Appendix of Organizational Materials

Appendix Tab 1

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Updated: October 10, 2018

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DEVELOPMENT COMMITTEE - Staff Liaison: Kelly Simon

Works to ensure that the Board and other members are engaged in fund development activities and assist staff in securing contributions and/or membership dues from members and other supporters who give \$5,000 or more annually.

Beth Terrell, Chair Daniel K. Bryson, Vice Chair David F. Sugerman, Vice Chair Benjamin L. Bailey Timothy Bailey* Eric L. Cramer Jeffrey D. Eisenberg Steven E. Fineman Andrew S. Friedman* Marilyn A. Heiken* Stephen J. Herman Anne McGinness Kearse Jennifer E. Kelly* Andrew A. Lemmon Roger L. Mandel Robert Mongeluzzi Matthew A. Nace* Frederick S. Schwartz Thomas M. Sobol Tara D. Sutton Christopher P. Thorman Melissa W. Weiner Steven N. Williams

INVESTMENT COMMITTEE – Staff Liaison: Victoria W. Ni Oversees our investments.

Steven Kazan, Chair R. Joseph Barton* Leonard A. Bennett Alan R. Brayton Daniel K. Bryson Russell W. Budd Thomas D'Amore* Mimi Y. Liu Gale D. Pearson Donald H. Slavik Todd A. Smith Thomas M. Sobol Paul L. Stritmatter Tara D. Sutton

MEMBERSHIP, OUTREACH & DIVERSITY COMMITTEE – Staff Liaison: Maggie Barr

Seeks to increase membership in all categories up to and including the Advocate level, with special emphasis on increasing racial, ethnic and gender diversity; oversees and facilitates outreach to lawyers, lawyers' organizations, law schools, and public interest groups.

Preston C. Tisdale, Chair	Adam Hansen*	Ch
J.D. Hays, Jr., Vice Chair	John Heenan*	Jet
Mary Alexander	Marilyn A. Heiken*	Vie
R. Joseph Barton*	Badge Humphries*	He
Daniel K. Bryson	Christopher D. Jennings*	Ell
James T. Capretz*	Amy E. Keller	Ro
Thomas M. Dempsey	Jennifer E. Kelly*	Do
Tiffany R. Ellis*	Rayna Kessler*	Jet
Ingrid M. Evans	J. Burton LeBlanc	К.
Catherine Fleming*	Marni B. Lennon*	Sa
Robin L. Greenwald	Roger L. Mandel	Mi
Rodney G. Gregory	Stanley J. Marks*	Ric
Laurel Halbany*	Kristen Miller	So
Fletcher D. Handley, Jr.*	Paul Miller	

Christopher T. Nace Jeffrey Nelson* Victoria S. Nugent Heather M. Pearson* Ellen A. Presby Robert L. Sachs, Jr. Domenic Sanginiti* Jeffrey A. Schulkin* K. Edward Sexton* Sabita J. Soneji* Michael J. Swanson* Richard P. Traulsen Sophie Zavaglia*

<u>PERFORMANCE REVIEW COMMITTEE</u> – Staff Liaison: Victoria W. Ni Conducts annual performance evaluation of Executive Director and Chairman.

Michael L. Pitt, Chair Tara D. Sutton Beth Terrell Steven N. Williams Appendix Tab 3

PUBLIC JUSTICE, P.C. PUBLIC JUSTICE FOUNDATION NATIONAL HEADQUARTERS 1620 L Street, NW Suite 630 Washington, DC 20036 (202) 797-8600 Fax: (202) 232-7203

