



INLAND EMPIRE FOOTBALL OFFICIALS ASSOCIATION

Article I

General

1.01 Nature of Bylaws

The following paragraphs contain provisions for the regulation and management of the Inland Empire Football Officials Association, a not-for-profit association organized and operating under the laws of the State of Washington.

1.02 Conflicts

In the event that there is a conflict between a provision of these bylaws and the Internal Revenue Code of 1986, as amended, a mandatory provision of the laws of the State of Washington, then any conflicts shall be resolved by giving priority to the Internal Revenue Code of 1986, as amended, then the mandatory provision of the laws of the State of Washington, and finally the mandatory provision of the articles of incorporation shall control.

1.03 Purpose

The purpose of this association is to provide football officials in the Inland Pacific Northwest by:

- (a) Conducting rules study meetings and an apprenticeship program and ongoing training programs
- (b) Promoting a better understanding of the importance of fair play and sportsmanship among contestants and those in charge of athletic contests, and
- (c) Developing a sense of professional pride as an official and conscientious obligation to those for whom members provide service.

Article II

Registered Agent and Office

2.01 Registered agent and office of the corporation

The registered agent of the association in the state of Washington shall be Charles E. Latimer, whose address is 1910 W Wedgewood Ave, Spokane, Washington 99208. The association may have such other offices, either within or without the state of Washington, as the board of directors may designate from time to time.



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Article III

Members

3.01 Membership

Membership shall consist of active and apprentice members.

3.02 Active Membership

Active Membership shall include all members in good standing, registered with the Washington Officials Association (WOA) and who have successfully passed the Field Trials given by the Membership Committee. A member in good standing is one who is in regular attendance at meetings (as defined by the IEFOA policy), has paid his/her dues and has abided by the ethical standards of the National Federation of State High School Associations (NFHS). They may participate in the officiating activities as defined by the assigning policies.

3.03 Apprentice Membership

Apprentice Membership shall include those participants who are not yet active members. They may participate in the officiating activities as defined by the assigning policies. Apprentice Members shall pay dues and be in regular attendance at apprentice and general membership meetings (as defined by the IEFOA policy), and abide by the ethical standards of the National Federation of State High School Associations (NFHS). They shall not be eligible to hold offices in the organization, but may otherwise contribute to the organization. Their term as an apprentice shall be for a time period specified by the Board of Directors.

3.04 Transfer Membership

Transfer membership shall include those participants who have transferred from another association and are not yet active members. They may participate in the officiating activities as defined by the assigning policies. Transfer Members shall pay dues and be in regular attendance at general membership meetings (as defined by the IEFOA policy) and abide by the ethical standards of the National Federation of State High School Associations (NFHS). Upon transfer, these members shall present documentation evidence of previous registration at the state and local association levels.

All apprentices **AND** transfers must meet the following criteria to become active members:

- (a) Payment of appropriate dues.
- (b) Meet the WOA requirements for registration.
- (c) Perform satisfactory in a Field Trial.

3.05 Voting Members

All members shall be voting members.



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Article IV Members Meetings

4.01 Place of Meetings

All meetings of the members shall be held at the registered office of the corporation, or at such other place as shall be determined from time to time by the Board of Directors, and the place at which any such meeting shall be held shall be stated in the notice of the meeting.

4.02 Annual Meeting Time

The annual meeting of the members for the transaction of such business as may properly come before the meeting shall be held each year at the last regular meeting of the Association at such time as set by the Board.

4.03 Annual Meeting - Order of Business

At the annual meeting of members, the order of business shall be as follows:

- (a) Calling the meeting to order;
- (b) Proof of notice of meeting (filing of waivers);
- (c) Reading of minutes of last annual meeting;
- (d) Reports of directors and/or committees
- (e) Miscellaneous business; and
- (f) Election of directors and officers.

Roberts Revised Rules of Order shall govern all meetings of the members unless in conflict with the laws of the State of Washington or articles of incorporation or the bylaws of the corporation.

4.04 Special Meetings

Special meetings of the members for any purpose may be called at any time by the President of the Board of Directors.

