2212 Harding Road Blacksburg, VA 24060 (540) 239-1800

July 23, 2007

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

Dear Dr. Mask,

I first heard about the Regional Extension Agent position from Dr. Don Ball. Later I spoke with Dr. Ball about the position while I was on a grazing lands trip visiting farms and research centers along the Gulf Coast. My home is in Alabama and I am planning on returning after graduation in December. Given my qualifications, I strongly believe that I have the ability and interest to handle the job.

As you can see from my resume, I have an extensive experience, background, and knowledge working with various livestock enterprises. My main focus to date include: forage utilization by various livestock, pasture ecology; utilization of invasive species, pasture/forage assessment techniques, and establishment and maintenance of forages. Both my hands-on experience and classroom education abroad and in the US have helped me gain a broad spectrum of practical knowledge in the areas of soils, cropping systems, and ecology.

I have a Bachelors degree from Berea College in Agriculture and Natural Resources. My senior year at Berea, I became the cattle manager. As a farm manager, I led a team of students that managed a cow herd totaling over 100 head. As you are probably aware, Berea College is known for producing individuals with an exceptional work ethic. I will complete requirements for a Masters degree in December in Crop and Soil Environmental Sciences with an emphasis in forage utilization and invasive species control. Although, my M.S. program is in Agronomy, due to the nature of my research, I have spent an equal amount of time in the Department of Animal and Poultry Science. Virginia Tech has a long standing history of collaborative work between the departments of Crop and Soil Environmental Science and Animal Science.

I am very familiar with the forage-livestock industry in Alabama. I feel strongly that there is a greater potential for pasture/forage based livestock production system in Alabama. My aspiration and desire for this position comes from my strong believe that I can help producers improve farm sustainability and profitability. I would welcome the opportunity to interview with you. In the next week to ten days, I will contact you to ensure that you did receive my information and to answer any questions you may have.

Thank you for your consideration.

Sincerely, Matthew Webb

Matthew Webb

Enclosures

DARRYL MATTHEW WEBB

EDUCATION

August 2005 - December 2007 Virginia Tech Blacksburg, VA M.S. of Science in Crop, Soil, and Environmental Sciences GPA - 3.44

Advisor: Dr. Ozzie Abaye. Relevant coursework: Soil Fertility and Management, Weed Science, Nutrition and Digestive Systems, Forage Crop Ecology, Soil-Plant Relationships, Statistics in Research, Sheep Production, Independent Study: Controlling Internal Parasites in Small Ruminant Livestock, Veterinary Parasitology, Grazing Land Systems, Advanced Silviculture

August 2001 – May 2005 Berea Coilege Berea, KY

B.S. of Science in Agriculture and Natural Resources

GPA – 3.25

Advisor Dr. Michael Panicera. Relevant coursework: Introduction to Global Agriculture, Animal Science, Agricultural Economics, Advanced Livestock Systems, Nutritional Studies, Environmental Chemistry, Plant Science, Animal Reproduction and Breeding, Agricultural Extension Internship in Franklin County, TN, Soil Science, Information, Acquisition, and Analysis, New Zealand Agricultural Systems, Animal Diseases, Beef Consulting, Organic Chemistry I, Forage and Row Crop Production, Farm Resource Management, Starting and Training Colts, Excel in Agriculture, Agroforestry

AWARDS AND HONORS

Virginia Tech

 American Forage and Grassland Council: Emerging Scientist Competition (2007) Third place (individual). Held at Pennsylvania State University

Besea College

- Aaron Ashley Award (2004) Awarded to a rising senior in agriculture for showing good character and helping others.
- Martin Aaron Wilson Award (2004) Awarded to students who show excellence in labor, service and academic skills combined with a strong interest in a career related to dairy production.
- American Society of Animal Science Undergraduate Award (2005) Presented to students who rank in the top 10 percent of their class, are found to be of the highest moral

- character and are pursuing a career in animal science
- Danforth Creative Effort Prize (2005) Presented to honor students whose products of imagination and effort have a lasting legacy beyond their college careers.

