

**Board of Directors – Winter Meeting
Agenda
January 15-16, 2020
(Telephonic)**

Welcome and Introductions - Wednesday, January 15, 2020 - Fisher - 7 - 7:15 am CST

Approval of Consent Agenda - 7:15-7:30

1. Approve minutes of 2019 Annual Board Meeting
2. Set Spring Meeting Dates: May 15-17, 2020 (Harlingen, Texas)

EXECUTIVE SESSION - 7:30 am – 8:30 (Judging Program Licensing/Advancements)

OPEN SESSION - Proposals - Judging Program - 8:30 - 9:00

1. Add JP 41.4 (Trainee Coordinator)
2. Amend JP Article 4 (Training Program)

Proposals - Registration Rules - 9:00 - 11

1. Amend 33.7.1.7 and 33.8.9 (Notice of Intent)

Proposals - Standing Rules

1. Add 106.4.2.1.8.4 (Removal from JC)
2. Add 307.6.3 (Non-domestic Source Breeds)
3. Add 1012.1 (International Area)
4. Amend 901.4.3.2 (RW Eligibility)
5. Add 2011.1,2011.6 (Electronic Catalogs)
6. Add 2010.5 (Unattended cats in benching area)
7. Amend 2017.1 (Judges Books)
8. Amend 903.1.6.4 (Extra seating at Annual)

Proposals - Clerking Program

1. Amend 51.2.4.3.3 (Master Clerk Qualifications)
2. Amend 55 (Electronic Catalogs)

OPEN SESSION, Thursday, January 16, 2020 7:00 am

Fiduciary - Fisher - 7:00 - 7:30

Administrative - 7:30 - 8

1. Approve Revised Employee Handbook - Fisher

Marketing Report - Fulkerson - 8 - 8:30

Breed Standard Changes - 8:30 - 9

1. American Curl - LH/SH
2. Acceptance of Charcoal in Bengal

EXECUTIVE SESSION – 9 am (Protests)

OPEN SESSION – 10:30 am

Discussion Items

1. Genealogical Pedigree - van Mullem
2. Acceptance of Pedigrees from other Registering Bodies – EO
3. Regions – Governance vs Awards System - van Mullem

Add 41.4 (Define Trainee Coordinator) – Judging Committee

Rationale:

The revised Article 4 refers to a “Trainee Coordinator”, but the responsibilities of this role are not defined in Article ONE.

Add new 41.4:

41.4 The Judging Committee shall appoint one of their members as the Trainee Coordinator, with the following responsibilities

- **Maintains an organized file tracking all the activity of the LH/SH Trainees (training sessions, critiques, comparisons, CEUs, etc).**
- **Provides follow-up communication with each Trainee to assure they are progressing as expected.**
- **Identifies any difficulties and provides coordination with the AB Sponsor to assist in remedying as appropriate.**
- **Provides a report to the Judging Committee prior to each Board Meeting that can be incorporated into the JA's report to the Board of Directors.**

Re-number existing sections 41.4 and 41.5 as 41.5 and 41.6 respectively

Rules Committee Comments:

- (A) Looks great
- (B) This looks fine to me. I would be interested in comments from the judges amongst us
- (C) Looks fine to me
- (D) Looks OK
- (E) This wording is just codifying procedure that has existed prior to the Judging Committee - there has been someone doing this job at the behest of the JA for years - the wording is fine and describes the job well.
- (F) I think it is fine

Update Judging Program (Article 4) – Judging Committee

Rationale: The Judging Committee was created at the 2018 Winter Meeting to oversee, administer and update the Judging Program. The Board's intent is that the Judging Committee assumes administration of non-disciplinary matters related to the Judging Program. This includes, but is not limited to, acceptances into or advancements within the program, continuing education, and testing. The Committee may make recommendations to the Board of Directors for changes to the Judging Program.

The formation of the committee began in April 2018 with an election process within the Judging Panel. At the 2018 Spring Board Meeting, the election results were reviewed, and the Committee members, JA and DJA were appointed.

The 2019 Spring Board Meeting initiated the process of setting the Board's expectations for the Committee and defining the process with the transfer of administration of the new applicant program. The Preface was reviewed and updated to reflect the creation of the Judging Committee.

A new Article ONE established the duties of the Judging Committee, revised the JA role, created the DJA role and set out the guidelines for meetings of the Committee. This Article also established a review process by the Board for appeals from decisions of the Committee. Old Article ONE, role of the ABS, became new Article TWO, adding appropriate references to the Judging Committee. Old Articles TWO and THREE, relating to applicants coming into the Judging Program, were combined into a new Article THREE. This change made appropriate references to the Judging Committee and updated the requirements for both established and remote areas.

This proposal continues the review process regarding Article FOUR updating:

- (1) Training procedures regarding the minimum number of different judges to train with, either for the established or remote areas.
- (2) Limiting the number of training sessions to one per calendar day and defining the number/conditions under which a trainee may train with the same judge during a weeked show.
- (3) Clarifying under what circumstances a Remote program candidate may acquire approval to transfer to the full program.
- (4) Changing appropriate references to the Judging Committee for Article FOUR.
- (5) The term "Trainee Coordinator" is not defined anywhere in the Judging Program, the Judging Committee is working in a separate proposal to add the job description for that position somewhere in Article One.

Amend ARTICLE FOUR - *Training Program:*

44.1 The applicant may begin ring training when the following requirements have been met:

44.1.1 All requirements set forth by the Board of Directors and the Judging ~~Administrator/Designee~~ **Committee**.

44.1.2 Paid a \$15 processing fee to the Executive Office.

44.1.3 Received permission from the Judging ~~Administrator/Designee~~ **Committee** to proceed with ring training.

44.2 Trainee Responsibilities. A 15 months training period is required before a trainee can apply for a Probationary Specialty License. The trainee must be actively involved in writing breed critiques, attending schools, conferences and seminars, ring training, solo training, and sending the required monthly reports to the Trainee Coordinator outlining all activity for each month.

44.2.1 During the training period the trainee must attend one of each of the following:

- 44.2.1.1 TICA Judging School.
- 44.2.1.2 TICA Judges Conference.
- 44.2.1.3 TICA Breed Seminar.
- 44.2.1.4 TICA Genetics Seminar.

44.2.2 During the training period, the trainee may:

44.2.2.1 Show a cat only through the use of an agent until all training sessions for the weekend are complete.

44.2.2.2 Write breed critiques and breed comparisons in the benching area of the show hall, NOT in proximity to the judging rings.

44.2.2.3 Be in the show hall prior to training or doing solos, but may not be in proximity to the judging rings EXCEPT during the training/solo sessions.

44.2.2.4 Have NO access to the show catalog until all training is complete for the weekend.

44.2.2.5 Send the Judging Administrator/Designee **Trainee Coordinator** a statement commenting on the type and quality of training received from any instructor.

44.3 Training. The trainee must obtain written permission from both the club hosting the show and the training judge. The trainee must complete a Permission to Train Form for each show at which s/he wishes to train. This form will indicate the type of training agreed upon. Permission to Train Forms must be signed by all parties prior to the day(s) of training. Copies must be sent to the Judging Administrator/Designee **Trainee Coordinator** and the trainee's Allbreed sponsor. ~~at the trainee's expense.~~

44.3.1 Training will consist of:

44.3.1.1 A minimum of 40 ring training sessions.

44.3.1.2 A minimum of four solo judging sessions. Solo judging cannot be started until all ring training sessions have been completed. **Solo sessions are only allowed at shows where the trainee is not doing training sessions, i.e., did not see any of the entries prior to the solo ring.**

~~44.3.1.3 For developing areas of TICA which are isolated or remote (such as, but not limited to, South America, Russia, Korea) a~~

Trainees accepted under the Remote/Developing Areas program must complete the requirements of 434.3.2, 434.3.3, 434.3.5 and 434.3.6 WITH THE FOLLOWING EXCEPTIONS:

- < Must complete 20 training sessions, 5 of which must be completed with Licensed Ring Instructors
- < Must train with a minimum of 15 different judges. Trainees may have more than one session with the same judge but no more than 3 times during their training.
- < Must complete 2 4 solo sessions, both of which may be completed in the Trainee's region of residence with any 2 different Approved Allbreed Judges.
- < If a Remote program candidate would like to transfer to the full Established program, that individual must complete the entry requirements for the full program before approval to transfer.

Upon completion of these requirements, the Trainee may apply for a Probationary Specialty License in (Country, Region). See 45.2.

44.3.2 Ring Training.

44.3.2.1 Ring training consists of handling a minimum of 40 kittens, cats, alters, household pets or new breeds. The selection of the cats for training is at the training judge's discretion. Training may consist of handling full classes (such as championship cats, etc.) or handling full breeds or breed groups (such as the Persian Breed Group or Maine Coon kittens, cats and alters, etc.). The trainee is expected to handle his or her own cat(s) during the training session without calling attention to the ownership of the cat. The trainee is expected to remain in the judging ring until dismissed by the instructor. During the final five training sessions, the trainee must stay with the training judge the entire day handling cats as designated by the judge.

44.3.2.2 Training sessions are limited to one training session per calendar day. ~~two training sessions per show weekend, except when training overseas. When training overseas, three training sessions are allowed per show weekend. A "show weekend" is defined as 1 day, 2 day or 3-day shows. Only one training session is permitted per day, except when training overseas. When training overseas up to~~

~~two training sessions per day are permitted not to exceed three sessions per weekend.~~

44.3.2.2.1 On any given show weekend, a trainee may train with the same judge up to 2 times provided the training sessions are on different cats/classes.

44.3.2.3 The trainee may train with any Approved Allbreed Judge. At least ten of these judges must be Licensed Ring Instructors.

44.3.2.3.1 Must train with a minimum of 30 different judges. Trainees may repeat sessions with the same judge no more than 3 times during their training.

44.3.2.4 Trainees residing in North America must train in at least six North American regions. Trainees residing on either the East or West Coast must train on an opposite coast at least once. Trainees located centrally must train on both coasts.

44.3.2.5 ALL trainees are strongly advised to train at least once Overseas. **Criteria for overseas training:**

For a trainee living in:	Overseas will be considered:
Asia	Europe, North America or South America.
Europe	Asia, North America or South America.
North America	Asia, Europe or South America.
South America	Asia, Europe or North America.
International Region	Trainees need the approval of the Judging Committee.

~~For example, a trainee in North America is advised to train in Europe or Asia; a trainee in Europe is advised to train in Asia or North America; a trainee in Asia is advised to train in North America or Europe; a trainee in South America is advised to train in Europe, Asia or North America.)~~

44.3.3 Solo Training.

44.3.3.1 Solo judging consists of handling no fewer than 20 entries (or of handling the entire class if fewer than 20 cats are present,) as directed by the instructor, marking the judge's book correctly, hanging ribbons and presenting final awards. Trainees must furnish their own rosettes for their solo finals.

44.3.3.2 A solo training session may not be done on the same day **show weekend** as a ring training session. Solo judging may take place before the show begins, during the show or after the completion of the show, under the direction of the instructor.

44.3.3.3 At least two of the four solo training sessions must be done outside the region of residence or beyond 500 miles from the trainee's residence.

44.3.3.4 At least three of the solo judging sessions must be with **3 different** Licensed Ring Instructors.

44.4 The Training Sessions. These are **minimal guidelines**. The instructor should at all times evaluate the level of experience and development of the trainee and plan training accordingly.

44.4.1 Sessions 1 -5.

44.4.1.1 Removing cats from and returning to the judging cages.

44.4.1.2 Learning to handle different body types.

44.4.1.3 Developing a routine for judging each cat no matter whatbreed.

44.4.1.4 Developing confidence.

44.4.1.5 Practicing basic mechanics.

44.4.1.6 Learning how to bend properly.

44.4.1.7 Learning when and how to use teasers.

44.4.1.8 Assessing cat "body language".

44.4.2 Sessions 6 - 10.

44.4.2.1 Developing a routine for checking for "faults".

44.4.2.2 Learning to keep track of large classes.

44.4.2.3 Developing a method of keeping track of "final worthy" cats.

44.4.2.4 Finding the essence of each cat.

44.4.2.5 Marking a judge's book.

44.4.2.6 Completing Breed Comparison reports.

44.4.2.7 Selecting cats for finals.

44.4.3 Sessions 11 - 20.

44.4.3.1 Learning to manage time in a large show.

44.4.3.2 Learning to manage time in a small show.

44.4.3.3 Learning to make a structural assessment of the cat.

44.4.3.4 Signing judge's book and giving a copy to clerk.

44.4.3.5 Applying skills - hanging judge's flats, marking book, cleaning table, etc.

44.4.3.6 Comparing features within a breed and between breeds.

44.4.3.7 Applying knowledge and principles of genetics to the cats.

44.4.4 Sessions 21 - 35.

44.4.4.1 Developing showmanship.

44.4.4.2 Presenting finals.

44.4.4.3 Dealing with mediocrity in a class.

44.4.4.4 Seeing the whole cat.

44.4.5 Sessions 36 - 40.

44.4.5.1 Refining the art of judging.

44.4.5.2 Making own decisions and sharing with exhibitors.

44.4.6 Solo Sessions.

44.4.6.1 Making independent decisions.

44.4.6.2 Dealing with the clerk.

44.4.6.3 Staying focused.

44.4.6.4 Loving what s/he's doing.

44.5 Written Requirements.

44.5.1 The trainee must submit 50 written critiques based on the breed standard for a minimum of 75 percent of the breeds recognized for championship. Critiques are to be sent to the trainee's Allbreed Sponsor and to the **Trainee Coordinator** ~~Judging Administrator/Designee~~.

