



Salt River Horse Herd Management Plan

2026 through 2030

Version 1.0

2/13/2026

1. Summary

This management plan integrates the Arizona Department of Agriculture’s statutory obligations (Salt River Horse Act [A.R.S. § 3-1491]) and USFS Tonto National Forest’s directives, into one practical, humane, sustainable and transparent management program for the Salt River Horse Herd.

2. Assessment of the Herd

The Salt River Horse Herd occupies approximately 19,000 acres of the 2.9M-acre USFS Tonto NF, including 10–12 miles of the Salt River. This area is known as the Salt River Horse Management Area (SRHMA).

As of January 2026, the current herd data indicated a total horse count of 274; 132 stallions, 142 mares. The average age of the herd was approximately 11 years. The highest herd count ever recorded was 463 after the 109 foals (65 of which are currently in the herd) born in 2019. Over the past 15 years, the average survival rate of foals is 65% and average death rate of the overall herd has varied between 2% to 5%. With the aging of the herd, the overall death rate is expected to increase.

The Salt River horses are confined and cannot disperse naturally in search of food and water. Drought has caused low availability of suitable nutrition. Supplemental feed has been utilized to sustain the herd during dry seasons. Forage adequacy is driven by rainfall as well as population count. As the herd size is humanely reduced (as described in Section 3.1 below), the supplemental feed program will diminish but it will remain essential during drought conditions to maintain herd health and reduce grazing pressure on the ecosystem.

3 Herd Size and Path

To address the environmental challenges and nutritional needs of the herd, AZDA accepts the Salt River Wild Horse Management Group (SRWHMG) proposal. SRWHMG shall implement a five-year phased plan to achieve the herd size for this contract of 120 horses by December 31, 2030 in a manner consistent with the contract requirements.

This population management plan reflects a pragmatic and ethical compromise—one that protects the herd’s long-term sustainability, addresses impacts to USFS Tonto National Forest’s ecosystem,

aligns with State of Arizona statutes, and preserves public trust.

3.1 Management Strategies

SRWHMG's approach represents a strategic compromise that balances ecological sustainability, genetic viability, and public values while upholding the intent of the Salt River Horse Act. The plan includes:

- 3.1.1 Fertility Control: Continued application of SRWHMG's PZP program, allowing controlled births from diverse bloodlines to safeguard genetic diversity.
- 3.1.2 Natural Attrition: Reliance on annual losses of 3–4% (increasing to 4–5% with the aging population).
- 3.1.3 Rescue and Rehabilitation: Humane intervention for frail or injured horses resulting in the removal of such horses from the herd.
- 3.1.4 Humane Relocations: Prioritization of intact family band relocations to pre-vetted sanctuaries or preserves, (including SRWHMG's own facilities and sanctuary) and adoption to approved and pre-vetted individual owners.
 - 3.1.4.1 All such relocations will require execution of an AZDA approved, lifetime adoption contract. The adoption contract shall require the return of horses to SRWHMG should adopters choose to no longer care for the horses. Such horses cannot return to the SRHH/SRHMA.
 - 3.1.4.2 The adoption contract shall forbid the sale, donation and/or trade of relocated SRHH horses. The contract shall stipulate that adopted, former SRHH horses shall not be offered for slaughter under any circumstances.
 - 3.1.4.3 SRWHMG shall provide monitoring and oversight post-removal/relocation to ensure adoption contract compliance and monitor animal welfare.
 - 3.1.4.4 Relocated horses shall no longer be considered members of the SRHH and cannot be returned to the SRHH/SRHMA.
 - 3.1.4.5 Horses relocated out of the SRHH shall be permanently identified by freeze branding. Freeze branding shall be performed at a location approved by AZDA and all branded animals shall be inspected by AZDA. The horses may also be microchipped by SRWHMG to assist in protecting such horses from successfully entering into a commerce chain. The brand and brand placement shall be consistent AZDA Brand Certificate 76 provided as an attachment to the contract.
 - 3.1.4.6 If a horse is injured by non-human causes and such horse leaves the herd, it shall be branded within a reasonable timeframe upon recovery.
- 3.1.5 When collecting horses for relocation, SRWHMG shall use humane, low-stress techniques including: a) calmly luring bands into a temporary pen at a site approved by AZDA (the

temporary pen must be removed leaving minimal trace within 48 hours of the horses being relocated); b) utilizing a quiet, coordinated “human round pen”; or c) using a “walking” method where some volunteers gently “push,” while others “pull,” guiding movement.

3.2 Population plan

Calendar Year	Start	Surviving Foals	Attrition %	Natural Deaths	Removals	End of Year Count
2026	274	2	3%	8	25	243 Max
2027	243	2	3%	7	25	213 Max
2028	213	2	4%	8	25	182 Max
2029	182	2	4%	7	25	152 Max
2030	152	2	4%	6	28	120 $\pm$ 6

The number of surviving foals and natural deaths are estimates that may vary based on actual events. The number of “removals” may be adjusted up or down to account for variations between the estimated and actual birth/death rate as long as the “End of Year Count” number is reached by December 31st of the calendar year shown in the chart above. For years 2026 through 2029, the number shown in the “End of Year Count” column shall be considered the maximum. For calendar year 2030, the final herd count shall be 120 $\pm$ 6 horses.

4 Fertility Control Program

4.1 SRWHMG shall continue to utilize a PZP-based fertility control program. Porcine Zona Pellucida (PZP, Zonastat-H), is an immuno-contraceptive.