FARM EXPERIENCE

May 2004 - May 2005

Berea College Farms

Cattle Herd Manager

- Managed a student-led group that operated the cattle operation
- Organized student labor to accomplish daily and weekly tasks
- Developed proposals for improving facilities, breeding stock, and grazing management
- Intensified the grazing management of cattle herd and reduced winter feed costs by using supplementary crops and stockpiled tall fescue
- Developed strategies for more accurate pasture measurement and feed management of cattle
- Marketed cattle by pre-conditioned steer sales (CPH-45), replacement heifer sales, and freezer beef sales to the local community
- Kept an inventory of medical, breeding, and feeding supplies
- Maintained a strict budget of all sales and expenses
- Gathered information for cattle team management book
- Presented my experiences of measuring forage and feeding cartle on pasture during a Beef Day sponsored by the Madison County Extension Office in October, 2004.

August 2003 - May 2004

Berea College Farms

Cattle Co-manager

- Assisted in the daily management of the cow herd
- Activities included:
 - Feeding of steers and heifers on feedlot
 - Feeding cows hav or stockpiled forages
 - Fence building and maintenance
 - Calving checks
 - Administering vaccinations and deworming
 - Artificial insemination of cows and heifers
 - Clipping pastures
 - Silage and havmaking
 - Aided in producing information for cattle team management book

August 2002 - May 2005

Berea College Farms

Herdsman

Assisted in the daily management of all enterprises at Berea.

College Farms

- General duties included:
 - Feed mill usage, maintenance, and repair
 - Swine feeding, breeding, health, and cleaning facilities
 - Sheep and goat feeding, shearing, health, facility maintenance
 - Cattle feeding, health, and fencing maintenance
 - Machinery maintenance

January 2004

Pinewoods Farm, Ken Cookson, NX

Farm Laborer

- Dewormed and weigh market lambs
- Helped sort and transport market lambs and cull ewes
- Herded sheep with dogs
- Pasture maintenance
- Fencing and water system maintenance
- Repaired working facilities

EXTENSION AND OUTREACH

June - August 2004

Franklin County Extension Office, TN

Extension intern

- Assisted in daily office duties.
- Helped coordinate meetings, demonstrations, and field days.
- Presented mosquito and West Nile Virus awareness information to women civic clubs.
- Aided producers in livestock health care.
- Small farmer program: farmer's market produce and beekeeping.
- Watched and assisted children at 4-H camp.

Abaye, O. Pasture measurements and evaluation. Virginia Tech Shenandoah Valley AREC Field Day. August 3, Steeles Tavern, VA.

- Assisted in setting up demonstration.
- Shared experiences in measuring pasture and assessing pasture composition.

2006 Abaye, O. and D. Webb. Utilization of reclaimed mined-land pasture species with goats and cattle. Powell River Project Goat Workshop and Field Day. June 8, Wise, VA.

- Attended by 55 producers and extension personnel
- Illustrated that post-mined land can be restored to productive forage based enterprises.
- Discussed factors associated with encroachment of invasive species on these lands.
- Described options for biological control of these invasive

- species by the use of intensive grazing and mixed grazing of goats with cattle.
- Related experiences of managing goats with cartle such as fencing, health, and predator control.

2007 Abaye O. and D. Webb. Controlling undesirable plant species with goats. Powell River Project Goat Workshop and Field Day. May 31, Wise, VA.

- Attended by 50 producers and extension personnel.
- Presented previous year's research and findings.
- Discussed health issues with goats, particularly parasite control and options in pasture management.
- Related other management issues with goats such as fencing, hoof care, and predator control.

PUBLICATIONS

Webb, M., O. Abaye, J. Hall, J. Rockett, D. Whittier, and C. Zipper. 2006. Utilization of reclaimed mine pasture species with mixed species grazing. Powell River Project Research and Education Program Reports, Wise, VA.

Webb, D.M. O. Abaye, C. Teutsch, and G. Scaglia. 2007. Assessing the potential of co-grazing small ruminants with beef cartle to improve utilization of marginal pasturelands in Virginia. p. 51-54 In Proc. Forage and Grassland Conference. College Park, PA.

