

SECTION 36. URKA INC. JUDGES Revised July 2018 – Nov 2018 – last updated and approved 2022

1. URKA INC. Judges Explained
 - A. URKA INC. Judges are selected from respected, experienced and dedicated members. They are sponsored, trained, evaluated and tested and, when successful, certified. Successful candidates are mandated by the URKA INC. to place integrity and consistency, ahead of personal benefit. They are proven to be capable of Judging in any club without prejudice.
 - B. URKA INC. Judges are charged with protecting the credibility of the organization, its policies, procedures, constitutional goals and objectives and the future of the Rottweiler. They are given special consideration within the organization for that responsibility.
 - C. Judges are exposed to pressures to have them increase value for lesser work, or even to have them bend or ignore the rules. Often the pressures are introduced unintentionally but **nevertheless** they are constant. Competitors, breeders, handlers, trainers and others who stand to gain personal benefit from preferential, incorrect or inconsistent judging bring these pressures.
 - D. Independent, public testing is key to validating the dog's nerve, character and ability. The universal quality, consistency, and credibility of the tests are essential. All members must understand the purpose, and proper execution, of the testing.
2. Strategic Separation
 - A. In order for the Judging program to maintain a credible and respected identity, it must be able to function with separation from influences that bring credibility into question. Strategic Separation does not mean that the Judges are permitted to function without controls, guidelines, rules or answerability.
 - B. Judges do need to be strongly supported in the task of identifying strengths and weaknesses with the confidence of being supported by the bylaws and the membership to make clear and discriminating decisions.
 - C. Clubs are encouraged to refuse to use the same judge repeatedly and Judges are encouraged to refuse invitations to the same club on a repeated basis in order to ensure that the judge continues to be and is perceived to be impartial.
 - D. Judges have to make critical decisions, which reflect the URKA INC. Constitution, Trial Regulations and Show Regulations and the intent of those regulations. Decision-making, by its nature, means that there will be elation, controversy and disappointment. Those suffering disappointment often look to place blame on others, and the Judges are prime targets.
 - E. The Executive Board must be seen to support the Judges at all times. Accusations of improper behavior or questionable capabilities must be investigated but investigations should be conducted in a manner as to draw no attention to the Judge until completed. Discretion is an essential component of the long-term credibility of the Judges and the Judging Program. Evaluation of the charges and implementation of disciplinary action should be by fellow Judges or independent arbitrators.
 - F. Judges must be provided an opportunity to answer any question of their actions, character and integrity before any disciplinary or interdictory action is taken.
 - G. Competitors, handlers or members who level false or unfounded accusations, must face severe disciplinary action.
 - H. From time-to-time the Executive Board should attend trials and shows in support of Judges.
 - I. URKA INC. Judges must support one another in the public eye. Oftentimes judging must come down to the personal opinion of the judge, based on his or her experience in the breed, their knowledge of the standard, and what they see in front of them on any given show day. Judges must refrain from giving a negative assessment of a fellow judge or his/her rating when interacting with the public in the spirit of maintaining unity, mutual respect, and professionalism.
3. URKA INC. Judging Practices (Competition Guidelines)
 - A. Competition regulations are designated to ensure fair and equitable competition in Shows and

Trials. Violation of these regulations can have far-reaching, detrimental effects on both the URKA INC. and any individuals involved. At a minimum, violations damage the reputation of URKA INC.. They can also result in restrictions governing how we function.

- B. Judges must comply with competition regulations and must maintain a position of impartiality and consistency in all competitions. This is specifically important for titles that are recognized as breeding titles.
- C. Judges are required to protect the integrity of the quality of testing and maintain a standard that recognizes the efforts of teams that perform at higher levels.
- D. Judges, who bring the credibility of the URKA INC. into question, behave in an unprofessional manner while executing their duties, violate or ignore competition regulations are subject to disciplinary actions.

