

**CFA EXECUTIVE BOARD MEETING**  
**Sunday, June 27, 2010**

The Board of Directors of the Cat Fanciers' Association, Inc. met on Sunday, June 27, 2010 for its post-annual meeting, organization and business session. **President Hamza** called the meeting to order at 9:00 a.m. with the following members of the Board of Directors present:

**Mr. Jerold Hamza (President)**  
**Ms. Joan Miller (Vice-President)**  
**Carla Bizzell, C.P.A. (Treasurer)**  
**Ms. Rachel Anger (Secretary)**  
**Mr. John Gardiner (NAR Director)**  
**Ginger Meeker, Ph.D. (NWR Director)**  
**Ms. T. Ann Caell (GSR Director)**  
**Mrs. Loretta Baugh (GLR Director)**  
**Mr. Michael Shelton (SWR Director)**  
**Ms. Alene Shafnisky (MWR Director)**  
**Mr. Mark Hannon (SOR Director)**  
**Mrs. Kayoko Koizumi (Japan Regional Director)**  
**Roger Brown, DVM (Director-at-Large)**  
**George J. Eigenhauser, Esq. (Director-at-Large)**  
**Mr. Richard Kallmeyer (Director-at-Large)**  
**Mrs. Carol Krzanowski (Director-at-Large)**  
**Mr. David L. Mare (Director-at-Large)**  
**Mr. Darrell Newkirk (Director-at-Large)**  
**Mr. David White (Director-at-Large)**

Also present were Ms. Allene Tartaglia, Executive Director; Ms. Shelly Borawski, Central Office Support Staff, and Ms. Roeann Fulkerson, Director of Marketing and Public Relations.

**Hamza:** I would like to call this meeting to order. One of the first things I would like to mention is that I won't be a stickler here, but in the future we are going to adhere to Robert's Rules, so I'm giving you a head's up to get familiar with them. I have a cheat sheet here if anybody wants them. I'll start passing them around so we can try to adhere to them. [see next page] I want to make a few comments before we start, just to set the tone of things to come. I view this election as a clear message from the membership as a mandate, not for myself but for where this organization wants to go. I think the message is loud and clear, and I will not deviate from what I believe that message to be. If any of you have any illusions that I can be pushed, cajoled or bribed, that isn't going to happen. We're going to stay on track and we are going to move. The inertia of the past is not going to happen here. There are some rules of engagement that we are going to adhere to, as well. You know, I look at a board of 19 people and I can think of a million things bad with that. It's an oversize board. There's only one possible way this board can be effective, and the only way that is, is if there are 19 people who have this organization's best interests at heart and work together toward doing what it takes. We won't dwell on any one subject. We will have short discussions and then we will vote and then we will move on. What that means is that sometimes you are going to be happy with the results and sometimes you're not. We're adults here. We will have good days and there are days we will have to take our bitter pills and go on, but what's not going to happen is, we are not going to remain mired in the quicksand that has been the past of this board. We are at a critical time in this organization's history. I view our mandate as threefold. The first thing is, we have to bring this organization back onto solid fiscal ground. I also believe that the membership has demanded and they will get transparency. To that effect, I have asked [CFA Secretary] Rachel [Anger] to create the minutes as they happen. There will be no editing. If this causes you to think twice before you talk, I can't see that as a terrible thing. Lastly, and this may be the hardest part, whether it's true or not, the perception exists that this organization is ethically challenged. The parts that are true, we are going to fix right away. The parts that are just perceived to be true, we're going to work on. We're going to change the way we do things so that they are open and they are as fair as we know they are going to be, and they look that way. Now, I see we've got a big crowd here and I'm going to apologize to you folks because I'm going to go into executive session right away. I don't like executive session. It's going to be short and it's going to be rare. We're going to show you what we do, warts and all, but there are some personnel issues that have to be dealt with forthwith this morning, so please give us less than 10 minutes and we will have you back. Nobody stays. I just want to let you know with my apologies that just for this one particular session because it involves personnel and it is extremely sensitive, I'm going to ask everybody who is not an elected member of the board to leave and come back in a little bit.

[executive session]

# Roberts Rules Abbreviated

LANGUAGE	INTERRUPT SPEAKER?	SECOND NEEDED?	MOTION DEBATABLE?	MOTION AMENDABLE?	VOTE NEEDED?	
<b>PRIVILEGED MOTIONS</b> deal with the welfare of the group, rather than with any specific proposal. They must be disposed of before the group can consider any other motion.						
Adjourn the meeting	I move that we adjourn	no	yes	no	no	majority
Recess the meeting	I move we recess until	no	yes	no	yes	majority
Complain about noise, room temperature etc.	Point of privilege	yes	no	no	no	none, chair rules
<b>SUBSIDIARY MOTIONS</b> provide various ways of modifying or disposing of main motions. They must be acted upon before all other motions except privileged motions.						
Suspend debate on a matter without calling for a vote	I move we table the matter	no	yes	no	no	majority
End debate	I move the previous question	no	yes	no	no	2/3 majority
Limit length of debate	I move debate on this matter be limited to	no	yes	no	yes	2/3 majority
Ask for a vote by actual count, to verify a voice vote	I call for a division of the house	no	no	no	no	none*
Postpone consideration of a matter to a specific time	I move we postpone the matter until	no	yes	yes	yes	majority
Have a matter studied further	I move we refer this matter to a committee	no	yes	yes	yes	majority
Consider a matter informally	I move the question be considered informally	no	yes	yes	no	majority
Amend a motion	I move that this motion be amended by	no	yes	yes	yes	majority
Reject a main motion without voting on the motion itself	I move the question be postponed indefinitely	no	yes	yes	no	majority
<b>INCIDENTAL MOTIONS</b> grow out of other business that the group is considering. They must be decided before the group can return to the question that brought them up.						
Correct an error in parliamentary procedure	Point of order	yes	no	no	no	none, chair rules
Object to a ruling by the chair	I appeal the chair's decision.	yes	yes	yes	no	majority
Consider a matter that violates normal procedure, but does not violate the constitution or bylaws	I move we suspend the rules	no	yes	no	no	2/3 majority
Object to considering some matter	I object to the consideration of this matter	yes	no	no	no	2/3 majority
Obtain advice on proper procedure	I raise a parliamentary inquiry	yes	no	no	no	none, chair rules
Request information	Point of information	yes	no	no	no	none
Withdraw a motion	I request leave to withdraw the motion	no	no	no	no	majority
<b>MAIN MOTIONS</b> are the tools used to introduce new business.						
Introduce business	I move that	no	yes	yes	yes	majority
Take up a matter previously tabled	I move we take from the table	no	yes	no	no	majority
Reconsider a matter already disposed of	I move we reconsider our action relative to	yes	yes	yes	no	majority
Strike out a motion previously passed	I move we rescind the motion calling for	no	yes	yes	yes	majority
Consider a matter out of its scheduled order	I move we suspend the rules and consider	no	yes	no	no	2/3 majority

\*But majority vote if someone objects.

(49) **APPOINTMENT OF TEMPORARY CFA PARLIAMENTARIAN.**

**Hamza:** Is Ed Raymond here? Come on up, Ed. We have appointed Ed [Edward L. Raymond, Jr.] as temporary parliamentarian of this meeting, and we thank Ed for stepping in at the last minute. We will be searching for new legal counsel for CFA and Ed will certainly be considered. As tradition, we always like to welcome new members of the board and so I would like the new members of the board to stand up one at a time, and tell us who they are and what region they are from. We could do it in sequential order of region number. **Gardiner:** John Gardiner, North Atlantic Region, Region 1. **Hamza:** If you don't want to stand up, then sit down. **Caell:** Ann Caell, Gulf Shore Region, Number 3. **Shelton:** Mike Shelton, Southwest, Region 5. **Shafnisky:** Alene Shafnisky, Midwest Region, Region 6. **Hannon:** Mark Hannon, Southern Region. **Koizumi:** Japan Region, Kayoko Koizumi. **Hamza:** We have an exciting new board. **Newkirk:** Don't forget the new officers. **Bizzell:** Carla Bizzell. Although I reside in Region 7, I represent all of CFA. [cell phone rings] **Hamza:** You know, don't make me fine you. I don't want to do it. Carla has got enough work.

**Hamza:** Also, there is some tradition here that I have overlooked because I never got my new package. I guess it's in the mail, but there's an ethics oath that we all take. I'm going to have Ed Raymond read it and we're going to swear the oath. **Eigenhauser:** Shall we stand? **Hamza:** Yes. [The Board of Director Code of Ethics is read by Temporary Parliamentarian Edward L. Raymond, Jr., who asked the members of the Board of Directors to stand and affirm that they will comply with the Cat Fanciers' Association Board of Directors Code of Ethics.]

***Cat Fanciers' Association Board of Director Code of Ethics***

***Preamble***

*The Cat Fanciers' Association is a not-for-profit association formed to register pedigreed cats, sanction CFA clubs, shows, and events, protect the hobby of breeding and showing, and enhance the well-being of all cats. CFA's principle membership consists of CFA cat clubs. The business of the association is managed under the direction of the CFA Board of Directors. This code of ethics serves as a code of conduct for association volunteers and staff in their capacity as board members. Members of the board affirm their endorsement of the code and acknowledge their commitment to uphold its principles and obligations by accepting and retaining membership on the board.*

***Mission***

*CFA's mission is to preserve and promote the pedigreed breeds of cats and to enhance the well-being of all cats.*

***Board of Directors Code of Ethics***

*Members of the board shall at all times abide by and conform to the following code of conduct in their capacity as board members:*

1. *Abide in all respects by the rules and regulations of the association including but not limited to CFA's articles of incorporation, constitution, bylaws, and show rules.*
2. *Conduct the business affairs of CFA in good faith and with honesty, integrity, due diligence, and reasonable competence.*
3. *Lead by example in serving the needs of CFA and its members and also in representing the interests and ideals of the cat fancy at large.*
4. *Uphold the strict confidentiality of all closed meetings and other confidential communications and not disclose any confidential information related to CFA affairs*
5. *Perform assigned duties in a professional and timely manner pursuant to the board's direction and oversight.*
6. *Exercise proper authority and good judgment in dealings with CFA staff, judges, breeders, exhibitors, other board members, and the general public and respond to their needs in a responsible, respectful, and professional manner.*
7. *Handle conflicts of interest appropriately by identifying them to the board and removing themselves from all discussion and voting on that matter.*
8. *Act at all times in the best interest of CFA. Avoid placing (and the appearance of placing) one's own self interest or any third party interest above that of CFA.*
9. *Not abuse board membership by improperly using board membership for personal or third-party gain or financial enrichment.*
10. *Not represent that their authority as a board member extends any further than that which it actually extends.*
11. *Not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect CFA.*
12. *Not engage in or facilitate any discriminatory or harassing behavior toward CFA staff, members, officers, exhibitors, breeders, or others in the context of activities relating to CFA.*
13. *Not solicit or accept gifts, gratuities, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to CFA without fully disclosing such items to the board of directors.*
14. *Provide proper care for their cats and maintain them in an exemplary manner beyond CFA's Minimum Cattery standards.*

**Raymond:** Please indicate your acceptance by saying "Aye". **All Board Members:** "Aye".

**(50) COMMITTEE APPOINTMENTS.**

<b>Ambassador Program</b> .....	Willa Hawke, Chair
<b>Animal Welfare/Breeder Assistance/ Food Pantry/Breed Rescue</b> .....	Linda Berg, Chair
<b>Analysis and Strategic Planning</b> .....	Finance Committee
<b>Annual Meeting 2011</b> .....	Donna Jean Thompson and Susan Cook-Henry, Co-Chairs
<b>Awards Review</b> .....	Michael Shelton, Chair
<b>Audit Committee</b> .....	Carla Bizzell, Chair
<b>Breeds and Standards</b> .....	Donna Jean Thompson and Diana Doernberg, Co-Chairs
<b>Budget Committee</b> .....	Carla Bizzell, Chair
<b>Business Development Team</b> .....	Kitty Angell, Chair
<b>CFA Cat Agility</b> .....	Jill Archibald, Chair
<b>CFA Community Outreach/Education</b> .....	Joan Miller, Chair
<b>CFA Foundation</b> .....	David Mare, Chair
<b>Clerking Program</b> .....	John Hiemstra, Chair
<b>Club Marketing Committee</b> .....	T. Ann Caell, Chair
<b>Club Membership</b> .....	Liz Watson, Chair
<b>Credentials</b> .....	Eve Russell, Chair
<b>Executive Committee</b> .....	CFA Officers, Ginger Meeker
<b>Finance Committee</b> .....	Rich Mastin, Chair
<b>Hotel and Travel Program</b> .....	Rachel Anger, Chair
<b>International Division</b> .....	Darrell Newkirk Chair
<b>Judges' Ethics Committee</b> .....	JoAnn Cummings, Chair
<b>Judging Program</b> .....	Loretta Baugh, Chair
<b>Junior Showmanship</b> .....	JoAnn Cummings, Chair
<b>Legislative Committee</b> .....	George Eigenhauser, Chair
<b>Legislative Group</b> .....	George Eigenhauser, Chair
<b>Management</b> .....	Ginger Meeker, Chair
<b>Meet the Breeds</b> .....	David White, Chair
<b>Mentorship</b> .....	John Gardiner, Chair
<b>National Fundraising</b> .....	Beth Cassely, Chair
<b>New Bee</b> .....	Teresa Keiger, Chair
<b>Ombudsman</b> .....	Pam Huggins
<b>Personnel</b> .....	CFA Board of Directors
<b>Protest Committee</b> .....	Dick Kallmeyer, Chair
<b>Publications</b> .....	Alene Shafnisky, Chair
<b>Scientific Advisory Committee</b> .....	Roger Brown, Chair
<b>Show Rules</b> .....	Paul Patton, Chair
<b>Standards Committee</b> .....	John Gardiner, Chair
<b>Technology</b> .....	David White, Chair
<b>Unnamed "Public Inclusion" Committee</b> .....	Alene Shafnisky, Chair
<b>Volunteer Committee</b> .....	Rachel Anger and Ginger Meeker, Co-Chairs

**Hamza:** At this point, I'm going to read off the new committee assignments [see above chart].

- I have a committee here that needs a chair – Hotel and Travel Program. It's important to us in a cost-saving way. This person will be – gone are the days of expensive hotels and good meals. This board is going to suffer like the rest of CFA and I'm proud to suffer with it. We need somebody who is capable of dealing with the logistics of finding out where it would be the least expensive to have a board meeting, in terms of cost to the fancy, so you would have to research in a way where we could maximize the drives and minimize the flight costs. Does anybody here want to volunteer for that position? **Anger** volunteers. **Hamza:** You? **Anger:** Yes, me. **Hamza:** I am excited. Thank you very much.
- The Ambassador Program will remain with **Willa Hawke**.
- Animal Welfare and Breed Assistance will remain with **Linda Berg**.
- Analysis and Strategic Planning is going to be given to the Finance Committee.
- Obviously, the Annual, 2011 Annual Meeting will be given to the people who are running it, which is **Donna Jean Thompson** and **Susan Cook-Henry**.
- The Award Review Committee is given to **Mike Shelton**. Good luck, Mike.
- The Audit Committee will be overseen by our Treasurer [**Carla Bizzell**].
- Breeds and Standards will be Co-Chaired by **Donna Jean Thompson** and **Diana Doernberg**.
- Business Development will continue to be chaired by **Kitty Angell**.
- CFA Cat Agility will be continued with **Jill Archibald**.
- Outreach will remain in the capable hands of **Joan Miller**.
- **John Hiemstra** will have the Clerking Program.
- **Liz Watson** will do Club Membership.
- **Eve Russell** will remain as Credentials.
- I am appointing an Executive Committee member. In my administration, this is more honorary than anything, because I will not be using the Executive Committee unless there is an emergency in the middle of the night. I only want to bother as few people as possible and to show my desire to be fair, I'm picking someone that I respect but who I currently don't have any meaningful ties with, but I hope to have. **Ginger Meeker**.
- Finance is going to **Rich Mastin**.
- Budget is going to **Carla Bizzell**. Finance and Budget will work hand in glove.
- The International Committee is going to remain with **Darrell Newkirk**.
- The Judging Program is going to be given to **Loretta Baugh**.
- The Legislative Committees, respectively, will remain with **George Eigenhauser**.
- Management will go to **Ginger Meeker**.

