

Regulatory Services News

Vol. 61, No. 1

Feed - Fertilizer - Milk - Seed - Seed Testing - Soil Testing

Spring 2018

Director's Digest

The University of Kentucky Division of Regulatory Services has a long and proud history of service to the Commonwealth of Kentucky. In this issue of Regulatory Services News we will highlight activities of some of our programs for 2017. As part of this, I want to take this opportunity to highlight what benefits we offer to the consumers and agribusinesses of Kentucky.

The original mandate to start our programs came about in 1886 when Governor Proctor signed "an act to regulate the sale of fertilizers in the Commonwealth, and to protect the agriculturist in the purchase and use of the same." This law also established that the Director of the Kentucky Agricultural Experiment Station was to administer the law. Regulations to prevent mixing, adulterating, and misbranding seeds were added in 1904. In 1906, regulations were put in place to regulate the manufacture and sale of livestock and pet foods. A law to provide for regulation of weighing and testing of milk and cream at buying stations and companies was added in 1918. Sometime later the Division took on the responsibilities of soil testing.

This all sounds well and good but what do we really do? We currently have four programs that regulate the fertilizer, feed, seed, and milk programs in Kentucky. We do this by having eight inspectors spread out across the state that sample fertilizer, seed, and feed. In addition, we have personnel who

review labels for these products to make sure they are accurate and truthful. We have one inspector dedicated to milk. Our main laboratory at the University of Kentucky handles the analyses of these agricultural products. The reason for sampling and analyzing feed, seed, and fertilizer products is to ensure that consumers are buying safe and effective inputs. We are also providing a level playing field for manufacturers of these products by making sure that what they have on the label is what they have in the product. The purpose of the milk program is to insure that dairy farmers are being paid correctly for the milk they produce.

In addition to the four regulatory programs, we have two service programs for soil and seed. Soil testing provides farmers, homeowners, greenhouse operators, gardeners, and others with valuable information on the fertility status of their soils or greenhouse media. We run approximately 50,000 samples /year through our soils labs. We have a soils lab in Lexington and also at the UK Research and Education Center in Princeton. The majority of these samples are submitted through the UK Cooperative Extension Service.

Our seed service program maintains the only certified seed testing facility in Kentucky. The lab provides service testing for seed producers, dealers,

Continued on page 3

What's Inside

Division Contact Information	2
Commercial Fertilizer Values	4
Inspector News	4
Fertilizer Heavy Metal Analysis	5
Practicing What We Preach	7
ISO 17025 update	8
Personnel News	10



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Directors Digest, continues

retailers, research projects and homeowners for a fee. More than 90% of the samples accepted are submitted by Kentucky firms or individuals.

Our four regulatory programs (feed, fertilizer, seed, and milk) plus our two service programs (seed and soil) have been mainstays in our Division for a number of years. Because of the quality of our lab instrumentation and our personnel, we have been sought out for additional duties. Starting in 2016 we signed an MOU with the Kentucky Department of Agriculture to take over the sampling and testing of agricultural lime. This MOU was renewed in 2017. We routinely sample and analyze agricultural lime from about 80 quarries. This sampling is done by our existing inspectors. The information generated from these analyses ensures that the correct amount of lime is used as relative neutralizing value (RNV) of limestone may vary by quarry.

In 2017 we signed an MOU with the Kentucky Department of Agriculture (KDA) to analyze THC in industrial hemp samples. We were designated by the legislature to perform these analyses. We analyzed over 330 samples in the first year of this program.

It would be difficult to put a dollar amount on exactly how much Regulatory Services contributes to the economy of Kentucky because so much of our work is ensuring that the inputs used by consumers are correctly manufactured and labeled. In addition our service work ensures that crop, garden, lawn and pasture production is optimized.