4.2 SRWHMG shall provide a properly certified and credentialed individual meeting all federal and state requirements to oversee the program

4.3 SRWHMG shall continue its fertility control program with the following components:

4.3.1 Scheduling: Monthly spreadsheets list mares due for darting. Timing is critical for effectiveness.

4.3.2 Identification: Mares are recognized by subtle traits and confirmed with SRWHMG’s database application, App, which stores darting records, batch numbers, and outcomes.

4.3.3 Darting teams: Certified volunteers shall conduct darting once per week when possible.

4.3.3.1 Target selection: Mares less than 4 years of age and more than 10 years of age shall be prioritized, with foal planning mapped out three years in advance. Decisions are

reviewed by SRWHMG leadership and approved by AZDA.

4.3.3.2 Any mare that falls outside the following parameters may be left open until she produces a foal:

4.3.3.2.1 Mares who have previously had one or more foals

4.3.3.2.2 Mares younger than 4 years of age

4.3.3.2.3 Mares who have injuries

4.3.3.2.4 Mares older than 10 years of age

4.3.4 Selective breeding is prohibited: All breeding shall remain natural at the will of the horses.

4.3.4.1 No outside bloodlines shall be brought into the herd.

4.3.4.2 Intentional pairings or manipulation of stallion-mare interactions is prohibited.

4.3.4.3 SRWHMG shall not interfere with natural mating behavior.

4.4 Safety Protocols

4.4.1 SRWHMG shall maintain an approved Fertility Control SOP aimed at protecting the horses, volunteers, environment and public.

4.4.2 Public & Volunteer Safety: Darters are certified through the Science and Conservation Center and SRWHMG's own field training. No darting occurs if people are in close proximity; darts are never fired toward roads, trails, or the river. Darters always work in pairs with assistants serving as spotters and public liaisons.

4.5 Equipment, Oversight, and Accountability

4.5.1 SRWHMG shall maintain the necessary infrastructure for uninterrupted fertility control.

4.5.1.1 Inventory: 4 dart guns, 50 PZP doses, 5 adjuvants, 50 darts, and calibrated practice targets.

4.5.1.2 Record-keeping: Every dart is tracked, retrieved, logged, and stored. Each darting is videotaped for review and evidence.

4.5.1.3 Team roles: Every session involves at least two trained members with a maximum of 3 members (unless training of new assistants or darters). Darters prepare and administer the doses while assistants confirm IDs, record data, and inform the public when needed.

4.5.1.4 SRWHMG shall remove all equipment, trash, and darts from the SRHMA at the conclusion of each session.

4.5.1.5 Continuous Improvement: The team meets quarterly to refine practices and address challenges and any issues that come up. SRWHMG shall maintain all training records and any proof of any certifications for all members of the darting team such record shall be subject to AZDA review.

5 Description of Database

SRWHMG shall maintain a database that tracks each horse across its lifetime.

At a minimum, per-horse records shall include:

- Name, gender, ID photo, color, distinctive markings
- Birth and death dates as well as age
- Parentage, siblings, genealogy
- Band association and band history, including band changes (movement from one band to another) with dates
- Movement history (volunteer sightings and patrol logs)
- Health history and treatments
- PZP dates and dosage (with notes)

The database will be updated and used to produce reports on health status, birthrate, death rate, survival rate, as well as PZP dates and dosage.

SRWHMG shall grant AZDA officials timely and reasonable access to view the database information.

6. Emergency Plan

6.1 Health of the herd: Monitoring, Identifying, and Treating Injuries or Illness

SRWHMG shall establish and maintain a detailed, humane, and well-documented protocol for medical cases. SRWHMG shall maintain access to an on-call veterinarian, as well as an outside veterinarian. SRWHMG shall maintain a ready supply of necessary medical supplies, and record every case in SRWHMG database application.

6.1.1 Protocol

6.1.1.1 SRWHMG requires its staff and volunteers to maintain a 50 foot distance from the horses. Exceptions to SRWHMG's 50-foot distance requirement are permitted when documenting or assessing injuries.

6.1.1.2 Immediate Reporting: Volunteers in the field contact the hotline. Hotline staff cross-check the database and report to the SRWHMG president (or designee) who then reports to AZDA

6.1.1.3 Documentation: Volunteers photograph and video the case, submitting files to the hotline for review.

6.1.1.4 Assessment: Cases are classified as minor, major, or severe by the evaluation team

— consisting of the on-call veterinarian, SRWHMG president Simone Netherlands (or designee), and AZDA Salt River Horse Liaison.

6.1.1.5 Minor injuries are monitored daily until recovery.

6.1.1.6 Major injuries are documented, assessed by SRWHMG/AZDA, and tracked daily (when possible) in the database.

6.1.1.7 Severe injuries are field-assessed; most are given 24–72 hours of monitoring where possible, before final decisions are made.

6.1.1.8 Emergency cases (e.g., broken legs, catastrophic trauma) may require immediate euthanasia. SRWHMG carries out euthanasia humanely by either chemical injection or properly placed ballistic projectile. Carcasses from chemical euthanasia are immediately removed from the forest. Carcasses from ballistic euthanasia and death by natural causes shall be removed from the SRHMA unless authorized to remain by AZDA and USFS.

6.1.1.9 Final determination: Horses are reassessed daily where possible. If no improvement occurs within 2 months, the evaluation team decides on rescue to sanctuary or humane euthanasia.

