



2019- 2020 RULES AND REGULATIONS

The Mustang Heritage Foundation, in partnership with the Bureau of Land Management's Wild Horse and Burro Program, created the Trainer Incentive Program to cultivate private trainers to gentle mustangs and/or burros and place them into private care. Individuals are responsible for all costs associated with the humane care of the animals while in their possession, including facility maintenance/repair, veterinarian care, farrier or disposal costs, and feed/grain and other needed supplements. Only approved trainers may pick up mustangs and/or burros for the Trainer Incentive Program. Trainers are compensated the set fee once the mustang and/or burro is placed into private care and all MHF and BLM paperwork is complete.

OVERVIEW:

- Only approved trainers may pick-up, train and place animals through the Trainer Incentive Program. Interested trainers may apply to become an approved TIP Trainer by completing and submitting the TIP Trainer Application that can be found online at www.mustangheritagefoundation.org.
- Eligibility is on an annual basis. A renewal notice is sent out to all active TIP trainers September of every year, and must be completed in order for that trainer's TIP status to continue as "Active". Trainers who were not active will be asked to re-submit a completed application.
- BLM Employees and MHF Employees along with their immediate family are not eligible to participate in the Trainer Incentive Program. Additionally, any program employees who actively work for the BLM either directly or indirectly through prison training programs or other BLM agreements are ineligible for the TIP program.
- Trainers must be at least 18 years of age.
- Trainers must have a current Mustang Heritage Foundation Membership.
- Trainers must have no prior convictions for violence, inhumane treatment of animals or for violations under the Wild Free-Roaming Horses and Burros Act of 1971.
- Trainers must be able to demonstrate, through the application, that adequate feed, water, and facilities are available to provide humane care of any animal(s) accepted through this program.
- Trainers must house the animal(s) in the United States.
- The trainers' facility and trailer must meet BLM's minimum requirements (please refer to Minimum Facility Requirements on Page 2). Trainers will be responsible for transportation of the mustang/burro(s).
- Trainers must demonstrate, through the application, a track record of successfully gentling/training animals using least resistance training methods (natural horsemanship gentling techniques.)
- Trainers must understand that until titled by the BLM, the animal cannot be sold, traded or given away. Nor can they be neglected, abandoned, inhumanely treated, or used as bucking stock or for other commercial purposes.
- In the case of serious injury or death of the mustang or burro, trainers are required to notify the MHF TIP Director and BLM OOJ within 24 hours of the occurrence. Trainers will be required to submit a veterinarian's report to MHF and BLM OOJ within 24 hours. All costs to be covered by the trainer.
- Trainers must have the mustang/burro(s) in training for a minimum of 10 days before completing the adoption or purchase process. Trainers are encouraged to locate an interested applicant within 90 days. Mustang and/or burro(s) must be adopted/purchased or returned to BLM within 150 days of pick up or payment will not be made to trainer. Trainers will not be compensated for animals that are adopted or purchased by the trainers themselves.
- Trainers are encouraged to have all of the gentling requirements met before an application is finalized with the BLM. Applications may take up to 14 days to process. Gentling requirements include: animals must be leading, loading in a trailer, allowing human contact for grooming, picking up all 4 feet.
- In order to receive payment, trainers must submit to the MHF office the Invoice for TIP Payment form as well as the Training Assessment form (to be completed by the applicant) within 60 days of the adoption/purchase agreement being signed. Failure to do so will delay or forfeit the payment process.
- TIP trainers and any animals picked up within the Trainer Incentive Program are ineligible for BLM's Adoption Incentive Program.

REQUIREMENTS:

1. Minimum Facility Requirements

Corral

Measurements: Approved Trainers must provide a minimum of 400 square feet (20 feet x 20 feet) for each animal adopted/purchased. "Fence broken" **adult** mustangs need to be maintained in an enclosure at least 6 feet high, **0-18 months old** 5 feet high and **burros** 4.5 feet high. Ungentled animals should not be released into a large open area, such as a pasture, as the animal may not be easily re-caught for training or veterinary care. However, once the animal is gentled, it may be released into a pasture or similar area. **Materials/Construction:** An acceptable corral must be sturdy and constructed out of materials such as; poles, pipes, or planks (minimum 1.5 inches in thickness) without dangerous protrusions. Barbed wire, large-mesh woven, stranded and electric materials are not acceptable for fencing. Posts must be a minimum of 6 inches in diameter and spaced no farther than 8 feet apart. Horizontal rails should be 3-inch minimum diameter poles or planks at least 2" x 8". If poles are being used, there should be a minimum of five horizontal rails, and with 2" x 8" planks, there should be at least four rails. No space between rails should exceed 12". All rails should be fastened to the inside of the post with either heavy nails or lag screw. A shelter must be provided for your mustang and/or burro(s) in cases of inclement weather and temperature extremes. Contact your administering BLM office for shelter requirements- Applicants will not be approved until all facility requirements are met. **For more information on BLM facility and shelter requirement visit blm.gov/whb and click on adoption requirements under Important Documents.*

Trailer

Mustangs and/or burros must be transported in a stock-type trailer with a rear swing gate. The trailer must have the following: A covered top, sturdy walls and floors, with a smooth interior, free from any sharp protrusions, ample head room, adequate ventilation, removable partitions or compartments to separate animals by size and sex, if necessary and the floor must be covered with a non-skid material.