44.5.2 The trainee must write Breed Comparison reports. These may be assigned by a training judge OR the trainee may visit a cattery to write reports on select cats. Reports must be signed by the training judge or the cattery owner and returned to the trainee, who will send to the appropriate persons. Cattery reports must be reviewed and signed by the Allbreed Sponsor prior to being forwarded to the Trainee Coordinator. A minimum of 15 Breed Comparison Reports are required.

44.5.3 The trainee must make a set of judge's books if not furnished by the club. These books must be made from another judge's book, NOT from a show catalog.

44.6 Clerical Requirements.

44.6.1 The trainee is responsible for sending trainee/solo evaluations, breed critiques, and breed comparisons to the Trainee Coordinator and the Allbreed Sponsor on a monthly basis with the Monthly Report.

44.6.2 The trainee is responsible for sending the Quarterly Report to the Judging Administrator and the Regional Director at the end of March, June, September and December.

44.7 Other Requirements.

44.7.1 Any time during the training period, the Judging ~~Committee~~ Administrator/Designee may make recommendations for, or require, additional training in particular breeds and/or colors. The trainee must submit proof of any additional required training to the ~~Trainee Coordinator~~ Judging Administrator/Designee and the trainee's Allbreed sponsor.

Rules Committee Comments:

A)

My one concern is the use of the phrase "show weekend" in 43.2.2.1 and 43.3.3.2.

Contd/...

I know the Standing Rule 202.2 was changed to take account that in some areas, shows did not always follow a traditional Fri/Sat/Sun pattern; and now the only mention of "show weekend" in Standing Rules is 202.3, and in Show Rules is 22.1.2.2.

I'm struggling to find a form of words to use instead of "show weekend" that meets the format of 202.2.

B)

Perhaps use the words "consecutive show days"?

C)

44.3.1.3 – Comment: The proposal would require a trainee in the Remote/Developing Areas to train with a minimum of 15 different judges. And, a trainee would not be able to train with the same judge more than 3 times during their training, My guess for these proposed changes is that one or more trainees trained with very few judges and therefore did not get the most well-rounded training possible. We have to remember that there won't be as many opportunities to train when a trainee is in a remote/developing area. So, to required 75% of the training to be with DIFFERENT judges will be extremely difficult. I think a more appropriate number of different judges would be 10-12.

44.3.2.3.1 – Comment: Same as above for 44.3.1.3. To require 75% (30 of the 40) of the training to be with DIFFERENT judges will be difficult. I think a more appropriate number would be 20-25.

Amend 33.7.1.7 and 33.8.9(Notice of Intent – ANB and Ch) - Mullen

Rationale:

In the Registration Rules it is defined how a new breed can be developed and accepted from Experimental to Championship status. For acceptance to Advanced New Breed and Championship status a Notice of Intent to Apply has to be published in the Trend so members can comment about the breed being forwarded.

This Notice of Intent however has no information about the new breed, like it's history, health, it's place among the accepted championship breeds etc. Therefore it is almost impossible for a member to comment about the new breed as intended by the rules. Even though there aren't many breeds who go through this process, members should be informed adequately and timely to be able to comment if desired.

Amend Reg Rules 33.7.1.7:

33.7.1.7 A Notice of Intent to Apply for Advancement to Advanced New Breed Class Status must be published in the TICA TREND at least 120 days prior to the meeting at which the application for advancement will be heard, and which invites comments about the breed to be forwarded to the Executive Office. **This notice of Intent will be in the form of an article, accompanied by photographs, and will include, but is not limited to the following information: description of the breed, history, health, genetic background, relation to the accepted championship breeds and the way in which the new breed is phenotypically unique.**

Amend Reg Rules 33.8.9:

33.8.9 A Notice of Intent to Apply for Advancement to Championship Status must be published in the TICA TREND at least 120 days prior to the meeting at which the application for advancement will be heard, and which invites comments about the breed to be forwarded to the Executive Office. **This notice of Intent will be in the form of an article, accompanied by photographs, and will include, but is not limited to the following information: description of the breed, history, health, genetic background, relation to the accepted championship breeds and the way in which the new breed is phenotypically unique.**

Rules Committee Comments:

(A)

There's nothing to explain how many pages - I know space in the Trend can be tight and wanting an article with photos, etc would take 1-2 or maybe even 4 pages - That's a lot of costly space. Do they have to pay for that much space?

If we're also doing it for some educational purpose, what about the Notice of Intent for New Traits? There is really no definition anywhere about what is required on the notices.

(B) I think that's a good point. Given that (in general) Bylaws/Show Rules/Reg Rules define policy and operational details go into Standing Rules, I would suggest that if it goes onto the ballot, the Board should consider some Standing Rules to cover the points you raise.

(C) The revised wording is fine

(D) Fine by me

(E) Good with me.

(B) I have been re-thinking this. With New Traits, there is a vote of the relevant breed section and they see both Genetics and Rules comments. So the Breed Section should be fully informed. I don't think that New Traits should also be included in this proposal.

(F) I agree with (A), the cost to publish all of this information could be prohibitive.

Also, some of this information is only required (per Registration Rules) to be provided when advancing from ANB to Championship (33.8.10), and although I'm guessing it is probably presented anyway at the other stages of advancement, it is not spelled out in the rules so not sure it can be mandated for an article in the TICA Trend.

Add Standing Rules 106.4.2.1.8.4 (Removal from the Judging Committee) — Faccioli

Rationale:

The newly approved criteria to removal a member from the Judging Committee don't include the possibility of the electors to petition the Board to remove one of their representatives. This proposal aims to provide that criterion.

Add 106.4.2.1.8.4:

106.4.2.1.8 Removal from the Judging Committee. The Board may remove a member from the Judging Committee for the following reasons.

106.4.2.1.8.1 A member no longer holds a valid TICA judging license.

106.4.2.1.8.2 A member is under disciplinary action by the Board.

106.4.2.1.8.3 Two thirds of the members of the Judging Committee (the total number of members includes the subject member) petition the Board to remove a member for any reason, including (but not limited to) lack of participation, poor behavior, or breach of confidentiality.

106.4.2.1.8.4 Two thirds of the participants of the Judging Program of the same international area of a Judging Committee's member (the total number of members includes the subject member) petition the Board to remove the subject member for any reason, including (but not limited to) lack of participation, poor behavior, or breach of confidentiality.

Rules Committee Comments:

(A)

My only concern is that the format of the petition is not explicit - this also applies to 106.4.2.1.4. Perhaps "vote" might be better terminology than "petition"

(B)

Recall petitions for other elected positions as defined in the By-laws are set at 50% not 2/3. I believe that the Judging Committee should be the same. See below:

15.3 Signatures and Fee. For recall of the President or Vice President, the petition shall contain a minimum of 250 signatures; for Regional Director, signatures of 150 or **one-half** of the members of the Region; for Breed Committee, signatures of 50 or **one-half** of the members of the Breed/Breed Group Section. In every case, it shall be accompanied by the appropriate fee as specified in the Standing Rules.

(C)

I agree with (B)

(A)

However the difference is that the recall petitions you mention are just authority to then conduct a vote. This proposed amendment doesn't then require a further vote.

Whilst for large populations, a simple majority may be adequate, I think for the small populations (e.g. either the JC or the judges in a region), 2/3rds is better because there is then no argument about the outcome.

A precedent for 2/3rds is already set in both 106.4.2.1.8.3 and Bylaw 122.6.3.

(B)

Some breed sections are very small - I really favor consistency when it comes to this kind of rule

(D)

I tend to agree with (A) on this - it is a small group and in some instances very small because it is by country/region

Add Standing Rules 307.6.3 (Non-domestic Source Breeds) – van Mullen

Rationale:

TICA is a registry of domestic cats. Some breeds however have a non-domestic source species. A cat with a non-domestic source species parent, grandparent or great grandparent is a hybrid cross but is considered a domestic cat. These breeds are registered in category V non-domestic source breed hybrids.

The purpose of this category V is to be a category for breeds which are being developed by means of deliberate foundation crosses between domestic cats and a single non-domestic source species. A Non-Domestic Source Species is a species other than *Felis catus*/*Felis domesticus*.

Cats which have these non-domestic felines within a three generation pedigree are to be entered into the Foundation Registry only (36.3.2 / 36.4.2 / 36.5.2). The purpose of the Foundation Registry (Registration RRule 36.6.1) is for NEW breeds which are in an EARLY developmental stage and in which record keeping is vital to the history of the breed.

At the moment there are NO breeds in category V - e.g. the Bengal, Chausie and Savannah are all part of category I. This category is for established breeds which are approaching the present goals as set by their standards. These breeds have a sufficient large available gene pool within the breed that outcrosses to other breeds (other than within a breed group) for improvement of type, increased stamina, addition of new colors etc, are largely unnecessary. Likewise, the likelihood of finding cats of unregistered parentage which would significantly improve the breed is minimal.

However, at this moment, there are still cats from non-domestic source species being registered in the Foundation Registry even though they are used in breeding programs for breeds that are in category I (Bengal, Chausie and Savannah). This is in violation with Registration Rule 36.6 where it is stated that the Foundation Registration is for new breeds in their early developmental stage.

After acceptance in category I, there is no need for cats in the Foundation Registration other than the registration of the progeny of an already registered cross between a domestic cat and a single non-domestic source species. And this exception is only because of the rule that an offspring of two registered TICA cats must be registered with the goal to "breed out" the non-domestic source species in their three generation pedigree. There is no need to add any "new" foundation cats like a non-domestic feline or any cat with a non-domestic feline in the three generation pedigree of which both parents aren't already registered by TICA as defined in the description of category I.

Contd/.....

Add Standing Rule 307.6.3:

307.6.3 After the transfer of breeds out of Category V to another Category it is no longer possible to register any additional non-domestic source species in the Foundation Registry. The only possible registration is offspring of TICA registered cats with a non-domestic feline in the three generation pedigree which are only registered with the aim to breed out the non-domestic source species.

Rules Committee Comments:

(A)

I surely don't see any breeders adhering to that. Too much \$\$ to be made selling EG cats.

(B)

While I understand the purpose behind this I'm not sure it's a great idea. If someone comes across something that could truly benefit their breed, they should be allowed to use it. I feel that this could be limiting genetic diversity in some breeds.

We need to think beyond Bengals, Chausies and Savannahs...If you are a Category I breed, then this will apply to all Cat I breeds. We have a tendency to put rules in place for one or two things and don't think about the others that it impacts.

(C)

I don't think we can close the stud book.

A previous proposal (307.6.4.1) had the intention of preventing crossing non-domestic species originated cats with other non-domestic species (basically no BG to serval or no SV to ALC and no SV to BG) - and add to that mix the jungle cat and CU.

I think this rule has come out of that discussion - to prevent any further use of non-domestic species in breeding programs.

(D)

I agree with (B) - once you start tinkering with the Foundation category, it calls outcrossing any category I breed into question. Leslie Lyons has stated that many of our established breeds are in trouble genetically, and need to be outcrossed to domestics.

TICA has always had the rule that any two cats can be bred together and the progeny registered.

(E)

I also agree, outcrossing has always been "allowed" without changing the status of the offspring. Whether it is a 'traditional' domestic breed or one descended from a nondomestic source should make no difference if it is a championship breed. The code on the offspring will reflect its outcrossing as always, nothing else should change with its status.

Contd/....

(F)

One issue that I see is that the new Standing Rule is inconsistent with 36.3.2, 36.4.2 and 36.5.2. Therefore, under the standard precedence for TICA rules, these would override the proposed Standing Rule.

The second issue I see is that the Foundation Registry is being used for two purposes - 36.6.1 defines it as being for new breeds which are in an early developmental stage and in which record keeping is vital to the history of the breed; whilst it is also used to register non-domestic cats. That anomaly needs to be addressed first.

