HOWDY FOLKS (Horse E-mailers),

Included is the Weekly Pile of Information for the Week of April 25, 2011, Extension's Equine related educational information & announcements for Rockingham & Guilford Counties. To have something included in the Weekly Pile, please follow these simple guidelines.

- Information included needs to be educational in nature &/or directly related to Rockingham or Guilford Counties.
- Please E-mail information to me by Wednesday each Week.
- Please keep ads or events as short as possible - with NO FORMATTING with NO unnecessary Capitalization's, and NO ATTACHED DOCUMENTS. (If sent in that way, it may not be included)
- Please include contact information - Phone, Email and a like.
- PLEASE PUT WEEKLY PILE IN SUBJECT LINE when you send in to me.
- THERE ARE NO CONTINUAL RUNNING SPOTS - Ads must be sent in each week
- The Weekly Pile is not for listings for Commercial type properties or products.

If I forgot to include anything in this email it was a probably an oversight on my part, but please let me know!

If you have a question or ideas that you would like covered in the Weekly Pile, please let me know and I will try to include. As Always - I would like to hear your comments about the Weekly Pile or the Extension Horse Program in Rockingham or Guilford Counties!

Included in This Weeks Pile:
1. Comments on Last weeks It’s YOUR Responsibility - An Oath For Animal Care
2. HAVE NOT HEARD FROM HALF OF YOU - Help Me!
3. Colic in Horses
4. Water
5. You Asked
6. Hauling Horses
7. IRS Begins Enforcement of New Return Preparer Rules
8. Flintrock Farm Show Series
9. Cooler Horsemanship Upcoming Events
10. Fun Open horseshow Saturday May 14th Hardin's Farm and Stables -benefit Red Dog Farm
11. Open Community Fun Show, rescheduled: June 11th, @ Piedmont Saddle Club
12. Hay Directory
13. Swap Shop - For Sale/Wanted - Equestrian Facilities Available
1. Last weeks article It’s YOUR Responsibility - An Oath For Animal Care

After the last weeks article in the Pile on taking the Oath as an animal owner for responsibility for proper animal care, I got quite a few emails of folks pointing fingers at “those cow people” or “those people down the road…” From what I see, it is not just “Cow People” or “Horse People” that are guilty of this, it is just people … It doesn’t matter the animal, its hard to see any animal mistreated. As animal owners it should be our highest priority is to ensure animals are humanely and properly treated.

In reality, excellent animal care and welfare is the key to running a successful livestock operation, is producing safe, high quality (meat, milk, eggs, fiber or able to ride or compete) because healthy, well-cared for animals produce more of the product they are being raised to produce. When animals have health issues, it cost the owner money & most owners strive to get them back into production, or back to use as quickly as possible.

People involved with animal agriculture condemn willful acts of animal abuse or neglect. Protecting our animals from that starts with proper training of those caring for the animals.

A key component to preventing abuse, neglect or cruelty is the education of animal owners or caregivers. Take the opportunity to share your knowledge when you can, I know that sometimes people don’t want anybody to suggest or teach them anything. In fact many feel like they don’t need to help or assistance. Many times this response indicates that nothing will change. But sometimes, you may be surprised that they may be willing to listen and accept assistance.

If you believe a horse -- or any animal -- is being abused or neglected, document your suspicions by noting dates and times of abusive or neglectful activity. *Please do not take photographs or go on someone else's property* Report it immediately to your County animal control. Even if you don’t think it will help do it, then if needed other steps may have to be taken.

Assessing Health & Well-Being of Horses

2. Dang it, I know this is a pain, but I need your assistance – Since the University decided to change our Email system I have lost your addresses. I was able to salvage all the Email addresses on this list BUT LOST ALL THE US MAILING ADDRESSES that belong to the Email addresses. So your email may be fluffybunny@hotmail.com (or whatever) and I will not know who you are or where you live.
3. Colic in Horses
Equine Section, Department of Animal Sciences
University of Kentucky
College of Agriculture

History
Among the species of domestic livestock, the horse most commonly suffers from colic. Colic is a general term indicating abdominal pain. The anatomy of the horse's digestive tract, its digestive nature and the management practices imposed by man seem to contribute to its occurrence.