PRESENTATIONS

Abaye, O. and M. Webb. 2006. Use of goats to control invasive vegetation on mined-land pastures. Powell River Project Symposium. September 6, Wise, VA.

Attended by over 250 persons

Webb, D.M., O. Abaye, C. Teutsch, and G. Scaglia. 2007. Assessing the potential of co-grazing small ruminants with beef cattle to improve utilization of marginal pasturelands in Virginia. AFGC Annual Meeting. June 24-26, College Town, PA.

SKILLS

Computer Skills include word processing (Word), spreadsheet management (Excel), statistical analysis (SAS), presentation development (Powerpoint), and efficient with Microsoft Windows.

Lab/Technical Skills include fiber and crude protein analysis, pasture probe, small engine and maintenance and repair, machinery maintenance, farm machinery operation, livestock handling, farm facility maintenance and repair.

ORGANIZATIONS AND VOLUNTEERING

Gateway Baptist Church, Blacksburg, VA (September 2005 – present) Aided in cleaning church, maintaining church lawn, visiting nursing home, college student activities.

Gateway Christian Academy, Blacksburg, VA (September 2006 – March 2007) Volunteered as an assistant junior varsity basketball coach.

Agricultural Union, Berea, KY (August 2002 – May 2005) Helped with fundraising, organizing activities, and field days; helped underclassman to train show heifers; served as chaplain in 2004; served as treasurer in 2005.

Saddle Club, Berea, KY (August 2002 – May 2005) Helped with fundraising and organizing activities; horseback riding lessons.

Lighthouse Baptist Church, Berea, KY (October 2001 – May 2005) Choir member.

INTERESTS AND ACTIVITIES

Outdoor activities include fishing, horseback riding, and hiking Reading and photography Maintaining a flock of hair sheep and goats Gardening Church activities

REFERENCES

Dr. Ozzie Abaye, advisor Associate Professor Alternative Crops Specialist Crop, Soil, and Environmental Sciences Virginia Tech Mail Room 330 Blacksburg, Virginia 24061-0404 Phone: (540) 231-9737 cotton@vt.edu

Dr. Michael Panciera (former advisor)
Clarence M. Clark Chair of Mountain Agriculture
Associate Professor
Department of Agriculture and Natural Resources
Berea College
CPO 1931
Berea, KY 40404
Phone: (859) 985-3866
michael_panciera@berea.edu

Mary Beth Henley
Franklin County Extension Office
406 Joyce Lane
Winchester, TN 37398
Phone: (931) 967-2741
mhenley1@tennessee.edu



Applicant Data Form

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

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Are you prevented from lawfully becoming employed in this country because	Are you prevented from lawfully becoming employed in this country because of Visa or immigration status? yes	yes (110)	

Applicant's Agreement:

medical examination, including a drug/akohol test, prior to employment and at any time during employment to the extent permitted by law. about the nature and srope of this investigation. I understand that the Alabama Cooperative Extension System reserves the right to require me to submit to a and my criminal record and that an investigative consumer report may be prepared whereby information is obtained through personal interviews with my ject to verification, and that if this information is fater found to be untrue, incomplete or misrepresented in any way, this will be cause for rejection of my appliand 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 neighbors, friends, and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics cation or, if already employed, for manediate dismissal. Lalso understand that the Alabama Coxperative Extension System may investigate my driving record 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 sub-

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 writment 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 Alahama Cooperative Extension System has the same right. No one other than the Director of the Alahama Cooperative l 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 employ-

l acknowledge that I have received and understand writen instructions regarding the application procedures for employment with the Ataleana Conventive

Applicant's Release

I herely 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 Certification:

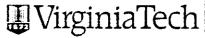
Leartify that I comply with the provisions of the United States Military Selective Service Act (50 U.S.C. app. 453) by having registered with the Selective Service Board or that I am not required by law to register.

