

James H. Hughes III
300 Siloam Road
Winfield, AL 35594
jimh3@silofarm.com
(256)-947-7886 (cell)
(205)-487-8151 (home)

Dr. Paul L. Mask
Assistant Director, Agriculture and Natural Resources
109D Duncan Hall
Auburn University, AL 36849
(334)-844-5490


Dr. Mask:

I would like to take this opportunity to introduce myself as a candidate for the position of Regional Extension Agent (no. 411480) in Northwest Alabama, with a primary focus in Animal Science and forages. I believe that I possess the educational background, research capabilities, and practical experience to implement and sustain educational programs for producers in this geographic area. I also understand that my ability to work well with others, as well as an ability to communicate effectively will help to continue the mission of the Alabama Cooperative Extension Service to deliver research-based information for animal production.

As noted on my resume, I have demonstrated the ability to develop and conduct producer oriented meetings that combine both my technical, educational, and communication background to deliver information in an informative and precise manner. While I have not completed my Ph.D. at this time, the knowledge, research experience, and teaching skills gained while working toward this degree would be of benefit in this position. I also was a member of The Mississippi State University Livestock Judging Team and have judged and assisted in FFA and 4-H Programs in different regions of the state.

I would like to thank you for your time and consideration of me for this position. I look forward to hearing from you and would welcome the opportunity to meet with you to further discuss my qualifications for this position.

Thank You:


Jimmy Hughes



JAMES H. HUGHES, III

300 Siloam Road
Winfield, AL. 35594
Home Phone: (205)487-8151
Work: (256)947-7886
E-mail: jimmyh@atafarm.com

PERSONAL:

Date of Birth: 4-15-1967
Place of Birth: Birmingham, AL.
Marital Status: Married

EDUCATION:

Mississippi State University, Mississippi State, MS.
Master of Science, Agriculture Education
Animal Science minor, May, 1997
Research Area: Attitudes of Mississippians concerning the poultry industry

Mississippi State University, Mississippi State, MS.
Bachelor of Science (teaching option), Agricultural Education, August, 1989
Specialization Area: Animal Science

Brewer State Junior College, Fayette, AL., June 1985

Winfield City High School, Winfield, AL., May 1985

Mississippi State University, Mississippi State, MS.
1995-1997- Course work. Research toward **Doctor of Philosophy, Non-Ruminant Nutrition (swine emphasis)**
Research Area: The effects of lysine on the growth and carcass traits of genetically lean and genetically fat lines of pigs.

PROFESSIONAL EXPERIENCE:

Alabama Farmers Cooperative. Decatur AL. 35609

Animal Nutritionist. February 1997-present

Responsibilities: Ration formulations, in store employee training, on farm visits, producer meetings and USDA/FDA Compliance

Southfresh Feeds. Demopolis AL. 36732

Consulting Animal Nutritionist, November 2003-present

Responsibilities: Ration formulations, on farm visits, scientific research projects, and compliance with government regulations

Mississippi State University. Mississippi State, MS. 39762

Graduate Research and Teaching Assistant, May 1995-January 1997

Responsibilities: Classroom instruction and conduct scientific research projects.

Research Area: The effect of Lysine on the growth and carcass traits of pigs from nursery to finishing.

Marion County Board of Education. Hamilton AL. 35570

Vocational Agribusiness Teacher, July 1990-December 1992

Responsibilities: Agribusiness and shop instruction and FFA Advisor

TEACHING EXPERIENCE:

Beginning Animal Science (undergraduate course). 1994-1997. Taught section on Expected Progeny Differences and Protein Utilization

Swine Science (undergraduate course) .1994-1997. Lecture on computer formulation of swine diets, and conducted a research study of feed ingredients and their effect on the growth of pigs.

Animal Nutrition (undergraduate course). 1996-1997. Taught section on protein utilization and amino acid profiles.

Livestock Management Practices (undergraduate course). 1994-1997. Assist labs in baby pig processing (i.e. vaccinations, clipping teeth, ear notching), castration, replacement gilt selection, boar collection, and swine A.I. techniques.

Practices in Reproductive Physiology (undergraduate course). 1994-1997. Teach lab on boar collection, semen extension, heat detection, and swine A.I. techniques

TALKS/PROFESSIONAL PRESENTATIONS:

Alabama Farmers Cooperative Employees Feed School. 1997-Present. Conduct yearly training meeting with store employees concerning feed nutrition, feed formulations, feed tags, and animal health

Alabama Farmers Cooperative Producer Meeting's. 1997-Present. Participate in producer meetings throughout Alabama to provide information to producers to help them make nutritionally related decisions and to become more efficient in their operation.

