



President

Doug Schoenrock
Huntsville, Alabama

Chairman of the Board

Rogers S. Hoyt, Jr.
Victoria, Texas

Chief Executive Officer

Adam H. Putnam
Memphis, Tennessee

To whom it may concern:

Wildlife conservation and management has a rich and long history in the United States, and science-based conservation and management remain paramount in the face of increasing pressures on the land and waters that support our country's abundant fish and wildlife resources. At Ducks Unlimited, we see a need to implement conservation and management practices to ensure the protection and sustainability of wetlands to fill the skies with waterfowl today, tomorrow, and forever.

As the world's leader in wetlands and waterfowl conservation, Ducks Unlimited strives to implement strategies to ensure a sustainable future for our nation's natural resources. With this in mind, we created the Ducks Unlimited Ecology Conservation & Management Certification. The industry certification verifies individuals' knowledge and skills in the areas of ecological principles and wildlife management, as well as habitat, forest, grasslands, wetlands and waterfowl conservation and management. We created this certification because we want to ensure a viable future for our nation's ecosystems, which will only be possible with a workforce of passionate, knowledgeable, and skilled individuals dedicated to preserving natural resources and habitats.

This certification assesses individuals for in-depth knowledge of the principles of ecology that will assist them for the rest of their careers in the industry. The competencies assessed by the certification exam were developed by Ducks Unlimited and based on standards and practices we have deemed to be essential after more than 80 years of work maintaining and conserving ecosystems across North America.

Whether an individual is looking to pursue a career in natural resources and wildlife management, wanting to boost their competitiveness in the job market and strengthen their resume, or simply looking for a way to prove their abilities, the Ducks Unlimited Ecology Conservation & Management Certification will help individuals of all backgrounds and trajectories find work in a meaningful career. Not only will this certification help individuals find employment, the Ducks Unlimited Ecology Conservation & Management Certification is valuable for anyone who wants to contribute to the industry and solidify their role as a steward of our country's habitats and wildlife populations.

Sincerely,

Thomas E. Moorman
Chief Scientist
Ducks Unlimited

Doug Schoenrock
President
Ducks Unlimited



The voice of fish and wildlife agencies

1100 First Street, NE, Suite 825
Washington, DC 20002
Phone: 202-838-3474
Fax: 202-350-9869
Email: info@fishwildlife.org

April 28, 2020

To Whom it May Concern,

On behalf of the Association of Fish & Wildlife Agencies, I am writing to give my support to the Ducks Unlimited Ecology Conservation and Management Certification.

The Association of Fish & Wildlife Agencies represents North America's fish and wildlife agencies to advance sound, science-based management and conservation of fish and wildlife and their habitats in the public interest. As such, it is important that we work with a citizenry that is well-versed on conservation management issues, and can support strong wildlife management decisions.

As an organization that represents the interests of state fish and wildlife agencies, we are keenly interested in having a general population of people that understand wildlife management and conservation. This certification, rewarded by Ducks Unlimited, will give individuals the opportunity to establish knowledge and skills needed to pursue a career in wildlife management or a variety of other science fields. For those that do not choose such a path, having earned this certification will still prove to be valuable in order to understand how wildlife management decisions are made. The Ducks Unlimited Ecology Conservation and Management Certification will have excellent value by better preparing individuals at a variety of career levels.

Sincerely,

Ronald J. Regan
Executive Director



ALABAMA DEPARTMENT OF AGRICULTURE & INDUSTRIES

1445 Federal Drive • Montgomery, Alabama 36107-1123

Rick Pate
Commissioner

March 8, 2021

To Whom It May Concern:

I write to support the Ducks Unlimited Ecology Conservation and Management Certification. As the Commissioner of Agriculture and Industries, I understand the need for farmers, students, and citizens to understand the important role that ecology and wildlife management play in our state. As our state becomes increasingly urbanized, it is imperative that everyone understands that scientifically proven agricultural and wildlife management practices provide our society with the food and fiber we need and allow wildlife populations to flourish.

This program provides a convenient way for interested individuals to gain advanced knowledge of ecological principles, wildlife conservation, and habitat conservation, especially in forests, grasslands, and wetlands. This certification may spark an interest in someone to pursue a career in agriculture, or wildlife and habitat management.

Thank you for considering the Ducks Unlimited Ecology Conservation and Management Certification program.

Sincerely,

A handwritten signature in black ink, appearing to be "Rick Pate", written over a horizontal line.

Rick Pate
Commissioner



STATE OF ALABAMA
DEPARTMENT OF CONSERVATION AND NATURAL RESOURCES
64 NORTH UNION STREET, SUITE 468
MONTGOMERY, ALABAMA 36130
(334) 242-3486

KAY IVEY
GOVERNOR

CHRISTOPHER M. BLANKENSHIP
COMMISSIONER

EDWARD F. POOLOS
DEPUTY COMMISSIONER

March 25, 2020

To Whom It May Concern:

This letter is to show support for the Ducks Unlimited Ecology Conservation and Management Certification. Being the Commissioner of the Alabama Department of Conservation and Natural Resources requires employing many individuals that protect, conserve, and expand waterfowl resources. An online certification course such as this one allows incoming employees a better understanding of the work they will be doing. It is critical that our employees develop an appreciation for the history of waterfowl ecology and management, understand the North American Model of Wildlife Conservation, and gain practical knowledge of new techniques that are developed. This course is a valuable addition to the field and an individual that earns the certification will be a better potential employee. I see great value in this program and feel it will have a tremendous impact on waterfowl management in the future.

Sincerely,

Christopher M. Blankenship
Commissioner



Officers

Dr. Richard Brinker
*Dean Emeritus, Auburn Forestry &
Wildlife Sciences*
President

Michael Delaney
Delaney Properties
Vice President

Grady Hartzog
Hartzog & Company, P.C.
Treasurer

Chris Oberholster
Birmingham Audubon
Secretary

Board of Directors

Tom Bradley
Landowner

Pat Byington
Bham Now

Elton Coley
Forest Managers & Consultants

Ted DeVos
Bach & DeVos

Clint Flowers
National Land Realty

Tim Gothard
Alabama Wildlife Federation

Patrick Harrigan
Harrigan Lumber Company

Thomas Harris
Stifel Merchant Capital

Chris Isaacson
Alabama Forestry Association

Dr. Jeff McCollum
Physician

John McMillan
State Treasurer

Rick Oates
State Forester
Alabama Forestry Commission

Bestor Ward
Ward Properties

Staff

Dan Dumont
*Executive Director &
In-House Counsel*
dan@alfrc.org
251-680-0782

To Whom It May Concern:

The Alabama Forest Resources Center is a statewide, accredited land trust. We have permanently protected over 84,000 acres of forestland and wildlife habitat in Alabama and are keenly aware of the value of Alabama's wildlife, and natural resources industry and the professionals that work in it. Our mission is to enhance, promote and preserve the productivity and sustainability of Alabama's forest resources to ensure their economic and environmental benefits for future generations.

The certification offered by Ducks Unlimited will provide students, as well as those who have moved into industry, the opportunity to supplement their education with a valuable certification to give them a great advantage regardless of their career stage and we support state approval for this certification.

Students who complete this certification show they are highly motivated and seek to build a strong foundation in the areas of wetland and waterfowl conservation and wildlife management and this should serve them well in the future.

I look forward to seeing the results as this certification helps fill gaps in the labor market and helps employers identify qualified applicants.

Sincerely,

Dan Dumont
Executive Director



March 17, 2021

To Whom it May Concern:

As Alabama's oldest and largest citizens conservation organization, the Alabama Wildlife Federation is honored to share our support for, and recommendation to adopt, the Ducks Unlimited Ecology Conservation and Management Certification.

Founded in 1935, the mission of the Alabama Wildlife Federation is to promote the wise use and responsible stewardship of Alabama's wildlife, water, fish, soils, and air as a basis for social and economic prosperity. We are convinced that the Ducks Unlimited Ecology Conservation and Management Certification helps achieve exactly that and will produce well-rounded students and future professionals that will understand the synergy between ecology and management of natural resources and a vibrant economy - whether they choose to earn degrees in natural resources or in other non-natural resource arenas.

For the Alabama Wildlife Federation, whether looking to hire a natural resource professional or personnel in disciplines such as accounting/finance, public relations, digital media, or other non natural resource based arena's, the possession of a Ducks Unlimited Ecology Conservation and Management Certification by a candidate in all of these arena's would signal to us a significant, value-added element of their resume/professional training.

The Alabama Wildlife Federation strongly supports approval of the Ducks Unlimited Ecology Conservation and Management Certification as a materially beneficial element for students, a materially beneficial element to potential natural resource employers such as the Alabama Wildlife Federation, and to other employers who understand the intersection between a vibrant economy and vibrant wildlife and related natural resources.

Sincerely,

Tim L. Gothard
Executive Director

Apex Wildlife Services, LLC

2506 Leonidas Dr.
Montgomery, AL 36106
Shawn.battison1@gmail.com
334.261.8561

May 18, 2021

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification.

Apex Wildlife Services, LLC specializes in wildlife and land management consulting and services throughout central Alabama and is based out of Montgomery. Providing services and technical assistance to landowners to achieve individualized wildlife, habitat, and land management objectives.

As the owner of Apex Wildlife Services, LLC I see a great need for Ducks Unlimited's certification program. With nearly 30 years of career experience in the wildlife management industry I have had to hire and train numerous employees. A very common missing knowledge or skill set has been an understanding of basic ecology and wildlife management concepts. I truly believe that the Ducks Unlimited Ecology Conservation and Management Certification program addresses these common deficits.

For Apex Wildlife Services, whether looking to hire part-time or full-time personnel, having the Ducks Unlimited Ecology Conservation and Management Certification by a candidate would be a value-added element of their resume/professional training.

Apex Wildlife Services strongly supports the approval of the Ducks Unlimited Ecology Conservation and Management Certification as a beneficial element for students and adults, as well as for potential natural resource employers such as Apex Wildlife Services. State-approval of this industry certification would take companies like us further, faster by equipping us with qualified employees.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shawn Battison', with a stylized flourish at the end.

Shawn Battison
Apex Wildlife Services, LLC



SCHOOL OF FORESTRY
AND WILDLIFE SCIENCES

24 March 2020

To: Whom It May Concern

I am writing to give my full support of the Ducks Unlimited Ecology Conservation & Management Certification.

I have been involved with waterfowl and wetland research and management for over 5 decades. I taught and conducted research in wildlife sciences at Auburn University for 26 years with an emphasis in waterfowl and wetland ecology and management. As you might imagine, I interacted with many undergraduate and graduate students during that time. Many of the individuals I worked with had little experience with natural resource management especially with important issues dealing with waterfowl and wetlands. The Ducks Unlimited certification would help to fill this gap by giving individuals a basic understanding of ecological principles important for managing wildlife resources. People completing the certification process would be better prepared to continue their education in a natural resources discipline, hopefully focusing on waterfowl and wetland ecology.

This certification will highlight an individual's knowledge of basic ecological principles, species identification, wildlife conservation and management, and habitat conservation and management. These skills will be especially important for future professionals responsible for managing our natural resources. The Ducks Unlimited Ecology Conservation & Management Certification will have enormous value by better preparing individuals at a variety of career levels.

Sincerely,

Gary R. Hepp, Ph.D.
Professor Emeritus
Wildlife Science

FORESTRY AND
WILDLIFE SCIENCES
BUILDING
AUBURN, AL 36849-
5418



SCHOOL OF FORESTRY
AND WILDLIFE SCIENCES

To Whom It May Concern:

The Auburn University School of Forestry and Wildlife Sciences plays a vital role in Alabama's \$24 billion forest, wildlife, and natural resources industry. Our mission is to create future professionals and leaders, develop new science-based solutions, and share them with individuals, families, communities and industries so that they can make informed decisions to advance their businesses and well-being. As Dean, I understand the importance of the Ducks Unlimited Ecology Conservation and Management Certification as it pertains to the development of students and professionals alike, and it is with pleasure I write to express my support.

Now more than ever - particularly in higher education - it is critical for students to position themselves for success. The certification offered by Ducks Unlimited will provide students at any level, as well as those who have moved into industry, the opportunity to supplement their education with a valuable certification to give them a great advantage regardless of their career stage.

Current or future students who complete this certification show they are highly engaged in their field and seek to build a foundation and reinforce a variety of principles in the areas of wetland and waterfowl conservation and wildlife management. I look forward to seeing the value-added potential this certification will provide to earners and employers.

Sincerely,

Janaki Alavalapati, Ph.D.
Dean

3301 FORESTRY AND
WILDLIFE SCIENCES
BUILDING
AUBURN, AL 36849-
5418



2000 MORRIS AVENUE
SUITE 1500
BIRMINGHAM AL
35203

TEL 205 322 2647
FAX 205 323 8563

[www.BLACKRIDGELAND.COM](http://www.blackridgeland.com)



February 24, 2021

To Whom it May Concern:

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the President of Blackridge LLC., doing business as Blackridge Land Company. Our company works to develop recreational properties for hunters and fishermen in the State of Alabama.

Blackridge LLC feels the Ducks Unlimited Ecology Conservation and Management Certification is necessary to continue to develop high quality future employees in the field of fish and wildlife management in Alabama. Ducks Unlimited is a natural resources management organization with their own biologists and researchers that have the knowledge and experience to develop and lead such an initiative, making them highly qualified to provide this certification.

There is an overall lack of contact with nature and lack of experience in hunting, fishing and other outdoor recreation which makes young people less inclined to enter this field. An individual with the Ducks Unlimited Ecology Conservation and Management Certification is an asset to the State of Alabama because it allows them to participate in techniques and experiences that mimic a job experience in this field. The certification is available in high school, which opens up a wider pool of future employees for not only the Division of Wildlife, but for other land managing agencies such as parks, soil and water conservation districts, conservancy groups and more. The Ducks Unlimited Ecology Conservation and Management Certification is essential to the Alabama Division of Wildlife because it brings in future qualified employees at a faster rate.

Thank you for your consideration of this certification for future Alabama students in the field of fish and wildlife management.

Sincerely,

A handwritten signature in blue ink, appearing to read "T. Jernigan, Jr.", written over a white rectangular area.

Thomas E. Jernigan, Jr.
President



Cameron's
QUAIL PRESERVE
AND BIRD DOG KENNELS

John 14:6--Jesus said, "I'm the way, the truth, and the life, no man comes to the father, but by me."

Alabama State Department of Education
50 North Ripley Street
Montgomery, AL 36104

Cameron's Quail Preserve
9450 Co. Rd. 85
Aliceville, AL 35442
To whom it may concern:

Cameron's Quail Preserve is a Plantation located in Aliceville, Alabama. We have been in business since 1962 and have approximately 2000 acres that we manage primarily for outdoor recreation. We are a family run business but do have other employees. We love what we do, we put the Lord first, family second and manage the preserve to the best of our abilities. We will host literally hundreds of sportsman each year from all over the nation and occasionally from other countries. We do no real advertising but rely on word of mouth and return customers' to stay in business. So far we are doing well.

Having an applicant with the Ducks Unlimited Ecology and Conservation certification would be helpful. If we had applicants who could have knowledge of what we are trying to do and why we do it, this would be a huge positive. This could drive employees to do a better job for us.

Alabama, at one time, had a really large Bob White population, but due to changes in farming and land management, this is not the case now. It is rare to see quail in the wild. The use of fire has been reduced in the woods, and fence rows have been removed to allow the increased size of modern farming equipment. One of the biggest strengths that I see with the Ducks Unlimited Ecology and Conservation certification is that it makes young people aware that they can have a positive impact on wildlife with land management. Based on this, I strongly encourage the Alabama State Board of Education to consider adopting the Ducks Unlimited Ecology and Conservation Certification for our students. The entire state would benefit from having more knowledgeable land owners.

Thank you.



*Sehoy Plantation
1442 St. Mark Church Rd.
Hurtsboro, AL. 36860
Phone: 334-253-2100*

Alabama State Department of Education
50 North Ripley St.
Montgomery, AL 36104

To whom it may concern,

Sehoy Plantation is a large, privately held hunting estate located in eastern Bullock County, Alabama. First put together by the Dupont Family out of New York, it has a long rich history of hosting some of the nation's most elite sportsmen. Dating from the 1920's to present day, it has been intensively managed with a specific interest in the Northern Bobwhite, but many game and non-game species have found their niche here on the property. This is due largely in part to the love of stewardship by the families that have owned the property and by a multitude of employees from all walks of life.

An applicant for a position on a private estate such as Sehoy that has undergone the Ducks Unlimited Ecology and Conservation Management Certification program would be advantageous for two reasons. It ensures the applicant has passion and a base knowledge in the field for which they are applying. I am confident there is a place for such qualified applicants. With the broad scale movement towards a more sustainable society, there are private businesses as well as government agencies that are assuming a more environmentally aware status. Individuals having undergone such training in this program would make ideal employees for these businesses and agencies as well.

In addition to creating qualified employees, the Ducks Unlimited Ecology and Conservation Management Certification program will also generate a greater sense of stewardship among future landowners and sportsmen of the state. Individuals that complete the program and choose not to work in the conservation field but partake in outdoor recreation, will carry with them a better understanding of the principles of conservation and the importance of our natural resources here in the state. Whether on their own property or property that is leased for access, they will have a great foundation to ensure they make ethically and biologically sound decisions when managing and recreating in Alabama's great outdoors.

Thank You.

A handwritten signature in black ink, appearing to read "Chase L. Dixon", is written over a light blue rectangular background.

Chase L. Dixon

A Growing Company...

The Wildlife Group

Attn: Andy Chamness and Colin Adcock

Alabama State Department of Education

50 North Ripley St

Montgomery, AL 36104

The Wildlife Group

2858 County Road 53

Tuskegee, AL 36083

The Wildlife Group is a premium wholesale/retail nursery. We have been in the wildlife habitat industry for twenty-plus years. We work closely with many different groups on wetland mitigation restoration as well as many other NRCS projects. We also have worked closely with many Ducks Unlimited groups restoring wetland habitat for waterfowl. We offer over fifty different varieties of trees used for habitat improvement.

Obviously, in my business, horticulture plays a significant role in our day-to-day operations. But having prospective applicants coming out of school with knowledge of what we are trying to accomplish on the sites where our trees will grow would be a tremendous asset. Also, having a background in the areas assessed by the Ducks Unlimited Ecology and Conservation Certification would be beneficial to us in quoting jobs and designing plans. Working hand in hand with Ducks Unlimited and having certified applicants would significantly help many in the wildlife habitat industry.

I cannot see why the Ducks Unlimited Ecology Conservation & Management Certification would not become a permanent part of Alabama students' educational track. The outdoor industry is booming, and the certification would benefit the students and benefit Alabama Wildlife Statewide. If we could be of any help, please feel free to contact us. Thank you for your time.

Sincerely, Allen Deese



2858 County Road 53
Tuskegee, AL 36083
Fax 334-724-9300
www.wildlifegroup.com

Phone 1-800-221-9703



March 25, 2021

To Whom it May Concern:

I am writing to support the Ducks Unlimited Ecology Conservation and Management Certification program. I am a Certified Wildlife Biologist® with The Westervelt Company which has a long history of wildlife conservation and management reaching back some 70 years to the 1950's. Our company is headquartered in Tuscaloosa Alabama and owns approximately 450,000 acres of property. We are heavily invested in land stewardship and have been a longtime advocate for conservation education.

It is critical to offer conservation education programs like this to students to ensure they have an understanding of the foundations of wildlife conservation that give them something to build on as they further their education and ultimately seek employment in a variety of disciplines. I interview college students annually for internships and unfortunately, many of the candidates we speak with are surprisingly lacking in these core foundations.

We appreciate the efforts and commitment that Ducks Unlimited has for our natural resources and are encouraged for the outcomes of this much-needed program. Thank you for your consideration.

Sincerely,

Kevin McKinstry



Certified Wildlife Biologist®
The Westervelt Company



**Wildlife Management Solutions,
Inc**

14281 Hwy 11 South

Eutaw, AL 35462

Toll Free 1-877-400-8089

Phone: 205-372-4100

Fax: 205-372-4101

seedsource@bellsouth.net

www.productsforwildlifemanagement.com

Alabama State Department of Education
50 North Ripley St
Montgomery AL. 36104

March 16, 2021

To whom it may concern:

Wildlife Management Solutions is a wildlife supply and management company in Eutaw Alabama. We work closely with land owners and hunting clubs along with some federal and state agencies to manage wildlife habitat. We have been providing land owners and hunting clubs habitat management advice for over 30 years. We have literally created a business in very rural area of Alabama and have developed and are marketing our seed blends regionally with some national interest in to what we are developing.

We manage and work with some of the larger land owners in the state as well as some of the smaller. We pride ourselves on assisting others in and advising them on the best practices for developing wildlife habitat and managing it all year, not just during hunting season.

We do not employ a large number of people, but having an applicant who possesses the Ducks Unlimited Ecology and Conservation Management Certification would certainly give them some idea as to what we are trying to accomplish. Having a background in the areas covered in the Ducks Unlimited Ecology and Conservation Certification would possibly speed up the training process.

More importantly what I see the Ducks Unlimited Ecology and Conservation certification doing is educating young people as to how to enhance their property for wildlife. Most of the forest land in Alabama is in private ownership and to have students who have been educated on these practices could benefit wildlife state wide. And I can promise you that there is room for and need for improvement in how the forest of Alabama and managed for wildlife. I really hope that the state department of education will consider approving the Ducks Unlimited Ecology and Conservation certification.

Thank you.

A handwritten signature in black ink, appearing to read 'Daniel Bumgarner', written in a cursive style.

Daniel Bumgarner



Arizona Wildlife Federation

PO Box 1182, Mesa, AZ 85211-1182
480-702-1365, www.AZWildlife.org

25 November 2020

PO Box 1182
Mesa, AZ 85211
(480) 702-1365

To whom it may concern:

As the Executive Director of the Arizona Wildlife Federation, I am writing in support of the Ducks Unlimited Ecology Conservation & Management Certification.

The Arizona Wildlife Federation (AWF) is a statewide non-profit organization dedicated to educating, inspiring, and assisting individuals and organizations to value, conserve, enhance, manage, and protect wildlife and wildlife habitat. From the founding of our organization in 1923, a primary goal of AWF has been to assure wildlife and habitat management policies and practices are based in science and are free of politics. As the Arizona affiliate of the National Wildlife Federation, we represent over 20,000 members and supporters who care about the sustainability of our state's wildlife.

At AWF, we place great value on employees with a sound ecological background. Our employees focus on outreach, advocacy and volunteer coordination. They must have a deep understanding of natural resources and ecological principles to be effective in their positions. As a science-based organization, we take great pride in the fact that we are respected throughout the Arizona sportsman community and by our state legislators as the source for bipartisan science-based information on wildlife and their habitats. In our work to protect our wildlife resources, experience such as that provided by the Ducks Unlimited Ecology Conservation & Management Certification is not only vital to on the ground decision making but also in communication. Having a strong and thorough understanding of ecological principles as they apply to wildlife conservation and management is imperative to clear communication with agency and legislative decision makers.

In Arizona, we are combating a twenty-year long drought, wildfires are increasing yearly, and recorded temperatures are the highest in our history. Now, more than ever, it is of vital importance that the next generation of conservationists and wildlife managers have the tools they need to conserve, manage, and restore resilient ecological communities. Ducks Unlimited's Ecology Conservation & Management Certification will contribute significantly to the conservation of North America's irreplaceable wildlife resources.

With best regards,

A handwritten signature in black ink, appearing to read "Scott Garlid".

Scott Garlid
Executive Director
Arizona Wildlife Federation
scott@azwildlife.org



September 23, 2020

To Whom It May Concern:

My name is Courtney Shanley and I am an Arizona Game and Fish Department Wildlife Manager. My district includes some of Arizona's premier waterfowl habitat, and I have worked with Ducks Unlimited over the last fifteen years to support conservation and promote youth in the outdoors.

I was very excited to learn of the Ducks Unlimited Ecology Conservation & Management Certification and wish to voice my support of the credential. Good wildlife and habitat management is based on sound science, and no one knows this better than the professionals at Ducks Unlimited. Ducks Unlimited also knows the importance of recruiting qualified professionals into the natural resource management field, and ensuring these individuals possess strong knowledge and understanding of ecological principles and modern wildlife management. As another entity in the field alongside them, I appreciate Ducks Unlimited's commitment to building a future talent pipeline for our entire industry. There is a significant lack of individuals, young people in particular, who pursue careers in our field. It is imperative we utilize educational and training materials, like this certification, to encourage people to pursue meaningful careers in our industry.

If this certification were to obtain state approval it would significantly enhance the skill sets and knowledge of potential wildlife managers, research biologists, natural resource protection officers, and more. It is so fun for me to think about the future of our field when I imagine all workers, from entry-level to higher-level, having access to a rigorous, yet completely attainable, certification. It would undoubtedly make our field more productive and efficient, which will serve to strengthen our ecosystems, communities, and world.

Our field needs more skilled, passionate professionals, and the Ducks Unlimited Ecology Conservation & Management Certification is an integral part to creating a sustainable future. I strongly recommend the certification receive state approval.

Sincerely,

A handwritten signature in cursive script that reads "Courtney Shanley".

Courtney Shanley
AZGFD Wildlife Manager III, Cibola
928.856.0702 cshanley@azgfd.gov



September 28, 2020

To Whom it May Concern:

My name is Kristin Spencer and I am the Lead Gun Vault Specialist at Bass Pro Shops in Mesa Arizona. Bass Pro Shops' mission is to inspire people to enjoy, love and conserve the great outdoors, so we have natural alignment with Ducks Unlimited. We have been working with Ducks Unlimited to aid in the growth of Wildlife Conservation for many years. DU has been instrumental in leading the next generation of Outdoors Enthusiasts, which is beneficial for us not only because those people are often are customers, but because Ducks Unlimited is now helping grow a bigger pool of interested and qualified employees for Bass Pro Shops with the Ducks Unlimited Certification. It is extremely difficult for Bass Pro Shops to hire in-store professionals who are qualified enough, but not overqualified, to consult our customers. This certification solves that issue by helping us identify people with the knowledge base we are looking for.

Bass Pro Shops has been a proponent of Ducks Unlimited's youth development and educational efforts for years, as well as high school wildlife classes. However, it's time to take both to the next level in Arizona. I strongly recommend the Ducks Unlimited Ecology Conservation and Management Certification be added to the state-approved certification list so more high schools in Arizona will certify students. It will clearly contribute to the development of more qualified professionals in wildlife conservation and management, which is of great interest to Bass Pro Shops.

Sincerely,

Kristin L. Spencer
Gun Vault Specialist
Bass Pro Shops

KLSpencer@basspro.com

Classic Jack Cattle Company

PO Box 4575

Rio Rico, AZ 85648

October 9, 2020

To Whom It May Concern:

I am Jonathan Lund, owner/operator of Classic Jack Cattle Company in Rio Rico, Arizona. I run 700 head of beef cattle pairs on 66,000 acres. Having grown up in ranching, I know the importance of being a good steward of the land as well as the added value wildlife brings to our society. I have guided hunts in Alaska, Nevada, Utah, Wyoming, and Arizona, and I understand that neither the hunters nor I would get this experience if we didn't protect the land and its animals through sound conservation practices.

The Ducks Unlimited Ecology Conservation & Management Certification is truly a powerful tool in helping people learn about how our ecosystem works. It ensures people have valuable knowledge that is needed when entering any career where our environment and wildlife is concerned. To my knowledge, it is the **ONLY** certification offered in this field that is produced by the best wildlife/wetlands scientists we have in the world. Ducks Unlimited is the world's leader in wetlands protection and restoration, so what better organization to have this certification?

With decisions being made every day on my cattle operation that could have an impact on our environment, I greatly value individuals with the DU Certification and would hire a certification holder over an individual without it. In my opinion, everyone that is making decisions that affect our environment should have extensive knowledge of how these decisions will affect our world, and the DU Certification is a **GREAT** start.

I strongly encourage Arizona to promote this certification to every school district so we as employers have a promising pipeline of potential employees trained in basic environmental knowledge. It is extremely tough to find workers with this skillset, and without the state's endorsement, it will continue to be.

Thank you for considering the needs of Arizona employers.

Sincerely,



Jonathan Lund
Owner/Operator
Classic Jack Cattle Company



4550 North 12th Street | Phoenix, AZ 85014
602.264.6831

May 20, 2021

From: Ryan Weed, PE
President, CEO
CVL Consultants, Inc.
4550 N 12th Street
Phoenix, Arizona 85014

Re: CVL's Support for Duck's Unlimited Ecology Conservation & Management Certification

Dear Sir or Madam:

I am the President and CEO of Coe & Van Loo Consultants, Inc. (CVL), a civil engineering firm in Phoenix Arizona since 1958. Our company consists of approximately 140 employees and brings comprehensive civil engineering and design expertise to communities of all sizes. We specialize in civil engineering, land surveying, landscape architecture, water/wastewater, stormwater engineering, land planning, construction observation and permitting.

Please accept this letter as CVL Consultant's full support of Duck's Unlimited Ecology Conservation and Management Certification Program. Responsible land and water use as well as protecting and sustaining wetlands encompasses CVL's same values in social responsibility for our common world. While CVL values development of properties, building environmentally sustainable communities that leave natural resource areas untouched is at the heart of sustainability. By providing a strong foundation through the Ecology Conversation and Management Certificate Program, Duck's Unlimited is providing a necessary resource for our communities. It is imperative that the next generation be able to continue this and through Duck's Unlimited Certification Program this will be possible.

CVL would welcome the expertise and abilities that future employees could offer and I strongly recommend the program receive state certification. This will undoubtedly lead to more qualified professionals in conserving our habitats and ensure that our environment stay protected.

Sincerely,

COE & VAN LOO
Consultants, Inc.

A handwritten signature in black ink, appearing to read 'Ryan Weed', written over a white background.

Ryan Weed, PE
President, CEO



DOLLAR INC
Ladd and Cassie Dick
21228 W Leisure Lane
Wittman Arizona 85361

October 12, 2020

To Whom It May Concern:

I am John L. Dick and along with my wife Cassie, we own Dollar, Inc., which owns over 100 head of horses and several head of cattle. I have been in the ranching industry, the tourist industry, and have been a hunting outfitter my entire life. We understand the value of our wildlife, creeks, rivers, and lakes, as this is how we earn our living. We are also aware of the lack of knowledge possessed by individuals entering the workplace in wildlife and ecology related fields, as we have witnessed and dealt with this issue first-hand.

Through the years, we have hosted thousands of tourists on our trail rides and have struggled finding employees with basic knowledge about wildlife and the environment, which visitors are constantly wanting to learn about. This not only affects the quality of our business but the strength of the Arizona economy, as well.

Earning the Ducks Unlimited Ecology Conservation & Management Certification shows someone has mastered highly valued skills we can so desperately use in our business. I appreciate this certification's rigor and versatility. Any employee that has earned the certification would be very beneficial not only to my company but could also share that knowledge with our guests helping make their experience much more memorable and hopefully open their eyes as to the value of conservation in our world.

On behalf of all that love the outdoors and seek to conserve it, for those of us that need employees with basic knowledge in wildlife and ecology, I urge you to please consider approving the DUECM Certification in Arizona, as I and others would hire certification earners over those without. Arizona's wildlife is a well-kept secret, but with a workforce trained to manage both the wildlife and the land, we could strengthen the state's economy even more.

The need for the certification is here, and the value is unmeasurable.

Respectfully,


Ladd & Cassie Dick

Owners

bouldermountainranch@allwest.net

(435)640-4453



April 15, 2021

To whom it may concern:

My name is Ryan Sutter, and I work for the Arizona Game and Fish Department as the Region 6 Lower Gila River Wildlife Areas Manager. The Arizona Game and Fish Department employs about 775 people and of that 44 people work at Region 6 that oversees policy implementation related to the management, conservation, and harvest of wildlife. The wildlife management division facilitates projects and programs related to wildlife, wildlife habitat, fisheries management, non-game and endangered species, research and enforcement program management.

Throughout my time in this position, I have seen a drastic decrease in the number of job applicants who have the proper knowledge and skills necessary to excel in our field. The natural resources industry is a highly specialized field, and practitioners must be well-versed in ecology and conservation areas to be productive in their roles.

The Ducks Unlimited Ecology Conservation & Management Certification is an effective tool for identifying qualified applicants who have the proper training and experience to be valuable team members in the Arizona Game and Fish Department. When I see the Ducks Unlimited Certification on an applicant's resume, I am assured they will be a valuable asset to the Arizona Game and Fish Department. Ducks Unlimited Certification earners require less on-the-job training and can be trusted with more independent, important tasks due to their extensive background in the field. Hiring someone who can get to work immediately is very important to me as a manager, and I want to hire more Ducks Unlimited Certification earners.

I encourage the Arizona Department of Education to add the Ducks Unlimited Certification to the list of state-approved certifications. It is essential the Arizona Game and Fish Department have access to knowledgeable, skilled individuals who can implement ecological conservation and management practices. Not only would approving this certification be a direct benefit to the Arizona Game and Fish Department, but it would also strengthen the entire natural resources industry by ensuring a pipeline of individuals who can conserve, manage and protect our state's wildlife and habitats.

Sincerely,

A handwritten signature in blue ink that reads "Ryan Sutter". The signature is fluid and cursive.

Ryan Sutter

Region 6 Lower Gila River Wildlife Areas Manager
ARIZONA GAME AND FISH DEPARTMENT

STARK ELECTRIC, INC.

ROC License #
Commercial 074427 C-11
Residential 063032 R-11

1340 S. Stocker Drive
Tucson, Arizona 85710-8500

520-885-7808 Office
520-298-2007 Fax
office@starkelectric.com E-Mail

09/24/2020

To Whom It May Concern,

My name is Robert Stark and I am the Office Manager at Stark Electric, Inc. Stark Electric, Inc. is a family owned and operated Electrical Contracting company that has served Arizona since 1983. On average Stark Electric, Inc. has an employee base of 75 office and field workers. Conservation is a huge passion for not only the company officers, but for many of the employees as well. Stark Electric, Inc. dedicates time and resources each year towards various Wildlife and Habitat Conservation efforts, including Ducks Unlimited sponsored events.

As a fourth generation Arizonan and graduate of The University of Arizona, I have the unique perspective of understanding the sacrifices necessary to learn from our past and make long lasting, sustainable, and impactful decisions that ensure our future. Upon review of the Ducks Unlimited (DU) Ecology Conservation & Management Certification I find it an invaluable step towards preserving our legacy of Wildlife and Habitat Conservation. We feel Ducks Unlimited (DU) align with our own company values, and therefore trust in their mission. The subject matter integrated into this certification is crucial for the development of current and prospective Natural Resource Management professionals.

