



AMERICAN ROYAL ASSOCIATION

INSPIRING & CULTIVATING DREAMS

August 4, 2016

Dear Volunteer,

Thank you for donating your time and talent to the American Royal. Our organization has experienced tremendous growth and success over the years, and with growth comes recognition and risk. We must take precautions to ensure that we continue to be successful in our endeavors without jeopardizing our ability to achieve our mission, "to impact the future of agriculture through competitive learning, scholarships, education and agriculture events." Therefore, The American Royal will begin performing background screening on all youth event volunteers this season.

What has changed:

Our volunteer process has been one based on trust and good faith. Thus, it is our responsibility to know more about our volunteers. Background screenings are a normal part of many volunteer based organizations and should be viewed as a positive step in ensuring the future of the American Royal. All volunteers for our youth events will undergo a screening process prior to being confirmed for time slots. In time, all volunteers will be screened.

What you need to know:

Our ultimate goal is simply to verify identity and undisclosed criminal history and/or sexual offense. Screenings also serve to limit our liability and lessen the likelihood of an incident occurring. The process will be secure and any information obtained will be kept completely private and confidential. We are working with a third party organization, True Hire, who specializes in administering background checks for non-profit organizations. Information is kept on file and will not need to be completed again for 7 years.

What youth event volunteers need to do:

Refer to the enclosed "Background Screening FAQ" for instructions on how to complete your background check.

Please direct your questions to Jessica Wright, volunteer coordinator, at jessicaw@americanroyal.com or 816-569-4030.

Sincerely,

Lynn Parman
President & CEO