4. Protocol for URKA INC. Judges

- A. A Judge is a representative of URKA INC. on and off the field at all times and will be dressed appropriately. This means slacks and sports shirt (shirt with collar). T-shirts, and warm up suits are not proper attire for judging stadium work.
- B. A Judge will always be fair and unbiased in his/her work.
- C. A Judge will always conduct his/herself in a sportsmanlike manner.
- D. A Judge will abide by the rules accepted and followed by the URKA INC..
- E. A Judge will at all times be concerned with the welfare of our dogs, the spectators and the safe conduct of the event and all concerned.
- F. A Judge may not judge their local club event or members of their household or any dog he/she owns or co-owns.
- G. A Judge may not judge consecutive events at any club, with the exception of a National Championship that the club is hosting.
- H. A Judge must keep expanding their knowledge by attending Judge seminars. Periodic ring stewarding is a permissible substitution for this when judging seminars are not scheduled or able to be attended due to judges schedule or geographic location. This continued education should be sought out at least every five years, unless the show committee grants an extension, which must be sought by the judge before the end of the five year period.
- I. A Judge must remain actively involved in the training and handling of Rottweilers.
- J. A Judge must conduct his/herself in a courteous and friendly manner at all times.
- K. A Judge must promote responsible and humane methods of training and showing.
- L. A Judge will not train or show someone else's dog for money in an IPO trial, breed survey, or breed show.

5. Roles And Responsibilities

- A. Judges should not, nor should any member of their immediate family, accept **directly or indirectly** gifts or entertainment of greater than nominal value, money or any other preferential treatment from any URKA INC. member, official or competitor. In all cases, there should be no effort to conceal the full facts by either the recipient or the donor. A small customary gift by the host club after an event does not fall under this rule.
- B. Ethical, expert and unbiased judging is the key component of ensuring credible consistent and quality testing, in order for the testing to maintain a credible and respected identity. The process of improving the Rottweiler must be protected.

6. Judges are responsible for:
 - A. Ensuring the quality of testing
 - B. Protecting the credibility of the organization, its policies, procedures, constitutional goals and objectives.
 - C. Ensuring that they are fully informed of rule changes and interpretations of the regulations governing trials and shows.
 - D. Ensuring that the trial rules and show rules and standards are upheld and adhered to.
 - E. Fair and equitable evaluations and test criteria
 - F. Ensuring all documentation is completed correctly and completely.
 - G. Verifying the dog's identification and paper work match.
 - H. Ensuring the handlers do not utilize or possess on their person, special clothing, bandanas, toys, balls, food or other improper stimulation for the dog in the trial performance.

7. Judge's ethical conduct.
 - A. Ensuring the helper work in trials and breed surveys meet the criteria as described in the regulations.
 - B. In all cases the presiding judge has the final say over the selection of helpers at trials and breed surveys. At any time during the trial or breed survey, the Judge may replace helpers who cannot or will not properly test the dogs according to the regulations.
 - C. Overseeing such activities as certification of clubs to host URKA INC. events.
 - D. A URKA INC. judge is not permitted to evaluate dogs that are owned or in the possession of immediate family members or marital partners or person living in the same household with him. The judge is not permitted to evaluate dogs that are shown by a person living in the same household or who have had business dealing with him in the last six months. The judge is not permitted to evaluate dogs that are owned or co- owned by him/her.
 - E. The judge is responsible for the compliance and correct application of the valid trial and show regulations.
 - F. The judge is entitled to terminate a trial or breed survey if the trial or breed survey is not conducted in compliance with the trial or breed survey regulations and his instructions are ignored.
 - G. In justified cases, regarding a violation of the trial regulations on the judge's part and not a judge's decision, a complaint can be filed within eight days. The complaint is submitted in writing, signed by the plaintive and at least two witnesses to the Executive Board.
 - H. The acceptance of a complaint does not automatically lead to a revision of the judge's evaluation.
 - I. The judge has the right to terminate a dog's trial or show performance, even against the wishes of the handler, if the dog is injured or otherwise incapacitated.
 - J. The judge has the right to disqualify a handler on grounds of poor sportsmanship, violations against the URKA INC. trial, show or breed survey regulations or animal protection rights or other ill-natured actions.

8. Request for Judging Assignments:
 - A. URKA INC. Licensed Judges must request written permission from URKA INC. prior to accepting any judging assignment.

