



# Mississippi State UNIVERSITY

July 26, 2007

Dr. Paul L. Mask  
Assistant Director  
Agriculture and Natural Resources  
109D Duncan Hall  
Auburn University, AL 36849

Department of Plant and Soil Sciences  
117 Dorman Hall  
Box 9555  
Mississippi State, MS 39762  
Phone: 662-325-2311  
Fax: 662-325-8742

Dear Dr. Mask:

Enclosed is my application for the position of Regional Animal Science and Forage Extension Agent (NO: 411480). Dr. Lisa Kriese-Anderson, associate professor of animal science, informed me of this position and encouraged me to apply for it. After serious consideration, I wish to express my interest in this position. My diverse educational background along with valuable extension and research experience provides me with a firm foundation to step into this role. In addition, I have a solid farm and ranch background and an appreciation for the challenges of livestock production.

My current position as a Research Associate at Mississippi State University has provided me the opportunity to research new forages varieties and grazing concepts. My top priority has been developing a research program that answers the forage questions of our livestock producers in Mississippi. I have also worked extensively with extension to transfer the knowledge gained through my applied research program. Additionally, I have been involved in regional projects evaluating new forages varieties.

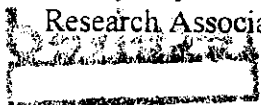
Although my current appointment is 100 % research, I have been voluntarily active in extension service activities. During the past year Mississippi State University's forage extension specialist position has been vacant, and I have helped in filling the void. I have made numerous farm visits and presentations to livestock producers in the past year. Furthermore, I have written extension type publications and conducted extension in-service trainings.

In closing, I feel that my agricultural background, interdisciplinary training, communication skills, ability to adapt quickly to new situations, management skills, work ethic, and genuine interest in the advancement of animal agriculture uniquely qualify me for the regional extension agent position. Please contact me if you require any additional information beyond the enclosed materials. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Jimmy Ray Parish".

Jimmy Ray Parish  
Research Associate



Department of Plant and Soil Sciences  
Box 9555  
Mississippi State, MS 39762  
662.325.2717 (office)  
662.325.8742 (fax)

10041 Miller Drive  
Aberdeen, MS 39730  
662.312.8372 (cell)  
jrparish@pss.msstate.edu

# Jimmy Ray Parish

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## Education

- December 2006      **Mississippi State University**, Mississippi State, Mississippi  
*Master of Science, Agriculture: Agronomy.*  
Thesis Title: Productivity and persistence of chicory (*Cichorium intubus* L.) cultivars bred for high and low sesquiterpene lactones.
- May 2000            **The University of Georgia**, Athens, Georgia  
*Bachelor of Science, Animal Science.*
- June 1998           **Abraham Baldwin Agricultural College**, Tifton, Georgia  
*Associates of Science, Poultry Technology.*

## Experience

- February 2005 **Department of Plant and Soil Sciences**  
to present            **Mississippi State University**, Mississippi State, Mississippi  
*Research Associate I*  
Conducted field and laboratory work in forage/ruminant research  
Responsible for data collection, analysis, interpretation, and publication  
On-farm extension forage and grazing demonstrations  
Planning and implantation of grazing schools  
Major research efforts:  
    Utilization and animal performance of specialty forage crops in  
    cattle production systems  
    Evaluation of novel forages and experimental cultivars under  
    grazing  
    Expanding the grazing days per year  
    Incorporating legumes into the pasture base  
Class taught:  
    ADS 4212 – Livestock Evaluation (Fall 2005)
- January 2004  
to February 2005    **MAFES Prairie Experiment Station**, Prairie, Mississippi  
*Research Technician*  
Conducted field and laboratory work in forage/ruminant research  
Responsible for data collection, analysis, and interpretation  
Development of a detailed forage and soil fertility program  
Assisted in teaching of annual AI school

Prepared field component of grazing school

July 2002  
to December 2003

**Sequoyah Angus Ranch**, Quitman, Arkansas  
*Ranch Foreman*

2003 Arkansas Cattlemen's Assn. Seedstock Producer of the Year  
Planned and managed daily ranching operations  
Developed value-added product via genetic program enhancement  
Marketed breeding stock via private treaty and consignment sales