Colic may not be caused solely by diseases of the intestinal tract. In fact, infections elsewhere in the body, as in the urogenital or respiratory tract, as well as pregnancy may present symptoms of colic. A survey in 1986 by the Morris Animal Foundation reported that colic was the leading cause of death in horses and the number one health concern of horse owners.

The amount of money spent on the disease is impossible to totally assess, because both treatment costs and time lost are involved. In 1983 the equine insurance industry paid $16 million for claims directly attributable to colic. Therefore horse owners need to know the causes, clinical signs, diagnostic and treatment procedures and preventive measures to reduce colic's incidence.

Causes
Colic has many types and causes. Factors such as sudden changes in the weather, feeding (frequency, quantity or quality of feed), overexertion or chilling may lead to colic. Spasmodic colic is caused by severe contractions of the intestines. Intestinal obstruction or a twisted intestine create a very severe condition resulting in extreme pain. The possibility of an obstruction or twisted intestine should be diagnosed as early as possible, because it is potentially life threatening and requires surgery.

The most common cause of colic is internal parasites.
• Migrating strongyle larvae damage blood vessels in the intestines, decreasing blood
supply which leads to necrosis, decreased motility and pain.
• Large numbers of roundworms can cause impaction or obstruction of the intestines.
• Administering deworming medicine (anthelminitics), particularly to horses overloaded
with internal parasites, can cause colic. Colic symptoms do not always result from a
disease of the digestive tract. Symptoms also can arise from
• Infections elsewhere in the body, or from infectious diseases like rabies, pleurisy and
dermatitis.
• Conditions affecting the locomotor system, like laminitis and other forms of lameness.

Certain conditions may lead to an intestinal obstruction, which will cause colic
symptoms:
• Horses kept in sandy paddocks or overgrazed pastures are predisposed to suffer from
"sand" colic. In this situation, ingested sand obstructs the intestine.
• Spoiled silage and enteritis can also obstruct the large intestine.
• An obstruction may also occur if the horse ingests a foreign object.

Diet can cause colic symptoms:
• Sudden changes in feed, (either type or quantity), or moldy feed can cause colic due to
improper fermentation in the gut or an obstruction.
• A predominantly concentrate diet can lead to colic if an adequate supply of long stem
roughage is not provided.
• Horses with bad eating habits (bolting, cribbing) are also prone to colic.
• Lack of water can also lead to colic symptoms and may even cause an impaction to
occur. However, remember to avoid either feeding or allowing a "hot" horse after heavy
exercise to drink heavily as doing so can not only lead to colic, but to other serious
ailments, such as laminitis.

Clinical Signs
A horse with mild colic will paw the ground with its front feet, be restless, lie down and
roll frequently and look at its abdomen. A horse with more severe colic will roll and may
become cast and lie on its back to relieve intestinal pressure. Horses with very severe
colic will throw themselves to the ground and roll violently. These horses can be
dangerous to work with until properly sedated. Pulse and respiratory rates rise while
temperature typically remains within a normal range. The absence of abdominal sounds is
characteristic of a horse with colic.

Diagnosis
Get a thorough exam by a veterinarian to determine the colic's severity and treatment as
soon as possible after the symptoms start. First observe the horse in its stall or
paddock. Note the following:
• general condition and behavior (calm, restless, alert, dull, apathetic);
• frequency of abdominal pain (none, intermittent or continuous);
• frequency of abdominal sounds (normal, increased, decreased or absent);
• abdominal size (normal, reduced, distended);
• nature of peripheral pulse (normal or weak);
• packed cell volume;
capillary refill time (the length of time it takes for gums to return to normal color after pressure is applied); 
other signs (sweating, wounds, etc.); 
water intake, 
presence of and consistency and regularity of feces.

Further examination of the colic patient includes a measure of pulse and respiratory rates (normal resting pulse rate is 36 beats/minute and respiration rate is 8-16 breaths/minute), rectal palpation, and passing a stomach tube. The stomach tube should always be passed to rule out the possibility of stomach overload. Often the stomach tube acts as a treatment, since it can release fluids or gas from the stomach.

After these observations, the veterinarian can suggest a treatment depending on the type of colic. For example, mild, intermittent colic can usually be treated conservatively, while a horse with a twisted intestine (torsion) requires surgery.