Below are listed some of the benefits of our work and I will leave it to the reader to determine their value:

- Our feed work insures that feed manufacturers receive properly labeled ingredients and that livestock owners are receiving properly mixed and properly labeled feeds (including medications). This ensures that livestock are receiving safe feed which in many cases becomes food on the consumers table.
- Our feed work insures that pets are consuming food that is nutritious and correctly labeled. This is becoming an increasing part of our work with the recent growth in the number of stores selling pet food and treats.
- Our contract work with the Food and Drug Administration ensures that feed is being manufactured in plants that follow good manufacturing practices and helps prevent future incidents of “mad cow disease” which is a human health risk.

- Our fertilizer work ensures that fertilizer is properly mixed and labeled. This has direct effects on crop yields, pasture growth, lawn quality and garden productivity. This benefits both the rural and urban consumer.
- Our seed regulatory work ensures that seeds are what they are supposed to be, will germinate like they are supposed to and are free of noxious weed seeds. Again, this benefits both the rural and urban consumer.
- Our seed laboratory is the only certified seed laboratory in the state and provides valuable services to seed producers, seed distributors and consumers.
- Our milk program ensures that dairy farmers are paid correctly for their milk and provides educational services to producers and milk processors. They also provide help to the growing artisan cheese industry in the state.
- Our soils program ensures that farmers, homeowners and gardeners are putting the correct fertilizer and limestone on the correct field. This helps save cost on inputs purchased and also increases yield.
- Since we are located at the University of Kentucky, all our programs also do work to help support research and extension work.
- The sampling and analyzing of agricultural lime that we do for the Kentucky Department of Agriculture ensures that farmers know how much lime they need to use based on the quarry they purchase it from.
- Analyzing THC in industrial hemp helps support the industrial hemp initiative of the Kentucky Department of Agriculture.
- All of our programs provide educational opportunities for consumers and manufacturers.

We are proud of what we do at Regulatory Services and we do it all with 57 full time employees. We are financed by a combination of state funds and income funds. The income is from inspection fees charged to manufacturers (e.g. \$0.35/ton for bulk feed manufactured, \$0.50/ton for bulk fertilizer) and fees charged for services (e.g. \$6.00 for a routine soil sample). Currently, approximately 35% of our funds are provided by the state.

We hope you find our programs of benefit to Kentucky. We appreciate your support and welcome any input on how we can be of more service.

*Dr. Darrell Johnson,
Executive Director*

COMMERCIAL FERTILIZER VALUES FOR 2018

Under the provisions of Chapter 250.401 of the Kentucky Fertilizer Law, the following unit values are announced for use in assessing penalties of deficient fertilizer.

Nutrient	Dollars/Unit (20 Lbs.)
Total Nitrogen (N)	\$8.55
Avail. Phosphate (P ₂ O ₅)	\$7.15
Soluble Potash (K ₂ O)	
*Tobacco (low Cl)	\$14.29
*Non-Tobacco	\$5.49
Calcium (Ca)	\$6.76
Magnesium (Mg)	\$31.69
Sulfur (S)	\$9.45
Boron (B)	\$109.91
Copper (Cu)	\$166.67
Iron (Fe)	\$16.50
Manganese (Mn)	\$35.71
Molybdenum (Mo)	\$20.20
Zinc (Zn)	\$51.50

Calculation Note:

(1) The *N* value for DAP & MAP was assigned from anhydrous ammonia (AA).

(2) The value of P from DAP and MAP was calculated using the assigned value of *N* from AA.

(3) The final values for *N* and P are weighted averages based on FY 16 (distributed) tonnage for ammonium nitrate, Urea, DAP, TSP, MAP, and ammonium sulfate.

These values are state-wide averages taken from the December 2017 survey. They represent the average of responses from throughout the state for retail value of bulk mixed fertilizers.

If you have any questions, please call me at (859)-257-2785; or, email: smcmurry@uky.edu

*Steve McMurry,
Director of Fertilizer and Seed Programs*

Inspector News

February has arrived and spring is fast approaching. The inspectors have been working the last couple of months completing the FDA Feed Mill Inspections. As you all know the Food Safety Modernization Act has added some additional inspections to the work we do. There are now 4 types of inspections that we conduct for FDA: 1) BSE inspections, 2) Licensed Medicated Feed Mill Inspections, 3) non-licensed Medicated Feed Mill Inspections; that are cGMP part 225 inspections, and 4) cGMP part 507 for any type of feed mill.