- I have created a new committee and let me back up a little bit. What happened Friday on that first amendment was a disgrace. I'm never going to want to see anything like that happen again. To that effect, I have appointed **John Gardiner** to a Standards Committee, and what exactly that committee is going to do is to spell out in precise clarity our rules of operating, our rules of engagement, not only at the Annual but at the board meeting; what constitutes being present and eligible to vote, and how we decide to come up with our majority and our quorum, and what constitutes where we go from there. We need to clarify the rules. John, I would like to have that in place before the next board meeting. We need to develop trust between the membership and this board. We can never do that if there is a sense that we are trying to go around the wishes or circumvent the rules. The rule of law will prevail, so John, I'm expecting good things.
- To that end, I have also created another committee. This committee is a Judges' Ethics Committee. Their job is to police our judges. I know, by and large, I would dare say 99% of our judges are good and righteous people, but all it takes is one bad act to taint the water for a long time. To that end, I have appointed **JoAnn Cummings** as my Judges' Ethics person, and she will bring to us a means to getting a level playing field in the show hall and to have the perception of what I know is actually going on be perceived in the show hall. Good luck, JoAnn.
- Meet the Breeds will remain with **David White**.
- Mentorship has been picked up by **John Gardiner**, as well. John, I am giving you Mentorship because you're probably the newest person on the board. You know how it is to get into CFA. Use your trials and tribulations wisely.
- The New Bee will go to **Teresa Keiger**.
- The Ombudsman will remain with **Pam Huggins**. We are going to try to move to binding arbitration in that field.
- The Personnel Committee has been expanded to the entire **CFA Board**.
- Protests will remain with **Dick Kallmeyer**.
- **Alene Shafnisky** will be doing Publications. Alene, you know that's a pet project of mine. I would like to see us be able to put a printed Almanac out in the next six months. I see we've got a large crowd here. We're going to do it, I hope you support it.
- Scientific Advisory will go to **Roger Brown**.
- Show Rules will go to **Paul Patton**.
- IT is going to go to **David White**, with the understanding that we will have a completely new computer system in Central Office by this time next year. We will be integrated and automated, if it's the last thing I do.
- I have also created a National Fundraising Committee. We are in hard financial times. **Beth Cassely** will head this Committee. I will use whatever funds she can raise to keep whatever programs we can keep going in the interim going. Good luck, Beth.
- I also have a new program which I call the Club Marketing Committee. I'm going to talk about in a few minutes how we have to change the way we do business in CFA to



succeed. One of the most important things for that to happen is, clubs have to change the way they do business. When we look at registrations that have been declining for over a decade, it necessarily translates into the fact that there are fewer exhibitors available to our shows. We have to teach the clubs how to be profitable without that being the main stream of income in their model. To that end, **Ann Caell** is now in charge of the Club Marketing Committee. This Committee is going to provide information and assistance, all the way from how to negotiate a show hall to proper advertising of your show, to help the membership become more successful.

- And Junior Showmanship, I am also giving that to **JoAnn Cummings**. She has had an enthusiasm for that for a long time, and that needs to be changed. I raised four daughters in the fancy, and none of them wanted anything to do with Junior Showmanship. I asked them why and they said it was like school. I can understand that, so we need to come up with something that's invigorating and exciting, because the one thing that's missing from our show halls is the next generation. It's a bad sign for any organization when there's no recruitment. Just a little exercise for you people to do in your head to show you how much we need to change our business direction, I want you to think of your two favorite people in the fancy. Think of them now. Get them locked in your mind. Now, I want you to add their age. Is it over 100? We have a problem.
- So, I am going to very briefly – because there's another committee that's going to be very important. I haven't named it yet. It's going to have to be large. We have to do things to repair the business of the way we do business. We have to change the way we think. The present model is broken. It has been broken for a long time. We are on the door step. If we don't change it, we will not be here. We have to work earnestly and push forward quickly to make that happen. Our attack has to be two-fold. Registrations are declining, and as far as I'm concerned, there's only one way to bring registration back. This is a simple rule of business. We need to create demand for our pedigreed cats. We need to raise the profile. We need to engage in a national, sustained marketing event. I'm going to work with Roeann to do that. More importantly, once we get that going, we need to have support on the other end, and that is at the show level. That is why I am now going to disband National Scheduling. I'm sending you Regional Directors out cautiously. You are human beings with a brain. I expect far more out of you than a program, a formula. I want you to go and fill your weekends prudently, taking into consideration your neighbors. We can't succeed if we fight one another. We have to unify. We do not need an enemy within because all we've got to do is pull the curtains back and look at the lion outside the house. We have to be unified. We have to make sure that we are in every market. We can't let a major market go where there is not a CFA presence. Some people think, well, let's do shows in a vacuum. We do not operate in a vacuum. There are competing registries. Any market that is left open has been taken over by competing registries. In my region, Mid-Michigan, we lost – when Mid-Michigan closed, we lost 10 shows. In almost every case, those show halls and those show dates were taken over by another association, so all the traction we had gotten in those markets, we gave up. Trying to get back into those markets proved impossible with Show Scheduling. What we have to do is be in the markets. We're marketing now, folks. We have to be in the markets and get the CFA product in the markets. We have to change our models from being an exhibitor-based

model to depending – there's two ways we can go. You can do cost management and put on a show that is so inexpensive that you are going to break even or make money. The method I would prefer is, you get in an area where you can get gate. Gate is important, because it puts us out in front of new, potential opportunities and it's important to our future.

- The program I would like to see brought in starts at every CFA show with a CFA booth, and in that booth is a friendly person with professionally printed material that engages people into CFA in whatever level they want to be involved in the organization, whether it's just owning one of our cats because it's different than owning something else, or whether it's the casual show person, or whether they are crazy like us and go driving 10,000 to 20,000 miles a year to get to shows. We need to give them that opportunity. At the same time, we need to create a data base. It comes to mind we are sitting on the Radko ornaments. I would just like to send them to clubs so they could have a raffle of all the many people who come through the door. We're never going to get rid of them. Get names and numbers, and then continue on with other things when they are gone so that we have a list and a contact of everyone that has come to a show. Let me tell you, in business, you couldn't buy a better list, a better marketing list, than the people who voluntarily pay to come through those doors in our cat shows. That gives us the ability to help the other clubs. We can set up – when we have our computer system, we can set up a program that automatically sends out postcards within a 100 or 150 mile radius to all the people who have signed up at that show. It also gives Legislation lots of traction because if there's a certain alarming event happening in a certain area, we can generate a mailing list that we are pretty sure is sympathetic to our cause. Once we have engaged people at the local level, we have to create an instrument on the national level tied to an 800 number where we interact with these people and retain them. That means understanding what they are looking to do in our organization and engage them and help them get to people who are helpful. It means that clubs may have to come up with a mechanism to foster along new people who may be interested. You know, the math isn't tough. If you look at the show schedule now, on a good weekend, what do we have? Six shows? I guess we can say an average fill of maybe 150. That means we've got 900 people on a weekend going to shows. If we could pick up one new member – if that was our goal, to pick up one new member at each show that CFA puts on, it becomes significant quickly. Within 2 years, we have energized our base and as a volunteer-based organization, we need more people. We have the same people doing more and more lifting, and my concern is, when do we experience a fatigue factor? I don't know what to call this program. It's large and encompassing, so I would ask if anybody has an idea, even out in the audience, feel free, but I need people to work on this program. So, do I have somebody who is willing to start the ball rolling? This is a huge, integrated program but nothing is easy. Nothing worthwhile is easy, so is there anybody here who is willing to volunteer to take this on? **Shafnisky** volunteers. **Hamza:** OK good, Alene will. Alene, when I said I was going to run for office, I said I was going to open the doors and use everybody's help. I had gotten a lot of offers.

- Which brings me to the next committee I want to propose. It's not glamorous, it's tedious. I need a Volunteer Committee. I need somebody who is willing to be accessible to the membership and to hear what they are willing to do, and class what their strengths are and what their time commitment is, and create a database so that when we move these committees forward and we are looking for help, we can use someone off of these lists to get help, so do I have a volunteer for the Volunteer Committee? **Anger** and **Meeker** volunteer. **Hamza:** You know what? You both can do it, because there's going to be so many people volunteering. Ginger and Rachel. That's an important Committee. When I said we can change things, I didn't mean me. I can't do it alone. We're going to have to stand together. That means, all of us together volunteering and doing what we can.
- The CFA Foundation Committee is Chair, **David Mare**.

**Hamza:** I have some cost-cutting now I would like to get into. **Mare:** Are you done with committees? **Hamza:** For the present time, I am. I'll talk to you in a bit. **Eigenhauser:** Then I move that the board ratify the present nominations. **Hamza:** Do we have a second? **Baugh** seconds the motion. **Hamza** called the motion. **Motion Carried.**

**Hamza:** I would like to say to all committee members – I mean, all committee chairs, I want by August 1<sup>st</sup> a written business plan that tells me the specifics of what you plan to do and when you plan to do it. I'm not a micro-manager. I'm not going to be standing over your shoulder tapping my foot behind you, but I would like to see a plan written. My intentions are that I am going to hold you to the schedule. If it's not maintained, I'm going to move on and give somebody else the chair. **Miller:** The problem I have that is, we don't know with Outreach what we can do if we don't have any money. **Hamza:** I understand. So, in your case, what you would need to do is put what you would like to do and how much it's going to cost. You know, I'm not here to obstruct you, I'm here to help you. I need to know how much money you need and we're going to try to find it. We're not here to obstruct anything. My goal is to get this board moving. My goal is to stop the inertia. In these reports, I expect to know what you consider your roadblocks. I'm into solution management so we can move this organization ahead, but this is just a way to get on paper where you are going to go and how you are going to do it, so that when we get to the point, I can say, "well, it says this, this and this." I would like to see you succeed.

**Hamza:** Is there any other business this board would like to address at this point in time? I'll say this in closing. It's hard to get – David? **Mare:** I'm sorry, I didn't realize you were about to close the meeting. We have two more committee appointments, or to abandon the committee appointments, and I certainly would like some discussion. **Baugh:** If we're going to continue in business, can we have a 10 minute break? **Hamza:** Yes, let's take a break.

[Board reconvenes] **Hamza:** We're not going to take up too much more time. People have got flights and we have sort of gotten the ball rolling here. You're going to see a lot more action in the days to come. The first thing I want to do, because I understand it's been over looked, but it's unfortunate. A lot of people worked very hard to put this Annual on. I was involved in our Annual and I know the work it takes. We owe a large gratitude to Patty Jacobberger and Gary Powell. They worked tirelessly. We need to thank Nancy Petersen and Bobbie Weihrauch, Beth Cassely, Angie [sic Kathie] Von Aswege, Kirk and Candilee Jackson,

Mary Margaret Richardson, Beth Newkirk, Larry Adkison and Brian Tripp. I'm sure I've left people off the list and I'm sorry. I know it takes a huge, concerted effort to do this. What I am going to say is everybody to Region 6 and this Region – thank you so much for your hospitality and the hard work you did. <applause> We know that the next time we come back this way, it's going to be even better. You have set the bar really high, guys. Congratulations.

**Hamza:** I have another committee assignment that I neglected to make, but I'm going to rectify that. The CFA Foundation Committee is Chair, David Mare. **Newkirk:** We need to ratify the committee appointments. **Eigenhauser:** Second. **Hamza** called the motion. **Motion Carried.** **Eigenhauser:** And if I may, for some of the new board members, there is a board members' packet that has guidelines for behavior, procedure and things for board meetings and how we do things. You obviously haven't gotten that yet, but it will be coming to you shortly.

(51) **BUDGET COMMITTEE.**

**Hamza:** First off, we're going to talk about the budget. I am postponing the budget. We are going to go on an austerity budget, which means we are only going to spend what we absolutely have to, to keep this organization running without any glitches. Within the next 60 days, we are going to come up with what we believe as a true and accurate picture of CFA finances. We are going to provide that picture to the board and to the membership. Also, within that time period, we are going to come up with a budget that we will provide to the board, to be approved. Once it's approved, it will be provided to the membership. On an ongoing basis, we will have CFA's budget prepared by May 1<sup>st</sup>. This budget will be available, not only to the board but to the membership. I promised transparency and you will get transparency. With transparency comes responsibility. If you're going to look at the numbers, you need to understand them before you start talking about it. You need to be somewhat discreet. You deserve to know what's going on in your fancy, and you will. On to other cost-cutting measures, we have in the past had very expensive board meetings. One of the things we have done to address that, I believe, is with the Hotel and Travel Program. It's not enough. This board is humongous. It's – I can't think of another board this big, and the good part about it is, it does cover everybody in the fancy. There's nobody that can say they don't have representation of one kind or another. The costs have been outrageous. I would like a motion that would require the regions to pay their own Regional Director's way to the board meetings and any board-related expenses. Before I go on with this, I do know that not all regions are equally capable of paying. I have created the National Fundraising Committee to help bridge the gap between what they have and what they need. The other resource that will be available to the regions is, there will be no International Show. That weekend is given to the clubs, to generate money for their regions so that they can have the ability to help CFA offset some costs; also, the ability to prepare for their Annual that comes every seven years and is not getting any less expensive. So, with that caveat, I would like a motion that requires the regions to absorb the cost of coming to the board meeting. **Meeker:** So moved. **Hamza:** Do I have a second? **Caell** seconded the motion. **Hamza:** All in favor? **Miller:** Don't we get to have discussion? **Hamza:** You can have discussion.

**Miller:** I would like to ask if we are still continuing to have our teleconference meeting in October. That impacts the motion. **Hamza:** Here's how I feel about that. I don't know how you all feel about that. I don't mind having one teleconference meeting. I think this organization, at

this point in time, needs to have two meetings that are face to face, because we tend to be distracted when we're not locked in a room with each other. It's just human nature. The other thing is that we are going to be having teleconference meetings once a week. How is this going to work? It's going to start in August. The first week in August, I'm going to have a teleconference meeting with the Directors at Large. The second week, I'm going to have a teleconference meeting with the Regional Directors. The third week is going to be the whole board. The fourth week we will have off. It didn't take a short period of time to get in this mess, and we certainly are not going to be able to overcome it in three board meetings. It is ridiculous to assume that that is going to be the amount of work it's going to take for us to pull ourselves out of this. We will maintain this schedule until we can warrant scaling it back, and what will be the determining factor on that is whether we have gained enough traction and whether CFA's future is secure.

**Hannon:** I didn't hear an answer to Joan's question. **Hamza:** We're going to, because it's scheduled and I don't want to disrupt the cards, we are going to have a teleconference meeting in October. What I was getting to is that I don't want to see February be a teleconference meeting. That's my feeling. **Hannon:** The second problem I have is, I understand this was discussed with the old board. I've got to discuss it with my clubs before voting on this issue. It's their money. I owe it to the clubs to let them know this being proposed. The Directors at Large are being paid for by CFA. The officers are being paid for by CFA. It's only the Regional Directors that are being impacted. The clubs have a right to be apprised before we vote on it. **Hamza:** You know, it's – oh, go ahead. **Eigenhauser:** I agree with Mark. I think if we're going to be making some major budget decisions, we should be making them all at once and not piecemeal. I'm a DAL, so this doesn't affect me, but I do think this is kind of a sudden thing to drop on the regions. We're going to be doing the budget within 60 days, and that's really the appropriate time frame to bring this up. **Hamza:** Well, actually, the appropriate time is before we do the budget, so I know whether I can count on that as a fiscal cut for the budget. **Eigenhauser:** We can do the budget in line items, we can do it in a variety of different ways, but I do think this is a better part of that discussion. Our next face-to-face meeting isn't until February. There is no urgency to decide on this today. **Hamza:** Well, I'm going to call – I'm going to want a vote and if it goes down, it goes down, but understand this; it's all eventually from the membership of this organization. Each region has representation here. We're at a point where if I could figure out a way – for the record, by the way Carla, any stipend that comes to the President of this organization is to be returned right back to CFA's treasury. I said I wasn't going to take a penny, and I won't. These aren't pleasant choices. These aren't things anybody wants to say or do. They are hard choices. We can shy from them if we want to. It doesn't really change the reality of the situation. You know, we have a large board. Some people feel that this board should be reduced. I feel that it's important for the regions to have representation, but there's a reality here and I feel that, for now, it's important that – some of our regions are doing well. I've created a way for those regions who can't make it, to be helped. We have lost a lot of money. We are looking at a humongous deficit. We have raised rates on our membership, some of them significant. We have gone from a \$10 championship fee to a \$15 championship fee, which most people perceive as a show that's expensive that they get little return for anyway. We're asking them to make sacrifices. Now, I'm asking you to make them. **Mare:** I don't think Mark [Hannon] was saying that the Regional Directors necessarily oppose it. I think they are saying that it's not their money to spend without permission from the clubs. **Hamza:** You know, in a way it's right and in a way it's not right, because it is – we're all CFA members. If we can help through this method – the money doesn't

belong to any one person. This money is often raised in the name of CFA. I agree it has been raised in the region, but then we have to look at the possibility – and I don't want to go there – of not having regional representation on the board. **Hannon:** I'm not saying I'm against it, I just want to get some input from my region before I vote. **Hamza:** Well, how about – it's, you know, anyway, I understand that. I understand what you're saying. I just think that we need to – we have so many cuts to make, and it's the one area that can be significant enough, that allows us to get to a point where we can come up with a budget that works without cutting services in some way, shape or form. We have raised the rates. **Newkirk:** I agree with you, but I also agree with Mark [Hannon]. The clubs need some input into this, from the regions, and so I'm asking you to call the question. **Hannon:** Give us a quick turn-around. Give us 30 days to talk to the regions. By the time you come up with your August teleconference call, we could have the answers. **Eigenhauser:** Let's just vote it up or down today. If it fails, bring it back at the conference call. **Hamza:** Very good. Someone make a motion. **Newkirk:** So moved. **Gardiner** seconded the motion. **Hamza** called the motion. **Motion Failed.** Baugh and Meeker voting yes.

