



**AMERICAN ANGUS ASSOCIATION**  
**The Business Breed**

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April 16, 2014

Dear Members:

Thank you for your letters, emails and calls during the last few days. We appreciate your repeated expressions of concern regarding not only the individuals involved, but the stability of our organization, timeliness of services, and the continuation of our performance programs.

The Board of Directors of the American Angus Association met on April 15 to discuss the recent departure of 12 employees, announced last Friday, again carefully weighing each side of the issue.

Yesterday's meeting was the third time that we've met as a Board since we received a letter from 15 employees on March 21<sup>st</sup>. We have, as individual Board members, done our best on each of these occasions to make decisions that we believe are in the best interest of the Association.

Yesterday's meeting was no exception.

Following our discussion, the Board took no action to reverse its previous position on this matter. We stand by our decision of April 8.

We also want to assure you that the services and programs of the Association and its subsidiaries continue to be carried out in the professional and undisrupted manner that you've come to expect.

Our Performance and AGI services are fully operational. All breeder-submitted data and DNA samples are being processed and the National Cattle Evaluation will be released on Friday, as it all normally would be.

The Association and API are also working to prevent potential disruptions in ring service at your sales. We've begun the process of receiving applications from qualified individuals and anticipate filling many of the Regional Manager positions in the coming weeks. In the meantime, if you have questions, please contact API.

While we cannot discuss the circumstances that led to the departure of 12 individuals, please know that we share your concerns for their well-being. These are difficult times for everyone involved — including the Association.

It is our responsibility to oversee and guide this Association. As an organization, we must now move forward, working together to build a brighter future for the Angus breeders we serve.

We welcome your continued feedback, concerns and ideas. Please know that we value your membership and your thoughts.

Sincerely yours,

The American Angus Association Board of Directors