

Anchorage Hockey Officials, Inc.

BYLAWS

*By-laws of the Anchorage Hockey Officials Inc.
A non-profit corporation of the State of Alaska*

- Article 1 - Name
 - Section 1.1 - Name
- Article 2 - Mission
 - Section 2.1 - Mission
- Article 3 – Membership in AHO
 - Section 3.1 – Membership
 - Section 3.2 - Active Members
 - Section 3.3 – Allied Members
 - Section 3.4 - Honorary Members
 - Section 3.5 – Resignation
 - Section 3.6 – Reinstatements
 - Section 3.7 - Voting rights
 - Section 3.8 - Membership fees
 - Section 3.9 – Membership status
- Article 4 - General Meetings
 - Section 4.1 - Meetings of the Membership
 - Section 4.2 - Special Meetings
 - Section 4.3 – Quorum
 - Section 4.3 – Procedures
- Article 5 – Board of Directors
 - Section 5.1 – Configuration
 - Section 5.2 – Powers and Duties
 - Section 5.3 – Meetings
 - Section 5.4 – Voting
 - Section 5.5 – Resignation, Removal from Office
 - Section 5.6 - Vacancies
- Article 6 – Officers
 - Section 6.1 - General
 - Section 6.2 – Powers and Duties
- Article 7 – Standing Committees
 - Section 7.1 – General
 - Section 7.2 – Disciplinary Committee
- Article 8 – Election Procedure
 - Section 8.1 – General
 - Section 8.2 – Nomination Procedure
 - Section 8.3 – Election Procedure
- Article 9 – Discipline of Members
 - Section 9.1 - Grounds for Discipline
 - Section 9.2 - Notification of Charges
 - Section 9.3 - Right of Hearing
 - Section 9.4 - Appeal
- Article 10 – Indemnification of Officers and Directors
 - Section 10.1 – General
- Article 11 – Amendments and Changes
 - Section 11.1 – Procedures
 - Section 11.2 – Adoption
- Article 12 – Miscellaneous Provisions
 - Section 12.1 – Fiscal year
 - Section 12.2 – Not for Profit
 - Section 12.3 – Directors and Officers Insurance
 - Section 12.4 – Depositories
 - Section 12.5 – Checks, Drafts, and Notes
 - Section 12.6 – Contracts, and Other Information
 - Section 12.7 – Dissolution
 - Section 12.8 – Disposition of assets
- Article 13 – Adoption and Amendment History
 - Section 13.1 - Adoption of By-Laws
 - Section 13.2 – Amendments

Article 1 - Name

Section 1.1 - Name

The name of this corporation shall be the Anchorage Hockey Officials Inc. (hereinafter called AHO), a non-profit corporation of the State of Alaska.

Article 2 - Mission

Section 2.1 – Mission

The mission of AHO is to improve the quality and delivery of on- and off-ice officiating services to amateur and professional hockey organizations in the Anchorage area by:

- a) pursuing uniformity of rule interpretations and game procedures by assisting USA Hockey, National Federation of State High School Associations, and other hockey governing entities as appropriate with dissemination of guidance, procedures, and other items of importance as necessary,
- b) creating better understanding between officials, coaches, players, and other persons for the development of more proficient officiating,
- c) assisting the USA Hockey District 12 Evaluation Coordinator in the operation of a referee evaluation and feedback program meeting the requirements set forth by USA Hockey,
- d) providing a forum for the discussion and dissemination of information on hockey rules, procedures and interpretations, and customer feedback,
- e) pursuing an interface between hockey organizations and referees for scheduling and pay purposes,
- f) pursuing referee access to clean, safe, and secure dressing areas at each ice arena facility,
- g) ensuring a safe experience for on- and off-ice officials, players, coaches, volunteers, parents, and spectators immediately before, during, and after hockey games,
- h) representing the interests of the AHO membership to the Alaska State Hockey Association, to the local and state leadership of USA Hockey, and to other entities and organizations as appropriate.

Article 3 – Membership in AHO

Section 3.1 – Membership

Membership shall be open to those persons who are in compliance with all provisions of these By-laws and all Policies of AHO. Individual shall be deemed as a member in good standing once the criteria have been met.

Applicants may apply for membership in AHO pursuant to criteria set forth herein. Such applications for membership may be rejected by a majority vote of the Board of Directors at any meeting they may hold in accordance with these By-laws.

