AMENDED AND RESTATED BYLAWS
OF
UNITED WAY OF METROPOLITAN CHICAGO, INC.
(the "Bylaws")

ADOPTED: June 17, 2025

ARTICLE I – NAME AND PURPOSE

Section 1. Name. The name of the organization shall be United Way of Metropolitan Chicago ("United Way" or the "Corporation").

Section 2. Purpose. The purposes of the Corporation are as stated in its certificate of incorporation.

Section 3. Powers. The Corporation shall be a Not For Profit Corporation established under the laws of the State of Illinois and shall have such powers as are now or may hereafter be granted by the General Not For Profit Corporation Act of 1986 of the State of Illinois, as amended (the "Illinois Not For Profit Corporations Act".

ARTICLE II – BOARD OF DIRECTORS

Section 1. General Powers and Duties. The property, business, and affairs of United Way shall be managed by its Board of Directors. The Board of Directors may delegate responsibility of day-to-day operations of the Corporation to one or more persons to the extent permitted by these Bylaws and the Illinois Not For Profit Corporations Act.

Section 2. Number. The Board of Directors shall be composed of thirty-seven (37) duly elected and qualified Directors.

Section 3. Term of Office. Except for the President and Chief Executive Officer, the Directors shall be divided into three (3) classes having staggered terms of three (3) years, whereby the number of Directors in each class shall be divided as nearly equally as possible. Except for the President and Chief Executive Officer, no Director shall be eligible for election to the Board of Directors having served four (4) full terms of three (3) years. If the term of office for the Chairperson extends beyond the term limitations above, the Chairperson shall be a Director-at-large for an additional term not to exceed three (3) years and shall hold office until his or her successor is duly elected and qualified.

Section 4. Board Elections. Nominations for Directors shall be approved by a simple majority of Directors present at the annual meeting of the Board; provided, a nominee for Director may be voted on at any duly called meeting of the Board of Directors to fill a vacancy resulting from death, resignation, removal, disqualification, relocation or otherwise, with such Director serving for the remainder of the unexpired term. Notwithstanding the foregoing, the Chair of each Regional Board and the President and Chief Executive Officer each shall be a Director.

Section 5. Resignation. Any Director may resign at any time by giving a written notice to the Board of Directors, the Chairperson, the President and Chief Executive Officer, or the Secretary. Such resignation shall take effect at the time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 6. Removal. One or more Directors may be removed for cause by the affirmative vote of a majority of the Directors then in office present and voting at a meeting of the Board of Directors at which a quorum is present. "Cause" shall include, but not be limited to, absence from four (4) consecutive meetings of the Board of Directors, regardless of whether such absences are excused or unexcused.

Section 7. Regular Meetings. The annual meeting of the Board of Directors shall be held in June, unless otherwise determined by the Board of Directors. Additional regular meetings shall be held in each other quarter or at such times as the Board of Directors may from time to time determine. Each regular meeting shall be held at such place as is determined by the Board of Directors.

Section 8. Special Meetings. A special meeting of the Board of Directors may be called by the Chairperson or upon the written request of any ten (10) Directors.

Section 9. Notice of Meetings. Notice of any meetings of the Board of Directors shall be provided at least three (3) days before the day on which the meeting is to be held. The notice shall be delivered to the contact information recorded for each Director in the corporate records. Notice may be waived by a Director and attendance at a meeting shall constitute a waiver of required notice; provided, however, attendance at a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened shall not constitute waiver of notice. Unless otherwise required by the Illinois Not For Profit Corporations Act, neither the business to be transacted nor the purpose of any meeting of the Board of Directors must be specified in a meeting or waiver notice.

Section 10. Quorum. Unless otherwise provided in these Bylaws, a majority of the Directors then in office shall constitute a quorum; provided, that in no event shall a quorum consist of less than one-third of the directors then in office. The act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, except as otherwise required by applicable law. In the event that a quorum is not present at a meeting, a majority of those present may adjourn the meeting and the Secretary shall give notice to the absent Directors of the time and place given for the adjourned session of the meeting to resume. Voting by proxy is prohibited.

