

**TRANSCRIPT OF CONFERENCE CALL
CFA BOARD OF DIRECTORS
FEBRUARY 22, 2011**

Mr. Jerold Hamza (President)
Ms. Joan Miller (Vice-President)
Ms. Rachel Anger (Secretary)
Vacant (NAR Director)
Ginger Meeker, Ph.D. (NWR Director)
Ms. T. Ann Caell (GSR Director)
Mrs. Loretta Baugh (GLR Director)
Mr. Michael Shelton (SWR Director)
Mr. Mark Hannon (SOR 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)
Mrs. Kayoko Koizumi (Japan Regional Director)

Not Present:

Mrs. Carla Bizzell (Treasurer)
Ms. Alene Shafnisky (MWR Director)
Mr. David White (Director-at-Large)

Roll Call. Hamza called the meeting to order at 9:00 p.m., EST. Rachel, are you here?
Anger: Yes. **Hamza:** You know, I'm trying to keep track as people pop on. I think we've got everybody. I didn't hear Carla. **Meeker:** I didn't hear Michael **Anger:** Carla is en route right now from Europe. She is probably landing half an hour ago. **Hamza:** OK, well, if she makes it, it would be great, but if not, we'll talk a little bit about finance. Why don't you call roll call? I would like to get this over quick. So would everybody else. **Anger:** Yes. Jerry Hamza. **Hamza:** Here. **Anger:** Joan Miller. **Miller:** Here. **Anger:** Rachel Anger is here. Carla Bizzell not here. Ginger Meeker. **Meeker:** Here. **Anger:** Ann Caell. No Ann? Is Ann here? **Hamza:** I guess she's not here. **Anger:** Loretta Baugh. **Baugh:** Here. **Anger:** Mike Shelton. **Shelton:** Here. **Anger:** Alene Shafnisky. No Alene. Mark Hannon. **Hannon:** Here. **Anger:** Kayoko Koizumi. **Koizumi:** Here. **Anger:** Roger Brown. **Brown:** Here. **Anger:** George Eigenhauser. **Eigenhauser:** Here. **Anger:** Dick Kallmeyer. **Kallmeyer:** Here. **Anger:** Carol Krzanowski. **Krzanowski:** Here. **Anger:** David Mare. **Mare:** Here. **Anger:** Darrell Newkirk. **Newkirk:** Here. **Anger:** David White. No David White? **Hamza:** No David White.

[Executive Session]

Manasquan Building. Hamza: OK, now we're in open session, so everything you say will be read. The next thing on the agenda is New Jersey, the office in New Jersey. It's on the market. We're getting some interest. As a matter of fact, it's going to be shown twice this week. I bring that up simply to let this board know that we may be seeing an offer shortly, so be prepared to go through that process. **Baugh:** Sounds good. **Hamza:** Wouldn't that be great if we got what we asked for? **Meeker:** The rate at which things are moving are almost breath taking. **Hamza:** I

know. You know what? We've got two very interested parties. If we get a purchase offer, you know, I bring it up because there is a possibility we could have a purchase offer here in the next 2 or 3 weeks. Boy, wouldn't that be nice? **Meeker:** That would certainly give us some breathing room. **Hamza:** Does anybody else want to mention anything about New Jersey?