August 2000  
to May 2002

**Department of Animal and Dairy Science,**  
**The University of Georgia**, Athens, Georgia  
*Animal Facilities Supervisor*

Assisted in organization and implementation of annual bull sale  
Coordinated the sheep program  
Managed daily operations and coordinated facility activities  
Managed the Kaffian gate bull evaluation  
Implantation of research protocols  
Laboratories taught:  
ADSC 2000 Practicum in animal and dairy sciences  
ADSC 2010 Introduction to animal and dairy sciences  
ADSC 3400 Physiology of reproduction in farm animals  
ADSC 3600 Beef cattle production and management  
ADSC 3640 Sheep and goat production and management  
ADSC Applied reproductive management in cattle

May 2000  
to July 2000

**Department of Animal and Dairy Science,**  
**The University of Georgia**, Athens, Georgia  
*Herds Keeper I*

Managed milking <sup>labor</sup> parlor and milked the production and research herd  
Performed quality control checks and other assigned task

February 1999  
to May 2000

**Department of Animal and Dairy Science,**  
**The University of Georgia**, Athens, Georgia  
*Assistant Research Technician*

Conducted field work in swine research  
Responsible for protocol implantation and data collection

January 1996  
to June 1998

**Division of Agriculture and Forestry Resources,**  
**Abraham Baldwin Agricultural College**, Tifton, Georgia  
*Student Worker*  
General farm labor

## **Continuing Education and Training**

Alabama-Mississippi Master Cattlemen Training Program. Starkville, MS. January 10-March 14, 2006.

American Forage and Grassland Council 2006 Conference. San Antonio, TX. March 10-14, 2006.

Beef Improvement Federation Research Symposium and Annual Meeting. Choctaw, MS. April 18-21, 2006.

Mississippi State University Extension Drought Information Session. Starkville, MS. August 7, 2006.

Mississippi State University Extension Reproductive Short Course. Starkville, MS. January 11-12, 2005.

Mississippi State University Extension Meats Short Course. Starkville, MS. April 12, 2005.

Southern Pastures and Forage Crop Improvement Conference. Choctaw, MS. May 11-13, 2005.

Mississippi State University Extension Genetic Short Course. Starkville, MS. November 1, 8, 15, 2005.

American Breeds Coalition Beef Cattle Short Course. Jackson, MS. May 21, 2004.

Mississippi Cattlemen's Association Young Cattlemen's Conference. Jackson, MS. March 4-6, 2004.

## **Honors and Activities**

Mississippi State University Block and Bridle Club – Outstanding Livestock Producer 2006

Scholarships??

Georgia State FFA Degree

UGA Block and Bridle

Little International Beef Chairman

Abraham Baldwin Agriculture College Cattlemen's Association OUS??

Abraham Baldwin Agriculture College Cattlemen's Association OUS??

Abraham Baldwin Agriculture College Sophomore Class President 1997-1998.

## **Professional Memberships**

Agronomy Society of America

Crop Science Society

Mississippi Cattlemen's Association

National Cattlemen's Beef Association

Mississippi Beef Cattle Improvement Association

American Forage and Grassland Council

Mississippi Forage and Grassland Council

American International Charolais Association

## Professional Service

### National and Regional Industry/Academic Service:

Southern Pastures and Forage Crop Improvement Conference  
Conference Planning Committee – 2005

### State Industry Service:

Mississippi Junior Cattlemen's Association  
Making Tracks Session leader 2006

### Mississippi State University Extension Service:

Mississippi Association County Agriculture Agents Professional  
Improvement Conference. Session presenter: Research on  
improved forages. May 14-16, 2007.

## Publications

### Referred Journal Articles:

Watson, R. H., **J. R. Parish**, K. H. Widdup, D. R. Woodfield, and J. A. Parish. 2007.  
Companion legumes for obligatory summer-dormant type tall fescue on the  
southeastern United States coastal plain. *Crop Sci.* IN REVIEW.

### Abstracts and Proceedings:

**Parish, J.R.**, R.H. Watson, B. Macoon, B.S. Baldwin, D.J. Lang, and A. S. Hubbard. 2007.  
Productivity and persistence in Mississippi of chicory (*Cichorium intubus* L.) cultivars  
bred for high and low sesquiterpene lactones. American Society of Agronomy:  
Southern: Section. (Abstr.).