Web Site: www.publicjustice.net General E-mail: publicjustice@publicjustice.net

STAFF EXTENSION, AFFILIATION AND E-MAIL ADDRESS LIST

Employee	<u>Ext.</u>	<u>Title</u>	Affiliation	<u>E-mail</u>
Adele Kimmel	229	Senior Attorney	Law Firm	akimmel@publicjustice.net
Aidan O'Shea	240	Deputy Director of Communications	Foundation	aoshea@publicjustice.net
Ameesha Sampat	255	Food Project Outreach Manager	Foundation	asampat@publicjustice.net
David Muraskin	245	Food Project Attorney	Law Firm	dmuraskin@publicjustice.net
Ellen Noble	228	Seneca Falls Fellow	Law Firm	enoble@publicjustice.net
Gabby Gurian	252	Law Intern	Law Firm	ggurian@publicjustice.net
Jason Connor	248	Food Project Fellow	Law Firm	jconnor@publicjustice.net
Jessica Culpepper	256	Food Project Attorney	Law Firm	jculpepper@publicjustice.net
Jim Hecker	225	Environmental Enforcement Project Director	Law Firm	jhecker@publicjustice.net
Karla Gilbride	241	Cartwright-Baron Staff Attorney	Law Firm	kgilbride@publicjustice.net
Kelly Kennedy	244	Development Intern	Foundation	kkennedy@publicjustice.net
Kelly Simon	253	Development Director	Foundation	ksimon@publicjustice.net
Leah Nicholls	249	Staff Attorney	Law Firm	lnicholls@publicjustice.net
Maggie Barr	234	Membership Manager	Foundation	mbarr@publicjustice.net
Michael Quinn	222	Communications & Law Firm Intern	Foundation	mquinn@publicjustice.net
Norma Sapp	238	Office Manager	Law Firm	nsapp@publicjustice.net
Paul Bland	223	Executive Director	Law Firm	pbland@publicjustice.net

Paula Athey	231	Legal Assistant to Adele, Ellen, David, Jim & Neil	Law Firm	pathey@publicjustice.net
Steve Ralls	246	Director of External Affairs	Foundation	sralls@publicjustice.net
Susan Gombert	235	Meetings & Events Manager	Foundation	sgombert@publicjustice.net
Tommy Wrenn	233	Individual Giving Manager	Foundation	twrenn@publicjustice.net
Tonia Allison	232	Development Processing Assistant	Foundation	tallison@publicjustice.net
Yvonne Stewart	227	Legal Assistant to Brent, Jessica, Karla, Leah & Paul	Law Firm	ystewart@publicjustice.net

CASE INTAKE HOTLINE	221	LIBRARY	258
COLLABORATIVE ROOM	236	RECEPTION AREA	600
CONFERENCE ROOM –	230	WEBINAR ROOM	222
SPEAKER PHONES – 237 / 250			
FOUNDATION CUBICLE # C	242	WORKROOM (Large)	224
FOUNDATION CUBICLE # D	254	WORKROOM (Small)	247
IT / COMPUTER ROOM	243		
KITCHEN	239		

OFFICE CONFERENCE CALL NUMBERS

Office	<u>Affiliation</u>	Conference Call Number	Passcode
WCO	Law Firm	888-566-8440	5106228150
DCO	Law Firm	888-560-3504	2022327203
WCO & DCO	Foundation	888-560-3504	2027978600

PUBLIC JUSTICE, P.C. PUBLIC JUSTICE FOUNDATION WEST COAST OFFICE 475 14th Street Suite 610 Oakland, CA 94612 (510) 622-8150 Fax: (510) 622-8155

Conference Room: (510) 622-8211

STAFF EXTENSION, AFFILIATION AND E-MAIL ADDRESS LIST

Employee	<u>Ext.</u>	<u>Title</u>	<u>Affiliation</u>	<u>E-mail</u>
Arthur Bryant	202	Chairman	Law Firm	abryant@publicjustice.net
Brent Newell	209	Food Project Attorney	Law Firm	bnewell@publicjustice.net
Brian Hardingham	216	Ferraro Fellow	Law Firm	bhardingham@publicjustice.net
Jennifer Bennett	213	Staff Attorney	Law Firm	jbennett@publicjustice.net
Kathy Morris	201	Legal Assistant	Law Firm	kmorris@publicjustice.net
Leslie Bailey	203	Staff Attorney	Law Firm	lbailey@publicjustice.net
Leslie Brueckner	205	Senior Attorney	Law Firm	lbrueckner@publicjustice.net
Neil Levine	251	Environmental Enforcement Project Staff Attorney	Law Firm	nlevine@publicjustice.net
Stephanie Shannon	215	Executive Assistant to the Chairman	Law Firm	sshannon@publicjustice.net
Vicky Ni	204	Deputy Director	Law Firm	vni@publicjustice.net