6.1.2 Post-treatment protocols

6.1.2.1 Horses treated for human-caused injuries (vehicles, cattle guards, snares, harassment, barbed wire, etc.) may remain in the herd if recovery is complete.

6.1.2.2 Horses treated for natural injuries, aging or chronic issues shall be removed from the herd and cannot return to the herd after treatment.

6.1.3 Euthanasia

As a last resort and only after a full field assessment, case documentation, and explicit authorization from AZDA in writing—SRWHMG may perform humane euthanasia in strict accordance with the AVMA Guidelines for the Euthanasia of Animals and all applicable laws.

When clinically indicated, euthanasia is carried out by SRWHMG's on-call veterinarian; if chemical euthanasia is not feasible or would prolong suffering, an approved ballistic method may be used by authorized, trained personnel. Only the SRWHMG President, Maricopa County Sheriff's Office (MCSO) authorities or AZDA liaison are authorized to perform or assist with field euthanasia. All actions are executed with scene-safety controls. Only anatomically correct target sites as defined by professional guidance are to be utilized. Such events shall include proper witnessing, recordkeeping, required notifications and carcass disposition procedures.

6.2 Disease outbreak response

SRWHMG shall maintain the capacity to identify, contain, and manage equine disease outbreaks in collaboration with AZDA.

6.2.1 Public Safety Measures

SRWHMG may assist with posting approved AZDA and/or USFS messaging. SRWHMG may, at their own expense, offer to print/ laminate/post AZDA and/or USFS signs/messaging at approved locations to help minimize the spread of disease. All signs must be removed from the forest after the outbreak is concluded and/or the quarantine is lifted. All messaging for signs posted on the forest will be written and approved by AZDA and USFS.

6.2.2 Immediate Response Protocol

6.2.2.1 Any suspected disease triggers an immediate field response.

6.2.2.2 Horses are assessed herd-wide for symptoms, and each horse is visually monitored and documented.

6.2.2.3 AZDA shall be promptly notified to ensure transparency and coordinated management, AZDA communicates with US Forest Service.

6.2.3 Monitoring and Documentation

6.2.3.1 Game cameras for purposes of monitoring the health of horses and related wildlife, SRWHMG may request approval from AZDA to place game cameras in strategic locations. This camera placement shall be coordinated with USFS and AZDA and all camera locations shall be disclosed according to the Contractor Requirements, Section 9.15. Data collected from the cameras shall be made available to AZDA in a timely manner. AZDA may access SRWHMG cameras when encountered in the field. AZDA will provide labelling for the cameras to help identify them as an important component of the SRHH management plan.

6.2.3.2 SRWHMG monitors symptoms daily and takes photographs of each individual horse to track disease progress over time

6.2.3.3 Observations are recorded in the App database, ensuring accurate tracking of each case and timely updates to AZDA.

6.3 Horses on Roadways: Protocol

6.3.1 Immediate Reporting: Volunteers in the field shall immediately contact the SRWHMG hotline. Hotline operators cross-check the database, assess locations and report to SRWHMG president, Simone Netherlands (or designee), who shall report to AZDA. SRWHMG authorities may also notify MCSO. The SRWHMG president (or designee) activates the emergency response team through the SRWHMG phone tree. If a volunteer is already on site, he/she is guided and advised on what actions to take by SRWHMG leadership. SRWHMG is not allowed to close a public roadway.

6.3.2 Documentation: Volunteers may photograph and/or record video of the incident. Such records shall be added to the herd health report and may also be added to the database.

6.3.3 Assessment: SRWHMG shall assess such cases to determine if the situation is emergent, (requiring immediate intervention) or whether the situation only requires further monitoring. If emergent, SRWHMG shall take the minimum action necessary to prevent injury to the horses (e.g. walking a horse(s) back onto the management area).

6.3.4 Remediation: SRWHMG shall immediately investigate the incident to determine how the horse(s) were able to access the roadway. This includes inspection of all fences, gates, cattle guards and other barriers which are in place to deter the horse(s) from accessing the road. SRWHMG shall take immediate action to repair/remediate any barrier conditions which resulted in the horse(s) reaching the roadway.

6.4 Response Protocol for Returnees

Should a horse or band leave the Salt River Horse Management Area (SRHMA) and attempt to return or return, SRWHMG will act immediately to ensure compliance with AZDA directives:

6.4.1 Identification: The horse is confirmed to have left the SRHMA, through sight recognition and photographic records and is reported to AZDA.

6.4.2 Interception: Upon returning trained volunteers will capture the horse using established low-stress handling methods.

6.4.3 Relocation: The horse(s) is/are transported directly to SRWHMG's Salt River facility. The horse(s) remains under SRWHMG's oversight and is not re-released into the SRHMA. Such horses are then relocated as per sections 3.1.4 and 3.1.5.

6.4.4 Documentation: SRWHMG shall log all such events into their records. In consultation with AZDA, SRWHMG may disclose such events to the public.

6.4.5 This protocol ensures that once a horse leaves the SRHMA it will not be allowed to return

6.5 Supplemental feed and water program

The emergency supplemental feed program is designed to protect body condition during severe drought while minimizing ecological disturbance and encouraging full use of the habitat.

SRWHMG shall operate feed and watering activities only at sites approved by AZDA in coordination with USFS. At the direction of AZDA, feeding sites and feeding amounts may be modified.