Southeast Region Animal Science Meeting. 1997. Presented research findings on the effects of Lysine on the growth and carcass traits of pigs from nursery to finishing.

Mississippi Pork Producers Council Meeting. August 1996. Lead a discussion concerning current research projects in swine nutrition.

Mississippi Pork Producers Council Meeting. August 1995. Lead a discussion concerning current research projects in swine nutrition

UNIVERSITY PARTICIPATION:

Mississippi State Collegiate Livestock Judging Team. 1995-1996. Member of the Mississippi State Collegiate Livestock Judging Team that participated in livestock judging contest throughout the United States.

REFERENCES: Included



Applicant Data Form

Your Experts for Life

The Alabama Cooperative Extension System is an equal opportunity employer and all applicants will be considered without discrimination for any non merit reasons such as race, color, religion, sex, national origin, politics, marital status, disability, age or membership or non-membership in an employee organization.

PRINT OR TYPE IN BLACK INK

NAME Last	First	Middle	Social Security #	Daytime Phone #	Type of Employment Desired (Also check more than one)
Hughes	JAMES	II	421-13-3830	256-947-7886	<input checked="" type="checkbox"/> Regular <input checked="" type="checkbox"/> Part Time (less than 40 hours)
Present Street Address	City	State	Zip Code	Minimum Salary Requested	<input type="checkbox"/> Temporary <input type="checkbox"/> Full Time (more than 40 hours)
300 Silkonn Road	Winfield	AL	35594		<input type="checkbox"/> Administrative <input type="checkbox"/> Clerical
Other Names Previously Used (Under Which Records May Be Located)	Date Available	<input checked="" type="checkbox"/> Professional <input type="checkbox"/> Technical			
	9-01-07				

EDUCATION

Level of School	Name of School	Grade Year Completed	Major	Graduate Yes/No	Degree Obtained
High School	Winfield High School	8 9 10 11 <input checked="" type="checkbox"/> (GED)		Yes	
College	Mississippi State University	B.S.	Agriculture Education	Yes	Education
Grad School	Mississippi State University	M.S.	Agriculture Education	Yes	Master of Science
Grad School	Mississippi State University	Ph.D.	Monogastric Nutrition	No	

EMPLOYMENT HISTORY START WITH MOST RECENT. YOU MAY ATTACH AN ADDITIONAL SHEET OR SHEETS IF YOU PREFER. HOWEVER, IT WILL NOT SUBSTITUTE FOR COPIES OF THIS SECTION.

Employment Dates From (Mo/Yr) To (Mo/Yr)	Hours Per Week	Name of Organization	Organization Address	Position Held	Supervisor (Name/Title)	Salary	Reason for Leaving
2-1-1997	present	Alabama Farmers Coop	P.O. Box 2227/Decatur AL	Nutritionist	David Krues	\$48,000	self employed
11-1-2003	present	Southfish Feeds	P.O. Box 1277/Demopolis AL	Nutritionist	Mark Lamb	\$6,000	self employed
6-1-95	1 24 97	Mississippi State	P.O. Box 5268/Mississippi St	Graduate As.	Tommy Shapp	\$6,600	another position
7-1-90	1 26 93	Nannon Bd of Ed.	Military Street/Hamilton AL	Teacher	George Wild	\$30,000	graduate school

BRIEFLY DISCUSS MAJOR DUTIES OR RESPONSIBILITIES IN FIELD AND FURTHER DETAILS OF QUALIFICATIONS.

As annual nutritionist, I am responsible for the formulation of feed rations and the creation of feed tags that meet government regulations. I also develop research projects to allow me the opportunity to best meet the producers nutritional needs at the most economical cost. I am also responsible for all feed related employee training, meetings as well as conducting producer meetings throughout Alabama and Florida Panhandle. I write timely articles on feed and nutrition related subjects for all types of animals including cattle, goats, sheep, horses, swine, and companion pets. It is also my responsibility to make on farm calls and to discuss current operations with producers to further assist them in making sound decisions concerning feeds. I also serve in the position of complaint compliance officer for any feed related complaints or concerns from producers and over 80 stores that I work through.

