more difficult to find someone who can work just as well with horses as they can with cattle. On our ranch specifically, we raise ranch horses in addition to our cattle herd, so it is doubly important for our employees to understand the proper maintenance and care required for horses.

The NHJTCA Equine Management & Evaluation Certification is the solution to many ranchers' hiring needs. The certification is evidence the earner has an in-depth understanding of equine management and can apply those concepts in a ranch setting. Not only do the certification earners have knowledge of handling and care, they also have a background in evaluation and breeding, a skill-set much appreciated on our ranch.

I am not only a rancher. I am a former New Mexico educator and a product of the New Mexico school system. It excites me to see the state considering the NHTJCA Equine Management & Evaluation Certification for approval. Ranches like ours need more skilled workers, and New Mexico students need more career development opportunities. I know many students who would have benefited from this certification, and I hope it can be made more readily available to current and future students.

In addition, I also have experience with iCEV, the testing platform for the NHJTCA Certification. I trust and endorse the validity and reputability of the certification, as well as the functionality of the testing platform. For the sake of ranchers and students across the state, please add the NHTJCA Equine Management & Evaluation Certification to the approved list of industry certifications.

Respectfully,

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

Ross Perschbacher

Agricultural Incubator Foundation

Where Agriculture, Education, Research and Innovation Meet

AIF & CIFT
13737 Middleton Pike
Bowling Green, Ohio 43402

May 6, 2019

To Whom It May Concern:

I am writing this letter in support of the National Horse Judging Team Coaches' Association Equine Management & Evaluation Certification.

I am David Little, 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 equine industry. Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in careers in the fields of equine evaluation, management and equipment care.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. We have many stables and riding facilities in the area looking for individuals with equine background.

This certification is what the equine industry needs to help fill many of the positions that exist in the industry.

An individual who has earned the NHJTCA Equine Management & Evaluation Certification, issued by a nationally recognized, industry-leading organization, has proven they are more qualified for employment in the equine science industries than an applicant without the certification. In addition, this certification is extremely valuable to employers because it helps connect us to qualified candidates.

Sincerely,



David Little
Agricultural Incubator Chairman



Agriculture Department
Ables Hall, 200 I Street NE
Miami, OK
www.neo.edu/ag
(918)540-6998

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

My name is Amanda Jones and I am currently employed at Northeastern Oklahoma A&M College (NEO) where I am over our Equine degree program. In addition to teaching equine industry related courses, I am the head coach of our Horse Judging Team and Equestrian Team. I have had the privilege of coaching and teaching at NEO for the last 7 years. In my time here, my teams and individuals have won collegiate championships at the American Quarter Horse Association (AQHA) World Show Judging Contest, All American Quarter Horse Congress Judging Contest, National Reining Horse Association (NRHA) Judging Contest and Intercollegiate Horse Shows Association (IHSA) Nationals. I am also currently serving as the NHJTCA President and hold my AQHA Level 1 professional judging card.

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

- Demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Learn the origins of different breeds, describe physical characteristics and temperament and identify different horse breed associations.
- Identify equine diseases and understand the causes, preventions and treatments regarding equine diseases.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.
- Identify and examine major factors for evaluating classes including, Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment in the equine industry than a candidate without the certification and is more likely to be employed. We are constantly looking for better ways to educate and prepare students for the workforce at NEO. This certification is extremely valuable to employers as it helps connect us to qualified candidates and would be an excellent addition to schools with degree programs in equine science, such as NEO.

Sincerely,

Amanda Jones
Equine Instructor, Northeastern Oklahoma A&M College
Horse Judging/Equestrian Team Head Coach
amanda.burrows@neo.edu
918-540-6262



Hoof Beats of Hope, Inc.

A non profit therapeutic horseback riding center

8-20-2020

To Whom it May Concern:

Hoof Beats of Hope is a horseback riding program for special needs children and adults. I founded the program in 2002 and serve as the Executive Director. We serve children and adults with special needs through therapeutic horseback riding. We serve between 15-30 riders each session. The organization is located in Puryear, Tennessee.

I am requesting the NHJTCA Equine Management and Evaluation Certification for state approval. It is helpful to our organization when students complete this certification before beginning work on the farm. This certification helps when recruiting volunteers to gauge their dedication and to give them a knowledge base of horses and equine management.

I have served as a volunteer coach for 4-H horse judging programs and am familiar with the NHJTCA. They have been a guiding hand for youth and college judging programs for many years. Their information is solid, researched, and respected by the collective horse industry.