A. S. Hubbard, J. A. Parish, B. Macoon, R. C. Vann, and **J. R. Parish**. 2007. Agronomic  
performance and beef cattle grazing preference of three prairie bromegrasses (*Bromus*  
spp.). *J. Anim. Sci.* 85(Suppl. 2). (Abstr.).

**Parish, J.R.**, R.H. Watson, T.F. Best, J.A. Parish, R.R. Evans, and W.B. McKinley. 2006.  
Effects of brown midrib gene in sudangrass (*sorghum bicolor*) on summer stocker steers  
performance. *J. Anim. Sci.* 84(Suppl. 2). (Abstr.).

Watson, R.H., **J.R. Parish**, M.B. Howell, J.A. Parish, W.B. McKinley, and W.L. Newman. 2006.  
Forage chicory as an alternative to annual ryegrass in stocker cattle production  
systems. *J. Anim. Sci.* 84(Suppl. 2). (Abstr.).

## **Extension Publications:**

### ***Newsletter Articles***

Parish, J.R. Chicory as a forage alternative. The Leading Edge Cattleman newsletter.  
December 2006.

Parish, J.R. Chicory establishment guidelines. Oktibbeha county beef and forage newsletter.  
October 2006.

## **Invited Presentations**

Parish, J. R. AMPAC Seed Co. National Field Day. "Specialty forages for the southeastern USA." June 13-14, 2007. Lexington, KY.

## **Grants Awarded**

DATE AWARDED: January 2006  
PROPOSAL TITLE: Evaluation of biomass crops and management of biomass cropping systems.  
SUBMITTED TO: Department of Energy  
AMOUNT: \$71380  
PRIN/COOP: Co-principal investigator

DATE AWARDED: August 2006  
PROPOSAL TITLE: Roundup ready alfalfa on-farm Extension demonstrations.  
SUBMITTED TO: Monsanto  
AMOUNT: \$500  
PRIN/COOP: Principal investigator

DATE AWARDED: August 2006  
PROPOSAL TITLE: Chicory on-farm Extension demonstrations.  
SUBMITTED TO: PPG/Wrightson Seeds  
AMOUNT: \$2,000  
PRIN/COOP: Principal investigator

DATE AWARDED: January 2005  
PROPOSAL TITLE: Evaluation of grazing-tolerant alfalfa lines under grazing  
SUBMITTED TO: Nobel Foundation  
AMOUNT: \$10,000  
PRIN/COOP: Principal investigator

DATE AWARDED: January 2005  
PROPOSAL TITLE: The Nobel Foundation switchgrass performance trial  
SUBMITTED TO: Nobel Foundation  
AMOUNT: \$10,000

PRIN/COOP: Principal investigator

DATE AWARDED: July 2005  
PROPOSAL TITLE: Agronomic performance and the beef cattle grazing preference of two experimental lines of Brome (*Bromus spp.*)

SUBMITTED TO: AgResearch  
AMOUNT: \$8,300  
PRIN/COOP: Co-principal investigator

DATE AWARDED: June 2005  
PROPOSAL TITLE: Effects of brown midrib gene in sudangrass (*sorghum bicolor*) on summer stocker steers performance.

SUBMITTED TO: Cal/West Seeds  
AMOUNT: \$3,000  
PRIN/COOP: Co-principal investigator

DATE AWARDED: June 2004  
PROPOSAL TITLE: Evaluation of chicory as a high quality summer forage crop for livestock production in Mississippi.

SUBMITTED TO: Mississippi Agricultural and Forestry Experiment Station Special Research Initiative  
AMOUNT: \$8,500  
PRIN/COOP: Co-principal investigator

DATE AWARDED: February 2004  
PROPOSAL TITLE: An Integrated Vetiver Grass Program as an Alternative Crop for Mississippi Farmers

SUBMITTED TO: MAFES Alternative Crops Grant  
AMOUNT: \$45,000  
PRIN/COOP: Collaborator

DATE AWARDED: January 2004  
PROPOSAL TITLE: Companion legumes for obligatory summer-dormant type tall fescue on the southeastern United States coastal plain.

