

Kirstin Whitmire, LVT, (Tx & NY)

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Licensed Veterinary Technician, Certified Bovine Artificial Insemination Technician, Owner/Operator of SK Cattle ranch

Expert Witness Expertise:

- ♦ Rancher, Licensed Veterinary Technician, Certified Bovine Artificial Insemination Technician.
- ♦ Consultant/ Expert Witness in multiple ranching/fencing/animal husbandry legal cases.
- ♦ Expertise in small and large animal husbandry, behavior, ranch and farm management, veterinary medicine, bovine artificial insemination, corporate/animal/veterinary science instruction.
- ♦ Years of experience in veterinary corporate training, multi-unit veterinary hospital management and development, college CVA education, creating and implementing original content for multiple markets, delivering practice-initiated roll outs; providing the technical skills, interpersonal abilities, and hands-on knowledge necessary to succeed in challenging new roles.
- ♦ Expertise in staff learning and development, extensive experience in training and mentoring veterinary employees, and college students to maximize their potential across multiple sites and departments.
- ♦ Experience and innovation to create, deliver and implement practice and self-created training material to a range of employees from veterinary assistants to CEO's, as well as college level CVA instruction.

SK RANCH – 2013-present

Owner- Operator, 2013 – Present

Free range beef cattle ranch, chicken and egg sales, and horses/donkeys on site

Bovine AI Technician – August 2022 – present

Owner/Operator – providing bovine artificial insemination

Guardian Vets – April 2021 – present

Team Lead, Triage Technician and Trainer -

Remote emergency triage for small and large animal hospitals throughout the United States and Canada.

ALVIN COMMUNITY COLLEGE – ALVIN, TX

CVA Instructor – May 2016-March 2022

Initially started as a part time instructor to teach non certified veterinary assistant class. Developed the program into a full time CVA program, added small and large animal clinical sites, proctor State Board exams for TVMA with a current passage rate of 100%.

PET EMERGENCY EDUCATION - Texas

CE Instructor – August 2018- present

Certified Instructor teaching public and private CE classes in Pet CPR and EquiAid Fist Aid/National Disaster and Preparedness (large animal). CEU credits approved.

SEA PAWS VETERINARY SERVICES - DICKINSON, TX

Relief work – 2014- 2022. Ongoing relief days during semesters breaks, on call for emergencies and after hour visits and euthanasia's, until business closed down.

Office Manager, November 2014- August 2016

Manage a small concierge full-service pet hospital. Performed management and credentialed veterinary technician duties, focusing on patient care in client homes. Oversaw training new technicians, and all aspects of business management.

BANFIELD PET HOSPITAL — Houston, TX

1995-2014; Consistent upward mobility to higher positions.

Learning Manager, January 2013 – November 2014

- ♦ Trained and developed 30+ veterinary hospitals, their personnel, and general processes and procedures.
- ♦ Facilitate practice initiatives and protocols, and standardize ongoing and one-time workshops.
- ♦ Collaborated with field leadership to ensure the delivery of need analysis, personalized support, and implementation, and adoption of programs through personal leadership.

Field Trainer, July 2010 – January 2013

- ◆ On boarded, trained, coached, and developed hospital leaders in all needed functions and duties.
- ◆ Partnered with field leadership across 15 different hospitals in order to deliver practice initiatives.
- ◆ Developed and established skill sets for hospital management staff and hospital teams to improve leadership.
- ◆ Created learning materials targeted to challenges and issues faced by specific locations and areas.
- ◆ Recruited, hired and trained the staff members and personnel for all recently opened locations.

Business Partner July 2003 – July 2010

- ◆ Served as the full-time Hospital Operations Manager of a \$2.1M Urgent Care Veterinary Hospital.
- ◆ Followed the guiding pillars of associate engagement, quality medicine and client satisfaction.
- ◆ Successfully managed and supervised up to 6 veterinarians and 30+ para-staff at peak times.
- ◆ Oversaw inventory, para/doctor/client scheduling, supply ordering, asset protection, paraprofessional training and development, equipment maintenance, and hiring, as well as OSHA standard implementation.
- ◆ Successfully managed the location to be the only Urgent Care Facility that turned a profit in 2009.
- ◆ Trained and developed 7 paraprofessionals to move to leadership roles in other Banfield Hospitals.
- ◆ Distinguished as one of few non-doctor leaders out of 800+ hospitals to become a Business Partner.
- ◆ Effectively trained hospital staff members in order to prepare and promote new practice managers.
- ◆ Hired and developed 8 team members that eventually became Practice Managers at other locations.
- ◆ Noted as the most profitable hospital in the region, and the only profitable Urgent Care Facility.