The inspectors are making good progress on completing the 50 inspections that we are con-

ducting as part of our FDA work plan. Most of these should be completed by the end of February or early March.

In addition FDA has a new VFD inspection that the FDA staff will be conducting. Currently the Division of Regulatory Services are not conducting these VFD inspections as part of our FDA contract work but will be reviewing your VFD records during feed mill inspections to assist you with compliance.

The VFD drugs require a written Veterinary Feed Directive from a licensed veterinarian. As a feed manufacturer or distributor it is your

Continued on page 5

responsibility to make sure the VFD from the veterinarian has all of the required information before you sell or manufacturer the feed to the livestock producer.

Here is a checklist of the information that is required to be on a completed VFD:

1. The veterinarian's name, address and phone number.
2. The producers name, address and phone number
3. The name of the drug(s)
4. Drug(s) level
5. Duration of use
6. Species and Production of the animals
7. Number of reorders (refills) if permitted
8. Indication for use
9. Caution statement (if any)
10. VFD statement
11. Approximate number of animals
12. Premises (where the animals are located)
13. Special instructions (if any)
14. Affirmation of intent (for combination VFD Drugs)
15. Withdrawal Time (if any)
16. VFD date of Issuance (month/day/year)
17. VFD Expiration Date (month/day/year)
18. Veterinarian's Signature

All parties must retain a copy of this VFD for 2 years after the date of issuance.

If any of the above information is NOT listed on the VFD it is not complete and you should send it back to the veterinarian for the VFD to be completed. You can share this checklist with the veterinarian's you are currently working with if you are receiving VFD's that are not completed correctly.

For more information about VFD's refer to: Guidance for Industry #233: Veterinary Feed Directive Common Format Questions.

The link for this GFI #233 is:

<https://www.fda.gov/downloads/AnimalVeterinary/GuidanceComplianceEnforcement/GuidanceforIndustry/UCM474640.pdf>

There is additional information on the Veterinary Feed Directive (VFD)- U S Food and Drug at the link below:

<https://www.fda.gov/AnimalVeterinary/DevelopmentApprovalProcess/ucm071807.htm>

If you have any questions about any of the inspections please contact your feed inspector or call us here at the office.

Jim True
Inspector Program Coordinator

Fertilizer Heavy Metals Analysis for 2016-2017 Samples

Soils and fertilizer source materials naturally contain heavy metals. Federal, state and industry sponsored risk assessments demonstrate that metals in fertilizer generally do not pose harm to human health or the environment. Heavy metals can be introduced into fertilizer thru the process of recycling industrial wastes or other source materials. As long as the recycled waste materials do not exceed the treatment standards specified as waste (40 CFR 266.20) they can be designated as a beneficial recycling material and fertilizer source. The Association of American Plant Food Control Officials (AAPFCO) has established that phosphate and/or micronutrient fertilizers are adulterated when they contain metals in amounts greater than established limits. These limits are based on the amount of phosphate and/or micronutrient guarantees. The Division of Regulatory Services routinely screens for heavy metals. Our office screens for the following: Arsenic (As), Cadmium (Cd), Cobalt (Co), Molybdenum (Mo), Nickel (Ni), Lead (Pb), Selenium (Se), and Zinc (Zn).

The table on the next page shows the results we found for heavy metal content of several mixed fertilizers as well as fertilizer materials used in the production of custom mixes. For each heavy metal, the first column shows the amount found and the second column (labeled with an L) shows the maximum limit allowed. Our analyses did not find any fertilizers above established limits.