4.05 Notice

- (a) Notice of the time and place of the annual meeting of members and of regular meetings other than the annual meeting shall be given by delivering personally or by mailing a written or printed notice of the same, or via electronic mail at least ten (10) days and not more than fifty (50) days prior to the meeting.
- (b) At least ten (10) days and not more than fifty (50) days prior to the meeting, written or printed or electronic mail notice of each special meeting of members, stating the place, day and hour of such meeting, and the purpose or purposes for which the meeting is called, shall be delivered personally, or mailed, or electronically mailed.



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4.06 Waiver of Notice

A waiver of any notice required to be given any member signed by the person or persons entitled to such notice, whether before or after the time stated therein for the meeting, shall be equivalent to the giving of such notice.

4.07 Voting

As provided for in Section 5.04, a member may vote in person or by an absentee ballot executed in writing by such member or such member's duly authorized attorney-in-fact.

4.08 Quorum

One quarter ($\frac{1}{4}$) of the members entitled to vote represented at a meeting in person or by absentee ballot (or in the case of election of directors not present but voting by mail) shall be necessary and sufficient to constitute a quorum for the transaction of business.

Article V

Directors

5.01 Qualification

To be elected to the Board of Directors, a member must be an active member and remain so during the term of office. No one providing contract services to the association may serve as director.

5.02 Number

There shall be three (3) permanent directors to serve the organization except as provided in 5.07 below. In addition, the Vice President, President and Past President shall also serve as directors.

5.03 Nominations

Nominations for the vacant offices shall be held at least one meeting prior to the annual (election) meeting. Nominations shall also be accepted at the annual meeting of the association.

5.04 Elections

Election of Officers shall be held during the annual meeting of the association. Only those members eligible to vote and who are in attendance may vote at this meeting. Absentee ballots may be submitted to the Election Officer at any time between the end of the nomination meeting and beginning of the annual meeting by those who are ill or incapacitated and have notified the Vice President (or Election Officer, if so delegated) of the desire to vote prior to the annual meeting. Election shall be by written ballot and be under the control of an active member as appointed by the Vice President.



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5.05 Term of Office

Permanent directors shall hold office commencing as a First Year Board Member as provided in Article VI, for a total of three (3) years unless sooner removed as provided in these bylaws.

5.06 Resignation

Any director may resign at any time by giving written notice to the Board of Directors, the president, or the recording secretary of the corporation. Any such resignation shall take effect at the time specified in the notice or, if the time is not specified, upon its acceptance by the Board of Directors.

5.07 Recall

- (a) Petition. Any active member may at any time petition for the recall of any member of the Board of Directors. The petition must be based upon misfeasance, malfeasance, or nonfeasance in office or upon violation of the ethical standards of the NFHS. The petition must allege the reasons for the recall. The petition must be signed by at least five (5) active members. The petition must be presented to the Board of Directors. The Petitioner must provide a copy of the petition to all active members.
- (b) Hearing. Upon receiving a petition for recall signed by at least five (5) active members and enough copies for all active members, the Board of Directors shall distribute said petition at the next general meeting.
- (c) Vote. At the next general meeting following the distribution of the recall petition, the active members shall vote by secret ballot on the petition. In order for the recall to be successful, the petition must receive a simple majority of the ballots cast.

5.08 Vacancies

Any vacancy occurring in the Board of Directors may be filled by the affirmative vote of the remaining Board of Directors. A director elected to fill a vacancy shall be elected for the unexpired term of the predecessor director in office. A vacancy among the Board of Directors shall be deemed to exist upon death, or resignation of a director.

Vacancies created by a recall of any or all members of the Board of Directors shall be filled by the following procedures in Section 5.04 provided the election takes place at the next general membership meeting following the recall.

5.09 Place of Meetings

The Board of Directors shall determine the location of any and all board meetings.



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5.10 Organization of Meetings

The President, or the Vice President in the President's absence, shall call meetings of the Board of Directors to order and shall act as chair of such meetings; and the recording secretary, or an appointed replacement in the recording secretary's absence, shall record the minutes of the meeting.

Roberts Revised Rules of Order shall govern all meetings of the Board of Directors and any of its committees unless in conflict with the laws of the state of Washington or the articles of incorporation or the bylaws of the corporation.

5.11 Scheduled Meetings

There shall be at least two (2) meetings per year of the Board of Directors. The dates of these meetings shall be established at the last regularly scheduled meeting of the fiscal year.