Alliance Building. Hamza: OK, I'm going on to the next thing, which is Alliance. Rich Mastin sent some people an update, but I'm going to go over it. We have obtained, or are in the process of obtaining three quotes for electrician, ceiling, granite, elevator, drywall, carpet installer, security system(s), demolishing the carport, and all the other events. We have pretty much for the most part three quotes on everything, the only exception being the granite work. We've got two quotes. There just aren't a lot of people doing that kind of work. On the elevator, we're getting a fourth quote. All the broken windows have been replaced as of last week. The roof drain over break room is repaired. We put weather stripping applied to one of the front doors. All the walls on third floor; board room, break room and large office space room have been removed. All carpets and paneling removed from third floor offices. Carpet in the CFA second floor office has been removed. We started to remove door jams between the offices. We have arranged for hauling the debris away. Starting up all the water systems, we found several leaks and repaired them. One was "mother", I've got to tell you that. It went over the safe and up to the second floor, and it was just hard to get to it but we got to it and it's fixed. Brian, our employee there, he thought it was an unholy event. We've taken down all the plaster that we need to. We've started skim coating walls in some of the offices. To make a long story short, we're really moving along. We would like to get the drywall started by the end of next week and begin painting the week of March 7th. As soon as the weather improves, we're going to finish the two remaining roof leaks. We're going to remove the carport and start the granite work. The elevator should be functioning shortly. We're going to get to the electric service for the server room and copier room next week, and we're working on the fire escape for the back of the building. **Hannon:** Do you have an estimate for when we're going to be moving in? **Hamza:** We're probably going to have the computer system ready towards the end of April, beginning of May, and that's when we're going to be able to move in. I mean, the office space will probably beat the computer system. We're really moving along. This employee we have, Brian, he's unbelievable. He's a one-man whirlwind. I can't believe the amount of work he's got done. Sometimes I want to steal him and bring him up to Niagara Falls. Any other questions about Alliance? **Hannon:** Are you moving along with hiring that person? **Hamza:** The IT person? Yeah. The ad should hit the paper Thursday. **Hannon:** At one point, you told us that Computan was going to help you vet this? **Hamza:** They did. Computan sent me a 3-page spec for the job, and so we had to boil it down into a display ad. **Hannon:** Are they going to help with the interviews and weeding out people? **Hamza:** Yeah. As a matter of fact, you know, it's so funny. Tonight I got a resume from an IT person who heard that we were putting the ad in, and it's actually quite impressive, so there's a lot of anxious employees there, people looking for work, so I'm excited. I think we're going to be in great shape, and I really want to get an IT guy. Mark, I know why you're chomping at the bit. **Hannon:** What kind of salary did you mention in the ad? **Hamza:** I'm not going to mention. **Hannon:** OK, you didn't put salary in the ad then? **Hamza:** No. We'll let them tell us – **Hannon:** I know what you were thinking. I just want to know if that's what you advertised, but that's OK. **Hamza:** So, we'll see. We'll negotiate. That's a position that we negotiate. **Baugh:** Jerry, the question I was asked on that was whether or not you were looking for somebody to program or support? **Hamza:** No. We need a hard core IT person. **Baugh:** OK, that's what I thought. **Hamza:** We need somebody who can look at a problem and say, "I can write that program tonight." **Baugh:** OK, good. **Hannon:** He wants a Dennis-level person. **Meeker:** He wants a what? **Hannon:** Someone that's the level of Dennis

that works at Computan, the person we are dealing with at Computan. [Dennis Stefan, Project Manager, Computan] He's a programmer. **Hamza:** That's his first language. English is his second language. That's what I want – I want somebody who can look at a problem and then have to figure out how to tell you in English. So, we'll get there. I mean, that's important. What we do, our biggest thrust is, we're informational. So, we need somebody that can keep that information moving and to be able to adjust situations to our needs. The other thing is, I've been talking with some people about getting an in-house entry program and I'm going to try to have that in place before the new show season. Do we have any other Alliance questions?

Cat Fanciers Association – Network Engineer/Administrator Job Description

Description:

The Network Engineer role is to ensure the stability and integrity of in-house data, voice, wireless network services, management application support and design. This is achieved by planning, designing, and developing local area networks (LANs) and wide area networks (WANs) across the organization. In addition, the Network Engineer will participate with the installation, monitoring, maintenance, support, and optimization of all network hardware, software and communication links with his/her responsibility. Evaluates and recommends enhancements for operating efficiencies, maintains knowledge of emerging technologies. This individual will also analyze and resolve network hardware and software problems in a timely and accurate fashion, and provide end user training where required. This individual will also be required to maintain a service log of all network, hardware and software problems.

