

DOW EMPLOYEES HUNTING AND FISHING CLUB
CONSTITUTION & BYLAWS
Revised March 7, 2019

The purpose of the Dow Employees Hunting and Fishing Club is to provide hunting, fishing and other recreation for its membership.

1. The Dow Employees Hunting and Fishing Club is a non-profit organization with its membership limited to all of The Dow Chemical Company employees, retirees, and (surviving spouses - who maintain their membership), desiring to use the reservoir for the purpose of general activities. It cannot be used as a permanent residence, except for the caretakers. Dow employees who are transferred to other companies will be considered to continue membership on a case by case basis. Dow rules will prevail concerning this issue.
2. Any changes in dues or constitution and Bylaws are to be suggested to the Board of Directors prior to the September General Membership meeting. The board of directors will determine which proposed changes will be up for vote. (Not all proposed changes will be up for vote). Proposed changes will be made available to all members prior to the December meeting via the Club web site. Copies will also be available at the December meeting. Changes will be voted on by members present at the December meeting. The majority vote will prevail.
3. Any member may be removed from the club for misconduct by a majority vote of the Board of Directors. The member shall have the right to request a hearing from the general membership at the next meeting. If a member is fired or terminates employment for Dow, the member will forfeit his/her membership and has no right to a hearing.
4. The officers and their duties will be as follows:
 - a. President: Shall preside/facilitate over all meetings and direct all official business, be authorized to sign checks, appoint all necessary committee members, and serve as chairman of the board of directors. The President shall not vote on any official club business voted on by board members, except when casting a deciding vote to break a dead-lock among board members.
 - b. Vice-President: Shall act as program chairman, assist the president with his duties, preside in the absence of the President, and be authorized to sign checks. In the event the President should no longer be able to serve, the Vice- President becomes President.
 - c. Treasurer: Maintains accurate financial records and reports at each meeting, collects dues and furnishes each board member a copy of expenditures and will also be authorized to sign checks.
 - d. Secretary: Shall maintain accurate minutes of all meetings, prepare and mail quarterly newsletters.
 - e. Directors: (6) Shall attend board meetings and chair committees assigned by the president.
5. The election of officers will be on the first Thursday in December. Members must be present to vote; one vote per family membership, either spouse. A spouse of the member is eligible to hold office and shall be the voting member for the duration of the term of office. Three directors will be elected each year to serve two years. Nominations will be made in September and voted on by members present at the December meeting. Members not able

to attend either meeting may submit their nomination in writing. The President has the authority, if no nominees for the position are filed, to ask for nominees from the floor at the December meeting. An employee of the Club cannot be an Officer or Director of the Club.

6. The newly elected officers will assume office at the conclusion of the meeting at which they are elected. Elected officers shall not be required to pay yearly dues while serving.
7. The Board of Directors shall consist of the President, Vice-President, Secretary, Treasurer and Six (6) Directors. Board of Directors meetings will be held as needed. The Board of Directors shall be responsible for enforcing the rules and regulations necessary for the benefit and use of the club property. The Board of Directors shall approve all major expenditures for the betterment and addition of the Club. At least seven (7) members of the Board of Directors shall be necessary to constitute a quorum to conduct business of the organization.
8. There shall be at least one general membership meeting each quarter on the first Thursday of March, June, September and December.
9. A Board Member who is absent three consecutive meetings may be dropped and the Board may appoint another member in his/her place. In the event that an office becomes vacant, the Board of Directors shall appoint another member to fill that office.
10. All checks written must bear the signature of one of the following, with two signatures required for any amount over \$2,000.00:
 - a. President
 - b. Vice-President
 - c. Treasurer
11. Anyone conducting Club business (approved by the Board of Directors) may be reimbursed for any out of pocket expenses.

FAMILY MEMBERSHIP PROVISIONS

Under family membership; members, spouses and all their unmarried children living at home who are under the age of twenty-one (21) years of age are considered family. Membership is non-transferable.