It has proved difficult to recruit volunteers with equine knowledge and we have trained many of our own volunteers in equine handling and care. This certification will give a better pool from which to recruit. We would prefer someone with this certification because we trust the information from NHJTCA and appreciate an individual's drive to complete the certification.

In closing, I am requesting state approval for this certification because it would greatly impact our volunteer base. They could begin the program with knowledge already in place, to be enhanced by hands-on activities.

Sincerely,

Jan Foy
Executive Director
Hoof Beats of Hope

MTSU Horse Program
Middle Tennessee State University
School of Agriculture
314 West Thompson Lane
Murfreesboro, TN 37129
Office: (615) 898-2832 • Fax: (615) 494-8768



August 18, 2020

Department of Education
Steve Playl
710 James Robertson Parkway
Nashville, TN 37243

Dear Steve,

I have been fortunate to spend most of my life with two of God's greatest gifts, horses and students who love horses. Through my association with people and equine organizations during this span I was introduced and used many pedagogical techniques to better both students and horses. My favorite collaborations were with fellow members of the National Horse Judging Team Coaches' Association (NHJTCA) who made up of our most competitive and knowledgeable equine educators.

Now through the NHTJCA Equine Management & Evaluation Certification, Tennessee teachers have an opportunity help young people establish a passion for the equine industry and pursue a viable career in the field. The Tennessee equine industry is in dire need of more skilled workers, and we can meet this demand by offering more career development opportunities specifically related to the equine industry. In our highly specialized field, it is difficult to identify the right job candidate, but the NHJTCA certification will help employers find the right employee for their operation, plus reduce the need for extensive training and onboarding.

I ask that you carefully consider the advantages of this opportunity to approve the NHJTCA Equine Management & Evaluation Certification. This certification will help the Tennessee students become industry ready.

Sincerely,

A handwritten signature in cursive script that reads "Dave Whitaker".

Dave Whitaker, Ph.D.
Professor Emeritus
Retired Director of Horse Science
Middle Tennessee State University



FEED GREATNESS™

Lauren Wells
Sales Specialist
Purina Animal Nutrition
3601 Trousdale Drive
Nashville, TN 37204

August 18th, 2020

To Whom it May Concern,

My name is Lauren Wells, I am employed by Purina Animal Nutrition as a Sales Specialist. I reside in Middle Tennessee and have been with the company for four years. Purina Animal Nutrition is a subsidiary of Land O'Lakes Inc., the second largest agricultural cooperative in the nation, with \$14 billion in net sales and comprising over 9,000 employees. As an industry leader, Purina has pioneered several modern nutrition technologies notably in the horse business, such as the invention of a pelleted feed, a senior diet, and was the first to commercially manufacture and sell a high-fat horse feed.

In my current role, I have had the opportunity to interview potential candidates for local sales positions in the company. During the interview process, it can be challenging to determine the candidate's long-term drive, accountability, discipline, and motivation in a one to two-hour time frame. Candidates can appear ideal on paper and during the interview; however, it could be a different story when the person is employed full time. This is one reason I would like to request state approval for the National Horse Judging Team Coach's Association (NHJTCA) Equine Evaluation and Management industry certification program. Not only will the program better prepare students for a career in the equine industry, but will also establish more credibility and competency during the interview process. I believe this certification will allow employers to more thoroughly evaluate a candidate's scope of knowledge for the industry, competencies, coachability, and willingness to learn more.

As a former high school and collegiate horse judging competitor, I have found incredible value in what the judging program has brought not only in my own personal growth, but have also witnessed the priceless life skills and career success the program has provided to countless students. The horse judging component of the industry certification will enable students to make more effective and timely decisions, provide solid equine evaluation skills, and help students learn process and time management. Student access to the NHJTCA Equine Evaluation and Management industry certification will greatly contribute to a student's development of equine expertise and professionalism. If you have additional questions, feel free to reach out to me.

Sincerely,

Lauren Wells
Sales Specialist
Purina Animal Nutrition
615-580-1484
lawells@landolakes.com



Jessica Hlebak
Owner/Manager
Stonewall Farm
2362 Hwy 231S
Shelbyville, TN 37160

To whom it may concern,

I am the owner/operator of Stonewall Farm in Shelbyville, TN. We train and show flat shod Tennessee Walking Horses and also operate as a riding academy for those wanting to learn to ride horses. I am one of our two head trainers and also work as the general farm manager. We average 50-60 horses in training at any given time and also keep between 10-15 broodmares. In an average year we travel to 40-50 shows, several of those being located out of state.