Though this certification does not directly align with the daily operations of Stark Electric, Inc., we impart upon everyone that knowledge is key, and that nothing trumps education. Stark Electric, Inc. believes that the societal impact of such a certification program would have ripple effects beneficial to all people of all industries.

In closing, Stark Electric, Inc. finds this certification program to be invaluable and important. The contributions of Ducks Unlimited (DU) and their conservation efforts are the platform needed to educate our future generations and preserve this Wildlife and Habitat Conservation legacy.

Sincerely,

Stark Electric, Inc.



Robert B. Stark
Stark Electric, Inc. Office Manager
robert@starkelectric.com



To Whom It May Concern,

My name is Brian Curtis and I am the owner of Territory Outfitter, a big game hunting outfitter in Arizona and New Mexico. Territory Outfitter focuses on the conservation and management for mature Pronghorn, Black Bear, Elk, and Mule Deer throughout the Southwest. Hunting and conservation practices is our mission for not only big game animals but water fowl and game birds as well. Territory Outfitter dedicates time and resources each year towards various Wildlife and Big Game Habitat Conservation efforts, including Ducks Unlimited sponsored events.

Having a bachelor's and master's degree, in architecture from Arizona State University, I have the unique perspective of understanding the sacrifices necessary to learn from our past and make long lasting, sustainable, and impactful decisions that ensure our future. I view the Ducks Unlimited (DU) Ecology Conservation & Management Certification an invaluable step towards preserving our legacy of Wildlife and Habitat Conservation. The Ducks Unlimited (DU) mission provides a great value for the hunters of today and for our youth... the hunters of tomorrow. The subject matter integrated into this certification is crucial for the development of current and prospective Natural Resource Management professionals.

Though this certification does not directly align with big game outfitting, I'd strongly emphasize that knowledge of conservation is our future. A certification program as proposed by Ducks Unlimited (DU) would not only benefit our society today, but the future of our youth.

A certification such as this would be invaluable and important. Ducks Unlimited (DU) and their conservation efforts are an invaluable education for future generations and preserve this Wildlife and Habitat Conservation for game animals both big and small.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Curtis". The signature is stylized and includes a small dot at the end.

Outfitter, Arizona | New Mexico



SOUTHERN REGIONAL OFFICE

193 Business Park Drive, Suite E
Ridgeland, MS 39157-6026
(601) 956-1936 Fax (601) 956-7814
www.ducks.org

March 30, 2020

To Whom It May Concern:

It is my privilege to provide this letter of support for the Ducks Unlimited Ecology, Conservation, and Management Certification. I am the Director of Operations for Ducks Unlimited Southern Region. As such, recruiting the very best, brightest, and most thoroughly educated workforce possible is critical for ongoing success in this ever-changing world. The Ecology Conservation & Management certification will provide a competitive advantage for when applying for jobs in the challenging and rewarding field of wetland and waterfowl conservation.

Over the past 20 plus years as an administrator for Ducks Unlimited, Inc., I have seen many prospective employees at various levels who would greatly benefit from the Ducks Unlimited Ecology Conservation & Management Certification, especially those who are not formally trained in ecology or a similar discipline.

I encourage all who seek a career in agriculture or forestry related fields to complete the certification to verify their understanding of waterfowl ecology, management, land use, and natural resources policy as it relates to the challenges we face in the field of conservation. The world is in a very dynamic state at the moment. We as a species are facing challenges that seem insurmountable. Cross disciplinary education and understanding will enable us to function as a more cohesive community of practice as we seek to foster sustainable ecosystems for wildlife and people.

Regards,
Jerry Holden, Jr

Director, Southern Region
Ducks Unlimited, Inc.

University of Arkansas Monticello
Arkansas Agriculture Experiment Station
110 University Court, P.O. Box 3468, Monticello, AR 71656

10 March 2020

To Whom It May Concern:

It is my privilege to provide this letter of support for the Ducks Unlimited Ecology, Conservation, and Management Certification. I am an Associate Professor of Wetland and Wildlife Management at the University of Arkansas at Monticello. My students and I study the effects of winter habitat quality and food abundance on winter waterfowl distributions and migration strategies. These hands-on learning opportunities give college students a competitive advantage for when applying for jobs in the exciting and challenging field of wetland and waterfowl conservation.

Over the past 10 plus years in the University system, I have seen many first year college students enter a degree program with limited understanding of the type of training they will receive in college and what career options are available once the degree is conferred. I believe the Ducks Unlimited Ecology, Conservation, and Management Certification Program will help future college students in preparation for college coursework, which in turn will improve their performance in the classroom and future employment opportunities.

I encourage all perspective student interested in wildlife, agriculture, or forestry related fields to complete the Certification Program to improve your understanding of waterfowl ecology, management, land use, and natural resources policy as it relates to the challenges we face in the field of conservation. To combat current and future challenges, we need to work together across disciplines and among all resource professionals including wildlife manager, agricultural producers, or foresters.

Best Regards,
Douglas Osborne, Ph.D.,
Certified Wildlife Biologist®
Associate Professor of Wetland and Wildlife Management
Osborne@uamont.edu; 870.460.1448





COLORADO

Parks and Wildlife

Department of Natural Resources

Director's Office
1313 Sherman St., Suite 618
Denver, CO 80203
P 303.866.3203 | F 303.866.3206

September 16, 2020

To Whom It May Concern,

Colorado Parks and Wildlife is a national leader in wildlife management, conservation and sustainable outdoor recreation. We manage over 900,000 acres of land within 42 state parks and 346 state wildlife areas with the mission to perpetuate the wildlife resources of the state, provide quality state parks, and promote enjoyable and sustainable outdoor recreation that educates and inspires all of us to serve as active stewards of Colorado's natural resources. Our work with wildlife and outdoor recreation is not only an important part of Colorado's economy, but integral to the quality of life and heritage of Coloradans.

Colorado Parks and Wildlife supports the Ducks Unlimited Ecology Conservation and Management Certification as a beginning step for individuals interested in careers within our agency, which oversees management of 960 native species, including mammals, birds, fish, reptiles and amphibians. The knowledge gained through this certification can provide students with a broad understanding of ecology and wildlife conservation and management, with a deeper dive into waterfowl and wetland ecology. This foundational knowledge can support students in their awareness of the many facets of our work, along with the education and experiences needed to continue through a variety of career paths in our agency.

We are genuinely excited to see this certification developed by Ducks Unlimited and the potential for students to learn more about ecology and wildlife conservation and management earlier in their education. Not only would this assessment support students in successfully moving into 4-year degree programs, but could also provide an advantage to entering entry-level positions within our agency where they can gain the necessary experiences to better understand the full picture of natural resource and wildlife management. We hope this certification becomes a springboard for students to learn more about the work state agencies like Colorado Parks and Wildlife does and why it is important to current and future generations.

Sincerely,

Dan Prenzlou

Director, Colorado Parks and Wildlife



Fish, Wildlife, and Conservation Biology

Warner College of Natural Resources

1474 Campus Delivery

Fort Collins, Colorado, 80523-1474

Dept. Office: 970-491-5020

Fax: 970-491-5091

<http://warmercnr.colostate.edu/fwcb>

March 5, 2020

To Whom It May Concern:

As a faculty member at Colorado State University with a specialization in waterfowl ecology & management, I am writing to give my highest support to the Ducks Unlimited Ecology Conservation & Management Certification. I have worked in this discipline for two decades as an educator, researcher, and management collaborator. There is undoubtedly a need for an industry certification such as this one to introduce incoming college students to the rigors of practical coursework in field ecology and ecosystem management, help university students hone specialized skills, or allow working graduates to fuse their expertise with an enhanced knowledge of waterfowl & wetland management as part of life-long continuing education.

It is critical for students at any point in their career develop an appreciation for the history of waterfowl ecology and management, learn basic wildlife identification skills, understand the importance of the North American Model of Wildlife Conservation, and gain practical knowledge in modern applied research and management principles that are applicable to wetlands and waterfowl. I am especially excited by the potential for this program to attract a diverse pool of top-level individuals to our discipline to help address the challenges of the future.

An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification, issued by a internationally-recognized conservation organization, will have achieved a broad suite of learning outcomes directly applicable to their future careers and to wetland & waterfowl conservation. I see immense value in this certification program, I feel that it will better prepare students at various career levels.

Sincerely,



David Koons

James C. Kennedy Endowed Chair in Wetland and Waterfowl Conservation



Colorado State University

Heather Dannahower
Wildlife, Forestry, and Natural Resources Faculty
Front Range Community College
heather.dannahower@frontrange.edu
970-204-8613



4616 South Shields Street
Fort Collins, CO 80526
www.frontrange.edu

March 17, 2020

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. As a faculty member for the Wildlife Technology Degree at Front Range Community College in Fort Collins Colorado, I am excited to see an industry certification for Wildlife Conservation that is geared toward entry – level employment. Our program offers two year Associates of Applied Science Degree in Wildlife technology which is accredited through the North American Wildlife Technology Association (NAWTA). In addition to our AAS degree, we also offer certificates in Wildlife Management, Natural Resource Recreation, Forestry, GIS and others. Approximately 200-300 students are enrolled in our programs each year.

I believe that exposing students to the wildlife ecology and conservation fields as early in their high school career as possible will allow them to make better informed decisions regarding higher education and career decisions. Currently, our program works with three area school districts to provide education and career training for high school students interested in Natural Resources. However, our capacity is extremely limited and having a certification available for students without the need for a credentialed instructor or for the student to leave their home high school would be very valuable. This year, one of my high school seniors (concurrently enrolled in our college program) was completing this DU certification for her home high school. She had the most advanced prior knowledge of any student in the class. The certification prepared her very nicely for the college coursework that she was receiving through our program. I would highly recommend this program to other high schools as a pre-req for our program.

Having this certification through a nationally recognized organization such as Duck's Unlimited adds value to Natural Resource courses being offered at the high schools. Additionally, when a program (or course) can show that there is a national certification attached to it, schools are more likely to put their resources into supporting the program. Our society needs more formal education in ecology and conservation management at the high school level. Please consider my recommendation for continuing this certification. It will increase the level of understanding of wildlife ecology principles in incoming students and allow us to build on that prior knowledge.

Sincerely,



Heather Dannahower
Faculty: Forestry, Wildlife, and Natural Resources Program
Front Range Community College, Larimer Campus



STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL
DIVISION OF FISH & WILDLIFE
MCKAY FIELD OFFICE
6180 HAY POINT LANDING ROAD
SMYRNA, DELAWARE 19977

PHONE
(302) 735-3609

WILDLIFE
SECTION

8 April 2020

To Whom it May Concern:

The Delaware Department of Natural Resources and Environmental Control, Division of Fish & Wildlife (DFW) manages fish and wildlife populations and their associated habitat types through science and service. Wildlife conservation and management are core principles guiding DFW's mission. I have held the position of waterfowl, turkey, and upland gamebird program leader for the DFW for nearly four years and lead a research program focused on the assessment and management of waterfowl and other gamebird populations throughout the state. I obtained my Bachelor's degree in Fisheries and Wildlife Sciences (2007) from the University of Missouri-Columbia and my Master's (2011) and Doctoral (2016) degrees in Wildlife Sciences and Forest Resources, respectively, from Mississippi State University. My graduate studies focused on food resource estimation of forested wetlands for wintering waterfowl, and shorebird use of seasonally available wetlands during fall migration, respectively.

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification because I believe it is important to educate current and aspiring natural resources professionals on the principles of waterfowl ecology and management. I could have directly benefitted from this certification. During my undergraduate tenure, the University of Missouri-Columbia Department of Fisheries and Wildlife lacked a waterfowl scientist. Had the opportunity to acquire an external certification in waterfowl conservation and management existed, at the time, it would have filled a void in my early education. Individuals who have earned this certification will have a better understanding of habitat management that benefits waterfowl, waterbirds, and other water dependent flora and fauna. Further, individuals obtaining certification but then pursuing degrees in agriculture, agribusiness, forestry, or public policy will have a basic understanding of how their future businesses and decisions may affect natural resources and wildlife.

It is also important that we have a knowledgeable workforce in the natural resources and wildlife profession. Specifically, the focus on conservation and management of forests, grasslands, wetlands, and waterfowl is important for an individual interested in pursuing a career path in many natural resource professions. The knowledge gained via this certification will be valuable to those individuals who are currently employed and need to advance their career within the DFW or another agency. Lastly, when agency staff reviews applicants for future positions, this certification could set the applicant apart from others by demonstrating their initiative to gain knowledge and skills directly applicable to their desired career. I am eager to see this certification opportunity more widely offered in Delaware, and would encourage individuals interested in pursuing education or employment in any field related to natural resource management or policy to consider this certification.

Sincerely,

Justyn R. Foth, Ph.D.
Environmental Scientist III – Waterfowl, Turkey, and Upland Gamebird Program Leader
Delaware Division of Fish & Wildlife



Gary Roberts
Roberts Pipeline
PO Box 169
Sulphur Springs, IN 47388

March 3, 2021

To Whom It May Concern:

This letter is in support for the Ducks Unlimited Ecology Conservation & Management Certification. I have been a pipeline construction business and land owner for 50 years here in Indiana. I have first hand knowledge of how constructing pipelines, managing farmland and wildlife conservation go hand in hand.

As an employer and land owner, I applaud Ducks Unlimited for offering a certification based on current workforce needs. Being able to hire skilled applicants with the correct knowledge, methods and procedures to restore pipeline right of ways for wildlife and habitat management is a great asset. Our industry is constantly seeking qualified, knowledgeable individuals to help restore and protect wildlife and natural resources. This certification will assure me that I am hiring the right candidate for the job!

I highly recommend the program, it will develop more qualified professionals in wildlife and conservation management.

Sincerely,

A handwritten signature in black ink, appearing to read "Gary Roberts", written over a white rectangular area.

Gary Roberts



To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification.

I currently serve as the Chair of the Conservation Law program at Vincennes University. I served as an Indiana Conservation Officer for 31 years and retired on December 31st, 2018 as a Captain. Vincennes University is the only university in the Midwest that has a Conservation Law Enforcement specific program and I currently have 104 students.

Individuals who earn this certification have demonstrated possession of knowledge and skills vital to succeeding in a college curriculum focused on ecological principles and wildlife management. As part of my courses, the students learn the species of North American wildlife and become familiar with their gestation period, home range, tooth formula, skull identification, breeding habits, behaviors, etc. The students also learn wildlife management principles and are assigned a 575 acre property to apply those principles and create a scientifically based natural resource management plan for that property. The plans will be delivered to the university as recommendations to better manage the natural resources on that property. This certification course is excellent to better prepare these students to be successful in their college education and to pursue a career in the Natural Resource Conservation field.

It is imperative we have an interested and knowledgeable workforce for future positions in a wide variety of ecological roles. One of the most difficult hurdles for Indiana Conservation Officers is finding qualified candidates who have a passion for natural resource management and understand their role within the field. This certification will enhance the DNR's ability to locate those who demonstrate their passion.

This certification is what the field is looking for throughout the entire DNR. Across the country, natural resource management agencies are discovering that it is difficult to find qualified candidates who have in depth understanding of scientific and sustainable natural resource management plans.

An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification, issued by a nationally-recognized organization, has gained valuable knowledge in areas related to wildlife, habitat, forest, grasslands, wetlands, and waterfowl conservation management and should be more prepared for the academic rigors of a college program. Further, students obtaining certification but then pursuing degrees in agriculture, agribusiness, forestry or public policy will have a basic understanding of how their business and decision may affect natural resources.

Sincerely,
William T. Browne
Chair, Conservation Law
Vincennes University
1002 North 1st st.
Vincennes, IN 47591
812-888-4596



Bobcat® of Fort Wayne

Phone: 260.489.5511

Fax: 260.489.5513

bobcatoffortwayne.net

3630 Goshen Road, Fort Wayne, IN 46818
North: 2011 N. Wayne Street, Angola, IN 46703
South: 633 N. Main Street, Bluffton, IN 46714
East: 13350 State Street, Grabill, IN 46741

11/23/21

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. The Ducks Unlimited organization is an industry leader in wetland conservation and is a crucial piece in the educating of our society, regarding the management, conservation, and preservation of wetlands.

My name is Buddy Funk and I am the President/owner of Bobcat of Fort Wayne. I am located in Fort Wayne, Indiana and have four locations throughout NE Indiana. I have been selling equipment in this area for the past 21 years, but bought the business back in 2013. This business has been around since 1964 and I have been a part of it even as a child since 1989.

We are a business built on reputation. We deal with clients from all backgrounds including the AG, Construction, Industrial and Municipal Industries. We are by far not limited to these industries in fact we find ourselves speaking at Soil and Water conferences and consistently are providing our expertise at municipal conferences.

As stated above, we are requesting approval for the Ducks Unlimited Ecology Conservation & Management Certification. This certification will allow others to learn and understand the importance of wetland conservation, management, restoration, and preservation. The skills and knowledge taught by this certification would also allow individuals to gain ground in the workforce and could help give them the edge when it comes to finding a job. Knowing the importance of how wetlands affect neighboring land, building sites, etc. someone with this certification would be perfect in sales of ag equipment and construction equipment. We are constantly looking for people that can help our customers expand and do it without harming the environment.

In conclusion, I am requesting state approval for this certification because the future of our environment is at risk. Individuals with the skills and knowledge gained from this certification are the ones that will take this issue into their hands. Without clean water, wetlands, and proper habitat management, our nation's infrastructure can and will fail. This in turn will affect not only my business, but many others as well. Thank you for your time and consideration.

Professionally,


Buddy Funk

Bobcat of Fort Wayne

President/owner, Bobcat of Fort Wayne

Serving the Greater Fort Wayne Area





To whom it may concern:

11/9/2021

I am writing this letter in support of Ducks Unlimited's Ecology Conservation and Management Certification in Indiana. Clover Machinery has been a long-time supporter of Ducks Unlimited in part because we believe in their mission of conserving and restoring wetland and waterfowl habitats but also due to their professionalism and expertise in their field of work.

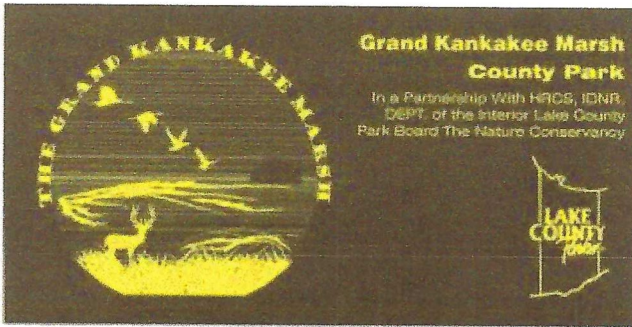
Clover Machinery Movers has been in business in the Mishawaka area for over 65 years serving a variety of industries in their industrial transportation and rigging needs. While our line of work does not find us in the wetlands or outdoors as much as we'd like, we do understand and appreciate the important balance and connection of industry with the outdoors. More and more, we as industry leaders are needing to be cognizant of the impact our industries have on the environment. Many of our customers, who are also major donors and supporters of Ducks Unlimited, share our same passion for the outdoors and find themselves connected to the outdoors and natural resources both directly and indirectly. A great example of that is the numerous customers we have in RV industry who are directly dependent upon sustainable natural resources and wild areas that people want to visit and recreate at. A certification such as this will ensure we have individuals in this state that are educated, knowledgeable, and skilled at effectively managing our natural resources which has a ripple effect on so many industries and careers.

As an employer, I can tell you that a certification such as this would fall in line with attributes I look for in an employee. With that, having Ducks Unlimited's name attached to it will carry a great deal of clout with numerous companies and employers across the state. The more skilled and educated individuals we have entering our industries, the better we are as a state, particularly when it comes to our precious natural resources.

Thank you for your time and consideration of Ducks Unlimited's Ecology Conservation and Management Certification in Indiana!

Sincerely,

Tab Casper
Operations Manager
Clover Machinery Movers
3521 N Home Street
Mishawaka, IN 46545



Jim Wright
Property Manager
Grand Kankakee Marsh County Park
21690 Range Line Rd
Hebron, IN 46341

11/15/21

To Whom it May Concern:

I am writing this today in support of Ducks Unlimited's Ecology Conservation and Management Certification in Indiana.

Grand Kankakee Marsh County Park is a nearly 2,000 acre property along the Kankakee River that offers numerous recreational opportunities for outdoor enthusiasts in Northwest Indiana. As property manager of Grand Kankakee Marsh County Park, it is my goal to conserve and manage the remaining natural resources of the the once historic Grand Kankakee Marsh while also offering affordable and enriching outdoor experiences for our patrons.

I am requesting the approval of Ducks Unlimited's Ecology Conservation and Management Certification in Indiana as I am confident it would be a valuable educational tool to educate future conservationists, both professional and recreational, who work and recreate on natural resource properties similar to Grand Kankakee Marsh County Park that can be found across the state. This certification would offer those individuals resources that cannot be found elsewhere and ensure that future managers and decision makers have the knowledge and skills to efficiently manage our state's limited natural resources.

Ducks Unlimited's Ecology Conservation and Management Certification would offer prospective employees a basic understanding of the resource management techniques and principles needed that can only otherwise be gained through years of experience. I am confident that Ducks Unlimited, the world leader in wetlands and waterfowl conservation, will construct a program that will be beneficial and executed in a manner that reflects their organization's expertise and professionalism.

Sincerely,

Jim Wright
Property Manager



Hearne Custom Homes
2610 E Rhorer Rd
Bloomington, IN 47401
(812) 350-7340

November 19, 2021

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. The Ducks Unlimited organization is an industry leader in wetland conservation and is a crucial piece in the educating of our society, regarding the management, conservation, and preservation of wetlands.

My business is Hearne Custom Homes, located in Bloomington, IN. I am Mr. Jimmy Weddle. I am the owner and operator of the company. I have been in the home construction business for six years, but just recently took over the business in the last year. The company has been around for twenty years. Our business is simple, we build custom homes from the ground up. Lots of the work we do is completed using a list of approved subcontractors that we find do quality work. We have built over 100 custom homes since the beginning of the company. Aside from myself, we currently employ two other people.

As stated above, we are requesting approval for the Ducks Unlimited Ecology Conservation & Management Certification. Being the area chair of my local DU chapter, I have seen firsthand the great things that this organization does. This certification will allow others to learn and understand the importance of wetland conservation, management, restoration, and preservation. The skills and knowledge taught by this certification would also allow individuals to gain ground in the workforce and could help give them the edge when it comes to finding a job. Knowing the importance of how wetlands affect neighboring land, building sites, etc. someone with this certification, in addition to building knowledge, would make an excellent candidate for employment with Hearn Custom Homes.

In conclusion, I am requesting state approval for this certification because the future of our environment is at risk. Individuals with the skills and knowledge gained from this certification are the ones that will take this issue into their hands. Without clean water, wetlands, and proper habitat management, our nation's infrastructure can and will fail. This in turn will affect not only my business, but many others as well. Thank you for your time and consideration.

Sincerely,

James Weddle
Owner/Operator, Hearne Custom Homes

FROM THE DESK OF STEVEN J. HUBACHER

Hubacher Consulting, LLC
3700 W Burma Road
Gosport, IN 47433
(503) 475-1738

November 18, 2021

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. The Ducks Unlimited organization is an industry leader in wetland conservation and is a crucial piece in the educating of our society, regarding the management, conservation, and preservation of wetlands.

My company is Hubacher Consulting, LLC. I am the owner/operator and the sole employee; however, I do subcontract to other professionals/experts as needed. I have been a consultant since 1997, when I retired from the United States Air Force. I offer program management expertise for a broad portfolio of construction projects for wireless companies and the renewable energy sector.

As stated above, we are requesting approval for the Ducks Unlimited Ecology Conservation & Management Certification. Being a volunteer of my local DU chapter, I have seen firsthand the great things that this organization does. This certification will allow others to learn and understand the importance of wetland conservation, management, restoration, and preservation. Being in the construction industry, the importance of wetlands is very evident. Offering proper flood protection and excess water storage is key to maintaining strong construction land. Someone with this certification would be a strong candidate for one of those I utilize as a subcontractor.

In conclusion, I am requesting state approval for this certification because the future of our environment is at risk. Individuals with the skills and knowledge gained from this certification are the ones that will take this issue into their hands. Without clean water, wetlands, and proper habitat management, our nation's infrastructure can and will fail. This in turn will affect not only the way I do business, but many others as well. Thank you for your time and consideration.

Sincerely,

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

Steve
Owner/Operator, Hubacher Consulting, LLC

2/26/2020

To Whom It May Concern:

The Indiana Department of Natural Resources (DNR) works to protect, enhance, preserve, and wisely use natural, cultural, and recreational resources for the benefit of Indiana's citizens through professional leadership, management, and education. Wildlife management, conservation, and management of natural resources are the backbone of the DNR's mission. I have served as the Waterfowl Research Biologist for the DNR for over 14 years. I obtained my Bachelor's and Master's degrees in Life Sciences from Indiana State University in 1995 and 2003, respectively.

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. Individuals who earn this certification have demonstrated some of the knowledge important to succeeding in a college curriculum or career focused on ecological principles and wildlife management. Further, students obtaining certification but then pursuing degrees in agriculture, agribusiness, forestry, or public policy will have a basic understanding of how their future businesses and decisions may affect natural resources and wildlife. This increased basic understanding of natural resources could make conservation management and wildlife management easier for all involved.

It is also important that we have an interested and knowledgeable workforce for future DNR positions. The knowledge verified via this certification will be valuable to those who may be employed with the DNR or other agencies in natural resources. Specifically, the focus on conservation and management of forests, grasslands, wetlands, and waterfowl is especially important for an individual interested in pursuing a career path similar to mine. When reviewing applicants for natural resources related positions, this certification could set applicants apart because it provides valuable knowledge and skills. I would encourage individuals interested in pursuing education or employment in any field related to ecological principles or wildlife management to consider this certification.

Sincerely,



W. Adam Phelps
Waterfowl Research Biologist
Indiana Department of Natural Resources

**INDIANA DEPARTMENT OF NATURAL RESOURCES
LAW ENFORCEMENT DIVISION**

MEMORANDUM

DATE: 04/03/2020

SUBJECT: Ducks Unlimited Ecology Conservation & Management Certification

To Whom It May Concern:

The Indiana Department of Natural Resources (DNR) mission is to protect, enhance, preserve, and wisely use natural, cultural, and recreational resources for the benefit of Indiana's citizens through professional leadership, management, and education. The DNR's law enforcement division specifically focuses on protecting these natural resources across the State of Indiana and enforcing any associated laws and regulations. I have worked as an Indiana Conservation Officer (ICO) for the DNR for 12 years and in addition to working in the field I serve as a field training officer, a firearms instructor, a drill instructor for new recruits, and a waterfowl enforcement instructor.

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. It is very important that we have an interested and knowledgeable workforce for future ICO positions as well as other DNR positions. The knowledge verified via this certification will be invaluable to those who may be employed with the DNR or other similar agencies in the natural resources arena. Also, individuals who earn this certification have demonstrated possession of the knowledge and skills vital to succeeding in a high school or college curriculum focused on natural resources management, wildlife management, or other ecological principles. When reviewing applicants for natural resources related positions, this certification could be something that sets one applicant apart from their peers because it helps prepare individuals for future employment and provides valuable knowledge and skills. I am eager to see this certification become available statewide, and encourage all individuals interested in pursuing education or employment in any field related to ecological principles or wildlife management to obtain this certification.

Sincerely,



**Dustin Whitehead
Indiana Conservation Officer
Indiana Department of Natural Resources**



CONSERVATION.
EDUCATION.
ADVOCACY.

Indiana Wildlife Federation
708 E. Michigan Street
Indianapolis, IN 46202
765-749-9397

15 November 2021

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. My name is Emily Wood and I am the Executive Director for the Indiana Wildlife Federation. Our mission is to promote the conservation, sustainable use, and sound management of Indiana's wildlife and wildlife habitats through education, advocacy, and action; with the support of over 750 members throughout the state.

We support state approval of the Ducks Unlimited Ecology Conservation and Management Certification to help grow the conservation workforce here in Indiana and better prepare the next generation of natural resource professionals. The outdoor economy in Indiana is big business, with over \$10.5 billion of economic activity associated with various forms of outdoor recreation. It is safe to assume that Hoosiers' interests in the outdoors and our state's natural resources will only continue to grow, meaning that the management needs and long-term stewardship of these resources will intensify. We therefore need to make tools available to prepare a workforce to enter the field of ecological conservation and management. This certification will help accomplish this.

In closing, I wish to thank you for the time and consideration and urge you to approve this critical conservation certification so that we can adequately prepare the next generation of Hoosiers to manage Indiana's natural resources.

Sincerely,

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

Emily A. Wood
Executive Director

Rick Newton, PE, CPESC
7820 W 1400 N
Demotte, IN 46310
INDOT LaPorte District- Office Area Engineer

RE: Letter of Support – Ducks Unlimited Ducks Unlimited’s Ecology Conservation and Management Certification

To whom it may concern:

11/17/2021

This letter is intended to show my support of Ducks Unlimited’s Ecology Conservation and Management Certification in Indiana. Ducks Unlimited’s reputation precedes itself as a leader in wetlands research and conservation and I’ve seen firsthand the impact the organization has had on over 30,000 acres of wetlands they’ve conserved and restored here in Indiana. Their commitment to our state’s natural resources should be commended and I have the upmost confidence a certification with their involvement will be of a premier standard.

As a professional engineer who manages a variety of projects for the state of Indiana, I am familiar with the value and importance continuing education and certification programs offer industries and their employees across the state. Its imperative that professionals continue to expand their knowledge and stay up to date on the best management practices. Ducks Unlimited’s Ecology Conservation and Management Certification would offer professionals in a wide variety of industries a baseline of knowledge on critical conservation topics and help ensure we have well prepared individuals managing our natural resources.

Please consider approving Ducks Unlimited’s Ecology Conservation and Management Certification in Indiana!

Sincerely,

X 
Rick Newton, PE, CPESC
Office Area Engineer



ISTA
c/o Melissa Mansfield, Treasurer
5758 N. 820 E.
Attica, IN 47918
Phone: (765) 585-7036

November 16, 2021

To Whom It May Concern:

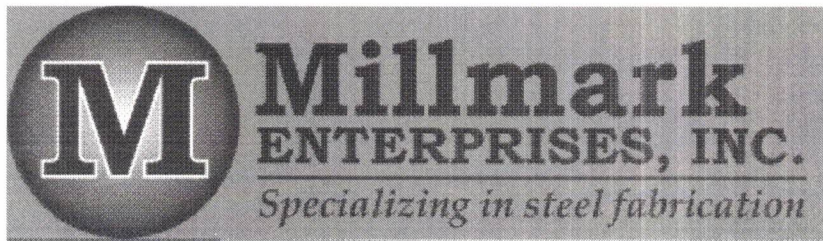
I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. My name is Jim Lippens and I am the Secretary for the Indiana State Trappers Association. Indiana State Trappers Association (ISTA) was founded in September 1961 and is a Not-for-Profit organization dedicated to protecting trapper rights as well as continued trapper education. A great place to stay in touch with other trappers from Indiana. Learn from and share info with other trappers from our state. The ISTA currently has 450 members in Indiana.

We support state approval of the Ducks Unlimited Ecology Conservation and Management Certification to help grow the conservation workforce here in Indiana and better prepare the next generation of natural resource professionals. The outdoor economy in Indiana is big business, with over \$10.5 billion of economic activity associated with various forms of outdoor recreation. It is safe to assume that Hoosiers' interests in the outdoors and our state's natural resources will only continue to grow, meaning that the management needs and long-term stewardship of these resources will intensify. We therefore need to make tools available to prepare a workforce to enter the field of ecological conservation and management. This certification will help accomplish this.

In closing, I wish to thank you for the time and consideration and urge you to approve this critical conservation certification so that we can adequately prepare the next generation of Hoosiers to manage Indiana's natural resources.

Sincerely,

Jim Lippens
Secretary



Darrin Miller
Millmark Enterprises, Inc.
1935 Markle
Elkhart, IN 46517

To whom it may concern:

I am writing this letter in support of Ducks Unlimited's Ecology Conservation and Management Certification.

Millmark Enterprises, Inc. is located in Elkhart, IN and specializes in powder coating and steel fabrication. We offer a variety of services to a wide range of customers including those in the transportation, marine, waste management, RV and automotive industries. Quality is our primary focus which is why its imperative we employ qualified individuals who have diverse backgrounds and a wide arrange of skills and knowledge.

Millmark Enterprises, Inc has been a proud supporter of Ducks Unlimited over the years and we're excited to hear Ducks Unlimited would be potentially leading the charge in establishing a certification program that would focus on educating and preparing future conservationists for our state. These future leaders will be conserving and managing our state's precious natural resources for future generations and hopefully ensuring Indiana has a longstanding legacy of healthy natural areas. With conservation, the work done today is not often fruitful for many years or even generations. However, I feel as though this certification could pay off for Hoosiers in both the near and distant future.

Working with a diverse group of clients spanning numerous industries, we understand their concerns and desires. Common themes we see in our client base are the desire to be sustainable and the ability to produce efficiently with having minimal negative impact on the environment. We also observe and admire the relationship many industries have with our local natural areas. When people have wild areas to explore and recreate on, they spend money to do so. By purchasing boats, RV's, automobiles, ATV's, etc., to use outdoors, they are adding a tremendous amount to the local economy and are giving thousands of Hoosiers quality employment opportunities. This is why I strongly believe a Ducks Unlimited's Ecology Conservation and Management Certification will benefit my business, and numerous others like it, by helping ensure Indiana has qualified, educated individuals effectively managing our natural areas which in turn keeps Hoosiers working!

Thank you for considering the numerous benefits of the Ducks Unlimited's Ecology Conservation and Management Certification and the potential impact it could have on our state's businesses and natural resources.

Sincerely,

Darin Miller

National Marine Manufacturers Association
650 Massachusetts Ave NW, Suite 520
Washington, DC 20001
202-737-9750

November 10, 2021

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. My name is Jill Sims and I am the Great Lakes Policy and Engagement Manager for the National Marine Manufacturers Association (NMMA). NMMA is the leading trade association for the U.S. recreational boating industry, representing nearly 1,300 marine businesses, including recreational boat, marine engine and accessory manufacturers. In the Hoosier state, recreational boating supports nearly 15,000 jobs across 400 businesses which generates a \$4.1 billion economic impact annually.