6.6 Equipment and Infrastructure

SRWHMG shall maintain emergency lighting and traffic cones, horse trailers, rescue ropes, slings, panels, rugs and ramps specifically designed for extrication and transport of equines. SRWHMG shall provide safe recovery spaces for rescued or rehabilitated animals.

6.7 Protecting the Public During Emergencies Other Than Horses on a Roadway

SRWHMG and its agents shall notify AZDA, Law Enforcement and First Responders of any emergency situation endangering the public. SRWHMG shall not take any action to mitigate the emergency without explicit consent of the Maricopa County Sheriff's Office (MCSO), tribal or local authorities. SRWHMG shall not take any action within the SRHMA during law enforcement or wildfire incidents without explicit direction of the incident commander from the agency managing the response.

7. Volunteers

- 7.1.** SRWHMG shall maintain a daily presence on the SRHMA. All volunteers shall be trained, coordinated, and equipped, and may assist in every program — fertility control, rescues, feed, patrols, and tracking. The volunteers shall provide continuous observation of herd dynamics, forage availability, and individual horse welfare. This daily presence is the foundation of SRWHMG's emergency capacity. Volunteers shall be capable of quickly recognizing and properly reporting potential problems with the herd.
- 7.2.** SRWHMG's staff and trained volunteers shall utilize the database to regularly update changes in horse appearance, health, and band membership. This data is used to promptly identify and track horse(s) to determine if a horse leaves the SRHMA area. In the event it is determined that a horse(s) has/have left the SRHMA that event is subject to Section 6.4 of this Agreement.
- 7.3.** SRWHMG's staff and trained volunteers shall follow all forest service rules and regulations and shall not impede the recreating public. They shall park only in authorized spaces unless necessitated by an emergency response. They shall NOT drive off roads.
- 7.4.** Public messaging given by the SRWHMG Public Information Team to individuals in the field, including educational materials from SRWHMG's staff and volunteers that relates to the management of the Salt River Horse Herd shall be preapproved by AZDA and USFS.
- 7.5.** All volunteers shall be 18 years of age or older.

8. Fence Maintenance

8.1. Fence Integrity and Repair

Fence lines and gates shall be patrolled by SRWHMG's road patrol on Bush Hwy and near the recreation sites to continuously monitor perimeter integrity.

Fences shall be promptly repaired as needed. The use of temporary barriers such as caution tape, shall not exceed 7 days before being replaced with permanent repairs by fencing volunteers, with materials provided by USFS. All repairs shall meet USFS standards. All materials utilized for temporary barriers shall be removed immediately upon permanent repair.

8.2. Gates

Public access gates shall be maintained and secured with welded springs to prevent breaches. However, bungee systems may be used as a temporary solution to keep gates closed until welded springs are provided by USFS. SRWHMG volunteers shall immediately close open gates when detected.

9. Contractor Requirements

The SRWHMG agrees to adhere to the following requirements.

1. A SRHH health assessment shall be conducted and a report provided to AZDA biannually on Jan 31 and July 31. The assessment shall contain information on the available forage and water, herd size, including a detailed herd inventory, and statistics for horses humanely adopted, lost through natural attrition and removed for any other reason. The assessment shall also contain a narrative discussing the progress towards the planned herd size objectives specified in the MP.
2. There shall be no selective breeding allowed. Selective breeding is defined as purposefully breeding a specific stallion with a specific mare. This does not include choosing which mares, if any, to exclude from the birth control program.
3. The Contractor shall be required to monitor, identify, and seek veterinary treatment when necessary for any injured or ill Salt River horses. Horses that receive human intervention for injuries caused by a human can remain in the herd. If a horse receives treatment for a non-human caused injury or illness, the horse must be removed from the herd utilizing the methods described in Section A(1)(b) of the contract.
4. If a horse leaves the SRHMA, it shall no longer be considered part of the SRHH and shall be removed pursuant to AZDA approval, from the SRHMA by the Contractor if/when they return.

5. Pertaining to the maintenance of the fences forming the perimeter or internal to the SRHMA, the Contractor shall be responsible for the labor to repair existing fences utilizing materials provided by USFS. No new fencing can be added to the management area without specific permission of AZDA and USFS. All damaged fences shall be repaired in a timely manner as prescribed in Section 8.1.
6. The Contractor shall be responsible for providing and overseeing euthanasia of sick or injured horses with approval of AZDA.
7. The Contractor shall record known instances of predation or human harassment, interference, and/or cruelty involving the herd, and shall report that information to AZDA.
8. The Contractor shall be responsible for the removal of dead horses from the Salt River horse management area, per Section 6.1.1.8 of this work plan.
9. The Contractor shall provide and distribute any necessary supplemental feed and/or water if necessary to maintain herd health. All supplemental feeding and water sites must be coordinated with USFS and AZDA. Any supplemental feed must be certified “weed free” unless otherwise approved by AZDA in consultation with USFS. The Contractor shall be responsible for determining and paying costs of the necessary feeding and watering program necessary to maintain herd health. AZDA in conjunction with USFS Tonto National Forest will make every effort to provide appropriate management needs such as storage of supplemental feed or equipment on a case-by-case basis working within USFS management plan. Supplemental feed shall not be used to delay or impede efforts to attain healthy herd size according to Item A(1)(a) of the contract.
10. The Contractor shall notify AZDA of any domestic horses, seen entering or discovered to be located within the SRHMA so they may be removed as soon as possible.
11. The Contractor shall ensure prior written authorization is obtained from AZDA or MCSO before removal of any horses.
12. The Contractor shall be responsible for a written agreement with agents or volunteers, including a waiver and a release of liability, which meets the approval of AZDA. The approved version of this written agreement shall be included as an attachment to this contract and maintained in the procurement file in APP.
13. The Contractor shall ensure that any volunteer interacting with a Salt River Horse has signed a Volunteer Agreement and has been properly trained. The Contractor has no authority to authorize a member of the general public to interact with a Salt River horse.