**Eigenhauser:** Mr. President, as a point of order, the tape recorder can't tape the hands raised. It would help Rachel if you read out the show of hands. **Hamza:** OK, all in favor? Loretta and Ginger. All opposed? Everyone else. No abstentions? **Newkirk:** Point of order. You need to call the results of the vote. **Hamza:** Oh. The motion fails.

(52) **OLD BUSINESS.**

**Cattery Data Project [document copyrighted and not attached].** **Hamza:** I have from Ginger, and I'm sure she has gotten all of you the remainder of her project here, which is the Cattery Data Project, and apparently this was discussed prior to today's meeting, and I am bringing it up for her because she lost her voice. I guess we need to either approve or disapprove this. **Eigenhauser:** I move that we approve it in the form presented. **Hamza:** Second? **Meeker** seconded the motion. **Hamza:** All in favor? **Miller:** [inaudible] **Hamza:** I was informed that everyone had a copy. **Meeker:** It was attached to your electronic version of the Animal Welfare Report. **Hannon:** The old ones have it. The new ones don't have it. **Hamza:** Do we want to – do we want to table this? Alright, we can table this and bring it up at one of the first – bring it up at the first board meeting. It's pretty innocuous. I don't see any problems with it. **Meeker:** Jerry, this is the third time that this has been not moved on. I would like permission to move ahead on the project so the Breeder Assistance Program can have a fundraiser in this respect. It's frustrating. **Hamza:** Does anybody object? Let me get this straight. This is just a matter of housekeeping within the project? **Meeker:** Yes. **Hamza:** And it doesn't have any real bearing or changing on the project? It's just a tool that helps this project continue to move? **Eigenhauser:** It's not a mandatory anything. It's just an optional thing. **Hamza:** So, I don't see any reason – it doesn't change any major director within the existing program. **Meeker:** No. **Hamza:** Let's bring it to a motion, then. Somebody bring it up. **Eigenhauser:** I'll move. **Gardiner:** I'll second. **Hamza** called the motion. **Motion Carried.**

## **Reconsider Minority Report Club Application.**

**Hamza:** I was told earlier that there is some old business that people want to revisit.

**Krzanowski:** I have been asked by Liz Watson, Club Chair, to bring up the Minority Report application again, and at this time that you reconsider our action of Thursday relative to this club. I have obtained the information that was missing from the application, which seemed to be the primary reason for objection to this club application. There were a few addresses that were missing for club members and directors, and I now have those. I have that information.

**Newkirk:** I'll second the motion to reconsider. **Hamza:** OK, all in favor of reconsidering.

**Hamza** called the motion. **Motion Carried.** Miller and Baugh voting no. At this point, **Anger** produced the application and passed it around the board table.

### ***MINORITY REPORT CAT CLUB***

***Region Five – Southwest Regional Director – Dee Dee Cantley***

#### *Constitution and By-Laws meet CFA guidelines*

- *Twelve members*
- *Ten members belong to other CFA clubs*
- *Two members are officers in another CFA club*

#### *Have you incorporated or do you plan to incorporate?*

- *Not at this time*

#### *Club Interest:*

- *To bring awareness and showcase minority longhair breeds*

#### *Club Activities:*

- *Show Production*
- *Community events*
- *Pet fairs/county fairs*

#### *Disbursement of funds in the event the club disbands:*

- *Disbursement would be equal*

*With respect to sponsoring CFA shows, please state how frequently your club intends to produce and how (as distinguished from sponsoring a ring), the type of show you anticipate producing, and the city or cites where you anticipate locating any such shows:*

- *We would begin with 1 show a year. We would like to co-op with another club for our first show. Making it a minority longhair specialty*

#### *Additional information:*

- *None*

#### *From Minority Report Cat Club constitution:*

- *Objectives:*
  - *To promote the welfare of all cats.*

- *To promote the breeding of Minority Longhair breeds to the standards as accepted by CFA.*
- *To sponsor cat shows and exhibits spotlighting Minority Longhair breeds.*
- *To promote sportsmanship and friendship among cat fanciers.*

Membership:

- *Any person interested in the objects of this organization shall be eligible for membership.*

*As of this date, no negative letters have been received.*

*Approval or disapproval by Southwest Regional Director – Dee Dee Cantley*

**Baugh:** For the new members that are on the board, I think that we need to have some information, and we need to do it so we can hear it. **Hamza:** That's what I was going to do next. We had to bring it out and decide to talk about it. The next step is, we are dealing with a large, new board membership and I think that we need some background information. **Krzanowski:** This club applied for membership last June. The application was incomplete at that time. **Hamza:** Excuse me for a minute. This club, would you please identify the name of the club and where it's at? **Krzanowski:** Minority Report Cat Club. The secretary resides in Chula Vista, California, which is Region 5. They applied for membership at the June 2009 board meeting. The application was incomplete at that time and there was a motion to table the application until October. In October 2009, we had not received the additional information that was requested. Liz Watson, Club chair, requested that this be held over until February 2010. In February 2010 we also had not received the information, but Liz Watson had had discussions and correspondence with the individuals who were applying for this club, and they were really trying to get their things together. She asked for an additional hold-over until this meeting, June 2010. When we considered this application at Thursday's board meeting, it was brought to the board's attention that a few addresses were missing from the application. Two of the club directors, their names were there and no addresses. In addition, another club member in the application was without an address. **Hamza:** Were there other objections to this clubs, other than procedurally? **Eigenhauser:** By tradition, whenever any club is brought up, we ask the regional director from the club's region to speak on it. **Shelton:** Since I wasn't Regional Director when this club initially applied, I don't have any first-hand knowledge of what's on the application. I am, through anecdotal conversations, familiar with the fact that the club is applying through a somewhat drawn-out process, but beyond that I really can't speak much about it. **Hamza:** Did Dee Dee [Cantley] have any objections? **Shelton:** No, she did not. **Hannon:** Is this a club that was proposed to support minority breeds? **Miller:** I would like to say that most of the time, it is very important when we look at clubs to find out what the focus is and what they plan to do. I think it is unfortunate that the new board members will not see the fact that some of the members belong to other clubs. There is quite a bit of overlap. Those are some of the objections that we have. Every time this club has come up, they have had sometimes officer problems or they have had membership problems. It has come up for the third time, I believe. This time, they didn't have any addresses, and so I think some of the board members wondered whether they were truly going to be able to do what they say they want to do, which is really a little bit nebulous, too. **Anger:** That's the point – they have resolved all the problems now and have come forward. There were only two missing addresses. We have that information now. **Hamza:** It's my



philosophy – go ahead, it’s your region. **Shelton:** Darrell [Newkirk] showed me the application that was submitted to the board members on Thursday and, of the people who’s addresses and information was missing, I can say that I do personally know all these people and know that they are active in the fancy, and have been in the fancy for a considerable period of time, and that they do have show production experience, so they should be able to put on a show if they have the resources they need to put on the shows that they want to put on. **Hamza:** It’s my opinion that clubs have been scrutinized far too much because of their perceived value politically. I abhor that idea. Whenever a group of people in good faith want to get together and further the cause of CFA, there should be no standing in the way. **Newkirk:** I will make a motion that we approve the application. **Hamza:** Is there anybody else that wants to say anything? **Shafnisky:** I just have to question the fact that it has been over a year request for these addresses and that creates a serious question in my mind as to their ability. **Hamza:** You will have to speak up. **Shafnisky:** I’m sorry. My objection is that it took over a year and a half to provide addresses, and I think that, in my mind, creates a very large question as to the seriousness of the application of this club and whether they are going to actually move forward with anything once they are approved. **Newkirk:** That’s actually incorrect. It was presented last June and we didn’t actually consider it. It was actually sent back because of incompleteness, so we never actually considered it. **Baugh:** I have the application here in front of me and there are only two people of the twelve members listed that are active in another club. Their main focus is to bring breed awareness and showcase minority longhair breeds, and they are planning on doing that with community events, pet fairs, county fairs and potential show production. So, I don’t really see a conflict. **Hamza:** Alright, well, I think we have a handle on this for the most part. I think we are ready to make a motion whether to accept or not. **Baugh:** Darrell [Newkirk] did. **Newkirk:** I already made the motion. **Hamza** called the motion. **Motion Carried.** Miller voting no.

**Hamza:** Any other order of business? **Hannon:** I would like to go back into executive session to readdress one of the issues that we discussed earlier. **Baugh:** We didn’t hear that. **Eigenhauser:** We’re going into closed session. **Hamza:** We’re going to go into closed session briefly. Thank you for coming to the meeting.

[executive session]

(53) **NEW BUSINESS.**

**Eigenhauser** moved to adjourn. **Gardiner** seconded the motion. **Hamza** called the motion. **Motion Carried.**

There being no further business, the meeting was adjourned at 11:27 a.m.

**Hamza:** All you people here, I want to show that we’re an open group now and so we will field any questions you might have. The only thing I want to tell you is that we need to be nice and kind to one another, so if you’re going to scream and point your finger and have something derogatory or unproductive to say, you’re better off not saying it. **Eigenhauser:** Anything you are about to post on the CFA List about why didn’t the board members bring this up, ask us now. **Hamza:** This is your board, folks. Do we have any questions? [none] Wow, and you guys were afraid.

**Nancy Brown:** Is there anything you would like to share with us? You all seem like you are just eager to tell us something. **Hamza:** What I can say about this board meeting is, we had some personnel issues that were important and we got through them, and at times they were tough but we came to a meeting of the minds. We gave out committee assignments, we decided that we're going to meet very often through teleconferencing, we know we have a lot of ground to cover. One of the good things that I can tell you right now is, I have a feeling that this is an excellent board that understands the message from the membership, and I don't see anybody who would obstruct the move forward in a positive manner. The fact that we have opened the floor to you is a good faith gesture that we are going to listen to the membership.

**Hamza:** Alright Mary, be nice. **Mary Kolencik:** I have a question about the state of National Show Scheduling. National Show Scheduling is called for in the Show Rules. Clubs are required to report to a National Show Scheduling Committee and now it doesn't exist. We need to modify the Show Rules. **Hamza:** We are going to modify the Show Rules as quickly as possible. We have developed a new market plan for the clubs of CFA. Part of the agenda of that new market plan is to change the clubs' emphasis on being an exhibitor-based style of business because you know that for over a decade, registrations have been declining. To have a business model that is predicated on you getting as many entries as you can is bound to fail, as we continue to decline in registrations. We have to change the way we do business. We have to take an approach where gate becomes more important. It also lends to growth. We created a committee to help the clubs do that, and we're prepared to go forward. **Kolencik:** OK, I have a follow-up then. What I'm asking about primarily is the process, but in your answer I have found another question. This past week on the CFA List, there were many posts saying that they favor the smaller, local shows for them to go to, and I believe that by focusing on gate, we are going to put those kind of shows at a disadvantage such that they can't continue. I work on two shows that are in a show hall in Lebanon, Pennsylvania, and I have been working on those two shows for 10 years. We have never been able to earn more than \$400 per show date. That show hall is extremely popular for exhibitors. We make a profit on those shows from the entry, such that we can continue. Our one-day show this last May, we only had 200 entries but we still made a couple thousand dollars' profit. The exhibitors love that show hall. There are other clubs who beg to use that show hall. How many clubs in one year do we have in that show hall? Six? Six shows in one year in that show hall. If we get another show in the Great Lakes Region or close enough to us to pull as few as 30 entries from us, we're dead and there goes that little show. **Hamza:** The Regional Directors have been instructed to be respectful of one another. I believe that they will. I also believe they deserve a chance to prove that they are an intelligent group of people. I've gone to that show many times, and that is another model for clubs that don't want to go the gate route or that can't, and we're going to use that model, as well. That model consists of cost management to the degree where you can still make money with 200 entries. **Kolencik:** All I want to say is, this is what people want. They want the small, local shows. I would just like the Regional Directors to please be aware of that and please, don't kill the small shows. **Hamza:** Another part of mine, and we didn't get to it today because it's such a limited thing, but what I am going to do and what I have started to do is to empower Regional Directors with the flexibility to do what works in the region. One of the things we're going to work on is show format. I'm going to open it up so that clubs have the ability to implement a format they like, whether it's – at some shows, if some club is out there that thinks they can make money with a

two-ring, one-day show, who are we to stop that from happening? **Baugh:** Can I address Mary's concern.. **Hamza:** Absolutely. **Baugh:** Being in the Great Lakes Region, we're a region that is bound by – we're landlocked. We have issues. Trust me, we have no intention of deliberately hurting another show. What we have to deal with is weekends where we're talking where we can't have a show because there's one 9 hours this way and 8 hours that way. That's the issue that we have. We are going to respect each other, we're going to be in conversation with each other, but we will not try to hurt another club. Believe me. **Kolencik:** So, now I have another question. **Hamza:** Hang on. **Eigenhauser:** And if I might say, one of the reasons that people have objected to the National Scheduling Committee is, it seems like what they were doing was favoring the big shows. They were creating bigger and bigger footprints, and so I think making it a more local issue – as Tip O'Neil used to say, "all politics is local politics" – putting it back in the local hands and using common sense. Nobody wants to put two shows right across regional boundaries. Nobody is that stupid. Your Regional Director isn't that stupid. But handing it back to the local people where there's input, where there's accountability, and you get to elect your Regional Director – but when we have a National Scheduling Committee and somebody three regions away that you have no say over their elections and they are vetoing it, that's creating problems so what we're trying to do is return it to local control and I think this is going to favor the small shows in a way that it hasn't in the past. **Kolencik:** OK, I just want to make two points. First, I'm a little – we'll work with it. If things have to change, this is a change, let's see how it works. Responding to what George said, I only get to elect my own Regional Director. I don't get to elect Loretta. So, she puts a show on in her region and hurts my show, I don't see that. Then, I want to respond to Loretta. So, let's say that suddenly a conflict comes up and the two Regional Directors don't agree. One of the clubs feels that they are getting the shaft. What will you do? **Hannon:** You can always take it to the entire board. **Kolencik:** How do we do that? Do we go to the Executive Committee first? **Hamza:** You go to your Regional Director. **Kolencik:** And then you bring it up on the email list? **Eigenhauser:** We're going to be having multiple meetings a month by teleconference. **Baugh:** We're going to be talking on a teleconference several times a month. **Kolencik:** So, if we have a problem we can go to our Regional Director and they will give it to the board? **Baugh:** Right. So, you're going to get a fair hearing from everybody. **Hamza:** You know, there's one thing I want to say before we answer any more questions. It's a way of thinking. You know, we care about our own back yard and our own region. At the same time, we now have to consider the whole fancy, so we have to temper our immediate own personal investment on one level, which is your local level, with our immediate personal investment in the organization as a whole. We have to balance now different interests, and it's going to be interesting. I have faith in these Regional Directors. I don't see any one that is going to be nefarious and put shows on to hurt another regional show. **Baugh:** The one thing I made a comment to National Scheduling is the fact, we seem to have done a lot of – we didn't do a lot of saying no, but there was a lot of discussion. Sometimes, the organization is better served by allowing a show than disallowing it, and we have to look at the entire process and the entire picture. We will try our very best not to hurt those established shows, OK? **Meeker:** I will try to speak loud enough to be heard. I think a lot of people don't understand that the NSC was Regional Directors working together. We rarely had lines drawn in the same. I just see a different in procedure, a slight difference in procedure. I don't see a real difference in outcome here, folks. If somebody wants a show in Denver and I've got a show in Salt Lake City, I'm going to go to Region 3 and say, "hey, do you think this is a good idea?" This is what we have been doing all