We support state approval of the Ducks Unlimited Ecology Conservation and Management Certification to help grow the conservation workforce here in Indiana and better prepare the next generation of natural resource professionals. The outdoor recreation economy in Indiana is a key economic driver, with over \$10.5 billion of economic activity associated with various forms of outdoor recreation. It is safe to assume that Hoosiers' interests in the outdoors and our state's natural resources will only continue to grow, meaning that the management needs and long-term stewardship of these resources will intensify. We therefore need to make tools available to prepare a workforce to enter the field of ecological conservation and management. This certification will help accomplish this.

In closing, I wish to thank you for the time and consideration and urge you to approve this critical conservation certification so that we can adequately prepare the next generation of Hoosiers to manage Indiana's natural resources.

Sincerely,

Jill C. Sims

Jill C. Sims
Great Lakes Policy & Engagement Manager

Executive Committee

Chairperson
Steve Heese
Chris-Craft Corporation

Vice Chairperson
Ned Trigg
Dometic Corporation
Marine Division
Treasurer
Ron Huibers
Volvo Penta

Secretary
Doug Smoker
Smoker Craft, Inc.

BMD Representative
Bill Yeargin
Correct Craft

EMD Representative
Chris Drees
Mercury Marine

MACD Representative
Bill Watters
Syntec Industries

Member at Large
Ben Speciale
Yamaha Marine Group

President
Frank Hugelmeyer
NMMA



105 North Buckeye Street
P.O. Box 1106
Kokomo, IN 46903
Phone: (765) 450-6851
Fax: (765) 450-6857
jpeelle@peellelawoffice.com
www.peellelawoffice.com

November 19, 2021

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. The Ducks Unlimited organization is an industry leader in wetland conservation and is a crucial piece in the educating of our society, regarding the management, conservation, and preservation of wetlands.

My business is the Peelle Law Office in Kokomo, IN. I am Mr. Jeremy Peelle. I am the head attorney and owner of the office. I have been practicing law for over twenty years. We offer all kinds of services including the following: divorce and family law, child support and visitation, collections and creditor's right, business and corporate law, contracts and real estate transactions, civil litigation, small claims, municipal law, and personal injury cases. We are a small firm that in addition to me, there are only two employees.

As stated above, we are requesting approval for the Ducks Unlimited Ecology Conservation & Management Certification. Being a volunteer of my local DU chapter, I have seen firsthand the great things that this organization does. This certification will allow others to learn and understand the importance of wetland conservation, management, restoration, and preservation. The skills and knowledge taught by this certification would also allow individuals to gain ground in the workforce and could help give them the edge when it comes to finding a job. Although we have smooth running machine here at Peelle Law Office, I believe someone carrying this certification would be an excellent addition to any business. Anyone who understands the implications of losing important ecosystems, what we can do to fix them, ecological principles, waterfowl identification, and habitat management would be an excellent suitor for many career paths.

In conclusion, I am requesting state approval for this certification because the future of our environment is at risk. Individuals with the skills and knowledge gained from this certification are the ones that will take this issue into their hands. Without clean water, wetlands, and proper habitat management, our nations infrastructure can and will fail. This in turn will affect not only my business, but many others as well. Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jeremy Peelle', is written over a solid black square and a grey grid square.

Jeremy Peelle

JEREMY A. PEELLE
ATTORNEY AT LAW

A decorative graphic element consisting of a solid black square and a grey grid square, positioned in the bottom right corner of the page.

DELACROIX CORPORATION
206 DECATUR STREET
NEW ORLEANS, LA 70130
(504) 523-2245

March 20, 2020

To Whom It May Concern:

I am writing this letter in support for the Ducks Unlimited Ecology Conservation and Management Certification. The Delacroix Corporation is the owner of approximately 100,000 acres of coastal marsh land located in Plaquemines Parish and St. Bernard Parish, LA. As much of Coastal Louisiana is privately owned, and usage as well as coastal restoration needs change, it is necessary to offer individuals the tools and strategies to effectively help in the fight to offset wetlands losses.

Over the past 15 years since my term as the Louisiana Ducks Unlimited State Chairman in 2005, I have had the privilege to work with many of our Louisiana University Chapters. While many of these young volunteers major in many disciplines, I have been thoroughly impressed with the development of the School of Renewable Resources at LSU and the students who have graduated in that discipline. Having the Ducks Unlimited Ecology Conservation and Management Certification available will allow young people to have a foundational knowledge that they can build off of and be more competitive once they look to enter the workforce, allowing them to make a lasting impact for all of society.

I fully recognize, though, that not all Louisiana landowners nor ecology workforce employees will have college-level training in natural resources management, nor do they need to. That is where this certification comes in, and that is what I appreciate most about it: it is available to anyone interested, from veteran professional to current student/prospective employee without any other education or experience.

Delacroix Corporation looks forward to its first Ducks Unlimited Ecology Conservation and Management Certified employee and the value that individual will bring. This certification is both what we are looking for on resumes and what we are looking for to train our staff, and I know Delacroix Corporation is not alone in this.

I thank you in advance for your consideration in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Mike Bengé". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mike Bengé
President



Acadian Ambulance Service



P.O. Box 98000 • Lafayette, LA 70509-8000

NATIONALLY
ACCREDITED

EMPLOYEE
OWNED

AMBULANCE
DISPATCH
511
800-259-1111

ADMINISTRATION
337-291-3333
800-259-3333

BILLING
800-259-2222

April 7, 2020

To Whom it May Concern:

My name is Richard Zuschlag and I am CEO/Chairman of the Board for Acadian Ambulance Service, headquartered in Lafayette, LA. I, along with my two partners, founded Acadian Ambulance in 1971. We started with 2 ambulances and 8 medics. Today, we have a little over 5,000 employees, 600 ambulances, with operations in Louisiana, Texas, Mississippi, and Tennessee.

Louisiana is home to roughly one third of our nation's wetlands. This lends credence to our claim of being an outdoor sportsman's paradise. I myself am an avid duck hunter, a passion I have proudly passed down to my children and grandchildren. My family now owns Grande View Lodge, a premiere duck hunting facility located in the beautiful marshes of Cameron Parish. I built many beneficial and enduring relationships with public officials and private businessmen and women over the years through entertaining at my lodge. Indeed, I attribute a lot of Acadian's growth and success to my team's ability to successfully build relationships, many of which were born at Grande View Lodge.

Wildlife conservation and management has a rich and long history in the United States, and science-based conservation and management remain paramount today in the face of increasing pressures on the land and waters that supports our country's rich fish and wildlife resources.

Job growth in wildlife ecology and management is projected at 8% from 2016-2026 by the U.S. Bureau of Labor Statistics. Careers range from entry-level to requiring multiple degrees and may include wildlife habitat manager, wildlife population manager, wildlife research ecologist, wildlife law enforcement officer and others, particularly now that society has begun to place a greater value on natural resources and the environment.

Though there are plenty of jobs in which someone could get right to work as a supporting team member immediately out of high school, the profession has a particular need for waterfowl ecologists and managers. Professionals may engage in science to inform habitat and population management, establish hunting and fishing regulations, or manage habitat and populations of fish and wildlife. There is not a job title in the wildlife ecology and management field, though, that would not benefit from obtaining this certification.

I see a need to implement conservation and management practices that will ensure the protection and sustainability of wetlands to fill the skies with waterfowl today, tomorrow and forever, and the Ducks Unlimited Ecology Conservation & Management Certification is another great way to do that, especially since it is available as early as high school

Ducks Unlimited is offering a resource to provide individuals with an industry credential opportunity designed to better prepare them for a meaningful career in natural resources management. I fully support the efforts of Ducks Unlimited in this area, and would consider hiring a student with a Ducks Unlimited Ecology Conservation & Management Certification as a guide and/or to help us with land management.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink that reads "Richard". The signature is written in a cursive style with a large, prominent "R" at the beginning.

**Richard E. Zuschlag
Chairman & CEO**



APACHE LOUISIANA MINERALS LLC
(985) 879-3528 TEL · (985) 876-5267 FAX

Mailing Address:
Post Office Box 206, Houma, LA 70361-0206

Deliveries Only:
1913 LaTerre Court, Houma, LA 70363-7525

April 14, 2020

To Whom it May Concern:

RE: Ducks Unlimited – Ecology Conservation & Management Certification

I am writing in support of the Ducks Unlimited Ecology Conservation & Management Certification. Ducks Unlimited has taken the initiative to provide this certification as a tool to help individuals gain a thorough understanding of conservation initiatives and to validate that learning exercise. This type of resource has been needed for a long time.

I serve as a Land Manager for Apache Louisiana Minerals LLC, a subsidiary of oil and gas producer Apache Corporation, which is a large coastal landowner in Louisiana (270,000 acres). In my role, I oversee surface leasing of coastal wetlands, regulate commercial projects on the property, and implement and operate conservation and wetland restoration projects. I have a staff of nine that assist in this effort and many of these employees have developed their knowledge base through years of on the job training. Other than wetland plant identification classes, there are currently no courses available to help prepare an individual for the type of land management work that we do, short of a college degree in the biological sciences, which is not what I need. For entry level positions, it is difficult to find personnel with the ‘niche’ of a general understanding of wetland ecology and conservation. This Ducks Unlimited certification would certainly bridge the knowledge gap and allow new hires to be more productive employees from the outset. Once widely available in Louisiana, this certification will be a tremendous hiring and training tool for Apache Louisiana Minerals LLC. I look forward to a pipeline of individuals with this certification in the market.

I also feel this certification will be a valuable tool to middle and high school- aged young adults in helping them decide if they’d like to pursue a higher education degree or employment in natural resource industries. It can also be a wonderful recruiting tool for universities to attract prospective students into their biological sciences curricula.

Ducks Unlimited has been a leader in science-based wetland and waterfowl conservation for over eighty years, employing the most credible professionals in the business. Through their oversight of this education and certification process, folks can be assured this certification will assess accurate information in a professional manner.

Sincerely,

A handwritten signature in black ink, appearing to read "Timothy J. Allen".

Timothy J. Allen
General Manager
Apache Louisiana Minerals LLC

CLDestimating@gmail.com

108 Hickory Ln.

Cottonport, LA 71327



24 March 2022

To Whom It May Concern:

My name is Daniel Clark, and I am writing to express my support of the Ducks Unlimited Ecology Conservation and Management Certification.

As a land developer, it is very apparent to me that all who are in the construction industry should have an understanding of ecological conservation and land management. When evaluating the state of the land before we begin our work, there are many different things we take into consideration as part of our planning and procedural processes. Things like knowing the different types of wildlife habitats and species identification are essential during the surveying phase of land development to prevent ecological loss and make sure we can efficiently do our job once we begin work. With land becoming limited in supply throughout Louisiana, future developers and construction workers need to have access to valuable educational resources like the Ducks Unlimited Ecology Conservation and Management Certification to effectively use the land. Promoting construction efforts is mandatory for the growing population and economy; however, doing it the right way the first time can minimize the disruption of wildlife that could potentially cause even greater issues in the long term if left unaccounted for.

Those who complete this certification will be proficient in fundamental conservation principles and skills. This certification will also showcase that the earner is determined to invest in their career meaning, they are hard workers and will be reliable employees. Exposure to industry standards while still in high school will bridge the gap between graduation and employment, filling the positions that are in such high demand throughout the construction and land development industry. I am requesting that the Ducks Unlimited Ecology Conservation and Management Certification be made available to more Louisianans so we can equip the next generation of our workforce.

Respectfully,

A handwritten signature in black ink that reads "Daniel Clark".

Daniel Clark

Clark Land Development, LLC.



March 17, 2022

To Whom It May Concern:

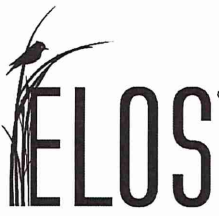
My name is Cory Severio, and I am the owner of Severio Specialty Construction. Specializing in building fences, gates, and decks, I have the opportunity to see many different landscapes and terrains around Louisiana. On a regular basis, I am having to make decisions at my job sites that revolve around wildlife and the ecological environment. Louisiana is home to many different types of wildlife habitats and having the awareness, familiarity and insight to things like the following are important:

- Ecological principles
- Species identification
- Wildlife conservation & management
- Habitat conservation and management

In support of the Ducks Unlimited Ecology Conservation and Management Certification, I am urging the state of Louisiana to see the benefits of this one-of-a-kind certification opportunity for Architecture and Construction focused students. It is my hope to see more individuals Ducks Unlimited certified.

Sincerely,

Cory Severio (Owner)
Severio Specialty Construction LLC.
30085 N Range Rd.
Livingston, LA 70754



607 W. Morris Avenue
Hammond, LA 70403
P. 985.662.5501 | F. 985.662.5504
www.elosenv.com

April 30, 2021

Re: Ducks Unlimited Ecology Conservation & Management Certification

To Whom it May Concern:

I am an Environmental Scientist with a degree in Biological Science and the co-founding Principal of ELOS. Since the inception of ELOS in 2007, I have worked with clients of every level of government as well as large- and small-scale private sectors. Some of these governing agencies include the United States Army Corps of Engineers, Louisiana Department of Environmental Quality, United States Coast Guard, Louisiana Department of Environmental Quality, Coastal Protection and Restoration Authority, and the Louisiana State Lands Office to name a few. I specialize in providing regulatory compliance in mitigation, wetland determinations, and permitting as required by the Coastal Zone Management Act and the Section 404 Clean Water Act. Outside of ELOS, I am also an avid duck hunter and an active member of Ducks Unlimited which is the global leader in wetland science and habitat conservation.

This certification is extremely valuable to not only its earners, but also to employers, and the state because it provides the applicant with the knowledge and skills in the areas of ecological principles and wildlife management, as well as habitat, wetlands, and waterfowl conservation. This certification is not only limited to students who decide to pursue a college education in the natural resources industry; it will directly benefit individuals who decide to immediately enter the work force in the natural resources industry due to the extensive knowledge learned. This means that applicants will require less on the job training once employed. An individual who is accredited the Ducks Unlimited Ecology Conservation and Management Certification will be rewarded with the knowledge and skills needed to succeed in their future careers and would be a great candidate that would be appealing as an entry level position or student intern working with our environmental professionals to further their careers. I strongly advise the IBC Council to review and approve the accompanying application.

Sincerely,

James "Jay" Prather

Vice President/Environmental Scientist

ELOS

HPS OIL & GAS PROPERTIES, INC.

118 DEMANADE, LAFAYETTE, LA 70503

P.O. BOX 52149, LAFAYETTE, LA 70505

Gary L. Salmon
President

337/232-1200
FAX 337/233-0793

April 1, 2020

Ducks Unlimited, Inc.
One Waterfowl Way
Memphis, TN 38120

To whom it may concern:

This letter is written to express strong support for The Ducks Unlimited Ecology and Management Certification. In addition to serving as President of HPS Oil & Gas Properties, Inc., I am the owner of Big Pecan Lodge located in Vermilion Parish. We are a hunting lodge that focuses on waterfowl and we are committed to providing the absolute best habitat that is possible for our 6,000-acre property. Additionally, I am a member of the board of Vermilion Corporation who controls 125,00 acres in Southwestern Louisiana. This company is tremendously interest in preserving prime habitat in coastal Louisiana for wildlife. Healthy habitat for waterfowl and alligators contribute a significant part of our income. Both of these companies are committed to being good stewards of the land and would be enhanced by the ability to add personnel that have gone through a certification process such as the one Ducks Unlimited is offering. Each of these companies are reliant upon consultants for much of the input necessary to keep us abreast of modern approaches to constantly changing practices being developed in wildlife management, habitat, and the ecology and would be more likely to hire certified individuals in the future. At present candidates with this type of education and more importantly certification are in short supply, which is why we hope Louisiana Workforce Investment Council considers approving this certification for high school students in Louisiana There is opportunity for people to pursue high school wildlife classes, but this certification proves to employers that young people have mastered the industry-relevant skills and knowledge needed for the job. Similarly, opportunities to study wildlife in college exist, but this certification is a way to distinguish a degree.

I applaud Ducks Unlimited for taking another step to lead the education effort to produce more people that can assist with the constant battle with habitat loss, wildlife management, and keeping a healthy balance in our ecological system while enhancing and preserving both.

Sincerely,



Gary L. Salmon

RICHARD A. LIPSEY
POST OFFICE Box 83280
BATON ROUGE, LOUISIANA 70884

March 12, 2020

To Whom It May Concern:

My name is Richard Lipsey, and I am the founder and Chairman of Lipsey's, located in Baton Rouge. I am also representing Oak Grove Hunting Club down in Southwest Louisiana.

I am writing to you today to support the Ducks Unlimited Ecology Conservation & Management Certification. This certification verifies that individuals have obtained exceptional knowledge and skills in the areas of ecological principles and wildlife management, and that is extremely beneficial to business owners like me, especially in both of my industries.

I have been a life-long duck hunter and member of Ducks Unlimited. I have also been an advocate for advanced education, no matter the form, for many years, so I certainly understand the need for a certification such as this to prepare students. I appreciate that this certification is available to students while they are still in high school, because those that are not going to college are now receiving more than just a high school diploma: an industry certification, as well. The certification will also act as a valuable recruiting tool for both college and career opportunities. I am confident that some students, once having taken the certification, will be encouraged to pursue more, higher level opportunities.

I believe this is an important certification, and I hope it will be used in the State of Louisiana so that we can help wildlife conservation, benefit forestry and support agriculture.

This program will help to attract and assist young people establish a career in these important fields of study, and I am fully in support of this opportunity.

I welcome any requests for additional information that I can help with.

Sincerely,

A handwritten signature in blue ink that reads "Richard Lipsey". The signature is written in a cursive style with a large, sweeping initial "R". Above the signature, there is a small blue checkmark symbol.

Richard Lipsey



School of Renewable Natural Resources
Renewable Natural Resources Building – LSU227
Baton Rouge, Louisiana 70803-6202
225.578.4131
FAX: 225.578.4227

12 November 2019

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. I am a faculty member at Louisiana State University, and my research and teaching specialization is waterfowl ecology and management. I have worked in this field for more than a decade, and have taught hundreds of college students during the course of my career. I absolutely see a need for a pre-college (or even college-level) online certification course such as this one to better prepare incoming college students for the rigors of coursework in field ecology and ecosystem management. It is critical that students develop an appreciation for the history of waterfowl ecology and management, understand the importance of the North American Model of Wildlife Conservation, and gain practical knowledge in modern applied research and management principles. This certification is a valuable addition to the biological sciences curricula, and I am especially excited for its potential to attract top-level students to our discipline. I also recognize that not everyone in our field needs a college degree. There are plenty of entry-level jobs, and applicants for those positions would absolutely benefit from being certified by Ducks Unlimited in Ecology Conservation and Management. The content of this certification touches on all of the core areas we teach in university programs, and so this certification demonstrates to potential employers that the individual has a solid background in wildlife ecology and management.

An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification, issued by a nationally-recognized conservation organization, has achieved a diversity of learning outcomes directly applicable to their future careers. I see immense value in this certification program, and I feel that it will better prepare students to succeed in their careers without or before college, in college, and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Ringelman". The signature is fluid and cursive, written over a white background.

Kevin Ringelman
Assistant Professor, School of Renewable Natural Resources
Louisiana State University



September 3, 2020

Ms. Ava Dejoie
Secretary, Louisiana Workforce Commission
1001 North 23rd Street
Baton Rouge, LA 70802

Re: Ducks Unlimited Ecology Conservation & Management Certification

Dear Secretary Dejoie:

I am a member of the wildlife faculty in the School of Renewable Natural Resources at Louisiana State University. My responsibilities include training future professionals in wildlife history, policy, identification, population and habitat management. I am also a Ducks Unlimited Life Member and a volunteer to this organization for over 30 years. I have known Dr. Tom Moorman, primary developer of the certification program, since the early '90s. Ducks Unlimited is the global leader in on-the-ground wetland science and habitat conservation.

I have carefully reviewed the design and content of the Ecology Conservation & Management certification program, and find it to be current, broad-based, practical, and relevant in its content. While the largest population of certification earners in this program is high school students, I am confident enough that I have recommended that it be offered by our department for course credit targeted to freshmen and/or sophomores in Wildlife Ecology or Wildlife Habitat Management at the LSU School of Renewable Natural Resources. The certification's versatility is its strength, in that it is appropriate for high school student going straight to work, college student seeking a degree, and professionals already in the field. All of those populations can benefit from proving their knowledge by certifying.

COVID-19 has greatly accelerated the need for on-line content for the high school students, university students, and industry-based continued education. I am excited that the Ducks Unlimited Ecology Conservation & Management Certification is available for immediate implementation (in our case that would mean Fall Semester 2021). I urge that you and the members of the Industry-Based Certification Council review and approve the accompanying application as quickly as possible.

Should you have questions about the program or the work and science of Ducks Unlimited, I would be delighted to address them or assist in directing them to appropriate professional staff.

Respectfully,

Lucien P. Laborde, Jr., Ph. D.

Instructor

225-281-0711 M

llabor2@lsu.edu



March 24, 2022

To whom it may concern:

I am writing in support of the Ducks Unlimited Ecology Conservation & Management Certification. There is a strong need for students pursuing a career in the construction industry to have the knowledge and skills verified by this certification in order to recognize and mitigate the impact of construction on the wildlife and habitat. I believe allowing students this opportunity in ecology conservation and management will produce the leaders this industry needs and further, the educated professionals we need to preserve our wetlands.

Here at Primoris Heavy Civil I hold the position of Project Controller for our Louisiana division. I am privy to the ins and outs of every contract, job site, and construction activity with a focus on cost, progress, and schedule. My role is to analyze this information to identify trends, risks, and solutions for the purpose of advising operations managers so that informed decisions can be made as well as facilitating the planning process.

As a heavy civil contractor, the first step of construction is almost always to clear land. Whether for a new or existing bridge and roadway, there must be space to bring in materials and construction paths made for site access. We must recognize that with all greenfield construction, not just heavy civil, there is an immense ecological impact from this deforestation and grubbing. While permits must be acquired and there are guidelines to be followed, there is no denying that the industry as well as the land and its native species would greatly benefit from hiring a workforce knowledgeable in natural resource conservation and management. The hiring of these leaders would give our company the competitive advantage to actively assess the impact of our work and take the necessary steps to preserve the natural balance of the environment for *all* steps of the building process, not just the ones with the direst consequences. There is currently no such source for employees with the immensely valuable knowledge on seasonal migration, historical drainage/watershed, and native habitat which all have a direct impact from our work. This certification can help fill that void in the industry.

Ducks Unlimited is a trusted source for wetland and waterfowl conservation. I strongly encourage the State of Louisiana to approve offering this certification to the students we depend on – our leaders of tomorrow.

Sincerely,

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

Meghan Brunet
Division Project Controller
Primoris Heavy Civil



5615 Jackson Street Extension • Building L
Alexandria, Louisiana 71303
318-442-5263
FAX: 318-473-4507

March 3, 2020

To Whom It May Concern:

TrustLand is an investment company located in Central Louisiana with an emphasis on providing private equity throughout rural Louisiana via land loans and acquisitions. We have been in the Louisiana land business for over thirty (30) years. During this time we have been appraisers, brokers, managers and now, in the final stage - investors

As long-term participants in the rural land market, we have always been a staunch supporter of technical and/or continuing education. More crucial to the core of our business, though, we have a vested interest in ensuring those that receive loans from us are educated land managers. With this in mind, we are very excited to help promote the Ducks Unlimited "Ecology Conservation and Management Certification". We appreciate that this certification is available to and applicable to individuals at any stage of their education or professional career starting in high school. We need to continue to provide education alternatives to those individuals that have an interest in our natural resource industries; especially those in our younger generation. We can't think of a better way than to provide educational opportunities to any and all to increase their knowledge in our most precious landscape. This professionally planned opportunity to gain a certification in "Ecology Conservation and Management" is destined to be a winner.

We congratulate Ducks Unlimited for their laser focus on protecting our country's wetland landscape. We are grateful for the opportunity to benefit from this certification as an employer. We wish all our clients possessed this certification and will immediately recognize the value of it when we see a client does possess it. We will know that they have what it takes to responsibly steward and conserve resources. That speaks volumes to us when we are considering if we should offering someone a loan secured by land.

Through its countless programs, projects and now education, Ducks Unlimited is delivering once again for our collective benefit.

Sincerely,


Wm. F. "Colt" James, Jr.
President



*Larry Hogan, Governor
Boyd Rutherford, Lt. Governor
Jeannie Haddaway-Riccio, Secretary
Charles Glass, Deputy Secretary*

3/25/2020

To Whom It May Concern:

The Maryland Department of Natural Resources (DNR) mission statement that “the Department of Natural Resources leads Maryland in securing a sustainable future for our environment, society, and economy by preserving, protecting, restoring, and enhancing the State’s natural resources” can only be implemented with the application of professional wildlife management, conservation, and ecological principles. I have served as a Habitat Manager and Waterfowl Project Manager for the MD DNR’s Wildlife and Heritage Service for over 15 years. Prior my employment with MD DNR I was employed as a Wildlife Biologist for 4 years with the United States Department of Agriculture – Natural Resources Conservation Service prior to which I received my Master’s degree in Biology from California University of Pennsylvania (1999) and Bachelor’s degree in Wildlife and Fisheries Resources from West Virginia University (1996).

On behalf of the Maryland Department of Natural Resources, I am writing this letter in support of the Duck Unlimited Ecology Conservation and Management Certification. Individuals who have an interest in pursuing a career in wildlife management or similar field would be well advised to seek this certification as it will not only increase their knowledge base but give them better vision into the field and related employment opportunities. As an MD DNR employee with a lifelong vested interest in proper management of our natural resources, I understand that proper training of future generations of managers is vital to the fulfillment of not only Maryland’s conservation goals, but also to those of state and federal governments around the world. Strong educational programs like this will not only set individuals apart as they seek admission into institutions of higher education but will give them a better foundation in basic principles of wetland, forest, grassland, agricultural management and the public policies that ultimately determine how these biomes are managed. Ultimately, focused ecological education resources like this one, will provide a better prepared workforce to continue managing our natural resources at the high level that our citizens deserve.

Sincerely,

Josh Homyack, Certified Wildlife Biologist® Waterfowl Project Manager
MD DNR Wildlife & Heritage Service
Wye Mills Field Office
PO Box 68
Wye Mills, MD 21679



Clifton A. Brown
Executive Director

Office (202) 363-9857
Fax (202) 363-7121
Cell (703) 447-4152
cliftonabrown@aol.com

3021 45th Street, NW
Washington, DC 20016

April 12, 2020

To whom it may concern:

I strongly support the Ducks Unlimited Ecology Conservation and Management Certification. If more of our volunteers and program managers had the knowledge, awareness and skills which this certification will convey, it would be of a great value to our efforts in a variety of ways:

- Summer interns would already have obtained a fundamental grasp of the wetland and habitat issues that impact our nesting programs thereby enhancing their potential effectiveness and program results.
- Training efficiency would be improved by eliminating the need for much background orientation.
- Volunteer and student appreciation of what “best practices” in artificial nesting projects accomplish would be heightened having been exposed to them through the Certification program.
- The personal enrichment or “Total Wetland Experience” which MWDI tries to provide for our volunteers especially our student participants will more likely be obtained for graduates of the Certification process. The interwoven and linked aspects of nature as they are observed, will be more understood and appreciated.

The Maryland Wood Duck Initiative (MWDI) is an all-volunteer conservation organization that was started in 2004. MWDI’s objectives are to enhance Maryland’s wood duck population and to generate a greater appreciation of the wetland habitats in which they live by advocating and demonstrating the merits of a “best practices” approach in managed nest programs. MWDI statewide collaborators include Maryland Department of Natural Resources, US Fish & Wildlife and Ducks Unlimited. Under a Partnering Agreement, the Wildlife & Heritage Service of MD DNR maintains MWDI’s website, provides predator guards and other supplies as well as supporting program management on numerous sites. MWDI has created and now manages more than 120 nesting projects on public lands statewide up from 20 that existed in 2004. These sites involve approximately 1,800 nest boxes. MWDI also supports private nest programs in a variety of ways and has assisted in more than 2,000 boxes being installed on private lands.

MWDI efforts have resulted in more than 75,000 incremental ducklings being hatched on public lands. Approximately 7,500 ducklings are now being hatched each season.

More than 100 conservation and wildlife organizations have been involved in these efforts. Over 1,600 youth including several summer interns have also been involved. Several Environmental Education Centers are active on certain sites. MWDI also provides periodic community service opportunities for high school kids and routinely supports Boy, Girl and Eagle Scout projects in addition to making presentations to birding group and other.

The Ducks Unlimited Ecology Conservation and Management Certification, paired with a variety of educational environments, will be a very effective way to connect with those looking to get involved in conservation. Based on our experience the past few years, I am eager to see Ducks Unlimited continue to pursue the broad approach they advocate in their descriptive materials with many other “kindred spirit” groups. This pragmatic and convenient learning resource will also be well received by those who are contemplating or nearing retirement age as they seek a career change or volunteerism opportunities post retirement. Certification would demonstrate their commitment and knowledge of basic ecological conservation principles facilitating the pursuit of these personal objectives.

Thank you for your consideration.

Sincerely,

Cliff Brown

Cliff Brown

Bailey Brake Farms, Inc.

Charleston, MS

February 20, 2020

To whom it may concern:

I am writing this letter today in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am a current shareholder and member of the Board of Directors for Bailey Brake Farms, Inc. Bailey Brake Farms is an active agricultural farm located near Charleston, Mississippi (Tallahatchie County). We own approximately 950 acres of delta land that is farmed for soybean production and managed for wildlife. During winter months, the land is exclusively managed for migrating waterfowl. As a result, we employ land managers to assist with wildlife plantings and management recommendations throughout the year. Students and individuals that possess a basic understanding of wildlife management principles and conservation practices are more qualified as land managers on our property.

I am very impressed with the Ducks Unlimited Ecology Conservation and Management Certification. It offers students some basic training related to ecological principles, wildlife management and habitat conservation. As it relates to wildlife management, this is one of the first industry certifications and greatly needed. The ability of students to develop wildlife management plans for working lands is critically important especially on properties like Bailey Brake Farms.

An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification has gained valuable knowledge in areas related to wildlife conservation, habitat and waterfowl management. This certification is extremely valuable to employers like Bailey Brake Farms because it helps prepare students for future employment opportunities. We are more likely to hire a student or individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification.

Sincerely,



Chad A. Manlove
Bailey Brake Farms, Inc. - Shareholder



MISSISSIPPI STATE
UNIVERSITY
U N I V E R S I T Y.

DEPARTMENT OF WILDLIFE,
FISHERIES, AND AQUACULTURE
P. O. Box 9690
Mississippi State, MS 39762
P. 662.325.3133
cfr.msstate.edu

March 2, 2020

To Whom It May Concern:

I am writing in most enthusiastic support of Ducks Unlimited's (DU) Ecology Conservation & Management Certification. I am now beginning my fourth decade of working on behalf of waterfowl ecology and management across North America. I have witnessed motivations and work ethic of countless students through the years. I now watch the Millennial's and their general lack of access to and understanding of the inter-relationships between agriculture, forestry, habitat management for wildlife, and the role of hunting and other conservation activities in North America. In fact, it seems apparent that most high school teachers are unaware of these dynamics, especially as it relates to what Ducks Unlimited is accomplishing in their mission across North America.

This new certification is timely in providing high school and future university students with exposure to skills that will inform them and help their success. It is essential individuals interested in careers in the natural resources industry be able to demonstrate an understanding of principles or models such as the North American Model of Wildlife Conservation. Despite the importance of general biology programs, natural resources and wildlife management curricula depart in many ways and provide important concepts otherwise less attainable. For example, concepts of habitat management, policy, ecology, and population dynamics of waterfowl and other wildlife offered through DU's initiative would unlikely be provided anywhere else, other than universities currently offering such programs. These certainly are little understood by the general high school student today, and there is currently limited opportunities for these students to prove their proficiency in these areas

In closing, I think this is a wonderful step undertaken by Ducks Unlimited, Inc. to provide educational and career development opportunities to generations of young students. This certification will provide important career path awareness to students and perhaps provide them an edge upon seeking a wildlife ecology university program following high school graduation. I fully support this endeavor and am happy to answer any questions if necessary.

Sincerely,

J. Brian Davis, PhD
James C. Kennedy Associate Professor of Waterfowl and Wetlands Conservation

File Code: 2600
Date: April 9, 2020

To Whom It May Concern,

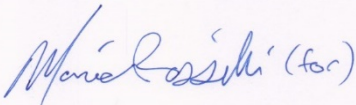
As the Forest Supervisor for the National Forests in Mississippi, I extend my congratulations to the Ducks Unlimited staff for the development of the Ducks Unlimited Ecology, Conservation, and Management Certification. I fully support the integration of this conservation education program into classrooms across the country. Conservation agencies, such as the U.S. Forest Service, depend on a knowledgeable and skilled workforce to achieve their mission.

The National Forests in Mississippi strives to sustain the health, diversity and productivity of the nation's national forests, and to meet the needs of present and future generations. The forested wetlands we manage provide crucial habitat for many wetland-dependent species, including waterfowl. Our success restoring and maintaining native ecological systems across 1.2 million acres in Mississippi depends upon our employees, partners, and volunteers.

Conservation partners, such as Ducks Unlimited, play an integral role in our ability to meet habitat objectives and sustain biological diversity on the landscape. The Ducks Unlimited Ecology, Conservation and Management Certification will provide an additional training and educational opportunity for individuals seeking employment within the conservation arena. The recruitment of these highly motivated and qualified individuals into the workforce is one of our most important responsibilities.

I encourage states to approve and utilize this resource, and look forward to encountering more individuals that have earned this certification.

Sincerely,



CARL PETRICK
Forest Supervisor





MISSISSIPPI STATE
UNIVERSITY.

COLLEGE OF FOREST RESOURCES
FOREST AND WILDLIFE RESEARCH CENTER
Dean and Director's Office
Box 9680
Mississippi State, MS 39762
P. 662.325.2953
cfr.msstate.edu

October 22, 2019

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification.

As the Associate Dean of the College of Forest Resources at Mississippi State University, I oversee student recruitment for the College, including the Department of Wildlife Fisheries and Aquaculture. Our degree program in wildlife, fisheries and aquaculture is very demanding. Any foundation in the basic principles of ecology and wildlife management, such as this certification represents, would be extremely helpful in getting these students off on the right foot. Frankly, our high schools only rarely address ecological principles, wildlife management, wildlife population ecology, wildlife identification, and conservation & management of forests, grasslands, wetlands & waterfowl.