2. Trainer Approval & Conduct

- Interested trainers must complete the Trainer Incentive Program Application found at www.mustangheritagefoundation.org and submit it to the MHF office or online. You will be contacted within two weeks by the MHF via phone, email or mail letting you know if you have been accepted. The BLM office of jurisdiction prior to MHF approval may also contact you to discuss your facility, however final approval will come from the TIP Director.
- Once approved as a trainer, an acceptance packet will be sent out via email and mail containing program information, rules, policies, and more.
- Please be reminded, as an approved trainer within the Trainer Incentive Program you represent many things. You represent yourself and your abilities as a horse trainer, the mustangs/ burros you train, the Mustang Heritage Foundation as an organization and the Bureau of Land Management. By participating in this program you naturally become an ambassador for our mission of increasing the awareness and placement of mustangs. As you may or may not know, the management of America's wild horses and burros is a very complicated and serious issue. As an ambassador, you have the opportunity to rise above the controversy to encourage the adoption and training of mustangs and burros. This could be through the way you train your TIP animals, the way you speak to any potential adopters or purchasers, or even how you interact with others on social media. With this in mind, trainers within the Trainer Incentive Program are held to higher standards, and are expected to follow a certain level of conduct.
- This includes, but is not limited to:
 - portraying least resistant and humane training methods while working with mustangs and burros.
 - maintaining a professional and informative relationship while working with any potential adopters/ purchasers.
 - fostering positive and professional relationships while working with BLM and MHF staff.
 - creating a positive and professional environment on social media through appropriate posts, photos, comments, etc.
- The eligibility of any TIP trainer who is found to be portraying the Trainer Incentive Program, MHF, BLM, or other MHF trainers or adopters negatively may be re-evaluated.
- TIP trainers who have concerns regarding the health and welfare of animals in other TIP trainers or adopters care should report their concerns directly to the TIP Director.

3. Mustang/Burro Selection and Pick Up

- The approved trainer will be responsible for scheduling an appointment 48 hours prior to the requested appointment date with the BLM to pick up TIP eligible animals for training. Mustangs and/or burros will be available at BLM facilities or BLM satellite events (inventory may vary). Trainers are not required to pay any adoption fees when picking up mustangs or burros.
- Mustangs used for this program will generally be mares, geldings, and burros 2 years and older. BLM will have final say on animal availability.
- BLM will provide the TIP trainer with the original health papers. These are to be given to the approved adopter/purchaser or returned to BLM with the animal.
- At no point in time will available animals be held for TIP trainers.
- Approved trainers are also able to pick up from certain Storefronts. It is the TIP trainer's responsibility to:
 - Contact MHF & BLM to confirm the approved number of TIP animals/ total number of untitled animals they are approved to pick up at that point in time.
 - Contact their BLM OOJ and request a Foster/ Care Training Agreement prior to picking up. This form must be completed and returned to the BLM OOJ within 24 hours of animal selection and pick up.
 - Contact the Storefront to make an appointment
- Trainers will not contact BLM or approved Storefronts about picking up animals until the application has been officially approved by MHF.

4. Care

Trainers are required to:

- Provide adequate and good quality feed and water for each animal on a daily basis to maintain a BCS of 4-6 at all times. All costs to be covered by the trainer.
- Provide adequate and good quality health care for each animal - this includes but is not limited to all veterinarian and farrier needs. All costs to be covered by the trainer.
- In the case of serious injury or death of the mustang or burro, trainers are required to notify the MHF TIP Director and BLM OOJ within 24 hours of the occurrence. Trainers will be required to submit a veterinarian's report to MHF and BLM OOJ within 24 hours. All costs to be covered by the trainer.
- Arrange to have any deceased or euthanized animals disposed of in accordance with all state or local ordinances / requirements. All costs to be covered by the trainer.
- Contact a farrier, if farrier care is needed. All costs to be covered by the trainer.
- Maintain possession of the animal until it is released by the BLM to the new adopter, purchaser, or returned to a satellite adoption or designated BLM Holding Facility. If returning the animal, you must contact BLM to coordinate and discuss the nearest BLM location for return.
- Individuals are responsible for all costs associated with the humane care of the animals while in their possession, including facility maintenance/repair, veterinarian care, farrier or disposal costs, and feed/grain and other needed supplements. None of these costs will be reimbursed by MHF or BLM.