Treatment
Traditionally, a horse with colic is walked to help relieve anxiety and to prevent rolling, which can lead to intestinal twisting. Walking may also help to restore normal activity in the intestine and allow the horse to defecate and/or relieve the buildup of pressure in the intestines. If 30 minutes pass and the symptoms either are unrelenting or increasing in severity, a veterinarian's assistance is necessary.

After an initial exam to determine the type and severity of the colic, treatment by a veterinarian may involve using analgesics (pain-relievers). Often the horse is given mineral oil (about 1 gallon) through the tube to lubricate the tract and to act as a laxative to help fecal matter move through the tract.

Evaluate the horse in the period following the initial treatment. Because of the possibility that the intestines may have an obstruction, check the horse at regular two hour intervals following the initial treatment. If the symptoms do not appear alleviated, an obstruction in the intestines should be considered, and surgery may be necessary.

Control
Preventing colic involves many parameters. Most important is proper management. Avoiding situations which predispose the horse to colic will undoubtedly reduce the incidence of colic.

Here are some practical steps to reduce chances of colic:
1. Do not overgraze pastures and paddocks.
2. Always provide a clean, adequate and abundant source of fresh water daily.
3. Feed on a regular schedule from day to day. (Avoid feeding on the ground)
4. Do not feed moldy or spoiled grain or hay.
5. Provide adequate long stem roughage in the diet.
6. Keep stalls and paddock areas free from foreign objects that the horse might ingest.
7. Put all horses on a regular, properly designed deworming program. This step is imperative.

In general, good, practical horse management along with good common sense can allow the horseman to avoid situations which may predispose horses to colic. If colic symptoms do arise, contact your veterinarian.

Other Tips in Prevention of colic
Horses are prone to colic and many types of colic cannot be prevented. These factors have been found to alter the risk of colic in epidemiological studies.

- Allow pasture turnout - horses that had access to 2-3 different pastures during the previous month had lower colic risk than those without pasture access.
- Feed grain and pelleted feeds only as required - colic risk is increased 70% for each pound increase in whole grain corn. Pelleted feeds led to a 6-9.5x increase risk and sweetfeed led to a 4-7.5x increase risk in colic.
- Watch horses carefully following changes in exercise, stabling, or diet and avoid changes whenever possible - horses with a change within the last 2 weeks were significantly more likely to colic; farms with more than 4 changes in feed in the year had three times the incidence of colic than farms with less than 4 changes.
- Watch broodmares closely in the two months following foaling and watch any animals that have been ill or have colicked before - all are at increased risk of colic.
- Have your horse’s teeth floated every 6 months - this ensures good mastication of hay and may help prevent impactions of coarse feed stuff.
- Control parasites - horses on a daily wormer or regularly dewormed with ivermectin or a similar product have been found less likely to colic. Be careful when deworming foals: the dead parasites may actually block the intestine. Work with your veterinarian to customize a deworming program for your horses. Deworm all horses at a barn simultaneously and control manure levels on pastures.
- Closely monitor your horse and care for it as much as possible yourself - horses that receive care on a day-to-day basis from their owners are 2-3x less likely to colic than those receiving care from a stable manager or trainer.

Above all, be a proactive owner. If your horse is being placed at unnecessary risk for colic, try to adjust the situation. If your horse does colic, appropriate and timely care may make a great deal of difference in the outcome. Do not hesitate to call your veterinarian if you are concerned about your horse and if you are unsure about the examination or treatment, ask questions.

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4. Water
- Always have fresh, clean water available - horses on pasture without a water trough available are at increased risk of colic even if without water for only 1-2 hours (the risk is increased 10x if they are over 6 years of age). If the water is not fresh they may not drink.
enough. Closely monitor automatic waterers and water sources in winter. Stop to let trailered horses drink and/or pretreat them with mineral oil before starting a long trip.

**WATER: The Essential Nutrient For Horses**

Of the five basic nutrients: protein, energy, water, minerals, and vitamins, water is the most essential nutrient in the horses diet. It has been seen that horses deprived of water for 3 to 4 days will not consume feed. Even if feeds containing abundant levels of protein, energy, vitamins, and minerals and small amounts of moisture, are offered to water starved horses, they will be of no benefit. A minor reduction in water intake may cause dehydration which will cause decreased performance, shock and possibly death.