5.12 Special Meetings

A special meeting of the Board of Directors may be called at any time by the President or the Vice President in the President's absence and shall be called by the President upon written request of a majority of the Board of Directors.

5.13 Notice of Meetings

Notice of each meeting of the Board of Directors stating the place, time, and hour of such meeting and, if such meeting is a special meeting, the purpose for which such meeting is called shall be given to each director prior to the date of the meeting.

Notice shall be given by the recording secretary of the corporation either personally or by telephone, e-mail, or by first class mail. Notice by mail shall be deemed to be delivered when deposited in the United States mail, postage prepaid, addressed to a director's last-known address.

Attendance of a Director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called or convened. The directors may waive notice of meetings, and written waiver of notice executed either before or after the meeting shall be sufficient.

Any adjournment or adjournments of a meeting of the Board of Directors to another time and place may be held without new notice being given.



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5.14 Quorum

A quorum of the Board of Directors shall consist of four (4) members. The act of a majority of the directors present at a meeting at which a quorum is present shall be the act of a Board of Directors.

If, at any meeting of the Board of Directors, there shall be less than a quorum present, no meeting shall be held.

A director may vote only in person or by email and not absentee ballot.

5.15 Action without a meeting

Any action which must or may be taken at a meeting of the Board of Directors may be taken without a meeting if ratified by a majority of the directors at the next regularly scheduled meeting. Such consent shall have the same effect as a unanimous vote.

Any actions voted on by the Board of Directors via electronic mail (e-mail) must be unanimously approved by the Board of Directors; otherwise, such proposed action is void and must be discussed at the next meeting of the Board of Directors.

The Board of Directors or any committee designated by the Board of Directors may participate in a meeting of such board or committee by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time and participation by such means shall constitute presence in person at a meeting.

5.16 Powers

The Board of Directors shall have the powers:

- (a) To call meetings of the directors whenever deemed proper and necessary
- (b) To make rules and regulations not inconsistent with the Internal Revenue Code of 1986, as amended; the laws of the state of Washington; or the bylaws or the articles of incorporation for the guidance of the officers and the management of the corporation's affairs.
- (c) To incur indebtedness as the directors may deem proper and to cause to be executed and delivered such obligations, securities, or mortgages as may be deemed desirable.
- (d) To purchase or otherwise acquire property, real or personal, on behalf of the corporation and to pay for the same.
- (e) To pledge or mortgage the whole or any part of the property of the corporation for any lawful corporate purpose.
- (f) To sell, exchange, or otherwise dispose of the whole or any part of the property of the corporation for any lawful corporate purpose.



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- (g) To do everything necessary, proper, and requisite for the carrying out of the objects and purposes of the corporation as set forth in the articles of incorporation.
- (h) To employ such professional personnel as are required to administer the affairs of the corporation.

Notwithstanding the general delegation of authority granted, the directors shall not, at any time, take any action prohibited to tax-exempt organizations designated pursuant to §501(c)(3) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax law. Additionally, the directors shall not take any action which subjects the corporation to liability for excise taxes imposed pursuant to §§4941, 4942, 4943, 4944, 4945 of the Internal Revenue Code of 1986, as amended.

Article VI

Directors Duties

6.01 Duties of the President

Unless otherwise indicated by the Board of Directors at the time of election, the President shall be the chief executive officer of the corporation and shall attend and preside at all meetings of the Board of Directors called at the President's discretion and the general membership meetings. The president shall have responsibility for the planning and implementation of the corporation's activities, subject to the advisement and approval of the Board of Directors. The President or a Vice President, unless some other person is specifically authorized by vote of the Board of Directors, shall sign all bonds, deeds, mortgages, and contracts of the corporation. The President shall perform all the duties commonly incident to the office and shall perform such other duties as the Board of Directors shall designate. The President will appoint committees as needed. The president shall become the Past President at the conclusion of her/her term in office.

6.02 Duties of Vice President

Except as especially limited by the Board of Directors, the Vice President shall perform the duties and have the powers of the President during the President's absence or disability. The Vice President shall be the Program Chairperson for the general membership meetings, and in charge of the election procedures. The Vice President shall perform such other duties and have such other powers as the Board of Directors shall designate.

6.03 Duties of the Third-Year Board Member

The Third-Year Board Member shall serve as the liaison between the general membership and the Assigner.



