

Bylaws of Wild Ones Natural Landscapers, Ltd.

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Name

The legal name of the corporation shall be Wild Ones Natural Landscapers, Ltd. It shall be called for practical purposes in all but legal documentation, Wild Ones: Native Plants, Natural Landscapes. It shall also be known by its registered trademark name which is Wild Ones®.

Mission Statement

Wild Ones: Native Plants, Natural Landscapes promotes environmentally sound landscaping practices to preserve biodiversity through the preservation, restoration and establishment of native plant communities.

As part of its largest efforts, Wild Ones may acquire by gift, purchase or otherwise, real or personal property of any kind whatsoever, including partial real property interests for the purpose of preserving, restoring, developing and promoting biodiversity. Wild Ones is a not-for-profit environmental education and advocacy organization.

Article I – Offices

The corporation shall continuously maintain, in the State of Wisconsin, a registered office and a registered agent whose business office is identical with such registered office and may have other offices within or without the State.

Article II – Members

Section 1. Memberships

Membership shall be for an entire household. The board of directors shall determine the dues structure for membership.

Section 2. Qualification of Members

- a. Members shall qualify upon payment of dues as determined in accordance with Section 1.
- b. Members shall subscribe to and abide by the Policies as set forth by the board of directors.
- c. Failure to pay membership dues or abide by Policies shall result in the suspension or expulsion of membership and all rights thereto.

Section 3. Payment of Dues

All dues shall be payable to Wild Ones on or before the first day of the month following the month in which the member first became a member. Payments of membership dues shall be received and processed by the executive director or appointee.

Section 4. Voting Rights

Each paid membership shall be entitled to one vote on each matter submitted to a vote of the members.

Section 5. Transfer of Membership

Membership in this corporation is not transferable or assignable.

Article III – Meeting of Members

Section 1. Annual Membership Meeting

An annual membership meeting shall be held on a date approved by the board. The meeting date shall be set at least 60 days prior to the meeting.

Section 2. Special Membership Meeting

Special membership meetings may be called by the board of directors, or not less than 1/20th of the members having voting rights, for the purpose or purposes stated in the call of the meeting.

Section 3. Members' Participation in Membership Meetings

Membership meetings, whether the Annual Membership Meeting or a specially called meeting, shall be held via electronic means, or a hybrid of in person and electronic access, to allow all members wishing to participate to do so. The method for participation shall be communicated to all members in advance of the meeting.

Section 4. Notice of Meetings

Notice of the Annual Membership Meeting shall be sent to each member no fewer than 45 days prior to the meeting via one or more of the following means: USPS mail, email notification, electronic member newsletter, and notice in the Wild Ones Journal. In the case of a special membership meeting, notice shall be sent to members no fewer than six days nor more than 120 days before the date of such meeting; or, in the case of a removal of one or more directors, a merger, a consolidation, or dissolution, or a sale, lease, or exchange of assets, not less than 20 nor more than 120 days before the date of the meeting.

In case of a special meeting, or when required by statute or by these bylaws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of a meeting shall be deemed delivered when deposited in the United States mail addressed to the member at his or her address as it appears on the records of the corporation, with postage thereon prepaid. If emailed, the notice shall be deemed delivered when it is sent from the sender's computer. When a meeting is adjourned to another time or place, notice need not be given of the adjourned meeting if the time and place thereof are announced at the meeting at which the adjournment is taken.

Section 5. Election of Directors

Every other year, the members shall elect one more or one less than half, alternately, of the directors of the board of directors. Each membership shall be entitled to vote on one ballot in the election. Board members shall be elected for a term of four years. For the election of directors, the board of directors will determine the period during which members may vote. The voting period shall be no less than 21 days and no more than 45 days. Ballots postmarked or submitted electronically after the voting period shall not be counted. The secretary or designated agent shall count the votes and announce the results to the directors no later than one week after the end of the voting period. In the case of a tie, the secretary shall determine the winner by lot.