Amend Standing Rule 1012.1 (International Region) – Board Directive

Rationale:

To clarify what countries are in the International Area, and how new countries are allocated to Regions.

Amend 1012.1:

(**Note:** All other Regions defined in this rule excluded for brevity)

International (IN)

(Non-voting Regional Area)

Australia

Brunei/Darussalam

Hong Kong

Indonesia

Malaysia

New Caledonia

New Zealand

Philippines

Singapore

South Africa

Taiwan

Thailand

Pakistan

Any Country not yet assigned to an existing Region by the Board.

1012.1.1 Assignment of countries to Regions. Countries within the geographical boundaries of an existing Region are assigned to that Region. Countries outside of the geographical boundaries of an existing Region will be designated as International (IN) unless otherwise assigned by the Board to a new or existing Region.

Rules Committee Comments:

- (A) Looks good to me.
- (B) I think this is quite clear and needed
- (C) I think this is a good addition and needed
- (D) Clear to me
- (E) Looks good to me.

Amend Standing Rule 901.4.3.2 (Regional Awards Threshold) - Brooks

Rationale:

Our Regional Awards have become participation awards in a number of regions. BW now requires a minimum of 1000 points, so it would be reasonable to insist on a similar threshold for RW and IW.

Amend Standing Rule 901.4.3.2:

In order for a cat/kitten to be eligible for a regional award, it must **earn at least 1000 IW/RW points (600 IW/RW points for the IN Region), and** be shown at least once in that region. An exception will be made in the case of kittens and household pet kittens in that a show as an adult will fill the requirement that they be shown one time in the region.

Rules Committee Comments:

(A)

I am against this proposal. There are many people that cannot travel to other areas (even in their region) to show. These people deserve a regional win if their cat is in the top 25 regardless of points.

(B)

I think 1000 is a little high. I think there should be a minimum but based on (A)'s comment, I would recommend 500.

(C)

I think we need to set minimums - in most regions top 25s easily make 1000 points. In our region best of breed for some breeds was VERY low (we give awards for BOB cat, kitten and alter). Without looking, there was one cat that got a breed award with 126 points.

I think 300 should be the absolute minimum for breed awards in the region, as this is what would be needed to be a champion (plus a final). 1000 is Grand level and I don't think it is too high a bar to set.

Participation awards seem to all be the rage, but do we really want TICA to award for just showing up without competition?

(D)

The Board has already agreed that BW title requires a minimum score of 1000 points. The proposed change is consistent with that.

Before we go much further, some comments are "apples and pears" comparisons. 1000 title points is enough to earn a Grand. However the rule specifically mentions IW/RW points. So 1000 points would be equivalent to (for example) coming Best in 4 AB rings with at least 51 cats entered.

Add Standing Rules 2011.1, 2011.6 (Electronic Catalogs) – Mullen/Fisher

Rationale:

In these last few years more and more things are no longer done on paper but electronic. Wasting paper is seen as bad for the environment and a lot of people prefer to avoid using paper unnecessarily to "save a tree"

In the show hall one of the most paper consuming items is the catalog. Already several clubs have stopped providing paper catalogs as a standard and send out electronic catalogs to exhibitors as an option.

Using electronic catalogs will:

- Avoid wasting paper as most exhibitors don't use the entire catalog at the show and throw the catalog away directly after the show. An electronic catalog gives the exhibitor the option to print out only those pages with the information of the cat(s) the exhibitor is showing (or no pages at all).
- Save clubs money as printing catalogs can be quite expensive
- Save the exhibitor money. In most cases the exhibitor pays for the paper catalog one way or the other: either per catalog which in Europe can be between € 5 to € 7.50 per catalog or as an extra on the entry price.

The electronic catalog will NOT completely replace the paper catalog at this moment. A club must always give the option to an exhibitor for a paper catalog as there are situations where an electronic catalog is not feasible and/or can cause problems.

Examples are:

- Not all exhibitors are very familiar with electronic devices and prefer using paper.
- Some exhibitors can't receive an electronic catalog before a show due to a possible conflict of interest, like judges who judge on the first day and exhibit on the second day of a show. Or trainees who show and train at the same show.

In order to give exhibitors the option to print out the relevant pages, some clubs send out the catalog 1 - 2 days before the show. As upon entering a show an exhibitor has to pay for the entry, sending out the catalog will not mean that this will cost the club entries and/or money.

At this moment the clubs in Europe who do send out the electronic catalogs before the show don't see a higher number of "no shows" because the exhibitor can see who else is entered for the show.

However, if a club feels that sending out the catalog before the show will mean an increase of "no shows" they should have an option to send out the electronic catalog in the morning of the show (and not earlier).

This proposed rule change is to update the rules for the option of an electronic catalog keeping in mind the different situations in the different regions as described above.

NOTE: Relevant Show Rules shown below just for context

Show Rule 211.1: A club sponsoring a TICA show shall publish a printed catalog. The size of the catalog shall be at the club's option, but shall be no less than 8-1/2 x 11 inches.

Add Standing Rule 2011.1:

2011.1 A club may also publish and offer a catalog in electronic form for those exhibitors requesting that format.

Show Rule 211.6: The official show catalog will be made available at the check-in time on the opening day of the show.

Add Standing Rule 2011.6:

2011.6 When a club publishes an electronic catalog, the electronic catalog may be distributed up to two days before the show.

Rules Committee Comments:

(A)

I would ask why this is an addition to Standing Rules and not Show Rules. Other than the obvious that everyone will have to vote on it and those votes wouldn't go out until October 2020.

(B)

Vickie wanted it to be a Standing Rule so that it could be effective immediately (assuming the Board pass it) and not wait for the ballot.

I agree that it might be better as a Show Rule, but that could be an amendment (moving from Standing Rules to Show Rules) for the 2020 ballot. This way round, the Rules will at least be consistent with what is happening now.

I'm not a fan of choosing not to enforce certain rules because they haven't kept pace with technology changes.

(A)

I think it needs to say then that the exhibitor gets a choice of printed or electronic. Otherwise it will all go electronic to save \$\$ - I don't think this was considered. I know it was wanted.

(B)

With the proposal under discussion, there still is a choice. Show Rule 211.1 is still in effect which requires the club to produce a printed catalog. 2011.1 says that exhibitors can request an electronic catalog instead. I do feel that 2011.1 should make it clearer that the club can offer an electronic catalog, but is not required to do so.

/Contd...

- (C) I am very opposed to distribution of the electronic catalog before the first day of the show. It looks very bad to have all that information floating around for anyone to see that far in advance of the show opening.
- What a club in my region just did was say that a printed catalog would be available for \$5 - but that anyone who opted out would get the marked catalog after the show for free.
- (A) I am also opposed to catalog distribution ahead of time - I understand some would like to print it out on their own and to do so the day of the show is difficult.
- An alternative, which would require a significant amount of labor, would be to send only those pages with the exhibitor's cat on it or their breed class ahead of time.
- (D) One problem I see with electronic one being sent before the show is it going to a judge for Saturday showing on Sunday which would be against show rules. However I can't imagine a judge would be influenced by having one.
- I am opposed to receiving an electronic catalogue before the show.
- (E) I agree with you (A). These should be proposed Show Rule changes, not Standing Rules. Just because some clubs have chosen to ignore the rules, that's no reason to make the proposal a Standing Rule because it is already being done.
- And, I am not in favor of releasing the catalog up to 48 hours prior to the show for two reasons:
- Reason 1 - there are exhibitors who might just cancel their trip if another exhibitor is coming. If catalog is provided the day of the show, they will probably stay and compete.
- Reason 2 - judges could accidentally receive the electronic catalog.
- (F) I agree (E) - especially about an exhibitor making a decision between shows at the last minute.
- (B) A valid point. The rationale does note that in Europe, sending out electronic catalogs prior to the show to date has not affected the number of "no shows".

Add Standing Rules 2010.5 (Unattended cats in benching area) - Parkinson

Rationale:

There are exhibitors who do not place their cats in show cages during the show but leave them out unattended for the duration. This is not safe for either the cat or the people in the show hall.

NOTE:

Associated Show Rule shown below for clarity:

Show Rule 210.5 states "An exhibitor shall not take any action which might cause physical harm to come to a cat or a person, during the show."

Add Standing Rule 2010.5:

2010.5 While left unattended in the benching area, cats must remain secured within their cage.

Rules Committee Comments:

- (A) I totally agree with this. We have an exhibitor in this region that does this. She puts the cat on top of the cage or at a grooming space and will walk off.
- (B) What about people who leave their cats in a stroller? How does this apply?
- (C) While we are at it, what about owners walking cats on leashes?
- (D) I think that these are both covered by Show Rule: 210.9 "When transporting a cat through the show hall, an exhibitor shall carry the cat in one or both hands or in a carrier."
- (B) I think it is an excellent rule.

Amend Standing Rule 2017.1 (Judges' Books) – Judging Committee

Rationale:

Currently the rule is unclear about the number of pages required in the judges book. It says judges must return the white copy to the EO, give one to the master clerk and retain a copy for their records. If a judge desires to mail a copy to the EO, and the book provided is only 2 pages, they must copy the book at their expense to keep a copy.

Using two part books saves the club money and is better for the environment, but puts some judges at a disadvantage. If the club asks the judges beforehand, they can provide a 2 or 3 part book according to the needs of individual judges.

Amend Standing Rule 2017.1

2017.1 Judges Books. Judges must forward the COVER and the ORIGINAL (white copy) of all pages of the judge's book to the Executive Office of TICA within 48h ours after the close of the show. Alternatively, judges may forward a scanned document containing the cover and all white pages to the Executive Office within 72 hours after the close of the show. The scanned book must be legible and all pages must be included, otherwise the judge's book will not be considered complete and timely, and the penalties for a late judge's book assessed. If a scanned book is used in lieu of the original, the judge must retain the original judge's book until two months after the close of the show season to which that judge's book relates, and must provide the original judge's book to the Executive Office within 48 hours if requested to do so. A copy of all pages of the judge's book is to be turned in to the master clerk at the proper time during the show. The judge retains a copy of all pages of the judge's book for his/her personal records. At the completion of the show, the Master Clerk will submit the marked catalog and a copy of the judges' books to the Club/Show Committee. **Clubs must notify all judges if they plan to use 2 part judges books and accommodate any judge who desires a 3 part book.**

Rules Committee Comments:

- (A) That works for me
- (B) It is fine with me
- (C) Works for me - I just thought it was a bit wordy. I might have said: Clubs may use 2 part paper for those judges who scan their judge's books.

I have told my entry clerks to double check with the judges to see if they scan. This appears to be a mandate that they have to contact the judges even though they know the judge's preference.
- (D) I have no problems with it

Contd/...

- (E) I'm okay with the proposal. One thought ... if this passes, the Judge's contract could be easily revised to include a check box where the judge would say whether they want a 2 part or 3 part judge's book. Anything to make this easier, the better
- (B) That works for the clubs that actually still send contracts - LOTS of clubs are no longer doing this.
- (E) Then clubs need to be pressured into them by the judges. There is a lot of information on those documents. I refer to them often especially when the club doesn't contact me just prior to the judging assignment.
- (C) I have not yet sent out contracts to my January Judges - the reason is that I rarely get them back. It's frustrating to make up 10-13 documents, email them and be ignored.

Amend Standing Rules 903.1.6.4 (Extra seating at Annual) - Fralia

Rationale:

If you research the Archived Board notes, you will find that TICA founders realized that showing cats is a hobby and not all exhibitors have funds to pay for an awards banquet. Personally, I was very grateful for the extra chairs, as there were times I could not afford meal but I still wanted to celebrate my and my fellow exhibitors wins for the season. Judges also receiving service awards must be allowed to come into the banquet to get their award if they choose not to eat a meal.

From the 1991 Annual Board Meeting notes:

“SATURDAY EVENING: (Considerations) The room(s) should be accessible for the entire day in preparation of the event. The facility should accommodate 200 to 400 people for a "sit-down dinner" REMEMBER: There will be others who will attend only the "Awards Presentation"; thus, extra chairs a must “

Most recently, President Vickie Fisher addressed this issue in her email to the TICAMEMBERS list, dated Aug 8, 2019, [asking members] to propose rule changes to these Annual Guidelines.

Amend Standing Rules 903.1.6.4:

903.1.6.4 There ~~should be~~ **must be** additional seating, **at no extra fee**, for those who will attend only the “Awards Presentation”.

Rules Committee Comments:

(A)

Having organized several regional banquets there has always been room rental cost, PA rental cost and bar staff costs all paid for by those eating. I heard grumbling about this saying and "they" come for free.