Responsibilities:

- *Collaborate with Board of Directors and Executive Committee to assess near- and long-term network capacity needs*
- *Create and maintain documentation as it relates to network configuration, network mapping, processes, and service records.*
- *Develop, implement and maintain policies, procedures, and associated training plans for network administration, usage, and disaster recovery*
- *Research, design, and implement new technologies and systems to upgrade or replace legacy technology or systems*

Acquisition & Deployment:

- *Design and deploy company LANs, WANs, and wireless networks, including, routers, hubs, switches, firewalls, network appliances, and other hardware*
- *Conduct research on network products, services, protocols, and standards to remain abreast of developments in the networking industry*
- *Oversee new and existing equipment, hardware, and software upgrades*
- *Interact and negotiate with vendors, outsourcers, and contractors to secure network products and services*

Operational Management:

- *Configure networks to ensure their smooth and reliable operation for fulfilling business objectives and processes*
- *Monitor network performance and troubleshoot problem areas as needed*
- *Ensure network connectivity of all servers, workstations, telephony equipment, fax machines, and other network appliances*
- *Practice network asset management, including maintenance of network component inventory and related documentation and technical specifications information*

- *Monitor and test network performance and provide network performance statistics and reports.*
- *Participate in managing all network security solutions*
- *Perform security audits, and system backups and recovery of network infrastructure*

Requirements:

Expect qualified candidate to possess knowledge normally associated with a Bachelors 's degree in Computer Science or a minimum of five years of relevant work experience. Must have MCSE, MCTS, MCITP, MCDBA or MACSA is preferred

Knowledge & Experience:

- *Proven experience and success with enterprise class LAN, WAN, WLAN, design and implementation*
- *Proven experience with network capacity planning, network security principles, and general network management best practices*
- *Proven experience with network infrastructure security technologies and best practices, including, Router/Switch security, Firewall Management (ASA, FWSM), protecting edge perimeter network devices, experience and understanding security logging for monitoring and incident response, wired and wireless guest design, NAC experience a plus*
- *Strong, hands-on technical knowledge and experience working in an enterprise class network environment*
- *Good knowledge of VOIP technology*
- *Excellent working technical knowledge of current network hardware, protocols, and network services, including [Cisco class switches, all ISR router platforms with related interface cards, 7200 platforms and related interface cards, ASA 55xx platforms, ACE, FWSM, NAM, WiSM service modules, TCP/IP, and other related protocols*
- *Excellent hardware and IOS troubleshooting experience.*
- *Network management, performance monitoring, network monitoring, inventory, and backup tool software experience*
- *Competence with testing tools and procedures for voice and data circuits, packet capturing, and protocol analysis experience*
- *Good understanding of the organization's goals and objectives*
- *Knowledge of applicable data privacy practices and laws*
- *Working knowledge of Microsoft SQL Server 2008 management and Transact-SQL statements*
- *Working knowledge of Microsoft ASP.NET / VB.NET*

Personal Attributes

- *Strong interpersonal, written, and oral communication skills*
- *Able to conduct research into networking issues and products as required*
- *Ability to present ideas in user-friendly language*
- *Highly self motivated and directed, with keen attention to detail*
- *Proven analytical and problem-solving abilities*
- *Able to effectively prioritize tasks in a high-pressure environment*
- *Strong customer service orientation*
- *Experience working in a team-oriented, collaborative environment*
- *Minimum travel is required*

Work Conditions

- *On-call availability*
- *Sitting for extended periods of time*
- *Occasional inspection of cables in floors and ceilings*
- *Lifting and transporting of moderately heavy objects, such as network equipment and peripherals*

