



12911 Reamers Road | Louisville, KY 40245
502-245-8800 | Fax: 502-245-7747

January 9, 2025

ASHBA Membership

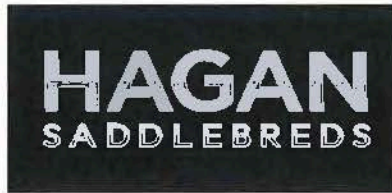
Dear Members:

Yesterday, I filed the attached documents (click on Dropbox link in this post to view the documents) with the ASHBA Board of Directors demanding that a new version of the bylaws be put to a vote of the membership at our annual meeting February 13, 2025. **Please note that members will NOT have to attend the annual meeting in order to vote and can vote by proxy (details will be provided in the next few weeks).**

It is my opinion that the majority of the existing Board of Directors has mismanaged our Association, our resources, and our personnel while at the same time completely removed accountability to the membership by amending the bylaws to allow the Board of Directors to select new members without input from the membership.

I am proposing that the bylaws be completely replaced with new bylaws. These bylaws will do the following:

- 1) **Return control of the Association to the members by prohibiting any person from being placed on the Board without a vote of the membership and prohibiting amending bylaws without a vote of the membership.**
- 2) **When the members vote to replace the bylaws, members will also vote on a slate of new directors (and alternates for those seats) so that no member can sit on the Board of Directors without having been voted on by the membership. The slate I am putting together contains stalwarts in our industry, with the average experience in our business exceeding 30 years for each person on the slate. I will disclose this new slate in the next few weeks when all slots have been filled, including slots for alternates.**
- 3) Reduce the number of Board of Directors from 18 (a truly unwieldy number) to 11.
- 4) Populate the Board with at least 6 Amateurs, at least 4 Professionals and at least 6 Breeders.
- 5) Prohibit ASHBA Directors from being directors or officers of any equestrian horseman's organization with which ASHBA has any affiliation including USEF, UPHA and ESC; provided, however, ASHBA Directors can serve in leadership positions in those affiliated entities as committee members.



The goals of the new Board will be to:

- 1) Address the debacle caused by moving prize money programs away from the World Championship Horse Show.
- 2) Address the issue whether we continue our affiliation with USEF or sever ties with USEF.
- 3) Place financial controls for financial oversight and management of our revenues and expenses and create a budget from which we operate. It is unbelievable that ASHBA does not have an annual budget wherein money in/money out can be reviewed, managed and controlled.
- 4) Evaluate staff to put the right people in the right seats to efficiently and competently run and market our Association.
- 5) Search for and hire an Executive Director who is steeped in "our business" and who has the experience, skills and temperament to manage the personnel and run our Association far more efficiently and competently.

It is time for a change in our leadership. The majority of our current Board of Directors has so mismanaged our Association and shown such poor judgment and business acumen that it is time to replace the entire Board with a slate of Directors which contains people who know our business well, have had lifetimes of experience in our business and who will make decisions that are best for our entire industry.

I will post more information as it becomes available. Please set aside the time to be able to vote in person or by proxy at the annual meeting February 13, 2025.

Sincerely,

A handwritten signature in red ink that reads "Scott Hagan". The signature is written in a cursive style with a large, sweeping initial "S".

Scott Hagan
Hagan Saddlebreds, Inc.