I am writing to you to request approval for the NHJTCA Equine Management and Evaluation Certification. As a former member of National 4-H and Collegiate Horse Judging teams I can say that the experience and education I received from NHJTCA has been a major asset to me in my career, so I trust the organization wholeheartedly. I understand that I was very fortunate to have received the opportunities that I did and recognize that not all will have those same opportunities for various reasons. That is why I believe that this certification stands in as a valuable replacement and/or supplement for the education that I received.

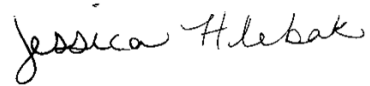
I also believe that more youth are encouraged to enter the equine industry as a long-term profession once they have earned this certification. As of now, the industry is difficult to break into and requires years of experience and networking to be successful. I feel that this certification allows for the holders to be hired ahead of those who do not possess it as it will demonstrate that they showed initiative to go and learn more about the industry before attempting to enter it. I also think that this certification allows for the participants to explore the different facets of the equine industry before choosing the niche that is right for them, therefore reducing employee turnover.

Hiring in the equine industry can be difficult because many see only the end results and do not understand the day to day requirements and difficulties. NHJTCA Certification holders already have been educated on what is industry standard and have a better idea of what to expect and also what is expected of them.

As a former competitive horse judging participant, I feel that the National Horse Judging Team Coaches' Association has a firm grasp on what certification earners need to enter the equine industry as the members are all heavily involved in various aspects of the equine industry themselves. I therefore trust that the certification will be appropriate for what is needed in the industry.

In closing, I am requesting approval for the NHJTCA Equine Management and Evaluation Certification. Certification earners have been exposed to various aspects of the equine industry and are therefore more willing and prepared to enter the industry workforce.

Sincerely,

A handwritten signature in cursive script that reads "Jessica Hlebak". The signature is written in black ink and is positioned above the typed name.

Jessica Hlebak
Owner/Manager
Stonewall Farm

**UT Extension
Dr. Doyle G. Meadows
Professor Emeritus
31 Deer Trace Rd
Fayetteville, TN 37334**

July 31, 2020


To Whom It May Concern,

I consider it an honor as well as an opportunity to support the NHJTCA Equine Management and Evaluation Certification. Having worked for three Land Grant Universities (Texas A&M University, Oklahoma State University, and University of Tennessee), I realize the importance and significance of education programs in Equine Science and making them as readily available as possible, as early in an individual's education and career journey as possible. I was a professor in Animal Science and retired from the University of Tennessee. Furthermore, I have 25 years of experience with the certification testing platform and have experienced great success with it.

Today I consult for some major agricultural companies, and their primary concern is prospective employees lack depth and subject matter understanding to solve problems and the desire to work hard. This more comprehensive learning opportunity will allow students to be better prepared. As we intensify all Equine Science programs it is going to be imperative that we do a more complete job of our educational processes. There is absolutely nothing but positive outcome parameters that comes from this certification. In the State of Tennessee, Agriculture is the largest income producer and Animal Agriculture represents a significant part of that income. In fact, total economic impact nationally for the Equine Industry is \$122 billion (Economic Impact Study, American Horse Council Foundation, 2017).

We have got to train our employees to a higher degree and allow more industry exposure. The employees who start work today cannot expect a long learning curve. Today our companies/livestock operations expect immediate input from their employees but are constantly disappointed. We need the NHJTCA Equine Management and Evaluation Certification approved by the State of Tennessee to make it as readily available as possible to all Tennesseans. Again, thanks for allowing me the opportunity to encourage you to approve the certification.

Sincerely,



Doyle G. Meadows, Ph.D.
University of Tennessee
Professor Emeritus



WALKING HORSE OWNERS ASSOCIATION

Tommy Hall
Executive Director
Walking Horse Owners Association
P.O. Box 4007
Murfreesboro, TN 37219

To whom it may concern:

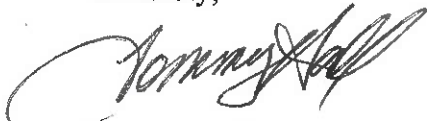
Our organization is the Walking Horse Owners Association (WHOA) and is made up of owners, breeders, trainers, or anyone interested in the Tennessee Walking Horse breed. I serve as executive director and answer to a national board of directors. We train and license judges and qualified persons (DQPs), manage and affiliate horse shows, provide public education about the breed and provide representation of the pleasure walking horses on national equine panels. WHOA is a national organization based in Murfreesboro, TN, with approximately 2,500 members.