Financials. Hamza: Alright, the next issue is finance. Has everybody seen the January financials? Damn good news, ain't it? So, feel free to spread that around. You know what? We're operating as of the end of January with \$37,000 in the black and this, to me, blows me away. Registrations were up 4% and litter registrations were up 2%. I don't know how long it's been since we've had an upturn. When I saw it, I got all giddy. I don't know how all you felt. **Meeker:** Scared. **Hamza:** You're what? **Meeker:** It was a little frightening. **Hamza:** Why? **Meeker:** You know, things are moving so quickly, I keep waiting for the other shoe to drop. **Hamza:** Well, sometimes it doesn't drop. **Meeker:** That's what I'm hoping. That's what I'm hoping. **Hamza:** You know, sometimes you bounce back. I mean, I'm hoping. I'm guardedly optimistic. I'm hoping we've seen the bottom. **Baugh:** I think the increase in registrations is a little bit – to me, it's consumer confidence returning, to what we're doing. **Hamza:** That's great. For whatever reason it is, it's a welcome change. Does anybody have any questions? I wish Carla was here, but does anybody have any questions on the finance package?

Europe Constitutional Amendment. Hamza: OK, #5 I want to talk to is, talking about the International Committee. You know, we've got Europe coming up and I just want to make sure the board is all on the same page about getting Europe approved as a region. I think it's important to our future, if we consider ourselves an international organization. **Hannon:** I understand that Cat Talk is going to have an article from Olivier and a numbers article from Monte on the Europe situation, so that should be beneficial to the cause. **Hamza:** And it does paint it in a good light. Darrell, do you want to say anything here? **Newkirk:** No, just a good article about Olivier. **Hamza:** So you read that article? **Newkirk:** Yes. **Hamza:** I thought it was great, too. Have you seen Monte's? **Newkirk:** I have not seen Monte's. **Hamza:** It's very informative. I think it will surprise a lot of you in how much the International Division is a part of CFA. So, if we don't have any more questions, I'll move on.

Region 1 Election. Hamza: The Region 1 election. As Dick said, the ballots have been locked away in the safe in Jim's office. Nobody has had any contact with them. We're going to wait until Friday and then we're going to send them down to the Committee in Florida so that they can count them. My plans are to help whoever gets elected in that election to keep up the 3 board meetings a month for March and April, and then after that we'll just go to one meeting a month. I also am, you know, I think we need to keep one meeting a month. I don't think we can get away with less. **Hannon:** Jerry? **Hamza:** Yeah. **Hannon:** In that light, may I recommend you have the one meeting with the Regional Directors and the one meeting with everybody, but I question whether you really need a Directors at Large meeting. **Hamza:** Well, you know what? That may be a good idea. I mean, is that the way you all feel anyway? **Miller:** I think that's a good idea. **Hamza:** I know we've worked – I feel like I've worked everybody really hard and I'm sorry about that. **Hannon:** We're seeing results. **Hamza:** Yeah. Things are moving, we are covering a lot of ground, and right now we're in a very elastic and static thing where, you know, I mean, we could get a purchase offer on the property tomorrow, and we may be bound by time, and we may need to meet and work on it. But, nobody has a problem with the once-a-month meetings, correct? <no> OK, good. I'm glad to hear that. So I know that everybody has grown a little weary of the three meetings, so they're coming to an end. And Mark, that's fine. We'll do

two more – **Hannon:** Regional Directors. **Hamza:** Regional Directors’ meetings, and so this is the way it will go. Rachel, we’ll have a Regional Director meeting in March and April, and then starting in May it will just be one meeting a month. The only other thing I can say is that we may have to call interim meetings between, if there are big issues that come up that are going to take a board decision, and time is of the essence.

