



The mission of the ASHBA is to promote and protect the American Saddlebred Horse with the highest standards of integrity and guarantee the purity of the breed through the recording of pedigrees and the transfer of ownership of the American Saddlebred Horse.

## Human Resources / Compensation Committee Charter

### Definition

The Human Resources / Compensation Committee is responsible for creating and/or monitoring values-based systems and policies to ensure the organization is following local, state, and federal laws; certain best practices relating to its employees; and creating an attractive environment for current and prospective employees. Further, the committee manages the compensation and rewards program. Members of this committee are appointed by the President of the Board and are accountable to the Board of Directors (BOD) of the American Saddlebred Horse and Breeders Association (ASHBA). This is a standing committee per ASHBA bylaws.

Following are the primary responsibilities of the Human Resources / Compensation Committee:

1. Provide guidance, oversight and support to management as it develops and implements employee staffing, performance management plans and compensation systems.
2. Ensure a comprehensive, fair and equitable compensation system.
3. Report to the ASHBA BOD on an annual basis.

### Meetings

The Human Resources / Compensation Committee meets quarterly.

### 20221 Objectives

- Development of annual Executive Director (ED) objectives (jointly with ED)
- Evaluate resources and resource needs over next five (5) years as proposed by ED
- Development of succession plan for ED position (i.e. lay groundwork for need for assistant/associate ED)
- Review ASHBA Human Resources manual

### Committee Members

NAME
James Nichols <i>Chair</i>
David Mount <i>Staff Liaison</i>
Annette Rader
Allen Bosworth
Joe O'Brien



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**NAME**

Anna Marie Knipp

Jim Cherry