Section 11. Virtual Meetings and Attendance. At the discretion of the Chairperson, or of a particular committee Chair, a meeting may be held by means of electronic communication. A Director, who otherwise would be absent from a meeting, may participate by means of electronic communication. For purposes of a quorum, participation by such means shall constitute presence in person at the meeting.

Section 12. Action by Written Consent. To the extent permitted by the Illinois Not For Profit Corporations Act, actions of the Board of Directors may be taken by unanimous written consent without a meeting. A Director may transmit his or her consent electronically.

Section 13. Compensation. No Director may be compensated, other than reimbursement for actual expenses reasonably incurred on behalf of the Corporation, for their service as a Director of the Corporation; provided, the President and Chief Executive Officer and any other Director that is an Officer may be compensated for his or her service as an Officer of the Corporation. No person who is a paid employee of the Corporation or any agency receiving funds from the Corporation shall be qualified to be elected as a Director.

Section 14. Changed Circumstances. In the event a Director experiences a change in professional circumstance or other circumstance which materially impacts his or her service to the Corporation or to the Board of Directors during the course of his or her term, such Director shall notify the Board in writing within five days upon such change.

Section 15. Directors Emeritus. The Board of Directors may from time to time elect persons to be directors emeritus, who by reason of their past service to the Corporation are deserving of such recognition; provided, no active Director, Officer, or employee of the Corporation may be

elected to be a director emeritus. A director emeritus shall have no power to vote on matters before the Board of Directors.

ARTICLE III – OFFICERS

Section 1. Designation, Election, and Term of Office. The Officers of the Corporation shall consist of a Chairperson, one or more Vice Chairpersons, a President and Chief Executive Officer, a Treasurer, a Secretary, a Chief Financial Officer, a Senior Vice President, a Chief Impact Officer and any such subordinate Officers as provided for herein. The Officers shall be elected annually by the Board of Directors; provided, the President and Chief Executive Officer may appoint, and the Board of Directors may confirm, additional Officers in accordance with Section 10 below. Each Officer shall hold office until his or her successor has been duly elected. Any two (2) or more offices may be held by the same person except that neither the Chairperson or the President and Chief Executive Officer may hold multiple offices.

Section 2. Chairperson. The Chairperson shall have general oversight of the affairs of the Corporation; shall prepare the agenda in cooperation with the President and Chief Executive Officer and shall convene regularly scheduled meetings of the Board of Directors; shall preside or arrange for another Officer to preside at each meeting; and shall be an ex-officio member of all committees. The Chairperson shall perform such other duties as may be prescribed from time to time by the Board of Directors.

Section 3. Vice Chairperson. The Board of Directors may elect one or more Directors to serve as a Vice Chairperson. In the absence of the Chairperson, or in the event of his or her inability or refusal to act or perform the duties of the Chairperson, the Board of Directors shall select a Vice Chairperson to discharge the duties and responsibilities of the Chairperson. When so acting, such Vice Chairperson shall have all the powers of and be subject to the restrictions upon the Chairperson. The Vice Chairperson(s) shall perform such other duties as may be prescribed from time to time by the Board of Directors.

Section 4. President and Chief Executive Officer. The President and Chief Executive Officer shall serve as the chief executive officer of the Corporation, shall manage the business and the affairs of the Corporation, and shall see that all orders and resolutions of the Board of Directors are carried into effect. The President and Chief Executive Officer shall perform such other duties as may be prescribed from time to time by the Board of Directors. The President and Chief Executive Officer shall be an ex-officio member of all committees.

