

TEXAS LONGHORN BREEDERS ASSOCIATION OF AMERICA

Board of Directors meeting
July 16, 7:00 p.m. CDT
via Zoom

Roll Call

<u>Division A</u>	<u>Division B</u>	<u>Division C</u>
✓ Deb Lesyk	✓ Josh Gentry	✓ Justin Georges
✓ Johnny Hicks	✓ Kevin Rooker	x Walker Hance
✓ Tom Ryder	✓ Amanda Danley	✓ Kris Johnson
	✓ Keith Hagler	✓ Dave Berry
<u>At-Large</u>	✓ Stephen Head	
✓ Keith DuBose	✓ Mike McLeod	14 present
✓ Elizabeth Fritz		1 absent

Secretary's Report

The minutes of the TLBAA Board of Directors meeting held on 5/30/24 were presented for review.

- Tom Ryder made a motion, seconded by Keith DuBose, that the minutes be accepted. The motion passed without opposition.

Treasurer's Report

Elizabeth Fritz reported that Michelle Abbott resigned from the TLBAA staff.

- Tom Ryder made a motion, seconded by Kevin Rooker, to accept the Treasurer's report. The motion passed without opposition.

The board of directors went into Executive Session to discuss personnel matters. *Personnel issues are private and are not included in open board meetings.* After the Executive Session, the board returned to the meeting previously in progress.

Office Update

Keith Hagler met with Mr. Ryan Humphries of Trend HR, Rockwell, TX, to discuss outsourcing of the TLBAA office functions. Keith felt like Trend HR can provide the type of services TLBAA needs.

Elizabeth Fritz also met with Mr. Humphries. Elizabeth stated that Trend HR can meet with all employees, update the employee handbook, handle training, manage conflict resolution and discipline.

The fee is \$105/month/employee. For 8 employees, this is less than \$12,000 per yer.

They can also provide personnel recruitment for a fee equal to 20% of the employee's annual compensation.

- Dave Berry made a motion, seconded by Kevin Rooker, to grant authority to Keith and Elizabeth to negotiate and execute a contract with Trend HR to manage the TLBAA office staff. The motion passed without opposition.

HORNS Contract Renewal

There will be a slight increase of \$2,000 per year, from \$24,000/yr to \$26,000/year, for the HORNS software.

- Keith DuBose made a motion, seconded by Keith Hagler, to accept the renewal contract for the HORNS software. The motion passed without opposition.

A.I. Certification Hardship Request

An A.I. Certification hardship request was received from Shelley Wylie for SS Shaggy Jameson, BM103629. Both the sire and the dam of this bull are deceased, thereby making it impossible to collect DNA from either for parent verification.

- Josh Gentry made a motion, seconded by Keith DuBose, to **deny** this hardship request. The motion passed without opposition.

Executive Session

The directors went into another Executive Session to discuss actions taken after a previous board meeting.

Meeting Adjournment

- Keith DuBose made a motion, seconded by Kevin Rooker, to adjourn the meeting. The meeting was adjourned at 8:05 p.m. without objection.