Section 6. Inspectors

At any meeting of members, the chair of the meeting may, or upon the request of any member shall, appoint one or more persons as inspectors for such meeting. Such inspectors shall ascertain and count all votes and report the results; and do such other acts as are proper to conduct the election and voting with impartiality and fairness to all the members. Each report of an inspector shall be in writing and signed by him or her or by a majority of them if there is more than one inspector acting at such meeting. If there is more than one inspector, the report of a majority shall be the report of the inspectors. The report of the inspector or inspectors on the number of votes represented at the meeting and the results of the voting shall be prima facie evidence thereof.

Section 7. Voting by Ballot

Voting on any question or in any election for directors shall be by official printed or internet ballot.

Article IV – Board of Directors

Section 1. General Powers

The corporation shall be managed by its board of directors. The board is responsible for developing policy for the corporation and approving programs, relationships with related organizations, and major purchases in addition to other powers described elsewhere in the bylaws. Only members in good standing of the corporation are eligible for membership on the board of directors.

Section 2. Number, Tenure, and Qualifications

There shall be no fewer than ten and no more than fifteen directors. Each director shall serve a four-year term to commence on the first day of January following the election of that director. No director may serve for more than three consecutive terms of 14 year, whichever is greater, unless the board of directors waives this constraint. The terms of the directors shall be staggered in two groups, with half of the directors elected every other year. Directors must be Wild Ones Members.

Section 3. Nominations

The nominating committee shall be selected by the board, may have up to five members, and serve a two-year term. The nominating committee may include at least two members who are not current

directors and may also include the president and the executive director.

The nominating committee shall submit a slate of directors to the board of directors to be elected in accordance with Section 2 above no later than October 1st of the election year for approval. If a majority of the directors present at such meeting do not approve the submitted slate, the nominating committee shall reconvene and submit a revised slate within 30 days for approval.

The nominating committee shall conduct a process for selection of a slate of directors with emphasis on securing directors who are committed to the mission of the organization and who exhibit qualities that enhance the organization's ability to achieve its mission. The nominating committee shall also submit a slate of officers from among the directors whose terms include the term of the office for the executive committee that will be elected at the last regular board meeting of the year.

Section 4. Regular Board of Directors Meetings

Board members shall attend at least two-thirds of the regular and special meetings of the board of directors within a 12 month period commencing with the month of annual elections. Any director who is absent more than one-third of the regular and special meetings without approval of the president shall be removed in the manner described in Section 10.

Regular and special meetings of the board of directors occur in person, by conference call, or other electronic means. Board meetings may be hosted by various chapters at locations of the board's choice.

Section 5. Special Board of Directors Meetings

Special meetings of the board of directors may be called by the president or any five directors. The person or persons authorized to call special meetings of the board may fix any place as the place for holding any special meeting of the board called by them.

Section 6. Notice

Notice of any special meeting of the board of directors shall be given at least 15 days previous thereto by written notice to each director at his or her address as shown by the records of the corporation; except that no special meeting of directors may remove a director unless written notice of the

proposed removal is delivered to all directors at least 60 days prior to such meeting; notice by email is sufficient. If mailed, such notice shall be deemed delivered when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid.

Notice of any special meeting of the board of directors may be waived in writing signed by the person or persons entitled to the notice either before or after the time of the meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except when a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these bylaws.

Section 7. Quorum

A simple majority of the board of directors shall be present, in person or via electronic means, at the meeting to constitute a quorum for the transaction of business at any meeting of the board of directors. If less than a majority of the directors are present at said meeting, a majority of the directors present may adjourn the meeting to another time without further notice. Directors may attend meetings by telephone conference call or other electronic means.

Section 8. Manner of Acting

The act of a simple majority of the directors present at a meeting at which a quorum is present shall be the act of the board of directors, unless the act of a greater number is required by these bylaws, or the articles of incorporation.

Section 9. Vacancies

Any vacancy occurring in the board of directors shall be filled by the board of directors unless the articles of incorporation or these bylaws provide that a vacancy or a directorship so created shall be filled in some other manner, in which case such provision shall control. A director elected or appointed, as the case may be, to fill a vacancy shall fill the unexpired term of his or her predecessor in office.