 - B. URKA INC. Judges may not judge consecutive sanctioned events for any one URKA INC. club, or judge twice for the same club in one calendar year.

 - C. URKA INC. Judges must ask permission of the URKA INC. Head Judge, if he or she is invited to judge a non URKA INC. event. If the invitation is specifically for the Head Judge, the URKA INC. President must be asked. If permission is granted by either the Head Judge or the President, depending on the circumstance, the hosting club must also write a letter to the URKA INC. Head Judge (or President) announcing an official request and invitation of such judge. Final approval must be given by the URKA INC. Head Judge or President for any judging assignment for any non URKA INC. event.

 - D. The official URKA INC. Judge Request Form must be used for authorization of all judging assignments.

9. Disciplinary Action
 - A. Wherever possible a simple discussion will be sufficient to deal with any issues of application or clarification of the Rules and Regulations.

 - B. In the unlikely event that repeated instances have to be addressed, disciplinary action will be implemented in gradually increasing severity for each issue. The three-step process escalates from (1) verbal warnings to (2) written warning to (3) suspension of judging privileges.

- C. Restrictions may be imposed on domestic assignments, foreign assignments and in extreme cases, termination of the Judging licenses.
 - D. Judges are to be reviewed on a regular basis. Judges who are unusually popular because of consistently abnormally high points, or abnormally high show ratings, are to be reviewed by the Judge's Committee to determine if the opportunity to travel is influencing the award of points and ratings of an individual Judge. Should the judge be found to be compromising the testing process for personal benefit, their right to judge may be withdrawn.
10. Removal of URKA INC. Judges
- A. Termination of URKA INC. membership for any reason.
 - B. Voluntary request for removal.
 - C. A Judge may be removed as a result of Executive Board decision and after an impartial hearing based on:
 - 1. Failure to abide by the rules and regulations of the URKA INC.
 - 2. Failure to abide by the URKA INC. Judge's conduct rules and regulations and requirements as specified in the URKA INC. Judge Program or by the Judge's Committee.
 - 3. A Judge may request inactive status for personal reasons.
11. URKA INC. Judges Licenses Defined
- A. URKA INC. Performance Judges are allowed to judge any IPO, FH or AD trials.
 - B. URKA INC. Breed Judges are allowed to judge conformation, Standard Evaluation and breed surveys.
 - C. URKA INC. Conformation Judges are allowed to judge conformation and standard evaluations.
12. URKA INC. Probationary Judge
- A. A URKA INC. probationary judge is an individual who has successfully completed the URKA INC. judge apprenticeship.
 - B. The probationary period will be for two (2) years.
 - C. The probationary judge will not be able to judge outside URKA INC. sanctioned events for the noted two (2) years.
 - D. The probationary judge will be monitored by the URKA INC. Judges Committee Chairman.
 - E. At the end of the two (2) year period a report will be forwarded to the judges committee recommending a further probationary period or that the individual becomes a fully recognized URKA INC. Judge.
 - F. The probationary judge will receive the same monetary benefits that a licensed URKA INC. judge receives.
13. **Judges licensed by the American Kennel Club (or other National Kennel Club, by vote and approval of the Executive Board) who wish to judge for URKA INC.**
- A. The applicant must meet qualifications to enter the URKA INC. judge's program, but does not need to have titled a dog in the IPO sport provided that he or she is applying for the Conformation Judge position only. This does not apply for any judge applying for the Kormeister Judge position.**
 - B. The applicant must be licensed by the **American Kennel Club (or other National Kennel Club, by vote and approval of the Executive Board)** as a Rottweiler specialist conformation judge.
 - C. The applicant must submit a resume **and letter of intent** to the URKA INC. Secretary. The Secretary will forward a copy of the resume to (1) the **URKA INC. Head Judge** for review and (2) the ADRK and advise ADRK this individual has made application to become a URKA INC. judge.
 - D. If the applicant is approved, the applicant must complete a minimum of **TWO apprenticeships for conformation and standard evaluation under ADRK judges, with one of them being a teaching judge. The ADRK Judges will approve or reject the applicant at the event. ADRK or the URKA INC.**

Head Judge may require additional apprentices to be completed. The decision of the ADRK judge is final.