14. The Contractor shall remove Salt River horses with a dangerously low Henneke Body Condition Score, as determined by AZDA. Health permitting, horse shall be removed from the herd utilizing the methods described in Section A(1)(b) of the contract.
15. The Contractor shall ensure that any use of surveillance cameras by the contractor shall be authorized by AZDA in coordination with USFS. The location and movement of such cameras shall be pre-approved by AZDA. The contractor shall maintain the list of approved locations for all cameras. All data collected through such camera systems shall be made available to AZDA. The placement and usage of such cameras shall be in compliance with all Federal/State/Local applicable laws, rules or regulations governing their use in the area.
16. The Contractor shall maintain a horse identification and informational database for all horses in the herd, which shall include photographic records of individual horses. AZDA makes no claim of ownership to operating systems or applications used to create such a database. Upon termination of this contract, the vendor shall provide AZDA with pertinent herd data. Items that must be included in the database and provided to AZDA at the conclusion of the contract include: inventory listing (including age, gender, description, birth control status, and photos); individual health assessment or condition; and any other information pertinent to management of the herd.
17. The Contractor shall be responsible for notifying AZDA immediately of any suspected cases of communicable disease within the SRHH.
18. The Contractor's management of the SRHH herd shall always adhere to USFS Tonto Forest Plan Standards and Guidelines. This document shall be included as an attachment to this contract and maintained in the procurement file in APP.
19. Except for emergency situations directly affecting USFS interests, such as crimes, injuries to users of recreational areas, wildfires, or flooding, the contractor shall route all communications related to the management of the SRHH through AZDA and not directly to USFS.
20. AZDA reserves the right to audit the contractor's expenditures, donations, executed volunteer agreements, or other data utilized for the furtherance of this contract, and the Contractor shall provide such information upon request of AZDA.
21. Any activities not included in the MP require prior permission from AZDA.

10. Resources

- 10.1.** Field Operations: SRWHMG shall maintain a trained corps of fertility control darters, herd monitors, and field responders.
- 10.2.** SRWHMG shall conduct photographic and drone- assisted population surveys, track band structures and maintain comprehensive records to support adaptive management and bi-annual reporting.
- 10.3.** Organized data keeping: SRWHMG shall keep all records reported stored in its proprietary software data application. The database includes a mobile app and will be utilized to track fertility, health, injuries, and band movements. SRWHMG shall grant AZDA officials timely and reasonable access to view the database information.
- 10.4.** SRWHMG shall maintain on-call veterinary support with medical supplies and treatment protocols.
- 10.5.** SRWHMG shall provide and maintain horse trailers and rescue equipment necessary for the furtherance of this contract.
- 10.6.** SRWHMG shall provide all necessary supplemental feed (including storage) and water infrastructure utilizing only USFS approved locations.
- 10.7.** Pursuant to AZDA approval, SRWHMG may provide additional sanctuary(s) in the United States capable of housing rescued, injured, or relocated horses. SRWHMG may partner with approved sanctuaries with capacity for family band relocation.
- 10.8.** SRWHMG shall maintain a headquarters to serve as a central operations hub for all of field activities.
- 10.9.** Partnerships and Public Engagement
 - 10.9.1.** SRWHMG may consult scientists to refine fertility control protocols, environmental research and welfare standards. AZDA shall be notified of such consultation and all results shall be promptly shared with AZDA. Any proposed changes to the MP as a result of such consultation shall require AZDA approval prior to implementation.
 - 10.9.2.** SRWHMG may partner with MCSO. SRWHMG volunteers may be of help to

MCSO by reporting incidents and, with consent of MCSO, help when MCSO is not present. SRWHMG may seek assistance from MCSO when necessary to assist with horses on the road, euthanasia cases and rescue situations.

10.10. Hotline and Public Reports

10.10.1. The SRWHMG shall maintain a hotline staffed 20/7 by experienced staff. The public may use this hotline to notify SRWHMG when they see a Salt River horse in distress.

10.10.2. When a call is received, the hotline operator shall check existing records in SRWHMG's database to determine whether the case is new or ongoing before dispatching the appropriate response team. New cases shall be promptly reported to AZDA.



ADOPTER NAME:

ADDRESS:

CITY, STATE AND ZIP:

PHONE NUMBERS:

HOME: _____ CELL: _____ WORK: _____

EMAIL ADDRESS: _____

DRIVER'S LICENSE: _____

LOCATION OF THE ADOPTED HORSE IF DIFFERENT FROM ABOVE: _____

HORSE'S NAME.