SUBMITTED TO: AgResearch  
AMOUNT: \$18,720  
PRIN/COOP: Co-principal investigator

DATE AWARDED: January 2004  
PROPOSAL TITLE: Evaluation of Tall Fescue germ plasma and novel endophyte associations in the southeastern USA.

SUBMITTED TO: AgResearch  
AMOUNT: \$45,000  
PRIN/COOP: Co-principal investigator



### Applicant Data Form

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: First	James	Middle	Ray	Social Security #	258-29-1668	Daytime Phone #	662-325-2717	Type of Employment Desired (check more than one)
NAME: Last	Parrish			State	MS	Zip Code	39730	<input checked="" type="checkbox"/> Regular <input checked="" type="checkbox"/> Full Time
Present Address	10041 Miller Dr.	City	Aberdeen	Minimum Salary Required (Competitive)		<input type="checkbox"/> Temporary <input type="checkbox"/> Part Time (less than 40 hours) Type of Position Desired (check more than one): <input type="checkbox"/> Administrative <input type="checkbox"/> Clerical <input checked="" type="checkbox"/> Professional <input type="checkbox"/> Technical		
Other Names Previously Used Under Which Records May Be Located								

EDUCATION	Name of School	Circle Year (Completed)	Major	Graduate Yes/No	Degree Obtained
High School	Murray County High School	8 9 10 11 <input checked="" type="checkbox"/> (GED)		Yes	
Var. School	Abraham Baldwin Agriculture College	Tr. So. Jr. Sr.	Poultry Technology	Yes	A.S.
College	The University of Georgia		Animal Science	Yes	B.S.
Grad. School	Mississippi State University		Agriculture: Agronomy	Yes	M.S.
Grad. School					

EMPLOYMENT HISTORY START WITH MOST RECENT; YOU MAY ATTACH AN ADDITIONAL SHEET OR RESUME IF YOU PREFER. HOWEVER, IT WILL NOT SUBSTITUTE FOR COMPLETION OF THIS SECTION									
From (Mo/Yr)	To (Mo/Yr)	Hours Per Week	Name of Organization	Organization Address	Position Held	Immediate Supervisor	Salary	Reason for Leaving	Other
Feb. 05	Present	40+	MSU PSS Department	117 Dorman Hall, MS State, MS	Research Assoc	Dr. Lemus	33,700		
Jan. 04	Feb. 05	40	Prairie Exp. Station	PB 60, Prairie, MS 39756	Research Tech	Dr. Evans	25,000	Promotion	
July 02	Dec 03	40+	Sequoiah Angus Ranch	PB 387, Quitman, AR 72131	Ranch Foreman	Fred Slocum	30,000+	Wife's new job	
July 00	May 02	40+	UGA ADS Department	425 River Rd Athens, GA 30602	Fac. Supv.	Dr. Stewart	27,000+	Wife's new job	
May 00	July 00	40	UGA ADS Department	425 River Rd Athens, GA 30602	Herds Keeper	Dr. Amos	19,000	Advancement	
Feb. 99	May 00	30	UGA ADS Department	425 River Rd Athens, GA 30602	Asst. Rech. Tec	Tom Glaze	7.25/hr	Advancement	

See attached resume.



**U.S. MILITARY EXPERIENCE**

Branch of Service	Date of Service From	To	Rank
Describe Any Training Received That You Feel is Relevant:			

**OTHER INFORMATION AND SKILLS**

Licenses	Driver's License Number and State	Multi-Line Telephone	Dictaphone
Certifications		Word Processing Software	
Typing	WPM	Shorthand	WPM
Other Office Equipment		Computer Programming Languages	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):

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

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: Title Department/Unit Other name(s) under which you worked

Are you prevented from lawfully becoming employed in this county 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 any 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 of Pardonment (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 (certification):  
I certify that I comply with the provisions of the United States Military Selective Service Act (50 U.S.C. app. 451) by having registered with the Selective Service Board or that I am not required by law to register.