Section 10. Resignation and Removal of Directors

A director may resign at any time upon written notice to the board of directors. A director may be removed with or without cause, by a quorum vote of the entire board whenever in its best judgment, the best interests of the board would be served. Recommendation for removal may come from the president or the executive committee. Any vacancy among the officers may be appointed by the board for the balance of the unexpired term.

Section 11. Informal Action by Directors

The authority of the board of directors may be exercised without a meeting if a consent in writing, setting forth the action taken, is signed by a quorum of the directors entitled to vote.

Section 12. Compensation

The board of directors, irrespective of any personal interest of any of its members, shall have authority to establish reasonable compensation and expense reimbursement of all directors for services to the corporation as directors, officers, or otherwise.

Section 13. Presumption of Assent

A director present at a meeting of the board of directors at which action on any corporation matter is taken shall be conclusively presumed to have assented to the action taken unless his or her dissent shall be entered in the minutes of the meeting or unless he or she shall file written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof or shall forward such dissent by registered or certified mail or email to the secretary of the corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

Section 14. Committees

The board may create such committees as it deems appropriate and delegate to such committee such authority as the board deems appropriate. Committees must contain at least three directors of the organization. Nondirectors may serve on such committees. Committees may be dissolved by the board.

Section 15. Executive Committee

Management of the affairs of the corporation, when it is not in session, shall be vested in an executive committee which shall be constituted as follows: president, vice president, secretary, treasurer, and immediate past president.

When the board is not in session, the executive committee shall have and shall exercise all of the powers of the board except the power to amend these bylaws and to elect new board members. The executive committee shall pursue such objectives, policies and programs as shall be in accordance with the expressed instructions of the board and within the provisions of these bylaws. The executive director and corporate counsel may be ex-officio members of the executive committee.

Article V – Officers

Section 1. Officers

The officers of the corporation shall be a president, vice president, treasurer, secretary, immediate past president and such other officers as may be elected or appointed by the board of directors.

Officers whose authority and duties are not prescribed in these bylaws shall have the authority and perform the duties prescribed, from time to time, by the board of directors. The officers shall be directors in good standing.

Section 2. Election and Term of Office

The officers of the corporation shall be elected annually by the board of directors at the last regular board meeting of the year.

If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as is reasonably convenient. Vacancies may be filled or new offices created and filled at any meeting of the board of directors.

Each officer shall hold office until his or her successor has been duly elected and shall have qualified or until his or her death or until he or she resigns or has been removed in the manner hereinafter provided. The term shall commence upon election by the board of directors and be for a period of one year. Election of an officer shall not of itself contract rights. No officer may hold the same office for more than four consecutive terms, unless the board of directors waives this constraint.

Section 3. Removal or Resignation

Any officer may be removed by the board of directors or resign from his or her position at any time. He or she shall remain a director, unless removed under Article IV, Section 10 or resigns.

Section 4. President

The president shall be the principle executive officer of the corporation. Subject to the direction and control of the board of directors, the president shall:

- a. be in charge of the business and affairs of the corporation;
- b. see that the resolutions and directives of the board of directors are carried into effect except in those instances in which that responsibility is assigned to some other person by the board of directors;
- c. discharge all duties incident to the office of president and such other duties as may be prescribed by the board of directors;

- d. have the authority to enact, with the advice of the officers of the corporation, such policies as are in the best interest of the corporation; and
- e. preside at all meetings of the members and of the board of directors.

Except in those instances in which the authority to execute is expressly delegated to another officer or agent of the corporation or a different mode of execution is expressly prescribed by the board of directors or these bylaws, the president may execute for the corporation any contracts, deeds, mortgages, bonds, or other instruments that the board of directors has authorized to be executed, and he or she may accomplish such execution either under or without the seal of the corporation and either individually or with the secretary, or any other officer hereunto authorized by the board of directors, according to the requirements of the form of the instrument.

The president may vote all securities that the corporation is entitled to vote except as and to the extent such authority shall be vested in a different officer or agent of the corporation by the board of directors.