Section 5. Treasurer. The Treasurer shall be a director and shall be responsible for (i) keeping, or causing to be kept, full and correct account of receipts and disbursements in the books belonging to the Corporation, and (ii) depositing, or causing to be deposited, all moneys and other valuable effects in the name and to the credit of the Corporation, in such banks of deposit as may be designated by the Board of Directors. The Treasurer shall disburse, or cause to be disbursed, funds of the Corporation as may be ordered by the Board of Directors, taking proper vouchers for such disbursements, and shall render to the Chairperson and the Board of Directors, whenever they may require, an account of all transactions as Treasurer and of the financial condition of the Corporation. The Treasurer shall chair the Audit and Finance Committee and

assist in the preparation of the budget. The Treasurer shall also perform such other duties as may be prescribed from time to time by the Board of Directors.

Section 6. Secretary. The Secretary shall supervise the custody of all records and reports and shall be responsible for keeping and reporting of adequate records of all meetings of the Board of Directors. The Secretary shall give, or cause to be given, notice of all meetings of the Board of Directors, unless notice thereof is waived. The Secretary shall also perform such other duties as may be prescribed from time to time by the Board of Directors.

Section 7. Chief Financial Officer. The Chief Financial Officer shall perform all the powers, authority, and responsibilities of the office of the chief financial officer and have overall supervision of the financial operations of the Corporation. The Chief Financial Officer shall report to the President and Chief Executive Officer and shall cooperate with the Treasurer on matters relating to the duties of the Treasurer. In the absence of the President and Chief Executive Officer, or in the event of his or her inability or refusal to act or perform the duties of the President and Chief Executive Officer, the Chief Financial Officer shall perform the duties of the President and Chief Executive Officer. The Chief Financial Officer shall also perform such other duties as may be prescribed from time to time by the Board of Directors.

Section 8. Senior Vice President. The Senior Vice President shall perform such duties as may be prescribed from time to time by the Board of Directors.

Section 9. Chief Impact Officer. The Chief Impact Officer shall perform such duties as may be prescribed from time to time by the Board of Directors.

Section 10. Subordinate Officers. The President and Chief Executive Officer may appoint such other Officers as he or she desires with such duties as he or she or the Board of Directors prescribes. Such Officers shall be confirmed by the Board of Directors at a meeting of the Board of Directors.

Section 11. Resignation. Any Officer may resign at any time by giving a written notice to the Board of Directors, the Chairperson, the President and Chief Executive Officer, or the Secretary. Such resignation shall take effect at the time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective

Section 12. Removal. Any Officer may be removed by the Board of Directors. Any subordinate Officer, as described in Section 10 above, may also be removed by the President and Chief Executive Officer if such power of removal has been conferred by resolution of the Board of Directors. Election of an Officer shall not of itself create any contract rights.

Section 13. Compensation. The Board of Directors shall determine the compensation of the President and Chief Executive Officer, without the President and Chief Executive Officer voting on such matter. The President and Chief Executive Officer, in consultation with the Compensation and Human Resources Committee, may recommend, and the Board of Directors shall approve, the compensation of any other Officer.

ARTICLE IV – COMMITTEES AND ADVISORY COUNCILS

Section 1. Committee Formation. In addition to the standing committees expressly provided for by these Bylaws, the Board of Directors may create one or more standing or special committees as needed to address specific issues related to the fulfillment of the mission and operation of the organization. At least two (2) Directors shall serve on each committee and a majority of each committee's membership shall be Directors. The Board of Directors may from time to time prescribe additional duties to any committee.

Section 2. Committee Action. Action by a committee shall be subject to the same rights and restrictions applicable to actions by the Board of Directors as discussed in Article II; provided, unless otherwise specified by the Board the Directors, a majority of any committee shall constitute a quorum, and a majority of committee members present and voting at a meeting at which a quorum is present is necessary for committee action. Each committee shall report its findings and recommendations to the Board of Directors, and all actions taken by a committee must be reported to the Board of Directors at the next meeting of the Board of Directors following such action.

Section 3. Committee Chairs. Nominations shall be made for the Chair of each committee by the Nominating and Governance Committee and shall be approved by the Board of Directors; provided, the Chairperson of the Board of Directors shall be the Chair of the Executive Committee and the Treasurer shall be the Chair of the Audit and Finance Committee. The Chair of each committee shall be a Director. The Chairperson shall not be the Chair of any other committee.

