

Minutes of the TLBAA Board Conference Call Meeting
Tuesday, January 19, 2010
8 pm Central Time

Topics for Discussion: Employee handbook rules regarding vacation time accrument, the March 6th Best at West Sale buyers premium, reviewing policy for filling board vacancies, tentative dates for upcoming board meetings and parliamentary.

The meeting was called to order by Chairman Robert Richey at 8:04 pm. Secretary Theo Kocian called roll.

Directors present: Ron Walker, Carl Brantley, Terry King, Gene Juranka, Lana Hightower, Darlene Aldridge, Donnie Taylor, Kerry Mounce, Robert Richey, Charlie Buenger, Theo Kocian, Steven Zunker, Rich Spooner, Michael Sitzmann, Jim Rombeck and Randy Briscoe. Terry Fuhriman joined the conference call at 8:32.

Directors absent: Doc Hyder, Jerry Loveday, Mark Stuck, Steve Quarry and Ray Beadle. Note: Steve Quarry called ahead to say he would be showing cattle and unable to make the meeting. Doc Hyder, Jerry Loveday, Mark Stuck and Ray Beadle notified Chairman Richey afterwards with valid excuses as to why they didn't attend the meeting.

A quorum was established.

Chairman Richey read from the Employees Handbook on the subject of vacation pay rules and explained to the board that several employees have accrued a large number of vacation hours. There is a discrepancy between the actual vacation hours each employee should have according to what is stated in the Employees Handbook and the number of hours currently showing on their pay checks. He asked for discussion on how to resolve this situation and prevent this from happening in the future.

Kerry Mounce made a motion to go to the employees and offer a payout at 50% of the accrued vacation hours and pay down the accrued amount quarterly through 2010. Jim Rombeck seconded the motion. The floor was open for discussion. A roll call vote was taken and the motion failed 4 to 12.

Randy Briscoe made a motion to perform an individual audit of each employee's accrued vacation time and pay them an amount determined by the board after the correct amount is established. He added that the audit numbers should be available at the next board meeting. Gene Juranka seconded the motion. Discussion followed. A roll call vote was taken and the motion passed 12 to 4.

Steven Zunker made a motion to instruct Paychex to grant the earned annual vacation time beginning with the first pay period of the new year and not accumulate on a per period basis. Donnie Taylor seconded. The motion passed unanimously.

The second topic of discussion was the March 6th Best at West Sale buyer's premium. Chairman Richey reminded the board that at the October 16, 2009 board meeting Charlie Buenger made a motion to add a buyer's premium at the Best at West in March. Steven Quarry seconded it and the motion passed. The premium would have been charged to defray the cost of credit card fees. The need to charge a buyer's premium at the Best of West sale was discussed and it was decided it wasn't necessary at this time. Charlie Buenger moved to reverse the previous motion to charge buyer's premium at West sales. Randy Briscoe seconded the motion. Motion carried.

Chairman Richey called for a discussion on the creation of a written policy for filling board vacancies. Randy Briscoe made a motion that Robert appoint a committee to write a good set of rules to follow and then bring their suggestions back to the board to consider. The motion passed unanimously. Terry Fuhriman, Jim Rombeck, Charlie Buenger and Carl Brantley volunteered to serve on this committee. Charlie Buenger was appointed as committee chairman. Mr. Richey asked that they bring their recommendations before the board within a month.

Tentative dates for upcoming board meetings were discussed and April 23rd in Winfield, Kansas (Midwest Longhorn Sale), June 18th in Ft. Worth (World Show) and October 15th (Horn Showcase) were suggested as possible dates. The board will receive final verification on these meeting dates by email.

The last item on the agenda was the subject of Parliamentarian. Chairman Richey informed the board that Gary Bowdoin has volunteered to serve as our 2010 Parliamentarian. He stated that Mr. Bowdoin is very knowledgeable in parliamentary procedure and used to teach it. Mr. Richey asked that if there were no objections from the board, could Mr. Bowdoin be appointed to serve. The board agreed unanimously to appoint Mr. Bowdoin as our 2010 Parliamentarian.

The meeting was adjourned at 10:04 PM.