This certification will foster interest in wildlife conservation and management at the high school level, a critical step in ensuring a steady supply of students preparing for careers in wildlife. In addition, the certification will also provide students pursuing degrees other fields, such as agriculture, agribusiness, forestry or public policy, a basic understanding of how natural resources are impacted by their business decisions.

Sincerely,

Dr. Ian A. Munn
Associate Dean & Sharp Distinguished Professor,
College of Forest Resources/Forestry Department



263 Barefoot Road
Charleston, MS 38921
(662) 392-0947

April 24, 2020

To Whom it May Concern,

As the Vice President of York Woods, LLC, I have over 25 years of experience in land, waterfowl and wildlife management. It is my privilege to provide this letter in strong support of the Ducks Unlimited Ecology, Conservation, and Management Certification. Such a certification will help employers find applicants who are passionate about the industry, adequately educated, and knowledgeable in the field and help young professionals begin careers that are appropriately suited to their interests and skill sets. Those with this certification on their resume will gain the attention of industry personnel looking to hire.

In my 25 years of experience, I have come across many professionals who would benefit greatly from the Ducks Unlimited Ecology Conservation and Management Certification, especially those who are not formally trained in ecology, conservation or similar discipline.

I support and encourage those who seek a career in wildlife, agriculture, ecology, forestry or related field to complete this certification to verify their knowledge and understanding of land use and management, waterfowl ecology, natural resource policy, and other related topics. Such a certification will also allow us to function as a more cohesive community of practice as we aim to foster improved land management, policies, conservation and sustainable ecosystems for wildlife, waterfowl and people.

I believe this certification will also encourage individuals in the field to be better stewards of the land in order to ensure a more viable future for our natural resources. We need more people to earn this certification and I strongly urge for the approval of certification, so it may be more widely accessed. By incentivizing schools to offer this valuable certification, we can ensure a bright, sustainable future for our industry and the sustainability of our environment and natural resources. I also believe this certification will add immense value and better prepare individuals to succeed in college and in their careers.

Sincerely,

Rance Moring
Vice President, York Woods



Parsons Property Solutions LLC

DU Ecology and Conservation Management Certification

To Whom it may concern,

I am the owner of a ranch and wildlife management company. I have been in the field for 21 years and studied wildlife biology at West Texas A&M. My company is based out of Springfield, Mo and works on various farms and ranches in Texas, Oklahoma, Missouri, Arkansas, and Kansas.

I can see a great benefit in having a program to get young men and women introduced to the field of biology and ecology. I run across an abundance of people that hear about what I do for a living and wished that they knew that it was a career path when they were younger. This could help with the shortage of well trained men and women in our field. Giving people the option earlier in life will help develop the principal field in the future.

Parsons Property Solutions LLC is in favor of establishing the Ducks Unlimited Ecology and Conservation Management Certification. We hope this program will be taken into serious consideration.

Thank You for Your Time,

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

Jake Parsons
Parsons Property Solutions LLC
(806) 683-8080
parsonspropertysolutions@gmail.com



April 7, 2022

To Whom It May Concern:

Re: Ducks Unlimited Ecology and Conservation & Management Certification

On behalf of Applied Environmental Solutions, LLC (AES) I am writing in support of the Ducks Unlimited Ecology Conservation and Management Certification. AES is an environmental consulting firm, located in central Missouri that focuses on wetlands and water quality services. We are a small company that uses temporary help to complete many projects. We help build/design/monitor wetlands for stormwater retention, delineate wetlands, monitor stormwater, lakes, streams, and rivers for water quality.

As a person who works in the environmental field, I strongly approve this initiative. The Ducks Unlimited Ecology Conservation and Management Certification program is an exciting opportunity to develop future conservationists, wetland biologists, water quality specialists and more. This is also a great way for young people to make difference. I believe the young people that go through this program are driven and passionate about our natural resources. This certification will give young people the confidence to enter the work force in natural resources or continue to higher education in a specific conservation field.

Being an employer who works directly in the field, and many of our hires are temporary, I'm always looking for qualified people that understand basic wetland ecology, plant identification, and water quality parameters, just to name a few. These experiences are hard to find, especially in students for temporary projects. Students with the certification would make my hiring selection process a lot easier.

Ducks Unlimited has been a leader and stakeholder in many science-based wetland and waterfowl conservation projects since its inception, employing the most credible professionals in the business. I strongly recommend the certification program be approved by the state of Missouri. This will contribute to the development of more knowledgeable wetland conservation professionals for years to come.

Sincerely,

Renee Hahne, HT II
President
Applied Environmental Solutions, LLC



April 27th, 2022

To Whom It May Concern,

My name is Reid Atha, and I am a co-owner of Atha Brothers Ag. We offer services for farmers such as chemical, fertilizer, seed, aerial application, financing, agronomy specialists, and any other resource needed to run a smooth and efficient farming operation. Located in Northwest Missouri, Atha Bros Ag serves farmers with any resource they need to run a smooth and efficient farming operation.

I am writing to express my support of the Ducks Unlimited Ecology Conservation and Management Certification and encourage the Missouri Department of Elementary and Secondary Education to adopt this as an approved Industry Certification. Approval of this Industry Certification is a pressing issue because the need for knowledgeable and trained individuals entering our workforce is a need that is only going to continue.

Ducks Unlimited has worked to conserve over 119,000 acres of land across the state of Missouri and continues to improve the habitats of migratory waterfowl. The prosperity of waterfowl and wetland conservation affects many different industries, so utilizing the Ducks Unlimited Ecology Conservation and Management Certification is the best way to ensure individuals have the tools needed to be successful in their future careers.

I know my business and many other employers alike would hope to see this Industry Certification approved by the state of Missouri.

Sincerely,

A handwritten signature in black ink, appearing to read 'Reid Atha', is written over a faint, light-colored signature line.

Reid Atha

Atha Brothers Ag



April 6, 2022

To whom it may concern,

Along with my brother, I own and operate an LLC that specializes in tree removal and trimming. As a company working in the forestry and landscaping industries, I write this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification.

It's extremely helpful when the help we hire knows basic natural resources management. It would save my brother and I from having to coach new employees and would allow us to do our jobs. Anyone with the Ducks Unlimited Ecology Conservation & Management Certification would undoubtedly be a more valuable employee to our business. I wish this program was encouraged in every high school so that employers like us could have greater options of future employees. It is important to help young individuals get started in very important careers protecting and improving the environment for future generations.

Over the years, I have seen many projects that organizations like Ducks Unlimited and their partners have accomplished in restoring wetlands. To get younger generations interested and equip them with the tools to ensure the continuation of this would be a great thing to see.

I urge anyone with the power to do so to please consider incentivizing the Ducks Unlimited Ecology Conservation & Management Certification in Missouri schools. Help make this a reality.

Sincerely,

Justin Raith
Brothers Tree Care LLC
802 Buford Blvd
Fredericktown, MO 63645

April 1, 2022

E. Wayne Wilson

P.O. Box 61

Carthage, MO 64836

To whom it may concern,

This letter is to show my support for the Ducks Unlimited Ecology Conservation & Management Certification. Having grown up on a century farm – Franks Farm in Vernon County, MO taught me the importance of lifelong environmental stewardship. A century farm is an operation owned by the same family for over a hundred years. I currently raise livestock and have worked in the banking industry for over 20 years.

I value the Ducks Unlimited Certification because it is clear to me that it will provide a way for individuals studying in the agriculture and natural resources industry to show their knowledge of Ecological Principles, Wildlife Conservation & Management, Habitat Conservation & Management Species Identification. To provide this certification in Missouri schools would allow our Missouri students a way to learn more about natural resources management earlier in their academic careers. This specialized program will only benefit the students looking to go into these specialized fields of study. We should always be striving to help our youth explore different career opportunities and provide them the material needed to succeed. As a banker, I would be more confident lending money to those trying to purchase land with this certification, because I would know what knowledge and skills they possess about land and water management and conservation.

As our world population continues to increase and more demands are put on our natural resources, careers in natural resources management will be more and more in demand. We must continue to implore our youth to be focused on this subject and provide as much information as possible to increase their knowledge in this field. The successful ag programs in Missouri schools are a perfect platform to provide this information. These ag programs have proven success in our local area, and I would have the utmost confidence that our ag educators can provide beneficial knowledge to our local students with the proper tools.

Sincerely,

A handwritten signature in black ink, appearing to read "E. Wayne Wilson". The signature is written in a cursive style with a large initial "E" and a long, sweeping underline.

E. Wayne Wilson



Ideker Farms, Inc.

May 19, 2022

To Whom It May Concern,

I am writing to give my full support to the Ducks Unlimited Ecology Conservation and Management Certification.

My name is Roger Ideker and I am the owner and operator at Ideker Farms. Ideker Farms is located in Holt County along the Missouri River. We are a multigenerational farm focused on conserving and managing the clear water and Missouri River within our area. The state of Missouri needs to approve this Industry Certification for many reasons, but mainly because we will all benefit from better-equipped individuals going into our workforce specifically within this industry.

Ducks Unlimited is the most qualified and trusted world leader in wetlands and waterfowl conservation. The experience and knowledge of the industry this organization has gained through successfully conserving more than 14 million acres since 1937 means their Industry Certification is the best way to set students up for success before pursuing a career in the field.

As an employer in this career field, we look for individuals who understand the ecological principles, types of habitat conservation and management, and understand the importance of these principles and management techniques. The Ducks Unlimited Ecology Conservation and Management Certification works directly to help an individual comprehend these practices and in turn take them into the workforce.

I strongly urge the addition of the Ducks Unlimited Ecology Conservation and Management Certification to the approved list for Missouri.

Sincerely,

Roger Ideker
Owner and Operator
Ideker Farms



MISSOURI DEPARTMENT OF CONSERVATION

Headquarters

2901 West Truman Boulevard, P.O. Box 180, Jefferson City, Missouri 65102-0180

Telephone: 573-751-4115 • www.MissouriConservation.org

SARA PARKER PAULEY, Director

April 21, 2022

To Whom it May Concern:

Greetings, my name is Jeff Cockerham, Education Branch Chief for the Missouri Department of Conservation (Department). The Department's mission is to manage and conserve the state's fish, forest, and wildlife resources. Specifically, the Education Branch is responsible for informing and educating the citizens of Missouri about the importance of our resources and to help them move to active participation in resource stewardship and outdoor related recreation. We have nine nature/education centers, five outdoor education center/shooting ranges and 30 dedicated Conservation Educators that work with schools, youth groups, conservation Non-Governmental Organizations, and the public to meet our mission.

Upon review of the Ducks Unlimited Ecology Conservation and Management Certification, I find this to be an exciting program for developing professionals. By integrating this program into high school curriculum is a great link with our own high school curriculum efforts. The program would be attractive to students considering a career in conservation and would help develop potential Department employees. This certification would demonstrate an applicant's knowledge of key subject matter and in doing so, would be noteworthy when encountered during the review process.

I support and recommend the program receive state certification. It would contribute to the development of more qualified professionals in wildlife conservation and management.

Sincerely,

Jeff Cockerham

JEFF COCKERHAM
EDUCATION BRANCH CHIEF



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 Ducks Unlimited Ecology Conservation & Management 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 ecology and wildlife conservation and management industry. With industry standards developed by Ducks Unlimited, I can be sure that the Ducks Unlimited Ecology Conservation & Management Certification is relevant to the ecology and wildlife conservation and management industry.

I believe this certification will provide individuals with the skills needed to enter the ecology and wildlife conservation and management 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 that Ducks Unlimited Ecology Conservation & Management 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 Ducks Unlimited Ecology Conservation & Management Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President



28 September 2020

1505 Twin Creek Mine Road
Golconda Nevada, 89414

To Whom It May Concern:

It is my privilege to provide this letter of support for the Ducks Unlimited Ecology, Conservation, and Management Certification.

I am currently the Humboldt County Area Chairman for Nevada Chapter 10 here in Winnemucca Nevada. As the Area Chair and an avid Sportsman, we need to make sure we continue to recruit and sustain the very best, and the brightest talent we can through programs like these. As well as to thoroughly educate the current workforce and the future generations. This is critical for the ongoing success in this vastly ever-changing world.

This Ecology Conservation & Management certification will provide a competitive advantage for anyone when applying for jobs in the challenging and rewarding field of wetland and waterfowl conservation.

Over the past 28 plus years in the Mining Industry as a maintenance technician and supervisor here in Northern Nevada. I have seen many prospective employees at various levels who would greatly benefit from the Ducks Unlimited Ecology Conservation & Management Certification, especially those who are not formally trained in ecology or a similar discipline.

I encourage all who seek a career in agriculture or forestry related fields to complete the certification to verify their understanding of waterfowl ecology, management, land use, and natural resources policy as it relates to the challenges we face in the field of conservation. The world is in a very dynamic state at the moment. We as a species are facing challenges that seem insurmountable. Cross disciplinary education and understanding will enable us to function as a more cohesive community of practice as we seek to foster sustainable ecosystems for wildlife and people.

Sincerely,



www.nevadagoldmines.com

Curt A Prokasky

Sr Mine Maintenance Planner/Scheduler

Component Rebuild/Transportation Department

Turquoise Ridge/Twin Creeks Mine

T +1 (775) 635-6585

M +1 (775) 304-6134

curt.prokasky@nevadagoldmines.com



Stantec Consulting Services Inc.
1165 East Jennings Way, Suite 101
Elko, NV 89801-7977
Tel: (775) 738-8766
Fax: (775) 738-2264

6995 Sierra Center Parkway
Reno, NV 89511-2213
Tel: (775) 850-0777
Fax: (775) 850-0787

September 12, 2020

To Whom it May Concern:

My name is Josh Vittori and I am the Nevada Biological Supervisor for Stantec Consulting Services, Inc. (Stantec). Our firm provides a multitude of services including but not limited to wildlife studies, habitat inventory, and habitat restoration. We have over 22,000 employees with offices in over 20 countries. Reno serves as the Nevada headquarters and Stantec's corporate office is in Edmonton, Alberta.

Upon review of the Ducks Unlimited (DU) Ecology Conservation & Management Certification I find it to be an exciting program for developing professionals. The scientific expertise at DU has always impressed me and I feel that the specialists who developed this program are well qualified to do so. If this program were to obtain state approval it would provide significance to educational backgrounds of developing professionals in the natural resources field. Our industry is constantly seeking qualified individuals who have strong backgrounds in the foundations of natural resource and wildlife management. This certification would demonstrate an applicant's knowledge of key subject matter and in doing so would be noteworthy when encountered during the interview process.

I strongly recommend the program receive state certification. It will clearly contribute to the development of more qualified professionals in wildlife conservation and management.

Sincerely,

Stantec Consulting Services, Inc.

A handwritten signature in cursive script that reads "Joshua C. Vittori".

Joshua C. Vittori
Nevada Biological Supervisor
Josh.Vittori@stantec.com



P.O. Box 960
Artesia, NM 88211-0960
Office (575) 748-1288
Fax (575) 748-7374

January 28, 2022

To Whom It May Concern:

Mack Energy Corporation was founded by Mack. C. Chase, President, in 1990. It was formed as an independent energy company engaged in the exploration, development, and production of oil and gas in southeastern New Mexico.

Headquartered in Artesia, New Mexico with offices in Roswell, Midland, and Ft. Worth, Mack Energy Corporation and its affiliates employ over 900 people. Striving to utilize our advances and stay abreast of innovative technology to ensure that our company is a forerunner in the quest for energy for many years to come begins with investing in educating the next generation of industry professionals.

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification.

Individuals who earn this certification have demonstrated some of the knowledge and skills needed to be successful in the wildlife and conservation industry. Those that earn this certification will have a strong foundation that they can then build off of as they continue to practice and evaluate their professional decisions.

It is imperative we have an interested and knowledgeable workforce for current and future positions in a wide variety of roles. One of the most difficult hurdles for employers is finding qualified candidates who have a passion and are qualified for roles within the workforce. This certification will enhance the ability of businesses and organizations to recognize those who demonstrate similar values, interests, and needs.

This certification will be a great asset to New Mexico, in order to help employers identify and connect with more skilled candidates, fill gaps in the labor market, and jumpstart individuals' careers.

Sincerely,

A handwritten signature in black ink that reads "Robert C. Chase". The signature is fluid and cursive, with a long horizontal stroke at the end.

Robert C. Chase

Executive Vice President

Mack Energy Corporation



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

February 28, 2022

To Whom It May Concern:

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

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

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

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

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

Sincerely,

Benton Spradlin
CTE Program Manager, Rio Rancho Public Schools

GOVERNOR
Michelle Lujan Grisham



DIRECTOR AND SECRETARY
TO THE COMMISSION
Michael B. Sloane

**STATE OF NEW MEXICO
DEPARTMENT OF GAME & FISH**

One Wildlife Way, Santa Fe, NM 87507
Post Office Box 25112, Santa Fe, NM 87504
Tel: (505) 476-8000 | Fax: (505) 476-8123
For information call: (888) 248-6866

www.wildlife.state.nm.us

STATE GAME COMMISSION

SHARON SALAZAR HICKEY
Chair
Santa Fe
JIMMY RAY BATES, SR.
Albuquerque
TIRZIO J. LOPEZ
Cebolla
ROBERTA SALAZAR-HENRY
Las Cruces

February 9, 2022

To Whom It May Concern:

I am writing this letter to support allowing Ducks Unlimited's Ecology and Management Certification to be utilized in New Mexico high schools.

New Mexico Department of Game and Fish is the management and conservation agency for the state's vast wildlife resources. We employ over 300 conservation officers, wildlife biologists, fisheries biologists, conservation educators and others in the natural resource field throughout New Mexico. Our conservation officers and educators often visit New Mexico high schools to give presentations and lectures on our state's wildlife resources. However, these presentations are only a short introduction to the topic and a wildlife management certification course would allow high school students to gain more extensive knowledge of wildlife ecology and conservation.

Ducks Unlimited's Ecology and Management Certification teaches high school students about ecological principles as well as wildlife, habitat, forest, grassland and wetland management. Individuals who earn this certification will have a better understanding of wildlife ecology and will be able to make informed decisions on whether higher education and a career in natural resources would be a good fit for them after high school graduation.

This certification could provide high school students a valuable addition to their resume when applying to natural resource programs at colleges and universities. It could also provide students with a distinct advantage when applying for summer internship or wildlife technician positions early in their career.

As an agency that continually hires recent college graduates from university wildlife and natural resource programs, any certification that provides students with the opportunity to consider a career in wildlife management would be a huge asset to the high school students of New Mexico.

Sincerely,

Michael B. Sloane
Director
New Mexico Department of Game and Fish

9/16/2021

To whom it may concern:

My name is Lucas Montano, and I am a rangeland management specialist based in Santa Rosa for the Natural Resources Conservation Service (NRCS), a n agency within the U.S. Department of Agriculture. The NRCS provides America's farmers and ranchers with financial and technical assistance to voluntarily put conservation on the ground, not only helping the environment but agricultural operations, too. As a rangeland management specialist, I assist producers as they strategize grazing systems to enhance forage quality and utilize grazing animals to improve and maintain natural resources. I also advise on water management systems, invasive species and pest control, and sustainable forage production.

It is imperative we conserve, improve, and sustain our natural resources, especially our non-renewable resources like water and soil health. In my position, I interact with many New Mexico students who have little to no understanding of conservation principles or practices. This knowledge and skill gap is concerning because this next generation will soon make meaningful choices that will have long-term impacts on our natural resources.

When the NRCS hires new specialists and other team members, we want to see a strong background in ecological principles and wildlife management and the ability to apply those concepts in a variety of habitats and scenarios. As someone deeply passionate about the sustainability of our natural resources, I was excited to see the Public Education Department is considering the approval of the Ducks Unlimited Ecology Conservation & Management Certification.

As a former New Mexico student, I wish I would have had the opportunity to earn the Ducks Unlimited Certification in school. Not only is this certification valuable in the hiring process at NRCS, but it would have also made a significant impact on my educational and career journey. I am confident the certification would have expedited my job search and made me more confident in my abilities as a new NCRS employee.

On behalf of NRCS New Mexico, myself, and all current and future New Mexico students, I ask you to approve the Ducks Unlimited Ecology Conservation & Management Certification.

Sincerely,

A handwritten signature in black ink that reads "Lucas Montano". The signature is written in a cursive style with a large initial "L" and "M".

Lucas Montano
Rangeland Management Specialist
Natural Resources Conservation Service



January 27, 2022

From: Thomas P. Tinnin
President, CEO
Tinnin Hunt Club and Wildlife Preserve Inc.
2303 Candelaria Rd. NW
Albuquerque, NM 87107

Re: Tinnin Hunt Club's Support for Duck's Unlimited Ecology Conservation & Management Certification

Dear Sir or Madam:

I am the President and CEO of Tinnin Hunt Club and Wildlife Preserve, Inc., a hunting preserve located 45 minutes south of Albuquerque in Socorro County. We are adjacent to Bernardo Refuge, a state run wildlife management preserve.

After reviewing the material of Duck's Unlimited Ecology Conservation and Management Certification Program, I am in full, enthusiastic support of such a program being offered in our schools. It is imperative that the next generation carries on the tradition of good conservation management for our public and private lands. Tinnin Hunt Club is keenly aware of the importance and the necessity to have educated and dedicated people actively involved in this endeavor. By providing a strong foundation through the Ecology Conservation and Management Certificate Program, Duck's Unlimited is providing a necessary resource for our communities. It is imperative that the next generation be able to continue this and through Duck's Unlimited Certification Program this will be possible.

Tinnin Hunt Club would welcome the expertise and abilities that future employees could offer and I strongly recommend the program receive state certification. This will undoubtedly lead to more qualified professionals in conserving our habitats and ensuring that our environment stays protected.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas P. Tinnin", is written over a horizontal line.

Thomas P. Tinnin
Tinnin Hunt Club and Wildlife Preserve Inc.
President, CEO



Socorro Soil & Water Conservation District
103 Francisco de Avondo, Socorro, NM 87801
(575) 838-0078

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

January 27, 2022

To Whom It May Concern:

The Socorro Soil & Water Conservation District (SSWCD) is a sub-division of the State of New Mexico with a locally elected board of five. The SSWCD promotes and assists private landowners with a multitude of volunteer conservation efforts and practices. The majority of our District is along the Rio Grande corridor, with agricultural producers being our main customers. We survey and design irrigation and soil health projects that increase irrigation efficiency and decrease water usage as well as promote soil health. Agricultural land along the Rio Grande which is a primary waterfowl migration flyway through New Mexico provides a lot of habitat for waterfowl.

The SSWCD is in favor of the State of New Mexico offering Ducks Unlimited Ecology Conservation and Management Certification. The SSWCD has spent many years working with private landowners and other Federal and State agency partners to restore and increase wetlands and native habitat. Increasing native habitat for various wildlife species reduces the pressure regarding threatened and endangered species on agricultural producers. If a potential candidate for employment with the SSWCD were to have this certification, they will be better prepared to work with landowners and other entities regarding water conservation projects. A job with a Soil and Water Conservation District usually involves a lot of on the job training, but an individual who has knowledge of ecology, conservation, wildlife and native species will be better prepared for this type of work.

The SSWCD is in full favor of this certification program and believes that it will enhance the potential of candidates for employment. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nyleen Troxel Stowe".

Nyleen Troxel Stowe
District Manager
(505) 440-9488
nyleen@socorrowswcd.org



To Whom It May Concern,

My name is Brian Curtis and I am the owner of Territory Outfitter, a big game hunting outfitter in Arizona and New Mexico. Territory Outfitter focuses on the conservation and management for mature Pronghorn, Black Bear, Elk, and Mule Deer throughout the Southwest. Hunting and conservation practices is our mission for not only big game animals but water fowl and game birds as well. Territory Outfitter dedicates time and resources each year towards various Wildlife and Big Game Habitat Conservation efforts, including Ducks Unlimited sponsored events.

Having a bachelor's and master's degree, in architecture from Arizona State University, I have the unique perspective of understanding the sacrifices necessary to learn from our past and make long lasting, sustainable, and impactful decisions that ensure our future. I view the Ducks Unlimited (DU) Ecology Conservation & Management Certification an invaluable step towards preserving our legacy of Wildlife and Habitat Conservation. The Ducks Unlimited (DU) mission provides a great value for the hunters of today and for our youth... the hunters of tomorrow. The subject matter integrated into this certification is crucial for the development of current and prospective Natural Resource Management professionals.

Though this certification does not directly align with big game outfitting, I'd strongly emphasize that knowledge of conservation is our future. A certification program as proposed by Ducks Unlimited (DU) would not only benefit our society today, but the future of our youth.

A certification such as this would be invaluable and important. Ducks Unlimited (DU) and their conservation efforts are an invaluable education for future generations and preserve this Wildlife and Habitat Conservation for game animals both big and small.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Curtis". The signature is stylized and includes a small dot at the end.

Outfitter, Arizona | New Mexico



June 20, 2022

To Whom it May Concern,

My name is Rick Owens, and I am writing in support of the Ducks Unlimited Ecology Conservation & Management Certification. Coastal Carolina Resource Group maintains stormwater retention ponds and other stormwater facilities for commercial and residential developments. We inspect, repair, and maintain these systems to ensure they stay within their permitted design standards. We are committed to providing our clients with a professional service from knowledgeable, experienced staff. We strive to keep up to date in the developing science of stormwater management through training and continuing education courses. The Ducks Unlimited Ecology Conservation & Management Certification can provide the continuing education courses that our employees and other individuals need.

When it comes to hiring, we always look for individuals who have both knowledge and initiative. If a potential employee had the Ducks Unlimited Ecology Conservation & Management Certification on their application or résumé, they would automatically be considered for an interview or the job. This certification demonstrates the earner is trainable, willing to go the extra-mile, and highly-qualified for any job in the industry. We know they are qualified since the certification program is detailed in all aspects, and the Ducks Unlimited brand is known globally for being the leader in wetland conservation – something of utmost importance to Coastal Carolina Resource Group. We will gladly consider adding someone to our team if they possess this certification.

I fully support the Ducks Unlimited Ecology Conservation & Management Certification. This certification can and will make a difference in individuals across the state. I encourage you to approve this certification so more individuals in our state have the opportunity to gain critically important knowledge and the skills necessary to enter an occupation and be successful in the position. I believe the state of North Carolina needs this for their employees, employers, and communities.

Sincerely,

A handwritten signature in black ink that reads "Rick Owens".

Rick Owens
2921 Blue Clay Rd.
Castle Hayne, NC 28429
rick@ccrgnc.com



North Carolina Wildlife Federation

Affiliated with the National Wildlife Federation

1346 St. Julien St.
Charlotte, NC 28205
(704) 332-5696

1024 Washington St.
Raleigh, NC 27605
(919) 833-1923

July 7, 2022

Industry Credential Review Committee,

I appreciate you taking time to review the Ducks Unlimited Ecology Conservation & Management Certification. My name is Tim Gestwicki, and I am the Chief Executive Officer for the North Carolina Wildlife Federation. Since 1945, the North Carolina Wildlife Federation has worked for all wildlife and habitat, bringing together conservationists, outdoor enthusiasts, hunters and anglers, government, and industry to protect North Carolina's natural resources. We understand the importance of public education for ecology and wildlife conservation and management. Our hope is that every individual will have a base knowledge of ecology and wildlife conservation and management. Since it is a comprehensive course based on industry standards, we believe the Ducks Unlimited Ecology Conservation & Management Certification is a great fit for this need.

Additionally, this certification brings a pipeline of individuals into the workforce and will bring an even more consistent one if added to the North Carolina approved list of industry certifications. When conducting a hiring process, I would find this certification beneficial on resumes, in cover letters, and in interview conversations. I hold this certification to a high standard because the individuals who have completed it are prepared to enter the workforce. They have the base knowledge they need to start in the industry and succeed. The North Carolina Wildlife Federation works to bring all members of the industry together. With this level of outreach, I will opportunistically inform others about the high-quality candidates this certification produces.

From the Great Smoky Mountains to the Outer Banks, the North Carolina Wildlife Federation is a diverse community of people who value wildlife and wild places and the many ways to enjoy them. We must have educated individuals to maintain and grow our resources. I fully support the Ducks Unlimited Ecology Conservation & Management Certification since I believe it can provide proper education for the residents of North Carolina.

Sincerely,

A handwritten signature in black ink that reads 'Tim Gestwicki'.

Tim Gestwicki
Chief Executive Officer
North Carolina Wildlife Federation

July 20, 2022

To Whom it May Concern,

We are writing on behalf of H & H Guide Service to encourage the approval and implementation of the Ducks Unlimited Ecology Conservation & Management Certification in North Carolina.

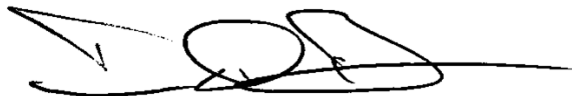
At H & H Guide services, we guide you through the process of acquiring the required North Carolina hunting licensing (swan permit), HIP certification and duck stamp. We promise our customers a hunt with experienced guides who always take safety into consideration. To do this, we need employees who are trained and know the ecology and wildlife conservation and management industry well. We believe the Ducks Unlimited Ecology Conservation & Management Certification can help supply us with employees that meet these demands. Earners of this certification have proven their knowledge in many areas of the ecology and wildlife conservation and management industry including waterfowl identification, the importance of conservation, and monitoring/sustaining ecosystems.

We value all individuals who hold the Ducks Unlimited Ecology Conservation & Management Certification. We take this certification into account when hiring by ensuring earners are moved to the top of the list for interviews and jobs. The skillset that an individual gains from completing this certification exam sets them apart and shows their qualifications. Additionally, those who hold this certification will need less training upfront making onboarding a smoother and quicker process. I can assure you that those who hold this certification will have a significantly better chance at receiving an interview or job with H & H Guide Services. As employers, we can see the immense amount of value this certification holds – we even encourage other employers to take this certification into account when hiring!

The Ducks Unlimited Ecology Conservation & Management Certification has proven to be top tier within its industry. This certification will allow a pipeline of skilled and driven workers into the ecology and wildlife conservation and management industry. North Carolina individuals and business would benefit greatly from the implementation of this certification, and that is why we are supporting it.

Sincerely,

Joe Lawrence



Jason Holter





June 22, 2022

To Whom it May Concern,

My name is Daniel Hancock, and I am writing on behalf of Jones Island Club to support the Ducks Unlimited Ecology Conservation & Management Certification. Jones Island Club is serene getaway surrounded by water and wildlife and situated in Eastern North Carolina just miles from New Bern, North Carolina. Our wonderful landscape offers an abundance of hunting and fishing, making it a true outdoorsman's paradise. To manage our club and keep it safe, we need our members to be educated on ecology and wildlife conservation and management. I believe that the Ducks Unlimited Ecology Conservation & Management Certification can provide in depth education about ecology and wildlife management, and overall help to strengthen our club. The curriculum and certification process that an individual goes through ensures that they are thoroughly educated about topics such as ecological principles, wildlife management, habitat conservation, and species identification.

Any candidate who holds the Ducks Unlimited Ecology Conservation & Management Certification is highly qualified to enter the workforce. When hiring, we always look for the who hold this certification. If a resume or application states the individual has obtained this certification, their name moves directly to the top of our list. We know that they will be knowledgeable about how to properly take care of our resources and will need little training. This will help us save both time and money during the onboarding process. I also regularly encourage the members of our club to take this certification into consideration when conducting their own hiring processes. Our members also see the importance and value that this certification holds.

Jones Island Club is fully supporting the Ducks Unlimited Ecology Conservation & Management Certification. We know that individuals will be fully equipped to enter and be able to succeed in the workforce. I urge the state of North Carolina to approve this certification so more individuals will have the opportunity to learn about ecology and wildlife conservation & management.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel Hancock". The signature is fluid and cursive, with a large initial "D" and "H".

Daniel Hancock



July 1, 2022

Review Committee,

My name is Clark Purvis, and I am writing on behalf of Roanoke River Fowl. We want to provide our utmost support for the Ducks Unlimited Ecology Conservation & Management Certification. Roanoke River Waterfowl is a complete waterfowl and upland game outfitter. Our clients enjoy non-pressured hunting on privately leased land in North Carolina and the Eastern Shore of Virginia. We take pride in our pointers, labs, and setters and work them diligently so our clients can experience disciplined dog handling and first-class wing shooting. Our mission is to be the most professional and knowledgeable waterfowl outfitter in the industry while promoting conservation and the future of hunting as measured by our clients, associates, and competitors.

We know the Ducks Unlimited Ecology Conservation & Management Certification provides individuals of all ages with an understanding of concepts vital to succeeding in the natural resources and wildlife conservation industries. Through this certification exam, individuals learn how to apply concepts related to ecological succession, ecology management plans, the importance of ecology and wildlife conservation, etc.

Roanoke River Fowl needs experienced employees who understand ecological and wildlife principles. Our employees are the main point of contact for clients during hunts and provide the knowledge necessary to safely navigate hunts and offer a fun, memorable experience for our clients. Seeing the expertise this certification brings, I would thoroughly consider it when hiring candidates. Candidates with this certification have proven their proficiency in all aspects of ecology, wildlife management, and conservation. The Ducks Unlimited Ecology Conservation & Management Certification earners are prepared to enter the workforce. Because of the in-depth information this certification provides an individual with, the onboarding process can be simplified.

The Ducks Unlimited Ecology Conservation & Management Certification will bring even greater value to North Carolina upon approval because it will increase the number of earners out of high school. I encourage you to consider this certification for state approval as it provides individuals with an all-inclusive knowledge of the ecology and wildlife conservation and management industry.

Sincerely,

Clark Purvis

Roanoke River Fowl



1232 Parker Rd, Four Oaks, NC 27524

June 14, 2022

To Whom it May Concern,

I believe that the Ducks Unlimited Ecology Conservation & Management Certification will be incredibly valuable to the individuals of North Carolina, and I am writing in support of it. Old Mill Retrievers is a full-time retriever training facility located in Four Oaks, NC. We specialize in gun dog training, UKC/AKC hunt test training, and large breed obedience. We see the need for this certification to be approved since we work directly with the ecology and wildlife industry daily. As mentioned, our dogs are specifically trained for gun and hunt tests and they assist in natural resources field during these hunts. Just as we believe it is important for our dogs to be fully prepared, we believe it is also important for the individual to be fully prepared and trained within the ecology and wildlife conservation and management industry. This is exactly what the Ducks Unlimited Ecology Conservation & Management Certification does.