COLOR: _____

SEX: _____

BIRTH DATE (IF KNOWN): _____

BRAND and CHIP ID (if so identified): _____

Salt River Wild Horse Management Group (SRWHMG) (RESCUE) and adopter, listed above, enter into this Adoption Agreement and Conditional Bill of Sale ("Agreement") and hereby agree as follows:

1. RESCUE has disclosed all known health and/or behavior conditions pertaining to said HORSE.



2. RESCUE may, with the approval of AZDA, transfer the beneficial possession into the ADOPTOR'S care. The HORSE is being accepted by ADOPTER in an "as is" condition with all faults known and unknown.
3. As part of the placement of the said HORSE, the ADOPTER agrees to the full care and well-being of the HORSE, including a home and environment best suited for its health, temperament, riding restrictions, size and future needs. ADOPTER agrees that said horse shall not be offered for sale, donation or trade. ADOPTER further agrees that said HORSE will not be offered or destroyed for the purpose of human or animal consumption and will not be allowed to experience prolonged suffering without veterinary care.
4. ADOPTER agrees to care for the HORSE in compliance with Arizona laws including, but not limited to providing food, clean water, access to shade, proper farrier care, and proper medical attention when necessary.
5. ADOPTER shall defend, indemnify, and hold harmless RESCUE, the United States Forest Service, the State of Arizona and the United States Government, and their departments, agencies, boards, commissions, universities, officers, officials, agents, representatives, and employees (hereinafter referred to as "Indemnitees") from and against any and all claims, actions, liabilities, damages, losses, or expenses (including court costs, attorneys' fees, and costs of claim processing, investigation and litigation) (hereinafter referred to as "Claims") for bodily injury or personal injury (including death), or loss or damage to tangible or intangible property caused, or alleged to be caused, in whole or in part, by the negligent or willful acts or omissions of the ADOPTER. It is the specific intention of the parties that the Indemnitees shall, in all instances, except for Claims arising solely from the negligent or willful acts or omissions of the Indemnitees, be indemnified by ADOPTER from and against any and all claims. It is agreed ADOPTER will be responsible for primary loss investigation, defense, and judgment costs where this indemnification is applicable. In consideration of the placement of a horse with ADOPTER under this contract, the ADOPTER agrees to waive all rights of subrogation against the Indemnitees.



6. ADOPTER agrees to provide regular updates on the Adopted HORSE via pictures every 3 months for the first year of Adoption. Pictures should include front, back and both sides (including feet) of the horse without tack along with pictures of the shelter the horse occupies. Pictures and updates shall be emailed to saltriverherd@respect4horses.com. Pictures shall be current with a date stamp or other identifying marks. Please initial that you understand and agree to these terms. _____

Signed this ____ day of ____ 2025.

Adopter

Simone Netherlands, Salt River Wild Horse Management President



Welcome to the Salt River Wild Horse Management Group (SRWHMG)

Volunteers are the heart and soul of the Salt River Wild Horse Management Group. Your dedication, passion, and energy make our mission possible every single day. From the smallest task to the most demanding, our volunteers help power everything we do—working hand-in-hand with our directors, managers, and Founder and President, Simone Netherlands.

Our mission is to protect and humanely manage the Salt River wild horses, as well as wild horses everywhere. Through advocacy, education, boots-on-the-ground care, and hard work in the field, we strive to ensure their safety and freedom for generations to come.

Our state contract provides the legal framework that helps keep these horses safe—but it's your time, heart, and dedication that brings that mission to life. We deeply value and appreciate every one of our volunteers—and so do the Salt River wild horses!

As a highly visible and respected organization, we maintain elevated standards for all volunteers. Your conduct directly reflects on SRWHMG, and it is essential that you represent our mission with professionalism, integrity, and respect — especially when interacting with the public and our government partners.

Volunteer Expectations and Code of Conduct

1. Volunteer minimum:

Volunteers can volunteer in as many teams as they want and spend as many hours as they can but must fulfill the minimum of 4 hours per week/ 8 hours every 2 weeks/ 16 hrs. per month. Seasonal visitor volunteers should be in Arizona a minimum of 4 months out of the year. All volunteers should be able to check our internal social media pages for team communications. Volunteers must be 18 years or age or older.

2. Education:

Volunteers must complete their initial orientation, their follow up orientation, their field trainings for each team, and 2 wild horse academies before they are officially admitted to volunteer teams.

3. Wild Horse Etiquette:

Volunteers must strictly adhere to the 50-foot rule at all times when near the Salt River wild horses and give horses the right of way.

4. Location Privacy:

Volunteers must not disclose exact horse locations on social media or to family members, friends, or others outside the organization.



5. Confidentiality of Horse Names:

Volunteers must not publish or share the names of individual horses they may learn during their volunteer work, unless it is a name previously published on the SRWHMG Facebook page. We do not publish every horse as this is the decades long proprietary work of the organization.

6. Respectful Communication:

Per our contract (Special Terms and Conditions, Section 13) with AZDA, you are required to interact in a professional manner with all stakeholders including the US Forest Service and as our agent, you are bound to the same standards. Courteous and respectful behavior is expected at all times but especially when engaging with members of the public, or representatives from the Arizona Department of Agriculture (AZDA), Maricopa County Sheriff's Office (MCSO), and the U.S. Forest Service (Tonto National Forest).

7. Internal Confidentiality:

Any information you learned within SRWHMG amongst volunteers for the purpose of managing the horses is considered confidential and should not be discussed outside the group.

8. Issue Resolution:

Questions, concerns, or misunderstandings are always welcome, you should address them to your closest director or manager internally and never posted on personal social media accounts.

9. Social Media Conduct:

Volunteers should not post, comment, react, or share their exact activities for SRWHMG or share content from Facebook pages that is not aligned with SRWHMG's values of protecting the horses. Volunteers shall stay polite on all social media as you may be known as a volunteer, and your conduct might reflect on SRWHMG. Please also note that not all pages referencing "Salt River Horses" are our pages.