Section 4. Subcommittees. Unless otherwise provided in these Bylaws, the Chair of a committee may form one or more subcommittees to further divide the work and provide adequate expertise in making recommendations to the Board of Directors. Any such subcommittee shall be composed solely of members of the committee.

Section 5. Executive Committee.

(a) There shall be a standing committee named the "Executive Committee." The Chairperson, Vice Chairperson(s), Treasurer, other committee Chairs and the President and Chief Executive Officer shall serve as members of the Executive Committee. Other Directors may be appointed to the Executive Committee by the Chairperson and confirmed by the Board of Directors. The Executive Committee may meet in the intervals between meetings of the Board of Directors upon the call of the Chair of the Executive Committee or upon the request of at least two (2) committee members.

(b) The Executive Committee shall have all the powers and authority of the Board of Directors except for the power (i) to alter or revoke any previous order, resolution or vote of a meeting of the Board of Directors unless specifically granted such power by the Board of Directors, (ii) to approve or recommend dissolution, merger, or the sale, pledge or transfer of all

or substantially all of the assets of the Corporation, (iii) elect, appoint or remove Directors or fill vacancies on the Board of Directors, or (iv) adopt, amend or repeal the Articles of Incorporation and these Bylaws.

Section 6. Nominating and Governance Committee.

(a) There shall be a standing committee named the "Nominating and Governance Committee."

(b) The Nominating and Governance Committee shall oversee membership nomination, committee selection and corporate governance. Prior to each annual meeting of the Board of Directors, the Nominating and Governance Committee shall propose candidates (i) for election to the Board of Directors for the class eligible for election in such year, and (ii) except as otherwise provided in this Article IV, for the Chair of each committee. Following the annual meeting, in cooperation with the Chair of each committee, and except as otherwise provided in this Article IV, the Nominating and Governance Committee shall submit nominations for membership of each committee to the Board of the Directors for approval.

(c) The Nominating and Governance Committee shall oversee the adoption, communication and enforcement of appropriate standards of ethical conduct on the part of its Directors, Officers, employees, and affiliates in connection with their involvement in the activities of the Corporation and the United Way system of Metropolitan Chicago.

(d) The Nominating and Governance Committee shall invite suggestions for nominees from the Board of Directors and other committees. The Nominating and Governance Committee shall review these Bylaws annually and shall report to the Board of Directors any recommended amendments.

Section 7. Audit and Finance Committee.

(a) There shall be a standing committee named the "Audit and Finance Committee." The Audit and Finance Committee shall include the Treasurer and shall be comprised of members who possess an adequate understanding of financial statements, accounting principles and internal controls over financial reporting, as reasonably determined by the Board of Directors upon election to the Audit and Finance Committee.

(b) The Audit and Finance Committee shall assist the Board of Directors with the proper and prudent management of its financial resources and oversee the audit process and systems of internal accounting and financial controls. The Audit and Finance Committee shall be responsible for recommending banking, investment or other financial service policies, reviewing major capital projects, preparing the Corporation's annual budget, and assuring that financial statements are delivered to the Board of Directors each quarter.

(c) The Audit and Finance Committee shall establish an Audit Subcommittee to fulfill the Audit and Finance Committee's responsibility to oversee internal accounting and financial controls, manage the audit process, approve the Form 990 and other responsibilities as prescribed by the Chair of the Audit and Finance Committee.

Section 8. Compensation and Human Resources Committee.

(a) There shall be a standing committee named the "Compensation and Human Resources Committee."

(b) The Compensation and Human Resources Committee shall be responsible for establishing a fair and equitable compensation process with respect to the establishment, maintenance and administration of the evaluation and compensation of Officers and key employees and for overseeing the Corporation's human resources processes and performance. The Compensation and Human Resources Committee shall evaluate and recommend to the Board of Directors the compensation of Officers and key employees, provided that such compensation shall be subject to the approval of the Board of Directors.