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6.04 Duties if the Second Year Board Member

The Second-Year Board Member shall be the chairperson of the membership committee. The Second-Year Board Member shall move to the Third-Year Board Member as of January 1st of the following year.

6.05 Duties of the First-Year Board Member

The First-Year Board Member shall serve a total of three (3) years and move up in each successive year to Second-Year and Third-Year Board Member. The First-Year Board Member will be the chairperson of the Annual Party and shall be the recording secretary of the board meetings and general membership meetings.

6.06 Duties of the Past President

The Past President shall be the chairperson of the Ratings Committee.

6.07 Duties of the recording secretary

The recording secretary shall keep accurate minutes of all meetings; shall attend to the giving and serving of all notices of the corporation; shall have custody of all original records, papers, files, and books of the corporation (except books of accounts and valuable papers properly in the custody of the treasurer); shall attest all instruments in writing executed in the name of the corporation and requiring the recording secretary's signature; and, in general, shall perform all the duties incident to the office of the recording secretary and such other duties as the Board of Directors shall designate. In the recording secretary's absence, a recording secretary pro tempore shall perform the duties of the recording secretary.

6.08 Duties of other officers and contractors

The duties of the several officers other than as defined in the bylaws of the corporation shall be prescribed and defined, from time to time, by the Board of Directors.

- (a) Assigner. The Board of Directors shall be responsible for procuring an independent contractor(s) to perform the duties of an assigner for the association upon such terms and conditions as the Board of Directors deems appropriate on an annual basis. A written description of the duties and obligations shall be provided to the Assigner. The Assigners compensation shall be reviewed and determined annually by the Board of Directors.
- (b) Treasurer. The Board of Directors shall be responsible for contracting with a treasurer upon such terms and conditions as the Board of Directors deems appropriate. The treasurer, subject to the order of the Board of Directors, shall have the care and custody of the funds and valuable papers of the corporation and shall deposit all funds of the corporation in such bank, banks, or other institutions as the Board of Directors shall



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designate for proper management of the association's funds.

The treasurer shall have and exercise, under the supervision of the Board of Directors, all the powers and duties commonly incident to the treasurer's office, and give bond in such form and with such sureties as may be required by the Board of Directors. The treasurer shall keep accurate books of account of the association's transactions which shall be the property of the association and, together with all the property of the association in the treasurer's possession, shall be subject at reasonable times and places to the inspection and control of the Board of Directors. The treasurer's compensation shall be reviewed and determined annually by the Board of Directors.

6.09 Authority to Sign Checks

All checks, drafts, notes, or other obligations for payment of money shall be signed by the President and by the treasurer or such other officers designated by the Board of Directors.

6.10 Annual Financial Statement

The Board of Directors shall approve a financial statement submitted by the treasurer prior to the first general membership meeting each year.

6.11 Member discipline

The Board of Directors may discipline members by:

- (a) Censure;
- (b) Levy of appropriate fines;
- (c) Probation;
- (d) Suspension;
- (e) Regulation; and/or
- (f) Expulsion

The disciplined member shall be given written notification by the President.

6.12 Committee recommendations

The Board of Directors shall review and take appropriate action on all committee recommendations.

6.13 Rating Committee Review

Following the rating committee meeting the Board of Directors shall review, revise as necessary, and approve the actions taken by the rating committee.



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6.14 Funds

- (a) The annual dues shall be set by the Board of Directors not to exceed ten percent (10%) of the games fees unless ratified by a majority vote of those members eligible to vote. Dues for the current year will be deducted by the treasurer from the members' end of year checks.
- (b) The Board of Directors shall have the power to levy assessments on the membership each year. This assessment shall not exceed ten percent (10%) of the members' game fees for the current season.
- (c) The Assigner, in the absence of a treasurer, shall handle and disperse all funds under direction of the Board of Directors.

Article VII **Committees**

7.01 Membership Committee.

The membership committee shall consist of the Board of Directors and any other active members they shall appoint. The purpose of this committee is to evaluate the performance of the apprentices and transfers at a Field Trial (or Trials). The committee members shall make recommendations to the Board of Directors with regards to whether the apprentices and transfers should become registered officials.