along, and we have just been bashed to death because people don't always understand the whole picture. If somebody didn't agree with the result of the NSC, they could already bring it to the board. Do you really want your board tied up with two shows across state boundaries? **Nancy Brown:** You are speaking of when you went on the board. You're not speaking of prior to that. **Meeker:** I'm speaking about the last two years. **Nancy Brown:** I'm not. **Meeker:** If we're rehashing things that happened nine years ago – **Nancy Brown:** I understand that, but this is what people are talking about, is the blackball situation which was controlled the last few years. **Meeker:** There wasn't a blackballing situation, Nancy. Majority ruled. **Hannon:** It used to be at one point, one negative vote, right? **Nancy Brown:** Correct. **Hannon:** That has changed. **Meeker:** That hasn't been in effect for a number of years. **Nancy Brown:** We're not talking a few years that it has been in effect; we're talking prior to that, so this is what some of the concern is about and I'm not one of those people. I'm just trying to say that you were saying what has happened in the last few years, and not all of us are talking about it. **Meeker:** OK, but I can only affect what I have control of and I think some people need to move their perceptions into alignment with the current reality. **Nancy Brown:** I'm just trying to speak for others, not myself. **Eigenhauser:** What we are saying is, when the perception and reality don't necessarily mesh, sometimes we need to do things to change the perception and making a positive move for local control will eliminate this perception that somebody three regions away can blackball. They can't. **Meeker:** I'm hoping the perception changes, but I don't think the reality is, because reality is what – **Hamza:** And in business, a major component of success is to be flexible. You may have had a traditional show date that's a wonderful show and then the circus moves to town every year on your date and all of a sudden you can't make it work. You should be able – a Regional Director should be able to see the value of being in that market, of CFA having a presence in that market and finding a way to juggle their schedule so that that show can remain viable. I don't believe that we can have a "one size fits all" approach because every region has unique needs, so we need to have a flexible format so that clubs have every option open to them. You don't know what's going to work in one area and it's seldom the same works in another area. We've got a show in western PA that puts on a two-day 8 ring all specialty show and it does wonderful. Maybe they want to do a two-day 10 ring all specialty show and it will do better, but I know in another area, that would be the kiss of death. The whole thing about this is, giving the clubs every opportunity they need to succeed.

**Hamza:** Any other questions? OK, stand up. **Pam Huggins:** Jerry, would you clarify what you said about the International Show? Some of us were talking out in the lobby and I thought I heard you say there would be no more, but others – **Hamza:** At least as it stands today, there is no way fiscally we can put on an International Show. We don't have the sponsorship support. There are other things – having said that, there are other things in the works. I'm not going to bring them up because I don't have any sort of certainty on them yet and it would be irresponsible of me to say, "well, this could happen and that could happen." I would rather deal in facts. **Huggins:** I just didn't – don't we usually have a motion to that effect and then it is in the minutes or something. I think when you voted not to have the International – **Hamza:** We didn't vote not to. We just can't do it right now. **Eigenhauser:** We previously voted not to have one this year. **Hamza:** OK, I didn't know that, but it's not even a procedural issue at this point; it's a fiscal issue.

**Kathy Calhoun:** Jerry, in the spirit of transparency, can you advise us if there is going to be any change in the leadership in Central Office? If you can't advise us today, when can you be able to advise us if there are any changes in leadership in Central Office staff? **Hamza:** I'm going to be straight up honest with you. As you know, Allene has chosen to live a life of leisure in Florida, foregoing the snow and agony of New Jersey. Being outside of Buffalo, I can relate. There is going to have to be some restructuring in Central Office. The board was in closed session trying to deal with that. There is a lot going on in that, and there hasn't been anything definitive made. There are some recommendations that we are going to follow up. I can't give any specifics, because it wouldn't be fair to the people involved, but as soon as we have deals made and we have direction, you will know. **Calhoun:** Time frame? **Hamza:** It will be within 60 days, we will have something concrete. You're asking me to put – we need to do something and it will probably be much less than that. We have some negotiations to do and I'm not sure how long it will take. **Eigenhauser:** I think we did this in open session at the beginning. We are basically going to take 60 days to put together a new plan, a new proposal, a new budget and a new structure. That's really the time frame we are looking at on several different items, to pull it all together in the next 60 days. **Calhoun:** Last question. So, in the interim, will Allene still be Executive Director? **Hamza:** Allene has agreed to stay on for a certain period of time and it is part of what we are negotiating. It's part of where we are going. I really want to end it there, because now we're getting into Allene's personal life and that's really where this board has to end it.

**Kolencik:** I'm just asking for a clarification. Could you explain a little bit better the Judges' Ethics Committee and how it is going to work with the current Judging Program? **Hamza:** You know, it's a new committee. I'm not sure – I understand. You know what? JoAnn is sitting right there. If you want to be part of this – look, this is an administration of inclusion. This is a new committee that is trying to deal with the problems that we have identified. Where we go from here, I'm looking for input. If you have something to put in, put it in. We haven't fleshed it out yet. It's just at the beginning stages. **Baugh:** I can answer a little bit of that, because JoAnn and I had a meeting yesterday. We are talking two separate committees. What we are talking about is, there are issues that we feel are going to give an improper perception or actual things that have happened. JoAnn is going to investigate them and take them to whatever process it needs to go through. That's all we're after at this point. They are two separate committees. **Kolencik:** So it is independent from the Judging Program? It's another avenue for us. **Baugh:** Yes. **Kolencik:** Excellent. **Baugh:** That's what we wanted it to be.

**Kolencik:** OK, about the IT Committee. You challenged David White, or charged him with coming up with a new computer system in Central Office by this time next year. I really appreciate that. As a computer programmer, computer scientist, I am incredibly happy with that. My question to you is, who is paying for it? **Hamza:** You know what? I have such a desire to have that, that if I have to, I'll go banging on doors because I will find the money. We will find the money in such a way where it doesn't hurt CFA, if I have to go looking for corporate donations on my hands and knees, by hook or crook. **Eigenhauser:** A lot of our systems evolved over time, based on the computer we bought back to the 1970's. One of the hopes is that by automating and streamlining our operations, there will be cost savings developed over time. Maybe in the short time, we will take a little bit of a hit but in the long-term, this should save us

money, not cost us money. **Hamza:** It's going to make how we do business – you understand, as a computer person – how this is going to make customer service so much better. **Kolencik:** Absolutely. I agree with it 100%. My next question is also, I am a computer scientist so I know something about translating programs and data, and I have worked on systems where it takes well over a year to migrate, so I just wondered how we are prepared to handle it. It might not be a money issue, it might be that we just can't reprogram some of it. **Hamza:** In my mind, and I'm not nearly as computer literate as you, it just seems like we are trying to bridge a gap where maybe it's better to put a system in and do a lot of data entry. **Kallmeyer:** Going back, we looked at this a couple years ago. There were some conversion programs that would actually help us for the future. One of them is the HP 3000. It's pretty much a fixed database. One of the conversions to the latest equipment would actually look like a fixed database to existing programs, which actually can be in fact a relational database that we could use. So, I mean, there are some mechanical ways and we can still take advantage of what we have as to what we are using in the future. I think Connie Sellitto actually researched this the last time I was on the board, four years ago or so, and we found some mechanisms that we can use to get to the new place, less painfully.

**Kolencik:** Just one more question. You said at the beginning that you have like a cheat sheet of Robert's Rules of Order. **Hamza:** You want a copy? Here. It's not perfect, but it was online and I figured it was a good way to have the members who aren't familiar with Robert's Rules, get rudimentally familiar so they can go home and read them on their own. **Kolencik:** Thank you. **Hamza:** I may regret that. Is that it? **Kolencik:** Yes, that is fine.

**Hamza:** Hopefully, we can do this, time permitting, at other meetings. It's always good to know what you're thinking and what your concerns are, because sometimes we just don't know. Have a safe trip home everybody.

Respectfully submitted,  
Rachel Anger, CFA Secretary

(54) **DISCIPLINARY HEARINGS AND SUSPENSIONS.**

**Administrative Suspension:** The following case was reviewed by the Protest Committee and a recommendation was presented to the Board for Administrative Suspension, which may be lifted at such time as the conditions are met.

**09-065**      *CFA v. Corinne A. Stephens*  
*Administrative suspension until the cattery inspection is satisfied and applicable fees paid.*

**Special Telephonic Board Meeting:** After timely notice was given to the parties, the following case was heard via telephonic meeting called by CFA President Pam DelaBar, on April 19, 2010, in order to hear the following board protest:

*CFA v. Nicoletta Magno*  
*Violation of CFA Constitution Article XV, Sections 4(f) and (g)*  
*(Conduct Detrimental to CFA)*  
*GUILTY. Sentence of \$500 fine plus conference call costs; All points from the Hong Kong Cat Lovers Society show of February 6/7, 2010 are voided for Re Desiderio Paribanu and Re Desiderio Orlando Osculabundus; no exhibiting in Hong Kong for a period of two years, commencing May 1, 2010.*

**Disciplinary Hearings And Suspensions:** Cases that have been reviewed by the Protest Committee and for which a recommendation was presented to the Board. The following case was heard, a tentative decision was rendered, timely notice was given to the parties, and no appeal and/or appeal fee was filed. Therefore, final disposition is as follows:

*CFA v. Russell Law*  
*Violation of CFA Constitution Article XV, Sections 4(f) and (g)*  
*(Conduct Detrimental to CFA)*  
*GUILTY of Section 4(g). Sentence of \$500 fine, no agenting for a period of one year.*

**10-001**      *CFA v. Daniel Bridges (CFA Clerk)*  
*Violation of CFA Constitution Article XV, Section 3(c)*  
*(Conduct of Judges and Clerks)*

In executive session, the following motions were made:

- To accept Mr. Bridges' resignation from the CFA Clerking Program. **Motion Carried** [vote sealed].
- To bar Mr. Bridges from all clerking activities. **Motion Carried** [vote sealed].

**10-002**      *CFA v. Lee Evans, Conbrio Cattery*  
*Violation of CFA Constitution Article XV, Section 4 (a), (g)*  
*(Cruel or inhumane treatment, act or conduct detrimental to CFA)*  
*GUILTY. Sentence of permanent suspension.*

**Board-Cited Hearing:** The Board may consider any protest filed by any member of a member club or in any other manner brought to the attention of the Executive Board. The Board may delegate authority to one or more persons to review, investigate, and determine if probable cause exists for the filing of a formal protest. This case was heard on direct cite by the CFA Executive Board. Timely notice was given to the party, and the matter was heard in open session, at the request of the respondent.

***CFA v. Robert L. Molino***

***Violation of CFA Constitution Article XV, Sections 4 (f) and (g); Judging Program Rules, Section II.B. and Section X, Paragraphs A-D; Judges' Code of Ethics, Provisions 1 through 15; CFA Show Rules 27.05, 27.07, 27.08, 27.14, 28.01, 28.05, Article XXIX***

***GUILTY. Sentence of \$500 fine, one-year suspension from judging, commencing with the end of current leave of absence, followed by one year probation (during which time host clubs will submit evaluation reports).***

Appearing for Mr. Molino were Bernie Hartman and Lynn Search

**Miller:** We have a quorum. The meeting has now been called to order. Pam is not here, so I will be conducting this meeting. As you know, we are here for a hearing about Bob Molino and he has requested an open hearing, so we are going to go through a few steps. The procedure is that because this is an open hearing, Rachel is going to summarize the charges and then we will go by our usual procedure which is, Fred will talk about how this kind of hearing is going to be held. **Jacobberger:** This is the matter of Robert Molino. It is a direct cite protest. Rachel is going to summarize the charges. The board has received all of the documents that she will be referring to. Bob and Bernie have received them all, as well. When Rachel gets done summarizing, we'll give Bernie the floor and whatever witnesses he wants to put on and whatever statements he wants to make. When he's done, we will have questioning from the board. **Hartman:** We're not going to call any witnesses. **Jacobberger:** Present whatever statements you want to make, and we'll have questioning from the board. We'll go back and forth until everybody is done, and then we'll go into executive session to deliberate.

**Anger:** What we have in the file is the original materials that were presented in May. I have letters that have come in that I will pass around as soon as I complete my statement. **Jacobberger:** We can pass them around now. **Anger:** I would like to give everybody the opportunity to read them instead of just glance at them. We certainly want to give full credence to the people who spent the time to them for Bob. I am going to give a brief statement and then I'll summarize the allegations that have come in. First of all, even though it goes without saying, I would like to say it anyway just to clear the air. Bob Molino is a friend to many of us. He served along side us at this board table. He has judged our cats. In my case, I have been to Bob's house and I have owned cats bred by Bob. There is no reason for anyone to target . No one is out to get Bob. I will tell you that every complaint that you will see, as well as many that you will not, came to the Judging Program spontaneously. Not one complaint was solicited. In fact, some exhibitors came forward with issues that I tried to deal with directly or internally. Other exhibitors did not want to put their concerns in writing, either because of an existing friendship with Bob, because they felt badly about his medical challenges, or just plain fear of retribution. The complaints that



are before you today did not fall into any of those categories, and remain unresolved, which is why we are here today. They are limited to the past year. What we have is a group of exhibitors who are so profoundly affected by something that Bob has done or said, that they put pen to paper, signed their name and submitted a complaint. After the initial intake by the Judging Program, the parties were still disturbed enough that they wanted their complaints to be heard and their day in court. What we also have is a judge in crisis. At times, it is the same old Bob that we became friends with years ago. Other times, Bob does not seem to have the ability to moderate himself. I am sure that you will hear testimony today about all the reasons why Bob had a bad show or why Bob might have made an inappropriate comment or asked an inappropriate question. This testimony is sure to be heartbreaking and will make us all feel very bad. While I am not unsympathetic, we have to keep in mind that judges have a responsibility to deliver our judging services exceptionally at all times, not just some of the time. Judges take an oath to abide by the Judges' Code of Ethics, and to follow the show rules and judging program rules. This oath applies to every show.

**Anger:** Bob's contributions to the cat fancy are many. No one can ever take away his accomplishments with his beautiful Sanlino cats, or his accomplishments behind the judging table. But, it doesn't say anywhere that any judge is owed a license to judge based on their prior accomplishments. In fact, it says the opposite – that judges are independent contractors who judge at the pleasure of the board. Judges are only as good as their last show. Now, we all make mistakes. This is why they call us human. The reason this hearing is being held today is not to crucify someone for making a small mistake. What you see in the presentation is a pattern of behavior that has been alleged by the complaining parties, it has been addressed with Bob, it has been responded to by Bob with a promise to “never do it again” or by blaming someone else, but then the pattern repeats itself. At this point, we have been left with no other option than to have this hearing. If we do nothing, we are condoning this alleged behavior. If we take action, we are saying to our clubs, our exhibitors and our future judges that our Code of Ethics, Show Rules and Judging Program Rules are important enough that we will uphold them, even if it is difficult for every one of us on a personal and professional level. The bottom line is, we have a duty to our customers, and that is why we are here today. Thank you.

**Anger:** Basically, some of these allegations are repetitive. Many of them result from several complaints from one show and they were laid out that way in the presentation. I will read the summary so that you will get an idea of why we are hearing the complaints that have reached this level, first beginning in August of '09 <reads>.