State approval of the NHJTA Equine Management and Evaluation Certification would be greatly appreciated by this organization. The walking horse industry needs a larger pool of both judges and DQPs. Judges outside of the industry need to be able to evaluate how a horse moves and whether it is performing its' gaits correctly. The majority of our current judges come from within the industry and our pool becomes smaller when these judges prefer to show instead of judge. Also, a larger pool would relieve the financial stress on some shows by reducing the travel expenses for the judge. This would allow us to expand our services to shows farther away and still allow reasonably priced entry fees.

The pool of DQP's is smaller than that of our judges. These individuals need to be able to judge the movement of our horses for a totally different reason. They must be able to evaluate if a horse is showing distress or if its' movement is normal. The DQP is the first line in keeping non-complaint horses out of the show ring. Their job is vitally important to our industry for horse protection verification and public perception of our breed.

WHOA is aware that by state approval of the NHJTCA Equine Management and Evaluation Certification, the number of individuals that would understand better the need to qualified judges and DQPs would increase. This increase would allow WHOA and other equine industries judges with more in depth knowledge of all horse breeds to become judges and DQPs. Increasing the available numbers of both would give us better judging to breed standards and better quality toward enforcing HPA regulations.

Sincerely,

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

Tommy Hall



February 8, 2019

ANGELO STATE UNIVERSITY

To Whom It May Concern:

Office of the Provost and Vice President
for Academic Affairs

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA) of which I am a past president.

I am a lifetime member and past director of the American Quarter Horse Association and for the past 30 years an approved judge. I have judged the AQHA World Championship Show over a dozen times as well as the AQHA European championships and the Brazilian National Championships multiple times. I was the faculty member in charge of the Equine Program at Oklahoma State University for 15 years and in academic administration for the past 21 years. I am currently the Provost and Vice President for Academic Affairs at Angelo State University. Outside of being a professional educator, I am also a horseman and very educated concerning the equine industry in Texas and the United States.

This proposal to include an Equine Management and Evaluation Certification in my opinion is a no brainer. The equine industry in Texas is second only to beef cattle in terms of economic impact of livestock species. Students who earn this certification will have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- Competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Identify equine diseases and understand the causes, preventions and treatments regarding equine diseases.
- Learn safety procedures, housing requirements and the different types of housing for horses.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.
- Identify and examine major factors for evaluating classes including, Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining.

It is imperative we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association will have proven that they are more qualified for employment in the equine industry than a candidate without the certification and more likely to be employed. They are also more likely to seek additional education at the post-secondary level.

Sincerely,

A handwritten signature in black ink that reads "Don R. Topliff". The signature is fluid and cursive.

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

ASU Station #11008 | San Angelo, Texas 76909-1008
Phone: (325) 942-2165 | Fax: (325) 942-2128 | E-mail: academic.affairs@angelo.edu

Member, Texas Tech University System | Equal Opportunity Employer

COVENANT SHOW HORSES LLC

P.O. Box 797

Krum, Texas 76249

(940) 206-4420

February 11, 2019

To Whom it may concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coaches Association (NHJTCA).

My name is Kelley Stone and I am the owner and operator of Covenant Show Horses LLC in Krum, Texas. I have been in the horse business for 20 years, breeding, fitting, and exhibiting both Paints and Quarter Horses. I currently hold judging cards in AQHA, WCHA and APHA. I currently employ 5 people.

I graduated from Oklahoma State University with a Masters Degree in Agriculture. I participated on the OSU judging team and then coached the team after I graduated.

Students who have earned this certification will have demonstrated that they have mastered the concepts vital to succeeding in the horse industry. They will

- a.) Understand principle horse care and management to include the basic nutritional requirements, basic horse grooming practices as well exercise requirements.
- b.) Identify equine diseases and understand the causes as well as knowing the preventions and treatments available.
- c.) Learn housing requirement and safety procedures regarding housing.
- d.) Gain skills in the evaluation of all aspects of all classes in the horse show world.
- e.) Gain interpersonal skills.

It is imperative that we have a pipeline of skilled workers for current and future positions in the equine industry. A student that has earned this proposed certification will have proven that they are more qualified for employment in the Equine industry than a candidate without the certification.

In addition, this certification would be extremely valuable to employers as it would help connect them to qualified candidates that are looking for employment.

I think this would be a great program.

COVENANT SHOW HORSES LLC

A handwritten signature in black ink that reads "Kelley Stone Skolnik" with a horizontal line extending to the right.