Section 5. Vice President

The vice president shall assist the president in the discharge of his or her duties as the president may direct and shall perform such other duties as from time to time may be assigned to him or her by the president or the board of directors. In the absence of the president or in the event of the president's inability or refusal to act, the vice president shall perform the duties of the president. When so acting, the vice president shall have all the powers of and be subject to all the restrictions on the president, except in those instances in which the authority to execute is expressly delegated to another officer or agent of the corporation or a different mode of execution is expressly prescribed by the board of directors or these bylaws.

The vice president (or any of them if there is more than one) may execute for the corporation any contracts, deeds, mortgages, bonds, or other instruments that the board of directors has authorized to be executed, and he or she may accomplish such execution either under or without the seal of the corporation and either individually or with the secretary or any other officer hereunto authorized by the board of directors, according to the requirements of the form of the instrument.

Section 6. Treasurer

The treasurer shall be the principle accounting and financial officer of the corporation with oversight of:

- a. the maintenance of adequate books of account for the corporation; and
- b. the custody of all funds and securities of the corporation and receipt and disbursement thereof.

The treasurer will perform all the duties incident to the office of treasurer and such other duties as from time to time may be assigned to him or her by the president or the board of directors. If required by the board of directors, the treasurer shall give a bond for the faithful discharge of his or her duties in such sum and with such surety or sureties as the board of directors shall determine.

Section 7. Secretary

The secretary shall have oversight of:

- a. the record of the minutes of meetings of the members and of the board of directors in one or more books provided for this purpose;
- b. ensuring that all notices are duly given in accordance with the provisions of these bylaws or as required by law; and
- c. a register of the post office and email address of each member which shall be furnished to the organization by such member.

The secretary shall be a custodian of the corporate records and of the seal of the corporation, and shall perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to him or her by the president or by the board of directors.

Section 8. Immediate Past President

Whenever there is an outgoing president, that person shall serve on the executive committee as immediate past president. The immediate past president serves one year. The immediate past president shall assist the president in the discharge of his or her duties as the president may so direct and shall perform other such duties from time to time as may be assigned to him or her by the president or the board of directors. The immediate past president is not required to be a director but must be a Wild Ones member in good standing.

Article VI – Ex Officio Members

Section 1. Ex Officio Members

The immediate past president, the executive director, the corporate counsel, and such other persons as designated by the board of directors are considered ex officio non-voting members of the board.

Section 2. Executive Director

The board of directors may authorize appointment of an executive director. The executive director shall be an ex officio non-voting member of the board of directors and the executive committee. The executive director shall report to the president, and may be removed only by a majority vote of the directors. The duties of the executive director shall be determined by the board of directors and may include duties as delegated by the board including designation as an officer of the corporation for the purpose of signing routine documents.

The executive director shall be a Wild Ones member in good standing.

Section 3. Corporate Counsel

The board of directors may authorize the appointment of a corporate counsel. The corporate counsel shall provide legal advice to the board, executive committee and executive director. The corporate counsel shall be a Wild Ones member in good standing and shall provide advice pro-bono.

In the event that an attorney is required for an action, the corporate counsel shall assist the executive committee in determining if the corporate counsel is the appropriate person to represent the corporation in the action and, if so determined, shall be compensated for representation as agreed upon by the corporate parties in this action. Committees of the corporation may request advice from the corporate counsel through the executive director.

Section 4. - Committee Chairs and Coordinators

The board of directors may authorize the appointment of committee chairs, coordinators, team leaders and others as ex officio non-voting members of the board. The president shall be an ex officio member of all committees.

Only Wild Ones members in good standing may serve in these positions.

Article VII – Chapters

Section 1. Chapters

The board of directors may authorize the formation of chapters of the corporation. To qualify as a chapter, a group of individuals must subscribe to and abide by the polices as set forth by the board of directors. Official recognition of a chapter shall be recorded in the books of the corporation as overseen by the secretary, and, upon such recognition, shall be deemed an active chapter.