West Coast Office		East Coast Office			
Arthur Bryant	(510) 622-8202	Adele Kimmel	(202) 861-5229	Maggie Barr	(202) 861-5234
Brent Newell	(510) 622-8209	Aidan O'Shea	(202) 861-5240	Michael Quinn	(202) 861-5222
Brian Hardingham	(510) 622-8216	Ameesha Sampat	(202) 861-5255	Norma Sapp	(202) 861-5238
Jennifer Bennett	(510) 622-8213	David Muraskin	(202) 861-5245	Paul Bland	(202) 861-5223
Kathy Morris	(510) 622-8201	Gabby Gurian	(202) 861-5252	Paula Athey	(202) 861-5231
Leslie Bailey	(510) 622-8203	Jessica Culpepper	(202) 746-4958	Steve Ralls	(202) 861-5246
Leslie Brueckner	(510) 622-8205	Jim Hecker	(202) 861-5225	Susan Gombert	(202) 861-5235
Neil Levine	(303) 455-0604	Karla Gilbride	(202) 861-5241	Tommy Wrenn	(202) 861-5233
Stephanie Shannon	(510) 622-8215	Kelly Kennedy	(202) 861-5252	Tonia Allison	(202) 861-5232
Vicky Ni	(510) 622-8204	Kelly Simon	(202) 861-5253	Yvonne Stewart	(202) 861-5227
		Leah Nicholls	(202) 861-5249		

Appendix Tab 4

AMENDED BYLAWS OF THE

PUBLIC JUSTICE FOUNDATION

As Amended February 29, 2016

ARTICLE I

Name

The name of the Corporation is the Public Justice Foundation ("the Corporation").

ARTICLE II

Purposes of the Corporation

The Corporation is organized to operate exclusively for charitable and educational purposes, including encouraging legal advocacy and litigation in the public interest on substantive issues of public health, environmental protection and sustainability, consumer rights, and civil rights and liberties by, among other things, preparing educational materials and conducting educational programs for attorneys, preparing materials to inform the general public about the role of lawyers in furthering public justice, and providing funds to organizations which are engaged in public interest litigation.

ARTICLE III

Offices and Registered Agent

<u>Section 1</u>. <u>Offices</u>. The Corporation shall continuously maintain in the State of Tennessee a registered office at such place as may be designated by the Board of Directors. The principal office of the Corporation and such other offices as may be established shall be located at such place or places, either within or without the State of Tennessee, as may be designated by the Board of Directors.

<u>Section 2</u>. <u>Registered Agent</u>. The Corporation shall continuously maintain within the State of Tennessee a registered agent, who shall be designated by the Board of Directors.

<u>Section 3</u>. <u>Changes</u>. Any change in the registered office or registered agent of the Corporation shall be accomplished in compliance with the laws of the State of Tennessee and as provided in these Bylaws.

ARTICLE IV

Board of Directors

Section 1. General Powers and Duties.

A. The affairs and property of the Corporation shall be managed, controlled, and directed by a Board of Directors. The Board of Directors shall have, and may exercise, any and all powers provided in the Articles of Incorporation or the laws of the State of Tennessee that are necessary or convenient to carry out the purposes of the Corporation.

