

--- Today's Date ---

03/20/2025

--- Name of 501(c)(3) Organization ---

Kentucky Equine Management Internship, Inc.

--- Federal Tax-Exempt ID# ---

61-1337087

--- Year Established ---

1998

--- Amount Requested ---

\$10,000

--- Name of Executive Director ---

Leslie Janecka, Coordinator

--- Mailing Address ---

4079 Iron Works Parkway

Lexington, KY

40511

US

--- Email address ---

lesliej@kemi.org

--- Work Phone # ---

+18592772512

--- Organization's website ---

<https://www.kemi.org>

--- Upload all supporting documents required for your application and your organization's most recent filed IRS Financial Statements (#990): ---

<https://www.terfusa.org/wp-content/uploads/wpforms/809-a07c4cb3463c1ac16da216b7fda5277e/KEMI-2023-Form-990-f4d66465e5e7383c6d33266a0fc0dd16.pdf>

--- Farm/Facility Name ---

Kentucky Equine Management Internship, Inc.

--- Farm/Facility Physical Location (City, State, Zip) ---

4079 Iron Works Parkway, Lexington, Kentucky 40511

--- Farm/Facility Mailing Address ---

4079 Iron Works Parkway

Lexington, KY

40511

US

--- Contact Name and Title ---

Leslie Janecka, Coordinator

--- Contact Work Phone ---

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--- Contact Email ---

lesliej@kemi.org

--- 1. Brief mission statement and describe the distinguishing features of your organization that supports the mission of TERF and the relevance to this proposal. ---

The Kentucky Equine Management Internship (KEMI) was established with the support of the central Kentucky Thoroughbred industry to provide a structured internship to college students that not only would introduce them to the various careers within the industry but that would also meet the requirements of college programs that require internships for their students and help offset some labor issues on the area farms. The internship serves a structured program that meets the needs of students and offers them an entry into the industry. Interns work full-time on area Thoroughbred farms and attend weekly educational lectures/activities to introduce them to the industry as many are very new to the Thoroughbred industry.

Since accepting the first group of interns in the Spring of 2000, the Kentucky Equine Management Internship (KEMI) has hosted 1135 interns hailing from all 50 states, Puerto Rico and 21 foreign countries. We do this on a very limited budget. With very few exceptions, KEMI has existed with only ONE paid employee, our Coordinator, Leslie Janecka, who was hired in 2001. The funding for the program is funded primarily from student tuition (currently \$2500) and a few donations. We have very little overhead as the office, utilities (including internet) is donated by KTA-KTOB. Our main expenses other than the Coordinator salary and insurance (no retirement plan is provided) are recruitment expenses (travel, website, etc.) and activities related to the initial Orientation week activities for the interns. All KEMI Board members serve voluntarily with no compensation and weekly lectures are given at no cost by local industry professionals.

--- 2. Briefly outline 3-5 goals for the requested funds and how these goals support your mission. ---

We have been notified that beginning this year (2025) the State of Kentucky will be providing funding up to \$250,000 per year to support KEMI as "Equine Management Training" / workforce development! However, these funds will not be available until later in 2025. Due to the recent pandemic, enrollment in the program was well-below our target number of 50 interns/year which is the number that has kept us sustainable.

During and immediately after the pandemic, KEMI struggled to make ends meet with the lower enrollment due to the pandemic and that is when the local Thoroughbred industry asked the state for assistance. The funds we are requesting from TERF are needed to

sustain the program until the state funding arrives and we can become sustainable once again.

Long-term goals are to add an additional full-time person who can transition to replace the current Coordinator when she decides to retire. She has been with the program for more than 24 years, almost as long as we have been accepting interns. Hopefully, we can also reduce or eliminate the tuition costs for interns and/or offer scholarships to interns.

Interns in the KEMI program come from various backgrounds, but they all have one thing in common: the love of the horse. Many cannot find full-time employment with horses in careers that are financially sustainable. They come to KEMI and Kentucky to explore options/opportunities in the Thoroughbred industry. Interns can be currently enrolled in college or recent college graduates. Roughly 20% of our interns return to college to finish their degrees, about 25% are accepted into Veterinary or Graduate School and around 50% are retained in positions within the Thoroughbred industry on farms, veterinary clinics, feed companies, insurance companies, at the racetrack as trainers, exercise riders or jockeys or take positions in aftercare.