14. How to enter the URKA INC. Judge Apprenticeship Program
- A. URKA INC. judges are expected to be more than just Trial and Show judges. They are ambassadors of the URKA INC. and have proven by their actions to embrace the goals and objectives of the organization. URKA INC. judges must be teachers, not just of rules, regulations, training and breeding but also of the history and makeup of the Rottweiler.
 - B. Applicants must submit a resume to URKA INC. Secretary outlining their experience with Rottweilers and with dog sport. The Secretary will forward a copy of the resume to (1) the URKA INC. Judge's Committee for review and (2) the ADRK and advise ADRK this individual has made application to become a URKA INC. judge.
 - C. The URKA INC. judge's committee will review the applicant and will ensure that all requirements to enter the URKA INC. judge's program has been met.
 - D. An applicant may be accepted into the program if they are just missing one qualification. However, all qualifications of the judge's program must be met before the applicant will be allowed to judge for URKA INC..
 - E. When an applicant has been accepted, the Head Judge will notify the Executive Board and the Secretary of the approved applicant. The Secretary will issue the applicant a judge's book.
 - F. The final apprentice must be under an ADRK teaching judge for show or ADRK performance for IPO. The ADRK judge will approve or reject the applicant at the event. ADRK may require additional apprentices to be completed. The decision of the ADRK judge is final.
 - G. The applicant must forward a copy of his/her judge's book to the URKA INC. Secretary and to URKA INC. Head Judge. The URKA INC. Secretary will forward the judge's book to ADRK. Upon satisfactory completion of the URKA INC. judge's program, ADRK must approve URKA INC. to license the judge with URKA INC.. All apprentice judges must request the host judge to write an evaluation of the apprenticeship and ask that it be sent to the URKA INC. Judge's Committee. The Judge's Committee will send it to the URKA INC. Secretary who will send it to ADRK.
 - H. The intention of the URKA INC. Judge Program is to prepare our Judges to the highest of International standards. The criteria by which we select our judges are critical to the recognition of URKA INC. titles by organizations such as the ADRK and FCI. All applicants are evaluated by what they have contributed to the URKA INC. in addition to the knowledge, experience and the communication skills necessary to fulfill the responsibilities of judging. The knowledge and experience must include the Rottweiler.
 - I. The applicant will supply (at their expense) to the Judge's Committee, a standard criminal record check with their application. Should the record check indicate a criminal conviction, the application will not be accepted.
 - J. Upon the completion of the last apprentice assignment, the judge's committee shall then notify applicant of ADRK's approval or disapproval. All decisions by ADRK are final and no appeals are accepted.
 - K. Upon acceptance of the application, the applicant's name will be listed on the URKA INC. Website for thirty (30) days. Any challenges or objections regarding the applicant should be sent to the Judge's Committee in writing during this period. Objections must be writing and signed by the party objecting. Unsigned letters will be disregarded. A copy of all letters received challenging and/or objecting to the applicant will be sent to the applicant.
 - L. Upon acceptance by the Judge's Committee, and approval of the Executive Board, the applicant will be placed on the URKA INC. Apprentice Judge list and is qualified to begin his/her apprenticeship.
 - M. URKA INC. Head Judge will notify URKA INC. Secretary when an applicant has been accepted. The

Secretary will send the applicant an Apprentice Judges Book and is qualified to begin their apprenticeship. This book must be maintained and presented, with all necessary signatures, at the completion of Apprenticeship.

N. ~~All URKA INC. Judges must sign the guidelines "Our Reputation".~~ Judges must sign of acceptance to follow section 36 of this manual.