B. The duties of the Board of Directors shall include, but are not limited to: providing for the general governance of the Corporation; establishing the purposes, mission and goals of the Corporation; evaluating the Corporation's implementation of such purposes, mission and goals; obtaining funding for the operation of the Corporation and the achieving of the Corporation's purposes, mission and goals; approving the Corporation's budgets and financial statements; appointing, monitoring, evaluating and setting the compensation of, and, if necessary, replacing, the Executive Director; and, performing those functions described in these Bylaws.

Section 2. Composition of the Board of Directors.

A. The Board of Directors shall consist of 63 Directors nominated and elected pursuant to Article IV, Section 4, of these Bylaws. Fifty of the Directors shall be "at large" and the remaining 13 Directors shall comprise the Executive Committee as described in Article VII, Section 2, of these Bylaws. Each past President of the Corporation shall be an ex-officio member of the Board, with voting power, but shall not be counted as among the 63 Directors. One or more additional ex-officio members, with voting power, may be appointed by the Board in its discretion, by vote of two-thirds of the Board at a regularly scheduled Board meeting. Absent a dissenting vote, the Board of Directors may give the title of Chairman or Chairwoman to a current employee of the Corporation; the Chairman or Chairwoman shall be an ex-officio member of the Board, with voting power, who shall neither be counted as one of the 63 Directors nor entitled to participate by right in executive sessions of the Board.

B. Unless a Director has been elected to complete the incomplete term of another Director (in which case the newly-elected Director's term will expire when the previouslyelected Director's term would have expired), the term of a Director shall expire at the third regular membership meeting after the meeting at which the Director was elected. The term of a Director shall also expire by the Director's death, resignation, or removal in accordance with these Bylaws.

C. Any vacancy in the Board of Directors caused by death, resignation, or removal in accordance with these Bylaws shall be filled by the affirmative vote of a majority of the Board of Directors, even though there may be less than a quorum as defined by these Bylaws, until the next regularly scheduled membership meeting at which time an election will be held to fill the vacancy, if necessary. Any vacancy caused by an amendment to these Bylaws, which increases

the number of Directors comprising the Board of Directors, shall be filled by a vote of the Members at the next regular meeting of Members.

D. A Director may resign at any time by giving notice thereof in writing to the President.

E. A Director elected by the Members may be removed with or without cause by a two-thirds vote of the Members. A Director elected by the Board of Directors, as prescribed for in these Bylaws, may be removed with or without cause by a two-thirds vote of the Board of Directors.

F. The President of the Corporation shall preside at all meetings of the Board of Directors at which he or she is present. In the absence of the President, meetings of the Board of Directors shall be chaired by the next highest ranking Officer present at the meeting.

Section 3. Meetings of the Board of Directors.

A. Regular meetings of the Board of Directors shall be held up to four times each year with at least one of those meetings occurring within one week of the Annual Convention of the American Association for Justice. Special meetings may be called at the discretion of the President or at the request of two-thirds of the 63 Directors.

B. The time and place of all meetings of the Board of Directors shall be designated by the President. The meetings may be held within or without the State of Tennessee.

C. At least 10 days' notice shall be given to each Director of a regular meeting of the Board of Directors. A special meeting of the Board of Directors may be held upon notice of five days. Notice of a meeting of the Board of Directors shall specify the date, time, and place of the meeting, but need specify only in broad terms the purpose for the meeting or the business to be conducted. Notice of a meeting shall be provided by any reasonable means of communication, including by e-mail or other electronic means.

D. The personal attendance of 21 of the 63 Directors (or one-third or more of the Directors if there are fewer than 63 Directors at the time of a meeting of the Board of Directors) shall constitute a quorum.

E. Except as otherwise prohibited by law, or as provided by the Articles of Incorporation, or these Bylaws, all matters before the Board of Directors shall be decided by a majority vote of all Directors present, including ex-officio Board members, at a meeting at which a quorum exists.

F. Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without such a meeting if all current Directors consent to taking such action without a meeting.

G. In between meetings of the Board of Directors, the Executive Committee shall exercise the power and duties described in Article VII, Section 2, below.