U.S. MILITARY EXPERIENCE

Branch of Service

From

To

Rank

Describe Any Training Received That You Feel Is Relevant

OTHER INFORMATION AND SKILLS

Driver's License Number and State	5126101 Alabama	Mobile Phone Telephone	Participant
Computer Skills	Word Processing Software	Computer Programming Languages	
Other Office Equipment	Shorthand WPM	Laboratory Equipment	
Other			

Have you ever been convicted of a crime (felony or misdemeanor including DUI) other than routine traffic citations? Yes No
 If yes, give details. (Note: a criminal record is not necessarily a bar to employment. Each applicant is considered on an individual basis.)

Names of relatives employed by The Alabama Cooperative Extension System, Auburn University or Alabama A&M University:

None

Have you ever been discharged or forced to resign from employment? YES NO If yes, give name of employer(s) and reason(s):

No

Have you been previously employed by The Alabama Cooperative Extension System, Auburn University or Alabama A&M University? YES NO
 If yes, list dates of employment: No Title: Department: Other name(s) under which you worked:

Are you prevented from lawfully becoming employed in this country because of Visa or immigration status? Yes No
 Proof of citizenship or immigration status will be required upon employment

Applicant's Agreement:

I hereby state that the information given by me on this form and in any interview is certified to be true and complete. I understand that this information is subject to verification, and that if this information is later found to be untrue, incomplete or misrepresented in any way, this will be cause for rejection of my application or, if already employed, for immediate dismissal. I also understand that the Alabama Cooperative Extension System may investigate my driving record and my criminal record and that an investigative consumer report may be prepared whereby information is obtained through personal interviews with my neighbors, friends, and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics, and mode of living. I understand that I have the right to make a written request within a reasonable period of time to receive additional detailed information about the nature and scope of this investigation. I understand that the Alabama Cooperative Extension System reserves the right to require me to submit to a medical examination, including a drug/alcohol test, prior to employment and at any time during employment to the extent permitted by law.

I understand that this application will be given every consideration, but it is not a promise of employment. I further understand that if I am hired, my employment will be for no definite period, regardless of the period of payment of my wages. I understand that I have the right to terminate my employment at any time, with or without notice, and the Alabama Cooperative Extension System has the same right. No one other than the Director of the Alabama Cooperative Extension System has the authority to modify this relationship or to make any agreement to the contrary. Any such modification or agreement must be in writing.

I acknowledge that I have received and understand written instructions regarding the application procedures for employment with the Alabama Cooperative Extension System.

Applicant's Release

I hereby authorize any prior employers to provide such information concerning my employment with them as may be requested, and also authorize the Registrar's or Placement Office of all educational institutions attended to release an official copy of my transcript if requested. In addition, I authorize any law enforcement jurisdiction to release any information requested regarding my background to the Alabama Cooperative Extension System.

Selective Service Registration
 I certify that I comply with the provisions of the United States Military Selective Service Act (50 U.S.C. app. 453) by having registered with the Selective Service Board or that I am not required by law to register.

APPLICANT SIGNATURE

James H. Stephens III

DATE

6-1-01

Related Professional Experience

Name: **James H. Hughes III**

Important: See instructions on reverse side before completing this form.


Begin with the most recent work experience. Do not include academic work experience with the Alabama Cooperative Extension System.

Employer Name & Address	Position	Major Duties	Dates (Mo/Day/YY)	Months Employed
Alabama Farmers Cooperative	Animal Nutritionist	Feed Formulations/ Employee Training	2-1-1997-present	124
Southfresh Feeds	Consulting Nutritionist	Research/Feed Formulations	11-1-2003-present	55
Mississippi State University	Graduate Assistant	Research/Teaching Assistant	6-1-1995-1-24-1997	18
Marion County Board of Education	Agriculture Teacher	Taught Vo-Ag and Shop	7-1-1990-1-26-1993	30

For each job, show appropriate dates in the boxes on the right.

Total Months: **227**

Total Years: **19**

Signature: 

Date: **6/11/07**

Please do not fold on this line.

Approved by:



Alabama Farmers Cooperative, Inc.



P. O. Box 2227 Phone (256) 353-6843 Decatur, Alabama 35609-2227

June 8, 2007

To whom it may concern:

Alabama Farmers Cooperative is connected in some shape or fashion with nearly every facet of agriculture found in the state of Alabama. Along with our ties to row cropping, horticulture, aquaculture, silviculture and animal husbandry, we have a feed department that manufacturers and buys manufactured feed for resale to our eighty stores located throughout Alabama and the panhandle of Florida. Jimmy Hughes has been the sole nutritionist for our feed department for most of his ten-year tenure here. Along with formulating feeds for all types of production animals, horses and pets, he is a sought-after speaker at county grower meetings and is a regular contributor to AFC's monthly publication, *The Cooperative Farming News*, which is mailed to 34,000 rural households.