Membership shall be renewed annually. Membership for the current season shall begin no earlier than 1 September and will automatically expire on 31 August of the following year.

Section 3.2 - Active Members

Active Members of AHO are individuals who have completed the registration requirements of the governing body that they will officiate and have complied with all membership requirements of AHO.

Section 3.3 – Allied Members

Allied Members are comprised of individuals or organizations, as approved by the Board of Directors, which have a special interest in the mission of AHO.

Section 3.4 – Honorary Members

Honorary Members are comprised of individuals upon whom AHO desires to confer such status, as approved by the Board of Directors. Membership fees shall be waived for Honorary Members.

Section 3.5 – Resignation

Any member may resign by filing a written resignation with the Secretary or President. The Secretary or President shall present said resignation to the Board of Directors at the first meeting after its receipt. Such resignation shall not relieve the resigning member of the obligation to pay any fees owed, assessments, or other charges previously accrued and unpaid prior to the receipt of such resignation.

Section 3.6 - Reinstatements

The Board of Directors may reinstate a former member to the membership upon receipt of a written request signed by said former member and filed with the Secretary.

Section 3.7 - Voting rights

Each Active and Honorary Member shall be entitled to one vote on any issue requiring the consent of the general membership as long as they are in good standing. The President will cast a vote only when a majority has not been reached.

Section 3.8 - Membership fees

The Board of Directors shall determine the membership fees for Active and Allied members of AHO.

Section 3.9 - Membership status

All members of AHO are considered independent contractors in their officiating capacities and are not employees of AHO. As independent contractors, members are not required to accept assignments from AHO. All members of AHO recognize this status and understand that AHO nor its officers or directors are employers and therefore, not eligible to receive benefits or protections reserved for employees. This shall include any and all claims to worker's compensation, any and all claims of damage to personal property, and any and all claims to injuries sustained while officiating.

Article 4 - General Meetings

Section 4.1 - Meetings of the Membership

A general membership meeting shall be held during the month of April and shall be considered the Annual Meeting. The Board of Directors shall set the date and time. The membership shall be given sufficient notice prior to the date of the meeting. An agenda for the meeting shall be posted when the notice of the general membership meeting is posted.

The Annual Meeting shall be open to the public. No executive session will be permitted during the Annual Meeting (see Section 5-3).

Section 4.2 – Annual Meeting

The purpose of the Annual Meeting is to hold elections of the Board of Directors. Those physically present at the Annual Meeting shall constitute a quorum for the purpose of the election. No other meeting shall take place until after the election has been certified (see Section 8.3). No executive session will be permitted during the Annual Meeting (see Section 5-3).

Section 4.3 – Special Meetings

Special meetings may be called by petition filed with the President and signed by ten (10) percent of the membership. Transactions at a special meeting shall be limited to the purposes listed in the call for the special meeting.

Section 4.4 – Procedures

Meetings shall be conducted in accordance with parliamentary procedures as set forth in Robert's Rules of Order Newly Revised. By majority vote of those Active and Honorary Members present, Robert's Rules of Order may be suspended for all or part of the current meeting.

Article 5 – Board of Directors

Section 5.1 – Configuration

The Board of Directors shall consist of the Officers of AHO and six (6) At Large Members.

No one may hold office if engaged in a position where a conflict of interest, as determined by the Board of Directors or any reasonable person, may exist.

Section 5.2 – Powers and Duties

The powers and duties of the Board of Directors shall be to:

- a) govern, in concert with the By-laws of the governing body of which officials are assigned to;
- b) formulate, prescribe, alter and amend the By-laws and Policies for the government of AHO;
- c) impose and enforce penalties for any violation of the By-laws or Policies of AHO;
- d) remove or remit any suspension or penalty that has been imposed by its Officers or committee;
- e) forthwith, remove from office any Officer or At Large Member by a two-thirds majority vote of the Board of Directors;
- f) fill a vacancy on the Board of Directors caused by an election, resignation, expulsion or withdrawal of any Officer or At Large Member;
- g) appoint sub-committees from the membership or otherwise employ individuals for the handling of special or specified business;
- h) establish and collect fees and funds of AHO and direct the expenditure of monies;
- i) interpret, define and explain all the provisions of the By-laws and Policies of AHO;
- j) call any necessary special meetings of AHO and fix the time and place of special meetings not fixed by the By-laws;
- k) have immediate access through a qualified auditor on demand, or on the demand of the President, to all books, vouchers, receipts, and records generally pertaining to the finances and operation of AHO;
- l) receive a copy of the financial statement (balance sheet and operating statement) of AHO;
- m) act upon temporary rulings by the President on emergencies not provided in the By-laws of Policies of AHO;
- n) hear and rule on appeals;
- o) maintain, in force, comprehensive general liability insurance coverage as required by the governing bodies

Section 5.3 – Meetings

The Board of Directors shall meet at a minimum of four (4) times per fiscal year. Date, time and location shall be set within sixty (60) days after the Annual Meeting.