5. Training

TIP Trainers are required to:

- Gentle/Train the animals for a minimum of 10 days before an adoption/purchase application is completed with the BLM.
- Gentle/train the animals using least resistance training methods (natural horsemanship gentling techniques).
- Gentle/train the animals to meet the three minimum gentling requirements within the program: halter, lead and groom the animal, pick up all four feet and load/ unload into a trailer. These are the **MINIMUM** training requirements. Trainers are encouraged to have all of the requirements met before an application is submitted to the BLM.

- Provide the approved applicant with the Training Assessment Form. This form is for the adopter/ purchaser to complete by initialing next to each gentling requirement that has been met. If the adopter/ purchaser is taking the animal before the three gentling requirements have been met, they will initial next to that option indicating that they are taking the animal in its current state of training.
- Trainers are not allowed to ride any animal 2 years old or younger.

6. Advertising

Trainers are expected to positively portray and represent the BLM Wild Horse and Burro Program and the Mustang Heritage Foundation at all times. This includes paid and free advertising as well as the use of online and social media outlets. Trainers are responsible for soliciting qualified adopters/purchasers, however the BLM will be responsible for approving adopters/purchasers.

Identifying Potential Adopters/Purchasers

Once approved for the program the MHF will provide you with the following:

- Sample Press Release
- Sample Ad to be used for print advertisements (newspapers, magazines, classifieds) as well as online advertisements
- TIP Facebook Group Instructions to help trainers fully utilize the online adoption gallery
- A listing as an approved TIP trainer on the MHF Website
- Sample Poster/Flyer to be used to attract potential applicants.

These may all be used to assist trainers in searching for an interested applicant. If additional assistance locating an interested applicant is needed, please contact the TIP Director.

Training & Adoption/Purchase Fees

- Trainers cannot advertise animals as FOR SALE, unless notified by BLM that the animal is sale eligible. The adoption or purchase price must be advertised as \$125 made payable to the Bureau of Land Management.
- Trainers cannot charge any type of “holding”, “deposit” or “application” fees. **Adopters/purchasers are only required to pay the \$125 BLM adoption/purchase fee. After the adoption/purchase is complete, trainers and adopters/purchasers may enter into private arrangements for continued training, boarding, etc.** Please contact the TIP Director for additional suggestions on appropriate wording for advertising.
- Some of the animals within the TIP program may be sale eligible, meaning they will be purchased rather than adopted. The BLM will notify you if a horse or burro you select for training is sale eligible. The TIP process is still the same for sale eligible animals: the gentling requirements, purchase price (\$125), and process do not change.
- The BLM is responsible for approving all applicants interested in adopting or purchasing a TIP animal. BLM staff will review applications in the order which they are received.

7. Adoption/Purchase Process & Timeline

Please note: *If the trainer refers an interested applicant to BLM to adopt or purchase an animal and the application is approved that adoption or purchase of the animal will continue unless BLM finds cause for reversing the approval. Once both trainer and adopter complete all MHF and BLM required paperwork, the trainer is obligated to release the animal to the BLM approved adopter/purchaser.*

1. Once animals in training are gentled and have met the minimum training requirements, an adopter/purchaser should be identified. **At this time, if you have not already, we recommend posting photos of your TIP animal(s) to the online gallery found on the TIP Facebook Group, Trainer Incentive Program – TIP.*
2. Once the trainer has identified a potential adopter/purchaser, trainers should provide the applicant with the following information:
 - a. A copy of the BLM adoption or purchase application (available on the Trainer Incentive Program – TIP Facebook page or online at <https://www.blm.gov/programs/wild-horse-and-burro> and www.mustangheritagefoundation.org). This application is NOT to be handled by the TIP trainer, as it contains Personal Identifiable Information (PII). Adoption or purchase applications are to **only** be

completed and handled by the adopter or purchaser, and submitted directly to their BLM OOJ. Adopters/purchasers should be instructed to include the animals freeze mark(s) and TIP trainers' name at the top of the application.