Chapters are an organizational category of the Wild Ones and not a separate legal entity. As such, chapters are responsible for the well-being of the whole corporation as well as their own part. Chapter finances, although maintained separately from national Wild Ones' finances for ease of local control, in actuality are part of the total financial status of the Wild Ones organization and are wholly

owned by the corporation. To that end, a year-end annual financial review of chapter accounts must be conducted under the responsibility of the treasurer.

Chapters are forbidden from acquiring or maintaining any interest in real estate whatsoever. Although chapters may adopt rules and procedures for their own purposes, under no circumstances shall such rules or procedures conflict with or undermine these bylaws, the national policies, or the mission statement.

Section 2. Federal Employer Identification Number (FEIN)

The corporation may authorize the use of the corporate name and the use of the corporate FEIN.

Section 3. Fee Sharing

The corporation shall share dues with chapters in a manner prescribed by the board of directors. Chapters are encouraged to hold fund raising events, the proceeds from which shall remain with the chapter.

Section 4. Disqualification

A chapter may be disqualified for cause as determined by resolution of the board of directors. A disqualified chapter may be reinstated when the qualifications are again met. Disqualification shall result in the discontinuance of fee sharing with the chapter. Any funds and assets held by a disqualified chapter at the time of the disqualification shall be transferred to the corporation.

Article VIII – Contracts, Checks, Deposits, and Funds

Section 1. Contracts

The board of directors may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

Section 2. Checks, Drafts, Etc.

All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the board of directors. In the absence of such determination by the board of directors, such instruments shall be signed by the treasurer and countersigned by the president or vice president of the corporation.

Section 3. Deposits

All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the treasurer may select.

Section 4. Gifts

The treasurer may accept on behalf of the corporation any contribution, gift, bequest, or devise for the general purposes or for any special purpose of the corporation.

Article IX – Books and Records

The corporation shall keep correct and complete books and records of account. It shall also keep minutes of the proceedings of its members, board of directors, and committees having any of the authority of the board of directors and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or his or her agent or attorney, for any proper purpose at any reasonable time.

Article X – Fiscal Year

The fiscal year of the corporation shall be fixed by the board of directors.

Article XI – Waiver of Notice

Whenever any notice is required to be given under the provisions of the General Not For Profit Corporation Act of Wisconsin or under the provisions of the Articles of Incorporation or the bylaws of the corporation, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice. Attendance at any meeting shall constitute waiver of notice thereof unless the person at the meeting objects to the holding of the meeting because proper notice was not given.

Article XII – Indemnification

Section 1. Indemnification in Actions Other Than by or in the Right of the Corporation

The corporation may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative (other than an action by or in the right of the corporation) by reason of the fact that he or she is or was a director, officer, employee, or agent of the corporation, or is or was serving at the request of the corporation, partnership, joint venture, trust, or other enterprise, against expenses (including attorneys' fees), judgments, fines, and amounts paid in settlement

actually and reasonably incurred by such person in connection with such action, suit, or proceeding, if such person acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the corporation and, with respect to any criminal action or proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, or conviction or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he or she reasonably believed to be in or not opposed to the best interests of the corporation or, with respect to any criminal action or proceeding, that the person had reasonable cause to believe that his or her conduct was unlawful.

Section 2. Indemnification By or in the Right of the Corporation

The corporation may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action or suit by or in the right of the corporation to procure a judgment in its favor by reason of the fact that such person is or was a director, officer, employee, or agent of the corporation, or is or was serving at the request of the corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against expenses (including attorneys' fees) actually and reasonably incurred by such person in connection with the defense or settlement of such action or suit, if such person acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the corporation, provided that no indemnification shall be made in respect of any claim, issue, or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his or her duty to the corporation, unless, and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper.

Section 3. Right to Payment of Expenses

To the extent that a director, officer, employee, or agent of the corporation has been successful, on the merits or otherwise, in the defense of any action, suit, or proceeding referred to in Sections 1 and 2 of this Article, or in defense of any claim, issue, or matter therein, such person shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by such person in connection therewith.