DNA. Hamza: I have some IT stuff here, but David White’s not here so I’ll send him an email. And then finally, Roger, I don’t know, have you been reading the reports that Rachel has been sending out from the board meeting? **Brown:** Absolutely. **Hamza:** OK, so you’re aware of – in my mind, the biggest thing we did at that board meeting was our stance on DNA, and so you’re fully apprised of all that? **Brown:** Yes, and we’re hard at work on it. **Hamza:** You know, everybody, what I need you all to keep in your mind is, we’ve opened this door. Now, we’ve got to come up with a responsible policy that is fair and has to be flexible, because I think, talk about dynamic fields. I think genetics right now is very dynamic. You know, I talked with Leslie Lyons this week and they’ve just remapped the cat genome at the University of Washington on a 14X level, and so that should open up a lot of doors. Is that correct, Roger? **Brown:** Yes, and a lot of this was done with the money, the \$1 million that Hills put in for remapping the genome, and soon, once this is done, anybody that’s doing DNA investigation will probably be able to buy one of these chips for about \$250, and that will make, create a marked reduction in research expense. Finding mutations that are disease causing, or color mutations – any mutation that they look for is going to be much less expensive. **Hamza:** Also, Roger, we have about \$18,000, somewhere between \$18,000 and \$20,000, that has been allocated to us from Dr. Elsey’s for genetic and DNA. **Brown:** And I talked to Dr. Cothran yesterday, and he’s working on a protocol. We don’t have that yet, but should have it shortly. That’s for the percentage of breed. **Hamza:** Anything else, if we can – you know, I’m not sure what this Washington study is going to reveal, but if there ends up being a way we can come up with a chip that detects most cardiomyopathies or something else health related, I think we should also be willing to move in that direction, and I also think that we need to look back through some of the breed council proposals and see what they’re looking at, as far as helping them. **Brown:** There are a number of diseases, genetic diseases that I think the money should go towards before we do physical attributes. Uncovering genetic disease is the most important thing that DNA can do. **Hamza:** I agree, I agree. We’ve got to balance it off on something marketable once in awhile, too, to bring in some money. You know, everybody, all in all, I was very encouraged by the financial reports at the end of January. I think as the year progresses, I think we’re going to see our position strengthened, and so I’m encouraged that the signs are pointing to the fact that we’re on the right track.

Judging Program. Hamza: Does anybody else have anything they want to bring up? **Baugh:** I have a Judging Program thing that’s real quick, Jerry. I have two things, actually. Holly Ayers has asked for an extended medical leave. **Hamza:** Can we get a motion? **Baugh:** I make a motion to that effect. **Mare:** Are you making it indefinite? **Hannon:** That’s what she said. Up to 5 years. We can’t go beyond 5. **Baugh:** It can’t go beyond 5 years. I mean, that’s in our rules. **Mare:** “Indefinite” to me suggests indefinite. **Hamza:** Well, up to 5 years. **Hannon:** Up to 5 years. **Brown:** I’ll second it, Roger. **Hamza** called the motion. **Motion Carried. Hamza:** I hope everything works out.

Baugh: The other quick thing I have is, Jo Ann Cummings never formally submitted her resignation from the Judging Program, even though she announced to the world that the second weekend of December was her last show, so she needs to have a formal vote on accepting her

resignation from the CFA judging panel. **Hannon:** Has she requested it? **Baugh:** Yes, she has. **Hamza:** But we don't have it in writing. **Baugh:** Yes. I have an email. **Hamza:** Well, you have an email. OK. **Anger:** This is Rachel. I've got an email from last April, where the subject line is, "Hanging it Up" and she announces she will be retiring at the end of the year, so we have it in writing and I have given that to you. **Baugh:** She doesn't feel that that was a formal request to the board, to accept her resignation. That's why she asked me to bring it up. We never formally acted on it, I guess is what it boils down to. **Hannon:** Did we do the same for Kim? Did we vote on Kim? **Hamza:** No. I don't think hers is in yet. **Hannon:** But last weekend was her last show. **Newkirk:** She has not retired or resigned yet. **Hamza:** I guess what the difference is here, is we've got a letter from Jo Ann. **Anger:** We have a letter from Kim, also – **Baugh:** I thought we did. It goes back a ways. **Anger:** – for next June. **Hannon:** Why don't we just vote on them both and make it clean then, if we have requests from both of them. **Newkirk:** This is Darrell. **Hamza:** Yeah, go ahead, Darrell. **Newkirk:** I think Kim wanted her resignation to be effective at the Annual meeting. Rachel, isn't that what she said to you? **Anger:** I'm looking to see the PDF of it. **Eigenhauser:** If there's any question at all, we can put it off until the next meeting. **Hamza:** Yeah. Loretta, why don't you ask Kim how she wants to do it? I mean, both these people have certainly given CFA their all, and we owe them the respect of the way out they want to go. **Hannon:** I'll move that we accept Jo Ann's resignation with regret. **Miller:** Do we call it still a resignation? I thought we decided we were going to have a retirement? **Baugh:** Retirement, right. **Hamza:** I like retirement. **Baugh:** I do, too. **Hamza:** So, we accept Jo Ann's retirement, with regret. Do we have a second on that? **Eigenhauser:** I'll second. **Hamza** called the motion. **Motion Carried.**