Heavy Metals Analytical Results (in ppm) from 2016-17 Fertilizer Samples
A missing value means that the concentration of element was below detection limits

Grade	As	LAs	Cd	LCd	Co	LCo	Mo	LMO	Ni	LNi	Pb	LPb	Se	LSe	Zn	LZn
2-0-0	11	3808	80	2822	10	75752	10	10200	203	64600	191	15742		6120	212825	
4-6-32	7	1540	3	1141	2	30635	10	4125	153	26125	43	6366		2475	17051	39875
13-13-13	9	1322	3	979	4	26290	6	3540	26	22420	7	5463	3	2124	1874	34220
5-20-20	16	767	4	569	2	15262	5	2055	13	13015	20	3172		1233	2686	19865
8-5-5	1	560		415		11140		1500	2	9500	1	2315		900	150	14500
0-0-21		3696		2739	1	73524	5	9900	28	62700		15279		5940	3	95700
15-10-10	6	448	1	332	3	8912	11	1200	52	7600	1	1852		720	21	11600
4-25-0	1	2800	2	2075	11	55700		7500	33	47500	19	11575	31	4500	209752	
12-40-0	10	1120	15	830	2	22280	8	3000	13	19000		4630		1800	9686	29000
2-0-0	3	3910	3	2898	17	77779	7	10473	84	66329	43	16163	9	6284	30410	101239
7-12-0		1120		830		22280		3000		19000		4630		1800		29000
4-6-3		840		623		16710		2250		14250		3473		1350		21750
4-4-4	6	1109		822	5	22057	22	2970	408	18810		4584	2	1782	310	28710
3-4-4	3	896		664	1	17824	8	2400	23	15200	1	3704	1	1440	485	23200
9-12-12	11	224	1	166	2	4456	16	600	77	3800	2	926		360	78	5800
24-8-16		104		80	1	1088	1	336	3	2000		488		208	537	3360
12-4-8		52		40		544		168		1000	6	244		104	566	1680
11-35-15	1	455		350	1	4760	11	1470	1	8750		2135		910	545	14700
12-10-5	6	1363	6	1010	5	27115	17	3651	35	23123	11	5635		2191	1484	35293
15-9-12		889		659	142	17690	240	2382	5	15086		3676		1429	504	23026
15-15-15	5	195	4	150	1	2040	3	630	8	3750		915		390	71	6300
18-46-0	15	598	9	460	3	6256	17	1932	15	11500	1	2806		1196	135	19320
18-46-0	15	598	24	460	3	6256	23	1932	17	11500		2806		1196	498	19320
19-19-19	7	247	2	190	1	2584	5	798	6	4750	1	1159		494	32	7980
11-52-0	16	676	29	520	3	7072	21	2184	20	13000		3172		1352	147	21840
18-46-0	16	598	4	460	4	6256	12	1932	15	11500	1	2806		1196	57	19320
11-52-0	17	676	19	520	3	7072	23	2184	18	13000		3172		1352	204	21840
18-24-6	11	312	2	240	2	3264	7	1008	21	6000	1	1464		624	30	10080
18-46-0	3	598		460	2	6256	1	1932	4	11500	1	2806		1196	31	19320
19-19-19	8	247	2	190	2	2584	4	798	8	4750		1159		494	27	7980
16-27-14	9	351	11	270	2	3672	10	1134	15	6750		1647		702	129	11340
12-24-24	9	312	2	240	1	3264	7	1008	7	6000	1	1464		624	28	10080
18-46-0	13	598	26	460	2	6256	13	1932	15	11500		2806		1196	329	19320
11-52-0	14	676	23	520	3	7072	18	2184	17	13000		3172		1352	143	21840
18-46-0	17	598	4	460	4	6256	11	1932	17	11500	1	2806		1196	61	19320
12-12-12	5	156	1	120	1	1632	4	504	16	3000	1	732		312	26	5040
24-25-4	9	325	2	250	2	3400	8	1050	11	6250	1	1525		650	46	10500
15-15-15	8	195	2	150	2	2040	5	630	9	3750	1	915		390	38	6300
16-6-16	2	78		60	1	816	2	252	11	1500		366		156	13	2520

No LZn value if Zn is guaranteed
No limit values for potash samples

*Steve McMurry,
Director of Fertilizer and Seed Programs*

Practicing What We Preach

The mission statement of the Division of Regulatory Services states that we are committed to service and consumer protection of Kentucky citizens, businesses, and industries. Sounds like a noble cause, but how do we regulate in a manner that meets our mission statement? Our feed regulatory program focuses on ensuring the safety, suitability and quality of animal feed in producing meat, milk, and eggs for human consumption and products for companion animals. How do we run our program to meet these goals?