Section 4. Determination of Conduct

Any indemnification under Sections 1 and 2 of this Article (unless ordered by a court) shall be made by the corporation only as authorized in the specific case, upon a determination that indemnification of the director, officer, employee, or agent is proper in the circumstances because he or she has met the applicable standard of conduct set forth in Sections 1 or 2 of this Article. Such determination shall be made by the board of directors by a majority vote of a quorum consisting of directors who were not parties to such action, suit, or proceeding.

Section 5. Payment of Expenses in Advance

Expenses incurred in defending a civil or criminal action, suit, or proceeding may be paid by the corporation in advance of the final disposition of such action, suit, or proceeding, as authorized by the board of directors in the specific case, upon receipt of an undertaking by or on behalf of the director, officer, employee, or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the corporation as authorized in this Article.

Section 6. Indemnification Not Exclusive

The indemnification provided by this Article shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any bylaw, agreement, vote of members or disinterested directors, or otherwise, both as to action in his or her official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a director, officer, employee, or agent, and shall inure to the benefit of the heirs, executors, and administrators of such a person.

Section 7. Insurance

The corporation may purchase and maintain insurance on behalf of any person who is or was a director, officer, employee, or agent of the corporation, or who is or was serving at the request of the corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against any liability asserted against such person and incurred by such person in any such capacity, or arising out of his or her status as such, whether or not the corporation would have the power to indemnify such person against such liability under the provisions of this Article.

Section 8. Notice to Members

If the corporation has paid indemnity or has advanced expenses under this Article to a director, officer, employee, or agent, the corporation shall report the indemnification or advance in writing to any members entitled to vote with or before the notice of the next meeting of the members entitled to vote.

Section 9. References to Corporation

For purposes of this Article, references to "the corporation" shall include, in addition to the surviving corporation, any merging corporation (including any corporation having merged with a merging corporation) absorbed in a merger that, if its separate existence had continued, would have had the power and authority to indemnify its directors, officers, employees, or agents, so that any person who was a director, officer, employee, or agent of such merging corporation, or was serving at the request of such merging corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, shall stand in the same position under the provisions of this Article with respect to the surviving corporation as such person would have with respect to such merging corporation if its separate existence had continued.

Section 10. Other References

For purposes of this Article, references to "other enterprises" shall include employee benefit plans; references to "fines" shall include any excise taxes assessed on a person with respect to an employee benefit plan; and references to "serving at the request of the corporation" shall include any service as a director, officer, employee, or agent of the corporation that imposes duties on or involves services by such director, officer, employee, or agent with respect to an employee benefit plan, its participants, or beneficiaries. A person who acted in good faith and in a manner he or she reasonably believed to be in the best interests of the participants and beneficiaries of an employee benefit plan shall be deemed to have acted in a manner "not opposed to the best interests of the corporation" as referred to in this Article.

Article XIII – Corporate Assets

Upon the dissolution of the corporation, assets shall be distributed to one or more exempt organizations within the meaning of section 501(c)(3) of the Internal Revenue Code.

Article XIV – Discrimination

The corporation shall not discriminate in hiring policies nor in use of services or facilities by race, religion, sex, national origin, age, sexual orientation or physical handicap.

Article XV – Conflict of Interest

The corporation shall have a formal conflict of interest policy requiring directors to disclose any conflict or potential conflict and to prohibit interested board members from voting on any matter in which there is a conflict.

Article XVI – Legislative or Political Activities

No substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

Article XVII – Amendments

The power to alter, amend, or repeal the bylaws or adopt new bylaws shall be vested in the board of directors unless otherwise provided in the Articles of Incorporation or the bylaws. Such action may be taken at a regular or special meeting for which written notice of the purpose shall be given. The bylaws may contain any provisions for the regulation and management of the affairs of the corporation not inconsistent with law or the Articles of Incorporation.

1. *Adopted this 23rd day of February 2000.*
2. *Revised this 1st day of March 2003.*
3. *Revised this 4th day of February 2006.*
4. *Revised this 7th day of October 2006.*
5. *Revised this 18th day of May 2013.*
6. *Revised this 16th day of August 2013.*
7. *Revised this 16 day of October 2016.*

Acknowledged by  *Jamie S. Fausch* National President, on October 16, 2016