(B)

That banquet room costs money - prices are going up, up, up. I don't see why this is a "must be" for "free" if the awards will be available in the show hall the next day. If you want to be part of the party, you should have to pay some price if the show hosting the party requires it.

Really, who wants to pay \$65+ for a banquet meal? The room costs \$\$, the screens cost \$\$, the projectors cost \$\$, the microphones cost \$\$ - it's not about the food.

(C)

One, the clubs determine banquet fees as well as entry fees and I don't think we should dictate this. The clubs are responsible for paying the bills.

Two, as far as what exhibitors can afford, the cost of a banquet ticket is less than an entry.

/Contd...

(D)

I can see it both ways - in the NW region, we had a growing number of people who wanted to go to McDonalds for dinner and come "free" to the awards - when you have minimums to get a certain price for a meal, as well as for the extras that (A) mentioned, this can sometimes cause the price to go up for those attending for dinner, which really isn't fair.

We started out charging \$10 to come for the awards only, then \$15 and finally at \$20 everyone just came for dinner. The Annual is usually a lot higher cost than the regional banquet, so you might have more folks who choose to come for awards only, cutting into the bottom line.

I know in Birmingham, the club took a huge loss on the banquet.

All that said, I'm loathe to make a blanket rule that could hurt the club/organizers.

(E)

To add to what (D) has said above, the club does need to factor in ALL costs of the banquet when putting together their budget. If they over-estimate the number of banquet meals in early contract negotiations, and then they don't meet that guaranteed number, per many contracts the Club is still responsible for the difference.

And, if some regions are charging an amount for awards only, how can we make a rule that people coming just for the Annual awards don't have to pay? Some facilities charge for the number of chairs and tables, some don't. Many Annuals have let them sit at table rounds of 10 and they've at least been given water service. Setting up extra chairs/tables cost money. Why shouldn't the hosting club be able to recoup their costs?

If this rule passes, the Club will just have to factor in those added costs and charge more for those that have the meal. That isn't fair either.

(C)

That's a very good point that the costs are likely to be passed on to the paying attendees.

Amend Clerking Program 51.2.4.3.3 (Master Clerk Qualification) - Fralia

Rationale:

There are many new Master Clerks in all regions. Master Clerks need to fully understand the basic concept of how to enter into a catalog, which is the Official Marked Catalog to be submitted to TICA Executive Office for scoring, from the judge's slips.

The mechanics of getting the slip, checking for errors and entering into the marked catalog needs to be fully grasped before moving into an electronic format. New Master Clerks need to have an Experienced Master Clerk with them at least three shows.

Amend Clerking Program 51.2.4.3.3:

51.2.4.3 Master Clerk.

51.2.4.3.1 Before a Master Clerk license is issued, Head Ring Clerks must have completed the following:

51.2.4.3.2 Must be a licensed Head Ring Clerk.

51.2.4.3.3 Satisfactorily served as a Master Clerk, **with a mentor (who is an experienced TICA Master Clerk)**, at a minimum of three shows after having been licensed as a Head Ring Clerk. Back to back shows shall count as one show. The three evaluations must be on file with the Clerking Administrator prior to requesting advancement to Master Clerk.

51.2.4.3.4 Submitted an Application for Advancement form for Advancement to Master Clerk to the Clerking Administrator and requested the Master Clerk's exam.

51.2.4.3.5 Passed the written examination for Master Clerk with a score of 90 percent or better.

Rules Committee Comments:

(A)

I like this idea.

We have a person that is trying to fly through the requirements to enter the judging program and they have started master clerking with no guidance. The catalogs have been disasters and judges are getting notices from the EO on basic errors that should be caught.

A little mentoring never hurts anyone.

(B)

Somewhere along the line I went to master clerk school. Would this be an idea for a session at an Annual?

(C)

The evaluation form for Master Clerk shouldn't need updating as the evaluator has to specify their name and position. The Clerking Administrator can then verify the status of the evaluator.

Contd/...

Whilst I support the intent of the change, I think that the phrase "experienced TICA Master Clerk" is ambiguous. How does someone decide who is an experienced Master Clerk?

It is not specified in the change but the rationale assumes that the mentor is present at those 3 shows. How practical is that?

(A)

That should probably be licensed Master Clerk or Judge.

It's pretty easy to find someone to mentor or supervise.

(D)

All Judges are now considered Master Clerks - there are Judges at every show - they could be the mentors.

(C)

But not if they are judging at that show surely?

(A)

I've had new Master Clerks come up to me at shows and ask how I ran things when I was Master Clerking. Of course we can't check their slips and write in the catalog but we can be a resource.

Being a Master Clerk is not an easy task and based on what I've seen lately, it needs to be taken more seriously.

(D)

They certainly could be asked questions - and then review the actual catalog after judging

Master clerking is not much different than Ring Clerking - mark the book, check mechanics, verify counts, collect slips.

(E)

They could answer general questions - without seeing the details. For example - the Master Clerk gets two color corrections from two different judges and asks how to record that.

Maybe the way to phrase the proposed rule is "whenever possible, a licensed Master Clerk should supervise"

Amend Clerking Program 55.1, 55.2.2, 55.2.5 (Electronic Master Catalogs) - Fralia

Rationale:

TICA is fast moving into the electronic era and the Ring/Master Clerk program and manual is a bit behind. Currently, the entry program TOES has an electronic Master Catalog in excel format that is available to be used by all Master Clerks. It will require a lap top or tablet, it can be used with WIFI or downloaded so that no WIFI is needed in the show hall.

Master Clerks need to be proficient in the basic mechanics of checking judges slip for a mechanical errors and then entering that data into a catalog. The Master Clerk is both auditing the work of the judge and then transcribing that work into another format.

Master Clerks need to be ready for the electronic age. Master Clerks and Clubs will have to determine who will provide the equipment needed, therefore clerking contracts are needed to make sure everyone is on the same page.

Rules Chair Note: If passed, the Master Clerk Contract must be amended to reflect the new 55.1.1

Add new 55.1.1 and renumber existing 55.1.x rules:

55.1 Before the Show.

55.1.1 Club and Master Clerk will exchange Clerking Contract to determine duties and whether the Marked Catalog information will be entered manually or electronically (using a suitable program)

55.1.~~2~~ Make contact with each Head Ring Clerk and let them know the location of the Master Clerking table.

55.1.~~23~~ Establish how the Judge's slips will be brought to the Master Clerk. They may be delivered by the steward or picked up by the Master Clerk or designated runner.

55.1.~~34~~ It is advisable to arrange for someone to help in running your cats.

Amend 55.2.2

55.2.2 Record all absentees, transfers, registration numbers, and corrections to the Master Catalog **either manually or electronically (using a suitable program)**. Require exhibitors to give correction information in writing for accuracy and to ensure that the information is not left out of the Master Catalog.

Contd/...

Amend 55.2.5

Consolidate all judging records into one error free, neatly and clearly marked Master Catalog **either manually or electronically (using a suitable program)**. Mark the Master Catalog in black ink ONLY if entering **manually**.

Rules Committee Comments:

(A)

I'm not sure we need these changes - it's still a master catalog if it's on a computer or printed out.

(B)

I think it should be left up to the individual club as to what they want to do. But I do feel a master clerk needs to be a proficient master clerk before they do it on the computer just for the sake that they totally grasp the whole master clerking thing.

(A)

I did want to say something else about this - there are 2 types of electronic applications in the near future - One is the Excel spreadsheet available now, but Erwin has been working on the application to have an app on a phone or tablet that the ring clerks fill out and then the master clerk just double checks.

Whatever rules we pass should keep this in mind as well.

(C)

I understand. The use of the word "program" would still cover if an app was developed in the future. An app is still a computer program, albeit for a specific type of device.



The International Cat Association, Inc.

EMPLOYEE HANDBOOK

(Re Drafted November 2019)

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INTRODUCTION

Welcome to TICA!

The International Cat Association® (TICA®) is the world's largest genetic registry of pedigreed cats and the largest registry of household pet cats and kittens. TICA was the first, and now the world's largest registry to allow household cats of unknown ancestry to compete for the same titles and awards as pedigreed cats. The responsible breeding of pedigreed cats preserves the distinct characteristics of individual pedigreed breeds and ensures the continuation of predictable physical and behavioral traits for future generations.

The International Cat Association, headquartered in Harlingen, Texas, administers the rules for the licensing and management of hundreds of cat shows annually across the globe. TICA and its members work together to promote the preservation of pedigreed cats and the health and welfare of ALL domestic cats.

This handbook is being given to you to help you gain an overview of the policies and practices of TICA that will help you better understand what is expected from you as an employee of TICA.

IMPORTANT NOTICE

This handbook summarizes the policies and practices of TICA and is current as of date of printing. Nothing contained herein is to be construed as a contract of employment or employment agreement of any kind. Information in this handbook supersedes any information contained in all previous editions and is current as of the date of printing.

The International Cat Association reserves the right to change, modify, make exception to, or revoke any policy or practice described herein without notice or precedent.

Nothing contained in this handbook is to be construed as altering the “employment at will” doctrine. The employee or The International Cat Association can terminate the employment relationship at any time, with or without notice, for any reason whatsoever not otherwise prohibited by law.

No permanency of employment guarantee is given to any person.

MISSION STATEMENT

The International Cat Association, the world's largest genetic registry of pedigreed and non-pedigreed cats and one of the world's largest sanctioning bodies for cat shows, is committed to the promotion, protection, and preservation of both pedigreed and non-pedigreed cats.

We believe that:

- Responsible breeding of pedigreed cats is of value to society because it preserves the distinct characteristics of individual domestic breeds of cats and ensures the continuation of predictable physical and behavioral traits for the admiration and the enjoyment of all cat lovers today as well as for future generations.
- It is the obligation of both The International Cat Association and its members to promote the welfare of all cats through education and the use of ethical breeding practices which will help reduce the number of unwanted, unnecessary, or unplanned litters.
- While recognizing the burden placed on animal welfare agencies, shelters and pounds which work with homeless pets, we believe that the euthanasia of healthy, adoptable animals is an anathema to society and fosters the devaluation of all life.
- All cat lovers should cooperate with other animal lovers to promote solutions to over-population which will:
 - Reduce the number of stray animals by promoting the increased use of permanent pet identification which more readily ensures the return of lost animals to their owner.
 - Reduce the number of feral cats by promoting local governmental/animal shelter support for trap, test, vaccinate, alter and release programs in their community.
 - Decrease the number of animals born each year, both planned and unplanned, by supporting spay/neuter awareness programs and by promoting spay/neuter of all non-pedigreed kittens and all pedigreed kittens sold as pets.

EQUAL EMPLOYMENT OPPORTUNITY

The International Cat Association provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, The International Cat Association complies with applicable state and local laws governing nondiscrimination in employment in every location applicable to the Association's status. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation and training.

HARRASSMENT

TICA will not tolerate harassment of any kind among employees, visitors, suppliers or any other person.

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but can be anyone affected by the offensive conduct.

Unlawful harassment may occur without economic injury to, or discharge of, the victim.

All TICA employees are encouraged to first inform the harasser that the conduct is unwelcome and must stop. Employees should also report harassment to management at an early stage to prevent its escalation. TICA will conduct a totally confidential and impartial investigation of the complaint and will take aggressive action to ensure that the issue is resolved and will not reoccur. Actions taken by TICA will also be held in confidence but will include action such as a written letter of misconduct placed in the personnel file of the offender, suspension or other actions up to and including termination of employment.

TICA assures all employees that no retaliation against them will occur as a result of their filing a complaint.

CODE OF CONDUCT

Every organization must have rules and regulations to help maintain order and direction. These rules work for the benefit and safety of everyone.

This Code of Conduct is divided into two categories; the first describes the general expectations we have of every employee and the second provides examples of behavior that are so far removed from normal expectations that immediate termination may result on the first offense.

Inability or unwillingness on the part of employee to comply with these basic requirements indicates that the goals of the employee are not compatible with the goals of TICA.

GENERAL EXPECTATIONS

1. Attendance – You are expected to be at work as scheduled, on time. If, for some reason beyond your control you cannot report as scheduled, you must notify your supervisor immediately (as soon as you are aware) but in any case, no later than 8:30 am of the day of the occurrence`. Failure to notify us of an absence or tardy will not be tolerated. Your attendance record is an important part of your overall performance. Good attendance benefits us all.
2. Safety – Learn and follow all safety instructions, including:
3. Making sure electrical outlets are not overloaded with plugs.
4. Extension cords are coiled and secured so as not to be trip hazards.
5. Trash cans and fans, etc., are out of traffic patterns.
6. Please work safely and in such a manner to ensure your safety as well as your co-works and others. Report any unsafe acts or conditions within your work environment to your supervisor.
7. Housekeeping – Housekeeping is everyone's' job. Good housekeeping provides a safe and healthy work environment. Keep your work area clean and in order.
8. Leaving the Office – TICA expects that all employees concentrate on their job duties during working hours. If you find it necessary to leave the office (except for approved meal periods), you must first obtain approval from your supervisor.
9. Performance of Assigned Duties – Your primary concern while at work is to perform your job according to the instructions of your supervisor. Your job requires your full attention and cooperation.
10. Care of TICA Property – It is your responsibility to take proper care of all TICA property. This property is provided to help you do your job. Do not abuse any such property.
11. Proper Use of Time – Attend to your job while at work and avoid distracting or interrupting others who are performing their own job. Too much time away from your job will adversely

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impact your own work performance.

