

## Meeting Minutes

CBUSA Board of Directors Meeting

Date: 6/25/21

Time: 7:00 pm CST

Location: Teleconference

Attendees: Keith Mann, Mike Birky, Don Hastings, Shelby Zarobinski, Marty Soukup, Andrew Stallheim, Mike Taft, Linda Harmon, Jeff Goodell

Others Present: Martin English

President Keith Mann called the meeting to order. Roll call resulted in all board members present.

President Mann stated that the meeting was a follow up of a request at the 2021 Annual Meeting by Cindy Birky to evaluate severance package for Cathy Behn following her separation from the CBSUA in March of 2019. President Mann stated he had had a 45 minute phone conversation with Cathy Behn concerning the time frame of November 2018 to March of 2019. Cathy Behn did state that she did receive a severance package offer but did not sign it due to wording concerning her family and friends. She stated her second reason for not signing was the family chose to stay in the Clydesdale business and be member of the CBUSA. She stated that they had contacted an attorney as well. The package was to be signed by 3/25/2019 or termination would occur. No reason was given for termination and President Mann noted that Il is a state where no reason has to be given. The board's intent was for her to sign the severance package and a fair well party would occur at the National Sale.

At 7:07PM the board moved executive session and returned from executive session at 7:50 PM

Mike Birky moved to seek proper legal advice to develop a severance package in the amount of 40,000 to Cathy Behn. The motion was seconded by Don Hastings. A roll call vote was taken with the final numbers being 6 no and 2 yes votes. The motion did not pass.

President Mann stated that there was a request from Stacie Lynch to attend the Classic Series 6 Horse Hitch Finals in Shipshewana, IN this year. It was stated that last years cost was approximately 650.00. Mike Taft made a Motion to support Stacie Lynch at the finals in paying the other half of her expenses. The Percheron association also pays half. Shelby Zarobinski Seconded the motion.

Jeff Goodell stated that Eric Henry has the banners and TV to be used at the National Show and will then be returned for the series Finals. The motion passed unanimously.

President Mann asked each committee to meet before the next meeting. He also asked that the website be updated to list Mike Taft as chairman of the USGLE , Youth, and Queen committees.

Shelby Zarobinski made a motion to adjourn which was seconded by Mike Taft. The Motion passed unanimously.

Meeting adjourned

Respectfully submitted

Linda J. Harmon, DVM