For us to train dogs, we must have employees that have knowledge within our industry. Because of this, we value any individuals who holds the certification. When hiring, we look for this certification on resumes and applications. A resume or application that states that the individual holds this certification will be moved to the top of the list for an interview or a job. Since the information individuals have to learn to earn this meticulous certification is based off industry values and standards, we know that any individual who has this certification will be well versed in all topics related to ecology and wildlife conservation and management. Additionally, we have seen that those who hold this certification need less upfront training and preparing to start their job. I can assure you that those who hold this certification will have a significantly better chance at receiving an interview or job with Old Mill Retrievers.

The Ducks Unlimited Ecology Conservation & Management Certification will provide individuals with all the knowledge and skills they need to enter the ecology and wildlife management industry and succeed. This certification will not only bring value to the industry, but also create a pipeline of workers into it. I encourage you to approve the Ducks Unlimited Ecology Conservation & Management Certification in North Carolina. I truly believe that this certification can change the ecology and wildlife conservation and management industry.

Sincerely,

A handwritten signature in cursive script that reads "David Bass". The signature is written in black ink and is positioned above the printed name.

David Bass



June 13, 2022

Review Committee,

I appreciate your time and consideration as I support the Ducks Unlimited Ecology Conservation & Management Certification. As the director of the Tick Bite Hunting Club in North Carolina, I see the approval of this certification as vital. This certification will play a major role in providing a proper education in natural resources, ecology, wildlife, and conservation. Many times in Tick Bite Hunting Club, we see members who may need more education in our field. This certification gives just that.

As an employer, I see the value this certification has for both my employees and me. Those who have taken the time to complete this rigorous certification have proven they are highly qualified when it comes to working in the outdoor industry. They are prepared to easily transition into the workforce with little training. These candidates would be able to take care of our club and do more without having to be heavily trained. They have the knowledge and skills needed to succeed in the ecology and wildlife conservation and management industry. I hold this certification to a high standard based on Ducks Unlimited's reputation, and I take it into account when deciding on interview candidates and employees for the Tick Bite Hunting Club. In every situation, I will ensure that any candidate who holds this certification will rise to the top of my list. Seeing as our hunting club is also made up of employers, I encourage all of them to do the same. Many of our club members see the importance of this certification and use it in their decision making during the hiring process.

The Ducks Unlimited Ecology Conservation & Management Certification has proven to be top tier within its industry. Certification holders are skilled, knowledgeable, and able to easily make decisions that will our organization and others like us. I encourage you to approve this certification for the state of North Carolina seeing that it will create a major positive impact on our field of work.

Sincerely,


Brian L. Mattison
Tick Bite Hunting Club Director



21 January 2021

To Whom It May Concern,

On behalf of Southern Sportsman Aquatics & Land Management I would like to convey our support for the Ducks Unlimited Ecology, Conservation, and Management Certification. Being in the fish and wildlife industry 21 years with a state agency and 14 years as an owner of a company that works on private property, this program is a great introduction for high school and new college students considering a career in the natural resources field. As a high school student, it could elevate you during admittance review and as a college student will add another form of education to your resume. As a company owner, I can see the need for individuals being certified when entering the career field. They will be more prepared and skilled when certified. Any student who is certified will have a much higher chance of being considered for a job or interview when selecting candidates for employment.

Over the years I have witnessed young college students lacking some of the skills and knowledge required to move ahead through college programs and into the field/laboratory due to lack of understanding of basic environmental ecology, particularly aquatics including rivers, lakes, and wetlands, sometimes becoming discouraged because they did not know what the profession entailed and switch majors. It is essential that natural resource candidates be able to demonstrate an understanding of principles and models such as the North American Model of Wildlife Conservation.

As a 28-year DU Volunteer, State Officer, Life Sponsor, fish and wildlife biologist and company owner in the natural resource research & management profession, I fully support this unique program and highly recommend it for any high schooler looking to get into the natural resources field or lower classmen in college looking for a little more.

Sincerely,
Scott G. Brown
Scott G. Brown
President/Founder

*Southern Sportsman Aquatics & Land Management, L.L.C.
212 Longlet!f Pine Dr., Admnce, NC 27006, (336) 941-9056
taz11umlabsl(jfgm11il.com
soutlternsportsmanaquaticsandlaml.com*



June 13, 2022

To Whom it May Concern,

I am writing to support the approval of the Ducks Unlimited Ecology Conservation & Management Certification in North Carolina. My name is Trent Lassiter, and I am the owner of Springhill Outfitters.

For years, Springhill Outfitters has been considered Eastern North Carolina's best outdoor sports store for in-house technical servicing of guns, firearm parts and other supplies. We currently perform gunsmithing services and provide support for many of the top manufacturers in the world. Our highly skilled technicians take great pride in their work and are ready to assist customers all over North Carolina. We offer an extensive range of services to keep you in the field or on the range. We excel in a variety of jobs from basic cleaning to repair.

The need for education in the conservation and management industry is strong and continuously growing. With the Ducks Unlimited Certification being based on industry-recognized standards, it provides the proper education that will grow the industry. Personally, I believe that an individual who has completed the Ducks Unlimited Ecology Conservation & Management Certification is highly qualified and prepared to enter the workforce. If I saw the name of this certification on a resume, that candidate would go to the top of my interview list. It would help me tremendously if more students in North Carolina were graduating high school with this certification on their resume. It would save me time and money in onboarding employees and would make my staff more knowledgeable in talking to customers.

The Ducks Unlimited Certification will give individuals across the state of North Carolina the chance to grow their knowledge in the outdoor industry and be better equipped to enter the workforce. Not only will this benefit them, but it will also benefit employers and customers everywhere. I am proud to support this certification and thank you for considering advancing our industry through this certification.

Sincerely,

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

Trent Lassiter
Owner
Springhill Outfitters



July 21, 2022

To Whom it May Concern,

I am writing to extend my support for the Ducks Unlimited Ecology Conservation & Management Certification. I am representing the Stillwater Hunt Club in North Carolina. Stillwater is not only a deer hunting club, but we also offer duck hunting, turkey hunting and various small game hunting opportunities. Stillwater offers hunting opportunities in Quality Deer Management (QDM) areas as well as properties that fall under traditional management guidelines. Therefore, we are not only a QDM deer hunting club, but also a traditional N.C. still hunting club. The property contains mixed crop fields, hardwoods, planted pines, swampland, and cutovers. In addition to the farmed crops, we have several food plots that are planted with blended forage mixes. As you can see, ecology and wildlife conservation and management are very important to us. Therefore, we value the Ducks Unlimited Certification. We especially appreciate that earners of it has proven entry-level expertise in not only wildlife related topics but ecological and habitat related topics, as well.

As an employer, I recognize that any individual who has taken the time to earn this certification has shown that they are highly qualified within the wildlife and conservation fields. They have also shown that they are prepared to enter the workforce. Because of this, I take this certification into account when picking interview candidates and employees for jobs at Stillwater Hunt Club – and I encourage my counterparts at other businesses in our industry to do the same. One of the major reasons I show preference when hiring is because we have noticed that those who have knowledge and skills about ecology conservation and management are able to do more within our club when it comes to taking care of it. (It is our goal to work together as a club to ensure that everyone has a fun and productive hunting season. To accomplish this, we ask that each member contribute to the workdays and continue to help around camp at every opportunity.) We are thankful for the individuals with natural resources and wildlife expertise, like those with the certification, and this shows us how impactful the approval of this certification could be.

The approval of the Ducks Unlimited Ecology Conservation & Management Certification would benefit individuals, employers, and all community members. I am in full support of this certification and encourage the approval of it in North Carolina.

Sincerely,

Ethan Rogers



MOSSY OAK
BRAND CAMO

To Whom It May Concern:

November 18, 2020

I am writing this letter with strong support and conviction for the Ducks Unlimited Ecology Conservation and Management Certification. I speak to this effort from not only personal experience in conservation efforts but almost 30 years of professional affiliation into conservation commitment in support of our wildlife and natural resources.

I am the Senior Vice President, Chief Sales Officer of the *Mossy Oak Enterprise of Brands*. Our specific location is based in Chagrin Falls, Ohio. One of our most recognized business units is Mossy Oak Brand Camouflage where conservation is at the cornerstone of our mission in supporting the outdoor heritage and furthering resource management. We are the "Official brand and Camouflage" of The National Wild Turkey Federation, Quality Deer Management Association, The NRA, The Bonefish and Tarpon Trust and most notably our cherished partnership and affiliation with Ducks Unlimited as their Official Corporate Partner. With Ducks Unlimited we share three camouflage patterns in honor of DU in which we include the DU logo in each of those three patterns and a portion of those proceeds go directly back to DU for conservation and "the ducks." We are also honored and most recently recognized as the "Official Camouflage Pattern of Conservation."

Unfortunately, in today's world, there simply is a lack of participation in the outdoors not only from a recreational standpoint, but also from an engagement of conservation and management of resources. It is our obligation and our responsibility to ensure that we carve out a very clear path to those students and future participants to enjoy all that *the life outdoors has to offer*. In addition to that it is our mission to identify the challenges and successes in resource management that allows us to maintain the proper balance and engagement with wildlife and the resource. That is why I personally am supporting and advocating very passionately to be a voice for those looking to earn the Ducks Unlimited Ecology Conservation and Management Certification. This certification verifies an individuals' knowledge base as they pursue a career in fish and wildlife management. This will ultimately benefit the potential for future employees for the Ohio Division of Wildlife and other agencies and organizations that will need this experience and training to fulfill the long term needs of our resource management. Without certifications like the Ducks Unlimited Ecology Conservation and Management Certification, we are simply handcuffing ourselves from developing great people for a great cause. For us at Mossy Oak, we would definitely be more inclined to hire someone if we saw this certification listed on their resume.

I am honored to have the ability to share my thoughts and concerns regarding the challenges we face as conservationists and outdoor enthusiasts. However, I am also speaking from a point of reflection in that we must consider ourselves as mentors for the future generations to engage in these arena's or I am fearful that we will lose our grasp on being able to recruit dedicated people for the protection and management of fish and wildlife and the wonderful resources we are all blessed to have access to.

Yours in Conservation,

Chris Paradise
Sr. Vice President, Chief Sales Officer
Mossy Oak Enterprise Brands

November 18, 2020

To Whom it May Concern:

The Ohio Lake Erie Commission (OLEC) is pleased to support the Ducks Unlimited Ecology Conservation and Management Certification.

The role of the OLEC is to preserve Lake Erie's natural resources, to protect the quality of its waters and ecosystem, and to promote economic development of the region by ensuring the coordination of policies and programs of local, state and federal government, non-government stakeholders, pertaining to Lake Erie and the Great Lakes region.

OLEC is comprised of six state agencies where training and knowledge of ecology conservation and management is an important component to implement the goals and objectives set forth in the Lake Erie Protection and Restoration Plan.

The Ducks Unlimited Ecology Conservation and Management Certification further engages the next generation of environmental professionals to participate in experiences and gain understanding of techniques in habitat conservation and management. These training resources contribute to growing the knowledge base for environmental and natural resources professionals in Ohio who work in and across sectors including fish and wildlife management, biology, environmental engineering, ecology and land conservation. Work through these professions will improve the environmental health of Lake Erie—a priority for the Ohio Lake Erie Commission.

When OLEC looks for job candidates with a background in ecological conservation and management principles, seeing this certification listed on an applicant's resume will be a signal to that the applicant really does have the knowledge and skills.

Thank you for your consideration of this certification for future Ohio students and the field of fish and wildlife management.

Sincerely,



Executive Director
Ohio Lake Erie Commission



Ohio Department of Natural Resources

MIKE DeWINE, GOVERNOR

MARY MERTZ, DIRECTOR

Kendra S. Wecker, Chief

Division of Wildlife
2045 Morse Rd, Building G
Columbus, Ohio 43229
Phone: (614) 265-6300

September 28, 2020

To Whom it May Concern:

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the Chief of the ODNR Division of Wildlife. As an agency, our mission is to conserve and improve fish and wildlife resources and their habitats for sustainable use and appreciation by all. We have 424 full and part time employees, with our main headquarters in Columbus and five regional offices, as well as numerous field offices, fish hatcheries, wildlife areas, research facilities and more.

The Ohio Division of Wildlife feels the Ducks Unlimited Ecology Conservation and Management Certification program is necessary to continue to develop high quality future employees in the field of fish and wildlife management in Ohio. Ducks Unlimited is a natural resources management organization with their own biologists and researchers that have the knowledge and experience to develop and lead such a program, making them highly qualified to provide this certification.

There is an overall lack of contact with nature and lack of experience in hunting, fishing, and other outdoor recreation which makes young people less inclined to enter this field. A student with the Ducks Unlimited Ecology Conservation and Management Certification is an asset to the State of Ohio because it allows students to participate in techniques and experiences that mimic a job experience in this field. The program begins in high school, which opens up a wider pool of future employees for not only the Division of Wildlife, but for other land managing agencies such as parks, soil and water conservation districts, conservancy groups, and more. The Ducks Unlimited Ecology Conservation and Management Certification is essential to the Ohio Division of Wildlife because it brings in future qualified employees at a faster rate.

Thank you for your consideration of this certification for future Ohio students in the field of fish and wildlife management.

Sincerely,

A handwritten signature in black ink that reads "Kendra S. Wecker".

Kendra S. Wecker
Chief



Ottawa
Soil & Water
CONSERVATION DISTRICT

Michael Libben
District Program Administrator
Ottawa Soil and Water Conservation District
240 W. Lake Street
Oak Harbor, OH 43449

November 18, 2020

To Whom it May Concern:

I am writing in support of the Ducks Unlimited Ecology Conservation and Management Certification.

The Ottawa Soil and Water Conservation District is a leader in conservation in the Western Lake Erie Basin of Northwest Ohio. I am the District Program Administrator and lead a team of five in locally led conservation. Ottawa SWCD is headquartered in Oak Harbor, Ohio and is funded through Ottawa County and the Ohio State Legislature. We partner with many organizations such as Ducks Unlimited, ODNR, USFWS, ODA, and others to educate and get conservation practices on the land.

The Ducks Unlimited Ecology Conservation and Management Certification is an excellent way to identify individuals who would be candidates for employment with our agency or our partners. Finding individuals with experience and legitimate knowledge of conservation management is important to achieving the goals of the Ottawa SWCD. A certification such as this brings qualified individuals to the forefront and allows for improved conservation work at our local level.

Working in the shadows of Lake Erie keeps our office in constant need of qualified employees. Many programs we work with are expanding and this DU certification helps identify those individuals who would enhance our operations and partnerships. Ottawa SWCD would be fortunate to hire or work with Ducks Unlimited Ecology Conservation and Management Certification earners.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael Libben', written in a cursive style.

Michael Libben
District Program Administrator
Ottawa SWCD

November 18, 2020

RE: Ducks Unlimited Certification Program



To Whom It May Concern:

Partners for Clean Streams supports the Ducks Unlimited Ecology Conservation and Management Certification.

I'm the Executive Director of our non-profit. We range in size from 3 or 4 staff, to more at busy times during the summer or fall (with fluctuating grant funding). Partners for Clean Streams, Inc is striving for abundant open space and a high quality natural environment; adequate floodwater storage capacities and flourishing wildlife; stakeholders who take local ownership in their resources; and rivers, streams and lakes that are clean, clear and safe. Exposing individuals to natural resources topics and engaging them in active learning and stewardship through this certification will help to achieve many aspects of our mission and will provide a tremendous asset for future generations in Northwest Ohio.

Partners for Clean Streams values the strong background in a variety of conservation and outdoors knowledge that the certification offers. In the past, Partners for Clean Streams has secured grants to help partners with management of their restored or soon-to-be restored areas by providing grant funding or direct staffing to those local agencies. Those field staff or seasonal staff would have benefited from a certification program like this. We will encourage peers in our industry to strongly consider certification earners when seeking employees.

We strongly encourage consideration of this certification and we look forward to the ultimate success of this certification for future students, the industry, and Ohio as a whole.

Sincerely,

A handwritten signature in blue ink that reads "Kristina Patterson".

Kristina Patterson, Executive Director

Partners For Clean Streams, Inc.
P.O. Box 203 Perrysburg, OH 43552
Office Phone: 419-874-OPCS (0727)
Cell Phone: 419-205-5588
E-Mail: PCS@PartnersForCleanStreams.org
Web: www.PartnersForCleanStreams.org



Help Sustain PCS one drop at a time!



To Whom it May Concern,

I am in 100% support of the Ducks Unlimited Ecology Conservation and Management Certification. This is very forward and aggressive thinking and should not go unnoticed.

I am the Founder of Zink Calls and Avian-X and I am currently Director of Media for Plano Synergy Brands. Plano Synergy is recognized is one of the leaders in the Outdoor Fish, Hunt and Lifestyle categories. We have offices in Illinois, Louisiana, Ohio and Texas. With over 500 employees we often talk about the future and longevity of our outdoor lifestyle, business and resource.

Plano Synergy feels the Ducks Unlimited Ecology Conservation and Management Certification is essential for developing our future designers, managers, and caretakers of the Great Outdoors. The ability to impact these young minds at an early age is critical and broadens the talent pool for the best of the best. Plano Synergy is dedicated and supports conservation groups with joint marketing and monetary commitments. We are joined at the hip with Ducks Unlimited, NWTF, RMEF, QDMA, and Whitetail Unlimited. The future starts with the land and management of the land, it must go hand in hand. DU has always been a leader in conservation, and this certification is just another step in the right direction for the World's leader in Conservation. I have been a life resident of Ohio and have been involved in the Outdoors since I have been a youngster. I can honestly say I have seen a change for the worse in the Management/Hands on Skills of todays talent pool based on true life experience and background of knowledge. I truly believe the Ducks Unlimited Ecology Conservation and Management Certification will change this in a very positive way. If I were to see the certification listed on an applicant's resume, I would be more likely to hire them. We need more young people with a passion for the Great Outdoors, and this certification verifies that passion and an extensive knowledge base.

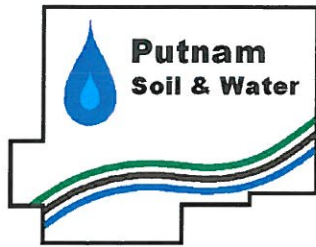
In closing, Living on the shore of Lake Erie and strong supporter of the Great Lakes Clean Water Act. I believe Ohio has a lot to gain and way too much too loose, to not fully support the Ducks Unlimited Ecology Conservation and Management Certification program. Our best resource is Mother Earth, why not have the very Best to take care of her?

Sincerely,

A handwritten signature in blue ink, appearing to read "Fred Zink", is written over the "Sincerely," text.

Fred Zink

Director of Media Plano Synergy Outdoor Brands



Putnam

Soil and Water Conservation District

1206 E. SECOND STREET SUITE 2, OTTAWA, OH 45875

PHONE: 419-523-5159

To Whom It May Concern:

11/18/20

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification.


The Putnam County Soil and Water Conservation District supports such efforts to promote the use of this certification in Ohio. It is paramount that we support and enhance certification programs which help us better understand how our agricultural and environmental ecosystems can better coexist. Wetlands are essentials in Northwestern Ohio in filtering agricultural runoff and are beneficial to fish, wildlife and invertebrates. The Putnam County Soil and Water District, has on staff, six district technicians and has five board supervisors to help ensure we balance agricultural practices with the environments best interest in mind. Our focus is on water quality and sediment reduction. Wetlands have and will play a large role in our programs to help improve water quality and reduce sediment reduction.

The role of hunting, fishing and agriculture are all intertwined in Putnam County, Ohio and many of our youth are not pursuing the outdoor career opportunities as they once have. This leads to difficulties in attracting young individuals to these careers, especially in high school where we need these kind of educational and certification opportunities. This certification will assist in giving students and career minded individuals the ability to show their determination and interest in the environmental fields. These are the types of individuals that lead to great Soil and Water employees, and we need more people with this certification applying at PCSWCD. If an applicant had this certification, we would be more likely to consider them for the position than someone without the certification.

Ducks Unlimited has proven itself as a great Environmental, Conservation Management Organization which is held in high regards for its principals. Ducks Unlimited projects have helped preserve, protect and enhance all species of wildlife and fish, not just waterfowl. Their wetland projects are ecosystem driven, which has resulted in improved water quality in watersheds throughout the entire United States. The Ducks Unlimited Ecology Conservation and Management Certification will provide highly qualified candidates at a faster rate, to all Conservation Management Agencies.

Thank you for consideration of adopting the Ducks Unlimited Ecology Conservation and Management Certification. This certification is essential in bringing highly qualified candidates to the forefront of all hiring Conservation Organizations.

Sincerely,


Kyle Haselman
Board Supervisor PCSWCD

11/18/2020



CONTRACTING SERVICE

**8248 West Leutz Rd
Oak Harbor, OH 43449
419-271-5238**

11/13/20

To whom it may concern:

At R W Contracting Services, we offer a variety of services, including wetland construction, prescribed burns, herbicide application, warm-season grass planting and forbs interseeding, as well as tree and shrub establishment. We employ three employees and operate in the Ohio, Michigan, and Indiana region.

Because our field is so technical and complex, individuals must be well-trained to be successful. An individual must have extensive background knowledge in ecology principles, as well as an understanding of habitat and wildlife conservation and management. Currently, there is a lack of education and training opportunities available for individuals who wish to pursue a career in our industry. This has limited the number of individuals who are interested in careers in the industry, as well as the number of individuals who are actually qualified for the work.

The Ducks Unlimited Ecology Conservation & Management Certification is the solution to the lack of workers in our field. The Ducks Unlimited Certification verifies individuals are prepared for jobs in the industry, which gives employers like me more confidence during the hiring process. When I see the Ducks Unlimited Certification listed on an applicant's resume, I know they have the skills I'm looking for in an employee. Ducks Unlimited Certification earners require less on-the-job training, which means they can get to work fast and start contributing to the company's bottom line.

I urge the Ohio Department of Education to add the Ducks Unlimited Ecology Conservation & Management Certification to the list of approved industry certifications. Employers like me are in desperate need of skilled workers, and we need your help strengthening the pool of qualified applicants.

Sincerely,

Rob W
Owner

Sandusky Bay Duck Club

Jeffrey Nehls
Owner
Sandusky Bay Duck Club
1308 Wilcox Rd
Port Clinton, OH 43452

November 4, 2020

To Whom it May Concern:

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

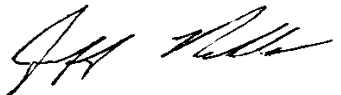
I am the owner of Sandusky Bay Duck Club. SBDC consists of 250 privately managed acres of wetlands along the north shore of Sandusky Bay, just south of Port Clinton, Ohio. SBDC is a private duck-hunting club founded in 1993.

As the owner of SBDC, I feel the Ducks Unlimited Ecology Conservation and Management Certification program is necessary to develop highly qualified future employees in the field of wetland and wildlife management. Ducks Unlimited is a natural resource management organization with their own resources to develop and lead such a program, making them highly qualified to provide this certification.

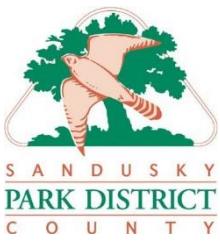
I struggle to find highly qualified individuals to assist with habitat management, biological survey and inventory, hunting season preparation, hunting season duties, and grounds maintenance. There is a lack of exposure with nature and lack of experience with hunting and other outdoor recreation, which makes our youth less inclined to enter this field. A student with the Ducks Unlimited Ecology Conservation and Management Certification would be an asset to SBDC as it would provide me with experienced individuals to assist with wetland and wildlife management. I want to hire more people with this certification.

Thank you for your consideration of this certification for future Ohio students in the field of wetland and wildlife management.

Sincerely,



Jeffrey Nehls
OwnerSandusky
Bay Duck Club



sanduskycountyparks.com

1970 Countryside Place

Fremont, OH 43420

(419) 334-4495

(419) 334-9508 fax

November 13th, 2020

To whom it may concern,

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

As an agency, our mission is to preserve natural areas for the public's appreciation, education and recreational use. To that end, our organization is actively conserving and improving fish and wildlife resources and their habitats for sustainable use and appreciation by all. We employ 20 full and part time employees, and over 30 seasonal employees. The park district manages more than 2500 acres and multiple parks and facilities across Sandusky County with attendance exceeding 150,000 visitors per year.

The Sandusky County Park District would benefit from the Ducks Unlimited Ecology Conservation and Management Certification, which is necessary to continue to develop high quality future employees in the field of fish and wildlife management in Ohio. Ducks Unlimited is a natural resources management organization with their own biologists and researchers that have the knowledge and experience to develop and lead such a program, making them highly qualified to provide this certification.

As a graduate of Ohio State University in Parks and Recreation Administration, who found a love for the outdoors through a non-profit local wildlife society, I know first-hand how important it is to expose our young people to the care of our natural resources and how it can lead to a rewarding career.

We have found that over the years, there has been a reduction in the general public's connection with nature and lack of experience in hunting, fishing, and other outdoor recreation which makes younger people less likely to take an interest that leads to this career field. Ducks Unlimited Ecology Conservation and Management Certification is an asset to the State of Ohio because it allows students to participate in techniques and experiences that mimic a job experience in this field. The certification opens up a wider pool of future employees for not only the Division of Wildlife, but for other land managing agencies as well. The Ducks Unlimited Ecology Conservation and Management Certification is essential to the Sandusky County Park District because it brings in future qualified employees to an already small pool of qualified individuals in our rural area.

Thank you for your consideration of this certification for future Ohio students in the field of fish and wildlife management.

Sincerely,

Andrew Brown

Director

Sandusky County Park District

1970 Countryside Place

Fremont, Ohio 43420

419-334-4495

Office: 567-280-3378

scpd@sanduskycountyparks.com

Preserving natural areas for public appreciation, education and recreational use.



SWEENEY MARSH, INC.

Port Clinton, OH

Nick Spurck, Treasurer
Sweeney Marsh, Inc.
3759 W. Lakeshore Dr.
Port Clinton, OH 43452-9828

11/4/2020

To Whom it May Concern,

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the Treasurer at Sweeney Marsh, Inc. (SMI) located within the Lake Erie Marsh Waterfowl Zone in Ohio along La Carpe creek. Our business focuses on the management of approximately one hundred (100) acres of marsh that we cultivate and maintain for waterfowl and other species of wildlife. SMI has ten main shareholders as customers as well as four volunteers that maintain the proper habitat to support waterfowl migration, resting areas and hunting opportunities.

The proper maintenance of this marsh is critical to the success of our organization.

There is an overall lack of contact with nature and lack of experience in hunting, fishing, and other outdoor recreation which makes young people less inclined to volunteer or work within this field. This is especially exacerbated when looking at generational change we have gone thru over the last decade. Most of the time SMI recruits and trains our own volunteers/workers and they are very few and far between.

Someone with the Ducks Unlimited Ecology Conservation and Management Certification would be an asset to Sweeney Marsh because it would allow them to build their experience base. This would better prepare them to begin working within the field. This certification would help open a wider pool of future employees for not only for SMI, but for other land managing agencies such as the ODNR, parks, soil and water conservation districts, conservancy groups, and more. The Ducks Unlimited Ecology Conservation and Management Certification is essential to Sweeney Marsh, Inc. because it brings in future qualified workers/volunteers at a faster rate.

Thank you for your consideration of this certification for future Ohio students in the field of fish and wildlife management.

Sincerely,

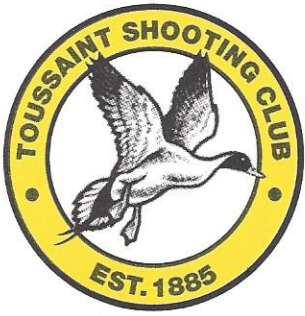
Nick Spurck

Nick Spurck
Treasurer
Sweeney Marsh, Inc.

Nick Spurck | Treasurer

Phone: 567.207.4189

Est. Since 1998.



Donald W. Kaatz
President
Toussaint Shooting Club
28901 Clemens Rd., Suite 107
Westlake, Ohio 44145

November 9, 2020

To Whom It May Concern,

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the President of the 135-year old Toussaint Shooting Club located in the famed Black Swamp area of northwest Ohio. Throughout its history, the club has managed 2,000 acres of a coastal marsh for the purpose of providing the finest waterfowl and wetlands habitat to assure the perpetuation of migrating birds. The needed resources to support our mission rests on the shoulders of 18 members who rely on the professional expertise from dedicated marsh managers. It is critical to attract and retain the finest conservationists with distinctive skills in ecological principles, waterfowl preservation and habitat management. It is becoming increasingly more difficult to find the caliber of experts needed for this undertaking.

We are facing a trending dilemma. Fewer young people spend time in the out-of-doors and most have not experienced the richness and importance of hunting, fishing and other outdoors recreation. It is this inventory of gifted, young minds we need to attract to the field of natural resource management. We feel the Ducks Unlimited Ecology Conservation and Management Certification program is the critical medicine needed to draw more young people to this industry. This initiative has the potential of not only exciting more students to explore this opportunity, but also to better prepare them to capitalize on employment options previously not available. The Toussaint Shooting Club is poised to offer internships for active students in hopes this increases the pool of candidates for lucrative, long-term careers.

Thank you for considering this certification program with hopes you will embrace this opportunity supportively.

Sincerely,

Donald W. Kaatz
President

West Bay / Hunter's Point Club

October 23, 2020

To Whom It May Concern:

This letter is written in support of Ducks Unlimited Ecology Conservation & Management Certification.

I am the President of West Bay / Hunter's Point Club. We are a hunt club located in Port Clinton, Ohio. As hunters and advocates of conservation, we manage and protect over 500 acres of coastal marsh surrounding Sandusky Bay in Ottawa and Sandusky Counties. Thru our organizations efforts, we provide habitat for migratory and domestic waterfowl as well as a host of other wild game.

We feel the Ducks Unlimited Ecology Conservation and Management Certification program will provide an incredible resource that can be utilized by all the marsh's surrounding Sandusky Bay. Having individuals certified in the areas of habitat, wetlands, ecological principles and wildlife management will provide us a valuable tool to ensure our money and efforts are being deployed correctly and most beneficially. Having this industry certification would insure us we are getting advice from someone with the most up-to-date industry practices and knowledge.

Thank you for your consideration of the Ducks Unlimited Conservation & Management Certification program.

If you have any questions, please feel free to contact me at (440) 823-4355.

Regards,



Douglas E. Krzywicki

President, West Bay / Hunter's Point Club

38000 Chester Road

Avon, Ohio 44011



Western Reserve Land Conservancy

land • people • community

November 13, 2020

To Whom It May Concern:

I am writing to relay Western Reserve Land Conservancy's utmost support for the State of Ohio's approval of Ducks Unlimited's *Ecology Conservation and Management Certification*. This certification is of high value to students and professionals alike. Such a certification undoubtedly lends to the collective quality of knowledge and skills for those working in natural resources throughout Ohio, likewise benefiting Ohio's varied ecosystems.

Western Reserve Land Conservancy is a private, non-profit accredited land trust that works with landowners and government entities to preserve the natural resources of 21 counties throughout northern and eastern Ohio. To date, Western Reserve Land Conservancy has protected over 60,000 acres through a combination of conservation easements and land acquisition. Staff members include a trained team of stewardship professionals that perform base line assessments and annually monitor all properties on which a conservation easement is held.

We see this certification as an excellent opportunity, one that our staff members can pursue as part of our professional development offerings. As well, we see value in hiring future staff that have obtained this certification, as its achievement would demonstrate a thorough understanding of conservation topics essential to perform certain roles at Western Reserve Land Conservancy.

In summary, Western Reserve Land Conservancy recommends that the *Ecology Conservation and Management Certification* be approved by the State of Ohio, and looks forward to the conservation benefits that will result by having trained professionals with such a certification working throughout Ohio.

Sincerely,

Rich Cochran
Western Reserve Land Conservancy
President and CEO

3850 Chagrin River Road • Moreland Hills, OH 44022

MITCHELL SCHNEIDER, CHAIR • LAURENCE A. BETTCHER, VICE CHAIR • RUTH SWETLAND EPPIG, VICE CHAIR • NANCY G. RUBIN, TREASURER • DAVID MAYO, SECRETARY
KEVIN CONNOR • KEYMAH DURDEN • BRIAN FREDERICK • LYLE G. GANSKE • DAVID J. GOERIG • SAMUEL S. HARTWELL • CHRISTOPHER D. HESS • MARGARET HEWITT, LEED AP
J. JEFFREY HOLLAND • RUBEN L. HOLLOWAY • RICHARD C. HYDE • RICHARD JESCHELNIG • ELIZABETH B. JULIANO • KATHY KEARE LEAVENWORTH • JOHN D. LEECH • TOM
LIEBHARDT • LAURA MCKENNA • CAMERON S. MIELE • WILLIAM C. MULLIGAN • JANE M. NEUBAUER • ELLEN W. JONES NORDELL • MUFFI SHERWIN • JAMES C. SPIRA • JULIE VISCONSI
CRAIG OWEN WHITE, ESQ. • LOYAL W. WILSON • RICHARD D. COCHRAN, PRESIDENT & CEO • ROBERT B. OWEN, ASSISTANT SECRETARY • DENNIS BOWER, ASSISTANT TREASURER



3500 South Lattimore Road, Port Clinton, OH 43452 - (419) 734-1188 - john@winous.org

John Simpson
Executive Director
Winous Point Marsh Conservancy
3500 S Lattimore Road
Port Clinton, OH 43452

November 13, 2020

To Whom it May Concern:

I am happy to write this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. As the Director of the Winous Point Marsh Conservancy I understand the importance and value that this type of program has for professionals in this field. The Winous Point Marsh Conservancy is a non-profit wetlands conservation organization in Port Clinton, OH that works to protect, manage, and educate both new professionals and the public about the valuable role that wetlands play in our society. As such, we could benefit from a certification program for our students and staff, something we cannot provide on our own

Our organization has maintained a graduate student program since 1948 and an internship program since 1982. Through these programs we have employed, mentored, and educated hundreds of beginning wildlife professionals in the field of wetlands and wildlife management. A program such as this, with a certification from a respected leader such as DU would lend further credibility to our students and interns as they begin their careers in the field of Wildlife Management. Furthermore, we could benefit by seeking certified individuals for our internship and graduate student positions. This would allow us to key in on candidates with pre-certification that we know are focused and interested in this career path.

The Winous Point Marsh Conservancy enthusiastically supports the Ducks Unlimited Ecology Conservation and Management Certification program. We welcome the opportunity to utilize this program for our students and staff and to seek qualified

individuals from its candidate pool. Thank you for your consideration of this program for future wildlife professionals.

Sincerely,

A handwritten signature in blue ink, appearing to read 'John Simpson', with a long horizontal flourish extending to the right.