Water composes the majority of the horse's body and accounts for several very important functions including:

1. Regulation of body temperature
2. Aide in the transportation of nutrients
3. Necessary for waste removal
4. Aids in digestion, absorption, and utilization of nutrients

Under ideal conditions horses should have free access to water, comparable in quality to human drinking water. Water should be free of chemical contaminants, bacterial and protozoa and contain acceptable levels of trace minerals and heavy metals. The North Carolina Department of Agriculture, many health departments and various labs offer quality testing services.

Water intake levels very greatly from horse to horse. Normally a horse will consume one gallon of water per 100 pounds of body weight. Example: an 1,100 pound horse will consume an average of 10-12 gallons of water daily. The water intake rate can be quite variable, dependent upon the dry matter content of the diet, the environmental temperature and production stage or activity.

**Estimated Water Intake For Horses**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Gallons/Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Working</td>
<td>4-8</td>
</tr>
<tr>
<td>Gestation</td>
<td>7-9</td>
</tr>
<tr>
<td>Peak Lactation</td>
<td>9-11</td>
</tr>
<tr>
<td>Medium Work</td>
<td>9-15</td>
</tr>
<tr>
<td>Heavy Work</td>
<td>12-15</td>
</tr>
</tbody>
</table>

**General Recommendations**

1. Provide fresh, clean water free choice, except to hot horses immediately following exercise.
2. Monitor water intake daily.
3. Remove ice routinely during freezing conditions.
4. Increase the dry matter content of the diet prior to prolonged freezing periods.
5. Clean water buckets and water systems daily.
6. Test water quality of new water sources.

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5. You Asked: Will a horse bloat, colic or founder when turned on lush abundant pasture?

A crucial factor in managing horses on pasture is to avoid sudden abrupt changes from a fed ration to pasture and from extremes of pasture quality or type. This is especially a problem when moving from a lower quality pasture to a high quality pasture. In these situations a horse may colic, founder or have other digestive tract problems. A horse does not bloat from legumes or lush pastures like a cow. Many horses, when turned on lush pastures, tend to eat too fast. Others don’t. A good procedure has been to gradually increase the exposure to lush pasture over a period of days. The protocol to follow would be:

1. Feed all the hay a horse will eat before grazing.
2. Graze on lush pasture 30 minutes morning and evening.
3. Increase grazing time to one hour morning and one hour evening the second day.
4. The third day increase grazing to two hours morning and two hours evening.
5. Day four, continue as day three and make a judgment call. A horse should reach fill time in two hours. If they continue to eat after two hours, then you may want to continue with two hours in the morning and two hours in the evening for several days.

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6. Hauling Horses

As someone involved in the horse industry, this time of year you may frequently haul horses under your care. It may be necessary to transport them to the veterinarian, the breeding farm, a show, a sale, or just to go riding on a Sunday afternoon.

With some planning, the trip can be successful, and the stress associated with hauling horses can be reduced.

Transport considerations will vary depending on the purpose you have for trailering your horse. While you might plan for days for a trip to the mountains to trail ride, the emergency trip to the vet clinic won't be as well planned. Despite those differences, you can still have a basic plan for hauling your horse.

Pre-Travel Vehicle and Trailer Check for Hauling Horses
Ashley Griffin, University of Kentucky

Be Prepared
In addition to preparing the trailer for the horse's comfort, it is also important to consider the maintenance of all equipment.

Prior to each trip, check the following:
- trailer lights and turn signals
- trailer brakes
- trailer hitch--is it secure?
- trailer safety cables
- spare trailer and truck tires and tools to change a tire, including tire jack
- trailer and truck tires
- trailer floorboards.

These checks should be done before you leave home. Finding out that something is wrong on the trip can be inconvenient and even disastrous.

Before you depart, make sure that your health papers are in order. Also, know the path of your trip, which routes might be best, how to avoid construction areas, where the rest stops are located, and how long it will take to get there. Most trips taken with horses are for recreation, and therefore, advance planning can help reduce the stress of the trip and make it more enjoyable.

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7. Paid tax preparers must now have an IRS-issued tax preparer identification number, called a "PTIN."

IRS seeks greater ease in enforcing sanctions against barred preparers and protect consumers from their fraudulent acts. Read below.

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IRS Begins Enforcement of New Return Preparer Rules

WASHINGTON — The Internal Revenue Service is taking steps to stop tax preparers with criminal tax convictions or permanent injunctions from preparing tax returns. This is just one of several recent moves to improve the quality and oversight of the tax preparation industry.