- S.R. = CFA Show Rules
- JPR = CFA Judging Program Rules
- CoE = Judges' Code of Ethics

\*Please note that CFA Constitution, Article XV, Section 4.f. and 4.g., and Judging Program Rules, Section X apply in all instances

Exhibit	Date of Incident	Summary	Specific Violation(s)*
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A	08/08/09 Hidden Peak	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7
B	08/08/09 Hidden Peak	Inappropriate discussion – publicly questioned exhibitor about another exhibit and solicited her opinion	S.R. 27.05 S.R. 27.08 JPR II.B. CoE 2, 4, 6
C	09/12-13/09 National Cap	Solicitation of Judging Assignment	S.R. 27.07 CoE 10
D	09/12-13/09 National Cap	Inappropriate discussion – scolded exhibitors for being late to final; scolded other exhibitors for not monitoring the whereabouts of the missing exhibits	S.R. 27.05 S.R. 27.14 S.R. 28.05 JPR II.B. CoE 2, 6, 7
E	09/12-13/09 National Cap	Completed Saturday judging an hour and a half after the other judges, causing the club to incur charges	CoE 3, 13
F	09/12-13/09 National Cap	Failure to ensure accuracy of paperwork	S.R. Article XXIX CoE 3
G	09/12-13/09 National Cap	Failure to cooperate with show committee (timeliness, cooperation, leaving the ring)	CoE 3
H	12/05-06/09 Greater Baltimore	Inappropriate discussion – prior to final, asked exhibitor if his cat had graded so you wouldn't "waste the points"  Failure to base a final placement on the merits of the cat	S.R. 27.05  S.R. 27.14 CoE 4
I	02/28/10 NNFCBC	Inappropriate discussion – gave deceptive grooming advice to exhibitor	S.R. 27.05 S.R. 27.14 CoE 2
J	02/28/10 NNFCBC	Made comments about an exhibit within the hearing of another officiating judge	S.R. 27.08
K	02/28/10 NNFCBC	Inappropriate discussion – upon learning that a cat was in the regional/national standings, said you wish you had known that and would make it up at another show	S.R. 27.14 CoE 2, 4, 6
L	02/28/10 NNFCBC	Inappropriate discussion – after class judging, asked the exhibitor what the cat's name is, national ranking	S.R. 27.05 S.R. 27.14 CoE 2, 4, 6

M	02/28/10 NNFCBC	Lost control of ring – final became “complete chaos”	JPR II.B. CoE 2, 3
N	03/20/10 Coastal Paws	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7
O	03/20/10 Coastal Paws	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7
P	03/20/10 Coastal Paws	Failure to allow class judging to take priority; lost temper with exhibitor	S.R. 28.01 JPR II.B. CoE 2, 6, 7
Q	03/20/10 Coastal Paws	Lost temper during final when cats were called to another ring for class judging	S.R. 27.14 S.R. 28.01 S.R. 28.05 JPR II.B. CoE 2, 6, 7

**Anger:** Then we have some correspondence that is summarized. Our conference call with Mr. Molino is summarized. This is all in a time line format, and then Bob requested his business leave of absence, which was granted. Basically, that is it.

R	03/23/10 Coastal Paws	Email from Mr. Molino to [a fellow judge] apologizing for offending her, admitting he allowed himself to become upset, admitting that he did not allow class judging to take priority, blaming her clerk	S.R. 28.01 JPR II.B.
S	03/23/10 Coastal Paws	Email from Mr. Molino to Show Manager, admitting unprofessional behavior, disrespect for club members, exhibitors and fellow judges, blaming his clerk	JPR II.B. CoE
	03/23/10	Conference call with Mr. Molino, President DelaBar and JPC Chair Anger, the purpose of which was to offer the options of retirement or an extended leave of absence. Molino states that he will release any club no longer wishing his services from their contract, upon a signed request from club officers.	
T	03/24/10	Conference call with Mr. Molino at his request, to request and receive a 3 month leave of absence for “business reasons”	
U	04/09/10	Request for extension to respond to complaints (granted)	
V	04/15/10	National Capital sends an email and certified letter to Mr. Molino, requesting abrogation of judging contract.	

W	04/16/10	Email from Molino to National Capital show committee member, refuting the authority of the “judging committee” and claiming that Committee provided confusing and incorrect information about Molino's offer to release clubs from their contracts.	CoE 2, 6, 7, 13
X	04/18/10	Email from Molino to National Capital officers in further response	CoE 2, 6, 7, 13
Y	04/18/10	Email from Mr. Molino to President DelaBar and JPC Chair Anger, included in the hopes that this was meant to be a response	

**Anger:** A summary of the violations that are alleged are Violation of CFA Constitution Article XV, Sections 4 (f) and (g); Judging Program Rules, Section II.B. and Section X, Paragraphs A-D; Judges’ Code of Ethics, Provisions 1 through 15; CFA Show Rules 27.05, 27.07, 27.08, 27.14, 28.01, 28.05, Article XXIX.

**Hartman:** Can we ask a procedural question? We’ve got exhibits that were sent, an exhibit list and time line, and I think that you may have just read them. **Anger:** Yes. **Hartman:** OK, I’ve got them. What I have done is, I sat down with Bob and I interviewed him. I have a few interjections because I witnessed some things, and I will point that out if this was said as a witness. Lynn perhaps has a couple things she may say as a witness, as a show manager, as a judge, but if we can take each one, Exhibit A all the way through. **Jacobberger:** Normally we would have something in writing from the accused responding to each allegation and we would have him testifying, so I think it would be very helpful for the board, because we really don’t know what Bob’s position is with respect to each of these alleged incidents. If you could take those one by one, it would be helpful. **Hartman:** Is this recording? **Tartaglia:** Yes. **Hartman:** Can we get a transcript? **Jacobberger:** We’ll take up the matter of your request for a transcript when the full board meets on the issue. It would be a bit unusual for us to do that, but we will be talking about it as a board. You will have a complete set of minutes. When we have an open hearing, the full hearing is reported in the minutes. It might not be a verbatim transcript, but the minutes are usually quite detailed. You definitely will have that.

**Hartman:** First of all, this is the last thing I ever want to do; defend Bob in front of the board of CFA. It’s very difficult for me, but right now I do want to say that I’m going to do the best I can. Lynn [Search] will do the best she can. Bob took a 90 day leave because today and tomorrow, due to his sickness in 2006 through 2008, he is at [deleted for privacy]. He’s been doing that since March. With that understanding, he felt he should have me in his stead here.

**Hartman:** The first thing I do want to say is yes, we all know Bob Molino. I know in 1986 when I met him, he was doing his first solo assignment in longhairs. I’ve never seen a more compassionate person with cats. How many years has Bob been judging? He is in his 27<sup>th</sup> year of judging now. He judges probably 25-30 shows per year. He has judged for over 100, closer to 200 clubs. On a repetitive basis, he does Sign of the Cat, Nova, Hidden Peak, New Hampshire Feline Fanciers, Diamond State, Siamese Alliance, Siamese Fanciers, Capital Cat Fanciers, and Greater Baltimore. **Search:** And Moorestown. **Hartman:** And Moorestown. He has judged in his

years of judging well over 170,000 cats. Now, I was raised in a bubble in CFA. He mentored me as well as a lot of others. I know Bob makes mistakes. Has he made more mistakes in the past year than he has ever made before? Probably not. Today, it's a different kind of realm. I remember one old time judge, still judging. He's a renowned person in CFA. Typically, the last person to show up in his ring when he calls a final gets applause. Everybody <claps> and I think everybody knows who I'm talking about. But, that's who we were raised by. That's our standard and I even saw some people earlier and I said, "well, the newbies are in charge now." It's not the same CFA. So, I've offered that as a history to what Bob has done. Lynn, do you want to add anything at this point?

**Search:** I would like to say that I thought when Rachel mentioned the fact that a judge is only as good as his or her last show, that that is a good point. We know Bob has been under some stress. He agreed to take a 3 month leave of absence for personal reasons, but his last two shows were after the shows that these complaints were at. I was not involved in the show management of Hidden Peak, but I believe he had an excellent show there with no problems, with any of the exhibitors, any of the finals or any of his timing. I'm the President of Sign of the Cat Fanciers, and he had an excellent show at Sign of the Cat. He was, I believe, the first judge done, either both days or on Sunday. He's always willing to help clubs out. He will transport judges from the hotel to the show, he will drop them off at the airport if he's going past, he does special things because he really cares about the cats and exhibitors. If he's doing a driving show, very often he will bring a plant for his best cat, best kitten, best household pet and best cat in premiership. He does a lot of special things. I'm not trying to say he didn't have some problems. We all sometimes say things that are misconstrued or taken the wrong way. It seems to be a simple thing to me that he can be careful to say less. You know, they say less is more. He had a lot of good shows, a lot of satisfied exhibitors. We all know that people who are happy often don't run out and write a letter saying how wonderful they think somebody was. They are more likely to voice a complaint. I don't think letters really have to be solicited. It hasn't been spoken around that there were a lot of problems, but people did say they wanted to get involved. We believe that there were at least 7 letters written by people who heard there was a problem and wanted to say something. A couple of them we just showed Fred and Rachel. One of them, I don't know what happened to it, it was written on June 17<sup>th</sup>. The other one, the person thought that this was going to be put off to February. He has handled cats very well. There are no complaints here about his handling of cats. After all, CFA is about the cat. Some people have gotten their feelings a little bit hurt and I'm sorry about that, and I know he's sorry, too, but as I said, going by what Rachel said, if a judge is as good as his last final, he was able to shape up in his last two shows. He did take a 3 month leave of absence in order to get rid of the things that were stressing him, which are not mental or physical, or things that he couldn't get over, but they were personal matters that had to be dealt with. Maybe he should have realized sooner that they had to be dealt with. It's very hard when you're judging every week, you kind of lose 4 days and so it's hard to get personal things done. We have to realize that he may have lost his temper but he didn't hit anybody, he didn't slam dunk any cats. Nobody didn't come back to shows, we got good entries at the shows he was judging. After one of the shows that's mentioned March 20<sup>th</sup>, I am a member of that club. I was there the entire show. I watched him handle cats and his handling, even after the incident of the final where cats were being called to at least two other rings, if not three, in that schedule, and then he went on and was handling other cats and I went over and watched

because I was asked to go see if he was upset and see what was happening. He was handling the cats beautifully. We're not saying that he didn't do anything that he should stop doing, we're just saying that things can happen to people and they can get over them. Rachel has mentioned that we want to try to help everybody and not be punitive. I would like to see that be what happened. I have a list of the people who wrote personal or club letters. **Jacobberger:** We'll both read and pass them around. Rachel can speak for herself, but I think the concern of the Judging Committee was that these complaints came in bunches. Suddenly we were getting a lot of reports of unjudicial behavior and something needed to be done about it. **Search:** I think you're right, Fred. I think that's what Bob finally got through his head, that if he took time to take care of his personal business, get rid of his stress, and once he was really thinking properly, he had two very good shows. Darrell judged that show with him at Sign of the Cat. **Jacobberger:** Is your belief that in the future at shows, he will be able to – **Search:** I think he'll be fine. He knows that sometimes when he says something, you can open your mouth and put your foot in it, and I think he'll be very careful to say less, even if he doesn't mean it to come out the way it comes out. I know that I've felt that the Exotics were really shorthair Persians. Rachel contacted me [after a concern had been submitted] and said, "Lynn, you've got to stop saying that in the ring. What you say outside of the ring is your business but don't say it in the ring." I stopped. **Jacobberger:** There have been other judges that have had problems. The problem here was that there was so much coming in such a short period of time. **Search:** That's true, and then when he got his head wrapped around it, his last two shows were excellent and when he finishes this leave of absence and gets personal business taken care of, that stress will be gone. Stress is a killer. People have heart attacks from it. The don't only lose their temper. **Jacobberger:** Do either of you know how many shows he has booked between the end of the leave of absence in August and the end of the year? **Hartman:** Not a great deal. That's why we asked for a continuance without punishing the clubs. It would be financially devastating for them. Devastating may be overkill, but it would hurt them somewhat. **Search:** The clubs choose the judges that they think the exhibitors will come to the show for, judges that work well with the show committee, judges that they feel know the breeds. I know for a fact that Nova and Liberty Trail and Moorestown have invited him many times, because we've never had complaints from our exhibitors about him. Of course, as I said, after Rachel had talked to him and he agreed to take this leave of absence, he did a wonderful job at Sign of the Cat and he didn't hold anything against anybody. Darrell would know more about how he treated his fellow judges, but from a show committee perspective, he was offering to bring people to the show, if somebody needs to go to the airport, he brought those plants that I mentioned, and I've seen him do that at a lot of shows. He loves the cats, he loves the exhibitors, he loves judging. Yes, he had a little bit of a bad time in there but I think that he can well get past it and be the old Bob again. **Miller:** Lynn and Bernie, have you completed – **Search:** No, Bernie has lots more to say.

**Hartman:** I'm going to address the exhibits. We wanted to get this preliminary information out of the way. We feel like we would be losing a very strong judge in CFA and if you say, "Bob, don't do that anymore," Rachel knows he won't do it anymore. Now, there's certain circumstances, and we'll get into that, but let me preface by saying I won't mention any names. **Jacobberger:** You mean the exhibit numbers that were sent in Rachel's packet? **Hartman:** Yes. Exhibit A through Y. **Miller:** I would like to open it up for the board members to ask questions as you are talking. **Hartman:** That would be perfectly fine with me. **Search:** Fine

with me, too. **Hartman:** There's a lot of these things that I wasn't there for. If you ask a question, I may be inclined to say, "I'm sorry, I don't know the answer," because Bob would. I know Bob's at home now, if you really need an answer. **Miller:** So, it might be possible for us to talk directly to him if we wanted to do that? **Hartman:** If you have a question to ask him, I think that would be fine.

**EXHIBIT A**

<b>Exhibit</b>	<b>Date of Incident</b>	<b>Summary</b>	<b>Specific Violation(s)*</b>
A	08/08/09 Hidden Peak	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7

- *The HHPs were scheduled for Mr. Molino's ring of the end of the day on Saturday. Tracy Petty was doing her HHP final when his clerk started calling the class at approximately 16:00. Many of his first round HHPs were in the final with Tracy but he had his clerk repeatedly call the first ring cats to his ring. When the entries did not show up at his ring, he used the loudspeaker to sarcastically reprimand the HHP owners for not responding quickly to his ring. His words and physical gestures indicated that he was clearly angry over the delay.*
- *His verbal ridicule over the loudspeaker and his treatment of my entry were the parts of his unacceptable behavior that I witnessed first hand. I was told by an older couple who were at the show as spectators that he was also extremely rude to a another HHP exhibitor when she accidentally put her cat in the wrong judging cage and that she was crying when she left his ring. They remarked that showing cats must not be very much fun if that was an example of what exhibitors have to put up with.*

**Hartman:** He and Tracy Petty were both doing household pets at the same time and Tracy had called her finals. Bob said, "call the cats up to the ring and tell them to come when they can, when they finish in Tracy's ring," and he went outside and had a cigarette. When he came back in, there were no cats, so that's when he said that he did use the loudspeaker system to say, "I need to judge the household pets." He said it wasn't an angry response. This is the modus operandi for most judges. They call the cats up, even if they are in another ring, knowing that they need to come from one ring to another because it's the end of the day and they are trying to get out. Then, there was the verbal ridicule. **Miller:** Wouldn't his clerk be the one to be calling the cats? **Hartman:** The clerk did call the cats. He told the clerk, "go ahead and put up the numbers up. That way, when they get out of Tracy's final, they can come over ." Then, he went outside and had a quick cigarette and then came back in, because he knew he had to wait. **Miller:** I thought you just said that he then went to the microphone and said that. **Hartman:** When he came back in after smoking the cigarette and the cats still did not come. Tracy was done. **Miller:** Then he went to the microphone? **Hartman:** This happens a lot that if the judge isn't standing

right there, the cats won't come up because they say, "oh, the judge isn't there so I'm not going to be there." He had hoped to come in and find a ring full of cats. **Calhoun:** I don't think we need to dwell on that one. That's a fairly common practice for a judge, if there's no cats in the ring for a judge to get on the mike and call the cats. The voice of authority. **Search:** Sometimes the clerks have to run out of the ring. **Anger:** If I can quote from the exhibit, "When the entries did not show up at his ring, he used the loudspeaker system to sarcastically reprimand the HHP owners for not" – **Hartman:** He claims he did not do that. **Anger:** "– responding quickly to his ring. His words and physical gestures indicated that he was clearly angry over the delay." **Hartman:** He doesn't recall any of that. He does not recall ever having those feelings or even showing those kind of feelings. He was out smoking and he had just came back in, and said, "OK, it's time for the household pets now," because his clerk was not in the ring. **Search:** Really, Rachel, as you know, some of this can be the way someone interprets something. Nobody is denying that he got on the mike and said, "come on, get up here, I have to finish", but was it sarcastic? Was it angry? Two different interpretations. **Anger:** The allegation of the person that submitted the complaint was that Bob was "clearly angry" over the delay. **Hartman:** Bob says, "I don't understand where some of these people are getting some of this." The exhibitor claims he handled the cats roughly, jerked open the cage and then took it out and then threw it back in the cage and then the cat was ruined for the rest of the day. Most of you are judges and know that if you feel a cat rumbling, you use care and caution, so that's what Bob did. He used care and caution. **Anger:** What you are discussing isn't even being alleged. **Hartman:** It was all in the same letter, Rachel. There was three bullet points on that page. **Anger:** Clearly, only two of them are included. The mishandling of that cat seemed to be an anomaly. **Hartman:** <reads second bullet point>. There was no verbal ridicule on the loudspeaker. <introduces two letters of support> **Search:** Were these sent to Rachel? **Hartman:** We'll have to give them to her. **Search:** One said, "I finished shortly before you and went over to watch your finals. Even though you were rushing, you did everything with grace and humor." The judge wrote it to Bob about a show she did in North Carolina. **Jacobberger:** Our point is, this isn't in our file. We haven't seen it. **Anger:** Can we see it now, while we are talking about it? **Hartman:** Can we move along? But, what the older couple said is hearsay. Everything points to the conclusion that he did a good job.