Kelley Stone Skolnik
Owner/Operator



Don Bell Properties, LLC

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

I am a WTAMU Alumni. My professional background is in the equine industry. Over the course of the last twenty years. I have worn a variety of different hats within our ever-evolving field of business. I have served as an AQHA Judge, Steward, Professional Horseman and National Director. I have received national recognition as an award-winning equine artist. Most recently, I am involved with selling, marketing and buying equine properties as a licensed realtor in Texas. I feel that my diverse background more than qualifies me to write this letter.

Students who receive this certification are going to be better prepared to enter the workforce and potential employers will be quicker to hire these candidates because their increased exposure and knowledge. The equine industry is growing abroad but, good self-sustaining jobs are getting tougher to find and more competitive to fill. Broader understanding of the equine world is needed to assist these young people to find job placement. This certification will help give these individuals a leg up in the next stage of their lives. I believe it to be imperative.

In short, a student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment. I strongly urge you to approve this certification program.

Respectfully,

Don Bell



To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

My name is Jimmy Eller and I am general manager of Granada Farms, Inc., and have been since the company's establishment in 1984. Granada Farms is a full service company which provides primarily reproductive services to the equine industry. We currently manage eight stallions and breed approximately 400 mares yearly. We employ approximately 20 individuals. Because we are strictly a service company, we don't cater to any particular breed or type of horse but work with all breeds from minis to draft horses.

I am a director and past president of the Texas Quarter Horse Association and director and chairman of the Stud Book and Registration Committee of the American Quarter Horse Association.

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

- Understanding principle horse care and management including basic nutritional needs, exercise requirements, and basic horse handling techniques.
- Demonstrating competencies related to resources, information, interpersonal skills and systems of operation in equine science
- Identifying equine disease and understand the causes, preventions and treatment of equine diseases.
- Recognizing the importance of the equine industry such as rodeo, racing, equestrian, therapy and recreation.

It is imperative as equine industry employers that we have a pipeline of skilled workers for current and future positions in the industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified in the equine industry than a candidate without the certification and is more likely to be employed. Additionally, 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 equine science.

Sincerely,


Jimmy Eller
General Manager, Granada Farms, Inc.

February 13, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

I am the Horse Specialist for Texas A&M AgriLife Extension. I have worked in AgriLife Extension for the past five years in multiple capacities and have come to appreciate the need for educational resources readily available to the public. As a faculty member in the Department of Animal Science, I am keenly aware of the changing demographics in students entering equine sciences. The majority of incoming freshman possess less foundational knowledge than ever before, and many are starting their equine career for the first time upon starting college. I feel this resource has the potential to fill the gap for youth who have equine interests, but do not possess adequate equine knowledge prior to entering college. Students who earn this certification have the potential to demonstrate they have a mastery of concepts vital to succeeding in college and in the equine industry, including:

- Demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.
- Identify and examine major factors for evaluating classes including, Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining.

The online availability of the Equine Management and Evaluation Certification program is a tremendous asset. E-learning is a vital component of youth education, and in a society that demands convenience. This resource has the potential to reach mass audiences effectively and could be implemented in many learning environments. It also has the potential to give job candidates a working advantage over others when being selected by equine industry employers.

There are numerous positives to be gained by having the Equine Management and Evaluation Certification and it is for those reasons that I write this letter of support.

Sincerely,



Chelsie Huseman
Horse Specialist, Texas A&M AgriLife Extension
Assistant Professor, Department of Animal Science
chelsie.huseman@tamu.edu – 979-845-5264

Kleberg Animal and Food Science Center
2471 TAMU
College Station, TX 77843-2471

Tel. 979.862.3654 Fax 979.845.4996
<http://animalscience.tamu.edu>



College of Agriculture & Life Sciences
College of Veterinary Medicine & Biomedical Sciences



February 8, 2019

To Whom It May Concern:

I am writing in support of the Equine Management and Evaluation Certification. As an Equine instructor and specialist for over 40 years, I cannot over express the importance of high quality and effective materials needed to train future Equine industry leaders. As the 2018 – 2019 President of the American Quarter Horse Association, it is imperative to me that we do all that we can to encourage young people to pursue the Equine industry. The Equine Management and Evaluation Certification not only does that, but it gives these young people an understanding and appreciation of the Equine industry itself.