15. Qualifications for Performance Judge

Apprenticeship The applicant:

- A. Must be a URKA INC. member in good standing and maintain their membership throughout their judging career.
- B. Must adhere to URKA INC. policies.
- C. Should be an active member in a URKA INC. club.
- D. Must have trained and titled two (2) Rottweilers from 0 to IPO3, Ztp and AD.
- E. Must have trained and titled one (1) Rottweiler to FH.
- F. Must have competed in ten (10) IPO trials, including at least one (1) National championship in North America or the URKA INC. Meisterschaft.
- G. Must have considerable experience in training and handling Rottweilers in the IPO sport.
- H. Must have demonstrated abilities in administrative matters relating to the Rottweiler such as club officer or service in URKA INC. as an officer or committee member.
- I. Should have a valid passport and international documentation for cross-border travel.
- J. URKA INC. Performance Judge applicants must be between 25 and 65 years old.

16. Qualifications for Breed Judge

Apprenticeship The applicant:

- A. Must be a URKA INC. member in good standing and maintain their membership throughout his/her judging career. Must adhere to URKA INC. policies.
- B. Should be an active member in a URKA INC. club.
- C. Must be a Rottweiler breeder, who has bred or trained and titled two (2) Rottweilers from 0 to IPO 3, Ztp, AD and a V rating in conformation.
- D. Must have bred or handled two (2) Rottweilers to Championship from a National Kennel Club (AKC, CKC, FCI, VDH) or a URKA INC. Championship.
- E. Must have handled in ten (10) breed shows, including at least one (1) URKA INC. Klub Sieger Show in North America.
- F. Must have considerable experience in training and handling Rottweilers in the breed ring.
- G. Must have demonstrated abilities in administrative matters relating to the Rottweiler such as club officer or service in URKA INC. as an officer or committee member.
- H. Should have a valid passport and international documentation for cross-border travel.

16 Amended Qualifications for Conformation Judge Apprenticeship

- 1. Must be a URKA INC. member in good standing and maintain their membership throughout their judging career.

2. Must adhere to URKA INC. policies.
3. Must be a Rottweiler breeder.
4. Trained and titled two (2) Rottweilers to an advanced working title (i.e. IPO 1, Ztp, CDX, TDX, or FH).
5. Must have handled two Rottweilers to Standard Evaluations.
6. Must have bred or handled two (2) Rottweilers to Championship from a National Kennel Club (AKC, CKC, FCI, VDH) or a URKA INC. Championship.
7. Must have considerable experience in training and handling Rottweilers in the breed ring.

May be approved to enter the apprenticeship program if they are only lacking one qualification. However, URKA INC. will not approve for the applicant to judge for URKA INC. until such time as the applicant has met the qualifications to enter the judge's program. However the applicant may be asked to meet that qualification before a judging license is issued. The overall resume and achievements other than listed as above are taken into consideration when approving an applicant.

17. URKA INC. Apprentice Judge's Protocol
 - A. An Apprentice Judge is a representative of the URKA INC. on and off the field at all times and will be dressed appropriately; this means slacks and sports shirt (shirt with collar). T-shirts, and warm up suits are not proper attire for judging.
 - B. An Apprentice Judge will always be fair and unbiased in their work.
 - C. An Apprentice Judge will always conduct his/herself in a courteous and friendly manner.
 - D. An Apprentice Judge will abide by the rules accepted and followed by the URKA INC..
 - E. An Apprentice Judge will at all times be concerned with the welfare of our dogs, the spectators and the safe conduct of the event and promote responsible and humane methods of training and showing for all concerned.
 - F. An Apprentice Judge must keep expanding their knowledge by attending Judge Seminars.
 - G. An Apprentice Judge must remain actively involved in the training and handling of Rottweilers.
 - H. An Apprentice Judge will not train or show someone else's dog for money in a IPO trial, breed survey, or breed show.
 - I. Apprentice Judges may not enter a dog at any event in which he/she is Apprenticing.
 - J. The apprentice judge will be responsible for all travel costs to attend the event he/she has been invited to apprentice at. The apprentice judge cannot charge the URKA INC. whether he/she is successful in becoming a URKA INC. judge or not.