12. Mutual Respect and Consideration – TICA employs only the best people. Treat each of your co-workers with the respect and consideration they deserve.
13. Cell Phones – Your time should be devoted to your job. The use of your cell phone should be restricted to breaks and meal periods.
14. Use of Computers - Computers are furnished to help you do your job effectively. They should not be used for personal email or other personal reasons.

UNACCEPTABLE CONDUCT

Certain types of conduct on the part of an employee are so far removed from what is normally expected of employees that immediate termination can result on the first offense. The examples shown below are not intended to be all-inclusive but will provide a guide as to unacceptable conduct.

1. Threatening, intimidating or harassing a fellow employee, supplier, vendor customer or visitor.
2. Sleeping on the job.
3. Insubordination to a supervisor.
4. Willfully restricting work in any manner.
5. Failure or refusal to follow the instructions of your supervisor or other authorized person.
6. Fighting, provoking a fight, or creating a disturbance.
7. Damaging, possession of or removal of someone else's property.
8. Possession of, use of, or under the influence of any alcoholic beverage or illegal drugs while at work.
9. Possession of or bringing onto TICA property, any unauthorized items such as firearms, drugs, weapons, explosives, etc.
10. Falsifications of records, including employment application, breed records and the like.
11. Requesting, offering, or accepting a bribe of any kind in conjunction with your work or TICA business.
12. Leaving work without authorization.
13. Failure to notify us of an absence for two consecutive work days will be considered job abandonment and you will be terminated from the payroll.

There are other actions on the part of an employee that will fall into this group. However, the above listing provides some guidance in the area of unacceptable behavior. Other actions such as inefficiency, carelessness, negligence, dereliction of duty or poor performance can also result in immediate termination or other forms of corrective action.

SOCIAL MEDIA POLICY

The International Cat Association (TICA) recognizes the role social media plays in modern communication. As such, we respect the right of our officials, judges and employees to use social networks for self-publishing and self-expression while adhering to our association guidelines.

As a representative of or employee of TICA, your commentary is not only a direct reflection of you personally but also our brand. Commentary that is considered defamatory, obscene, proprietary or libelous by any offended party could subject you to personal liability, by that party, and damage TICA's reputation. Once it's on the Internet, it's there forever.

- We do not distinguish between “personal time” and “work hours” usage, or personal devices and organization-provided equipment. You are at all times a representative of TICA regardless of how or when you are posting on social media.
- Representing yourself as a TICA official, judge or employee, up to and including the use of our logos and branding, on your personal profiles is encouraged. Please adhere to the suggested language, images and branding guidelines, however.
- Harassing, threatening, discriminating against or disparaging any individuals through social media will not be tolerated.
- Sharing any organization-privileged information, including copyrighted information or organization-issued documents, through social media will not be tolerated.

Violations of any of the guidelines listed in this policy will be subject to corrective counseling and may result in disciplinary action in accordance with TICA rules.

EMPLOYMENT CLASSIFICATIONS

The following terms will be used to describe employment classifications and status:

Exempt Employee: An Exempt employee is one who is paid on a salary basis and meets the qualifications for exemption from the overtime pay requirements of the Federal Fair Labor Standards Act (FLSA).

Non-Exempt Employee: A Non-Exempt employee is an employee who is paid an hourly rate and is subject to the overtime pay requirements of the Fair Labor Standards Act.

Full-Time Employees: Full-time employees are those who are regularly scheduled to work at least 40 hours per week (excluding meal periods).

Part-Time Employees: Part-time employees are those who are regularly scheduled to work fewer than 40 hours per week (excluding meal periods).

HOLIDAYS

TICA observes the following paid holidays for full-time employees:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Day after Thanksgiving
7. Christmas Day

If a paid holiday falls on a Saturday, it will be observed the Friday before the holiday. If the holiday falls on a Sunday, it will be observed the following Monday.

Part-time employees are not eligible for holiday pay.

PAID LEAVE

Leave as described here is any time off from work requested by a full-time employee for any reason, including vacation, injury or illness, death in the family or other issues of a personal nature where the employee requires time off from work.

ANNUAL LEAVE

Annual Leave for all full-time employees will be on an accumulative basis, retroactive to the date of reinstatement or the date of entry on duty, whichever applies. A full 40 hours per week must be worked in each pay period or Annual Leave must be granted to equal 40 hours per week in that pay period in order to earn Annual Leave during that pay period.

Full-time employees on the payroll with TICA for a period of 1 year will be eligible for 1 week of Annual Leave. Annual Leave will be accumulated at the rate of 1.5 hours per pay period for the first 25 pay periods, and for the last pay period of your leave year, 2.5 hours. Annual Leave will not be accumulated unless a full 40 hours per week have been worked during a pay period. Leave may be taken the first pay period following 3 months of full-time employment after submission of Leave Form and written approval.

Full-time employees on the payroll with TICA for a period of 2 or more years will be eligible for 2 weeks of Annual Leave. Annual Leave will be accumulated at the rate of 3 hours per pay period for the first 25 pay periods, and for the last pay period of your leave year, 5 hours. Annual Leave will not be accumulated unless a full 40 hours per week have been worked during a pay period.

Full-time employees on the payroll with TICA for a period of 15 or more years will be eligible for 3 weeks of Annual Leave. Annual Leave will be accumulated at the rate of 4.5 hours per pay period for the first 25 pay periods, and for the last pay period of your leave year, 7.5 hours. Annual Leave will not be accumulated unless a full 40 hours per week have been worked during a pay period.

Employees who resign on good terms will be paid for all unused leave time for that year. Employees terminated for cause forfeit all unused leave time.

Up to 240 hours of annual leave may be carried over to the following year.

SICK LEAVE/PERSONAL LEAVE

After 1 year of employment, each full-time TICA employee is eligible for Sick Leave, which may be used for:

- Medical and dental appointments for yourself or family members;
- Your personal illness, or that of a member of your family; or
- Personal business that cannot be tended to outside of work hours

Full-time employees are entitled to earn sick leave at the rate of 1.5 hours each pay period up to a maximum of 36 hours per year. An employee is not entitled to earn sick/personal leave during a pay period in which the employee worked fewer than 24 hours total. An employee who is exempt from the overtime provisions of the Fair Labor Standards Act is assumed to work 40 hours per week.

An employee may carry over any earned but unused sick leave up to 36 hours, but an employee may not accrue more than 64 hours of sick leave at any time. Employees will not be paid for any unused sick and safe leave upon termination of employment.

NOTIFICATION PROCEDURES

When you are absent from work and your absence has not been previously scheduled, you must personally notify your immediate supervisor or manager as soon as you are aware that you will be late or unable to report to work.

When absence is due to illness, the Company reserves the right to require appropriate medical documentation. Excessive absenteeism or tardiness can result in discipline, up to and including discharge.

IMPORTANT NOTE

Employees are urged not to take any time off from work during the time frame of April 15 to July 15 of each year as well as the weeks of the Winter Meeting and Spring Meeting. These are critical time periods for TICA, and the effort of all employees is essential. Exceptions may be made if the employee is facing an unexpected and exceptional situation. Exceptions will be judged on a case to case situation but in general, these time periods are to be avoided for scheduling time off.

UNPAID LEAVE

There may be times where an employee needs to take time off from work that exceeds the amount of paid leave time, they have available. In such a case, the employee must request the time off, the duration of leave needed and the expected date of return. Each request for unpaid leave will be considered on a case by case basis. There is no guarantee that unpaid leave will be granted.

Leave without pay will be granted in the following circumstances: jury duty, subpoenaed witness in a trial, military leave, and attendance at state or federal political conventions. You may choose to apply paid annual leave in these circumstances if you so desire.

With the exception of the above cited exceptions, no unpaid leave will be granted until all paid leave time available to the employee is exhausted.

PAY AND PAY PERIODS

TICA issues pay checks every 2 weeks, on Friday. Requests for pay advances will not be approved.

The work week for the purposes of overtime is 40 hours. Any hours worked over 40 in any one week will be paid at a rate of 1 1/2 times the employee's regular hourly rate. It is important to remember that paid leave time does not count as hours worked in determining overtime pay status

Overtime is not paid to employees classified as "exempt" under the Federal Fair Labor Standards Act.

OVERTIME

TICA non-exempt employees that are eligible for overtime pay as defined by the Fair Labor Standards Act will be paid at a rate equal to 1 1/2 times their regular hourly rate for all hours over 40 in any one workweek. The workweek begins at 12:01 am Sunday and ends at midnight the following Saturday. Employees are responsible for recording the hours they work and submitting time records to their supervisor each Monday for the week prior. In order to receive overtime pay, the time worked must have been approved by your supervisor. Employees are not allowed under any circumstances to assign themselves overtime hours.

PLEASE NOTE: There may be times where due to circumstances beyond TICA's control, an employee may be instructed to work beyond their normal work hours with little to no notice. TICA will strive to avoid this situation but if you are instructed to work under such conditions, you are required to work this overtime. If these requirements cause undue effort on your part, you may discuss your issue with your supervisor. In extreme cases, your supervisor may grant you an exception to this requirement.

EMERGENCY EVACUATIONS

In the event of an emergency situation in the TICA building, all employees are to immediately evacuate the building through the nearest safe exit. Do not stop to get personal items, save computer work or any other action that will slow your evacuation of the building in any manner.

Upon leaving the building, all employees will gather at the safer of the corner of 3rd and Jackson or across Third Street from the 306 Building. The Office Manager is responsible for the accounting of all employees to ensure that everyone is safely out of the building.

You may re-enter the building when emergency personnel have given approval to do so.

VISITORS

Authorized visitors are allowed in the TICA office; however, you are required to escort your visitor at all times, and you are responsible for their conduct while on TICA property.

If you notice an unauthorized visitor in the building, notify your supervisor immediately. If the unauthorized individual does not follow directions immediately, dial 911 for assistance.

ETHICS

As a principle of sound management, TICA believes and requires that all business affairs be conducted to the highest standards of ethical behavior. We further believe that employment carries with it a responsibility to be constantly aware of the importance of ethical behavior in promoting and protecting TICA's interests.

BREAKS AND MEAL TIMES

TICA employees are granted 2 paid breaks per day of 15 minutes each. One is to be taken in the morning and one in the afternoon as directed by your supervisor. TICA prefers that employees utilize this time for rest and relaxation away from their normal place of work, such as your desk but if you prefer, you may take your breaks at your desk.

Meal breaks are 1 hour in length and are unpaid. TICA understands that not every employee will want to go out for lunch, however, if you elect to take lunch at your desk or workplace, you are expressly prohibited from performing any TICA related work, including answering the telephone.

PROBLEM RESOLUTION PROCESS

TICA is a great place to work! However, from time to time, employees may experience problems on the job that cause them concern.

If you are experiencing an issue, your supervisor is most likely in the best position to resolve it for you, so that is probably the first place to take your issue.

If the issue is not resolved to your satisfaction by your supervisor, you may request an appointment with the next management level to discuss the issue.

Please note that TICA understands that some issues may not be appropriate to discuss with your supervisor. In that case, you are free to seek assistance from any management member you feel can assist you best. If all efforts fail, you are free to request an appointment with the President, whose decision will be final.

JURY DUTY

TICA strongly supports employees' participation in the civic responsibility of juror service. Specific Federal and state laws protect your employment status while serving on jury duty in either state or federal court.

Occasionally, the summons to jury duty will occur at a time of the year when the employee or the employer might experience a significant impact on customers or staffing from the loss of the employee to jury duty. In these instances, the employer may write a letter to the court requesting the postponement of the employee's jury duty.

TICA does not have jury duty pay but you may elect to take annual leave or personal leave for this service. If you elect not to receive pay for your absence, you will be granted a leave without pay for the duration of your jury duty.

In no case will your employment be affected if you perform jury duty. You are protected from being terminated, threatened, intimidated or coerced into avoiding jury duty. It does not cover temporary or seasonal employees, those that work for a specific length of time or until a specific project is completed.