### EXHIBIT B

Exhibit	Date of Incident	Summary	Specific Violation(s)*
B	08/08/09 Hidden Peak	Inappropriate discussion – publicly questioned exhibitor about another exhibit and solicited her opinion	S.R. 27.05 S.R. 27.08 JPR II.B. CoE 2, 4, 6

*At the Hidden Peak show the weekend of August 8-9, I was placed in a very embarrassing situation by Bob Molino. He was judging a cat, and I was observing from the seating area in front of his ring, along with about a dozen other exhibitors and some gate folks. He looked up at me and said, very audibly, "What do you think of [insert name here]'s cat she is showing in championship? The one I judged a week or two ago?"*



**Hartman:** Bob doesn't recall having taken this action. Bob feels that [states name of complainant] and all the people with [states name of breed] have done a great job with promoting the [states name of breed]. He was complimenting the [states name of breed] as a whole. That's his recall of the conversation. **Search:** And [states name of complainant] even mentions the fact that he is talking about a cat that he had seen previously, not a cat that was at that show. Now, I will certainly agree that maybe we would be better off not having those discussions in the ring, but it did not involve a current exhibit. **Hartman:** Most of what you are going to see in here is going to be a cat has been judged. **Altschul:** It says, "the cat in question was present at that show." **Hartman:** On Exhibit B? **Altschul:** Yes. **Hartman:** He was just talking generally about [states name of breed]. He wasn't talking about any one cat. **Search:** He might not have realized it was there and happened to say, "what a beautiful cat I had two weeks ago," not realizing he was going to see the cat again. **Hartman:** He says it was a compliment to [states name of complainant] that I asked her opinion. **Anger:** What is cited here are the Show Rules, as well as the Judges' Code of Ethics, that specifically say – **Hartman:** I don't know if you are talking to me or asking a question. **Anger:** I am attempting to point out that Show Rule 27.05, 27.08, Judging Program Rules 2(b) and Code of Ethics 2, 4 and 6 prohibit that. **Hartman:** Bob's interpretation was that he was complimenting the entire breed. **Anger:** That is my point. That may be what he thought he said, but the exhibitor said, "What do you think of [insert name here]'s cat she is showing in championship? The one I judged a week or two ago?" So, there is a disconnect between what Bob thinks he said or intended to say, and what the exhibitor is alleging was said. **Hartman:** Rachel – **Search:** Where he made a mistake was, he shouldn't have assumed that cat wasn't at that show. That's where he made the mistake. It obviously was not a current exhibit, because he wouldn't have had to mention "in championship" if he hadn't been judging a different category.

### EXHIBIT C

Exhibit	Date of Incident	Summary	Specific Violation(s)*
C	09/12-13/09 National Cap	Solicitation of Judging Assignment	S.R. 27.07 CoE 10

*The first incident took place at the 2009 National Capital show where Mr. Molino solicited a judging assignment from the local club, Tarheel Triangle Cat Fanciers, that I am affiliated [sic] with. This solicitation was not only inappropriate in action, but humiliating to me as it was done in the public restroom as I was standing at a urinal. Although I cannot recall my response, I am confident that all I wanted to do was remove myself from the situation. I later wondered if this incident may have influenced Judge Molino's decision to omit the kitten I was showing at that time from his LH Specialty final.*

**Hartman:** [states name of complainant] at Coastal Paws. <reads> There's not a lot I can say there except the last sentence wraps it all up. Bob had judged a show in Kentucky a couple months before this incident and [states name of complainant] offered him a show assignment with Tarheel Triangle Feline Fanciers. Lynn can tell you, as she is part of Tarheel Triangle, Bob

will never get an assignment from that club because the club president and the people that control the club will never, ever bury the hatchet and allow Bob to judge that show. This is almost like sexual harassment to use the cat. Is there anybody else that has a question about that? I just really find this whole thing – **Search:** I am in Tarheel Triangle. Bob said to me that previous to the show where [states name of complainant] says he asked for a judging assignment, [states name of complainant] said to him, “I would like to get you down to judge one of my club’s shows”. What he said to [states name of complainant] was, “is there any news?” To me, that’s not solicitation. If you say to me, “I think I’m going to try to get you an invitation to my club in Texas” and I see you at a show a month later or so and say, “is there any news?”, I’m not soliciting you for the assignment. I might need to know in case another club would like to know, so I think this is two interpretations of the same things. **Hartman:** Bob simply asked [states name of complainant], “do you have a date yet for that show you asked me about?” That is not solicitation. Bob will not solicit shows, and he doesn’t want to go to shows he’s not wanted at. **Anger:** Before we go on, I’m going to make a blanket statement. I’m not going to rebut every Exhibit. I’m just going to let the exhibit stand on its own merits, so I don’t want anybody to misinterpret my lack of response.

**EXHIBIT D**

Exhibit	Date of Incident	Summary	Specific Violation(s)*
D	09/12-13/09 National Cap	Inappropriate discussion – scolded exhibitors for being late to final; scolded other exhibitors for not monitoring the whereabouts of the missing exhibits	S.R. 27.05 S.R. 27.14 S.R. 28.05 JPR II.B. CoE 2, 6, 7

*2 – Haranguing exhibitors in public. We received a complaint from several exhibitors after the shorthair kitten final where apparently Mr. Molino publicly scolded several exhibitors for being late to the final and for poor sportsmanship in not monitoring the whereabouts of missing kittens/exhibitors. His direct quote in a raised voice and agitated manner to quite a large crowd was “This is the worst exhibitor behavior I have ever seen.” He then went on to comment that he “did not have the heart to present a proper final” and went on to just hang rosettes and dismiss the kittens. This tirade was in response to the fact that kittens had to be called more than once to his final. Exhibitors did not appreciate being humiliated in public. Needless to say, the show hall for National Capital is quite large... National Capital is an event where we showcase CFA and our breeds at the highest level. Our exhibitors have a right to expect that they will be treated with respect. Not only does this type of behavior upset the exhibitors, it gives a very negative impression of the Fancy to our thousands of spectators.*

**Newkirk:** I don’t want to take away anything from Bob’s defense in this hearing, but it would be very helpful if you could take each of these bullet points and give us Bob’s response because you said you interviewed Bob. I would like to hear Bob’s response to the charges on each one of these bullet points. Give us Bob’s rebuttal to the charge. **Hartman:** <reads> I was in

the announcer's booth right behind Bob's ring. I would have heard this going on. I heard none of that. His mother was sitting in the ring all day. She heard none of that. Besides, if he would have been doing that, she probably would have gone up and hit him with her purse. His mother didn't raise a child like that. **Search:** I was in that shorthair kitten final. At no time did I feel like I was being humiliated in public, or that there was a problem that that final was so different from any other final. I had no negative reaction to that final my kitten was in. **Hartman:** Bob's mother sat in his ring practically all day both days. She said Bob acted gentlemanly all day and that he said nothing as claimed in his finals. In fact, a spectator told Bob that they come to National Capital every year because they enjoy his ring and they enjoy his comments, and found his kitten final educational and very entertaining. That is a direct quote from a spectator that came up to Bob. **Newkirk:** Did the show committee write this letter, because I don't have who penned the letter. **Anger:** You have it. It's Attachment 3. At the very end [of the presentation] there is an Exhibit List and an Attachment List. All of the Exhibits, A through Y, isn't something I wrote. This is actual copy of the complaint that come in from the complaining party. The supporting documentation in its entirety is in the Attachment List. It lists the attachment number and cross-references the corresponding exhibit that it is quoted from. [not provided in these minutes]

### EXHIBIT E

Exhibit	Date of Incident	Summary	Specific Violation(s)*
E	09/12-13/09 National Cap	Completed Saturday judging an hour and a half after the other judges, causing the club to incur charges	CoE 3, 13

*3 – Timeliness. Countless numbers of exhibitors were extremely upset (and let us know in no uncertain terms) about his finishing time for Saturday – a full hour and a half after the other judges. This not only inconvenienced the exhibitors, but cost the show a good deal of money, as we had to pay for two extra hours for the show hall. Mr. Molino blamed his clerk for his tardiness, but a number of exhibitors stepped up to say that the clerk did a yeoman's job keeping him on track, and correcting his numerous errors. In addition, Mr. Molino was offered the chance to change clerks when he complained. He chose not to avail himself of the offer to change clerks.*

**Hartman:** Moving on to Exhibit E. There was a comment about timeliness. <reads> Once again, I was announcing. It is part of the announcer's job to get the cats up to the rings. Bob showed up 10 minutes prior to judging, because he was delayed with his mother. The clerk had numbers everywhere, not any of them posted yet, and I asked the clerk, "When are you going to start? We need to call numbers. We need to get Ring 5 going." He said, "I'm right on it." Bob was not offered a chance to change clerks. I don't want to make this negative, but I've been a show manager for too long to know that you don't blame an hour and a half tardiness on the judge or the clerk. You go in and you say, "What's taking you so long? Let's get you some help. Let met get another clerk in here, let me work the numbers, let me mark the book. Let's get this ring moving so we can finish the show." It's show management's responsibility, if something dire like that is happening. **Miller:** Do you know what time it was when he was finished?

**Hartman:** It was 6:30. **Kusy:** No, it was 8:00. **Miller:** So, you're saying that this is a clerk problem and that show management didn't take care of it? Is that Bob's assertion? **Hartman:** Without making it sound negative, yes. **Miller:** OK, let's go on. **Hartman:** I was announcing and became concerned several times during the day about Ring 5's speed. Every time I went to ask, the clerk was busy marking the catalog, no numbers up, judged cats in the ring still, Bob standing behind his podium waiting. I shared my concern for the clerk's speed with show management and nothing was done to help speed up the ring. I suggested that with two show managers and all the help National Capital has, that a slow ring is a management fault, when a judge is standing around waiting for his clerk.

### EXHIBIT F

Exhibit	Date of Incident	Summary	Specific Violation(s)*
F	09/12-13/09 National Cap	Failure to ensure accuracy of paperwork	S.R. Article XXIX CoE 3

*4 – Accuracy. A number of exhibitors observed that the clerk had to continually remind Mr. Molino about missing ribbons or placing technically inaccurate awards on the cages, before classes could be dismissed. According to observers, the clerk was doing double duty trying to keep Mr. Molino on schedule, make sure he hung the correct ribbons, correct the mistakes on his white pages, all while trying to keep the ring running. Still, a large number of errors made it through to the master clerk. The master clerk reports that numerous pages with mistakes had to be returned for correction.*

**Hartman:** He was not aware of any mistakes he was making. Perhaps it would have helped Bob to know, but he was not aware that so many errors were going through. There were a lot of cats to judge and he was doing a specialty. *According to observers, the clerk was doing double duty.* I don't think that's a quantifiable term. Judges do make mistakes. If the clerk did his job and found the errors, perhaps they could have discussed the errors that he was finding. For this size of show, if there was something going on, they should have said something before making a complaint about it. **Search:** When it comes to his accuracy, the show committee didn't complain. He didn't want to embarrass the clerk. He was trying to just work with it. There are good clerks, there are bad clerks. There are fast clerks, there are slow clerks. **Kusy:** The clerk Bob had at National Capital is an outstanding clerk. **Search:** I'm not saying whether he's good or not. **Kusy:** But that is what you and Bernie are saying. **Search:** What I'm saying is that the show committee did not comment on the accuracy. **Kusy:** The issue is, he's blaming the clerk for the tardiness. The clerk is an outstanding clerk. **Hartman:** Obviously, we have different views on that.

## EXHIBIT G

Exhibit	Date of Incident	Summary	Specific Violation(s)*
G	09/12-13/09 National Cap	Failure to cooperate with show committee (timeliness, cooperation, leaving the ring)	CoE 3

### *Show Committee Concerns*

*1 – **Timeliness.** Despite the fact that Mr. Molino, a local judge, stayed at the same hotel as the rest of the judges, he arrived well after all the other judges -- a mere 10 minutes before the start of the show, at which point he insisted that his judging table be re-set. Keep in mind that the hotel is a short walk through a parking lot from the show hall. Mr. Molino's ring was the last to start judging due to his late arrival.*

**Hartman:** Bob managed to get himself and his mother to the show hall on time. The cage vendor knows Bob's terms for the height of his table but it had to be adjusted. That's just one of those things that has to be done, because Bob had a hip replacement and can't bend over for long periods of time. That's why they raise his table for him, and they also raise his judging cages. That was not done, so that was another delay. Bob was not asked ahead of time what he needed. I went to the ring for the first start-up, there were no numbers up. That's the bottom line.

*2 – **Cooperation with Show Committee.** Hospitality reported that they were run ragged by Mr. Molino's numerous requests, which often came one right after the other – double for his ring than for all other seven rings combined.*

**Hartman:** In the announcer's booth we got a 6 pack of water that was not refrigerated. That was our hospitality, and we were the persons talking on the microphones. Bob had none of that. They didn't have a cooler. The only thing Bob did ask coffee or water. As the announcer, there was only one time that I had to call hospitality twice to Bob's ring.

*3 – **Leaving the Ring** – At least twice Mr. Molino was paged back to his ring after an excessive absence. He was seen chatting with exhibitors and vendors and took numerous cigarette breaks outside. While judges are certainly entitled to "comfort breaks" through the day, his were longer than necessary and contributed to the delays in his ring.*

**Hartman:** When Bob finishes a group of cats, he'll go outside and smoke a cigarette, and do his finals out there. He wants to get away from the crowd, because everybody wants to talk to you. The smoking area is out front of the show hall. Exhibitors are constantly walking his way. I know, because I had to go out there and tell him to please get back to his ring. It's purely innocent.

## EXHIBIT H

Exhibit	Date of Incident	Summary	Specific Violation(s)*
H	12/05-06/09 Greater Baltimore	Inappropriate discussion – prior to final, asked exhibitor if his cat had graded so you wouldn't "waste the points"  Failure to base a final placement on the merits of the cat	S.R. 27.05  S.R. 27.14 CoE 4

*A second situation where I believe Mr. Molino acted inappropriately took place at the "Santa Paws" show outside of Baltimore in early December 2009. At this show, the CH I was showing accrued the last of the necessary 200 points required for the title of GC prior to Mr. Molino's AB Championship final. My cat was called to his final, but upon entering the ring, Judge Molino asked me if my cat had Graded already. Proudly, I spoke the undeniable truth. He then asked if I minded him placing my cat lower than he deserved so he could "give the points to someone that needs them". To avoid causing a scene, I told him to "do what (he) had to do" and his reply was, "you know I'd make him Best cat". Judge Molino gave him 3rd Best LH Champion.*

**Hartman:** Oh, we're back to [states name of complainant], Exhibit H. <reads> Bob's statement to start out this interview was, "What is [states name of complainant]'s problem?" Bob never asks if a cat has graded, nor does he have any memory of this exchange. It is not his style. [states name of complainant] has a grudge with Bob, because Bob does not agree with [states name of complainant]'s assessment of his cats. He wasn't happy with the placement Bob gave him. When Bob does his finals, that's the way they're going to be. He doesn't show that page to anybody, and he hasn't for 27 years. Bob is the only one who knows what he wanted to do with that cat, and he wouldn't have changed his mind. Third best longhair champion is the best he could have got out of Bob's ring, because that's the way Bob hangs them, and no one influences him.