10. Reminder:

I understand I am a volunteer for the SRWHMG and I will not represent myself as an agent of AZDA or USFS.

SRWHMG reserves the right to remove any volunteer that does not adhere to the above rules.

Name_____Date_____

SRWHMG Manager_____Date_____



Volunteer Application Form

You are herewith applying for the position of volunteer for the Salt River Wild Horse Management Group. All information on this form will be kept confidential and not shared outside SRWHMG. Volunteers are required to contribute a minimum of 4 hours per week or 16 hours per month. Volunteers must be 18 years of age or older.

Name: _____

Address: _____

City: _____ **State:** _____ **Zip Code:** _____

Age: _____

Cell phone: _____ **Email:** _____

Facebook name: _____ **Instagram:** _____

Occupation: _____

Any physical limitations: _____

Emergency contact name: _____

Emergency contact phone number: _____

How you heard about us: _____

Other volunteer organizations you belong to: _____

Please circle days available: Mon, Tues, Wed, Thurs, Fri, Sat, Sun

Times available: _____

Are your times flexible? Yes ☐ No ☐

Please check the type of vehicles/recreational equipment you have:

☐ SUV ☐ Truck ☐ Kayak ☐ Paddleboard ☐ ATV

Why are wild horses important to you, and motivates you to volunteer?



Team Selection

Hands on training is provided for all individual teams within our organization Experience is not required, but good work attitude and positive teamwork is. Please check which team you are most interested in:

- **Fencing Team:** Responsible for repairing and replacing broken fence lines. Training will be provided.
- **Care Team:** Responsible for providing care for our rescues at both of our rescue properties. Caregivers feed, water, clean pens, and take care of the overall health of the horses. Training will be provided. Multiple shifts are available throughout the day.
- **Feed Team:** Tasked with providing hay at predetermined drop locations and times. This role involves lifting, loading, unloading, and distributing bales of hay efficiently. Good physical condition is required.
- **Road Patrol Team:** Responsible for monitoring the safety of horses along Bush Highway. Team members drive the route, check for fence breaks or open gates and emergency situations. Training is provided.
- **Property Maintenance Team:** Assists property managers with minor repairs, tree and plant watering, cleanliness, hay loading/unloading, and general property upkeep.
- **Field Team:** Operates on foot or by kayak to scout and locate horses when needed, reporting findings to the app team. This is an advanced role for experienced volunteers.
- **Events Team:** Supports SRWHMG events by helping at booths and assisting with merchandise sales and event logistics.
- **Public Information Team:** Engages with the public to provide information and guidance around the horses. This is an advanced role for experienced volunteers.



Acknowledgement of Risk and Release of Liability Participants 18 years or Older

Participant Name _____

Email _____

Cell phone: _____

Address: _____

City _____ State _____ Zip Code _____

(please initial and sign)

_____ 1. I understand there are inherent DANGERS, HAZARDS and RISKS associated with equine and/or volunteer activities. Injuries resulting from these RISKS are a common occurrence.

_____ 2. I acknowledge that the inherent RISKS may include but are not limited to;

- ❖ personal injury or death from an incident, accident or event caused by horse(s) terrain, facilities, wildlife (including poisonous reptiles or insects), fire, temperature, weather, condition of participants, equipment, vehicular traffic and lack of hydration. These risks are present for all Salt River Wild Horse Management Group volunteers and any participant accompanying them.
- ❖ the potential for other volunteers to act in a negligent manner that might contribute to injury to myself or others, such as failing to act within their ability or to maintain control over a vehicle, an equine, dangerous or defective equipment, an incident, accident, or an event that may lead to property damage, bodily injury or death.
- ❖ equine behavior might result in injury, harm or death to persons on or around them. With equine behavior there is the potential for an animal to collide with, bite or kick other animals, people or objects.
- ❖ equine behavior might include unpredictability of equine reaction to sound, startled response, sudden movement, aggressive behavior, tremors, vibrations, unfamiliar objects or other animals and hazards as subsurface objects.



____ 3. Assumption of Risk: I freely accept and fully assume all responsibility for inherent RISKS, DANGERS and HAZARDS and any possibility of personal injury, death, property damage or loss due to my volunteer participation in equine and/or volunteer activities for Salt River Wild Horse Management and on any property owned, maintained or controlled by Salt River Wild Horse Management Group.

____ 4. I will act in a manner to protect my own safety and will participate within my own limits. I will listen to instruction or direction.

____ 5. Medical Treatment: I hereby Release and forever discharge Salt River Wild Horse Management Group from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with any emergency during my tenure as a volunteer.

____ 6. Insurance: Further I understand that the nonprofit Salt River Wild Horse Management Group does not assume any responsibility for or obligation to provide me with financial or other assistance, including but not limited to medical, health, disability benefits or insurance. I expressly waive any such claim for compensation or liability on the part of Salt River Wild Horse Management Group

____ 7. Vehicle and/or hauling I fully release and discharge Salt River Wild Horse Management Group from any and all claims for injuries, damages or loss that I may have or occur to me arising from driving, hauling or transporting for Salt River Wild Horse Management.