VOTING AND POLITICAL CONVENTIONS

TICA encourages its employees to participate in the process of electing public officials. Any TICA employee that does not have at least two consecutive hours outside of their normal work schedule to vote may ask for and receive two hours of paid leave time during work hours to vote.

Another form of participation in the election process is attending political conventions, whether at a state or federal level. TICA employees wishing to attend political conventions may request time off without pay or may apply annual leave for the time off.

MILITARY LEAVE

Any employee of TICA that is called to or volunteers for active military duty will be granted leave for the period required. During that period of military leave, the employee will continue to accrue seniority and receive any benefits that would have been granted if the employee had not been absent due to military duty. Your job will be held for you for a period of up to 5 years. In the event that the service is required due to the declaration of a national emergency is longer than 5 years, your job is still secure.

During a military leave, you are not required to use any of your paid leave time if you prefer not to. Additionally, upon release from active duty, you will be returned to the same position you held prior to the military leave or one of like seniority, pay and status.

You are required to present a copy of your orders prior to taking military leave.

WORKERS' COMPENSATION AND ACCIDENT REPORTING

TICA carries workers' compensation insurance for its employees. Workers' compensation is a state-regulated insurance program that provides covered employees with income and medical benefits if they sustain a work-related injury or illness. Workers' compensation pays your medical bills and replaces a portion of your lost wages.

Under workers' compensation law, an injury or illness is covered, without regard to fault, if it was sustained in the course and scope of employment, i.e., while furthering or carrying on the employer's business; this includes injuries sustained during work-related travel.

Injuries are not covered if they were the result of the employee's horseplay, willful criminal acts or self-injury, intoxication from drugs or alcohol, voluntary participation in an off-duty recreational activity, a third party's criminal act if directed against the employee for a personal reason unrelated to the work, or acts of God.

While Texas law, as well as many other state laws, require the injury report to be filed within 30 days, TICA asks you to report the accident or injury immediately to your supervisor so that we can take corrective action to prevent another accident of the same sort and assist you in obtaining medical care if needed.

Prompt reporting of an accident or injury is essential. As stated above, it will help TICA correct the problem that caused the accident. More importantly, it will help TICA protect and insure your rights under workers' compensation are protected.

EMPLOYEE ACKNOWLEDGEMENT (Employee Copy)

I, the undersigned employee, understand that this handbook does not constitute an employment contract of any kind and permanent employment is not guaranteed. I understand that employment with The International Cat Association may be terminated at any time, with or without notice by either myself or TICA. I further understand that this document is a general guide only and may be changed at any time with or without notice.

I have read, understand, and will abide by the policies and practices contained in this handbook.

Employee Name (print): _____

Employee Signature: _____

Date: _____

Employee Copy – Keep for your records

EMPLOYEE ACKNOWLEDGEMENT (Management Copy)

I, the undersigned employee, understand that this handbook does not constitute an employment contract of any kind and permanent employment is not guaranteed. I understand that employment with The International Cat Association may be terminated at any time, with or without notice by either myself or TICA. I further understand that this document is a general guide only and may be changed at any time with or without notice.

I have read, understand, and will abide by the policies and practices contained in this handbook.

Employee Name (print): _____

Employee Signature: _____

Date: _____

Management copy – Place in employee personnel folder

TICA AMERICAN CURL PROPOSED STANDARD CHANGES

Originally Presented and Proposed February 28, 2019

The following changes are recommended for presentation to the American Curl Breed Section for approval and presentation to the TICA Board of Directors at the next TICA Board Meeting:

1. PROPOSED CHANGE: GENERAL DESCRIPTION

CURRENT: GENERAL DESCRIPTION: The American Curl is the result of a spontaneous ear mutation in the domestic cat population of the United States. The first such cat was found in Southern California in 1981 and named "Shulamith",. The distinctive feature of the American Curl breed is their unique, attractive curled ears. American Curls are a well-balanced, moderately muscled, medium built cat. They are alert and active with gentle, even dispositions.

PROPOSED CHANGE: ~~GENERAL DESCRIPTION: The American Curl is the result of a spontaneous ear mutation in the domestic cat population of the United States. The first such cat was found in Southern California in 1981 and named "Shulamith",. The distinctive feature of the American Curl breed is their unique, attractive curled ears. American Curls are a well-balanced, moderately muscled, medium built cat. They are alert and active with gentle, even dispositions.~~

GENERAL DESCRIPTION: The distinctive feature of the American Curl is their attractive, large, uniquely curled-back ears, crowning the stylish modified wedge shaped head, emphasized by their elegant semi-foreign body structure, enhanced by their semi-long coat (ACL), balanced by a plumed tail.

This spontaneous ear mutation in the domestic cat population of the United States, was first identified, on a black, semi-long haired female named Shulamith, located in Southern California, in 1981. With the foundation of the American Curl being a petite female, the American Curl Breed Standard was written with preference for the smaller female, with allowance for male joweling. American Curls are, well balanced, moderately muscled, slender rather than large in structure. Females weigh 5-8 pounds (2.2-3.6 kilo), males weigh 7-10 pounds (3.1-4.5 kilo). Because of their domestic origin, American Curls are accepted in all colors and patterns. They are intelligent, alert and active with gentle, even dispositions, developing strong bonds with their humans.

RATIONALE: This introduction provides more of the origin of the American Curl and how that original cat influenced the prototype for the American Curl Standard. This reflects more of the American Curl Identity, of being a semi-foreign cat, 10 pounds or less, at full maturity, with unique coat style, and traits. Both the AC and the ACL were produced by Shulamith herself. The

listed weights were removed from this standard some years ago, and the results in some parts of the world have not been beneficial for the breed. Therefore we are reinstating the weight guidelines, to protect a Core Identity Trait of the American Curl, particularly as our genetics have been stolen to create 'designer' cats, hybridized with other mutations, which we the American Curl Breed Committee do not support.

2. PROPOSED CHANGE: Change top 2 sentences under title.

CURRENT: The American Curl (AC) is a medium-built, well-balanced shorthair cat, semi-foreign in type. The American Curl Longhair (ACL) is a medium-build, well balanced longhair cat, semi-foreign in type.

PROPOSED CHANGE: The American Curl (AC) is a slender, elegant, medium-built, well-balanced shorthair cat, semi-foreign in type. The American Curl Longhair (ACL) is a slender, elegant, medium-built, well balanced longhair cat, semi-foreign in type.

RATIONALE: The terms 'slender' and 'elegant' are terms that have been part of the American Curl Core Identity, since their introduction to the cat fancy. With their itemized specific weight guidelines (5-10 pounds), with their semi-foreign boning, modified wedge head, large ears, and coats that do not hide their body shape, the American Curl flaunts the semi-foreign structural style.

3. PROPOSED CHANGE: Other

CURRENT: OTHER: Balance/proper proportion is more important than overall size.

PROPOSED CHANGE: OTHER: ~~Balance/proper proportion is more important than overall size.~~

OTHER: Balance (AC): Proportionate in all physical aspects with a graceful, slender appearance. The combination of the long body, legs and tail, with neck, head and ears, should look like they fit together and give an impression of gentle motion.

OTHER: Balance (ACL): Proportionate in all physical aspects with a graceful, slender appearance. The combination of the long body, legs and tail, with neck, head and ears should look like they fit together and give an impression of gentle flowing motion.

RATIONALE: The current standard lists 10 points for 'balance', but provides no clarification of what 'balance' is, creating imbalance. The current statement of "Balance/proper proportion is more important than overall size" was originally intended as a temporary provision while the breed was still in New Breed and Color, and very few cats with good curly ears AND ideal structure were available to be shown. Since this phrase contradicts the Core Identity weight guidelines (5-10 pounds) that were listed in the breed standard at the time, this phrase was intended to be removed when the American Curl advanced to Championship Status. Instead,

less experienced breeders removed the core identity weights from the Breed Standard, although they remained in TICA Breed educational materials. With American Curls all over the world now, this proposed change actually describes what 'balance' looks like when all the detailed descriptions of the ideal American Curl are present.

4. PROPOSED CHANGE: ALLOWANCES

CURRENT: ALLOWANCES: Allow for stud jowls in males. Allow for proportionately larger size in males. Allow for buttons and lockets.

PROPOSED CHANGE: Allow for stud jowls in adult males. ~~Allow for proportionately larger size in males.~~ Allow for buttons and lockets.

RATIONALE: The American Curl breed Standard was written for the female. Females tend to be smaller than males. Very specific size/weight guidelines for females (5-8 pounds) and males (7-10 pounds), detail the larger allowable size for males. Although these specific guidelines were removed from the Breed Standard they have always been detailed in American Curl Educational materials used by TICA. To exempt substantially larger cats for any reason contradicts the Core Identity trait of the American Curl for fully mature males to ideally not exceed 10 pounds.

5. PROPOSED CHANGE: PENALIZE: Body: Excessive size

CURRENT: PENALIZE: Body: Excessive size without proper conformation.

PROPOSED CHANGE: PENALIZE: Body: Excessive size ~~without proper conformation.~~

RATIONALE: With weight guidelines a core part of the American Curl identity, excessive size with or without 'conformation' does not conform to the American Curl ideal. The American Curl has always been very specific about size/weight (females 5-10 pounds, males 7-10 pounds). When writing the original American Curl Standard we were advised to provide balance and boundaries to every description. The Standard was written for the smaller female because the foundation cat was a small female who imprinted herself on her offspring. To keep the Curls within a specific size/weight range towards the smaller end of 'medium', the specific weight guidelines were placed in the General Description to emphasize a 'female' (smaller cat) preference, but still keeping the males competitive. 'Excessive size' was listed in PENALIZE to underscore size matters! 'Small' American Curls should never be penalized for size.

6. PROPOSED CHANGE: Ears

CURRENT: Ears: The overall appearance of the American Curl ear should be one that is aesthetically pleasing to view. Minimum 90 degree arc of curl. Firm cartilage from ear base to at least one-third of height of ear. Wide at base and open; curving back in an arc when viewed from the front, side or rear. The surface of the curved portion of the ear should be smooth. Tips rounded and flexible. Moderately large in proportion to head. Erect, set equally on top and side of head. Furnishings are desirable.

PROPOSED CHANGE: Ears: ~~The overall appearance of the American Curl ear should be one that is aesthetically pleasing to view.~~ Minimum 90 degree arc of curl, not to exceed 180 degrees. Firm cartilage from ear base to at least one-third height of ear. Wide at base and open, curving back ~~when viewed from the front, side or rear~~ in a smooth curve, following an open circular line. ~~The surface of the curved portion of the ear should be smooth.~~ Cartilage should be smooth to the touch, hardly thicker than a normal non-curved ear. Tips rounded and flexible. Moderately large in proportion to head. Erect, set equally on top and side of head. Furnishings desirable. Aesthetically pleasing to view from every angle.

RATIONALE: Our curled ear is the signature of the American Curl identity. It is essential that the ideal ear be described clearly and simply. This requires boundaries of what is desirable and what is not desirable. The 'tighter' the curl, is NOT what the ideal Curl looks like. Being "well-balanced" includes our ears and HOW they curve; How LARGE they are; and what the cartilage FEELS like, is essential; to maintain our healthy identity. The undesirable representations are listed in PENALIZE, to preserve our genetic health, and our breed identity. The current ear description is a bit disconnected and has missed some integral details to examine. **Note- Identifying correct and incorrect ear traits require that the ears be correctly and appropriately touched. This is basically, simply placing the thumb (on 'outside' of ear) and forefinger (on 'inside' of ear), starting at the base of ear, then without pressure or pinching, letting the ear slip through as the thumb and forefinger slide upward to the tip of the ear.**

7. PROPOSED CHANGE: Eyes

CURRENT: Walnut in shape; oval on top and rounded on bottom. Moderately large in proportion to head. Set on a slight angle between the base of the ear and the tip of the nose, one eye-width apart. Color clear and brilliant with no relation to coat color, except that blue eyes are required on all pointed cats.

PROPOSED CHANGE: Walnut in shape; ~~oval on top and rounded on bottom.~~ Moderately large in proportion to head. Set on a slight angle between the base of the ear and the tip of the nose, one eye-width apart. Color clear and brilliant with no relation to coat color, except that blue eyes are required on all pointed cats.

RATIONALE: Walnut and ‘oval on top and rounded on the bottom’ are two different descriptions. Walnut shaped eyes is a Core Identity Trait of the American Curl. Walnut provides the preferred expression for our modified wedge shaped head and facial structure.

8. PROPOSED CHANGE: Muzzle

CURRENT: Muzzle: Rounded with gentle transition; no whisker break.

PROPOSED CHANGE: Muzzle: Neither pointed nor square, ~~Rounded with~~ gentle transition; no whisker break.