Hamza: The motion carries. We accept Jo Ann's retirement with regret and wish her the best. **Anger:** And this is Rachel. I do have an electronic copy of Kim's letter. She says, "... which will become effective at the June 23-26 Region 7 Annual." So, we'll put that in the June report. **Hamza:** Yeah, put it on the agenda for Sunday morning. We'll do that Sunday morning. Like I said, these people deserve our full respect.

Hamza: Anybody else have any business they would like to bring to this board? **Newkirk:** Darrell. **Hamza:** Yeah, Darrell. **Newkirk:** I sent an email to the board list yesterday about having a vote on accepting the Guest Judging Program guidelines. Only two people responded, and that was Ginger and Alene, so Rachel asked me to bring this forward because we didn't have a formal vote on it. **Hamza:** You know, and by the way, I would like to just for the record thank you for – you know, it's a great piece of work and it's not a small piece of work, so CFA owes you a debt of gratitude. **Newkirk:** I didn't do it to get a pat on the back. It was something that was needed. **Anger:** But you're getting one anyway. **Hamza:** Getting one anyway, so smile. You know what? It was a lot of work, and it's a good piece of work. **Hannon:** And we're going to put this on the web, right? **Hannon:** I asked Karen and I asked Rob Loot to put it on the ID site and Karen to put it on the CFA website. I've already sent them an updated copy, because apparently the instructions for the judges had a thing on observing at the back, and it mentioned AKC, so apparently part of that was lifted from the AKC guidelines. **Hamza:** Do you want to get some of that printed out in hard copy, Darrell? **Newkirk:** Well, it's 97 pages long. **Hamza:** Why I ask is because we've got paper, we've got the printer, and I'm not wanting to move much of that. **Hannon:** So, he's saying do it now if you want to do it. **Hamza:** Yeah. **Newkirk:** Well, I was thinking it would be easier to put it on the web and then what I do now, and I just started doing this – I went through February and when there are guest judges assigned, I send the club, or the entry clerk, an evaluation form to make sure that gets completed on each guest judge, because that's sort of been hit or miss. So, I'm going to send them out, you know, at

the beginning of the month. Like at the end of February, I'll send out all the March shows that have guest judges listed. I can also include a copy of that, and tell them to make sure that gets forwarded to the guest judge so they can review it. **Hamza:** Alright. You know what I'll do? I'll have them print up a couple dozen hard copies. It's always nice to have them around. **Newkirk:** OK. **Hamza:** You never know.

Baugh: We also had our first request from CCA to have one of our judges officiate at their shows. It just came in this week. **Hamza:** Oh, which judge? **Baugh:** Roger Lawrence. **Hamza:** That makes sense. **Baugh:** It makes sense, yep. **Hamza:** Save them some money. **Hamza:** Alright, somebody please make a motion to accept. **Newkirk:** I move that it be accepted. **Anger:** Second. **Hamza** called the motion. **Motion Carried.**

Adjournment. **Hamza:** Anything else we want to bring up here? OK, well, can I have a motion to end the meeting. **Meeker:** Motion to adjourn. **Hamza:** Do I have a second? **Baugh:** Second, Loretta. **Hamza** called the motion. **Motion Carried.**

Meeting adjourned at 10:12 p.m. EST.

Respectfully submitted,
Rachel Anger, Secretary