Inspection of feed manufacturers and distributors.

- Our 8 inspectors made over 1,000 visits to Kentucky feed manufacturers and dealers in 2017. Over the last 3 years, our inspectors have visited 622 different KY businesses manufacturing and/or distributing animal feed. Understanding on a first-hand basis how firms manufacture and even store animal feed is critical to helping ensure safe feed for our animals.
- Each year, our inspectors conduct 50-80 inspections under our contract with FDA. When operating under this contract, our inspectors are evaluating facilities under federal regulations. However, having KY inspectors with local knowledge of firms and facilities conduct these inspections can be less intimidating for KY feed mills and distributors, especially with an educational approach.

Compliance sampling.

- In 2017, our division processed a total of 3,417 animal feed samples and performed over 34,000 lab analyses. Of these 3,417 feed samples, 3,103 were official samples with product guarantees that were compared to lab analyses for compliance purposes. In 2017, our inspectors collected samples representing 522 feed manufacturers.
- Pet food sampling continues to be a growing focus of our division with 1,385 pet food samples

collected in 2017.

- Feed labels of all samples are reviewed to ensure that consumers know what they are purchasing and how to properly feed the product. The size and scope of our sampling program is designed and carried out to ensure that we collect and analyze a wide variety of feed samples destined for all species.

Service and education.

- Last year, our lab analyzed 104 service samples provided by Kentucky consumers, feed dealers, or manufacturers to answer a question or address a complaint. Our division provided these lab results at no cost.
- On the educational side, our efforts include providing speakers for producer meetings and organizing meetings for manufacturers and distributors in the state on new federal regulations. With changes in the Veterinary Feed Directive rule and the new Food Safety Modernization Act regulations, these educational efforts are critical to allow our firms to continue to provide safe and effective feed for animals and survive in a changing federal regulatory environment.

The Division of Regulatory Services is the only state agency in Kentucky that is charged with ensuring the safety, suitability and quality of animal feed in producing meat, milk, and eggs for human consumption and products for companion animals. Consumer protection is our first priority but we also strive to promote a level playing field that supports all aspects of the Kentucky feed industry.

*Dr. Alan Harrison,
Director of Feed and Milk Programs*

Customer Service-Handling and Complaints under ISO/IEC 17025:2005

The University of Kentucky Division of Regulatory Services laboratory handles thousands of samples a year with precision and accuracy; and we always want to try to improve—either by improving our efficiency or methods of analysis. However, under ISO/IEC 17025:2005, we are required to seek feedback from our customer(s) who are our Regulatory programs. We have to outline a process to receive both positive and negative feedback by a range of communication of an annual customer satisfaction survey to discussions in person or via email. We are fortunate to be located in a facility that houses both our laboratories and Regulatory programs in the same building and under the same leadership. This allows for us to work closely together achieving our goals more smoothly. Although this is a requirement of ISO, it is nothing new because we always work together to try to improve our services for not only our customers, but also to ensure that the needs of the citizens of the Commonwealth of Kentucky are met.