____ 8. Indemnity. In addition to the above principles, I agree to defend, indemnify, and hold harmless Salt River Wild Horse Management, the United States Forest Service, the State of Arizona and the United States Government, and their departments, agencies, boards, commissions, universities, officers, officials, agents, representatives, and employees (hereinafter referred to as "Indemnitees") from and against any and all claims, actions, liabilities, damages, losses, or expenses (including court costs, attorneys' fees, and costs of claim processing, investigation and litigation) (hereinafter referred to as "Claims") for bodily injury or personal injury (including death), or loss or damage to tangible or intangible property caused, or alleged to be caused, in whole or in part, by my negligent or willful acts or omissions. It is the specific intention of the parties that the Indemnitees shall, in all instances, except for Claims arising solely from the negligent or willful acts or omissions of the Indemnitees, be indemnified by you from and against any and all claims. It is agreed you will be responsible for primary loss investigation, defense, and judgment costs where this indemnification is applicable. In consideration of your acceptance in the volunteer program, you agree to waive all rights of subrogation against the Indemnitees.



9. I understand that under Arizona Law, An Equine Activity Sponsor or Equine Professional is not liable for an injury to or the death of a participant in equine activities resulting from the inherent risks of equine activities, pursuant to A.R.S. §12-553.

Volunteer Signature

Date



CONFIDENTIALITY, NON-DISCLOSURE and NON-COMPETE AGREEMENT

THIS CONFIDENTIALITY, NON-DISCLOSURE AND NON-COMPETE AGREEMENT (the "Agreement") made this _____ day of _____, _____ (the "Effective Date") by and between _____ (volunteer's name), and **The Salt River Wild Horse Management Group (SRWHMG)**, (collectively, the "Parties" and each individually a "Party").

Confidentiality and non-disclosure

Salt River Wild Horse Management Group discloses confidential and proprietary information to volunteers for the purpose of allowing the Volunteer to understand the requirements and to carry out the any work in relationship to volunteering for Salt River Wild Horse Management Group. Confidential information includes all data, material, techniques, products, technology, specifications, manuals, business plans, social networking, financial information and other information disclosed orally, in writing, online or by any other media to the Volunteer by Salt River Wild Horse Management Group. Salt River Wild Horse Management Group may also disclose certain information owned by it coalition partners which should also be treated as confidential.

Intellectual Property Rights

Salt River Wild Horse Management Group has sole ownership of all Intellectual Property Rights over any and all Confidential Information imparted to the volunteer. Under this agreement all Confidential Information belongs exclusively to Salt River Wild Horse Management Group.

Non-Compete

The term "not compete" as used here shall mean that the Volunteer shall not, own, manage, operate, volunteer, consult or be employed in a group or business similar to, or in competition with Salt River Wild Horse Management Group. This non-compete agreement shall be in full force and effect for three years, commencing from the date Volunteer resigns from a volunteer role with Salt River Wild Horse Management Group.

NOW, THEREFORE, and in consideration of the foregoing, of the promises and covenants set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties do hereby agree as follows:



1. The Parties shall use reasonable efforts to maintain the confidentiality of the informational materials which shall not be ¹disclosed/disseminated to third-parties except 1) to any court or agency of competent jurisdiction for the purposes of construing and/or enforcing the terms of the Agreement; 2) in sealed court filings or proceedings, should legal action be taken or 3) any mediator or arbitrator selected by agreement of the Parties in settlement proceedings. Further, the volunteer agrees to return all written confidential information provided to him/her by SRWHMG upon resigning from the organization. The volunteer further agrees to delete any and all electronic materials provided to him/her by SRWHMG.
2. Notwithstanding the foregoing, the obligation of a person to protect the confidentiality of any information or materials shall terminate as to any information or materials which: (i) are, or become, public knowledge through no act or failure to act of such person; (ii) are publicly disclosed by the proprietor thereof; (iii) are lawfully obtained without obligations of confidentiality by such person from a third party after reasonable inquiry regarding the authority of such third party to possess and divulge the same; (iv) are independently developed by such person from sources or through persons that such persons can demonstrate had no access to Confidential Information; or (v) are lawfully known by such person at the time of disclosure other than by reason of discussions with or disclosures by the Parties.
3. Any provision of this Agreement held or determined by a court (or other legal authority) of competent jurisdiction to be illegal, invalid, or unenforceable in any jurisdiction shall be deemed separate, distinct and independent, and shall be ineffective to the extent of such holding or determination without (i) invalidating the remaining provisions of this Agreement in that jurisdiction or (ii) affecting the legality, validity or enforceability of such provision in any other jurisdiction.
4. This Agreement is to be governed by and construed in accordance with the laws of the state of Arizona. Neither Party shall be deemed to waive any of its rights, powers or remedies hereunder unless such waiver is in writing and signed by said Party. This Agreement is binding upon and inure to the benefit of the Parties and their successor and assigns.
5. This Agreement constitutes the entire agreement and understanding of the Parties with respect to the subject matter hereof and is intended as the Parties' final expression and complete and exclusive statement of the terms thereof, superseding all prior or contemporaneous agreements, representations, promises and understandings, whether written or oral.

¹ Disclosure/disseminate information includes, electronic (text, email, social media posts such as Facebook, Snapchat, Instagram, Twitter or the like, and written and/or verbal communications.



IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized officers on the day, and year first above written.

Volunteer signature

Date

Salt River Wild Horse Management Group Representative

Date

STATE OF ARIZONA)
)SS
County of Maricopa)

The foregoing instrument was acknowledged before me this ____ day of _____, 20__,

By _____, whose identity was proved to me on the basis of
satisfactory evidence to be the person whose name subscribed to this document, and who acknowledged
that he/she signed the above documents.