John Simpson
Executive Director
Winous Point Marsh Conservancy

Zetzer Marsh/LLMG LLC.

4748 N Zetzer Road

Oak Harbor, Ohio 43449

16 November 2020

Ohio Department of Education
23 South Front St.
Columbus, OH 43215-4183

To whom it may concern:

On behalf of Zetzer Marsh, I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification. Zetzer Marsh is a private waterfowl hunting club on the north shore of the Toussaint River in Ottawa County, Ohio. Our club manages approximately 40 acres of marsh and other habitats that we cultivate and maintain for waterfowl and other species of wildlife. Zetzer Marsh has four owners and staff that handle the day to day management and maintenance of our property for waterfowl migration, resting areas and hunting opportunities.

Zetzer Marsh is concerned about the lack of young people interested in the out-of-doors and natural resource management. Someone with the Ducks Unlimited Ecology Conservation and Management Certification would be an asset to Zetzer Marsh because it would allow them to build their experience base and prepare them to begin working within the field. This certification establishes a wider pool of future employees for Zetzer Marsh and other clubs and land managing agencies in Ohio such as the Ohio Department of Natural Resources, U.S. Fish and Wildlife Service, non-profits and more. The Ducks Unlimited Ecology Conservation and Management Certification is important to Zetzer Marsh because it will expand the base of future qualified workers/volunteers that we will need to manage and maintain our property indefinitely.

Thank you for your consideration of this certification for future Ohio students in the field of fish and wildlife management.

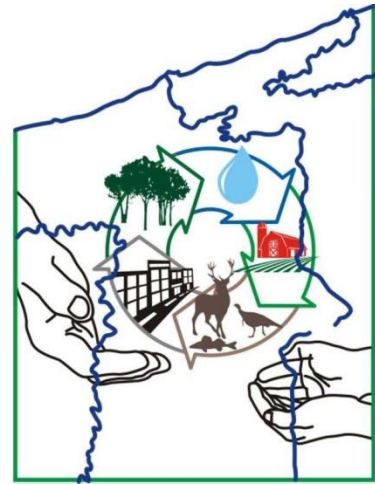
Sincerely,



Scott Liber
Managing Member
Zetzer Marsh /LLMG LLC.
4810 Yosemite Pkwy.
Sylvania, Ohio 43560
419-344-4343
Scottliber@gmail.com

Ashtabula Soil & Water Conservation District

39 Wall St., Jefferson, OH 44047
(440) 576-4946



November 10, 2020

To Whom it May Concern:

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the District Technician for Ashtabula Soil and Water Conservation District (SWCD). While, as an agency, we have many diverse ways we help landowners with their natural resource needs, our overarching mission is educating county residents on the environment they live in and why it deserves their stewardship. From Pre-K to adult programs, we are often called upon to address fish and wildlife management.

Ashtabula SWCD feels the Ducks Unlimited Ecology Conservation and Management Certification is necessary to continue to develop high quality future employees in the field of fish and wildlife management in Ohio. Ducks Unlimited is a natural resources management organization with their own biologists and researchers that have the knowledge and experience to develop and lead such a program, making them highly qualified to provide this certification.

As I've gone into classrooms of various grades and districts, I have seen firsthand that today's children have an overall lack of contact with nature and lack of experience in hunting, fishing, and other outdoor recreation. This not only makes young people less inclined to enter this field, but it also means less-informed adults. A student with the Ducks Unlimited Ecology Conservation and Management Certification is an asset to the State of Ohio because that student will participate in techniques and experiences that mimic a job experience in this field. Earning the certification in high school sparks a lifelong understanding of how important a healthy environment is to a healthy humanity. This understanding will guide policy, innovate industry projects, rethink infrastructure decisions, and the list could go on.

The Ducks Unlimited Ecology Conservation and Management Certification provides Ohio with much needed opportunities in conservation education, creating a well informed workforce and public. Thank you for your consideration of this certification for future Ohio students in the field of fish and wildlife management.

Sincerely,

Suzanne Westlake
District Technician

BLACK SWAMP BIRD OBSERVATORY

13551 W. State Route 2 ♦ Oak Harbor, Ohio 43449 ♦ 419-898-4070 ♦ www.bsbo.org

TEAMING RESEARCH WITH EDUCATION TO PROMOTE BIRD CONSERVATION

17 November 2020

To Whom it May Concern:

Black Swamp Bird Observatory (BSBO) is pleased to support the Ducks Unlimited Ecology Conservation and Management Certification. BSBO is a private non-profit organization established in 1992 by biologists studying bird migration in northwest Ohio. Our mission is to inspire the appreciation, enjoyment and conservation of birds and their habitats through research, education and outreach. We employ eight staff and rely heavily on volunteer support of our organization.

The Ducks Unlimited Ecology Conservation and Management Certification engages the next generation of natural resource professionals. The certification contributes to growing the knowledge base for environmental and natural resources professionals in Ohio who work in the fields of wetland conservation, fish and wildlife management, ecology, habitat conservation, research and related disciplines. BSBO will benefit from the on-the-ground conservation and research accomplished through these professions as habitat conditions are improved and the scientific knowledge base of breeding and migrating birds is expanded.

BSBO seeks to employ people who have a strong background in research, ecology and management, particularly related to birds. If a future applicant listed the Ducks Unlimited Ecology Conservation and Management Certification in their resume, it would increase our interest in hiring them because it indicates that the applicant has the knowledge and skills we look for in employees.

We urge you to consider this certification for future Ohio students who are interested in a career in the field of natural resources.

Sincerely,



Kimberly Kaufman
Executive Director



November 11, 2020

Ohio Department of Education
25 South Front Street
Columbus, OH 43215

To Whom It May Concern:

The *Certified Angus Beef*[®] brand is the #1 branded beef company in the global beef industry. Founded in Ohio in 1978 and headquartered in Wooster, we are owned by the American Angus Association[®] membership; thousands of Angus producers across the United States.

Our mission is simple—to deliver a wonderful eating experience every time. Certified Angus Beef LLC is a broad and diverse group of 170 staff members involved in marketing, sales and production. As Executive Vice President, Production, I interact with all segments of production in order to expand the focus on producing the highest quality Angus beef.

Please consider my request that the Ducks Unlimited Ecology Conservation and Management certification be approved. High quality beef is produced throughout Ohio and it is done in part by properly managing Ohio's environment and lands. Through this certification, young farmers and ranchers will be better trained to continue the rich history and legacy of beef production in Ohio. Preparing our youth in the cattle industry is imperative to continue the great heritage of beef production, and this certification is a great step towards contributing to that heritage. It is becoming increasingly more challenging to attract talented young people into the field of agriculture; preparation and training are essential elements in maintaining Ohio's vast farming assets. Additionally and beyond Ohio's farming industry, our organization strives to employ talented people who are aware of and focused on sustaining Ohio's ranch lands.

Lastly, sustainability in farming and ranching is a strategic objective for us. It is the right thing to do for our environment and we feel that our customers expect us to influence and lead the improvement of environmental stewardship within the cattle industry. As a leader across the industry, we are pressing for improved certification opportunities for all beef producers, and I feel that this certification is a meaningful step towards that objective.

Respectfully,

Bruce Cobb
Executive Vice President, Production
BC/mbc





Corporate Headquarters
295 South Water Street
Kent, OH 44240
800-828-8312

October 27, 2020

Mark Horobetz
Manager of Youth and Education Program
Ducks Unlimited
1 Waterfowl Way
Memphis, TN 38120

RE: Letter of Support—Ecology Conservation & Management Certification

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification.

Industry certifications offer individuals at any stage of their professional careers opportunities to remain up to date in the research and best management practices within their professions. In addition, industry certifications continue to develop the individual's leadership skills. Together, industry certification help keep employees and their organizations updated, competitive, and enjoyable places to work.

At Davey Resource Group Natural Resource Consulting, we look for individuals who have taken the time and effort to make sure they are skilled in their chosen field. Seeing the Ducks Unlimited Ecology Conservation & Management Certification on an applicant's resume tells me they are passionate about our industry and have taken steps to become a better employee. I need more individuals with the Ducks Unlimited Ecology Conservation & Management Certification applying to our business.

Thank you for considering all the positive benefits the Ducks Unlimited Ecology Conservation & Management Certification will bring to students and individuals pursuing the many careers in the natural resources field.

Sincerely,

Senior Associate Consultant
Natural Resource Consulting

DeMARS POINT

HUNTING & FISHING CLUB

ON MUDDY CREEK AT RT. 53, FREMONT, OHIO 43420

Demars Point Hunting and Fishing Club

325 South County Road 204

Fremont, OH 43420

November 16, 2020

To Whom It May Concern,

I am writing on behalf of Demars Point Hunting and Fishing Club. We are a private hunting club established in 1883, and one of the nation's oldest continuously operating duck clubs. We are located in the Lake Erie watershed next to the Sandusky Bay and Mud Creek. We have 36 members, most from Northwest Ohio. We have multiple social meetings throughout the year and duck hunt our river and marshes. We also engage with the Lake Erie Marsh Association (LEMA), Ducks Unlimited, Ohio Department of Natural Resources and US Fish and Wildlife to promote, protect and develop habitat for waterfowl.

As President, it is one of my roles to voice the opinion of our members. We feel that Ducks Unlimited has played a great role in supporting the mission of conservation to help provide this recreation for future generations. The Ducks Unlimited Ecology Conservation and management Certification is necessary to continue to develop high quality future employees in the field of fish and wildlife management in Ohio. If I were to see this certificate on an applicant's resume, I would be more likely to hire them.

Continued support of the Ducks Unlimited Ecology Conservation and Management Certification will assist our organization, the LEMA group and the Ohio public lands projects to continue to grow and provide recreation and conservation of our natural resources to all of Ohio and our country, as well as providing more opportunity for youth of Ohio to engage and participate in nature, and to mold interest in ecology and natural resources as is the basis of the program. I ask you to help by approving the quality and availability of this certification to educate our youth and hence advance the development of highly qualified individuals to assist in the future work force necessary to complete such goals.

Thank you for your consideration in the field of fish and wildlife management.

Sincerely,

A handwritten signature in blue ink that reads "Mark Reineck". The signature is written in a cursive style with a large, sweeping initial "M" and a distinct "R".

Mark Reineck

President



6006 Groveport Rd.
Groveport, OH 43125
ercontractor.com
O: 614.769.6535
24Hr Spill: 877.683.7724

October 28, 2020

To Whom it May Concern,

As the President of Environmental Remediation Contractor, I am constantly seeking qualified personnel to add to our growing company. The Ducks Unlimited Ecology Conservation and Management Certification provides qualified individuals seeking a career in the wildlife habitat and wetland restoration field a way to prove their understanding of industry standards.

As a contractor, ERC operates in the "boots on the ground" role in the conservation process. Although we do not provide the engineering, ecological and hydrological assessments for our projects, many of our employees have higher education in agriculture, environmental, and engineering. The Ducks Unlimited Ecology Conservation and Management certification will enhance the quality of service that we already provide to our public and private clients. We want to hire individuals with this certification.

Being an Ohio based company, we are living in an unparalleled time when it comes to watershed and wetland restoration/enhancement. The State of Ohio recently passed the H2Ohio bill which is investing \$172 million dollars to improve water quality and conservation efforts concentrated in the Western Lake Erie Basin area of Ohio. Several H2Ohio wetland restoration projects have already begun construction this year, resulting in the addition of hundreds of acres of restored wetland habitat. If there is a right time to have qualified individuals available with the Ducks Unlimited Ecology and Management Certification in the work force, the time is now. For this reason, I ask you approve the Ducks Unlimited Ecology Conservation and Management Certification so ERC and other groups like ours can better serve our clients and protect Ohio's wetlands.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Ruff", is written over a white background.

Chris Ruff
President, Environmental Remediation Contractor.



**GEAUGA PARK
DISTRICT**

November 19, 2020

To Whom it May Concern,

This letter is in support of Ducks Unlimited Ecology Conservation and Management Certification. On behalf of Geauga Park District, we are requesting approval of this certification in Ohio. Duck's Unlimited has a long-standing legacy in the fields of natural resource management and wildlife conservation. They are undoubtedly a leader in wetlands conservation and education. Through past and present initiatives they have demonstrated a passion to teach the next generation of youth in the areas of hunter ethic and wetlands ecology.

Geauga Park District has been proud to partner with Duck's Unlimited on a number of initiatives throughout our sixty years. Collaborations include youth and adult hunting opportunities on park properties and assistance on grants for wetland acquisition. Local Duck's Unlimited members have shown resounding support for our mission to preserve, conserve, and protect the natural features of Geauga County and to provide outdoor recreation experience to our resident of every age, every ability, and at all times of the year. Their support for the acquisition of park lands encompassing field, forest, and wetland plays a vital role in our success.

Our agency whole-heartedly supports the establishment and growth of a certification geared toward wetland ecology conservation and management. There is a definite need to instill a conservation ethic in the next generation of conservationist. In the case of Geauga Park District, our seasonal and entry level hires sometimes lack the skills necessary for in-field success. We wish our previous hires had earned the Ducks Unlimited Certification and aim to hire these certification earners in the future.

On behalf of the Board of Park Commissioners and myself, the certification of students in the diverse areas of wetlands ecology is an initiative we whole-heartedly endorse. To develop a standard for wetlands ecology whereby individuals could achieve certification is inspiring.

Sincerely,

John Oros, Executive Director

HULL

Environment / Energy / Infrastructure

November 20, 2020

RE: Hull's Support for Duck's Unlimited Ecology Conservation & Management Certification

To Whom It May Concern:

Hull & Associates, LLC (Hull) is fully supportive of Ducks Unlimited's Ecology Conservation and Management Certification. Hull is a full-service environmental consulting and engineering firm with approximately 145 employees in eight offices located in Ohio, Pennsylvania, and Texas. We have a strong team of ecology and wetlands professionals that help clients identify, restore, and protect sensitive natural resources. Our scientists, engineers, and technicians are trained in wildlife and fisheries biology; botany; hydrogeology; hydrology; fluvial geomorphology; and civil, geotechnical, ecological, agricultural, and environmental engineering; among others. Hull has been involved with surface water restoration planning and implementation activities since the mid-1980s, including dozens of wetland and stream restoration projects. We complete habitat assessments, design stream and wetland restorations, prepare engineering plans and permit applications, oversee construction, and complete post-construction monitoring.

Hull is aware of Ducks Unlimited's successful track record with protecting and restoring coastal wetlands. We frequently see Ducks Unlimited personnel at Great Lakes restoration-related committee meetings, seminars, and conferences, and we recognize their commitment to wildlife habitat protection, restoration, and stewardship. We most recently worked together at the Howard Marsh Metropark where Hull provided Class I dam regulatory conformance and construction oversight services. Howard Marsh is a premier Metroparks Toledo and Ducks Unlimited project that is the single largest wetland restoration completed under the Great Lakes Restoration Initiative. Ducks Unlimited is often a stakeholder or collaborator on our projects. We are also aware that many of our clients and project partners have had positive experiences working with Ducks Unlimited.

When recruiting new team members, we look for individuals with in-depth knowledge of ecological principles and species identification, and have the skills necessary to implement wildlife and habitat conservation and management practices. We strive to hire individuals who share our core values and place an equal emphasis on high quality natural resource restoration and sustainability practices. Seeing the Ducks Unlimited Ecology Conservation & Management Certification listed on an applicant's resume is a signal they share our commitment to environmental stewardship and passion for excellence.

Hull offers its full support of the Ducks Unlimited Ecology Conservation & Management Certification. We are excited to see it added to Ohio's list of approved industry certifications and hope that future Hull employees will have this certification.

Sincerely,



Jennifer Carter-Cornell, APR
Funding Practice Leader

ct: John Hull, PE, BCEE, Hull Principal; Jordan Rofkar, Ph.D., Hull Wetlands & Ecology Practice Leader



Traction Motor Shafts & Component Parts

PRODUCTION N/C MACHINING

26981 Tungsten Road • Euclid, Ohio 44132 • 216/732-7115 • Fax: 216/732-7119

November 12, 2020

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification, which was launched in October of 2019. Ducks Unlimited is comprised of knowledgeable and experienced biologists and researchers, which makes them highly qualified to promote and conduct the Ducks Unlimited Ecology Conservation and Management Certification program.

I am the President of K&G Machine Company, a third-generation machine shop that has been in business for 67 years. I have worked at our family owned business in Euclid, Ohio for 36 years and have been President for the last 14 years. We have 8 full and part time employees and manufacture parts primarily for the railroad, off-shore oil drilling, and mining industries. I am also a third-generation avid outdoorsman and have experienced much pleasure and success through hunting, fishing, and the outdoors. I have shared these experiences with family and friends, as well as with customers and vendors I've met while working at K&G Machine. As a business owner, I've learned that the success of a business is a direct result of its employees. Therefore, I feel strongly that approval of this certification would contribute to hiring and developing quality employees by increasing their knowledge of ecological principles, species identification, and wildlife and habitat conservation and management as well as the success of Ohio's natural resources. Our business specifically would benefit from hiring Ducks Unlimited Certification earners because they would have a better understanding of the ecosystems the parts we manufacture are used in. An individual with the Ducks Unlimited Certification has the attributes I'm looking for in an employee.

Thank you for your consideration of this certification for Ohio individuals who care about the improvement and success of Ohio's future wildlife and habitat conservation and management.

Sincerely,

A handwritten signature in black ink that reads 'Monte Curtis'. The signature is written in a cursive style with a large, sweeping 'M' and a long, horizontal tail.

Monte Curtis

President



Kalida Fish and Game Club

16415 St. Rt. 694, Kalida, OH 45853

419-532-3782

To Whom It May Concern:

11/16/20

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification and the benefits in which it will offer.

The Kalida Fish and Game Club supports the use of this certification in Ohio. It is in the best interest of all conservation minded organizations and clubs to have this certification available to enhance not only our professionals, but club members as well. Having a better understanding of wetlands and waterfowl benefits all wildlife and is much needed in Northwestern Ohio. Most of the historical Black Swamp has been tiled and drained for agricultural purposes. We need to have individuals in Ohio that have an ecosystem based knowledge to help us better understand how we can manage our marginal lands and provide better water quality, enhanced wildlife and not impact our agricultural harvest.

The Kalida Fish and Game Club is a believer in wetlands and worked recently with many governmental agencies in establishing a wetland on our property. The Kalida Fish and Game Club will showcase this wetland not only for its benefits to wildlife, but also as an educational tool for many local schools. The Northwestern Ohio Envirothon event will also be held at our club in the very near future. It is paramount that we offer our youth these educational and certification opportunities to ensure conservation remains strong for many generations to come. The Kalida Fish and Game Club is 600 members strong. We are advocates for conservation and strongly support the Ducks Unlimited Ecology Conservation Management Certification.

This Ducks Unlimited Ecology Conservation and Management Certification will provide opportunities for career minded individuals to advance and promote the benefits of ecosystem management. These are the individuals who we want to have as board and club members and employees. These are the individuals who we want to have come and explain these unique programs and opportunities to our club members. All professional organizations and conservation clubs need these certified individuals to help promote our great conservation legacy.

Ducks Unlimited has proven itself as a great conservation leader. Great organizations lead and that is what the Ducks Unlimited Ecology Conservation and Management Certification further offers, great leaders. Ducks Unlimited wetland projects are showcased throughout the entire United States. The Ducks Unlimited Ecology Conservation and Management Certification provides exceptional candidates at a faster rate, to all Conservation Management Agencies.

Thank you for consideration of adopting the Ducks Unlimited Ecology Conservation and Management Certification.

Sincerely,

A handwritten signature in cursive script that reads "Roger Giesige". The signature is written in black ink and is positioned above the printed name.

Roger Giesige
Board Member



November 19, 2020

To Whom It May Concern:

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I have been an active member of Ducks Unlimited for well over 30 years. I believe in the mission of Ducks Unlimited, and this certification is one of the many initiatives put forth that has much merit. I must admit I am an avid “waterfowler.” I enjoy being outside, and have been fortunate enough to travel all over North America in my pursuit.

There seems to be a disconnect between the general public and nature, and the great outdoors. Due to the decline of young people’s desire to experience fishing, hunting, and other outdoor recreation, there is “gap” in the outdoor professions. What a loss. Ducks Unlimited is a natural resources management organization with their own biologists and researchers that have the knowledge and experience to develop and lead such a program, making them highly qualified to provide this certification.

An individual with the Ducks Unlimited Ecology Conservation and Management Certification is a huge asset to the State of Ohio, because it allow an individual to participate in techniques and experiences that mimic a job experience in this field. The certification opens up a wider pool of future employees for a variety of natural resources fields, including the agriculture industry. The Ducks Unlimited Ecology Conservation and Management Certification is essential because it brings in future qualified employees at a fast rate.

At KOVA of Ohio, our employees must have an in-depth understanding of the ecological systems they work in. Experience, knowledge and a ready team anchor KOVA of Ohio as this statewide, wholesale distributor of crop protection products and services cares for its diverse customer base. From cooperatives to independent producers, KOVA of Ohio is a solid provider of wholesale agricultural products. When we hire new employees, we look for individuals who are dedicated to personal growth and career development. We believe that individuals who have taken the extra step to earn an industry certification are valuable assets to our company. We want to hire earners of the Ducks Unlimited Ecology Conservation and Management Certification.

Thank you for your consideration of the certification for future Ohio students in the field of fish and wildlife management.

Sincerely,

G. Chris Weed

**G. Chris Weed
Adjuvant Specialist, KOVA**



November 19, 2020

To Whom it May Concern:

I am writing today in support of Ducks Unlimited's Ecology Conservation and Management Certification.

Lake Metroparks
Administrative Offices
11211 Spear Road
Concord Twp., Ohio 44077

440-639-7275
440-639-9126 fax
lakemetroparks.com

Lake County Probate Judge
Mark J. Bartolotta

Board of Park Commissioners
Gretchen Skok DiSanto
Frank J. Polivka
John C. Redmond, CPA

Executive Director
Paul Palagyi

I am the Executive Director of Lake Metroparks and we are a 9,300-acre Special Park District in Lake County, Ohio. Our mission is to conserve the natural resources of our county and provide affordable outdoor experiences for our constituents. As Executive Director, I oversee a staff of 135 full-time and over 300 part-time employees who maintain 35 diverse parks and welcome over 4 million visitors annually.

On behalf of our agency, I sincerely request approval of Ducks Unlimited's Ecology Conservation Management Certification. This certification helps us to ensure that our future managers of these public lands will have the knowledge, skills, and abilities necessary to manage our diverse resources. We are sincere believers in the mission of Ducks Unlimited and have always been impressed by their professionalism and expertise in natural resource management. Their strengths put them in a great position to develop and implement this certification program.

Offering this certification in Ohio helps us and other similar agencies find qualified candidates for resource management positions which has become an ever increasingly difficult task. Many applicants for resource management positions simply lack the basic experience in outdoor activities as well and the understanding of basic resource management techniques and ecological principles that we need. Offering this certification through Ducks Unlimited gives us an objective standard by which we can evaluate the abilities and worthiness of candidates and gives us the confidence that certified applicants are capable of carrying out tasks such as invasive species control, reforestation projects and habitat management.

Again, I want to provide my full support for this certification and believe it will greatly improve our ability to complete our mission.

Sincerely,


Paul Palagyi
Executive Director



METROPARKS TOLEDO

Tim Schetter, Ph.D.
Director of Natural Resources
Metroparks Toledo
5100 W. Central Ave.
Toledo, OH 43615

November 12, 2020

To Whom it May Concern:

This letter is in support of Ducks Unlimited Ecology Conservation and Management Certification.

Metroparks Toledo is a 12,700-acre special park district based in Lucas County, Ohio. Our mission is to conserve the region's highest quality natural areas and connect people to them by offering unique experiences in nature. As director of natural resources for Metroparks, I oversee a dedicated staff of year-round and seasonal employees responsible for protection and restoration the park district's natural resources.

On behalf of Metroparks Toledo, I am requesting approval in Ohio for the Ducks Unlimited Ecology Conservation and Management Certification program because I believe it is necessary to ensure that the next generation of natural resource managers has the knowledge, skills and abilities necessary to tackle a growing list of resource management challenge faced by professionals across the nation. As a national leader in natural resources management, Ducks Unlimited is well-positioned to develop and implement this certification program. By offering this certification program in Ohio, it will ensure that Metroparks Toledo and other resource management agencies can find qualified candidates to fill front line resource management positions who will ultimately become our future agency managers and senior leaders. In recent years, we have found that many of our job applicants lack basic experience in outdoor recreational pursuits (such as hunting, fishing, backpacking, and birdwatching) and also lack the understanding of basic ecological principles and resource management techniques that are typically learned by those who follow these pursuits. This is reflected in our annual hiring of seasonal frontline natural resource positions where we routinely turn away many applicants because they lack the basic qualifications for these positions. By offering this certification program, Ducks Unlimited will provide us with an objective measure by which we can hire qualified frontline staff with the confidence of knowing that they are able to carry out critical work assignments such as invasive species control, reforestation, and habitat management.

In closing, I would like to reiterate that approval of this certification program in Ohio will greatly assist Metroparks Toledo with hiring qualified and engaged resource management employees. More importantly, this program is critical to the growth and development of future generations of park professionals and resource manager.

Sincerely,

Tim Schetter, Ph.D.

Director of Natural Resources

5100 West Central
Toledo, OH 43615-2106

419-407-9700

MetroparksToledo.com



GROENDYKE TRANSPORT. INC.

TRANSPORTERS OF COMMODITIES IN BULK

JOHN D. GROENDYKE
CHAIRMAN OF THE BOARD

GENERAL OFFICES
P.O. BOX 632
ENID, OKLAHOMA
7 3 7 0 2 0 6 3 2
5 8 0 / 2 3 4 4 6 6 3
FACSIMILE
5 8 0 / 2 3 4 - 7 9 1 8

April 22nd, 2020

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am the Chairman of the Board of Groendyke Transport, Inc., the fifth largest motor carrier of bulk commodities serving the continental United States, Canada and Mexico. I am presently serving my sixth term as Commissioner of District #8 for the Oklahoma Department of Wildlife Conservation, a position I've held since 1976.

The Ducks Unlimited Ecology Conservation and Management Certification can help individuals prepare for studies in Agriculture, Education, Public Policy and the Environment in order to prepare them for success in leading our state and protecting its natural resources. Being involved as a commissioner for 44 years, it is important that we prepare the future generation of conservationists to be able continue protecting our natural resources that benefit wildlife and people alike.

I see a tremendous amount of value in this certification program to help prepare future state leaders to be able to make educated decisions regarding the state's natural resources. Those who earn the Ducks Unlimited Ecology Conservation and Management Certification have achieved a broad range of learning objectives directly applicable to their future studies and careers.

Sincerely,

John Groendyke
Chairman of the Board

Boehne Farms



Farm Fresh Produce

May 4, 2020

To Whom it May Concern:

I am writing to congratulate and support Ducks Unlimited on the initiation of its Ecology Conservation & Management Certification. Wildlife conservation and management has a long history in the United States and science-based programs such as this will remain a mainstay in conserving our nations rich fish and wildlife resources and their habitats.

I am the owner of Boehne Farms, which produces cereal grains and seasonal produce in northeast Oregon. I am also a retired Fish Biologist with over 35 years of experience in habitat management. As a farmer I am keenly interested in being a good steward of the land to support not only agricultural production but fish and wildlife as well. With ever increasing pressures on the land and water that supports our fish and wildlife resources it is important that a certification such as this become available to students and professionals alike. The benefits of such a resource will lead to a more robust and informed set of future conservationists and professionals that will lend balance to the management of the environment in a science-based approach.

It is gratifying to see Ducks Unlimited initiate this science-based program and I strongly suggest approval for this certification. The agricultural community is in need of a resource such as this, to provide students and professionals with an opportunity to validate and update their understanding and skills.

Sincerely

A handwritten signature in black ink, appearing to read 'Paul L. Boehne'. The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

Paul L. Boehne

Paul & Jakki Boehne • (541) 963-8621
66905 Market Lane, Cove, OR 97824
boehnefarms@gmail.com



HOPP INSURANCE

AGENCY, INC.

804 E. First Street
P.O. Box 150
Newberg OR 97132

www.hoppinsurance.com ♦ info@hoppinsurance.com

Bus: 503.538.3421
800.246.3421
Fax: 503.538.2901

June 12, 2020

To Whom It May Concern:

My name is Allan Hopp, co-owner of Hopp Insurance Agency in Newberg Oregon, founded in 1958. My wife and I are writing this letter to express our support for the Ducks Unlimited Ecology and Management Certification.

Carla and I are both long-time volunteers and major donors to Ducks Unlimited. We have both served in various senior leadership roles in Oregon, the Western Region, DU's National Board of Directors, National executive roles, and several national committees. We understand the urgent need for habitat conservation as well as the need for future generations of ecology and management professionals to implement science-based conservation and management practices. We both have occupational backgrounds in education and highly value educating professionals in all fields.

As waterfowl hunters and members of multiple duck hunting clubs in the region, sharing time in the outdoors and building lasting memories and relationships with our clients has been very valuable to our business. We have also seen a need for landowners to have a professional working partner to help conserve their land and provide high quality habitat for waterfowl and the 900 other species that depend on these habitats – including several threaten and endangered salmon species here in the West.

Over 80% of historic wetlands in Oregon and much of the West have already been lost. As a result, there is a tremendous need for wildlife conservation and management professionals who understand the value and benefits wetlands provide to wildlife, but also to people – such as coastal resiliency to storm surge and sea level rise, flood abatement, water quality, water replenishment and aquifer recharge, and working lands that support habitat as well as local communities.

We applaud DU's efforts to provide those interested in natural resource management with an opportunity to better prepare themselves for a career in this field. We urge the state of Oregon to approve this certification.

Thank you for your consideration,



Allan Hopp
(Past) Senior Vice President, Western Region




Carla Hopp
(Past) Senior Vice President (US), Youth & Education

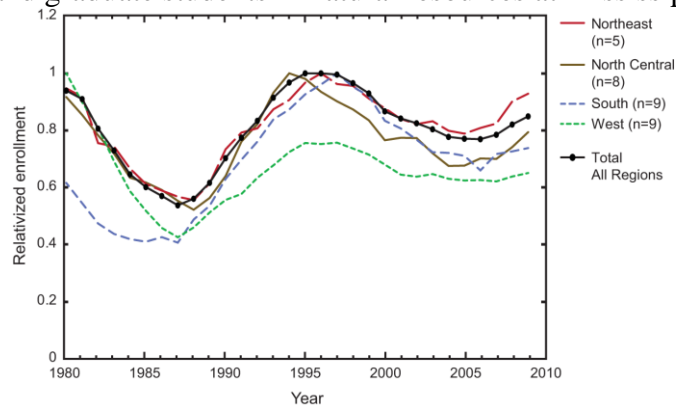


December 5, 2019

TO: Whom it may concern

FROM: Richard M. Kaminski, Ph.D. 
 Director
 James C. Kennedy Waterfowl & Wetlands Conservation Center
 Clemson University

Thank you for the invitation to endorse Ducks Unlimited's (DU) Conservation and Management Certification program. I have worked in university academia for nearly 40 years, teaching, conducting research with students, and performing outreach. I have observed the evolution of university enrollments of undergraduate and graduate students in natural resources at Mississippi State University and now at Clemson University. Sharik et al. (2015, *Journal of Forestry*) reported trends, drivers, and implications in undergraduate enrollment in natural resources programs across the USA. The embedded figure from their publication illustrates variability in enrollments from 1980 to 2012, as well as declining enrollments in the natural resources' disciplines across the country from the high periods of the early 1980s and mid 1990s. Sharik et al. provide explanations for these dynamics, but we must heed the decline to ensure availability of qualified natural resources professionals into the 21st century.



Thus, DU's Conservation and Management Certification program is timely and provides quality natural resources education to high school students exploring post-secondary education and career opportunities. In this high-tech, often rural separated society for millennials, DU's certification program will connect future potential natural resources students and stewards with 'grass-roots' natural resources education and experiences. I read Aldo Leopold's *Sand County Almanac* in high school over 50 years ago and was intrigued and inspired but had no formal experiential or educational connection with natural ecosystems and conservation. Indeed, DU's certification program comes a half century after my high school days and THANK GOODNESS!



United States Department of the Interior



FISH AND WILDLIFE SERVICE
Western South Dakota WMD Complex
Sand Lake NWR/WMD
39650 Sand Lake Drive
Columbia, South Dakota 57433

In Reply Refer to:
FWS/IR05/IR07

August 17, 2021

To Whom it May Concern,

As Project Leader for the U.S. Fish and Wildlife Service's Western South Dakota Wetland Management District (WSDWMD), I am writing in full support of the Ducks Unlimited Ecology Conservation and Management Certification.

The WSDWMD Complex consists of the two National Wildlife Refuges totaling 28,200 acres, 76,061 acres of fee-title Waterfowl Production Areas, and approximately 1,150,000 acres of wetland and grassland conservation easements spread across 21 counties from the James River valley to the Missouri River in South Dakota.

Managing such a widespread distribution of critically important wetland and grassland habitat for wildlife requires a dedicated and knowledgeable staff of biologists, managers, and seasonal technicians. The Ducks Unlimited Ecology Conservation and Management Certification will provide students a unique opportunity to advance their career in this field with enhanced knowledge of ecological principles, species identification, wildlife conservation and management, and habitat conservation and management. Further, any opportunity we can find to enhance outdoor education for youth will be beneficial to the long-term retention of wildlife enthusiasts.

As Project Leader, I would look favorably upon technicians and other staff applying for positions at WSDWMD Complex that took the initiative to receive such a certification. Completing such a course would demonstrate extensive knowledge and skills directly applicable to our mission.

Thank you for the opportunity to support and enhance South Dakota CTE programs.

Sincerely,

Todd Frerichs
Project Leader
Western SD WMD Complex

INTERIOR REGION 5
MISSOURI BASIN

KANSAS, MONTANA*, NEBRASKA, NORTH DAKOTA,
SOUTH DAKOTA

*PARTIAL

INTERIOR REGION 7
UPPER COLORADO RIVER BASIN

COLORADO, NEW MEXICO, UTAH, WYOMING

August 5, 2021

To Whom it May Concern:

Please accept this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

For more than three generations, our family farm/ranch and hunting operations at [Daybreak Ranch](#) have been active in north-central South Dakota. We take great pride in land stewardship, sustainability, and natural resource management. Our family raises a variety of commodity crops, forage and livestock to support our diverse agricultural operations and abundant wildlife. We often hire part-time or seasonal staff to help support our family-owned business and the local economy. What Daybreak Ranch appreciates about certified individuals is that it shows interest in the field, commitment to their career and a desire to learn. We would deem certification earned favorably for those possibly looking to work for us in the future.