APPLICANT SIGNATURE

*James Ray Davis*

DATE

7/26/07

## Related Professional Experience

Name Jimmy Ray Parish

**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 (From M/Y - To M/Y)	Months Employed
Mississippi State University	research asoc	Forage/grazing rech.	Feb. 05 to present	32
Mississippi State University	research tech	Forage/grazing rech.	Jan 04 to feb 05	13
Sequoyah Angus Ranch	ranch foreman	Ranch management	July 02 to Dec 03	17
The University of Georgia	Facilities Supv	Beef/sheep mgmt	July 00 to May 02	22
The University of Georgia	Herds Keeper	Milking dairy cows	May 00 to July 00	3
<b>Total Months</b>				<b>87</b>
<b>Total Years</b>				<b>7.25</b>

I certify that the above information is correct to the best of my knowledge.

Signature Jimmy Ray Parish Date 7/26/07

*Do not write below this line.*

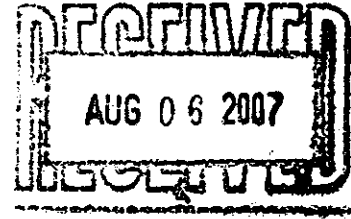
Approved by:

Extension Associate Director, Human Resources

Date

Oktibbeha County  
August 3, 2007

Dr. Paul L. Mask  
Assistant Director, ANR  
109D Duncan Hall  
Auburn University, AL 36849



Dear Dr. Mask:

I am writing this letter in support of Mr. Jimmy Ray Parish for the position Regional Extension Agent announcement #411480.

I have known Jimmy Ray for about three years and have had opportunity to work with him in the area of livestock and forage management. Mr. Parish has assisted my county livestock and forage program by serving as a resource person to conduct 4-H livestock judging and involvement in our county Cattlemen's Association.

I have had Mr. Parish to give presentations on forage varieties and grazing systems for county and area Cattlemen's Associations field days and meetings and for our County Agent's Association Professional Improvement Conference. Jimmy Ray also has assisted with my county beef letter, and the regional Leading Edge Cattleman newsletter with articles on forage production.

In my working with Jimmy Ray I have found him to be well received by producers with the information he presents and the manner in which he presents it. He has a good background in beef production and forage research and has lots of hands on experience being a purebred producer himself. I personally feel Mr. Parish would be well suited as a Regional Extension Livestock Forages Agent for your Extension organization.

Please feel free to contact me if you have additional questions (662.323-9502).

Sincerely,

Ed Williams  
County Extension Director  
Oktibbeha County Mississippi



Mississippi State  
UNIVERSITY

Department of Plant & Soil Sciences  
Box 9555, 312 Dorman Hall  
Mississippi State, MS 39762  
662/325-4537  
662/325-8742 FAX  
662/418-4537 Cell

ACES Human Resources Office  
104 Duncan Hall  
Auburn University, AL 36849

To Whom It May Concern:

This letter of reference supports the application of Mr. Jimmy Ray Parish for the Regional Extension Agent in Animal Science and Forages, position 411480. I have known Jimmy Ray since he joined the Department of Plant & Soil Sciences at Mississippi State University just over three years ago. During the past two years, we have worked together on several projects, such as the tolerance of chicory to preplant, preemergence and postemergence herbicides, multiflora rose management tactics, Cherokee sedge control options in hayfields, knotroot foxtail management in bermudagrass forages, the impact of herbicide treatments on fence wire longevity, and herbicide treatments to reclaim overgrown fences.

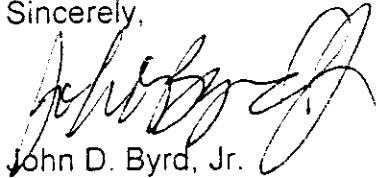
In my opinion, Mr. Parish will be an excellent area agent. He has extensive classroom training and practical knowledge of livestock and forage production systems. His previous work experience in Georgia and Arkansas combined with his education at the University of Georgia and Mississippi State prepared him for a position such as this ACES Area Agent. His academic and practical education have made him keenly aware of both forage and livestock production issues. His personality makes him find solutions that work, are practical, and are financially feasible for livestock producers. It has been my personal experience that producers have a greater appreciation for programs delivered by Extension Specialist that are personally involved in their fields of expertise. Jimmy Ray is a cattle producer. As a cattle producer, he is also a forage producer. He understands and appreciates the roles and needs of both.