Special meetings of the Board of Directors may be called by the President or by a written request to the President from a majority of the Board of Directors. The President must hold such

meeting within fourteen (14) days after receipt of the request. Written notification of the meeting time and location must be provided to the Board of Directors at least seven (7) days prior to the meeting.

All meetings of the Board of Directors shall be open to the public. However, the Board of Directors may adjourn into executive session for discussion of an agenda item covering personal action or for the purpose of conducting a hearing on an appeal to a prior action of the Board of Directors. No formal or binding action on AHO or any member may be taken in executive session.

A simple majority of the Board of Directors shall constitute a quorum for the transaction of business, except as noted in Section 11.2.

Section 5.4 – Voting

Each Board of Director (except the President) shall have one (1) vote in the conduct of business. The President shall vote only to break a tie vote.

A majority vote of the Board of Directors present will carry or defeat motions of normal business.

Section 5.5 - Resignation, Removal from Office

Resignations from the Board of Directors shall be in writing and received by the Secretary. The Secretary shall present said resignation to the Board of Directors at the first meeting after its receipt. Such resignation shall not relieve the resigning member of the obligation to pay any fees owed, assessments, or other charges previously accrued and unpaid prior to the receipt of such resignation.

A member of the Board of Directors may be removed from their Board of Director position if member has three unexcused absences from Board meetings during the fiscal year or for other reasons by a three-fourths-majority vote of the Board of Directors.

Section 5.6 – Vacancies

A vacancy occurring in any Board of Director position shall be filled by a majority vote of the Board of Directors within sixty (60) days of position vacation unless the position's term is to expire within ninety (90) days of the vacation. Any appointed board member, whether Officer or At-Large member, shall hold the appointed office until the normal expiration of that position.

Article 6 – Officers

Section 6.1 – General

The Officers of AHO shall consist of the President, Vice President, Treasurer and Secretary. Only an Active Member of AHO may be an Officer.

Section 6.2 - Powers and Duties

The powers and duties of the Officers shall be as follows:

- a) The President shall:
 - 1) preside at all meetings of AHO and generally perform the duties assigned to the office of President;
 - 2) determine questions arising from emergencies not provided for in the By-laws or Policies of AHO until such time as said questions may be acted upon by the Board of Directors;
 - 3) represent AHO at meetings as required;
 - 4) see that all requirements of the By-laws and the Policies of AHO are carried out;
 - 5) be an ex officio member of all committees;
 - 6) be responsible for coordinating activities with the governing bodies as needed;
 - 7) ensure the Board of Directors reviews and approves all policies, procedures, operating documents, contracts, and similar instruments created, used, or adopted by AHO. Such review shall, at minimum, ensure that each instrument fully complies with the letter and spirit of these bylaws.
 - 8) appoint the duties of the Secretary or Treasurer at any meeting which said officer(s) is not present.
 - 9) upon direction of hockey governing authorities, such as the USA Hockey Local Area Supervisor, etc., ensure implementation and termination of suspensions and restrictions affecting officials providing services in collaboration with AHO.

- b) The Vice-President shall:
 - 1) perform the duties of the President in the absence of the President or in the event of the President's inability or refusal to act;
 - 2) chair the Discipline committee.