The information and requirements that are pursued within this certification will help the Equine industry prepare students to be able to be employed in the Equine industry or related industries more effectively. Through resources provided by the Equine Management and Evaluation Certification, students will be able to develop interpersonal skills and at the same time recognize the systems of operation in Equine Science, while identifying the importance of the Equine industry. Students should be able to identify equine diseases their causes, preventions and treatments. Further, students completing the education will be given the opportunity to understand horse care and management including basic nutritional requirements, exercise practices and safety procedures.

The training received by completing this certification is considered to be extremely valuable to Equine industry employers as it helps connect qualified candidates and prepare the future of this industry. I highly endorse this certification.

Sincerely,

Dr. Jim Heird
Glenn Blodgett Equine Chair
Coordinator of the Equine Initiative – Texas A&M University
2018 – 2019 President – American Quarter Horse Association
jimheird@tamu.edu
O: 979-845-6098

Equine Initiative
3240 F&B Road
2255 TAMU
College Station, TX 77843-2255

Tel. 979.845.6098 | Fax. 979.862.1534



2/11/2019

To Whom it May Concern,

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

My name is Gregg O Veneklasen, DVM and I am the owner and long-time veterinarian at Timber Creek Veterinary Hospital located in Canyon, Texas. I began practicing in 1982 at Three Bar D Ranch, where I was the head veterinarian responsible for world class race horses. Following my time at the Three Bar D, and several other large equine operations, I moved to Canyon and opened Timber Creek Veterinary Hospital in 1989.

Timber Creek Veterinary Hospital is a reproduction-based clinic that specializes in AI, Embryo Transfer, and cloning. Since the clinic's opening, I have had the opportunity to work on multiple world champion equine competitors from associations such as the AQHA, NCHA, and PRCA. Roughly 15 years ago, I was presented with the opportunity to be involved in the ground-breaking science of Cloning, and we currently foal out mares year-round carrying both clones, saddle horses, and PRCA bucking horse offspring. I have also had the privilege to stand several industry leading stallions such as Special Effort, Pie in the Sky, and Metallic Cat. I truly love what I do, and am very involved and enthusiastic about the future of the equine industry, which is why I am in support for the Equine Management and Evaluation Certification.

Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry. Having the ability to demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science allows these individuals to properly evaluate and communicate certain equine situations. Furthermore, having the working knowledge to properly identify equine diseases, understand the causes, and treatments, as well as possess a basic understanding of proper equine care, and nutrition allows these certified individuals to be a contributing member of the industry.

It is imperative we have a pipeline of skilled and knowledgeable equine professionals to fill current and future industry positions. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment than an individual without. In addition, this certification is extremely valuable to employers in the industry and helps us become connected with qualified individuals with the working knowledge to understand and grow in their equine career. I fully support the Equine Management and Evaluation Certification and believe it should be offered at all schools with courses in equine science.

Sincerely,

A handwritten signature in blue ink, appearing to read "Gregg O Veneklasen", is written over a horizontal gold line. Below the signature, the name "Gregg O Veneklasen, DVM" is printed in a black, sans-serif font.

Gregg O Veneklasen, DVM

Gregg O. Veneklasen, DVM

19300 FM 1541 • Canyon, Texas 79015 • 806-488-2321

February 8, 2019

To Whom It May Concern:

I am writing this letter in support of the National Horse Judging Team Coach's Association (NHJTCA) Equine Management and Evaluation Certification.

Having spent more than two decades in the equine industry, it is imperative that we continue to develop highly skilled, educated and informed students to fill a wide variety of positions throughout the equine landscape. The practical knowledge gained through the certification serves as a foundation that serves them well, no matter what path they may take in the equine industry.

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

- Demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Recognize the importance of the equine industry such as rodeo, racing, equestrian, therapy and recreation.
- Learn the origins of different breeds, describe physical characteristics and temperament and identify different horse breed associations.
- Identify equine diseases and understand the causes, preventions and treatments regarding equine diseases.
- Learn safety procedures, housing requirements and the different types of housing for horses.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.
- Identify and examine major factors for evaluating classes including Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining.
- Identify and understand rules, standards and faults that affect a horse's placing within the Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation and Reining classes.

Statistics, and practical experience, tell us that we have an aging workforce in the equine industry. As the Baby Boomer generation retires in ever greater numbers, it is imperative we have a pipeline of skilled workers for current and future positions in the industry. An individual that has earned the Equine Management and Evaluation Certification by the National Horse Judging Team Coach's Association has proven that they are willing to put in the extra effort and are starting from a solid knowledge base, which is extremely valuable to employers.