The industry standards tested for by the certification align with our family's core values, land ethic and business philosophies. Individuals who earn the Ducks Unlimited Ecology Conservation and Management Certification will gain valuable knowledge and expertise in these important areas. It is our hope students in South Dakota Career & Technical Education programs have the opportunity to deepen their understanding of ecological principles and prepare themselves to enter the workforce.

Our family strongly supports and values Ducks Unlimited and the DU Ecology Conservation and Management certification. Any assistance you can provide in ensuring more students graduate from our high schools with this certification is appreciated. We encourage every student looking to enter the industry to take advantage of this opportunity.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Faulstich". The signature is fluid and cursive, with a large initial "J" and "F".

Jim Faulstich
Owner/Operator – Daybreak Ranch
Highmore, South Dakota



August 12, 2021

To Whom it May Concern,

My name is Travis Entenman, and I am the managing director of Friends of the Big Sioux River (FBSR). FBSR is a 501(c)3 nonprofit organization dedicated to protecting and restoring the Big Sioux River watershed, improve the water quality, and educate our community to build a regional conservation ethic. Our organization is based out of Sioux Falls, South Dakota, and is built to encourage diverse partnerships and stakeholders to promote environmental, recreational, economical use, and enjoyment of the river for future generations. Our goals include improving water quality, increasing technical capacity, providing youth and adult steward courses, and building diverse relationships.

I have dedicated my professional career to this industry and look forward to educating the next generation of conservationist. Therefore, I am writing on behalf of Friends of the Big Sioux River in support of the Ducks Unlimited Ecology, Conservation and Management Certification.

Because one of FBSR's initiatives is to invest in education and enhance individuals understanding of conservation, we endorse the Ducks Unlimited Ecology, Conservation and Management Certification. Those who earn this certification prove they are dedicated to continuing their education, are prepared to enter the workforce and obtain more skills and knowledge than their peers. The acquired knowledge will increase awareness on the impacts of landscape management in relation to water quality, addressing one of our primary goals.

We would encourage students of our membership, board, and staff to pursue this certification program and encourage educators to promote it. This unique educational opportunity will lead to greater local understanding of watershed-level opportunities for improving water quality. Thank you for the opportunity to bring this certification to South Dakota.

Sincerely,

Travis Entenman

Travis Entenman, Managing Director
400 N Main Ave, Suite 205, Sioux Falls, SD 57104
Phone: (605) 679-6973
Cell: (605) 940-8803
Email: director@friendsofthebigsiouxriver.org
www.friendsofthebigsiouxriver.org



September 26, 2021

To Whom it May Concern:

My name is Curt Korzan, and I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification.

My family and I are the proud owners and operators of Grand Slam Pheasant Hunts in Kimball, South Dakota. Our 4,000-acre farm and hunting operation is located in the heart of the Prairie Pothole Region boasting majestic views and abundant wildlife in central South Dakota. In founding our family-owned business back in 1983, we knew we needed to be different. Not only in the way we approached business, but more importantly in the way we took care of our land and customers. We have grown together as a family rooted in agriculture with tremendous knowledge and passion for land stewardship, wildlife management and our nation's rich outdoor traditions. We work vigorously year-round to enhance our facilities and wildlife habitat to ensure the sustainability of our farm, local wildlife populations and business.

The Ducks Unlimited Ecology Conservation and Management Certification provides earners with important knowledge and skills necessary for pursuing a career in wildlife management and other outdoor hospitality industries, like ours. South Dakota is in need of professionals in this industry; if students had the opportunity to earn this certification, we could fill those labor market gaps. Grand Slam Pheasant Hunts along with many other organizations and companies alike, feel confident that candidates who have obtained this certification are more qualified compared to their peers. Therefore, not only does this certification benefit students, but it benefits employers within the industry too.

As leaders in South Dakota's hunting, hospitality and agriculture industry, we strongly support this certification and look forward to it being implemented into CTE programs across the state. Thank you for helping mentor our next generation of wildlife professionals.

Sincerely,

A handwritten signature in black ink that reads 'Curt Korzan'. The signature is fluid and cursive, with the first name 'Curt' being more prominent than the last name 'Korzan'.

Curt Korzan
Owner Grand Slam Pheasant Hunts
Kimball, SD



SOUTH DAKOTA
DIVISION

The Izaak Walton League of America

DEFENDERS OF SOIL, AIR, WOODS, WATERS, AND WILDLIFE

August 10, 2021

To Whom it May Concern:

On behalf of the South Dakota Division of the Izaak Walton League of America, I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification.

The Izaak Walton League (IWLA) is one of America's oldest and most successful conservation organizations – and we are the only organization training, equipping, and coordinating volunteer water quality monitors on a national scale. These volunteers are the heart and soul of our common-sense conservation mission. Through member-driven bottom-up governance, the IWLA is protecting outdoor America in communities across the country, while working strategically at the national level to advance critical conservation initiatives.

The Ducks Unlimited Ecology Conservation and Management Certification provides a unique opportunity for students to enhance their knowledge and understanding of basic ecological principles, habitat conservation and wildlife management. Earners of this certification will be provided important training tools and education for pursuing a career in wildlife management and other outdoor industries.

Those interested in volunteering or working full-time for IWLA would benefit from this certification, so we strongly encourage it be approved by the state. This program will help develop and train our next generation of conservation leaders. Thank you for your efforts to provide these opportunities for South Dakota students.

Sincerely,

Kelly Kistner
President IWLA South Dakota Division
603 Lakeshore Drive
McCook Lake, SD 57049
605-232-2030 (H) – 712-490-1726 (C)
iwlasdpresident@outlook.com



September 7, 2021

To Whom it May Concern:

My name is Matt Fenske, CEO of Millborn Seeds, Inc. headquartered in Brookings, South Dakota. I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification in South Dakota.

Our company's roots run deep in farming, agriculture, wildlife conservation and land stewardship. We opened our doors in 1987 and continue to work alongside farmers, ranchers, private landowners and public agency on tens of thousands of acres of wildlife habitat, rangeland and cropland across the Midwest. Our professional team of field specialists are well-trained in business, agronomy, range science and wildlife management. Today, our company employs 60 full-time and part-time associates all who have a deep passion and understanding for land stewardship and natural resource conservation.

The Ducks Unlimited Ecology Conservation and Management Certification aligns with Millborn's core company values and provides students, educators and participants with important knowledge and tools necessary for pursuing a career in wildlife management or agricultural retail sales like ours.

We believe that candidates who have obtained this certification are more qualified compared to their peers seeking similar positions in these respective fields. Not only will this certification benefit students seeking employment, but it will also benefit employers with work force development too.

As leaders in South Dakota's agriculture, conservation and land management industry, we strongly support this certification and look forward to it being implemented into CTE programs across South Dakota.

Thank you for consideration of our support letter.

Sincerely,

A handwritten signature in black ink that reads "Matt Fenske".

Matt Fenske
CEO Millborn Seeds, Inc.
Brookings, South Dakota



Travis Entenman, Executive Director
www.northernprairies.org
400 N. Main Ave, Suite 205
Sioux Falls, SD 57104
Phone: (605) 339-3184
Cell: (605) 940-8803
Email: travis@northernprairies.org

August 12, 2021

To whom it may concern,

As the Executive Director of Northern Prairies Land Trust, I am writing in strong support of Ducks Unlimited Ecology, Conservation and Management Certification. Northern Prairies Land Trust (NPLT) is a non-profit conservation organization that works with private landowners in South Dakota and Nebraska to provide long-term conservation strategies including land management and conservation easements. NPLT is based out of Sioux Falls, South Dakota and employs a small staff of biologists and managers to achieve our mission. Our primary goals include preserving tallgrass prairie ecosystems, protecting agricultural lands, and education partnerships for landowners and other conservation entities.

Ducks Unlimited is a prominent organization and plays a key role in conserving wetlands and waterfowl, but they also make educating the youth a top priority. Educating the next generation of workforce is very important and something Northern Prairies Land Trust fully supports and encourages, too. The Ducks Unlimited Ecology Conservation and Management Certification is the most efficient way to extend the knowledge and skills necessary to prepare tomorrow's workforce.

An individual who earns this certification will walk away with a substantial understanding of these principles, just to name a few:

- Wildlife Conservation & Management
- Benefits, Threats, Legislation & Conservation & Management of Habitats
- Ecological systems and succession
- Species Identification

Thank you for your consideration in approving this certification and fortifying South Dakota CTE Education by increasing the number of students who will graduate with this certification.

Sincerely,

Travis Entenman

Travis Entenman, Executive Director



Robert B. Hatcher IV
South Dakota State Chairman
Ducks Unlimited, Inc.

7212 W. HARVARD DRIVE • SIOUX FALLS, SD 57106 • (605) 359-6167 • www.ducks.org

September 24, 2021

To Whom it May Concern:

On behalf of DU's dedicated members and volunteer leaders across South Dakota, I am writing this letter in support for Ducks Unlimited's (DU) Ecology Conservation and Management Certification. As our volunteer State Chairman for South Dakota, I have the great honor and privilege of representing DU members from all corners of the state. Backed by more than 7,000 grassroots members, we work tirelessly with staff to host more than 50 community-based fundraising events each year to help support DU's conservation mission.

South Dakota is a top conservation priority area for DU and our members working to conserve critical wetlands and associated habitat for wildlife and people. These science-based investments help preserve our land, clean water, and rich outdoor traditions.

The Ducks Unlimited Ecology Conservation and Management Certification provides a unique opportunity for students, educators, and volunteers to expand their knowledge and understanding of basic ecology, habitat conservation and wildlife management. This important program would enable certification earners to gain a greater appreciation and understanding of natural resource conservation and management. It would also provide important training tools and education for those pursuing a career in wildlife management and other outdoor industries, which are vital to our state's economy and way of life.

Conservationists and community leaders interested in volunteering or working full-time for DU would benefit from this certification too and we strongly encourage the state to approve it. Thank you for your time, consideration, and support.

Sincerely,

Robert B. Hatcher IV
South Dakota State Chairman
7212 W. Harvard Drive
Sioux Falls, South Dakota 57106
ratcher@sio.midco.net; 605-359-6167



SOUTH DAKOTA
FFA ASSOCIATION

Box 507
SDSU Wenona Hall 107
Brookings, SD 57007

O: 605-688-4380
C: 605-695-8525
SDAGED.org

August 24, 2021

To Whom It May Concern,

My name is Dani Herring and I serve as the Assistant State Supervisor of Agricultural Education. On behalf of the South Dakota FFA Association, I am writing in full support of the Ducks Unlimited Ecology, Conservation and Management Certification. As someone who is directly involved with education and agriculture, I understand the direct significance this certification serves. SFFFA is a chapter of the National FFA Organization, an intra-curricular student organization for those interested in agriculture and leadership. FFA develops talents applicable through a broad array of career pathways, including farmers, biologists, doctors and scientists.

Our organization is committed to providing students a path to achievement, leadership, personal growth, and career success through agricultural education. Agriculture in South Dakota remains blessed with both exceptional agricultural and wildlife opportunities, each of which depends on the other. This certification will help connect these fields and provide students with advanced opportunities to gain knowledge of ecological principles, species identification, wildlife conservation and management, and habitat conservation. These principles perfectly complement the management of agricultural and environmental resources promoted by our programs.

Students in South Dakota as well as businesses and organizations would benefit from this certification being offered. The management of our natural resources in our state is dependent upon good conservation leadership, and this program will ensure that the next group of South Dakotans will be able to protect our resources.

Sincerely,

Dani Herring
Assistant State Supervisor of Agriculture Education
South Dakota FFA Association
Wenona Hall 107, Box 507
Brookings, SD 57007
605.688.4380



PO Box 401
Presho, SD 57568
www.sdgrass.org

Brett Nix, Chairman, PO Box 486, Murdo, SD 57559 (605) 669-2584
James Faulstich, Vice-Chairman, 33795 186th Street, Highmore, SD 57345
(605) 852-2622
Larry Wagner, Secretary, 26314 350th Avenue, Chamberlain, SD 57325
(605) 894-4448
Mike McKernan, Treasurer, 46754 150th St, Twin Brooks, SD 57269
(605)880-4421
Riley Kammerer, Director, 22049 Elk Vale RD, Piedmont, SD 57769
(605) 209-3544
Pat Guptill, Director, 23502 Big Foote Rd., Quinn, SD 57775 605-386-2323
Bart Carmichael, Director, 14596 SD Hwy 73, Faith, SD 57626 (605) 788-2838
Jeff Zimprich, Director, PO Box 16, Brandon, SD 57005 (712) 254-0804
Dugan Bad Warrior, Director, 15144 SD Hwy 65, Dupree SD 57623
(605) 365-5118

To whom it may concern:

The South Dakota Grasslands Coalition (SDGC) is an agricultural-based organization that focuses on information sharing, educational workshops, field tours and invited speaking engagements that meet information needs of producers.

Our grassroots-led organization (over 650 members) and nine-member board are comprised of producers and individuals who are passionate about grassland management, conservation and land stewardship. We currently employ or support three full-time, six part-time and consulting/extension support professionals.

“Out-of-the-box” is a term often heard when SDGC members gather. We value innovative thinking and are open to new ideas for managing rangeland, livestock and wildlife that are cost effective, yet protect or improve the resource. We learn from each other and together.

We are writing today to offer our support for the Ducks Unlimited Ecology Conservation and Management Certification. This certification is an exceptional tool to enhance student’s knowledge and understanding of key aspects related to land stewardship, conservation and agriculture.

We believe the industry standards tested for by the certification aligns with several of our organizations core values. Things like promoting sustainable and profitable grassland management, healthy and abundant wildlife populations, clean water and preserving South Dakota’s treasured small towns and ranching communities are all key aspects. This certification will provide students important tools and support for those pursuing careers in agriculture and wildlife management. Individuals who earn the Ducks Unlimited Ecology Conservation and Management Certification will gain valuable knowledge and expertise in these areas.

As a leading voice in agriculture and a trusted partner in wildlife conservation, we strongly support this certification and encourage students to utilize this opportunity.

Thank you for your time and consideration.

Sincerely,

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

Brett Nix
Chairman, SD Grasslands Coalition
Murdo, South Dakota



Chris Hesla, Executive Director

PO Box 7075 • Pierre, SD 57501

Telephone & Fax: (605) 224-7524

E-Mail: sdwf@mncomm.com

Affiliated with National Wildlife Federation

August 10, 2021

To Whom It May Concern,

On behalf of the South Dakota Wildlife Federation, I am writing in full support of the Ducks Unlimited Ecology, Conservation and Management Certification. My name is Chris Hesla and I serve as the Executive Director for the South Dakota Wildlife Federation (SDWF). As someone who is directly involved with conservation and wildlife management, I can attest to the significance of this certification being approved in the state of South Dakota. SDWF is an affiliate of the National Wildlife Federation, the largest conservation organization in the world. Since 1945, our organization has actively supported managing South Dakota's wildlife using the best scientific information available and protecting the wildlife management and outdoor recreation interests of South Dakota for future generations. SDWF brings state-level guidance to our constituents regarding the impacts of outdoor-related legislative policy and practices.

Finding individuals with the knowledge and skills needed within this industry is not an easy task. If the Ducks Unlimited Certification were to be approved and implemented into classrooms across the state, we could fix this issue. Not only does this certification benefit the students by jump-starting their career and assessing industry-valued standards, but it also is an advantage for employers, like myself. Candidates with this certification on their resume are considered at higher rates than those without it because it demonstrates commitment, responsibility and interest in conservation. Wildlife and habitat management is a critically important skill in South Dakota, and dozens of agency and NGO staff require extensive knowledge to manage our precious resources. This certification will provide students with advanced opportunities in this field by equipping them with knowledge of ecological principles, species identification, wildlife conservation and management, and habitat conservation. Further, any gateway to enhance outdoor education opportunities for youth will be beneficial to the long-term retention of wildlife enthusiasts.

SDWF membership and families would benefit from this program certification and we would strongly encourage students and educators to participate. The management of wildlife and habitat in our state is dependent upon good conservation leadership, and this program will ensure that the next group of South Dakotans will be able to protect our resources.

Sincerely,

A handwritten signature in black ink, appearing to be "Chris Hesla".

Chris Hesla

Executive Director, South Dakota Wildlife Federation

"Working to preserve South Dakota's hunting & fishing heritage!"



UNIVERSITY OF
SOUTH DAKOTA
COLLEGE OF ARTS & SCIENCES

1 September 2021

To whom it may concern:

I am writing to strongly support the Ecology Conservation & Management Certification that is being put forward by Ducks Unlimited. I am in my tenth year at the University of South Dakota (USD), and my role here has been to develop and now chair our Department of Sustainability & Environment, which offers a minor, B.S., B.A., M.S., and Ph.D. in sustainability; a minor in earth science; and undergraduate and graduate certificates in geospatial analysis. USD is South Dakota's flagship – and only – public liberal arts university. We have just under 10,000 students and are located in Vermillion, SD. My expertise includes prairie ecology, agroecology, multifunctional landscapes, and social values toward landscapes – all with a focus around the Northern Great Plains and Corn Belt. Because of my work developing our sustainability degrees, my expertise also includes best practices for inclusivity and active learning in sustainability and STEM pedagogy and curriculum design. My knowledge of USD and our students and my areas of expertise put me in a good position to evaluate the benefits of this certification on residents of our state, especially our youth.

One concern that I have about our secondary and tertiary education systems is that our youth are learning about the environmental challenges that exist, but they are not being provided with sufficient knowledge about how they can effect positive change on our environment. From what I have seen of the Ecology Conservation & Management Certification, it provides a solid foundation of ecology and conservation principles within an applied framework that is likely to engage youth. The certification is also likely to broaden SD youth access to high quality ecology and conservation content that has been developed by subject-matter experts; expertise that can be lacking in some areas due to our low population density. Being able to complete this certification would give high school students an advantage as they are applying for college, for internships, and for jobs.

In closing, I encourage the State of South Dakota to accept Ducks Unlimited's Ecology Conservation & Management Certification. Having a citizenry that is more educated about ecology and conservation is an asset to our state, and it is an asset to the individual as they will bring additional credentialing that will help them on their professional journeys.

Please reach out to me if I can provide any additional information.

Sincerely,

A handwritten signature in black ink that reads "Meghann Jarchow".

Meghann Jarchow, PhD
Chair and Associate Professor
Department of Sustainability & Environment
University of South Dakota

DEPARTMENT OF SUSTAINABILITY & ENVIRONMENT

414 East Clark Street • Vermillion, SD 57069 • 605-677-6122 • 605-677-6121 fax • www.usd.edu/sustainability



August 6, 2020

On behalf of the City of Knoxville's Department of Engineering, it is a privilege to write this letter supporting the Ducks Unlimited Ecology Conservation & Management Certification (ECMC).

Knoxville is recognized for its commitment to protecting and conserving our natural, cultural and recreational resources for the benefit of our Citizens, State Residents and Visitors who make our community a 'second home' vacation destination. Mayor Kincannon has taken this commitment to a whole new level, which makes me all-the-more proud to be a part of her Administration.

You should be aware that this is important to me on a personal level, given both my 40-Year career as a Civil Engineer, as well as serving as Commissioner and Chair of the TN Fish & Wildlife Commission between 2011 and 2017. These conservation stewardship opportunities, coupled with my long-time involvement with Ducks Unlimited, are ones that I am humbly blessed to have been a part of.

That is why creating options for our future conservationists – young and old alike – is paramount to me. The ECMC program does just that; offering foundational principles in ecology and wildlife management necessary to be directly employed in the conservation arena, as an Engineer who can have significant impact on our resources, or as a volunteer supporter of these stewardship opportunities.

This program has had my endorsement since its beginnings. But I find that students having the opportunity to pursue this certification today is more important than we realize. COVID-19 has impacted our High School and Collegiate Communities in unforeseeable ways, as we all try to determine what education will look like going into Fall 2020.

The educational community now has a tool that allows students to prepare for their role as the next generation of conservationists.. I respectfully offer that ECMC will be the benchmark that other certifications will be measured against.

In advance, thank you for your favorable consideration supporting this certification. It truly is a much-needed educational tool created for these times.

Respectfully submitted;

A handwritten signature in blue ink, appearing to read "W. Cannon". The signature is fluid and cursive.

W. Harold Cannon, Jr. PE

Director; Department of Engineering



August 18, 2020

To Whom it may concern:

My name is Allen Hughes, Jr and I am CEO/COO of Banded and Avery Outdoors. As an avid outdoorsman and from my outdoor industry perspective, it is my privilege to provide this letter in strong support of the Ducks Unlimited Ecology Conservation & Management Certification. Such a certification will help employers find applicants who are passionate about conservation, but also, provide a resource to individuals with an opportunity to obtain an industry certification opportunity designed to better prepare them for a meaningful career in natural resource management. By introducing this certification in our schools, we can ensure a bright, sustainable future of our environment and natural resources. This program will also provide a platform with immense value and better prepare individuals to succeed in college and in their careers.

The ECMC program does just that; offering foundational principles in ecology and wildlife management necessary to be directly employed in the conservation arena or as a volunteer supporter of these stewardship opportunities. I find that individuals having the opportunity to pursue this certification today is more important than we realize.

In closing, I think this is a wonderful step undertaken by Ducks Unlimited, Inc. to provide educational and career development opportunities to the next generation. This certification will provide important career path awareness to individuals and provide them an edge upon seeking a wildlife ecology university program following high school graduation and upon entrance into the workforce. I fully support this endeavor and am happy to answer any questions if necessary.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Allen Hughes, Jr.'.

Allen Hughes, Jr.

INGRAM INDUSTRIES INC.

ORRIN H. INGRAM
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

ONE BELLE MEADE PLACE · 4400 HARDING RD.
NASHVILLE, TENNESSEE 37205-2290
TEL. 615-298-8266 · FAX 615-298-7579

August 10, 2020

To Whom It May Concern:

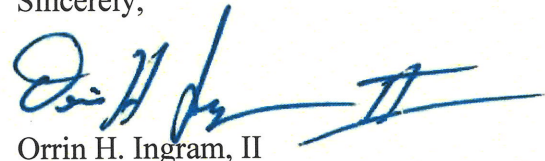
I would like to share my full support of the Ducks Unlimited Ecology, Conservation, and Management Certification. This certification will assist employers in search of well-educated applicants who are passionate about conservation. It will also provide a resource to individuals seeking the opportunity to obtain an industry certification designed to better prepare them for a meaningful career in natural resources management. This innovative step undertaken by Ducks Unlimited, Inc. will provide educational and career development opportunities to generations of young students.

By introducing this certification into our schools, the ultimate goal is to ensure a bright, sustainable future of our environment and natural resources; providing a platform with immense value to better prepare individuals to succeed in college and in their careers.

On a personal level, this program is important to me as the owner of Riverview Farm in Franklin, Tennessee, as well as, various land holdings and a ranch within the United States. Professionally, having served on numerous boards including, eSkye Solutions, Ingram Micro, Ingram Barge Company, SunTrust Banks, Coca-Cola Enterprises, The Krystal Company, FirstBank, and the United States Chamber of Commerce, I understand the benefit of this program from an employer's prospective.

The Ducks Unlimited Ecology, Conservation, and Management Certification is a worthwhile endeavor and I am happy to answer any questions you may have.

Sincerely,



Orrin H. Ingram, II

August 24, 2020

To Whom It May Concern:

I am writing to provide a letter of support for the Ducks Unlimited Ecology, Conservation and Management Certification.

As West Tennessee's regional comprehensive university, UT Martin is extremely interested in partnering with organizations and programs that will lift the region's efforts in terms of state-of-the-art practices in ecology and conservation. Certificate programs in ecology and conservation, like the Ducks Unlimited initiative, would greatly benefit today's students and tomorrow's leaders.

Please let me know if I can be of any additional assistance. I am very excited about this program and the potential impact on our region's students.

All the best,



Keith S. Carver, Jr.
Chancellor

js



Washington County Soil Conservation District

1105 East Jackson Boulevard, Suite 3 • Jonesborough, Tennessee 37659 (423)753-4441

Roy L. Gillis
Chairman
Washington County Soil Conservation District
1105 East Jackson Boulevard, Suite 3
Jonesborough, Tennessee 37659

August 14, 2020

To Whom it May Concern:

As the Chairman of the District Board of Supervisors, I am privileged to be writing on behalf of the Washington County Soil Conservation District, "WCSCD". The Washington County Soil Conservation District is dedicated to advocating sustainable use and protection of the soil and water resources within Washington County, Tennessee. WCSCD serves landowners by providing assistance with the installation of conservation practices to prevent soil erosion, to improve water quality, and to promote stewardship of our natural resources.

I am writing in support of the Ducks Unlimited Ecology Conservation & Management Certification. Since the beginning date of the Soil Conservation District in Washington County, 02/17/1955, employees and Board Members have worked with partners from across the state and nation to achieve the goals set forth by the Soil Conservation District. Possessing a knowledge of ecological principles, wildlife conservation and management, habitat conservation and management, and the ability to identify species is important due to being involved with a multitude of conservation efforts and partner organizations. As an employer, when applications and resumes are reviewed by the WCSCD Board, it is extremely valuable for applicants to have certifications that ensure their knowledge and skills related to the efforts of the Soil Conservation District. Current or future students that are provided with the opportunity to complete the certification would greatly benefit if entering a college program or joining the workforce with a basic understanding of conservation and management.

The Washington County Soil Conservation District supports the Ducks Unlimited Ecology Conservation & Management Certification. We are eager for the certification to become available and we will encourage all individuals pursuing an education or employment interest in any related fields to obtain the certification.

Sincerely,

A handwritten signature in black ink that reads "Roy L. Gillis".

Roy L. Gillis
Chairman
Washington County Soil Conservation District

**TENNESSEE DEPARTMENT OF AGRICULTURE
DIVISION OF FORESTRY**

2643 Gap Creek Road
Hampton, Tennessee 37658

03 August 2020

To Whom It May Concern:

I am an employee of the Tennessee Department of Agriculture, Division of Forestry. I have worked for approximately 20 years with the agency and my job is primarily fire, both Wildfire and Prescribed fire, with a secondary role in Forest Management. The Division of Forestry fills many roles in the State of Tennessee, some of which include: Forest Landowner Assistance, Forest Protection from both fire and insects, and protecting the state's Water Quality. Our agency has several hundred employees with offices and personnel all across Tennessee.

I am requesting approval for the Ducks Unlimited Ecology Conservation & Management Certification. Although my agency is not the primary wildlife management agency in the state, we do work hand in hand to protect habitat and natural resources used by all. Ducks Unlimited also uses trusted, science-based and well proven techniques to promote, not only waterfowl habitat, but habitat used by many species of birds, mammals, reptiles, and aquatic wildlife. This certification would potentially give students exposure to the Natural Resource field that they may not get through their normal school activities. I am in my job today as a direct result of a similar experience during my days in high school. I find that every year, fewer and fewer young people are seeking careers in this and other related fields. I feel, at least in part, this is due to a lack of exposure during their highly impressionable high school years. As one could imagine, with fewer people seeking careers, it becomes much more difficult for entry level jobs to be filled. Although most of these jobs don't require a college degree, they do require some knowledge of the outdoors and basic environmental principles. Certifications, such as the one offered by Ducks Unlimited, provide knowledge that employer's **Will Consider** when interviewing for entry level Natural Resource positions. As with most state agencies, pay has very little negotiating room, but I can say, I personally, would give someone a higher ranking with a Ducks Unlimited certification than I would someone without any certifications.

In closing, let me say that I fully support the approval of the Ducks Unlimited Ecology Conservation & Management Certification. This certification would promote the field of Natural Resource Management and other related fields while giving students exposure that they may never normally get during their academic career. This exposure may introduce the student to a career they may not have previously considered and by doing so may also help to fill a void in entry level hiring that is much needed. I appreciate your consideration to this matter and welcome any further questions you may have.

Sincerely,

A handwritten signature in blue ink that reads "James B. Heaton".

James B. Heaton



TENNESSEE WILDLIFE RESOURCES AGENCY

ELLINGTON AGRICULTURAL CENTER
5107 EDMONDSON PIKE
NASHVILLE, TENNESSEE 37211

7/29/2020

To Whom It May Concern:

The Tennessee Wildlife Resources Agency (TWRA) upholds its mission to preserve, conserve, manage, protect, and enhance the fish and wildlife of the state and their habitats for the use, benefit, and enjoyment of the citizens of Tennessee and its visitors through the use of sound science and well-trained professional biologists. I have worked as TWRA's Migratory Gamebird Program Leader for four years and previously worked as a waterfowl biologist with the Florida Fish and Wildlife Conservation Commission for 15 years. I obtained a Bachelor's degree in Wildlife Management from the University of New Hampshire (1995) and a Master's degree in Zoology from Southern Illinois University at Carbondale (2001).

I am writing this letter in support of Ducks Unlimited's Ecology Conservation & Management Certification. This certification acknowledges students and other professionals who have a sound understanding of waterfowl ecology and management. This understanding is not only beneficial to those seeking positions as professional waterfowl or wetland managers but also those interested in agriculture, agribusiness, forestry, or public policy. Having a firm grasp of the interrelatedness of wetlands within these various disciplines is paramount to success within each.

Having a well-trained and highly educated workforce overseeing natural resources is something that every member of the public deserves and should demand. This certification can serve as an additional component of the metric of measuring that level of excellence. As stated previously, the TWRA prides itself on hiring the most knowledgeable individuals to fulfill its mission. Certifications, such as this, can set an applicant apart from others by demonstrating their knowledge and their willingness to prepare themselves beyond what was expected of them in school. I would encourage anyone entertaining the prospect of working in the field of natural resources to obtain a certification in Ecology Conservation & Management offered by Ducks Unlimited.

Sincerely,

A handwritten signature in blue ink that reads "Jamie C. Feddersen".

Jamie C. Feddersen
Certified Wildlife Biologist®
Migratory Gamebird Program Leader
Tennessee Wildlife Resources Agency



TENNESSEE WILDLIFE RESOURCES AGENCY

ELLINGTON AGRICULTURAL CENTER
5107 EDMONDSON PIKE
NASHVILLE, TENNESSEE 37211

10 August 2020

To Whom It May Concern:

I am writing this letter in support of Ducks Unlimited's *Ecology Conservation & Management Certification*. The quality of this education and training program are superb, having been reviewed and edited multiple times by Dr. Tom Moorman. This certificate program will have broad application and value to not only waterfowl and wetland management professionals, but agriculture, agribusiness, public policy, engineering and other professionals who work with any type of wetlands.

The Tennessee Wildlife Resources Agency (TWRA) upholds its mission to preserve, conserve, manage, protect, and enhance the fish and wildlife of the state and their habitats for the use, benefit, and enjoyment of the citizens of Tennessee and its visitors through the use of sound science and well-trained professional biologists. I received a Bachelor of Science degree in Wildlife Management from the Unity College in Maine (1991) and a Master of Science degree in Wildlife Science from Auburn University (1998). I have worked in waterfowl and wetlands for nearly 25 years in Alabama, Louisiana, Florida and Tennessee. I have had the pleasure of serving on the both the Atlantic and Mississippi Flyway's (MF) Game Bird Technical Section and currently serve as the Tennessee representative on the MF Council. Additionally, I am the MFC's NAWMP Plan Committee member (NAWMP.org)

Having a well-trained workforce overseeing natural resources is something that every member of the public deserves and should demand. This certification can serve as an additional component of the metric of measuring that level of excellence. The TWRA prides itself on hiring the most knowledgeable individuals to fulfill its mission. Certifications, such as this, can set an applicant apart from others by demonstrating their knowledge and eagerness to prepare themselves beyond what was expected of them in college. I would encourage anyone entertaining the prospect of working in the field of natural resources to obtain a certification in Ecology Conservation & Management offered by Ducks Unlimited. If offered 20 years ago, I can adamantly state that I would have this certification on my resume.

Sincerely,

A handwritten signature in black ink that reads "Joe Benedict".

R. Joseph (Joe) Benedict
Certified Wildlife Biologist®
Chief, Wildlife & Forestry Division
Tennessee Wildlife Resources Agency
Joe.Benedict@tn.gov

Ernest Angelo, Jr.

410 North Main Street
Midland, Texas 79701
(432) 684 4449

June 8, 2020

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am the Founder and Managing Partner of Discovery Exploration in Midland, Texas. I served as the Mayor of Midland from 1972-1980. I was appointed by former Governor Bush to the Texas Parks & Wildlife Commission and appointed as Chairman of the Department of Public Safety Commission by former Governor Perry.

The Ducks Unlimited Ecology Conservation and Management Certification can help individuals prepare for studies in Agriculture, Education, Public Policy and the Environment to help better prepare them for success in leading our state and protecting its natural resources. Education of natural resources is imperative for the next generation of leaders in the public and private sectors of our state. Proper management of these ecosystems is critical for the health of waterfowl populations and people alike.

Having served in local and state politics, I see a tremendous amount of value in this certification program to help prepare future state leaders to be able to make educated decisions regarding the state's natural resources. An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification has achieved a broad range of learning objectives directly applicable to their future studies and careers.

Sincerely,

A handwritten signature in blue ink that reads "Ernest Angelo Jr." in a cursive style.

Ernest Angelo Jr.



2720 Reed Road, Suite 280
Houston, Texas 77051
Phone: (713) 791-9800
Fax: (713) 791-9805

February 6, 2020

To whom it may concern:

Subject: Ducks Unlimited Ecology & Conservation Management Certification Program

My name is J. David Anderson. I am a business owner for 35 years here in Houston, a rancher in South Texas since 1993, and the immediate past President of the Texas Wildlife Association.

At TWA we place a great deal of emphasis on habitat for our wildlife resources, conservation of our water, and protecting our environment. It is imperative that we teach the next generation of Texans the importance of those things. We live in a world where hand held video games are taking away from the time our children and grandchildren spend in the outdoors. These are the people that will be voting in the next 10 years and this is important that they have exposure to our great outdoors and the importance of protecting it.

This brings me to the reason for my letter. It is my understanding that currently, a teacher in Texas can elect to teach the curriculum offered by Ducks Unlimited on Conservation Ecology, but the **Texas Education Agency** does not certify the students with having taken and passed the course. This certification would allow ranchers like me to know that prospective applicants have been exposed to the things that I and other ranchers find value in when hiring. Please consider changing your current policy of not allowing this certification to these students. We need more teachers teaching these courses. By not offering the certifications that are deserved, it is my fear that many teachers in Texas will not bother to teach this most important curriculum. Thank you.