18. Apprentice Performance Judge Procedure
 - A. All apprenticeship trials will be done under URKA INC. recognized judges with approval from the Judge's Committee and approval by ADRK. The Apprentice must complete a minimum of ten (10) apprenticeship trials under working judges licensed by ADRK, FCI or URKA INC.. Three (3) of the IPO trials apprenticed at must be under a licensed ADRK working judge. In addition, the apprentice must complete one satisfactory Ztp apprentice under a licensed ADRK Koremeister and one show apprentice under a licensed ADRK conformation judge.
 - B. The final apprenticeship will be done at a Regional or Major Championship.
 - C. Once the above requirements have been met, an applicant may apply, through the Judge's Committee, to become a Licensed URKA INC. Performance Judge. This request will be sent to the Judges Committee and if approved, will be voted on by the Executive Board. The Judge's Committee sends the request to ADRK for ADRK review and approval to license the URKA INC. apprentice as a URKA INC. judge. A Probationary Performance Judge License will be issued for a period of two (2) years.
 - D. During these two (2) years, a minimum of one (1) trial per year must be completed. On recommendation of the Judge's Committee this Probationary License may be revoked or extended by a vote of the Board.
 - E. All titles awarded by the Probationary Licensee during these two (2) years are fully recognized by URKA INC.. Provided the probationary licensed judge becomes fully licensed, the initial two (2) years will be included in the total years an individual has been judging.
 - F. The final apprentice shall be under an ADRK judge.

19. Apprentice Performance Judge Paperwork Requirements
- A. The official URKA INC. Judge Request Form must be used for authorization of all judging assignments.
 - B. At the conclusion of the event the apprentice judge must present their Apprentice Judges Book and Apprentice Judge work sheets for the presiding judge's signature.
 - C. Within seven (7) days of the conclusion of each apprenticeship a copy of the Apprentice Trial Report will be given to the judge. The instructing Judge will be asked to correct the apprentice judge's report and write a report to the URKA INC. Judges Committee. The judge's committee will send the report to ADRK for ADRK review. This report must describe the main mistakes as well as the positive and negative qualities of the apprentice judge's testing ability. The presiding trial judge will present the Apprentice a copy of the report with corrections and remarks. The instructing Judge must pass or fail the apprentice judge according to that trial.
 - D. Within fourteen (14) days of the conclusion of each apprenticeship the apprentice will provide signed and dated copies of the Apprentice Trial Report and the appropriate page of the Apprentice Judges Book to the Judge's Committee. This will include a cover letter of the Apprentice's work by the presiding trial judge.
 - E. Host club should request presiding judge to complete a report as to the judge's perception of how the apprentice judge handled himself as an apprentice judge and the judge should be asked to give a general overview of and opinion of the apprentice's capabilities. This should be sent to the club who then sends it to the judge's committee with a copy being sent to the Executive Board. The URKA INC. Secretary will forward a copy of the report to ADRK.
 - F. Only after receipt of all required copies of the previous Apprentice Trial Report will the Judges Committee grant permission for another apprenticeship.
 - G. A copy of the previous Apprentice Trial Report must be presented to the next presiding trial judge prior to subsequent apprenticeship. This will allow the presiding trial judge the opportunity to evaluate the Apprentice's progress.
 - H. At completion of all apprenticeship requirements, the Judge's Committee will administer a final written exam.
 - I. Performance Judge apprenticeship criteria:
The Apprentice will be required to judge a minimum of 50 dogs as follows:
 1. Five (5) Begleithunde (BH)
 2. Two (2) Ausdauerprüfung (AD)
 3. Five (5) Fährtenhundprüfung (FH)
 4. Ten (10) IPO 1s
 5. Five (5) IPO 2s
 6. Twenty-three (23) IPO 3sEach trial where the apprentice judge is tested must have a minimum of:
 1. One (1) IPO or FH entry and
 2. Three (3) BH entries.The apprentice judge cannot fail more than twice. Failed trials do not count towards the minimum number of apprenticeship trials and must be repeated.
20. Apprentice Conformation and Breed Judge Procedure
- A. All apprenticeships will be done under URKA INC. recognized judges with approval from the Judge's Committee.
 - B. Apprentice judge at five (5) conformation shows under a licensed URKA INC., ADRK, or FCI judge. Two (2) of the conformation shows apprenticed at MUST be under an ~~licensed teaching~~ ADRK judge. ~~The final apprenticeship will be done at the Klub Sieger Show or Spring Sieger Show.~~
 - C. Once the above requirements have been met, an applicant may apply, through the Judge's Committee, to become a Licensed URKA INC. Conformation or Breed Judge. This request will be sent to the Judges Committee and if approved, will be voted on by the Executive Board. A Probationary Conformation or Breed Judge License will be issued for a period of two (2) years.
 - D. During these two (2) years, a minimum of four (4) shows and four (4) Breed Surveys must be completed. On recommendation of the Judges Committee this Probationary License may be revoked or extended by a vote of the Executive Board.
 - E. All awards, ratings and breed surveys granted by the Probationary Licensee during these two (2) years are fully recognized by URKA INC..
 - F. At the end of this period and a final vote of approval, by the Board, the Applicant will become a