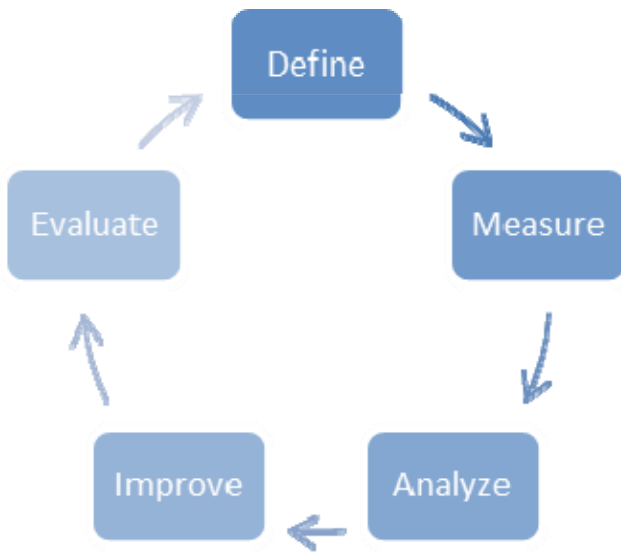
There are specific requirements under the ISO standard to ensure that the needs of the customer are adequately met. Although the laboratory acts as a guide to provide technical advice, the customer is who the laboratory serves and the customer is who requests specific tests or determinations of analytes. The laboratory has a policy and procedure for resolution of complaints. One person is designated to receive and document the complaints. The documented complaints are reviewed by management who ultimately determine if the complaint has merit. If it does have merit, then the laboratory takes a corrective action. If it doesn't, then the laboratory documents the complaint and contacts the client. It is very important to make sure that all the customer complaints are thoroughly documented by keeping records of the investigations and their resolutions. All results should be verified as correct and a thorough review of the analytical data should occur to

ensure that all data is unbiased and correct.

It is important to listen to customer complaints, address complaints, and to help find solutions to problems. When the customer's complaints are addressed successfully, loyalty and goodwill are built. There are a number of techniques to use in responding to customer complaints. It is best to use empathizing techniques, such as: using the Golden Rule, having a sympathetic ear, and summarizing what the speaker says. Try to find solutions quickly. Don't talk about what can't be done, but what can be done. Demonstrate to the customer your concern and the desire to correct the situation as quickly as possible. There are several things to consider during the process if a root cause analysis is needed; such as: people are generally not the ultimate cause of problems, people implement processes, don't waste time looking at surface issues, and use a passive voice to avoid the "blame game".

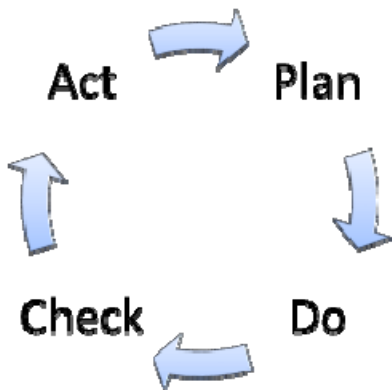
Know the difference between a correction and a corrective action and when to use either of them. A correction is an action to eliminate a detected nonconformity. A corrective action is an action to eliminate the cause of a detected nonconformity. A correction is the immediate action taken to correct a problem and may include making an adjustment, fixing a mistake or repeating an analysis. The purpose of a corrective action is to establish a root cause by digging deeper to find out why the action occurred and how to prevent it from occurring again.

Determining the root cause is finding out what caused the nonconformance. Typically, determining the root cause is done by asking why something occurred while back-tracking to the original cause. However, sometimes why isn't the question to start with. First, you have to define what happened, when it happened, where it happened, and how the overall goals were affected. Ultimately, you need to determine why it happened and what will be done to fix it. Consider thinking of this like the flow cycle shown on the next page:



Where the box labeled “Analyze” represents the question “Why did this happen?” and the box labeled “Improve” represents the question “What will be done to fix it?”. The process is repeated until the problem has been resolved and proven not to return. This is why determining the root cause of a problem is more of a process.

There can be a number of potential causes of root causes of problems. There could be delayed delivery of samples, incorrect collection method, consumables not delivered on time, incorrect method or procedure used for testing, or equipment or calibration failure. Once the root cause has been determined, the corrective action is implemented and the corrective action is monitored to make sure it’s effective. Observations and findings are recorded to see if the adjustment fixes the problem. If the problem occurs again, a different variable is selected to vary. This can be a process as demonstrated below:



Once the solution’s effectiveness has been confirmed, the corrective action is closed and a report is generated to give back to the customer. As you can tell, this is a process and not just a quick fix. By going to such investigative measures and determining any problems are properly addressed, confidence in our services will be established and enhanced.