Section 9. Equity Committee.

(a) There shall be a standing committee named the "Equity Committee."

(b) The Equity Committee shall evaluate the fair and just redistribution of resources as both a process and outcome within the Corporation and shall make recommendations to the Board of Directors to create an equitable and inclusive workplace and culture and to invest in local communication to dismantle racist systems.

Section 10. Strong Neighborhoods Committee.

(a) There shall be a standing committee named the "Strong Neighborhoods Committee."

(b) The Strong Neighborhoods Committee shall develop and direct the implementation of community impact strategies and distribution of community investment funding, as approved by the Board, for the Corporation across the Metropolitan area. The Strong Neighborhoods Committee shall collaborate with the Regional Boards and regional community councils to ensure the equity and impact of the investments in communities and report to the Board of Directors the progress toward the impact goals.

Section 11. Advisory Councils. In addition to any advisory councils expressly provided for by these Bylaws, the Board of Directors may create one or more advisory councils with such duties and responsibilities as the Board of Directors shall determine; provided, no advisory council shall have the power or authority to act on behalf of the Board of Directors or the Corporation. Each advisory council shall report its findings and recommendations to the Board of Directors or a committee of the Board of Directors. Except as otherwise provided for in this Article IV, the

Board of Directors may, from time to time, establish, eliminate and modify the purposes, powers, authority and responsibilities of any advisory council; change the size of any advisory council; and add, remove or replace the Chair or member of any advisory council.

Section 12. Corporation Regional Boards.

The Board of Directors may from time to time establish Regional Boards representing the suburban regions of the Chicago metropolitan area and may determine the purposes and goals of each such Regional Board it establishes. The members of the Regional Board established by the Board of Directors shall be appointed by the Board of Directors. The Regional Boards established by the Board of Directors shall serve in an advisory capacity to the Board of Directors.

ARTICLE V – CONTRACTS, LOANS, CHECKS, AND DEPOSITS

Section 1. Contracts. The Board of Directors by resolution may authorize any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.

Section 2. Loans. No loans shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name unless autorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

Section 3. Checks, Drafts, Etc. All checks, drafts or other offers for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such Officer or Officers, agent or agents of the Corporation and in such manner as shall be determined by resolution of the Board of Directors.

Section 4. Deposits. All funds of the Corporation not otherwise designated shall be deposited to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may approve by resolution.

ARTICLE VI - COMPENSATION, CONFLICTS OF INTEREST AND CODE OF ETHICS

Section 1. Compensation. Except as may be specifically provided by resolution of the Board of Directors or as otherwise provided in these Bylaws, no Director or Officer, directly or indirectly, shall receive any salary, fee, payment, honorarium or other compensation or thing of value of any kind from the Corporation or other party as a result of such Director's or Officer's position or affiliation with the Corporation, other than reimbursement for actual expesnses reasonably incurred on behalf of the Corporation.

Section 2. Conflicts of Interests. Directors and Officers are expressly prohibited from participating in any outside business venture for financial gain or otherwise that conflicts with the Corporation's on-going or proposed activities. Conflicts can result from dealings with agencies, suppliers, and other individuals and organizations with which the Corporation conducts business or negotiates agreements and contracts. Each Director and Officer shall annually disclose to the Corporation in writing any personal interest which such Director or Officer may have in any matter pending before the Board of Directors or the Executive Committee or in which the Corporation may have an interest and shall refrain from participating in any decision in such matter.

Section 3. Code of Ethics. Directors, Officers, employees and other applicable persons shall comply with the Corporation's Code of Ethics, as amended from time to time.