- b. Mailing address for the adopter or purchasers BLM office of jurisdiction Adopters are responsible for submitting their completed application to their BLM office of jurisdiction. BLM facility information including mailing address and fax numbers can be found at www.mustangheritagefoundation.org.
 - c. A copy of the TIP Adopter Info Form. This can be found in your acceptance packet and online at www.mustangheritagefoundation.org.
3. Once BLM has received the application they will review it within 14 days and, if approved, will mail the adopter/purchaser a Private Maintenance and Care Agreement (PMACA) or Bill of Sale (BOS). This form is to be signed by the adopter/purchaser and returned to the BLM, along with a check for the minimum adoption fee of \$125.00 (made payable to the BLM). A return envelope will be provided. Trainers should communicate with adopters/ purchasers to obtain application status updates, and encourage them to sign and return any paperwork in a timely manner.
 4. Once BLM has received the signed PMACA /BOS they will provide the adopter or purchaser with a packet to include:
 - a. A receipt for the paid adoption/purchase fee
 - b. A copy of the signed and approved PMACA for adopted animals.
 5. Once the adopter or purchaser has received the above from the BLM, the adopted/purchased animal may be released to the adopter/purchaser of record. BLM/ MHF will notify the TIP trainer of the completed adoption/ sale.
 6. It is not required but is recommended that both trainer and approved adopter/purchaser be on-site for the transfer.
 7. The BLM will notify MHF of any completed adoptions or sales
 8. Trainers must complete and submit the Invoice for TIP payment to MHF.
 9. Trainers must have the applicant complete and sign the Training Assessment Form. This form should be submitted to MHF with the TIP Invoice for Payment.
 10. **Upon receipt of both forms, and notification of a completed adoption or purchase by BLM, trainers will be eligible for payment.** Payment is made within 10 days of receipt of all required documents. Please notify MHF of any change in address or personal information. If TIP Invoice and Assessment Forms are not submitted to MHF within 60 days of a completed adoption or purchase, payment may be forfeited.
 11. Trainers will not be compensated for animals that are adopted or purchased by the trainers themselves.

Trainers are encouraged to find an applicant within 90 days. If an adoption or purchase has not been completed by the 90th day MHF will contact the trainer to discuss the situation and ascertain a progress plan. MHF may extend the training contract for 30 days. If there is no completed adoption or purchase by day 120, MHF will give the trainers a "30 day" return notice. Any un-adopted or purchased animals may be returned, by appointment, to a designated BLM facility. Animals that are returned to the BLM facility before day 150 are still eligible for reimbursement of up to \$200 in training costs. Animals must be adopted or purchased OR returned to BLM within 150 days of pick up. Any animals not adopted or purchased by day 151 MUST be immediately returned to the nearest BLM facility.

8. TIP Payments

- Upon receipt of the Training Assessment Form and Invoice for TIP payment, Trainers will be paid the set fee. Mustangs of all ages will be paid at a flat rate of \$1,000. Burros of all ages will be paid a flat rate of \$750.
- TIP animals that are adopted without meeting all three training requirements will be paid a flat rate of \$500. This is to be indicated by the adopter/ purchaser on the Training Assessment form, as well as by the TIP trainer on the Invoice form.
- In most cases (excluding holidays or other unforeseen circumstances) payments are made once a week, typically on Thursdays and will go out in Friday's mail.
- **RETURNS:** Trainers will receive \$2 per day for no more than 100 days for animals that are NOT adopted/purchased and are returned to BLM. The Invoice for TIP return payment must be submitted within 7 days of the return in order to receive payment.
- **PREGNANT ANIMAL:** If a jenny or mare foals during training, the trainer may receive compensation at \$2/ day at a maximum of 100 days for the foal's care until the mare and foal are adopted. The trainer is responsible for submitting a completed TIP Invoice Form to MHF in order to receive the mentioned compensation.

Animals must be adopted or purchased and/or returned to the BLM within 150 days of pick up. Furthermore, there will be no TIP payment submitted to trainers after 150 days.

9. NOTICE (Non Compliance)

Participation in the Trainer Incentive Program and any other program offered by the Mustang Heritage Foundation is strictly INVITATIONAL. Therefore, if the Mustang Heritage Foundation determines (at any time) that a trainer is not meeting or exceeding our moral code or professional expectations, stated formally or not, the Foundation reserves the right to remove them from any and all programs immediately. In this case trainers would not receive payment for any time, travel, or effort incurred. All determinations of the Mustang Heritage Foundation are final.

Examples of non-compliant behavior are listed below:

- Injuring or killing an animal as a result of inhumane treatment or handling
- BLM-documented compliance issues or repossessions
- Lack of adopter/purchaser satisfaction (as documented by complaints to MHF)
- Failure to appropriately identify the animal(s) as available for adoption/purchase
- Negatively portraying the MHF TIP program, BLM Wild Horse & Burro Program, or other MHF trainers
- Negatively portraying the trainability/versatility of the mustang or burro
- Failure to communicate with the MHF regarding TIP animals in your possession
- Failure to return un-adopted/sold animals to the BLM within 150 days of pick up
- Numerous returns of un-adopted/sold mustangs or burros or multiple failed adoptions/purchases