- c) The Treasurer shall:
 - 1) have the responsibility of receiving all funds due AHO, depositing them in a chartered bank selected by the Board of Directors;
 - 2) be liaison to any entity that provides any financial services to AHO;
 - 3) be responsible for AHO's federal and state status as a "Not-for-Profit" organization;
 - 4) provide a copy of the financial statement to the Board of Directors at each meeting;
 - 5) ensure the required income tax statements are completed and filed with the IRS and other required agencies upon approval of the tax statements by the Board of Directors;
 - 6) submit to the Board of Directors at the Annual Meeting a financial statement relative to the prior year's operating budget for approval by the Board of Directors;

- 7) Prepare an annual budget for presentation to and approval of the Board of Directors within 60 days following the annual meeting.
 - 8) perform other duties usually associated with the position of Treasurer and as established by the Board of Directors and the Policies of AHO.
- d) The Secretary shall:
- 1) have the responsibility of recording the minutes of the meeting of AHO;
 - 2) provide notices to the Board of Directors relative to meeting and other important information;
 - 3) maintain in good standing AHO's Affiliate Agreement with governing bodies;
 - 4) be responsible for the registration of the membership;
 - 5) certify eligible voting members;
 - 6) perform other duties as is customary to the position of Secretary and as established by the Board of Directors and the Policies of AHO.

Article 7 - Standing Committees

Section 7.1 – General

AHO shall have a Disciplinary Committee at all times. Ad hoc committees may be established by the action of the Board of Directors. Committees such formed shall have a minimum of three (3) members with a Board of Director serving as Chairperson. The Board of Directors will select committee members. Committees shall terminate at the Annual Meeting and may be put back into place once the new Board of Directors is selected.

Section 7.2 – Disciplinary Committee

The Board of Directors shall appoint a Disciplinary Committee. The committee shall be chaired by the Vice-President and have a minimum of two (2) other members selected from the membership. This committee shall hear all charges brought against any member and provide a recommendation for action to the Board of Directors.

Article 8 – Election Procedure

Section 8.1 – General

The Officers and At Large Members shall be voted upon at the Annual Meeting. However, web-based voting and absentee voting shall also be permitted as described in section 8.3.

No member of the Board of Directors may remain in that position without an election for more than two (2) years.

In odd number years, the President and Treasurer positions shall be on the ballot. In even years, the Vice-President and Secretary positions shall be on the ballot. Three Member-at-Large positions shall be presented each year on the ballot.

Only Active Members in good standing shall be permitted on the ballot.

Section 8.2 – Nomination Procedure

The Board of Directors shall appoint a Nominating and Elections Committee and the Chairman of the committee. The Nominating and Elections Committee shall:

- a) be responsible for monitoring the Election process
- b) be appointed no later than 60 days prior to the date set for the Annual Meeting;
- c) solicit the membership for nominations;
- d) ensure that a nomination list of the candidates is properly posted to all Active Members prior to the Annual Meeting;
- e) produce and make available enough viable ballots at the Annual Meeting.

Nominations shall be closed no later than thirty (30) days prior to the Annual Meeting.

Section 8.3 – Election Procedure

Initial voting shall be by pre-printed ballot at the annual meeting, web-balloting to coincide with the annual meeting, or a combination of both. Absentee voting shall also be permitted. Active members in good standing and Honorary members are eligible to vote. A voter eligibility list will be provided to the Election Committee Chair by the Secretary no more than 7 days prior to the scheduled annual meeting.

Procedures for each voting mechanism are as follows:

1. **Web-based voting:** Web-based voting shall be an optional authorized method of voting when approved by a majority vote of the Board of Directors. Said vote and authorization must be taken and approved no later than thirty (30) days prior to the Annual Meeting and in concurrence with the closure of nominations as specified in section 8.2.

Should web-based voting be approved by the Board of Directors, the following are recommended procedures that should be utilized in an effort to maximize, within reason, the level of security provided to the web-based voting process and minimize the possibility and probability of voter fraud. These procedures have been drafted in anticipation of use of the free web-based voting system known as “Ballot Bin”; however other similar services may be employed. Modifications to these procedures shall be permitted with approval from the Board of Directors so long as said modifications comply with the spirit and intent of these bylaws.

Web Voting Procedures: Only members with a “unique” e-mail address may participate in web-voting. Eligible members sharing an e-mail address will be required to provide the Election Committee Chair a unique e-mail address in order to vote via the web-based system (it is relatively easy to establish or acquire a free web-based e-mail address for this purpose). The

Election Committee Chair will notify the members holding “shared” e-mail addresses and advise them of this requirement. Within 5 days prior to the annual meeting, the Election Committee Chair will cause e-mail messages to be sent to eligible members which contain unique election voting codes and instructions for casting their votes. Alternatively, voting codes may be generated by the Chair of the Election Committee and provided to members by the Chair in-person, via mail, telephonically, or via manually generated e-mail if requested. The on-line voting system shall be open for votes for a 24-hour period that shall be timed to terminate at the scheduled start time of the annual meeting. If possible and practical, computers should be made available at the annual meeting capable of interfacing with the web-based voting system so as to provide expedited voting and vote tallying. There shall be no need for members casting web-votes to sign the eligibility list as a record of those casting votes is maintained by the web-based system.