We are proud that we can offer this internship to students who might have otherwise left the equine industry due limited opportunities.

--- 3. Provide a detailed description of the proposed project, how it is related to the mission of TERF and how it will impact the health and welfare of the horse. (Note: research applications should be understandable to a non-scientific audience and include sufficient detail and rigor for the scientific reviewers.) ---

On a yearly basis, KEMI publishes two newsletters that are distributed to an extensive list of colleges/universities with animal science and/or equine science program or that have equestrian, rodeo, polo or other horse-related clubs/teams. The Coordinator also travels to many (usually around 70/per year) colleges to speak to prospective interns. Travel to recruit Fall session (June-December) interns (focus is on sales, marketing and early training) takes place between February and April. Travel to recruit Spring session (January-June) interns (focus is on reproduction and breeding) takes place from August to October.

The campus visits give an overview of all facets of the Thoroughbred industry to educate the students and their professors who may not be familiar with the Thoroughbred industry, and invites interested students to apply to the program. The yearly budget for the travel is approximately \$35,000 and for the publication/distribution of the newsletter is \$10,000. As stated, we are seeking funds to help cover some of our expenses until the state funding arrives. We feel that a \$10,000 grant would go a long way to assist with what funds we currently have in the budget.

--- 4. Provide a timeline detailing the expected progress of the project and specific milestones. ---

The Spring Newsletter is at the printer right now and should be available for distribution in April. The Coordinator is traveling now through the end of April seeking interns for the upcoming Fall session. Applications for Fall are due April 30th. The process will begin again in August as we work on the Fall Newsletter for distribution in late September. Travel to recruit Spring interns will begin once classes are in session at the college/universities in late August. The deadline to apply for the Spring 2026 session is October 31, 2025.

Once applications are in, we can estimate what our income will be and will determine what we will have for funding future recruitment.

--- 5. Provide a detailed budget for the projected use of the funds. (Note: no funds will be provided for administrative overhead or capital spending; TERF reserves the right to modify funding based on Foundation requirements). Attach budget to submitted proposal as needed. ---

\$5000 will go toward offsetting the Fall travel to recruit Spring interns

\$2500 will go towards offsetting the Fall interns Orientation expenses

\$2500 will go towards publication/distribution of the Fall Newsletter

--- 6. Provide a list of all other sources of funding and the amount(s) received. ---

To keep KEMI afloat, we anticipate we need approximately 50 interns per year ($\$2500 \times 50 = \$125,000$). This along with anticipated donations outlined below maintain the program with very little room for any unexpected expenses. At this time, it would not be prudent to raise tuition. The cost of the tuition has been one reason some student choose NOT to apply to the program- the long term goal will be to reduce or eliminate tuition and/or to provide scholarships to interns.

During the recent pandemic, due to travel restrictions (interns to the program and the Coordinator for recruitment) our interns numbers declined:

2019 - 63 interns (Tuition = \$157,500)

2020 - 50 interns (Tuition = \$125,000)

2021 - 51 interns (Tuition = \$127,500)

2022 - 38 interns (Tuition = \$95,000)

2023 - 32 interns (Tuition = \$80,000)

2024 - 46 interns (Tuition = \$115,000)

Ordinary expenses to operate the program do not vary based on numbers of interns, but when numbers declined, what little surplus of funds we had were depleted. The good news is we are on track to meet the 50+ number of interns for 2025!

Other than tuition, approximately \$25,000/year is provided by the Kentucky Thoroughbred Farm Managers Club (KTFMC), we apply for a TCA grant and Keeneland (through Juddmonte's sponsorship of the Spinster Stakes) provides \$10,000.

If we are able to hire an additional staff person, we hope to seek out other sources of funding (grants, sponsorships, etc.) However, with only one employee, at the present time, this is limited.

--- 7. Briefly summarize your charity's past public education and research efforts. ---

On a yearly basis, the Coordinator visits approximately 70 college campuses across the United States to educate students and faculty about the Thoroughbred industry. She also attends at least one equine-related conference each year (NAEAA - National Association of Equine Affiliated Academics; ESS - Equine Science Society; ACHA - American Collegiate Horsemen's Association; AYHC - American Youth Horse Council). Many times at these conferences, the Coordinator provides information about the Thoroughbred industry to people who are unfamiliar with the industry. She is also often an invited speaker to give updates on the KEMI program. KEMI also has an Instagram, Facebook and X presence where videos are posted by the current interns to describe what it is like to work within the industry (primarily on the farms as interns) to help educate prospective interns.