Sincerely,



Jim Bret Campbell
NRHC Executive Director



TEXAS TECH UNIVERSITY

College of Agricultural Sciences
& Natural Resources

February 13, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA). I am the head of the Animal and Food Science Department at Texas Tech University. I oversee 30 faculty members leading the nation's research in animal science, along with 820 undergraduate students and 85 graduate students who are preparing to be leaders in the animal science industry.

Students who earn this certification have demonstrated they have a mastery of concepts vital to succeeding in this industry, including: recognizing the importance of the equine industry; understanding horse care and management; and obtaining the skills necessary for evaluating Halter, Western Pleasure, Western Horsemanship, Hunter Under Saddle, Hunter Hack, Hunt Seat Equitation, and Reining classes.

Students who obtain this certification will master knowledge beneficial to a career in the equine industry. In addition, the certification allows students to establish patterns of seeking out opportunities to expand their knowledge and further their career opportunities. The most successful college students and employees are those who will seek out ways to improve their performance and are willing to go above and beyond expectations. The NHJTCA's Equine Management & Evaluation certification lays a foundation of knowledge onto which students can add degrees, work experience, specializations, and even further industry certifications to form a well-rounded resumé that stands out in the animal science field.

The certification is valuable and should be offered for high school students interested in equine science.

Sincerely,

A handwritten signature in black ink that reads "Michael Orth".

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

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TEXAS TECH UNIVERSITY

College of Agricultural Sciences
& Natural Resources

Department of Animal and Food Sciences
Box 42141
Lubbock, TX 79409-2141
Tel: (806) 742-2805
Fax: (806) 742-0898

February 13, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA). I am the Undergraduate Coordinator for the Animal Science Department at Texas Tech University. Our family has bred Paint Horses for over 50 years and I have been a carded judge for the American Paint Horse Association (APHA) for over 25 years. I will address the value of this certification from an educator's point of view as well as from the viewpoint of a horse breeder who employs young people to work in the industry.

One of the weaknesses of students as they seek employment in the equine field is their lack of general knowledge regarding horses. Many have ridden, but lack the general knowledge of the industry and the basic fundamentals. The knowledge background regarding nutrition, diseases, safety, and lameness alone would greatly enhance their effectiveness as new hires in the industry. When you add other components of the certificate such as equine conformation, terminology and the knowledge of breeds to their knowledge base, this really moves them ahead of most of their contemporaries.

It is important that we have an able group of educated workers for positions in the equine industry. A student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association has proven that they are more qualified for employment in the equine industry than most candidates without the certification. In addition, this certification is helpful to employers as it helps connects us to qualified candidates and should be offered at all schools that offer courses in equine science.

Sincerely,

A handwritten signature in cursive script that reads "Sam Jackson".

Sam Jackson, Ph.D.
Professor
Animal and Food Sciences

February 12, 2019

To Whom It May Concern:

I am writing this letter in support of the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association (NHJTCA).

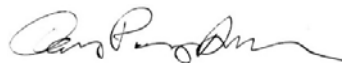
I am very supportive of this initiative because of the impact it will have on our equine program and the equine industry. I was a private veterinary practitioner that served the equine industry of my community for over 20 years. I was fortunate to interact and serve numerous equine trainers, competitors, breeding operations and individual horse owners. I moved from private practice to academia to increase my impact in educating the next generation of veterinarians. I have been here at West Texas A&M University for 2 ½ years, where I serve as the attending veterinarian for the equine program. I stand in awe of the quality of teaching and scholarship that is attained by the equine focused faculty at WT and it is very natural for our program to move in this direction.

Our students who earn this certification will demonstrated that they have a mastery of concepts vital to their success in the equine industry, including:

- Demonstrate competencies related to resources, information, interpersonal skills and systems of operation in equine science.
- Recognize the importance of the equine industry for our nation, state and community.
- Understand the need for preventative health programs for the equine industry.
- Identify equine diseases and understand the causes, preventions and treatments regarding equine diseases.
- Learn the fundamentals of equine animal welfare, which include safety procedures, housing requirements and the different types of housing for horses.
- Understand principal horse care and management including basic nutritional requirements, exercise practices, basic horse grooming practices and how to saddle and bridle horses.

It is imperative we have a pipeline of skilled equine professionals for current and future needs of the equine industry. The impact on the employability of a student that has earned the Equine Management and Evaluation Certification endorsed by the National Horse Judging Team Coach's Association is very apparent and is valued by equine industry. A certificate program of this quality will be extremely valuable to industry because it easily connects them to the most qualified candidates. This certificate program is a game changer for equine program at West Texas A&M University. I highly recommend for us to move forward with this outstanding certificate program without any reservations.