## EXHIBIT I

Exhibit	Date of Incident	Summary	Specific Violation(s)*
I	02/28/10 NNFCBC	Inappropriate discussion – gave deceptive grooming advice to exhibitor	S.R. 27.05 S.R. 27.14 CoE 2

*Bob called me up to [name of cat]'s judging cage once he had hung his breed ribbons to talk to me about the cat. He asked me why I didn't shave the ear furnishings from his ears. I advised him that, because the [name of breed] is a longhaired cat, they do grow ear furnishings. He advised me that I should take a*

*razor and trim all of the hair from his ears, and that I could also consider putting a small dab of Vaseline into his ear canal so he would lower his ears in the ring.*

**Hartman:** <reads> Bob is one of the toughest judges on Siamese-style cats. He has been an exhibitor, breeder and has campaigned Siamese to two national wins. He has also achieved three national wins on Colorpoint Shorthairs. He makes recommendations after he has judged, especially those cats he thinks are noteworthy, and he thought that this [name of breed] deserved a better chance with simple things that could be done. You tell me a Siamese breeder out there that doesn't use a little Vaseline because it makes the ear shine, and it also helps if you put a little bit in the bottom of the ear. It brings the ears down. That makes the cat show better. He was imparting valuable advice to the [name of breed] breeder because it's a Siamese-style cat. So, that is a fault that he has. If they don't want his grooming advice, at least he has thrown it out there. He had already judged the cat by then and it had gotten an orange ribbon because he didn't like the ear set or the ear placement. **Cantley:** Bob believes that putting Vaseline in the ear canal is a grooming tip? **Hartman:** Yes. He didn't suggest taking the cat to a veterinarian or something like that. He's at fault there, because he really loves the cats. **Search:** He was trying to be helpful, which I think was misinterpreted. **Hartman:** He didn't say, "You have to do this to get in my final." He said, "This will make this cat better, these grooming tips." He is guilty as charged. It's his love for the cats and the Siamese breed.

#### EXHIBIT J

Exhibit	Date of Incident	Summary	Specific Violation(s)*
J	02/28/10 NNFCBC	Made comments about an exhibit within the hearing of another officiating judge	S.R. 27.08

*Bob did not final my cat (although he had in the past at what I would consider a harder show, but it was in specialty). My final class judging was in allbreed judge Jan Stevens' ring, adjacent to Bob's. As I was in the 2nd row of Jan's ring, Bob came over to speak with me about [name of cat] yet again. He apologized for not being able to final him and asked if I had considered performing some of the grooming tips he had given me. I said that I had considered it, but that I didn't want to change my cat's grooming routine in the middle of a show. He then proceeded to tell me, loud enough for Jan to overhear, that this was a very hard show and that he felt that my cat's ear set was not extreme enough and that he was not competitive enough to make finals at a show of this caliber. He insinuated that I hadn't been showing long and that he wasn't sure if I knew what a campaign was. He then advised me that I should try to go to shows with counts closer to 40 cats and that I could get a nice regional win with him. Jan, along with members of the audience (including a fellow exhibitor I am close with, [name of exhibitor]), looked at me in horror as this was going on.*

**Hartman:** <reads> ou can't affect Jan Stevenson [sic] like that. I haven't found Jan Stevenson's [sic] remarks. Did she write a letter? **Anger:** No. **Hartman:** Bob doesn't have any

memory of yelling to try to affect another judge. If you asked for Jan’s statement, you would actually hear if she was affected at this point. Without that, it’s just hearsay. That hardly deserves comment. Bob doesn’t remember where the cat even placed. **Search:** It’s interesting that [name of complainant] is interesting in going into the Judging Program, yet she thinks an allbreed judge would be influenced by somebody else. I think anybody who is even thinking about the Judging Program should know that we make our own decisions. **Eigenhauser:** I just want to remind people, the problem is not, “Did it affect another judge?” The question is, “was an inappropriate comment made in front of another judge?” There is no requirement of actually influencing the judge, and I think you are belaboring this unnecessarily. I agree, that is entirely speculation. Let’s not belabor it. The question is not, “did this, in fact, influence another judge?” The question is, “was an inappropriate comment made in front of another judge.” **Hartman:** Bob has no memory of any kind of exchange like that. **Eigenhauser:** Then we can move on to the next exhibit.

**EXHIBIT K**

<b>Exhibit</b>	<b>Date of Incident</b>	<b>Summary</b>	<b>Specific Violation(s)*</b>
K	02/28/10 NNFCBC	Inappropriate discussion – upon learning that a cat was in the regional/national standings, said you wish you had known that and would make it up at another show	S.R. 27.14 CoE 2, 4, 6

*I advised Bob that I was quite well-versed in campaigning for both regional and national wins, and that my cat was very well-liked by other judges as he was nearing the top 25 national standings. At this point, Bob apologized profusely and asked why I didn’t disclose this information to him before his final. I advised that I didn’t feel this was professional or in any way pertinent to him judging the cat. He advised me to come to a show where he was judging again in the future and he would make it up to me.*

**Hartman:** She advised Bob that her cat was near the top 25 in the national standings. Is there a show rule violation there? It wouldn’t have made any different to Bob. It’s hearsay. **Anger:** I just wanted to clarify the context that that statement is made in. She explained in the previous paragraph [Exhibit K]: *He then advised me that I should try to go to shows with counts closer to 40 cats and that I could get a nice regional win with him.* This is where she is explaining her response to something Bob had initiated.

**EXHIBIT L**

<b>Exhibit</b>	<b>Date of Incident</b>	<b>Summary</b>	<b>Specific Violation(s)*</b>
L	02/28/10 NNFCBC	Inappropriate discussion – after class judging, asked the exhibitor what the cat’s name is, national ranking	S.R. 27.05 S.R. 27.14 CoE 2, 4, 6



*At the NNFCBC show this past weekend, we were taking our boy down from Judge Molino's ring (breed judging) when we were approached by him and he asked the following questions:*

- *Do you know what I just did? (“yes sir, the nice red and white was BOB and our boy was 2<sup>nd</sup>”)*
- *What is your cat's name?*
- *Is this “THE” [name of cat]?*
- *Isn't this cat in the national standings?*
- *What is your cat's rank?*
- *You are the couple who live in Canada, right? (continued to insist we live/lived in Canada—we have been residents of [name of state] for 30+ years)*
- *Do you know what is wrong with your cat?*

*He then gave us a dissertation that our boy needs a better tabby stripe down his back and a better pattern with more ‘clarity’ which would make him “...a perfect cat”....and ended with a firm “...and you know I can put both of them in my final if I want to?” I could only manage to reply.....”yes sir, you are the judge and you can do whatever you wish....”*

**Hartman:** <reads>. Once again, the judging was completed. He had never seen [name of cat] before and there was a buzz about [name of cat] being there. He claims he asked two questions outside of his ring. “Is this [name of cat]?”, because unfortunately Bob didn't like this cat. He hung orange ribbons on him all year long. That's all he recalls asking, “Is this [name of cat]?” He even told me he liked the name. So, national standings don't make any difference to Bob. **Anger:** I have a point of order. These exhibits are not going to be part of the public record [in their entirety] and I don't think people ever intended for their names, their cats names and some specific details that would identify them as having brought a complaint, to be said in open session. **Jacobberger:** They have submitted them as exhibits in the case. **Hartman:** This is in the record. **Anger:** We have never published the complaint as part of the minutes. **Jacobberger:** Because we're in an open hearing, you're right. Some of the names should be redacted. **Mare:** The concern I would have would be for future people being willing to write in, fearing that their complaint is going to be publicly disclosed. **Newkirk:** That's right. **Miller:** Yes, right. **Mare:** That's the concern that I have- not that they wrote it. I'm grateful that they did, but I don't think they intended it to be disclosed. **Anger:** I would have redacted this information, had I had known it was going to be used in open session. In your opening statement, you said you would not use names. In the past, we have had exhibits but, to my memory, the names have never been used in a public way. I intentionally left them in there for full disclosure, so that Bob would know what specific show we are talking about, and the specific incident. That's why I left them in there – not so that they would be published. **Jacobberger:** We couldn't have anonymous exhibits, anyway. The exhibits are what they are. What are we going to show to the public as far as the minutes?

Those should be redacted. **Mare:** That was my objective. **Jacobberger:** Can I ask the chair to entertain a motion to have [Secretary] Rachel [Anger] redact the personal information after the fact, leaving in the substance of the charge? **Kusy:** So moved. **Miller** called the motion. **Motion Carried.**

**Jacobberger:** Then my understanding is that the exhibits are as they have come to us, but as they are quoted or attached to the minutes of the proceeding, they will be redacted. You can go ahead and use the names here, but we would not want to supply verbatim in the minutes.

**Hartman:** Bob has no recollection of asking anything more than , “Is this [name of cat]?” Beyond that, he didn’t ask any of those other questions.

### EXHIBIT M

Exhibit	Date of Incident	Summary	Specific Violation(s)*
M	02/28/10 NNFCBC	Lost control of ring – final became “complete chaos”	JPR II.B. CoE 2, 3

*As we left the room, it occurred to me that CFA President Pam DelaBar was present in the show hall. I located her and commented that this man should, in my opinion, be removed from judging. This will remain my opinion, especially following his final which was **total chaos**. It is my hope that the board would query others who might have witnessed what occurred in the ring with this judge on this day.*

**Hartman:** The ring next to him was, I think, Loretta Baugh. **Search:** I wasn’t there. Jan Stevens, Liz Watson – **Hartman:** Liz [Watson, not in room], can I ask you a question? In your conversation with Bob, did you – **Mare:** Who are you speaking to? **Meeker:** Is he talking to me? **Hartman:** Yes, Liz. **Cantley:** Liz isn’t here. **Hartman:** Oh, I’m sorry. **Cantley:** That’s Ginger. **Meeker:** I’m Ginger. Region 2. **Hartman:** I’m sorry. Liz isn’t here. In conversations with Liz, Bob asked her several times, “Did you ever hear any of this that happened?”, and Liz says, “I have no idea this happened. I didn’t hear it in my ring.”

**Search:** There is a letter from the show manager in reference to this? **Anger:** I received a letter from the show manager. **Search:** If I may, she says, “*I heard nothing from anyone during the show about anything unusual happening in Ring 1*” – that was Bob’s ring – “*during a Premiership final; it was the furthest ring from where I was benched and, as I said, I did not show in that class. When I first heard that there had been an incident, I talked to Bob about it to get the basic facts. I told him I would check to see who else was in that Premiership final and see what anyone else could add. Two of our club members were in the final. I asked both what they knew or saw or heard and both said they didn’t even know what I was referring to. I did not know the other people in the final well enough to contact them. At no point did I contact the owner of the Forest Cat.*” – meaning [name of cat].

**Hartman:** Pam DelaBar judged the show. **Search:** I saw Pam with a camera phone pointed at Bob, and I thought she was just taking a picture. **Hartman:** Pam filmed Bob doing his final without his knowledge and that's pretty serious since that's a violation of U.S. wiretapping. I was hoping that Pam would be here today to answer that. **Mare:** I'm filmed all the time in finals. **Miller:** I am, too. I see pictures all over the place. **Hartman:** That wasn't the point. It has been common knowledge that Pam is out to get Bob, to "take Bob down". **Newkirk:** Pam's not on trial here. That's inappropriate, Bernie. She is not up on the charges here. That's your personal issue with Pam and has nothing to do with this protest. You can file a protest against Pam if you want, but that's not part of this file and it has nothing to do with it. **Eigenhauser:** Let me just add that Pam's not even here. She is not participating in the deliberations here, so it's really another one of these extraneous sidetracks we're getting down that is delaying our examination of the file. **Hartman:** Let me apologize, but you have two judges in the ring, nobody indicates that there is anything out of line and there was no chaos in the final. That has been verified by the show management in an email to Rachel.

### EXHIBIT N

Exhibit	Date of Incident	Summary	Specific Violation(s)*
N	03/20/10 Coastal Paws	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7

*Lastly, while I was clerking and exhibiting at the Coastal Paws show in Raleigh this past March, Mr. Molino caused a lot of commotion and confusion by talking on the microphone repeatedly and voicing threats of absenteeing cats. Midway through the day, his ring clerk had to be replaced to help manage his outbursts. Although I was consumed with managing my own ring, I did overhear fellow exhibitors complain of his behavior in that ring, specifically his inquiries about the cats' National/Regional rank while handling them.*

**Hartman:** <reads> Obviously, [states name of complainant] is not aware of anything that was going on in that ring. The ring clerk came there sick and was losing her voice. You can't use the microphone without a voice. Bob was trying to help her out until they could get more ring help. Bob felt really bad about his clerk losing her voice. Not feeling good, she finally said, "I can't do this anymore" and went to her benching area. Show management sent somebody over to announce for the clerk. Bob was trying to keep the ring moving during all this period of time, until the show manager finally said he would clerk. There were no violent outbursts. He may have been on the microphone, indeed, but it was only to announce the cats that were needed in the ring. **Search:** Rachel received a letter saying, "*We were benched across from Bob Molino. His clerk was sick and lost her voice. By mid-morning/early afternoon she could not call the cats up and eventually left and Bob did not have a clerk. Observing this transpire my friend [name] and I went over to help Bob. [name] announced for him and I found the show manager and explained that Bob needed a clerk. ... By early afternoon the championship judging and*

*championship finals started to overlap in several rings at the same time.” So, they couldn’t continue to help, and then the show manager took over clerking. I remember hearing [name] announcing and wondering why she was doing that. **Anger:** In Bob’s defense, the operative sentence is, “I did not feel that the incident warranted [sic] me complaining about Mr. Molino and I was the main exhibitor involved.”*

**EXHIBIT O**

<b>Exhibit</b>	<b>Date of Incident</b>	<b>Summary</b>	<b>Specific Violation(s)*</b>
O	03/20/10 Coastal Paws	Inappropriate use of microphone – repeated threats to mark cats absent, lost temper	S.R. 27.05 S.R. 28.05 JPR II.B. CoE 2, 6, 7

*During the show, Bob was hostile to exhibitors and was on the microphone several times admonishing exhibitors for being late to his ring. At one point, he rudely told the bi-color class that as soon as he put the microphone down, he was going to absentee the cats not up in the ring and give the one cat that was present Best of Breed. All morning long, people just could not get their cats up to Bob’s ring fast enough for him.*

**Hartman:** Exhibit O, we have already visited that. That was the show where his clerk lost her voice. <reads> Bob doesn’t recall and he doesn’t have any memory of all these bad things that people are saying about him. Bob did some of this stuff; Bob didn’t do a lot of this stuff. Bob says, “Why complain about the situation?” She was not aware first hand. She’s getting this from other people. **Search:** One of the exhibitors who was right there involved in the final said she didn’t think it was a big deal. It was a mess, but it was a scheduling conflict, not Mr. Molino’s. **Anger:** It doesn’t say anything to imply that this was hearsay. She was at the show. She says, “During the show,” and she related what happened and what she heard on the microphone. One exhibitor provided a letter the day before yesterday about her recollection, and that is her memory, other people heard other things that she might not have heard. That is the whole point of this exhibit. This is this complainant’s rendering of her experience on that day. **Search:** You get the other side of the story from the letter of support, which doesn’t remember it as being hostile. **Hartman:** It’s just conflicting. Are we ready to move on? **Kusy:** I can’t let this go. I really can’t. The person who wrote the complaint called me and said that was turmoil in the ring. She admitted that Bob’s clerk was sick. I said, “Get the show manager over there. He’s a very good clerk and he can help out. Also, he needs to be made aware.” Several exhibitors, I was told, were very upset. **Miller:** Let’s go on.