Section 4. Election of Directors.

A. Election to the Board of Directors shall be limited to those individuals who are Members of the Corporation in one of the current membership categories, having paid an annual fee within the past year.

B. The Board Development and Nominating Committee (see Article VII, Section 1, below) shall nominate annually candidates for the vacancies among the Directors for election by the Members. The Board Development and Nominating Committee shall announce a slate of candidates in writing (by mail or e-mail) to the membership no later than 30 days before the regular membership meeting.

C. Nominations may be made by any Member in person at the regular membership meeting.

D. The Directors shall be elected at a regular membership meeting. Members may vote for Directors only in person, either publicly or by secret ballot (if requested by a Member). Voting by Members is described in Article VI, Section 4, below.

E. If requested by a Member, a designee of the Board Development and Nominating Committee will count the ballots and announce the results at the meeting.

<u>Section 5</u>. <u>Board Service Requirements</u>. The Board of Directors shall have the right to establish service requirements for Directors from time to time by resolution of the Board of Directors. Such a resolution shall require approval by at least a two-thirds vote of the Board of Directors.

<u>Section 6</u>. <u>Election of Public Justice, P.C. Shareholders</u>. The Board of Directors shall select the shareholders of Public Justice, P.C. Shareholders of Public Justice, P.C. must be members of the Corporation and must be admitted to practice law in the District of Columbia. Shareholders may be selected either by a majority vote of the Directors present at a Board meeting, or by submitting a request to be selected as a shareholder to the Board of Directors at least 10 days in advance of any regular or special meeting of the Board and being approved by a majority vote of the Board members of Public Justice, P.C., shall purchase their shares in Public Justice, P.C., within 30 days and shall surrender their shares within 30 days of their or the Board's decision that they should no longer be shareholders. Members selected to be Public Justice, P.C., shareholders are to ensure that Public Justice, P.C., is operated in a manner consistent with the purposes of the Corporation and consistent with any agreements entered into between the Corporation and Public Justice, P.C.

ARTICLE V

Officers

<u>Section 1</u>. <u>Officers</u>. The Officers of the Corporation shall be a President, a President-Elect, a Vice President, a Secretary, and a Treasurer. Officers shall be elected by the Members at the annual membership meeting pursuant to the same process as that used to elect the Directors.

<u>Section 2</u>. <u>Terms, Powers and Duties</u>. The Officers of the Corporation shall hold their offices for a term of one year or until their successors are chosen, whichever is later. All Officers shall exercise such powers and perform such duties as shall be determined from time to time by the Board of Directors.

<u>Section 3</u>. <u>Removal and Vacancies</u>. Any Officer of the Corporation may be removed at any time by a two-thirds vote of the Board of Directors. Any vacancy occurring in any office of the Corporation may be filled by the Board of Directors for the remainder of the term by a majority vote of the Board of Directors.

<u>Section 4</u>. <u>Execution of Documents</u>. The President, or the President's designee (including the Executive Director), may enter into and execute on behalf of the Corporation contracts, leases, debt obligations and all other forms of agreements or instruments, whether under seal or otherwise, so long as permitted by law, the Articles of Incorporation and these Bylaws, except where such documents are required by law to be otherwise signed and executed, or where the signing and execution thereof shall be exclusively delegated by the Board of Directors to some other Officer or agent of the Corporation, including the Executive Director.

<u>Section 5</u>. <u>General Duties and Powers</u>. The duties and powers of the Officers of the Corporation shall be as provided in these Bylaws or shall be those customarily exercised by non-profit corporate officers holding such offices (except to the extent they are inconsistent with these Bylaws or with any provision made pursuant hereto).

<u>Section 6</u>. <u>The President</u>. The President of the Board of Directors, subject to direction by the Board of Directors, shall perform those duties described in these Bylaws and all duties customary to that office.

<u>Section 7</u>. <u>The President-Elect</u>. The President-Elect shall exercise all of the powers of the President in his or her absence and perform such other duties as the Board of Directors shall determine.