7.02 Rating Committee.

The Rating Committee shall consist of at least ten (10) active members appointed by the Past President. There shall be at least two (2) representatives from all but the lowest rated group participating on the committee. The purpose of the Rating Committee is to review and evaluate the performance of all officials and to make recommendations to the board of directors as to which group rating each member should be assigned.

7.03 Ad Hoc committees.

The Board of Directors may direct the president to appoint and convene ad hoc committees as deemed necessary. Such committees will be charged with a specific responsibility or purpose and a time limit will be set to accomplish its goals. Any ad hoc committee will be dissolved when it has fulfilled its function.

In addition to keeping records of any committee meetings or activities, the respective chairperson shall be responsible for preparation and presentation of meeting minutes.



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Article VIII

Appeals

The procedure for appeals of actions by the Board of Directors and/or Committees shall be as follows:

8.01 Written Notification.

The member must submit a written notification to the President outlining his/her position in detail. This must be done within ten (10) days of the member becoming aware of the action which has resulted in his/her grievance.

8.02 Board Action.

The Board of Directors shall meet within ten (10) days following receipt of the member's notification. The Board of Directors shall respond to the member by written notice within ten (10) days following the Board of Directors meeting concerning the member's request.

8.03 Request for Hearing.

Within ten (10) days of the receipt of the response from the Board of Directors, the member may submit a written request for a hearing with the Board of Directors.

8.04 Hearing.

The Board of Directors must grant the request for a hearing within a reasonable length of time not to exceed thirty (30) days for the receipt of a written request for a hearing.

Article IX

Compensation, Reimbursement, and Indemnification

9.01 Compensation of Directors.

Directors shall not be compensated. However, the Board of Directors may reimburse directors for reasonable expenses actually incurred in carrying out assigned duties.

9.02 Compensation of Officers

The officers of the association shall receive no salary. However, officers shall be reimbursed for reasonable expenses actually incurred in performance to their assigned duties. The Board of Directors shall set the respective compensations of the assigner and the treasurer.

9.03 Repayment.

Any payments made to a director, officer or contractor for the association for compensation, salary, bonus, interest, rent, or expense incurred by the party which shall be determined to be



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unreasonable in whole or in part by the Internal Revenue Service pursuant to §4941(d)(2)(E) of the Internal Revenue Code of 1986, as amended, shall be reimbursed by such director, executive director, officer or contractor for the association to the full extent of such determination of unreasonableness. It shall be the duty of the Board of Directors to enforce repayment of each such amount. In lieu of repayment by the director, executive director, officer or contractor, subject to the determination of the Board of Directors, amounts may be withheld from future compensation or expense reimbursement payments of the director, executive director, officer, or contractor until the amount owed to the association shall have been recovered.

9.04 Indemnification.

Any person made or threatened to be made a party to any judicial or administrative action, suit, or proceeding involving Chapter 42 of the Internal Revenue Code of 1986, as amended, or state laws relating to mismanagement of funds or charitable organizations on the basis of actions taken while such person is or was a director, executive director, officer, contractor or agent for the association shall be indemnified by the association against all expenses (other than taxes, penalties, or expenses of collection), including attorneys fees reasonably incurred in the defense of any such action, suit or proceeding. However, indemnification shall be provided only if the person is successful in such defense or if such action, suit or proceeding is terminated by settlement and the person has not acted willfully and without reasonable cause with respect to the act or failure to act regarding Chapter 42 or state laws relating to mismanagement of funds of charitable organizations.

The association may maintain or arrange for liability insurance providing or reimbursing the association for the indemnity granted in the preceding paragraph.

In addition, the association may maintain or arrange for liability insurance providing indemnification of any person for liabilities other than the foregoing arising from actions taken while such person is or was a director, executive director, officer, contractor or agent of the association; including, but not limited to, taxes, penalties, or expenses of correction under Chapter 42 of the Internal Revenue Service Code of 1986, as amended, or state laws relating to mismanagement of funds of charitable organizations. Indemnification shall be provided only if such person acted in good faith and in a manner reasonably believed to be in or not opposed to the best interest of the association; and with respect to any criminal action or proceeding, had no reasonable cause to believe the conduct was unlawful. The termination or any action, suit or proceeding by judgement, order, settlement, 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 the person reasonably believed to be in or not opposed to the best interests of the association; and, with respect to any criminal action or proceeding, had reasonable cause to believe that the conduct was unlawful.