### EXHIBIT P

Exhibit	Date of Incident	Summary	Specific Violation(s)*
P	03/20/10 Coastal Paws	Failure to allow class judging to take priority; lost temper with exhibitor	S.R. 28.01 JPR II.B. CoE 2, 6, 7

*Later on, I found out that what set Bob off was that when [another judge] called some of the cats to her ring for class judging, an exhibitor asked Bob if she could take her cat down from his final and take it to [the other judge]’s ring first. Bob went off on the poor exhibitor about his final not being important to her, and that’s when I arrived at the ring to see him yelling and throwing rosettes on the cages.*

**Hartman:** Bracketed area, this is [name of complainant] again. <reads> Bob’s recollection is, he had called his final. [The other judge] had not started class judging when he called his final and there were several cats coming up to the ring. The clerk from [the other judge’s] ring came around and started yelling at the exhibitors to get their cats to the class judging, which has priority. Bob had already called his final. Nobody told Bob that [the other judge] had an early flight and she was going to try to leave at 5:00 at a one-day show. According to Bob, he said, “Go, pick up your rosettes, I’ve already called the final. There’s a couple cats in the ring that have already got their rosettes. Everybody else can get their rosettes, go to class judging because [the other judge] has a flight to get out.” That is Bob’s modus operandi. He will help to get a club, to get a judge out on time. His final was already destroyed. He had started hanging rosettes and then the clerk comes into the ring and announces, in the middle of his finals, “all these cats need to go to [the other judge]’s ring now.” [Name of complainant] mentions the fact she acknowledges that’s what set Bob off, but he cancelled his final, basically. He just went through and he had already hung rosettes. Because he ended his final, the assumption was that Bob went off on them. He didn’t go off on them. It was just an unfortunate circumstance.

### EXHIBIT Q

Exhibit	Date of Incident	Summary	Specific Violation(s)*
Q	03/20/10 Coastal Paws	Lost temper during final when cats were called to another ring for class judging	S.R. 27.14 S.R. 28.01 S.R. 28.05 JPR II.B. CoE 2, 6, 7

*Later, during Bob’s championship final, Bob was abusive to exhibitors and had us all scared to even go near the ring! Bob’s clerk, who was the show manager, called the cats to the final. My cat was a male and there were not enough cages,*

*so I was asked to hold my cat. But I had my cat out of the cage for other reasons so I picked him up and went over to stand outside the ring. When I got to the ring, Bob was yelling at the exhibitors that were there saying that if his final wasn't important, they should just go. He started throwing rosettes on the tops of the cages and yelled at people to "Get your cats out of here, just go." People were standing around in shock not knowing what to do or whether he was serious, so he just kept yelling and tossing rosettes on the cages and kept yelling at people to get their cats out of the ring. "Here, 5th best cat, take your cat and go. Here, 8th best cat, just go." Everybody very timidly and quickly did what he said, we were all petrified to do anything else. People just got their cats and left after he threw the rosette on the top of the cage. I tried to say thank you for the final, but Bob just stared straight ahead and grumbled "You're welcome."*

**Hartman:** Bob says this is a lack of communication. The show manager [who was also acting as Bob's clerk], did not tell Bob what was happening in the other rings. This is two instances of having cats pulled out of his finals and he was saying, "what's going on here? Can't I even do a final?" He says he did not get recalcitrant with anybody.

#### EXHIBIT R

Exhibit	Date of Incident	Summary	Specific Violation(s)*
R	03/23/10 Coastal Paws	Email from Mr. Molino to [another judge] apologizing for offending her, admitting he allowed himself to become upset, admitting that he did not allow class judging to take priority, blaming her clerk	S.R. 28.01 JPR II.B.

**Hartman:** Exhibit R is Bob's letter to [another judge] apologizing for not understanding the situation and saying, "I'm sorry, I was trying to help you." None of this was communicated. "I didn't know that you needed the cats right away. Nobody told me that you had a 5:00 flight out." When a judge doesn't know, you do wonder what's going on. Bob does have a great fondness of the Judging Program and all the people in it.

#### EXHIBIT S

Exhibit	Date of Incident	Summary	Specific Violation(s)*
S	03/23/10 Coastal Paws	Email from Mr. Molino to Show Manager, admitting unprofessional behavior, disrespect for club members, exhibitors and fellow judges, blaming his clerk	JPR II.B. CoE

**Hartman:** Exhibit S. He claims Rachel asked him to write this letter. **Anger:** Absolutely not. That is not so. **Hartman:** He was embarrassed. Things didn't go right at the show and he doesn't like that to happen to any club he judges for. You cannot solicit any assignments, but you

can go through and try to make sure they have a good time and like you as a judge. **Newkirk:** Bernie, I would ask you just to read the first paragraph of that letter into the minutes. **Hartman:** *I pride myself on being always professional and discrete while I am judging a show or any public activity, for that matter. This past weekend I exhibited some very uncharacteristic and unprofessional behavior judging your show.* That was the perception and that's what he admits. **Anger:** I want to go on record as saying I did not ask him to send either one of these emails. They were both sent immediately before the conference call that Pam and I had with him. This all came as a surprise to me. **Hartman:** He copied both of you. That was his way of trying to apologize to both you and the club. He was straightforward, he made his apology. If there was that perception, then that's what he was apologizing for. He doesn't feel the apology is an admission of guilt. He feels that if people feel they are wronged, that that was the reason he wrote an apology and said, "I'm sorry you feel you were wronged." I think that's admirable. If you think that's an admission of guilt, you can see that things got out of hand at the show.

#### EXHIBIT T

Exhibit	Date of Incident	Summary
T	03/24/10	Conference call with Mr. Molino at his request, to request and receive a 3 month leave of absence for "business reasons"

**Hartman:** Exhibit T was the announcement of Bob's 3 month leave of absence for business reasons. He did do that specifically to get everything resolved with his personal affairs.

#### EXHIBIT U

Exhibit	Date of Incident	Summary
U	04/09/10	Request for extension to respond to complaints (granted)

**Hartman:** Exhibit U. I don't even think we address these letters. **Anger:** It's his request for an extension to respond to the National Norwegian complaints, which he never did.

#### EXHIBIT V

Exhibit	Date of Incident	Summary
V	04/15/10	National Capital sends an email and certified letter to Mr. Molino, requesting abrogation of judging contract.

**Hartman:** National Capital cat show. This is the letter that says, "*We have been informed by the judging committee that you are taking a leave of absence from May 1 through – July 31, 2010. We have also been told that you have agreed to withdraw from any contracts that fall outside that period at the written request of the club. National Capital would hereby like to*

*exercise this option and cancel all existing contracts for The National Capital Cat Show.”*

Unfortunately, they took the low road. They didn't go to Bob and say, "Bob, 2009 was a disaster and would you mind letting us out of our contract?" He said, "I'm just disappointed National Capital couldn't have just asked me." **Anger:** They put this in writing because that was Bob's specific request. During the conference call with him, he said that any club that wanted to be released from their contract with him, had only to send him a letter signed by the club officers. That's what they did. **Hartman:** There was a bad communication error between what you claim Bob said and what Bob thought he was saying. To briefly rehash that, he didn't know that you were talking about all the shows that he was booked for after the leave of absence. There was that confusion and he says he's sorry that he did not get that information, but that's the way he felt he was doing it. **Anger:** He stated his requirement for clubs to cancel his contracts during our first conference call, which was on March 23<sup>rd</sup>. On March 24<sup>th</sup>, he requested a separate conference call in which he requested the leave of absence. So, those are two separate incidents, with two separate conversations. **Hartman:** He requested the leave of absence because he knew he had to straighten out his personal affairs. **Anger:** Yes, that was the second call. **Hartman:** But you offered him retirement or resignation. That was it. **Anger:** No. We made it very clear to Bob that what we were suggestion were options. Bob misinterpreted that and started saying that he would not tolerate "forced retirement". Pam and I both made it clear time after time that we were not talking about forcing anything. We were just approaching him preliminarily at that time to talk about some options that he may wish to consider, that were entirely up to him. **Hartman:** He said, "I do not understand why they are going for my jugular. Why are they only offering retirement or resignation?" He thought he would take the leave of absence, get his business in order and come back. The next thing we know, he got a package with a protest. **Search:** Did any clubs other than National Capital ask him to abrogate his contract? **Anger:** I don't know what happened between clubs and Bob. That is their business. I have the outline of the first conference with Bob. It makes it very clear that we were offering him options that he might want to consider. **Hartman:** Was there anything on the table besides leaving the Judging Program? **Anger:** Yes. He could continue judging. We never implied other than that. What we said was that there are a number of complaints that have come in and, rather than get to where we are today, we offered him the options of taking a leave of absence or retirement. This is something different from what he requested in the second call. **Hartman:** He was not qualified to do a medical leave of absence. No doctor would write a letter indicating Bob needed a medical leave of absence. **Search:** Why would it matter what type of leave of absence it was? **Anger:** Exactly. To us, it didn't matter what he called the leave of absence. That wasn't the point. The next day, he called back and explained to us the reason that he wanted a business leave of absence. Pam and I both said, "Whatever you want, that's what we will get for you," and we did. **Hartman:** When you sent the protest to him, it was a shock because he thought he had been working with you, and it was like his time was up. No answers, and so he felt like he was at the end of his cliff. **Anger:** I don't know how you can say that. The first two complaints were given to him with a normal deadline. He asked for an extension. It was granted. Those complaints have never been responded to. We sent him two additional complaints and those have never been responded to, either. That's why this is coming forward today. There has never been a response to these complaints. **Hartman:** Then I would say that's probably the best answer.



## EXHIBIT W

Exhibit	Date of Incident	Summary	Specific Violation(s)*
W	04/16/10	Email from Molino to National Capital show committee member, refuting the authority of the “judging committee” and claiming that Committee provided confusing and incorrect information about Molino’s offer to release clubs from their contracts.	CoE 2, 6, 7, 13

**Hartman:** Exhibit W was Bob’s original letter to National Capital. He said, “*On a personal level, I am deeply distressed by the contentious and duplicitous manner that all of you have chosen to pursue this matter. There are certainly more amicable and congenial ways to address this subject among supposed friends of 25 years or more*”. He was telling them right there, they should have just asked him. He probably would have gotten really mad and then said fine, cancel the contract. **Newkirk:** Even after receiving this list of complaints, Bob still has not put in writing his answer to the complaints. All we have is the interview that you had with him, is that correct? **Hartman:** Yes. He has been busy putting his personal life in order. He has been totally dedicated to that. I have tried to delicately push Bob to answer the complaints as much as I could. I tried. **Search:** He took this leave of absence to do personal things. He didn’t really have time to do this and he requested that it be put off until the next face to face board meeting [February 2011] because he didn’t have time. He was told it could be put off but only if he didn’t judge. Many of the clubs that have him contracted between now and then want to have him judge. **Newkirk:** I understand that, but you have to realize the position the board is in when we receive a packet that has complaint after complaint from several well-respected show committee members and exhibitors, that these are pretty serious charges and that we wanted to make sure that for us to let Bob back into the judging ring after his leave of absence was the correct thing to do. We even offered him a telephone conference meeting. The board has done a lot of things to try to make sure that Bob is treated fairly with this protest. That’s why we’re here tonight – because Bob wasn’t willing to extend that leave, and the board had to review this to make sure that we were OK with Bob continuing in the judging ring. I want to make sure that that’s part of the record – that the board offered Bob the opportunity to extend his leave and to appear here before us in person and take all the time that he wanted, as long as he could fully answer the charges. All protest hearings that we’ve had in the past, we’ve always had a written response. I understand the challenges that Bob is experiencing right now, but it would have been very helpful to hear from Bob. **Hartman:** I’m sorry he didn’t do that. **Newkirk:** You’ve given us a verbal interview with him. It’s a little out of the ordinary, but I appreciate you coming and giving us Bob’s point of view, and that you took the time to sit down and interview him so that we can get Bob’s response to these complaints. **Hartman:** He wanted to be here. **Newkirk:** And he did understand that we offered him the option to have a teleconference for this hearing. Is that correct? **Hartman:** He understood that, Darrell. He didn’t feel like he could go through and convey his feelings over the telephone. **Search:** Darrell, you judged in the ring next to him, so you know that this is not a continually repeating pattern.

**EXHIBIT X**

Exhibit	Date of Incident	Summary	Specific Violation(s)*
X	04/18/10	Email from Molino to National Capital officers in further response	CoE 2, 6, 7, 13

**EXHIBIT Y**

Exhibit	Date of Incident	Summary	Specific Violation(s)*
Y	04/18/10	Email from Mr. Molino to President DelaBar and JPC Chair Anger, included in the hopes that this was meant to be a response	

**Hartman:** I'll start my conclusion now. I'm more involved with Bob and all of his situations now. I said, "this really does look bad." And I told him, "this looks bad because of everything going on, put together." He says, "but so much of it is misperception." He says, "people are accusing me of things I would never do, and it would go against my grain because when I go into a judging ring, the whole world goes away." I'll finish my conclusion by saying, please, don't take Bob out of the judging ring. Thank you.

**Search:** You do have to look back at all the good years and then, as Rachel mentioned, the last show. There were some bumps this past year because of pressure and stress, and the last several shows he did, he was back to doing an excellent job. I hope everybody will take that into consideration. He has never mishandled a cat. He loves the cats, he loves the exhibitors. His whole life is CFA, so please take that into consideration.

**Mare:** I consider this a very serious and important matter. The testimony that you gave in Bob's behalf was from the heart and sincere, and what you could do for Bob. My problem is that you aren't Bob. I personally would like to hear from Bob. I would have liked him by telephone conference. I would like to have seen a written response from Bob. We don't have that. We have information from people who love and adore him. Right this moment I can't really respond to this because I haven't heard from Bob, and it's bothering me. What I have heard from you is, hospitality is at fault, the clerk is at fault, show management is at fault. Bob doesn't have any recollection of this. Bob doesn't have any recollection of that. There is one letter whereby Bob admits guilt and you fluffed over that paragraph. He says, "I did this. I had an off weekend and I failed to do that." So, he does admit some degree of guilt, but that didn't seem to come across. I don't know how the board will treat this. My preference would be an extension so we could hear from Bob before we take any final action, but we have offered that and we have not heard from him. That's in the record. **Search:** Other people have been granted extensions and not been punished until the extension. If you want to have him come and do another hearing, I think he would be perfectly willing. The fact that he couldn't be ready for this one, you will be punishing the clubs that have invited him. If they wanted someone different, they would have invited someone different to begin with. Darrell was at Sign of the Cat/GEMS and he knows what an

excellent job Bob did at that show, so he was back to the old Bob. Yes, he's saying he had some bad times. He's trying his best to take this 3-month leave to get rid of the stress so there aren't ever again any problems that can be misinterpreted. **Miller:** We normally at a hearing hear two sides. We usually have testimony from people that are accusing or protesting. Does anyone know why we are not hearing from them? **Anger:** I didn't ask them to be here. I felt that their written testimony was their testimony. They have already gone over and above what is expected. Why should they spend the time and the money to come here to say what they have already said? **Hartman:** That's why I also requested an open hearing, because anybody has a chance to come in. **Miller:** Lynn has made very good points about the fact that the last two shows have been very positive. **Search:** As I said, Darrell was there and I'll answer any questions about Sign of the Cat, because I'm president of the club. **Newkirk:** Lynn, you have alluded to this at least three times and I wasn't going to say anything, but since you have alluded to it, I'm going to say this. At the show, Bob was not on the microphone, but I did see him in the benching area with an exhibitor. I witnessed that. I was in the ring right next to him. I saw him do it and that's against the rules. Sunday morning, Bob was at the ice machine and I said, "Good morning, Bob," and Bob didn't even address me back. So, those are two things that happened there, but I'll commend him that he was not on the microphone, he was not rude and he judged extremely fast. **Hartman:** I can assure you – I say the same thing every morning and he doesn't acknowledge me.

[At this point, the board went into executive session]

**Jacobberger:** Bernie, the board found Bob guilty of all charges except those contained in Exhibit I. As far as the sentence goes, he is suspended for a year from judging, starting with the end of his current leave of absence, a \$500 fine and at the end of the one year, he will be on probation for a year. Clubs that contract him will be asked to submit the judging evaluation reports that we're all familiar with. **Hartman:** Is he suspended from judging, or all CFA? **Jacobberger:** He's suspended only from judging. He can attend the judges' workshop. **Petersen:** He's not dropped from the Judging Program. **Miller:** He can exhibit or do anything else.

**Anger:** What about the transcript? We didn't talk about that. **Jacobberger:** What you will get is a very detailed set of minutes from the Secretary. In those minutes, the names will be redacted. **Hartman:** OK. Thank you.