Sincerely,



Dan Posey, DVM, DABVP
Clinical Professor and Director of Education
Texas A&M Veterinary Education, Research &
Outreach Center
West Texas A&M University

Discover the **BUFF** in You.


To Whom It May Concern,

As both an office of the National Horse Judging Team Coaches' Association (NHJTCA) and a Regents Professor of Animal Science at West Texas A&M University, I am pleased to write in support of the NHJTCA Equine Management & Evaluation Certification. I have been teaching animal science courses, primarily equine-focused classes, for over 30 years, 25 of which have been at WTAMU. I have been fortunate to be recognized as a Regents Professor within the Texas A&M University System here at West Texas A&M University for teaching, research, and service. Also, I have been heavily involved with the horse industry and served as a certified licensed judge for the American Quarter Horse Association (AQHA), American Paint Horse Association, National Reining Horse Association, and several other organizations, and officiated over a dozen World competitions. Further, I currently serve as a National Director for AQHA, and serve as Chair of their Judge's committee. Because of my background in and passion for the equine industry, I take great pride in supporting this certification, which I believe is a powerful tool to ensuring the continued success of our industry.

As reported by Texas A&M Agri-Life, In 2015, the Texas equine industry contributed \$3.3 billion to the state GDP, and accounted for 52,000 full and part-time jobs. To remain a significant economic contributor and leader, the equine industry must have access to employees who are well-trained and prepared to fill in-demand roles within our industry.

I strongly encourage anyone interested in the equine industry to earn the NHJTCA Equine Management Certification. This certification offers benefits to individuals looking to enter the industry, as well as those looking to advance within the industry, by verifying their skillset and strengthening their resume. Additionally, this certification brings value to employers and the industry as a whole by creating a highly qualified, well-trained workforce, who will solidify the equine industry's position as an economic leader.

Sincerely,



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

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 West Texas A&M University™
DEPARTMENT OF AGRICULTURAL SCIENCES

February 13, 2019

To Whom It May Concern:

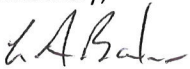
I am writing this letter in support of the Equine Management and Evaluation Certification created by the National Horse Judging Team Coaches Association.

I am a Professor of Animal Science, Equine Industry Program at West Texas A&M University. I have been at WTAMU since 1995. I am also a licensed judge for the AQHA as well as the NRCHA. I teach Equine Care & Management, Equine Business Management, and Equine Science & Production at the sophomore and senior levels.

I believe a certificate program would be of great benefit to those High School – age students. Leaving High School with a certificate attesting to a level of competence would help those students immensely in the equine world. I am in favor of the program and would assist in the planning and implementation in any way that I could.

I ask your agency to give this program your full consideration.

Sincerely,



Lance A. Baker, Ph.D.
Equine Industry Program
P.O. Box 60998
West Texas A&M University
Canyon, TX 79016
806.651.2561
lbaker@wtamu.edu

April 26, 2024

To Whom It May Concern:

I am writing this letter in support of Hoosiers earning the Express Employment Professionals Career Preparedness Certification. This certification is valuable to anyone navigating entering the modern workplace. I too value this when reviewing applicants.

Since 1995, Orange County Economic Development Partnership has been acting out the mission to improve the quality of life of Orange County Citizens. In my role as the Executive Director, it is my duty to local businesses to improve the availability of a skilled workforce. An easy way for me to do that is to help see that employers have access to applicants that possess the certifications the employers are looking for.

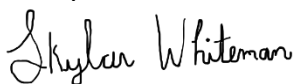
Individuals credentialed with the Express Employment Professionals Career Preparedness Certification understand the workplace and their role in a professional environment. They're also better prepared to apply for a job for which they're qualified. This is helpful to employers who don't want to waste their time on unprepared or unqualified candidates. The best part of this certification is it easily stands out on a job application versus someone describing the skills or experience they possess, which is often vague or nearly impossible to verify. Hiring managers easily identify candidates qualified for entry-level positions where this certification is listed.

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

Express Employment Professionals is a brand synonymous with career preparation as they work to recruit and place qualified candidates in numerous career fields. Candidates who have earned this certification have demonstrated the ability to enter and pursue a successful career.

This certification legitimizes the skills learned in this program and gives individuals the opportunity to stand out amongst others. This certification is extremely valuable to economic developers like me because it supports our communities' sufficient, qualified pipeline of competent individuals entering the Orange County workforce.

Sincerely,



Skylar Whiteman
Executive Director



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French Lick Indiana 47432



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