More than 700,000 tax preparers nationwide have registered with the IRS and obtained Preparer Tax Identification Numbers (PTINs). This nine-digit number must be used by paid tax return preparers on all returns or claims for refund. Paid preparers must renew their PTINs annually to legally prepare tax returns.

“We owe it to all taxpayers and the many honest tax return preparers to remove the relatively small number of bad actors from the tax preparation industry,” said Doug Shulman, IRS Commissioner. “Just one unscrupulous tax return preparer can cause a lot of financial damage to both taxpayers and the tax system.”

By comparing the new PTINs with a database managed by the IRS’ Office of Professional Responsibility, the IRS was able to identify 19 tax preparers who applied for PTINs and either failed to disclose a criminal tax
conviction or have been permanently enjoined from preparing tax returns. A permanent injunction is a court order used by the Department of Justice to stop a preparer who repeatedly prepares erroneous or fraudulent federal tax returns.

The IRS has sent letters to all 19 individuals proposing revocation of their PTINs. Preparers facing revocation have 20 days to file a written response and provide supporting documentation as to why their PTIN should not be revoked.

With the end of the tax filing season, the IRS also will initiate a review of tax returns that were prepared by a preparer who used an identifying number other than a PTIN, did not use any identifying number, or did not sign tax returns they prepared. The agency will send notices to those preparers who used improper identifying numbers. The IRS is also piloting methods to help identify returns that appear to be professionally prepared but are unsigned by the preparer.

“Hundreds of thousands of tax return preparers, the vast majority, play by the rules every filing season. The IRS is committed to ensuring they have a level playing field,” Shulman said. “Compliance with regulations that require the signing of a tax return by a paid preparer and use of the PTIN is central to our enforcement effort.”

The IRS is still registering approximately 2,000 preparers a week. Anyone who prepares for compensation all or substantially all of any federal return or claim for refund must register for a PTIN and pay a $64.25 annual fee.

The PTIN registration is the first step in a multi-year effort by the IRS to provide standards for and oversight of the tax preparation industry. Starting this fall, certain paid preparers will be required to pass a new competency test. The IRS will also conduct background checks on certain paid preparers. Additionally, expected to start in 2012, certain paid preparers must have 15 hours of continuing education annually.

Certified public accountants, attorneys and enrolled agents are exempt from the competency testing and continuing education requirements because of similar professional standards already applicable to those groups. Supervised employees of these exempt groups also are generally exempt.

For more information see the PTIN registration page [http://www.irs.gov/taxpros/article/0,,id=210909,00.html] on this website.

Related Item: Return Preparer Compliance and Enforcement: Information
8. Flintrock Farm Show Series

April 30th - Schooling Hunter Show

for more information - www.flintrockfarm.com

9. Cooler Horsemanship Upcoming Events

Weekend Horsemanship Clinics at Fiore Farms
Jump start the communication with your horse this spring.
Sign up for one or both of our clinics: April 29-May 1 and May 27-29
Limited to 10 participants, reserve your spot now.
Friday evening overview/demo - 5:00 - 7:00 pm
Saturday and Sunday Clinic - 9:00 am - 6:00 pm
Auditors welcome - Friday Free. $15/Day or $20/Weekend
May, 7 1:00-3:00pm
Spring Show at Fiore Farms
Experience the Beauty, Power and Spirit of the Horse!
Join us as we play with our horses to music and share why horses do what they do. Come see how learning to see things from the horse’s point of view leads to Equine Communication without Boundaries.
Intermission: Martial Arts Demonstration by Allen’s Taekwondo Centers- allensdcs.com
Admission $5.00, children under 16 Free
Thursday, May 12 3:00-5:30pm- Trail Session at Fiore Farms
Need to build your horse’s confidence outside the arena and on the trail?