<u>Section 8</u>. <u>The Vice President</u>. The Vice President shall assist the President and President-Elect in the performance of their duties and shall perform such other duties as the Board of Directors shall determine.

<u>Section 9</u>. <u>The Secretary</u>. The Secretary, or the Secretary's designee (including the Executive Director), shall be responsible for keeping an accurate record of the proceedings of all meetings of the Board of Directors, and such other actions of the Corporation as the Board of Directors shall direct. He or she shall give or cause to be given all notices customary to the office of the Secretary.

<u>Section 10</u>. <u>The Treasurer</u>. The Treasurer, or the Treasurer's designee (including the Executive Director), shall perform all duties customary to that office, shall have custody of and be responsible for all corporate funds and securities, and shall keep full and accurate accounts of receipts and disbursements in the books of the Corporation. This includes depositing or causing to be deposited all monies or other valuable effects in the name of the Corporation in such depositories as shall be selected by the Board of Directors or its designee. Funds of the Corporation may be disbursed as ordered by the Board of Directors or its designee, taking proper vouchers for such disbursements, and shall render an account of the financial conditions of the Corporation to the President and Board of Directors at its regular meetings or at any other time that the President of the Board of Directors so requires.

ARTICLE VI

Members

<u>Section 1</u>. <u>Eligibility</u>. The Corporation is a membership Corporation; any interested person or organization is eligible for membership.

<u>Section 2</u>. <u>Qualification for Membership</u>. Persons and organizations may become members in good standing by completing such application forms as the Board of Directors may provide and paying the membership dues as established and approved by the Board.

<u>Section 3</u>. <u>Membership Categories and Fees</u>. Categories for membership in the Corporation and the corresponding dues shall be established and approved by the Board of Directors from time to time.

Section 4. Voting and Members.

A. All Members shall: (1) have voting rights with respect to the election of Directors; (2) undertake only those actions permitted under the Articles of Incorporation, these Bylaws or the laws of the State of Tennessee; and, (3) only perform such actions as the Board of Directors may from time to time designate.

B. When votes are conducted at meetings, a Member may vote only in person. In the absence of a meeting, voting on all matters, except the election of Directors, may also be conducted by mail or email. When votes are taken by mail or email, a Member may only vote in that fashion.

C. One (1) percent of the Members in good standing shall constitute a quorum for any action taken by the Members at either a meeting or by mail or e-mail. Decisions shall be made by a majority vote of the Members voting.

<u>Section 5.</u> <u>Members of Record</u>. The Secretary or the Secretary's designee shall maintain a current record of Members in good standing. All such Members in good standing as of a date to be established from time to time by the Board of Directors shall be eligible to vote at meetings of Members and to enjoy such other rights and privileges as the Board of Directors, acting pursuant to the Articles of Incorporation and these Bylaws, may confer upon Members.

Section 6. Meetings of Members.

A. A regular membership meeting shall be held every year during or within one week of the Annual Convention of the American Association for Justice at a time and place to be designated by the President. Any matter for decision by the Members may be determined by majority vote of the Members present at a meeting at which a quorum exists.

B. Written notice of the time and place of the regular membership meeting shall be sent to all Members at the last mailing or e-mail address provided by the member, at least thirty (30) days before the regular meeting. Similar notice shall be sent to all members at least ten (10) days before any special membership meeting.

<u>Section 7</u>. <u>Expulsion of Members</u>. A Member may be expelled with or without cause by a three-quarters vote of the current Board of Directors pursuant to the requirements of the laws of the State of Tennessee.

ARTICLE VII

Committees

Section 1. Presidential and Standing Committees.

A. The President may from time to time create, restructure or eliminate committees other than those Committees in Part B of this section and Section 2 of this Article. The President shall have the power to appoint the members of all committees except the Executive Committee. At the President's discretion, membership in all committees, except the Executive Committee and the standing committees described in Part B of this section (which members must be Board members), may or may not be limited to members of the Board of Directors.

