

TEXAS LONGHORN BREEDERS ASSOCIATION OF AMERICA

Board of Directors Meeting

November 22, 2021, 7:00 p.m. CST

via teleconference

Roll Call

<u>Division A</u>	<u>Division B</u>	<u>Division C</u>
✓ Mark Hubbell	✓ Keith DuBose	✓ Justin Georges
✓ Tom Smith	✓ Ross Ohlendorf	x David Edwards
x Deb Lesyk	✓ David Wars	✓ Mike Lucas
x Todd Spaid	✓ Kevin Rooker	
✓ Johnny Hicks	✓ Russell Fairchild	
✓ Matt Durkin	✓ Sandi Nordhausen	14 present
x Reid Tolar	✓ Stephen Head	5 absent
✓ Dora Thompson	x Mike McLeod	

Agenda Item #4: Horn Showcase Complaints

Russell Fairchild reviewed problems with the configuration of the lanes, panels, gates, etc. which made cattle movement difficult, thereby slowing down the event. Per Russell, Will Rogers Memorial Coliseum (WRMC) personnel changed the configuration from the plan that had been agreed to before the event. There was a roping in the adjacent arena and the flow pattern was changed to accommodate the roping event.

Per Dora Thompson, the cattle handlers did a poor job of handling Texas Longhorn cattle. Per Dora, the handlers were inept at moving cattle in and out of the sale ring. According to Russell, the two guys inside the sale ring were volunteers from the Horn Showcase committee and were not part of the crew hired to handle cattle.

Ross Ohlendorf asked about the auctioneer and an incident that was being widely discussed on social media. Keith stated that the auctioneer used a racial slur during the course of the sale in an effort to increase the bid amounts. Several people in the audience objected to the comment. When the comment was brought to his attention, the auctioneer gave an apology, but it was the type of apology that was not considered to be sincere by many people.

Since the event, the Horn Showcase Committee (HSC) has met to review the weekend. One of the committee's decisions was to not use Brian Marlin (auctioneer) or Clayton Hoff (cattle-handling crew) for future events. Tom Smith made a motion that the TLBAA Board of Directors support the HSC in not hiring Brian Marlin (auctioneer) or Clayton Hoff (cattle-handling crew) for future events. The motion was seconded by Mike Lucas. The motion passed.

Agenda Item #3: Russell Fairchild Grievances

Chairman of the Board, Keith DuBose, presented several documents to the Board of Directors prior to the meeting regarding complaints against Russell Fairchild. One of these documents was an e-mail to Keith from James "Buster" Butler stating that the HSC had made a "Unanimous Vote and Decision of, No Confidence, and to remove Russell Fairchild (the Liaison) from all of our doings moving forward." Mr. Butler further requested that "this decision is implemented at your earliest convenience so that the committee can move forward". A second document entitled "Submitting a complaint to the Ethics and Grievance Committee" was submitted by Johnny Hicks.

In response to these documents, Keith formed a grievance committee to investigate the allegations. The selected committee will consist of Matt Durkin (Division A, and TLBAA Director), Terry Adcock (Division B) and Matt McGuire (Division C). Keith will forward all of the documents to the Grievance Committee and they will be charged with investigating the issues in the complaints and reporting back to the Board of Directors with their findings and any recommendations.

Additional Item: Staff Compensation

Keith stated that he had reviewed job descriptions with each of the TLBAA employees. He further stated that the staff had not received raises in 5 or 6 years and that the employee portion of the insurance cost was eating away at the employees' net pay. Keith recommended a 10% pay raise for all staff members. He stated that this would cost the TLBAA about \$2,000 per month.

Ross Ohlendorf made a motion to offer a 10% raise to each current TLBAA employee who was employed with TLBAA on January 1st, 2021 (1/1/21). This motion was seconded by Sandi Nordhausen and was passed by the Board of Directors.

Meeting Adjournment

Kevin Rooker made a motion to adjourn the meeting; the motion was seconded by Sandi. The meeting adjourned at 8:45 p.m. CST.