RATIONALE: As an intermediate breed; with “semi-foreign” structure, our “modified wedge” head length is longer than most breeds, to maintain, the balance of our ‘longer than most’ body length. The muzzle needs to be between that ‘pointed’ or ‘squared’ muzzle shape of other known breeds with longer head shape. The word ‘rounded’, over the years has implied that the muzzle on the American Curl should be broader than actually desired, and shorter head length, with a rounder skull is inadvertently encouraged. So we are returning to our original ‘muzzle’ terminology, to clarify the Vee shape of the desired ‘modification’ of our “wedge” shaped facial structure. Being a ‘semi-foreign’ cat we do not want the extreme of a true wedge as seen in oriental typed breeds.

9. PROPOSED CHANGE: Profile

CURRENT: Profile: Straight nose with gentle rise from bridge of nose to forehead which then flows into arched neck without a break.

PROPOSED CHANGE: Profile: Nose straight, ~~Straight nose with gentle~~ slight rise from bottom of eyes to brow line. ~~bridge of nose to forehead which then flows into arched~~ Slight curve from brow to top of head, flowing into neck without a break.

RATIONALE: The American Curl profile is very distinct. When originally written considered very unique. Very few AC or ACL currently have the correct profile anymore. To retain this core identity trait of the American Curl, it is hoped that this more detailed description will eliminate the confusion and not only be helpful to the judges but the breeders as well.

10. PROPOSED CHANGE: PENALIZE: Ears

CURRENT: EARS: Vertical/horizontal crimps. Depressions or ripples on the surface of the curled portion of the ears. Low set ears. Abrupt change of direction rather than a smooth curl.
NOTE: Vertical and horizontal crimps are two opposite and undesirable extremes affecting the base of the curled ear. The former causing the base to appear to narrow, the latter causing the base to appear too wide.

PROPOSED CHANGE: EARS: Vertical crimp. /Horizontal crimps. Depressions or ripples on the surface of the curled portion of the ears. Low set ears. Abrupt change of direction rather than a smooth curl.

~~**NOTE:** Vertical and horizontal crimps are two opposite and undesirable extremes affecting the base of the curled ear. The former causing the base to appear to narrow, the latter causing the base to appear too wide.~~

RATIONALE: Combining two very different negative ear traits into a combined listing has proven to be extremely confusing! Separating Vertical Crimp from Horizontal Crimp as independent listings brings more attention to each of them. With the proposed improved definitions, hopefully they will each be more recognizable. The Breed Committee is eager to increase, one-on-one education of judges, with opportunity to handle these two very different traits, outside of the judging ring, discussing their range of expression, so judges are confident in identifying both of them, if seen on the competition table. Although Horizontal Crimp is listed in PENALIZE, the last description under Disqualify is describing a Severe Horizontal crimp. Hopefully the proposed Horizontal Crimp description for the Glossary of Terms will clarify it.

TICA AMERICAN CURL PROPOSED STANDARD CHANGES

Comments from TICA Rules Committee (May 2019)

The following changes are for presentation to the American Curl Breed Section for approval and presentation to the TICA Board of Directors at the next TICA Board Meeting and have been reviewed by Rules Committee as required by Bylaws 17.4 and 118.2:

For brevity, the description of the changes have been removed from the document, but the changes and rationales are presented in the same order as those supplied by the AC//ACL Breed Committee.

1. PROPOSED CHANGE: GENERAL DESCRIPTION

RATIONALE: This introduction provides more of the origin of the American Curl and how that original cat influenced the prototype for the American Curl Standard. This reflects more of the American Curl Identity, of being a semi-foreign cat, 10 pounds or less, at full maturity, with unique coat style, and traits. Both the AC and the ACL were produced by Shulamith herself. The listed weights were removed from this standard some years ago, and the results in some parts of the world have not been beneficial for the breed. Therefore we are reinstating the weight guidelines, to protect a Core Identity Trait of the American Curl, particularly as our genetics have been stolen to create 'designer' cats, hybridized with other mutations, which we the American Curl Breed Committee do not support.

Comments from Rules Committee:

(A)

I don't see weights in most of the standards. Most of them say things like females proportionately smaller than males or something else. I think maybe they could go back and say something like that. The more specific you get in a standard, the harder it is to judge the cat.

Breed standards are for breeders and judges and it is the standard of perfection but putting numbers in for weight can make it more restrictive. Even if the cat weighs more than what the standard calls for, if it's larger but in proportion, it's fine.

I think they are getting too specific. It's a fine line when they start doing that because then you put the judges in the position of not using their cats at all because we can't justify the weight or length or something else.

(B)

I don't think actual weights should be in the standards. Judges don't have scales

(C)

Specific weight requirements/standard ideals are quite common in dog breed standards. I've never seen them used in cat breed standards but I don't know of a rule specifically disallowing their use.

(D)

I don't see anything in the rules that specifically excludes a breed from giving a weight range in their standard. For example, I wish the Maine Coon standard would give a weight range because there are so many people that think a Maine Coon should weigh 30 pounds or more. The point is ... once a cat exceeds or is less in weight for the breed, other structural abnormalities usually occur.

(E)

I'm really troubled by these weight limits - it seems that they are breeding down in size. When we first accepted the AC, they were medium cats - not small. A 5 pound female is TINY - my Devon girls are about 7 lbs.

Weights are not encouraged in breed standards - judges do not travel with scales, and it is almost impossible for many people to accurately gauge the weight of a cat.

2. **PROPOSED CHANGE: Change top 2 sentences under title.**

RATIONALE: The terms 'slender' and 'elegant' are terms that have been part of the American Curl Core Identity, since their introduction to the cat fancy. With their itemized specific weight guidelines (5-10 pounds), with their semi-foreign boning, modified wedge head, large ears, and coats that do not hide their body shape, the American Curl flaunts the semi-foreign structural style.

Rules Committee Comments:

None

3. **PROPOSED CHANGE: Other**

RATIONALE: The current standard lists 10 points for 'balance', but provides no clarification of what 'balance' is, creating imbalance. The current statement of "Balance/proper proportion is more important than overall size" was originally intended as a temporary provision while the breed was still in New Breed and Color, and very few cats with good curly ears AND ideal structure were available to be shown. Since this phrase contradicts the Core Identity weight guidelines (5-10 pounds) that were listed in the breed standard at the time, this phrase was intended to be removed when the American Curl advanced to Championship Status. Instead, less experienced breeders removed the core identity weights from the Breed Standard, although they remained in TICA Breed educational materials. With American Curly all over the world now, this proposed change actually describes what 'balance' looks like when all the detailed descriptions of the ideal American Curl are present.

Rules Committee Comments:

- (A) It's 'OK'. But the first time I read this, I 'missed' the word 'flowing' in the ACL. I don't know if it is enough of a difference to have two separate 'OTHER' for AC & ACL.
- (B) We have been trying for years to get breed standards to put the balance and condition points on something tangible, like boning, coat etc.

Balance and condition are very subject to individual interpretation.

4. PROPOSED CHANGE: ALLOWANCES

RATIONALE: The American Curl breed Standard was written for the female. Females tend to be smaller than males. Very specific size/weight guidelines for females (5-8 pounds) and males (7-10 pounds), detail the larger allowable size for males. Although these specific guidelines were removed from the Breed Standard they have always been detailed in American Curl Educational materials used by TICA. To exempt substantially larger cats for any reason contradicts the Core Identity trait of the American Curl for fully mature males to ideally not exceed 10 pounds.

Rules Committee Comments:

- (A) What is the Core Identity she keeps referencing?
Am I missing a new TICA term or something?
- (B) I think what she means is the essence of the breed - what it means to be an AC/ACL . Core Identity is not, as far as I know, a new TICA term.
- (C) I think the rationale explains their reason for wanting to put in specific size/weight guidelines. I don't have a problem with it.
- (D) Technically, the reference to stud jowls is not required since the "Guidelines for Standards" packet notes that the phrase applies to all breeds.

5. PROPOSED CHANGE: PENALIZE: Body: Excessive size

RATIONALE: With weight guidelines a core part of the American Curl identity, excessive size with or without 'conformation' does not conform to the American Curl ideal. The American Curl has always been very specific about size/weight (females 5-10 pounds, males 7-10 pounds). When writing the original American Curl Standard we

were advised to provide balance and boundaries to every description. The Standard was written for the smaller female because the foundation cat was a small female who imprinted herself on her offspring. To keep the Curls within a specific size/weight range towards the smaller end of 'medium', the specific weight guidelines were placed in the General Description to emphasize a 'female' (smaller cat) preference, but still keeping the males competitive. 'Excessive size' was listed in PENALIZE to underscore size matters! 'Small' American Curls should never be penalized for size.

Rules Committee Comments:

None

6. PROPOSED CHANGE: Ears

RATIONALE: Our curled ear is the signature of the American Curl identity. It is essential that the ideal ear be described clearly and simply. This requires boundaries of what is desirable and what is not desirable. The 'tighter' the curl, is NOT what the ideal Curl looks like. Being "well-balanced" includes our ears and HOW they curve; How LARGE they are; and what the cartilage FEELS like, is essential; to maintain our healthy identity. The undesirable representations are listed in PENALIZE, to preserve our genetic health, and our breed identity. The current ear description is a bit disconnected and has missed some integral details to examine. **Note- Identifying correct and incorrect ear traits require that the ears be correctly and appropriately touched. This is basically, simply placing the thumb (on 'outside' of ear) and forefinger (on 'inside' of ear), starting at the base of ear, then without pressure or pinching, letting the ear slip through as the thumb and forefinger slide upward to the tip of the ear.**

Rules Committee Comments:

(A)

"Aesthetically pleasing to view from every angle" - What is pleasing to one may not be pleasing to another.

7. PROPOSED CHANGE: Eyes

CURRENT: Walnut in shape; oval on top and rounded on bottom. Moderately large in proportion to head. Set on a slight angle between the base of the ear and the tip of the nose, one eye-width apart. Color clear and brilliant with no relation to coat color, except that blue eyes are required on all pointed cats.

PROPOSED CHANGE: Walnut in shape; ~~oval on top and rounded on bottom.~~ Moderately large in proportion to head. Set on a slight angle between the base of the ear and the tip of the nose, one eye-width apart. Color clear and brilliant with no relation to coat color, except that blue eyes are required on all pointed cats.

RATIONALE: Walnut and ‘oval on top and rounded on the bottom’ are two different descriptions. Walnut shaped eyes is a Core Identity Trait of the American Curl. Walnut provides the preferred expression for our modified wedge shaped head and facial structure.

Rules Committee Comments:

None

8. PROPOSED CHANGE: Muzzle

RATIONALE: As an intermediate breed; with “semi-foreign” structure, our “modified wedge” head length is longer than most breeds, to maintain, the balance of our ‘longer than most’ body length. The muzzle needs to be between that ‘pointed’ or ‘squared’ muzzle shape of other known breeds with longer head shape. The word ‘rounded’, over the years has implied that the muzzle on the American Curl should be broader than actually desired, and shorter head length, with a rounder skull is inadvertently encouraged. So we are returning to our original ‘muzzle’ terminology, to clarify the Vee shape of the desired ‘modification’ of our “wedge” shaped facial structure. Being a ‘semi-foreign’ cat we do not want the extreme of a true wedge as seen in oriental typed breeds.

Rules Committee Comments:

(A)

I think rounded is a better description than neither pointed nor square

9. PROPOSED CHANGE: Profile

RATIONALE: The American Curl profile is very distinct. When originally written considered very unique. Very few AC or ACL currently have the correct profile anymore. To retain this core identity trait of the American Curl, it is hoped that this more detailed description will eliminate the confusion and not only be helpful to the judges but the breeders as well.

Rules Committee Comments:

None

10. PROPOSED CHANGE: PENALIZE: Ears

RATIONALE: Combining two very different negative ear traits into a combined listing has proven to be extremely confusing! Separating Vertical Crimp from Horizontal Crimp as independent listings brings more attention to each of them. With the

proposed improved definitions, hopefully they will each be more recognizable. The Breed Committee is eager to increase, one-on-one education of judges, with opportunity to handle these two very different traits, outside of the judging ring, discussing their range of expression, so judges are confident in identifying both of them, if seen on the competition table. Although Horizontal Crimp is listed in PENALIZE, the last description under Disqualify is describing a Severe Horizontal crimp. Hopefully the proposed Horizontal Crimp description for the Glossary of Terms will clarify it.

Rules Committee Comments:

None

Rules Committee Note:

Changes to the Glossary of Terms are not standard changes a such, and so do not need to go through a breed section ballot. Comments to date are provided below for completeness. In general Glossary terms are not breed-specific, although there are some exceptions.