Jimmy has excelled in his job here at Alabama Farmers Cooperative and is respected by the farming community, statewide. I have worked closely with Jimmy over the years and consider him to be personable, a dedicated family man, a man of integrity and a leader. He is, in my opinion, sincerely committed to the future of agriculture in Alabama and would be an asset to the Extension Service. It is therefore my privilege to recommend Jimmy Hughes for employment as a Regional Extension Specialist.

Sincerely,

A handwritten signature in cursive script that reads "Jim Allen".

Jim Allen
Director of Public Relations and Advertising,
Alabama Farmers Cooperative



Tomlinson Nutrition Services

Jim Tomlinson, Ph.D., Nutritionist

832 Lincoln Drive Starkville, MS 39759



Home 662-323-4055
Cell 662-312-0173

Fax 662-324-5754
Email jetomlinson@msn.com

June 10, 2007

Dr. Paul I. Mask
Assistant Director, Agriculture and Natural Resources
1090 Duncan Hall
Auburn University AL 36849

Dear Sir

This letter is in reference to the application of Mr. Jimmy Hughes for the position of Regional Extension Agent in the Program Priority Area of Animal Science and Forages at Auburn University. Jimmy has asked me to write a letter of recommendation in support of his application and it is a pleasure for me to do so.

I first met Jimmy approximately 12 years ago when he was a graduate student in the Department of Animal and Dairy Sciences at Mississippi State University where I was a member of the faculty. As shown in Jimmy's curriculum vitae, Jimmy assisted in teaching several courses and performed well. He interacted well with undergraduate students, graduate students, and faculty members and was very effective in teaching subject matter material to students. Jimmy was also a student in the Ruminant Nutrition Course (graduate level) which I taught and was an excellent student. He had a keen desire to learn the course material and always wanted to fully understand the material- his objective was to learn and understand and not just obtaining a good grade. Jimmy was also involved in extracurricular activities such as the Block and Bridle Club and the Graduate Student Organization.

I have consulted with Alabama Farmers Cooperative for over 15 years and they made a decision to hire a person in their Feed Department with a strong background in Animal Nutrition. After interacting with Jimmy at MSU for a couple years, it was my opinion that Jimmy would be an excellent "fit" for the position. After the interview process, AFC hired Jimmy in that position and his performance during the past 10 years have proven that the decision was the correct one. While Jimmy's major responsibilities are in the field of animal nutrition, he has been involved in many other areas such as sales, employee training, merchandising, purchasing, and animal health. Jimmy has organized and participated in many AFC training meetings and schools and he has been very effective based on participant comments and my personal observations. Additionally, he has performed similar activities with numerous producer meetings with several animal species with the same excellent results. I can assure you that Jimmy has acquired a high level of respect from AFC employees, local AFC store managers and employees, and associated

agribusiness company employees. Jimmy's educational background in Agriculture Education and Animal Science, his advanced degree education, and the practical knowledge he has acquired since leaving MSU have made him exceptional in all the areas in which he works.

Jimmy is very active in his church and has been involved in many committee activities including the building committee for a new sanctuary. He has been quite active in youth sports serving as coach for his children's basketball and baseball teams. Jimmy is a devoted husband and father which is a strong indicator of his character and priorities. Jimmy also lives in close proximity to his parents and brothers and interacts and works closely with them.

In closing, I have read your Position Announcement and Jimmy has experience in all the areas outlined. It is without any reservation that I recommend Jimmy as a very qualified candidate for your position and he should receive serious consideration.

If you should have any questions or desire further information, please feel free contact me.

Sincerely,



Jim Tomlinson, PhD

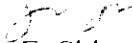
To Whom It May Concern:

I am writing this reference letter on behalf of Jimmy Hughes. Jimmy and I attended graduate school together at Mississippi State University. While in graduate school, he assisted me in the management of the MSU Swine Farm and had undergraduate teaching responsibilities in addition to his own class work and research. Jimmy and I remain good friends and stay in regular contact on both a personal and professional basis.

I know Jimmy to be a stable, hard-working man with a great understanding of livestock production along with the personality needed to be successful. Matter of fact, I have used Jimmy on numerous occasions to assist me in beef cattle related issues. With that said, I would highly recommend Jimmy to any company or group requesting his services.

If you have any questions, please feel free to contact me anytime.

Sincerely,


Thomas E. Shipp, Ph.D.
Nutritionist
Cape Fear Consulting, LLC
209 East Hill St.
Warsaw, NC 28398

Mobile phone: 910-990-6075