Director of Pet Nursing, 1998 – 2003

- ◆ Appointed by upper management to serve as Interim Team Leader and Interim Opening Trainer.
- ◆ Personally selected by the Field Director to assist with training that included hospitals in both the Houston and New Mexico markets, in addition to running a successful \$1M year hospital.
- ◆ Completed comprehensive hospital assessments, developed strategic training and action plans, and regularly mentored various paraprofessional leaders and trained paraprofessional teams.

Other Current Business Ownership

North Woods Mobile Home Park, LLC – Jersey Village, Texas

Owner-Operator, Feb 2019 – Present

- 23 - unit Mobile Home Park
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Additional Professional Experience

THE ASSOCIATES — Houston, TX

Customer Service Representative, June 1994 – May 1998

- ◆ Provided comprehensive support to clients.
 - ◆ Resolved escalated customer issues with strong interpersonal and negotiation abilities.
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EDUCATION & CERTIFICATIONS

ASSOCIATE OF APPLIED SCIENCE IN VETERINARY TECHNOLOGY

Tomball College, 2003

DOUBLE BACHELORS OF FINE ARTS IN PHOTOGRAPHY AND ART HISTORY

The University of Houston, 2000

Certifications & Professional Coursework:

State of Texas/Texas Veterinary Medical Association (TVMA) certified proctor to both administer state board exams; and to teach Continued Education through state and nationally approved CEU credits in both large and small animal, and for DVM's/LVT's/CVA's in standard medicine/emergency medicine and FEMA large animal disaster, rescue and emergency response

Pet CPR Certified Instructor
Equi-Aid Certified Instructor
FEMA Large Animals in Disasters: Awareness and Preparedness Certified
CERT (Community Emergency Response Team)
CPR Train the Trainer
Frank Communications Certified Facilitator for Veterinarians, Zoetis, March 2013 – Present
Advanced Facilitation Skills, Banfield Pet Hospital, 2012
TVMA Certification to Proctor CVA Courses 1,2 & 3, Texas Veterinary Medical Association, June 2010
Texas and National RVT License, Texas Veterinary Medical Association, May 2003
Facilitation Skills, Banfield Pet Hospital, 2010
Veritas Safe Harbor training
BSA Youth Protection training

Items of special note:

2003 – Externed at Waller Equine Clinic. Owner/Supervisor Dr. Boutros is the equine referral veterinarian in the greater Houston area, and the large animal specialist for the television show "Animal Cops – Houston"
2016-present – Large Animal Clinicals at Gulf Coast Large Animal Clinic. Owner/Operator Dr. Knappe is the only equine veterinarian for the Houston Livestock Show and Rodeo and has been for over 25 years.

PROFESSIONAL MEMBERSHIPS

Texas Association of Registered Veterinary Technicians, Member, May 2002 – Present
North American Veterinary Technician Association, Member, May 2002 – Present
TVMA, Member, May 2002 - Present
American Society for Training and Development Houston, Member, June 2010 – Present
Catholic Daughters of America, Member May 2018 – present
4H council member, 2019-present
BSA council member and treasurer, 2016-present

VOLUNTEER WORK

CCE Instructor of Houston Galveston ArchDiocese – 2015- present
Veritas Instructor of Houston Galveston ArchDiocese – 2017-present
Boy Scouts of America
- Council member and treasurer, Pack 628 of Santa Fe
- Catholic scout merit badge counselor for Houston-Galveston ArchDiocese
- Merit Badge counselor for dog care, veterinary medicine, farm mechanics, horsemanship, pets. 2016-present
4H Mom – archery team/shotgun and shooting club/beef cattle/breeding cattle/goats and chickens – 2019 - present