B. The "Board Development and Nominating Committee" and "Case Evaluation Committee" shall be standing committees of the Board of Directors. Their membership shall be appointed by the President from members of the Board of Directors. The Board Development and Nominating Committee shall perform the duties specified for it in Article IV, Section 4, of these Bylaws, and those duties designated for it by the Board of Directors.

Section 2. Executive Committee.

A. The Executive Committee shall consist of the five Officers of the Corporation and eight additional members of the Board, including the immediate past President and up to two additional past Presidents, to be elected to one-year terms by the Members at the annual membership meeting, pursuant to the same process as that used to elect the Directors. The President shall be the Chair of the Executive Committee. The Executive Committee shall keep regular minutes of its proceedings and shall provide the same to the Board of Directors.

B. Vacancies in the Executive Committee arising in between general membership meetings may be filled by the Board of Directors at a regular or special meeting for the remainder of the term. The Executive Committee shall continue to conduct its business despite the existence of any vacancies.

C. In between meetings of the Board of Directors, the Executive Committee shall have the powers and duties of the Board of Directors, except the Executive Committee shall not have the power to: (a) elect or remove Officers or other members of the Board of Directors; (b) appoint or remove the Executive Director; (c) adopt a budget; (d) amend the Bylaws; or (e) take actions that violate either these Bylaws or resolutions that have been passed by the Board of Directors. The Executive Committee's powers and duties include, but are not limited to, responding to inquiries or requests of, and providing assistance to, the Executive Director concerning the oversight of the Corporation, and taking necessary and appropriate steps to make recommendations to the Board of Directors on matters such as the operations, budgets, expenses, and finances of the Corporation.

<u>Section 3</u>. <u>Other Committees</u>. The Board of Directors may create other committee(s) consisting of Directors or other persons, which committee(s) shall have such authority as the Board of Directors may direct.

ARTICLE VIII

Executive Director

The Executive Director shall be the chief operating officer of the Corporation and, subject to the direction of the Board of Directors and the President, shall perform all duties customary to that office and as set forth in these Bylaws and consistent with the laws of the State of Tennessee, and shall supervise and control the affairs of the Corporation in accordance with any policies and directives approved by the Board of Directors and the President.

ARTICLE IX

Indemnification

Section 1. The Corporation shall indemnify and hold harmless each Director and Officer who is made a party to a proceeding (because the Director or Officer is or was a Director or Officer) against liability incurred in the proceeding to the fullest extent authorized by Tenn. Code Ann. § 48-58-502 and § 48-58-507, and in accordance with the procedures set forth in Tenn. Code Ann. §48-58-506.

Section 2. The indemnification provided by this Article IX shall not be deemed exclusive of any other rights which such Director or Officer may have under any agreement, vote of the Board of Directors, or otherwise.

Section 3. The Corporation shall purchase and maintain insurance on behalf of an individual who is or was a Director, Officer, employee or agent of the Corporation against liability asserted against or incurred by the individual in that individual's official capacity or arising from the individual's status as a Director, Officer, employee, or agent, whether or not the Corporation would have the power to indemnify the individual against the same liability under these Bylaws or applicable laws.

<u>Section 4</u>. Every provision of this Article IX is intended to be severable, and if any term or provision is invalid for any reason whatsoever, such invalidity shall not affect the validity of the remainder of this Article IX.

ARTICLE X

Fiscal Year

The fiscal year of the Corporation shall begin on January 1 and end on December 31 of each calendar year, unless changed by the Board of Directors by resolution of the Board.

ARTICLE XI

Amendments

These Bylaws may be altered, amended or repealed, or new Bylaws may be adopted, at any meeting of the Board of Directors by a two-thirds vote of the Board of Directors, if at least 10 days' written notice is given of the intention to take such action at such meeting. Written notice may be waived by the unanimous approval of the Board of Directors attending the meeting.