In conclusion, we at Regulatory Services, take pride in the services we provide to our customers, consumers, producers, and manufacturers. We are continuously trying to improve the services we provide by increasing our analytical capabilities and efficiency. This requirement for customer satisfaction is a high priority for us. We are making sure there is an efficient mechanism in place to identify possible problems and have ways to take action to prevent them. By working together we can provide high quality service to all stakeholders involved. As we progress towards ISO/IEC 17025 accreditation, I will continue to update you.

***Dr. Sharon F. Webb,
Director, Quality Program***

Upcoming Meetings

***Assoc. of Amer. Plant Food Control Officials
(AAPFCO)***
2018 Winter Annual Meeting
February 17-24, 2018
Savannah, Georgia
<http://www.aapfco.org/meetings.html>

Dairy Partners Meeting
Holiday Inn University Plaza
Bowling Green, KY
February 27-28, 2018
<http://www.kydairy.org>

Personnel Notes



As part of a grant we received from FDA we were allowed to hire an accreditation specialist to assist us with our lab becoming ISO 17025 accredited. We are happy to announce that Lauren O'Mara was hired to fill that position and started with us on November 13. Lauren comes to us from the University of Kentucky Veterinary Diagnostic Lab where she worked as a Diagnostic Technician. She has a degree in Animal Science from the University of Kentucky as well as a degree in Medical Laboratory Science from Eastern Kentucky University. Lauren has previous experience with accreditation work and we look forward to her assistance in moving our laboratory programs forward.

Lauren and her husband Aaron live in Lexington along with their 7 year old son Logan and they are expecting another child in August. She indicated that she doesn't have a lot of hobbies but they have recently purchased a 60 acre farm in Anderson County which will certainly take up a lot of time when she is not working with us.

Marilyn Smith wins 2017 Poundstone Award



Marilyn Smith was awarded the 2017 Poundstone Award at our annual Christmas luncheon. Marilyn works as a Staff Associate for our Seed Programs and has been with us since April of 2012. Her tasks include entering data when samples arrive, reporting results, billing for service work, recording payments, maintaining permit and registration lists for regulatory work, distributing stop sale information to firms and inspection staff, and addressing many questions from outside our department regarding seed work.

One of Marilyn's nominators noted: *"Marilyn has to communicate frequently with seed companies regarding issues with seed testing. She is the voice that represents our department in fielding questions and handling issues. Some of these conversations are difficult because they deal with stop sales. She delivers the message with much professionalism and patience."* We appreciate what Marilyn does for Regulatory Services.

Marilyn and her husband Gary live in Lexington. In their spare time they enjoy traveling, gardening, going to concerts, bird watching and boating.

History of the Poundstone Award

The Poundstone Award was created to honor an outstanding employee in the Division of Regulatory Services. The award is named in honor of Bruce Poundstone, who was Director of Regulatory Services for many years. He was nationally renowned for his leadership and innovations in the feed, fertilizer and seed regulatory arena. He was founder of the Feed Microscopy Association, started the AAFCO Feed Control Seminar, and was a participant in the development of the GMP concept for feed manufacturing. Mr. Poundstone was a distinguished leader in the Association of American Feed Control Officials, the Association of American Plant Food Control Officials and the Association of Southern Feed, Fertilizer and Pesticide Control Offi-

Previous Poundstone Award Winners

<u>Recipient</u>	<u>Year</u>	<u>Department</u>
Gary Coleman	2016	Feed/Fertilizer Lab
Stephany Chandler	2015	Reception/Data Entry
June Crawford	2014	Fertilizer
Colleen Steele	2013	Soils
Charlene Vest	2012	Data Entry

Happy 100th Birthday to our Milk Regulatory Program which was established by the Kentucky State Legislature in the 1918 session.

Of course we hope you will celebrate with cake and ice cream to support our Kentucky dairy producers.



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