11. PROPOSED CHANGE: Add ‘Semi-Long’ and Definition to Glossary of Terms

CURRENT: No definition for Semi Long Coat exists.

PROPOSED CHANGE/ADDITION: Semi-long - 'semi-' meaning 'half'. In context of coat length, genetically longhair but much shorter than most long haired cats. Expressed ideally on the American Curl Longhair, body coat is preferably not longer than 2", equal length on shoulder and flank, without longer guard hairs. Best represented when seen in combination with MINIMAL UNDERCOAT. Tailcoat hair shaft at least twice as long as on body coat.

RATIONALE: Definitions are essential. The "semi-long" term is not in the TICA Glossary of Terms currently. How can the judges accurately evaluate a breed when several of their core identity traits are not defined in the Glossary of Terms? "Semi-long" has always been the coat description for the American Curl Longhair, since the original American Curl breed standards were written in TICA decades ago. The ACL coat is unique because the length of the hair shaft is considerably shorter on the body, than on the tail. Combined with MINIMAL UNDERCOAT (virtually none), the semi-foreign body structure cannot be hidden under a long, double, or dense coat. If the body coat is about 1-1/2" long, the tail coat would ideally be 3" long.

Rules Committee Comments:

(A)

"semi-long" is not exclusive to AC/ACL so at present the definition is too breed-specific and I would not be surprised if other breeds would claim that their breed typifies "semi-long". Also other breeds that could be considered "semi-long" do have guard hairs (MC/MCP as one example)

12. PROPOSED CHANGE: Add 'Minimal Undercoat' and definition to Glossary of Terms

RATIONALE: Proper definitions are essential. This essential terminology in our standard is not in the TICA Glossary of Terms. How can the judges accurately evaluate a breed when several of their core identity traits are not defined in the Glossary of Terms? The "semi-long" body coat, with "minimal undercoat", "laying flat", with a "full and plumed tail" collectively creates the unique ideal coat, that is a core identity trait of the American Curl Longhair. The American Curl having no plumed tail should have virtually no undercoat either. Undercoat causes the hair to not "lay flat" as required by the breed standard. Too much hair and/or 'fluff' anywhere, hides the slender, elegance of the American Curl "semi-foreign" structure and their curled ears.

Rules Committee Comments:

None

13. PROPOSED CHANGE: Change Definition of Vertical Crimp in Glossary of Terms (pg 58 of 68)

RATIONALE: Vertical Crimp is a listed Penalty. Mild Vertical crimp can be hidden under long hair. Handling the ear as instructed is essential for the judges to identify this undesirable trait in such instances. This trait distorts the balance of the head. Also anything that could restrict air flow to maintain healthy ear canals is not desired. This definition comes from the Definitions of Terminology Used in The American Curl Standard which I have continued to update since I wrote the very first definitions of American Curl Terminology decades ago with the assistance of Gloria Stephens. We do not find the current definition very accurate, so would like to see it replaced.

Rules Committee Comments:

None

14. PROPOSED CHANGE: Change Definition of Horizontal Crimp in Glossary of Terms (pg 54 of 68)

RATIONALE: Horizontal Crimp is currently listed in Penalize, with an unrecognizable description. Then the last description under Disqualify describes what we recognize as a Severe Horizontal Crimp. This is a trait that in its Mild form can be hidden under the coat of the ACL. It is always obvious on an AC. It is a trait that **MUST** be identified by touch! There has been a recent case where a breeder has taken the time to have a judge handle a cat with these highly undesirable ears, to educate them on what it is, what it feels like, and why it is not acceptable. Afterwards the judge still wanted to know why the breeder wouldn't show the cat! They obviously didn't recognize the description currently listed in DQ (or the Glossary) and preferred 'weird' to standard. This needs to be clarified and judges need to be able to identify its variations. This definition is from Definitions of Terminology Used in the American Curl Standard. We would like this definition to replace the current definition.

Rules Committee Comments:

None

Proposal "Genealogical Pedigree"

Background

TICA has the largest registry of pedigreed cats in the world. Pedigree information is valuable information for breeders, especially "line chasers" who want to have information tracing back to the foundation of a their cat.

At this moment this information might be available in the TICA registry but it is not made available. An owner of a cat can order a 5-generation pedigree but has no way to obtain insight in the genealogical background behind these 5-generations. There are websites available with this information (like pawpeds) but such databases are maintained by volunteers and are not always reliable.

Selling this "genealogical" information from TICA's registry would be a service for TICA's members and a way to generate business.

The goal of this proposal is to create an option to sell a genealogical 5-generation pedigree without any additional IT programming needed so it could be implemented quickly.

Proposal

An owner of a cat can order a genealogical pedigree of one of the ancestors of his/her cat for the same price as a 5-generation pedigree.

This genealogical pedigree will always have 5 generations.

To order a genealogical pedigree the owner must provide the following information:

- proof of ownership of the cat,
- the 5 generation pedigree of the cat and/or all 5 generation genealogical pedigrees proving that the owner orders information related to his/her own cat,
- the name of which cat in these 5 generation pedigree(s) the owner wants to order a genealogical pedigree.

In order to prevent pedigree fraud, this pedigree will be identified as a genealogical pedigree, e.g. through a stamp on the certified pedigree.

Notes:

I discussed this proposal in November 2017 with Martin Wood and he indicated that this proposal does not involve any rules so it didn't needed to go through rules.

My original proposal was based on an idea that an owner could order a foundation report which would give the owner all pedigree information dating back to the foundation. However, this could be a huge family tree and TICA doesn't have the IT infrastructure to make this information available online.

This is a "tuned down" proposal which still fulfills a certain demand from breeders and (hopefully) easy to implement.

Discussion Paper Governance versus Award system

Purpose of this document is to start a discussion about the way TICA has combined her governance system and award system through the same regional structure.

TICA has organized itself into regions and regional directors for **governance purposes** as laid out in the By-laws article 12.

The regions are organized to represent the members in that region so it is only logical that they are based on **membership numbers**.

Note: At this moment it is unclear if TICA wants to increase its membership numbers. Only members are allowed to vote but all other services, like registration of litters, cats and titles, are all available to non-members.

These regions have been conveniently used to base **the RW system** on. Through the RW system the cats who **live** in a certain region are awarded if they are among the top 25 cats in that particular region, based on the number of points they have gained at defeating other cats at shows (**no matter** where that show is being held).

The possibility to obtain an RW can give a 'boost' to shows and thus to TICA. Obtaining an RW should be an achievement but if this achievement is getting almost impossible, people will stop striving for that and stop showing. On the other hand obtaining a RW is and should be an achievement and not a participation award.

There is still an unbalance between regions in the points a cat needs to obtain a RW (see below), especially in the bottom of the top 25 longhair, shorthair, household pet kittens and household pets.

In short:

What most members and exhibitors '**experience**' of a region is not the governance part but the award system, namely the RW's and who they compete against for those RW titles (states or countries).

I wonder if in Europe our members or people who 'just' show in TICA really 'care' how big their region is for their RD. Of course they want somebody who they can go to in case of complains or questions, represent them at the board meetings, help them etc. etc.

However if we would change the region, e.g. make them bigger for economical purposes, this would cause a big commotion because this would have a large impact on the award system and thus on shows. We need the shows here to put TICA on the map and show that we are there as another good organization. I feel this is true for other parts of the world as well.

TICA is still expanding internationally. In 2019/2020 the new region Western Asia was formed and even though it is unclear how the situation in China will develop the changes are that in the future TICA will keep on growing internationally.

A growing number of RD's will make things more complicated both from a managerial and economical point of view. So is it time to redesign our RD and RW system?

Some ideas for discussion:

- It is a challenging task to look at ourselves and make ourselves "obsolete" but would it be possible to "cut" the two regional aspects?
E.g. reducing the number of Regional Directors and create Area Directors which are responsible for several regions in which exhibitors show for Regional Wins. These regions could /should be smaller than our current regions to give way to the need of more local awards.
- At the same time limit the number of awards to e.g. top 20 instead of top 25 to assure that the awards stay meaningful, or set a minimum number of points needed to achieve an RW.

- Increase the number of times a cat has to be shown in a region to obtain a RW in that region to stimulate going to local (smaller) shows.
- Create extra awards like Continent Awards for America, Europe and Asia for the top achievers in the three continents.
- Or

Background

By-laws Article 12 - Regions

112.1 North America:

The Board of Directors shall be empowered to establish Regions **as needed and economically feasible** so that **the membership is adequately represented**. The area comprising each region shall be published

112.2 Other Countries

Other countries outside North America shall be represented by an Associate Director to handle the needs of that particular country. **Countries will be grouped into regions according to their geographic location.**

When **sufficient residents** of a region become members of the Association the Board will establish a full directorship for that region including a Regional Director who shall be entitled to vote en enjoy all rights and privileges of Regional Director.

Current regions:

	Members (Sept 2019)
1. Asia East	473
2. Asia West	351
3. Great Lakes	614
4. Mid Atlantic	369
5. Mid Pacific	278
6. Northeast	699
7. Northwest	566
8. Northern Europe	525
9. South America	129
10. South Central	617
11. Southern Europe	389
12. Southeast	575
13. Southwest	349
14. Western Europe	638
15. International (non voting)	253

Additional regions:

To apply for a full directorship, a region must have had a resident membership of 125 or more members for the past 3 years.

By-laws Article 20 - Annual Awards

120.1 The association shall present annual awards to the winning cats, kittens, alters, household pets and household pet kittens

120.0 The Board of Directors shall establish a system for computing wins and determining the winners of international awards, breed and **regional** awards.

**Points per RW per region
Number of points number 1 and number 25 per category**

points 2018/2019	kitten		cat		longhair	short hair	alter		hkh		hhp	
	1	25	1	25	25	25	1	25	1	25	1	25
Eastern Asia	6452	4058	11612	6706	5412	2367	10673	3831	3316	0	5797	0
Western Asia	7103	4330	11961	5330	3209	1888	10029	1210	1760	0	880	0
Northern Europe	7120	4821	13109	5372	2678	3177	10847	4722	3200	0	4308	0
Southern Europe	7006	2723	12346	2989	1829	1890	10079	2522	3729	0	6545	592
Western Europe	7372	2178	12121	2504	1179	1024	10647	1734	4532	0	9771	753
Great Lakes	7080	3128	11531	2567	871	1599	11443	2102	5647	780	10272	1744
International	1974	271	4018	1065	493	524	3197	390	1165	0	2045	0
Mid Atlantic	7495	3218	12838	2862	567	1089	10790	1673	4323	0	9965	120
Mid Pacific	6736	1871	13109	1449	304	365	10855	1051	5914	0	11164	588
Northeast	6855	3288	11818	3234	1211	2002	9240	1816	2813	0	10338	0
Northwest	7883	2773	12507	4017	1820	1970	11133	3004	4174	1410	9265	1635
South America	7153	877	4635	1641	1094	886	4583	987	1353	0	2655	0
South Central	6981	3230	11718	4613	2224	2255	10577	3467	4950	1220	10361	2933
South East	7447	4599	11445	5012	1864	2606	10965	4274	5800	2633	10785	5442
South West	7214	1622	11788	1444	31	784	11283	1406	4831	0	9920	868

2017/2018	kitten		cat		longhair	short hair	alter		hkh		hhp	
	1	25	1	25	25	25	1	25	1	25	1	25
Eastern Asia	6429	4974	11898	7317	5133	2700	10683	2542	3344	0	5643	0
Western Asia												
Northern Europe	6952	2716	12842	5007	2373	2131	10422	2817	2020	0	7964	1077
Southern Europe	7141	2976	13572	3826	2146	1720	10501	2045	2150	0	7491	532
Western Europe	6884	2762	12562	3981	1922	1328	11121	2961	4895	0	9787	1461
Great Lakes	7205	2757	12423	2723	1180	1282	11351	2141	5490	1384	10213	1632
International	7460	5692	11799	8283	3519	2346	8604	1621	3267	880	8736	0
Mid Atlantic	7853	3680	11312	2481	6	1645	10837	975	4730	0	10743	0
Mid Pacific	7453	1284	11966	1369	226	565	9999	647	6126	1001	10490	0
Northeast	6915	3159	12273	2459	1268	1191	10701	1556	3093	0	9889	1614
Northwest	7155	4330	12071	3720	1827	2308	11393	2612	5941	1532	10982	1853
South America	6255	1405	10168	2877	1136	1347	7351	1110	3338	0	2820	0
South Central	6790	3527	12031	4109	1260	2312	10685	2737	5330	1220	10158	1782
South East	7643	3389	13027	5225	2169	1304	10827	1563	5947	1753	10914	3183
South West	7092	2661	12921	2001	631	957	11138	552	5486	0	10466	1302

 < 2000 points

 < 1000 points