2 Pre-printed ballot voting at annual meeting: Ballots will be available at the Annual Meeting for all Active and Honorary members eligible to vote. The Election Committee Chair will verify that any member casting a pre-printed ballot has not already cast an absentee vote or a web vote. Only eligible members NOT already noted as casting their votes via absentee ballot or via the web-based system shall be eligible to cast pre-printed ballot votes. Any member casting a pre-printed ballot vote will be required to sign the eligibility list.

3. Absentee voting will be allowed using the following guidelines: Absentee voting shall be available to members upon the closing of nominations as indicated in section 8.2. A member who wishes to vote by absentee ballot must contact the Chairman of the Election Committee and make arrangements to vote. Upon completing their ballot, they will place their ballot into a sealed envelope. Member shall sign said envelope which will serve as an equivalent “eligibility list”. The Election Committee Chair will cause the member’s name to be removed from web-based voting system’s voter list (if web voting is being utilized). The ballot will be held by the Election Committee Chair until the annual meeting, at which time the Election Committee will verify the voter’s eligibility and that the member casting a pre-printed ballot has not already cast a web vote. If found to be eligible, the Election Committee Chair shall sign the “eligibility list” next to that member’s name, preceding his signature with the words “VERIFIED ABSANTEE”. The envelope will then be opened, the envelope discarded, and the ballot tallied with the other ballots on hand.

Write-in candidates shall be allowed.

A candidate’s name may only appear on one position vacancy on the ballot.

A non-partisan committee shall tally ballots and the results announced when complete.

A recount of the pre-printed ballots is permitted provided there is no more than a ten (10) percent difference between the candidate requesting the revote and the candidate receiving the higher vote count. A verbal request from the affected candidate(s) to the Chair of the Election Committee shall be made immediately after a tally of the votes and prior to certification of the election.

The candidate(s) with the most votes shall be declared the winner(s).

If a clear winner can not be determined by the ballots cast, there shall be a run-off election between those tied candidates receiving the most votes in the first balloting. The Active and Honorary Members present at the Annual meeting will vote on a written ballot. If a tie vote results in this second balloting, a secret vote of the Board of Directors (less the President) shall be conducted with the candidate(s) receiving the most votes being declared the winner(s). In the event of a tie vote by the Board, the President shall cast a final and decisive vote to determine the winner(s).

In the event that no one is elected to fill a position, that position will remain vacant until the other Board of Directors are elected, who will then fill the vacancy as defined in Section 5.6.

The elections shall be certified by the Chair of the Election Committee prior to the conclusion of the Annual Meeting. Once certified, the newly elected Board of Directors shall assume their responsibilities.

The election results, including vote totals for each candidate and position, as well as the written statement of certification, shall be maintained by the Secretary until the two-year term for these electees has been fulfilled and a new election has been conducted.

Article 9 – Discipline of Members

Section 9.1 – Grounds for Discipline

Members of AHO are liable to be fined, placed on probation, suspended or expelled for any of the following reasons:

- a) a violation of these By-law's;
- b) a violation of the Policies of AHO;
- c) decisions of the Board of Directors;
- d) conduct conclusively established to be contrary to the best interests of AHO

NOTE: On- or off-ice officiating performance issues will be referred to the appropriate hockey governing entity, such as, the USA Hockey Local Area Supervisor, etc., for action. Issues of this nature are not grounds for disciplinary actions by AHO.

Section 9.2 - Notification of Charges

A member shall receive written notification by certified return receipt mail of the charges indicating the alleged violation. Such member shall also be provided with copies of all documents related to the charges.

Section 9.3 - Right of Hearing

A member charged with a serious violation shall have the right to appear in person or by written statement made before the Disciplinary Committee. Such right shall be afforded prior to the imposition of any fine, penalty or other disciplinary action. A member may be placed on "temporary leave" prior to such hearing. This action will not violate the member's right to a hearing. A member may seek a hearing within ten (10) days of the date of the written notification. A hearing will be scheduled within ten (10) days of receipt of the request for hearing. A written decision shall be made and sent to the member by certified return receipt mail, within ten (10) days after the hearing date. A majority vote of the members of the Disciplinary Committee shall determine its decision. AHO is not responsible for any possible legal fees incurred by the member.