After Dr. Richard Watson left Mississippi State to return to New Zealand, Jimmy Ray was asked to continue the work Dr. Watson initiated. This included research evaluations of several types of forage crops (chicory, forage mustards, alfalfa, clover, etc.) finalize on-farm demonstrations, as well as provide outreach information at many county cattlemen's associations, workshops, and field days. He is no green horn. He has professional experience. Jimmy Ray has an outstanding personality that clientele will appreciate and prefer. He works well with others and is self motivated. He will work well with county Extension staff, supervisors, University faculty and administrators, the livestock and commodity associations of Alabama and private support agencies. If he is hired for this position, he already knows what he needs to do and how to do it.

ACES letter  
July 31, 2007  
Page 2

In my opinion, it would be a loss to the forage and livestock producers of Mississippi for Jimmy Ray to leave Mississippi State University. He has developed outstanding repoir with many producers in our state. However, it would be a great gain for Alabama. Jimmy Ray Parish will be an asset to the eight counties covered by this Area Agent position. He will also be an asset to the Alabama Cooperative Extension Service, Auburn University, and the livestock and forage producers in Alabama.

Sincerely,

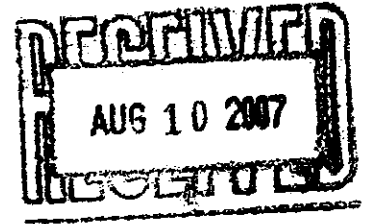
A handwritten signature in black ink, appearing to read "John D. Byrd, Jr.", written in a cursive style.

John D. Byrd, Jr.  
Extension/Research Professor  
of Weed Science



# Mississippi State UNIVERSITY

Department of Animal and Dairy Sciences  
Box 9815  
Mississippi State, Mississippi 39762  
Phone (662) 325-2802  
Fax (662) 325-8873



August 8, 2007

Dr. Paul L. Mask  
Assistant Director  
Agricultural and Natural Resources  
109 Duncan Hall  
Auburn University, AL 36849

Dear Dr. Mask:

I am pleased to provide a letter of reference for Mr. Jimmy Ray Parish who has applied for a position as Regional Extension Agent. I do so reluctantly for several reasons but mainly because he is a great resource that I want to remain associated with Mississippi State University. Mr. Parish is uniquely qualified for the position of Regional Extension Agent. I have known Mr. Parish for several years. I served on his Master's committee. I hired him to teach classes in the Department of Animal and Dairy Sciences and I have interacted with him many times concerning the purebred cattle industry. I have come to know him as a professional and as a friend. If I could hire him in the Department, I would do so.

As a member of Jimmy Ray's Master's committee, I was very impressed with his dedication and commitment to research and the professionalism displayed in its conduct. He did a great job at his final defense of his thesis and showed the maturity of a "seasoned" veteran. He is recognized in Mississippi as an important resource in the area of forages. Although he has a research appointment, he is sought after by producers and one of his strong attributes is his ability to work with them in extension education. You will be impressed with the professional manner in which he conducts himself and the ease with which he communicates with others.

I asked Jimmy Ray to teach Livestock Judging and Livestock Management Practices for the department when one of our faculty took another position. On short notice, he organized both classes and did an outstanding job teaching these classes. Students gave him very high evaluations and it was evident that he had the ability to motivate students and make the classes educational and enjoyable at the same time. As an outstanding teacher in the classroom, I am confident that he will be an equally great teacher of producers in the industry.

August 8, 2007

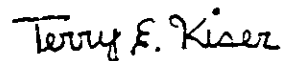
Page 2

Mr. Parish has been highly involved with the purebred cattle industry for many years. He understands the industry and would be a great asset in this area. I have found him to be objective, progressive and very practical in his involvement with the purebred cattle industry.

Extension requires individuals to be professionals, to have the ability to communicate, have a solid educational background in their discipline and have a dedication and commitment to serve producers and the industry. Mr. Jimmy Ray Parish exemplifies all of the above; therefore, I give him my highest recommendation for the position of Regional Extension Agent.

Please do not hesitate to contact me if I can provide additional information.

Sincerely,



Terry E. Kiser, Ph.D.  
Professor and Head

jlp