APPLICANT SKINATURE & Comy Matthew Wield

7/50/07

Related Professional Experience

Name Dascy Matthew Webb 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. Maint Dates (From M/DY — To M/DY) Months Emplo	before completing the ience. Do not inch	is form. Ide academic work experience Major Dulos	with the Alabana Cooperative E	Atension System.
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Approved by:				
Extension Associate Director, Human Resources	res		Date	



College of Agriculture

Department of Crop and Soil Environmental Sciences 330 Smyth Hall (0404)
Blacksburg, Virginia 24061
540/231-6305 Fax: 540/231-3431
www.cses.vt.edu

July 30, 2007

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

Dear Sir/Madame:

I am pleased to write this letter of recommendation in support of Darryl Matthew Webb (Matt) for the Regional Extension Agent position in Alabama.

As my graduate student, Matt has been working with me in various capacities. As my teaching assistant, he has prepared and delivered lectures at various levels. He is a natural educator, handling classes ranging from freshmen to senior levels. One of the courses he taught was Forage Crop Ecology Course (senior/graduate student level). He knows the material and communicates his ideas clearly and rigorously.

I have observed Matt giving extension talks and presenting papers at national meetings. It is evident that he loves being in front of people. He has an uninhibited enthusiasm for teaching, research and everything else he does. He has always impressed me as being self-directed and self-motivated.

Matt understands forage-livestock systems and its components. He is well aware that an effective, that is, environmentally and economically sound system can maximize the strengths and minimize the weaknesses of the overall environment in which it functions. He offers unusual talents covering a broad spectrum of practical knowledge in the areas of forages, animal science and soil science. If your organization is looking for someone to come in and hit the ground running, with no doubt Matt will be the one to do it! Most importantly, Matt is very productive as evidenced by the many things he accomplished while at Virginia Tech and Berea College.

Finally, Matt approaches his work with passion, critical skill and intellectual power. He is very serious about his work and works seriously. Based on his qualifications, I highly recommend Matt for the Regional Extension Agent position in Alabama.

Please feel free to call me if you require additional information on Darryl Matthew Webb.

Sincerely,

Associate Professor

Teaching/Extension/Seed



Agriculture and Natural Resources

(859) 985-3947 Fax: (859) 985-3698 CPO 2161

July 24, 2007

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

Dear Dr. Mask,

I am writing to support Matt Webb's application for the Regional Extension Agent position in Animal Science and Forages. I was the Agriculture and Natural Resources Department chair and the Director of Farms during Matt's undergraduate career and I have known Matt for six years. I can vouch for his work in the classroom, on the farm, and in extracurricular activities.

I have known some excellent students over the years and I put Matt right at the top. The qualities that make him outstanding are curiosity, tenacity, dedication, and confidence. Matt can quickly see the practical importance of a concept presented in class (or in a journal article), but he doesn't stop there. He will research it and study it until he can use the knowledge effectively. In my Forage and Row Crop class we used a textbook that described how New Zealand producers budget feed, accounting for the standing crop plus future growth. Matt mastered that technique and then became intrigued with the problem of seasonal production. Matt designed a study to describe our pasture growth rates. He carried out the study on his own time. Matt set up plots and measured pasture growth rates on the Berea College Farm. I don't think that I have ever seen such dedication to understanding in an undergraduate student. Matt's inherent intelligence together with his dedication and willingness to work hard are a very rare and productive combination. Many students work hard in the courses that they love, but Matt had high academic standards and he worked hard at everything.

Berea College is a labor college and all students must have a job on campus. The Berea College Farm is a 600 acre diversified farm where students are involved in both the physical work and the management. Matt worked on the College Farm and he attained the position of beef cattle manager during his senior year. Student managers are responsible for executing the existing management plan breeding, herd health, nutrition, etc., but, typically, managers choose a focus area and work to improve that aspect of the plan. Matt chose grazing management. He used what he had learned in classes, in his reading, and in his own research (seasonal production) and very effectively applied his knowledge to improve the management of our 100 cow herd. In addition to the technical aspects of the work, Matt proved to be a very effective leader for the beef management team. He tapped the expertise of others in the group and he involved all members in decision-making. Matt was also quick to give credit to his team members and he was widely respected by his peers, faculty, and staff.