Section 9.4 – Appeal

Any member suspended by the Disciplinary Committee shall have the right to appeal to the Board of Directors by giving written notice within seven (7) days of receipt of the Disciplinary Committee's decision. The Board of Directors shall decide the appeal on the record before the Disciplinary Committee and on its review of any further written arguments to be submitted by both parties and received by the Chairman no later than seven (7) days prior to the date set for oral argument. Notice of the date for oral argument shall be sent by the Chairman no later than ten (10) days before the date for oral argument. Legal counsel may participate, provided AHO is notified at least three (3) days prior to the date of the hearing. A written decision shall be made by majority vote of the Board of Directors, and sent by certified return receipt mail, within ten (10) days of the date on which oral argument was heard.

Article 10 – Indemnification of Officers and Directors

Section 10.1 – General

AHO shall indemnify any person made a party to an action, suit, or proceeding, whether civil or criminal, by reason of the fact that said person was an Officer or Director of AHO, or served in such a capacity upon reasonable cost of settlement of any action, suit or proceeding provided that the Officer or Director is not liable for gross negligence or willful misconduct in performance of duty of AHO.

Article 11 – Amendments and Changes to the By-Laws

Section 11.1 – Procedures

Proposed amendments or alterations to the by-laws must be submitted at a regular meeting of the Board of Directors and discussed as a regular agenda item. The Board may then consider action on the proposed amendments or alterations no sooner than twenty-one (21) days following the meeting as which the proposed amendment or alteration was advanced.

Section 11.2 – Adoption

Amendments or alterations to these by-laws shall be made only by a two-thirds majority vote of the seated Board of Directors present.

Voting may be done by a show of hands or a written ballot.

Article 12 - Miscellaneous Provisions

Section 12.1 - Fiscal year

The fiscal year of AHO shall end on the 31st day of December each year.

Section 12.2 – Not for Profit

This association is one that does not contemplate pecuniary gain or profits to the members thereof and is organized for not-for-profit purposes. No part of any net earnings thereof shall inure to the benefit of any member or any individual.

Section 12.3 – Directors and Officers Insurance

Directors and Officers (D&O) insurance shall be obtained and maintained by AHO.

Section 12.4 – Depositories

The Board of Directors may appoint banks, trust companies or other depositories in which AHO monies or securities shall be deposited.

Section 12.5 - Checks, Drafts, and Notes

All checks, drafts or other orders for the payment of money and all notes or other evidences of indebtedness issued in the name of AHO shall be signed by two (2) such officers or agents as designated by resolution of the Board of Directors.

Section 12.6 - Contracts and Other Information

Except as otherwise provided in these By-laws, the Board of Directors may authorize any officer or agents to enter into any contract or execute and deliver any instrument in the name and on behalf of AHO. Such authority may be general or confined to specific instances as approved by the Board of Directors.

Section 12.7 – Dissolution

A resolution to dissolve this corporation may be adopted by the Board of Directors, directing that the question of such dissolution be submitted to a vote at a meeting of members, which may be either a regular or special meeting. Written notice stating that a purpose of the meeting is to consider the dissolution of the corporation shall be given to each member entitled to vote not less than 20 days prior to the date set for the meeting. At such meeting, the resolution for dissolution shall be adopted by the affirmative vote of at least two-thirds of the members present and voting.

Section 12.8 – Disposition of assets

Upon the dissolution of the corporation, the Board of Directors shall pay or make provision for the payment of all of the liabilities of the corporation. The Board of Directors shall then convey all of the remaining assets of the corporation to one or more organizations engaged in substantially similar activities to this corporation. Such organization or organizations shall be operated exclusively for charitable or educational purposes as shall at the time qualify as exempt organization or organizations under the Internal Revenue Code.

Article 13 – Adoption and Amendment History

Section 13.1 - Adoption of By-Laws

Adopted at the Annual Membership meeting of AHO on June 3, 1999.

Section 13.2 - Amendments

Amended at the Annual meeting on May 15, 2004

Amended at the Annual meeting on May 16, 2005

Amended at the Annual meeting on May 10, 2008