- Licensed URKA INC. Conformation or Breed Judge.
- G. Provided the probationary licensed judge becomes fully licensed, the initial two (2) years will be included in the total years an individual has been judging.

21. **Apprentice Conformation and Breed Judge Paperwork Requirements**

- A. The official URKA INC. Judge Request Form must be used for authorization of all judging assignments.
- B. At the conclusion of the event the apprentice judge must present their Apprentice Judges Book and Apprentice Judge work sheets for the presiding judge's signature.
- C. The apprentice fills out his own judge's sheets at the event and the presiding judge reviews them when the event paperwork is being reviewed immediately following the event.
- D. The instructing Judge will be asked to correct the apprentice judge's report and write a report to the URKA INC. Judges Committee. The judge's committee will send the report to ADRK for ADRK review. This report must describe the main mistakes as well as the positive and negative qualities of the apprentice judge's testing ability. The presiding judge will present the Apprentice a copy of the report with corrections and remarks. The instructing Judge must pass or fail the apprentice judge according to that event.
- E. Host club should request presiding judge to complete a report as to the judge's perception of how the apprentice judge handled himself as an apprentice judge and the judge should be asked to give a general overview of and opinion of the apprentice's capabilities. This should be sent to the club who then sends it to the judge's committee with a copy being sent to the Executive Board. The URKA INC. Secretary forwards the report to ADRK.
- F. Only after receipt of all required copies of the previous Apprenticeship will the Judges Committee grant permission for another apprenticeship.
- G. A copy of the previous Apprentice Show Report must be presented to the next presiding judge prior to subsequent apprenticeship. This will allow the presiding judge the opportunity to evaluate the Apprentice's progress.
- H. ~~At completion of all apprenticeship requirements, the Judge's Committee will administer a final written exam.~~

I. **Conformation and Breed Judge Apprenticeship Criteria**

An Apprentice Judge must have a minimum of twenty (20) combined entries per show in the following classes:

Or **Youth and Adult**

1. ~~12-18 month~~ **Youth Class** (male /female)
2. ~~18-24 month~~ **Intermediate** (male /female)
3. open class (no title) male / female
4. working class (titled) male / female
5. Three (3) shows must have a breed survey.
6. The apprentice judge cannot fail more than twice and has to redo any failed shows.

22. **Termination of URKA INC. Judges Apprenticeship**

1. Termination of URKA INC. membership for any reason.
2. Voluntary request for removal.
3. An Apprentice Judge may be removed as a result of Executive Board decision and after an impartial hearing based on:
 - A. Failure to abide by the rules and regulations of the URKA INC.
 - B. Failure to abide by the URKA INC. Apprentice Judge's Conduct, rules and regulations and requirements as specified in the URKA INC. Judge Program or by the Judge's Committee.
 - C. Upon discovery of any falsified documentation provided during or after the application process.

23. **Head Judge Position**

The Head Judge position is appointed by the URKA INC. president. The Head Judge must carry the qualification of being Kormeister, in addition to being a conformation judge. In the event that the Head judge position becomes open either by voluntary resignation, or by disciplinary action taken by the URKA INC. President and Executive Board, a new Head Judge is appointed by the URKA INC. President. This new Head Judge must also possess the Kormeister qualification, unless none are currently on the judging staff, in which case a Conformation Judge may be appointed.