Have a group that wants to do a Trail Session, contact us to schedule a date.
Visit www.CoolerHorsemanship.com or Contact us kate@coolerhorsemanship.com, 843-304-3407 for more information about our program and any upcoming events

10. Fun open horseshow to benefit Red Dog Farm Saturday May 14th 9:00 am

Hardin's Farm and Stables - 8201 Millrun Rd Stokesdale NC 27357 for more information see website www.cc-ha.org or contact Steve Nelson at 688-8845 or Helen Isley 580-4532
11. Open Community Fun Show, rescheduled: June 11th, @ Piedmont Saddle Club in Colfax. No class entry fees; admission $5 per horse, $5 per person (ages 10 & under free). Contact Jenny Taylor 919-323-9910 or info@piedmontsaddleclub.org. See www.piedmontsaddleclub.org for class list, release form, sponsorship, directions, etc. Sponsorship info contact Carol Merritt 336-312-4149 or ckmerritt@bellsouth.net. Last year's attendance: over 600 people. Concessions on site. Camping with electric hook-up available. Stalls available.

12. HAY DIRECTORY - A Hay Directory is maintained by the North Carolina Cooperative Extension Service for the Rockingham County and Guilford County area. This directory is intended as a service to both hay producers and buyers in the area. If you are in need of hay or would like to be added (or removed) from this list please call me at 1-800-666-3625 or 342-8235 and let me know your name, address & phone #, type of hay, number of bales, (square or round bales) and weight per bale.

MANAGE YOUR PASTURES!

WHEN YOU HAVE CUT HAY AND HAVE SOME TO SELL, PLEASE LET ME KNOW!!

13. Swap Shop - For Sale/Wanted - Equestrian Facilities Available

- Tack/Clothing Consignment Sale on Sat. April 30 (Hunter Show) at Flintrock Farm, 9am til end of horse show, to benefit Flintrock 4-H Club.

- Pasture Board - NE Guilford $150/mo. Good pasture, cross-fenced, run-in sheds, arena. Brought into 8-stall barn once daily to feed your grain. Tack room, hot & cold wash, trails in area. Call Sandy 336-584-5617 or larkspursandy@bellsouth.net.

- Saddle Seat Clothes For Sale – Show & schooling quality Kentucky Jodhpurs, with & without suede knee patches, black & navy sizes 28 Long-32 Long; Carl Meyers custom 4 piece suit (hounds tooth w/brown jods/vest,cream shirt) size ladies 12-14 $525.00; Reed Hill Day coat (linen blend-oatmeal/tan) size 16(runs smaller) $175.00; 2 - Custom Navy 3 piece suits sizes 8 & 10-12 $150.00 each; Black/red reversible vest, size 14 $50.00; sequined butterfly pleasure driving top $50.00; various vests, shirts, more day coats,etc Contact Terri Aprile (336) 698-0207 or shoponys@gmail.com

- Equine Sports Massage Therapy –Get ready for show season!! - Improve your horses performance with massage/physical therapy for your Equine Athlete (stiffness, soreness,
injuries, disposition, etc.) or if you feel your horse just needs a good massage. All sessions are performed at your facility. I have been certified from Equissage since 1994. Terri C.Aprile, ESMT at (336) 698-0207. References available upon request. Open to all disciplines and breeds.

- Bagged Pine Shavings for sale $4.25+tax per bag, heavy vacuum sealed bags. Contact Tony Aprile at (336) 698-0207

14. Take A Load Off – Famous Quote

"If ever you get to thinking you're a person of some influence, try orderin' somebody else's dog around"

(anonymous)

I always want to know what you think of the Weekly Pile, good or bad, especially if it has had ANY IMPACT on you. Let me hear from you!

*****I NEED YOUR IDEAS FOR ARTICLES In FUTURE WEEKLY PILES!******

I WANT TO HEAR FROM YOU!!!!!!!!!!!!!!!!!!!!

*Please remember our Troops who are serving our Country (and there families) those who have come home with wounds and the families that paid the ultimate sacrifice. We owe everything to those who are and have served! Thank You!

I hope that you all have a Great Safe Weekend!

Ben

North Carolina State University and North Carolina A&T State University is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, creed, national origin, religion, gender, age, or disability. Moreover, North Carolina State University and North Carolina A&T State University is open to people of all races and actively seeks to promote racial integration by recruiting and enrolling a larger number of black students. North Carolina State University and North Carolina A&T State University regards discrimination on the basis of sexual orientation to be inconsistent with its goal of providing a welcoming environment in which all its students, faculty, and staff may learn and work up to
their full potential. The Universities values the benefits of cultural diversity and pluralism in the academic community and welcomes all men and women of good will without regard to sexual orientation.

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