Matt has many personal qualities that will serve him well in cooperative extension. One of the most important is his capacity to listen. He will ask questions and he will work hard to understand the problems. Matt is not prone to rush to judgment or offer a solution before he understands the problem. Closely aligned with the ability to listen is Matt's humility. He possesses a rare combination of confidence and humility that will inspire trust and his hard work will inspire respect with producers.

I believe that Matt Webb is an excellent candidate for the Regional Extension Agent position and I recommend him to you without reservation. I am confident that he will become a respected advisor to producers and a credit to the Alabama Cooperative Extension Service. He has a strong knowledge base, a willingness to work hard, and a demonstrated ability to research solutions for practical problems. In addition, his technical expertise is highly effective due to his personal integrity, humility, and attitude of service. Matt is even tempered and amiable as well, so you can expect him to be very effective as a colleague or as a supervisor.

Just a note – I am currently out of town on vacation, so I have emailed this letter to Matt for his application. I will FAX him a signed copy on letterhead as soon as I get back to town and he can forward that to you. If you have any further questions, I would be happy to address them. Please do not hesitate to contact me 859-985-3866 (w) 859-358-3408 (cell).

Sincerely, Michael Janciera

Michael Panciera.

Clarence M. Clark Chair in Mountain Agriculture and Coordinator of Farms

THE UNIVERSITY of TENNESSEE

Extension

Franklin County 466 Joyce Lane Winchester TN 37398 Phone: (931) 967-2741 Fax. (931) 962-2536

July 31, 2007

To Whom It May Concern:

This letter is in support of consideration of Matthew Webb for the position of Regional Extension Agent for the Alabama Cooperative Extension Service.

I had the opportunity to work with Matthew during a Summer internship while he was attending college in Berea Kentucky. In 2003, he served a ten week internship with the Franklin County Extension Service during which he participated in the various facets of Extension work. He worked with Extension Agent John Ferrell collecting fecal samples for a goat study, assisted with cattle working, worked with commercial vegetable varieties and checked honey bee colonies for bee mites. His work with Extension Agent Ed Burns consisted of visiting area farmers assisting with calibrating sprayers, scouting fields, and measuring test plots for corn and early beans. He attended a week long 4-H camp assisting Extension Agent Fonda Alsup with our county 4-H delegation (approximately 100 people). He gained experience with answering phone calls from local residents concerning pest questions, Japanese beetles, tomato blight, and other common seasonal questions. He attended a "Steak and Potato Field Day," and assisted with the 4-H Livestock show. Matthew created a presentation on Mosquitoes which he presented to ten Family and Community Education Clubs (approximately 130 members), the Franklin County Agricultural Committee (7 members) and senior citizens center (approximately 50 people).

During his internship, we found Matthew to be punctual, very focused and willing to learn and be involved. He was always willing to tackle a problem and worked to find the answers to questions he did not know. His personality grew as his confidence in himself and his knowledge expanded. The people in the community found him to be polite and approachable.

Since his internship. Matthew has kept in touch with our office. He has shared with us pictures and stories from his studies abroad and his work at Virginia Tech while completing the Master's program. He has accepted challenges and opportunities to enrich his education and knowledge.

I highly recommend consideration of Matthew Webb for this position. I believe he has the knowledge to do the job and desire to work hard to be the best he can be. Matthew has a high moral character and strong family support which are desirable traits for a person working closely with people in an agricultural community.

If you have any questions, please feel free to contact me at 931-967-2741.

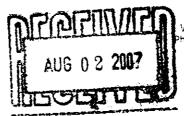
Sincerely.

Mary Beth Henley
Mary Beth Henley
County Extension Director



Extension

July 31, 2007



Franklin County 406 Joyce Lane Winchester, TN 37398 Phone: (931) 967-2741 Fax: (931) 962-2536

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Sincerely.

Mary Beth Henley

County Extension Director

Alaxy Bith Henley