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If the association arranges for a liability insurance policy and the person covered pays the premium of such insurance policy, then the association shall reimburse such person for such payments. All liability insurance premiums paid or reimbursed by the association on behalf of a person indemnified shall be treated as part of the compensation of such person.

Unless ordered by a court, indemnification shall be made by the association only as a authorized in the specific case upon the determination that indemnification of the director, executive director, officer, contractor or agent for the association shall be proper in the circumstances because such person has met the applicable standards set forth above. Such determination shall be made by (i) by the Board of Directors by a majority vote of a quorum consisting of directors who shall not have been parties to such action, suit or proceeding; or (ii) if such a quorum shall not be obtainable or, even if obtainable, if a quorum of disinterested directors so directs by independent legal counsel in a written opinion.

The foregoing rights of indemnification shall not be exclusive of any other rights which any director, executive director, officer, contractor or agent for the association may have as a matter of law or under any agreement. Furthermore, all rights of indemnification shall continue as to a person who has ceased to be a director, executive director, officer, contractor or agent for the association; and, in the event of death, shall inure to the benefit of the person's legal representatives, heirs, successors, and assigns.

Notwithstanding any of the the foregoing provisions of this section, no indemnification or insurance protection shall be provided which shall subject the association to liability for any excise tax imposed pursuant to Chapter 42 of the Internal Revenue Code of 1986, as amended.

Article X

Books and Records

The association shall keep accurate and complete books and records of account and shall keep minutes of the proceedings of the Board of Directors and committees. All books and records of the association may be inspected by any director or member for any proper purpose at any reasonable time.

The books and records of the association shall be on a calendar year of January 1st through December 31st.



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Article XI Corporate Seal

There shall be no seal of the association, and all contracts and other papers of the association shall be authenticated without any corporate or association seal.

Article XII Waiver of Notice

Whenever any notice whatsoever is required to be given by these bylaws or the articles of incorporation or any of the nonprofit association laws of the state of Washington, 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 equivalent of the giving of such notice for all purposes.

Article XIII Contracts and Conveyances

All contracts, deeds, conveyances, negotiable instruments and other instruments of like character which have first been approved by the Board of Directors shall be signed by the president or vice president and by the recording secretary or as otherwise directed by the Board of Directors. No contract of any officer of the association shall be valid without previous authorization of subsequent ratification of the Board of Directors.

Article XIV Amendment

These bylaws may be altered, amended or repealed only by a two-thirds ($\frac{2}{3}$) majority vote of the members. Any amendments must be presented in writing and read at two (2) general membership meetings. Amendments shall be voted on at the next following general membership meeting by those members eligible to vote. The election meeting shall not be less than six (6) days following the last reading of the amendment. Absentee voting shall be the same as Article V, Section 5.04. Notice of the substance of the proposed amendment shall be submitted to each member in writing, announcing the date and place of the meeting.



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Article XV

Charitable Purposes/Negation of Pecuniary Gain

15.01 Charitable Purposes.

The association is organized exclusively for charitable, scientific, literary, or educational purposes with the meaning of §501(c)(3) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

Notwithstanding any provisions of these bylaws to the contrary, this association shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization qualified for tax-exempt status under §501(c)(3) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws. Furthermore, this association shall neither conduct nor carry on any activities which subject the association to liability for excise taxes imposed pursuant to §4941, §4942, §4943, §4944, or §4955 of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

The association will not engage in nor shall any of its funds, property, or income be used in carrying on propaganda or otherwise attempting to influence legislation; nor shall the association participate or intervene in any political campaign (including the publishing or distributing of statements), on behalf of any candidate for public office.

15.02 Negation of Pecuniary Gain.

No part of the net earnings of this association shall ever inure to or for the benefit of or be distributable to its directors, executive director, officers, or other private persons, except that the association shall be empowered to pay reasonable compensation for services rendered and the make payments and distributions in furtherance of the exempt purposes for which it was formed.



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Certification

I, Daniel Barker, certify that I am the Recording Secretary of INLAND EMPIRE FOOTBALL OFFICIALS ASSOCIATION (IEFOA), and that this instrument is a full, true, and correct copy of the bylaws of the association adopted at a meeting on the (TBD DATE).

I have signed this certificate on the (TBD DATE).

Daniel Barker,
Recording Secretary