As a part of the KEMI curriculum, interns dedicate one day each month to volunteer at Thoroughbred related charitable organizations as part of our outreach (Old Friends, Our Mims, Thoroughbred Retirement Foundation, Secretariat Center, Blue Grass Farms Charities, etc.)

Work is in progress to analyze data from the more than 1500 applicants to the program (from years 2000 to present) to recognize trends of college students enrolled in equine programs (sex, background, previous horse experience, membership in groups such as 4H, FFA, equine clubs, etc.) The data will hopefully be published and presented in 2026 and will be useful for colleges and the equine industry in general as we all seek to find future employees.

--- 8. If you received funding from TERF previously, describe how these funds were used and outcomes achieved. Include any relevant publicity your charity received relating to the funding. (i.e.: media coverage, such as news articles, scientific publications, provide links to copies, as appropriate). ---

TERF granted KEMI \$5000 in 2014 and in 2017.

For both of these grants, the funds were used primarily to offset costs associated with providing the internship to students (Recruitment, Orientation to the industry, etc.)

--- 9. List other organizations or major contributors that have provided funding to your organization in the last calendar/fiscal year. For research grant applications, provide a list of all current funding relating to your current proposal. ---

For fiscal year 2024 the following contributions were made to KEMI:

KTA-KTOB \$2500 (plus free use of office space, conference room, utilities, etc.) Breffni Farm (Garrett O'Rourke) \$5000 Keeneland Association \$5000 Seattle Slew Grant \$5000 (earmarked for updates to computers, technology, etc.) Juddmonte Farms \$7500 Thoroughbred Charities of America \$10,000 Kentucky Thoroughbred Farm Managers Club \$25,000

--- 10. Name a responsible person with whom TERF may communicate regarding specific questions and who will be responsible for follow-up information regarding the project. ---

Leslie Janecka

--- 11. Provide appropriate references to support the proposed research. ---

NA

--- 12. How many Executive Staff and Board of Directors does your organization have? ---

--- Director Name (1) ---

Donnie Snellings, President

--- Director Address (1) ---

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--- Director Work Phone (1) ---

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--- Director Name (2) ---

Randy Gilbert, Vice President

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--- Director Work Phone (2) ---

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--- Director Name (3) ---

Laurie Lawrence, Ph.D, Secretary

--- Director Address (3) ---

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--- Director Work Phone (3) ---

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--- Director Name (4) ---

Jackie Smith, Treasurer

--- Director Address (4) ---

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--- Director Work Phone (4) ---

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--- Director Home Phone (4) ---

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--- Director Name (5) ---

Beth McAllister, Assistant Treasurer

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--- Director Work Phone (5) ---

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--- Director Home Phone (5) ---

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--- Director Name (6) ---

Danielle Austin

--- Director Address (6) ---

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--- Director Name (7) ---

Michael Banahan

--- Director Address (7) ---

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--- Director Home Phone (8) ---

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--- Director Name (9) ---

Charles Campbell

--- Director Address (9) ---

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--- Director Name (10) ---

Caitlin Fletcher, DVM

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--- Director Name (11) ---

John Rasmussen

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--- Director Name (12) ---

Johnathan Smyth

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--- Director Work Phone (12) ---

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--- Director Home Phone (12) ---

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--- 1. Name - Job Title ---

Leslie Janecka, Coordinator

--- 1. Salary ---

\$87,200

--- 1. Duties ---

All duties related to recruitment and retention of interns and host farms. Publication of twice-yearly newsletter, maintenance of website and social media, all correspondence, etc. She is the only paid employee of KEMI.

--- 2. Name - Job Title ---

NA

--- 3. Name - Job Title ---

NA

--- 4. Name - Job Title ---

NA

--- 5. Name - Job Title ---

NA

--- 14. Add additional Information and Notes: ---

Directors serve on a voluntary basis with no compensation. Whenever volunteers are needed to help send out newsletters, we recruit them from graduates of the program and they do so on a voluntary basis with no compensation.