ARTICLE VII – INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES AND AGENTS

Section 1. The Corporation shall indemnify any person who was or is a party, or is threatened to be made a party, to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Corporation) by reason of the fact that he or she is or was a Director, Officer, employee or agent of the Corporation, or who is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses (including reasonable attorneys' fees and costs), judgment, fines and amounts paid in settlement actually and reasonably incurred by the person in connection with such action, suit or proceeding, if he or she acted in good faith and in a manner the person reasonably believed to be in, or not opposed to the best interests of the Corporation, and with respect to any criminal action or proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, 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 in which he or she reasonably believed to be in or not opposed to the best interests of the Corporation or, with respect to any criminal action or proceeding, that the person had reasonable cause to believe that his or her conduct was unlawful.

Section 2. The Corporation shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that he or she is or was a Director, Officer, employee, or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses (including reasonable attorneys' fees and costs) actually and reasonably incurred by the person in connection with the defense or settlement of such action or suit, if the person acted in good faith and in the manner he or she reasonably believed to be in, or not opposed to the best interests of the Corporation, and except that no indemnification shall be made in respect of any claim, issue, or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his or her duty to the Corporation, unless, and only to the extent that, the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expense as the court shall deem proper.

Section 3. To the extent that a Director, Officer, employee or agent of the Corporation has been successful, on the merits or otherwise, in the defense of any action, suit or proceeding referred to in Section 1 or Section 2 of this Article VII or in defense of any claim, issue or matter therein, that person shall be indemnified against expenses (including reasonable attorneys' fees and costs) actually and reasonably incurred by him or her in connection therewith, if that person acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Corporation.

Section 4. Any indemnification under Section 1, Section 2 or Section 3 of this Article VII (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case, upon a determination that indemnification of the present or former Director, Officer,

employee or agent is proper in the circumstances because he or she has met the applicable standard of conduct set forth in Section 1, Section 2 or Section 3 of this Article VII. Such determination shall be made (i) by the majority vote of the Directors who are not parties to such action, suit or proceeding, even though less than a quorum, (ii) by a committee of such Directors, even though less than a quorum, designated by a majority vote of such Directors, or (iii) if there are no such Directors, or if such Directors so direct, by independent legal counsel in a written opinion.

Section 5. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the Board of Directors in the specific case, upon receipt of an undertaking by or on behalf of the Director, Officer, employee or agent to repay such amount, unless it shall ultimately be determined that the person is entitled to be indemified as authorized in this Article VII.

Section 6. The indemnification provided by this Article VII shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any agreement, vote of disinterested voting Directors, or otherwise, both as to action in his or her official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Director, Officer, employee or agent, and shall inure to the benefit of the heirs, executors and administrators of such a person.

Section 7. The Corporation may purchase and maintain insurance on behalf of any person who is or was a Director, Officer, employee or agent of the Corporation, or who is or was serving at the request of the Corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against any liability asserted against that person and incurred by him or her in any such capacity, or arising out of his or her status as such, whether or not the Corporation would have the power to indemnify that person against such liability under the provisions of this Article VII.

ARTICLE VIII - Miscellaneous

Section 1. Prinicpal Office. The location of the principal office of the Corporation shall be determined by the Board of Directors. The principal office of the Corporation may be changed to such other place or places within the State of Illinois as the Board of Directors may from time to time determine. The Corporation may also have other offices as the Board of Directors may from time to time determine or the business of the Corporation may require.

Section 2. Registered Office. The Corporation shall have and continuously maintain in the State of Illinois a registered office and a registered agent whose office is identical with such registered office. The registered office and the registered agent of the Corporation may be changed by the Board of Directors from time to time in accordance with the then applicable provisions of the Illinois Not For Profit Corporations Act.

Section 3. Fiscal Year. The fiscal year of the Corporation shall end on June 30.

ARTICLE IX - Amendment to Bylaws

These Bylaws may be altered, amended or repealed, and new bylaws may be made and adopted by the Board of Directors by the vote of a majority of those Directors voting at the meeting. At least fifteen (15) days written notice of such meeting shall set forth or be accompanied by the proposed alteration, amendment or new bylaws, as the case may be.