Sincerely,

A handwritten signature in blue ink that reads "J. David Anderson". The signature is fluid and cursive, with a long horizontal line extending to the right.

J. David Anderson
CEO

Andon
2720 Reed Road
Ste. 280
Houston, TX 77051

713 882 8322 Cell
www.andon.com

TERRY ANDRUS
15019 Cathedral Falls Drive
Cypress, Texas 77429

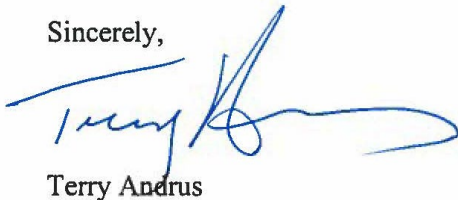
Thursday, February 13, 2020

To whom it may concern:

I am writing this letter to show my support for the Ducks Unlimited Ecology Conservation & Management Certification. I own a commercial hunting operation near Cleveland, Texas, and I am pleased to know there are certification opportunities for individuals looking to upskill. I am constantly looking for employees who have right mixture of background knowledge and technical competencies, and the Ducks Unlimited Ecology Conservation & Management Certification will help me identify the right workers for my operation.

As an employer and landowner here in Texas, I am very excited that Ducks Unlimited has stepped forward to offer an industry certification related to ecology and conservation principles. This certification is an important step in ensuring tomorrow's workforce will have the proper background and training to succeed in the agriculture and natural resources industries. I strongly encourage you to add the Ducks Unlimited Ecology Conservation and Management Certification the state approved list for public school accountability so students can strengthen their employability skills and employers can have more confidence when hiring young people.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Terry Andrus', with a long horizontal flourish extending to the right.

Terry Andrus

March 27, 2020

To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification. I am a partner at Bain and Company, a consulting firm that helps large organizations grow and thrive. I am also an avid conservationist with an interest in ensuring that we are able to preserve wildlife and the wonders of nature for many generations to come. I was alarmed recently to read an academic study authored primarily by researchers from Cornell University, the American Bird Conservancy, and the National Wildlife Center, which noted that over the past 50 years, bird populations in North America have decreased by 3 billion birds. One of the most striking findings, however, was that birds whose populations are monitored and conserved by state wildlife agencies have grown significantly. I absolutely see a need for a pre-college (or even college-level) certification such as this one to interest individuals in ecology and ecosystem management. It is critical that students develop an appreciation for the history of waterfowl ecology and management, understand the importance of the North American Model of Wildlife Conservation, and gain practical knowledge in modern applied research and management principles which will ultimately allow us to win the battle against loss of wildlife. This certification is a valuable addition to the biological sciences curricula, and I am especially excited for its potential to attract top-level students to the world of conservation.

An individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification, issued by a nationally-recognized conservation organization, has achieved a diversity of learning outcomes directly applicable to their future careers, and regardless of their final careers will help them see the value of conservation that works. I see immense value in this certification, and I feel that it will better prepare students to succeed in college and beyond.

Sincerely,



Mark Gottfredson
Partner and Bain Texas Founder
Bain & Company, Inc.

Walker Smith
521 Middle Creek Dr.
Buda, Texas 78610
(405) 317-7695

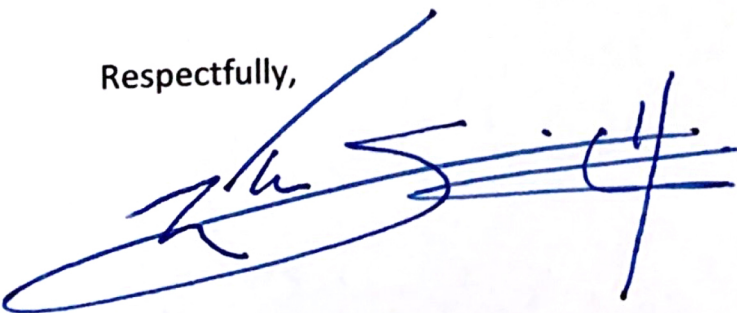
To whom it may concern:

I am writing this letter today in support for the Ducks Unlimited Ecology Conservation & Management Certification. I am very excited Ducks Unlimited is offering this certification. I wish they would have offered this when I was in grade school. As an avid outdoorsman and supporter of Ducks Unlimited, I understand how the ecosystem works and what needs to be done on our end to protect one of our most valuable assets we have left today. I have had the opportunity to meet with specific individuals who have earned the Ducks Unlimited Ecology & Conservation Management Certification, and I have been very impressed. These individuals have proven they understand how precious our ecosystem is to us and the creatures who call it home and are prepared to take the necessary steps in ensuring a sustainable future for our natural resources.

I am aware there is a high demand for young individuals with the specific knowledge skill set demonstrated through the Ducks Unlimited Ecology Conservation & Management program. With one in twelve jobs related to the agriculture and millions of acres being farmed across the great state of Texas, this certification is imperative to every potential agriculture employee and the conservation of our natural resources which are so valuable to us.

Students who take agricultural science classes that focus on wildlife and natural resources need access to a certification that will allow them to demonstrate their unique skill set and appreciation for ecology and conservation practices. I ask you to add the Ducks Unlimited Ecology Conservation & Management Certification to ensure our youth is properly prepared when they enter the workforce.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Walker Smith', with a large, sweeping flourish underneath.

Walker Smith



FOREST RESOURCE CONSULTANTS

Growing Your Future

From: Don Dietz
SFI Coordinator/Recreational Lease Manager
Forest Resource Consultants
702 North Temple, Diboll TX 75941
Cell: 936-675-3462

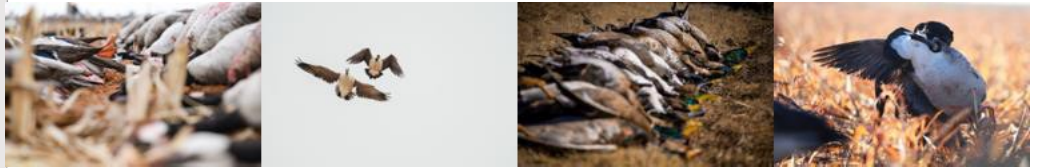
To whom it may concern:

As a certified wildlife biologist, I have been working in the forest industry for 38 years. I strongly support the Ducks Unlimited Ecology Conservation & Management Certification. As timber management companies continue to meet the demands of concerned citizens, we need more workers who are knowledgeable and prepared for the demands on this industry. This certification will help employers find applicants who are passionate about the industry and help young people begin careers in that are suited to their interests and skills. Persons with this certification on their resume will have the attention of forest industry personnel looking to hire.

I believe the DU certification will better prepare individuals interested in working in forestry for the demands of being better steward of the land. It is important all people, not just those in the forestry industry, understand the importance of stewardship and steps to ensure a viable future for our natural resources. In order for the forestry industry, and other fields related to natural resources, to remain successful, we must take the necessary steps to practice proper management and conservation methods. Those who earn the DU certification have the right background and skills to properly implement such practices. We need more people to earn this certification. Please consider adding this certification to the TEA state approved credential list. By incentivizing schools to offer this valuable certification, we can guarantee a strong future for the forestry industry and the sustainability of our natural resources.

Sincerely,

Don Dietz, CWB



To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am the Founder and Owner of Fowl Plains Hunting Club in Hale Center, Texas. We have access to more than 50,000 acres of waist grain fields and playa lakes in the Texas Panhandle, a region that winters hundreds of thousands of waterfowl annually. This area is critical for the overall health of waterfowl in the Central Flyway, and education stressing the importance of wetlands and their associated habitat will be critical to ensure healthy waterfowl populations and the conservation of these natural resources.

The Ducks Unlimited Ecology Conservation and Management Certification evaluates an individual's understanding of ecological principles, habitat conservation and wildlife management. This foundation would give young professionals an advantage when pursuing a career in wildlife management in the public or private sector, which are things we look for when hiring guides at Fowl Plains Hunting Club.

An individual who has completed the Ducks Unlimited Ecology Conservation and Management Certification has gained valuable knowledge in areas related to wildlife conservation, habitat and waterfowl management. This knowledge would be very beneficial in working relationships we have with farmers and ranchers across the panhandle to help steward the land and ensure these vital ecosystems are managed effectively.

Sincerely,

Kevin Poirier

TOMMY JOHNSON, JR.
PO BOX 1096
CLEVELAND, TEXAS 77328
281-593-9118

To whom it may concern:

This letter is in strong support for the Ducks Unlimited Ecology Conservation & Management Certification. I have been a rancher for my entire life here in Texas, operating three cattle and hunting ranches in three counties that comprise over 6,000 acres. Through my experiences, I have first-hand knowledge of how ranching and farming and wildlife conservation go hand in hand. As a property manager, you must understand that decision you make, every plan you implement has a domino effect on the wildlife and habitats associated with your land. Water supplies such as streams, rivers and oceans are particularly vulnerable, and as stewards of the land, we must understand how the ecosystem works and do our part to protect our most precious and valuable asset.

Individuals who earn the Ducks Unlimited Ecology & Conservation Management have demonstrated in-depth knowledge related to ecological principles, along with possession of skills regarding methods and procedures for wildlife and habitat management. Now, more than ever before, is there a high demand for individuals with this specific knowledge and skill set. With one in 12 American jobs related to agriculture and over 140 million acres being farmed in Texas alone, this certification is imperative to potential agriculture employees and the conservation of our natural resources.

As an employer and land owner, I applaud Ducks Unlimited for offering a certification based on current workforce needs. When I interview job applicants, knowing an applicant has this certification ensures me they have substantial knowledge and skills related to ecological principles and are prepared to implement practices that will conserve and protect wildlife and natural resources. This certification is extremely valuable to me as an employer because helps me connect to qualified candidates and gives me confidence I am hiring the right workers for my operation.

Thousands of students across Texas study wildlife and natural resources through the agricultural science program at their school, but they currently do not have access to an industry certification that will allow them to prove their knowledge and skills. I urge you to add the Ducks Unlimited Ecology Conservation & Management Certification in order to ensure a workforce prepared to fill roles in the agriculture and natural resources industry.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tommy Johnson, Jr.", is written below the word "Sincerely,".



To Whom It May Concern,

May 8, 2020

King Ranch places a high value on education, and we applaud Ducks Unlimited for developing the Ecology Conservation and Management Certification. At any given time, several student interns from the Texas A&M University Kingsville Range and Wildlife Sciences Department are engaged in hands-on wildlife management and ecological principles on the ranch. As well as serving seasoned wildlife professionals who desire to enhance their knowledge and skills, this program will prove to be a valuable tool for those aspiring to pursue an education in, and work in, the field of wildlife management.

A basic understanding relating to stewardship of our natural resources has become out of reach for many living in urban environments. The Ecology Conservation & Management Certification will provide a foothold for those students and individuals to launch toward an opportunity to lead in the outdoor arena. It will also provide an opportunity that allows them to become ambassadors for future generations of wildlife professionals, outdoor enthusiasts, and hunters.

We are proud to offer our support to this beneficial resource.

Sincerely,

D. Bruce Roberts

King Ranch Area Manager Wildlife Operations

King Ranch, Inc.
P.O. Box 1090
Kingsville, Texas 78364-1090
TEL 361-592-6411 • FAX 361-595-4162

Michael May
Retired EHS Professional
1401 Ridge Harbor Drive
Spicewood, TX 78669

Re: Ducks Unlimited Ecology Conservation and Management Certification

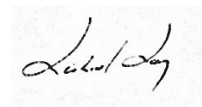
To Whom It May Concern:

For some 40 years I was employed in the government and private sectors as an EHS professional, I hold an undergraduate degree in microbiology and a graduate degree in industrial hygiene. Over the course of my career I have been actively engaged in the protection of worker and environmental health as both a trained professional and as a volunteer in a number of organizations, including Keep Austin Beautiful (past president) and Ducks Unlimited (senior volunteer and major sponsor). In the last 30 years of my professional career, I was a senior department manager for several major semiconductor companies (Motorola SPS, AMD, Spansion Inc., and Cypress Semiconductor, Inc.).

I am writing to you today to request state approval of the Ducks Unlimited Ecology Conservation and Management Certification. In my professional career, I was responsible for developing and implementing company policies and internal operating procedures that had a direct impact on how our manufacturing operations affected the environment. Part of my responsibility also included the hiring of qualified staff to assist in the development and implementation of these policies and procedures. We successfully recruited qualified staff from universities offering degrees in the EHS fields as well as seasoned professionals from the private and public sectors. I have no doubt had we had access to individuals holding this certification, we would have viewed them preferentially, particularly for entry level positions. The facts at the time were, particularly for entry level positions, candidates likely had little if any actual experience in the field. A university degree or technical craft certifications are certainly valid and useful in employment decisions, but a certification that demonstrates competence in wildlife conservation and habitat preservation would have been seen by me as a significant endorsement of the individuals' capability.

In closing, I believe recognition of the Ducks Unlimited Ecology Conservation and Management Certification will help our youth gain valuable employment opportunities and will be a significant benefit to our environment.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael May", is placed over a light gray rectangular background.

Michael May
Retired EHS Professional

**S&C FARMS
4202 CREEK HILL LANE
CORINTH, TEXAS 76208**

Saturday, February 15, 2020

To whom it may concern:

This letter is in strong support for the Ducks Unlimited Ecology Conservation & Management Certification. I have been part of the farming community for more than 25 years. Through my experiences, I have first-hand experience of how farming and wildlife conservation can produce collaborative results. Every crop you plant has a down-stream effect on the wildlife and habitats associated with your land. Water supplies are particularly vulnerable, and we are all called to do our part to implement sustainable management practices.

Individuals who earn the Ducks Unlimited Ecology & Conservation Management have demonstrated in-depth knowledge related to ecological principles, along with skills regarding methods and procedures for wildlife and habitat management. According to the Bureau of Labor Statics, the demand for individuals with conservation and ecology background will increase by 11% annually and produce an average salary of \$69,400. Currently, one in 12 American jobs are connected to agriculture and more than 140 million acres being farmed in Texas. This certification will prove to be a value asset for agriculture employees and the conservation of our natural resources by boosting their competitiveness in the job market and helping them pursue a meaningful and necessary career.

I applaud Ducks Unlimited for offering a certification based on current industry needs. As an employer, I often struggle to identify the most qualified and knowledgeable candidates, but this certification will give me confidence during the hiring process. I am assured those who earn this certification have substantial knowledge and skills related to ecological principles and are prepared to implement practices that will conserve, protect wildlife and natural resources.

As a landowner and businessman, I implore you to add the Ducks Unlimited Ecology Conservation & Management Certification. This certification is key to ensuring a workforce of employees who are prepared to utilize sustainable management and production practices, as well as helping employers identify workers who are prepared to meet the needs of the agricultural and natural resource industry.

Sincerely,



President
S&C Farms



May 29, 2020

To Whom It May Concern,

San Antonio Zoo has been an avid supporter of Ducks Unlimited and their commitment to wildlife conservation.

We are pleased to acknowledge and support the Ducks Unlimited Ecology Conservation and Management Certification as it is in direct alignment with our mission to inspire people to love, engage with, act for, and protect animals and the places they live through sharing our passion for animal care, education and conservation.

The opportunity to provide continuing education for a wide variety of backgrounds and career paths will enhance the overall conservation mission that both San Antonio Zoo and Ducks Unlimited share. Ecological principles, species identification, wildlife and habitat conservation and management all play major roles in securing a future for wildlife.

We are proud to partner with Ducks Unlimited and its conservation programs.

Sincerely,

A handwritten signature in blue ink, consisting of stylized, cursive letters that appear to read "TM" followed by a flourish.

Timothy M. Morrow
San Antonio Zoological Society
President & CEO



Yardbird Hunting Club
www.YardbirdHunting.com

1301 Old Altair Road
Eagle Lake, TX 77434

May 8th, 2020

To Whom it May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am one of the Founders and Owners of Yardbird Hunting Club, LLC (YBHC) located in Eagle Lake, Texas (Colorado County). We are a private hunting club and lease ~10,000 acres of waterfowl habitat that include moist soil units, producing rice fields, and gravel pits. We are in the Texas Mid-Coast Initiative Area as defined by the Gulf Coast Joint Venture, and we work with landowners to have a working lands approach to manage property for crops and waterfowl. This area is critical for the overall health of waterfowl in the Central Flyway and provides vital habitat to ensure these birds have sufficient nutrients to be able to return North to their breeding grounds in the Spring.

The Ducks Unlimited Ecology Conservation and Management Certification offers individuals learning objectives related to ecological principles, habitat conservation and wildlife management. The ability of individuals to develop wildlife management plans for working lands is critical for individuals in the farming, ranching and outdoor community. YBHC hires students to work on this landscape throughout the year, with many of these students being involved in collegiate Ducks Unlimited chapters, which helps prepare them for this position.

An individual who has completed the Ducks Unlimited Ecology Conservation and Management Certification has gained valuable knowledge in areas related to wildlife conservation, habitat and waterfowl management. This certification is valuable to employers like YBHC to help better prepare students for future employment opportunities. This knowledge would be very beneficial in working relationships we have with farmers and ranchers across the region to ensure these ecosystems are managed effectively. We are more likely to hire a student or individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification.

Sincerely,

James "JJ" McAnelly



Mr. Tim Soderquist

8052 Co. Rd. 403

Markham, TX 77456

tim@spreadoaksranch.com

281-814-5442 cell

March 20, 2020

To whom it may concern:

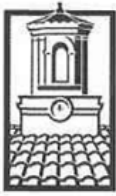
As the Business Manager of the 5,500 Acre Spread Oaks Ranch in Matagorda County I would like for it to be known that I am in very strong support of the Ducks Unlimited Ecology Conservation and Management Certification. My support for this certification stems back to understanding how valuable my Agriculture Business degree from Texas State University was to my career, and the importance of passing on valuable outdoor education to students of today.

Here at Spread Oaks Ranch we intensely manage wildlife habitat to its maximum capacities as we are enlisted in a perpetual easement program to keep the ranch perpetually in its current wildlife, farming, and ranching capacity. In order to make this happen it takes a team educated in wildlife and agriculture management to be successful. We are currently exploring options to hire a graduate student that specializes in waterfowl and wildlife management which is a prime example of the need for our youth to have gone through this certification. A background with this certification would be used daily here at the ranch in regards to plant identification, water management, wildlife identification as well as life cycle needs and how to achieve maximum use of habitat for the wildlife while working hand in hand with ranching and farming practices.

I am proud of Ducks Unlimited for offering this certification and being a leader to step up and give valuable knowledge to our workforce of tomorrow! May I please urge you to approve the Ducks Unlimited Ecology Conservation and Management Certification. I can see our great state of Texas thriving with a knowledgeable workforce for years to come with this certification, with a thanks to you for having the foresight to make it available.

Kind regards,

Tim Soderquist



CAESAR KLEBERG WILDLIFE
RESEARCH INSTITUTE

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A.C. "Dick" Jones, IV
James A. McAllen

16 March 2020

To whom it may concern:

I am writing to congratulate and support Ducks Unlimited on the initiation of its Ecology Conservation & Management Certification program. As a researcher and university professor for the past 20 years, I can attest to how beneficial this program will be to enlighten the general public on natural resource issues, as well as provide potential students in the natural resource field a solid background prior to entering a university program. As our society becomes more urban and less connected with the natural world, opportunities like this can only help people understand the importance of our natural resources as well as the role that hunting plays in conservation in North America. This sort of education will not only help them connect with the natural world, but also will make them more informed voters on important environmental issues affecting the nation.

The type of information proposed by Ducks Unlimited through this program is now a relatively rare commodity to most young people, because they typically aren't otherwise exposed to this content. Thus, Ducks Unlimited has found a niche that currently is not available until an individual enters a college or university program in the natural resource field. Individuals who have successfully completed the Ecology Conservation & Management Certification will gain valuable knowledge on a broad spectrum of topics related to wildlife, habitats, and management and conservation of our natural resource. Having this experience will provide an advantage to certification earners as they will be more prepared for the academic rigors of a university program. A great benefit of students entering my Waterfowl and Wetlands course with experience in the topics outlined in the certification program would enable me to develop a more advanced course with higher-level learning practices.

I am excited to see Ducks Unlimited initiate this program and feel that it will be of great benefit to young people. I will be happy to support their efforts any way I can.

Sincerely,

Bart M. Ballard

C. Berdon and Rolanette Lawrence Endowed Chair in Waterfowl Ecology
Texas A&M University-Kingsville



Office of the Chancellor
THE TEXAS A&M UNIVERSITY SYSTEM

March 23, 2020

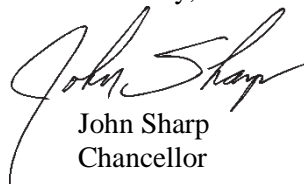
To Whom It May Concern:

I am writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am the Chancellor of The Texas A&M University System in College Station, TX, a position that I have held since 2011. I lead one of the nation's largest systems with an annual budget of \$6.3 billion, and enrollment at the A&M System's 11 universities has grown to more than 151,000. Our System's flagship, Texas A&M University, stands among the nation's top 20 research universities for total research expenditures, according to the National Science Foundation.

The Ducks Unlimited Ecology Conservation and Management Certification can help students prepare for studies in Agriculture, Education, Public Policy and the Environment which aligns specifically with the College of Agriculture & Life Sciences at Texas A&M University. This college has 14 departments and 300+ world-class faculty members along with over 7,000 undergraduate and graduate students. Individuals earning this certification have demonstrated critical knowledge that is important for pursuing degrees in these departments.

A student who has earned the Ducks Unlimited Ecology Conservation and Management Certification has achieved a broad range of learning objectives directly applicable to their future studies and careers. I see a tremendous amount of value in this certification program and feel that it will better prepare students to succeed in higher education and beyond.

Sincerely,



John Sharp
Chancellor

February 6, 2020

Texas Education Agency
William B. Travis Building
1701 N. Congress Avenue
Austin, TX 78701

Re: Ducks Unlimited Ecology Conservation and Management Certification

To whom it may concern,

This letter is in strong support for the Ducks Unlimited Ecology Conservation and Management Certification program. I have recently retired after serving 40+ years in the petrochemical industry. The last 20 years, I was the global Vice President for Environment, Health and Security for Dow Chemical, Shell and Lyondellbasell. I saw first-hand the opportunity for business to be sustainable in everything it does – it's all about balance - being economically, socially and environmentally responsible.

This takes people with the right educational background and experience to help guide companies in the right direction. In Texas, the percentage of students growing up in rural areas continues to decline. Young people have less and less opportunity to experience the outdoors and thus to learn and appreciate the need for proactively protecting our precious natural resources.

A recent article in the New York Times stated the North American bird population has declined 29% in the last 50 years. These are concerning numbers, especially for future generations of wildlife enthusiasts. But it wasn't all bad news. The only exception to the decline was waterfowl numbers, which have been steady during this time due to work of individuals and organizations such as Ducks Unlimited.

This is why I urge you to support the Ducks Unlimited Ecology Conservation and Management Certification. It is critically important for our youth and future generations so that they can have a positive influence on others across our great state of Texas and in the workplace.

Sincerely,



Sam Smolik
5521 Bordley Drive
Houston, TX 77056



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18800 North State Hwy. 94 | Apple Springs, TX | 936-240-1013

Robert Sanders

rsanders@tllf.org

March 5, 2020

To Whom It May Concern,

I'm writing this letter to strongly support the Ducks Unlimited Ecology Conservation & Management Certification. As a degreed wildlife biologist that has been involved in the wildlife arena for over 25 years in Texas, I understand the importance of providing educational and career development opportunities to our young people about land stewardship and conservation of our natural resources. As the director of forest and wildlife management on 20,000 + acres of Boggy Slough Conservation Area in Houston and Trinity counties, as well as a volunteer 4-H wildlife team leader in Trinity county, I can't even begin to explain the importance of this certification.

Working with closely with local schools and universities has shown me that today's population of grade school thru college aged students have much less of a connection with the land than their parents, therefore ultimately making it much more difficult for companies and professionals to locate and hire qualified forestry and wildlife employees. Through this certification, I believe Ducks Unlimited has the opportunity to reverse the disconnect that our students have of our natural resources, and develop the next generation of leaders in the professional wildlife management community. Having knowledgeable and passionate leaders in the natural resources industry is critical in order to make a positive difference in important future management and legislative decisions.

Sincerely,

Robert Sanders
Boggy Slough Conservation Area
Director of Forest and Wildlife Management



Thunderbird Hunting Club
1539 South Mason Road, Suite 74
Katy, Texas 77450

February 21, 2020

To whom it may concern:

Our wetlands and wildlife lay in the hands of future generations. Nothing could be more important than preparing youth for their role as future stewards through Ducks Unlimited Ecology Conservation & Management Certification. I am the founder and president of the Thunderbird Hunting Club that has been in existence along the Gulf Coast of Texas for the past 35-years. Annually, we manage 3,000 acres of moist soil wetlands and coastal marshes. Without the support of Ducks Unlimited, we probably would not be in existence and subsequently, an indefinable expanse of wildlife would not benefit from the habitat created through the partnership of the club, landowners, and DU. With a burgeoning population, wetlands are being stressed like never before, and *only through education* can the importance and benefits of saving and creating more wetlands be guaranteed for the future. This certification will act not only as a stepping-stone for many into wildlife and natural resources-oriented field but may very well ignite passions in the unacquainted to travel a noble road protecting our natural resources for not only their generation, but in generations to come.

If we are to protect the most valuable and productive ecosystems on this planet; if we are to cherish abundant flights of geese and ducks in the fall, clean water, herons and egrets, shrimp and oysters, nurseries for fish; if we are to provide protection to coastal communities from storm surge and inland communities from flooding protection, then we must support certifications such as this that educate, inform, and empower our youth.

I strongly endorse this certification!

Best regards,

Todd J. Steele
President

Thunderbird Hunting Club
Todd Steele 713.705.2370 (todd.steele@sbcglobal.net)
www.ThunderbirdHuntingClub.com

AMAZING GRACE ASSOCIATES, L.P.
RICHMOND, VIRGINIA

March 27, 2020

To whom it may concern:

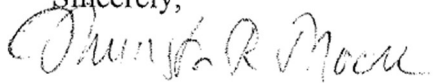
I am strongly in support of the Ducks Unlimited Ecology Conservation and Management Certification. I am the managing partner of Amazing Grace Associates, L.P. that owns and operates Kentucky Farm and Mattaponi Waterfowl Club in King William County, Virginia. Kentucky Farm is a 707-acre farm consisting of fresh and brackish water marshland, agricultural fields developed for waterfowl and upland game habitat, swamp and timberland.

I also am a shareholder and director of Custis Fishing and Hunting Club, Inc., which owns the property next door to Kentucky Farm that consists of 200 acres of high ground managed for upland game and a 50-acre fishing pond that traces its ownership back to George Washington. In an earlier life, I was a game warden in Chesterfield County, Virginia. I also was previously Chairman of the Nature Conservancy of Virginia.

In all these capacities I have worked on numerous occasions with Ducks Unlimited and have been uniformly impressed with their systematic and thoughtful approach to conservation, science and education. We need more students and individuals who possess the knowledge and appreciation of conservation and wildlife management that is offered by the DU Ecology Conservation and Management Certification. Having a program available to provide students and other individuals the ability to develop and expand their expertise in the critical areas of conservation and wildlife management would be especially important to the Commonwealth of Virginia and to employers and landowners like Amazing Grace and Custis Pond.

I previously was Chair of the Virginia Foundation for Independent Colleges and currently am the Chair of NextUp RVA, an after-school mentoring and tutoring program for Richmond City public school students. I have worked closely with the educational hierarchy and accreditation programs in Virginia and understand the importance and value of certification opportunities like this one, that is offered by a nationally-recognized organization with brand integrity like Ducks Unlimited. Employers in Virginia would be more likely to hire a student or individual who has earned the Ducks Unlimited Ecology Conservation and Management Certification.

Sincerely,



Thurston R. Moore
Amazing Grace Associates, L.P.



July 13, 2020

To Whom It May Concern:

My name is Scott Gunning, co-owner of Gunning & Associates Insurance Agency in Seattle, Washington and I am writing this letter to express my support for the Ducks Unlimited Ecology and Management Certification.

I am a long-time volunteer and major donor to Ducks Unlimited. I have served as a member of the Seattle DU Chapter for 20 years – chairing the committee 15 of those years. My involvement in Ducks Unlimited has helped me better understand the need for habitat conservation.

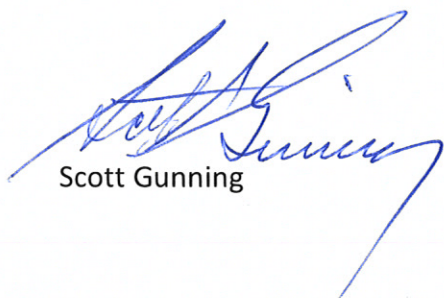
I am also a member-owner, and the Habitat Conservation Manager, of the 1,500-acre French Creek Hunt Club in Snohomish, Washington. I am responsible for all aspects of habitat and water management for the club. Therefore, I see and understand the need for future generations of ecology and management professionals to implement science-based conservation and management practices.

As waterfowl hunter, sharing time in the outdoors and building lasting memories and relationships with my clients has been very valuable to my business and to me personally. It is important for landowners to have a professional partner to help conserve land and provide high quality habitat for waterfowl and other wildlife.

Most of the wetlands in Washington State and across the U.S. have already been lost. As a result, there is a tremendous need for wildlife conservation and management professionals who understand the value and benefits wetlands provide to wildlife and to people (coastal resiliency to storm surge and sea level rise, flood abatement, water quality, water replenishment & aquifer recharge, and working lands that support habitat as well as local communities).

I commend DU's efforts to provide those interested in natural resource management with an opportunity to better prepare themselves for a career in this field. I urge the state of Washington to approve this certification.

Thank you for your consideration,

A handwritten signature in blue ink, appearing to read 'Scott Gunning', is written over a printed name. The signature is fluid and cursive, with a long, sweeping tail that extends downwards and to the right.

Scott Gunning



9 February 2022

To Whom It May Concern:

My name is Jan Ludtke and I represent the Burlington Area Chamber of Commerce. As a chamber of commerce, our goal is to enhance businesses and professional partnerships to create successful economies within the community.

Because we want to see our community flourish with well-equipped and knowledgeable candidates for hire, investing in technical skill-based education is necessary. That is why we are writing this letter in support of the Ducks Unlimited Ecology Conservation and Management Certification and urging the state of Wisconsin to approve of this opportunity for our future industry professionals.

Validating knowledge and skills is what guarantees those entering the workforce are qualified and ready to begin a career in natural resource management. There is no more qualified organization than Ducks Unlimited to educate individuals on the importance of standards such as:

- Ecological Principles
- Species Identification
- Wildlife Conservation and Management
- Habitat Conservation and Management

Students in Wisconsin would benefit from this certification because it covers all the bases of standards within the industry. It is vital that there be a way to prepare and expose young people to the Ducks Unlimited Ecology Conservation and Management Certification and get them prepared for much needed positions in our state. This certification will bridge the gap between education and industry in order to supply us with a new and knowledgeable generation of leaders.

Sincerely,

A handwritten signature in black ink that reads "Jan Ludtke". The signature is fluid and cursive, written over a light blue horizontal line.

Jan Ludtke
Executive Director



Kennedy-Grohne Chair
Waterfowl & Wetlands Conservation
University of Wisconsin - Stevens Point

1/15/2022

To Whom It May Concern:

My name is Dr. Ben Sedinger, and I am writing this letter in support of the Ducks Unlimited Ecology Conservation & Management Certification being implemented throughout the state of Wisconsin.

I serve as the Kennedy-Grohne Chair in Waterfowl and Wetlands Conservation for the Wisconsin Center for Wildlife within the College of Natural Resources at the University of Wisconsin Stevens Point. I also am the faculty advisor for UW-Stevens Point Student Chapter of Ducks Unlimited and I teach a course in Waterfowl Ecology and Management.

The application of conservation and wetland education is vital to help individuals gain experience and the skills necessary to land a meaningful career in natural resources management. Through this industry certification, we have the opportunity to expand knowledge of industry standards such as ecological principles, species identification, wildlife conservation & management, and habitat conservation & management.

In addition to the benefits this certification provides to the earner, it is also a huge advantage to the businesses and organizations within the industry. By an individual putting the time and effort into receiving this certification, it translates into less work in onboarding and training for the businesses and organizations they become a part of.

Thank you for your consideration in approving this certification. I look forward to more students having the opportunity to earn the Ducks Unlimited Ecology Conservation & Management Certification in the state of Wisconsin.

Sincerely,

A handwritten signature in black ink, appearing to read "Ben Sedinger".

Ben Sedinger, Ph.D.
College of Natural Resources
Kennedy-Grohne Chair in Waterfowl and Wetlands Conservation
University of Wisconsin - Stevens Point



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www.balestrierigroup.com



Kenneth R. Balestrieri
 President
 Balestrieri Environmental & Development, Inc.
 1538 Country Club Parkway
 Elkhorn, WI 53121

February 2, 2022

To Whom It May Concern,

I am writing this letter of support for the Ducks Unlimited Ecology Conservation and Management Certification.

I am the President of Balestrieri Environmental & Development, Inc. located in Elkhorn, Wisconsin. Throughout the company's thirty-year history, we have remained steadfast in our mission to serve our commercial, mechanical, and industrial clients through environmental inspections, abatement, demolition, and specialty projects. Beyond our family-owned business, my children Alex and Jess Balestrieri, along with myself, are avid hunters. We have learned life lessons and bonded through our time spent outdoors together, bolstering an appreciation for Wisconsin and North America's natural resources. It is vital to my family and our experienced environmental contracting firm to impress upon the importance of natural conservation and environmental stewardship.

The construction industry is no stranger to hiring shortages. I understand the necessity for a skilled workforce, and continued education to utilize best practices for the health and safety for all. Both the construction and natural resource industries also share a commonality of giving students the opportunity to explore careers outside of a typical office environment. In an increasingly digital and indoor world, we need to foster and support students with an appreciation and curiosity for hands-on careers with direct, physical impact now more than ever. The Ducks Unlimited Ecology Conservation and Management Certification program means more young men and women in Wisconsin will have access to content, lesson plans, and certification to validate their knowledge and skills, and remain up-to-date with current natural resource practices.

Thank you for considering this certification program and its vitality to the next generation of conservation managers and advocates.

Sincerely,

Kenneth R. Balestrieri
 President