

CONSTITUTION OF THE ERC BOWLING CLUB

ARTICLE I - NAME

This organization will be known as the ERC Bowling Club, hereinafter referred to as the "Club".

ARTICLE II - PURPOSE

The purpose for which the Club is organized is to provide pleasure, encourage friendship, and promote bowling among Eastman people.

ARTICLE III - OFFICERS

Section 1 - There shall be elected officers consisting of a President, Vice President, Secretary and Treasurer.

Section 2 - There shall be an Executive Committee consisting of the elected officers and the elected officers of the previous two years.

ARTICLE IV - MEMBERSHIP

Section 1 - Club membership shall be limited to employees of Eastman Chemical Company, approved Eastman Contractors and Retiree's of Eastman Chemical Company/Kodak and Holston Defense Corporation.

Section 2 - No person other than specified in Section 1 can participate as a member of the club with the exception of dependents who will participate as "associate members". The "associate member" cannot vote or hold an elected office in the Club. Membership in ERC is a prerequisite to membership in the Club. Grandchildren are not eligible for membership.

Section 3 - Termination of employment (Eastman Chemical Company retirees excluded) in any of the companies shall act as termination of membership in the Club and shall operate as a release of all rights, title, and interest in the property, effects and assets of the Club.

ARTICLE V - MEMBERSHIP PRIVILEGES

Holding an elected office is restricted to members of the Club. All other privileges apply equally to all Club members and "associate members".

ARTICLE VI - DUES

Dues for Club membership shall be set forth by the Executive Committee.

ARTICLE VII - MANAGEMENT

Section 1 - The management shall be vested in the Executive Committee and the ERC Representative, who is appointed by management of ERC. The Executive Committee shall have control of the Club affairs with the full power to act for it in all business matters. The management of ERC reserves the right to overrule the Executive Committee on any matter.

Section 2 - The Executive Committee shall hold meetings as it may desire to make such rules and regulations for the guidance of the members of the Club as are deemed necessary and are not herein determined.

ARTICLE VIII - QUORUM

Five members of the Executive Committee shall constitute a quorum for said meetings.

ARTICLE IX - CONTEST AND ENTERTAINMENT

All activities of the Club shall be conducted under the direction and with permission of the Facilities Representative, Recreation.

ARTICLE X - RESIGNATIONS

Resignation of officers shall be tendered in writing to the ERC Representative and Executive Committee. Termination of employment (except for retirement from Eastman Chemical Company) in any of the companies shall be considered sufficient notice of resignation.

ARTICLE XI - REMOVAL OF OFFICERS AND MEMBERS

Any officer or member may be removed by a three-fourths vote or equal (if quorum) of the Executive Committee excluding the person in question. The officer or member in question must be notified and offered a hearing before the Executive committee prior to the voting.

ARTICLE XII - AUDITING

Auditing shall be the responsibility of Eastman Chemical Company.

ARTICLE XIII - AMENDMENTS TO CONSTITUTION

Section 1 - To amend this constitution, the proposed amendment must be subscribed to by ten members of the club and by them presented to a member of the Executive Committee, who shall bring it before the Executive Committee at the next meeting thereafter. If the Committee, by a three-fourths vote of the full Committee, recommends its passage, the ERC Representative shall immediately send a copy of the amendment to Club members, stating the time when it will be submitted for a letter ballot. Such time shall not be less than one (1) nor more than four (4) weeks from the date of approval by the Committee. For passage, the amendment must receive the affirmative vote of at least three-fourths of all those voting.

Section 2 - Any changes to this Constitution must be approved by the ERC Staff Team and the Facilities Representative, Recreation.

BY- LAWS OF THE ERC BOWLING CLUB

ARTICLE I - DUTIES AND POWER OF CLUB OFFICERS

Section 1 - President - The president shall preside at all meetings of the Club. He shall appoint the members of all committees except the Executive Committee and shall be ex-officio member of all such committees. He shall sign such papers as may be required by his office or as may be instructed by members of the club at any regular or special meeting concerning the affairs of the Club, which, in his judgment, are desirable for their information and guidance. He may require such reports from the Secretary or Treasurer and all or part of standing committees which, in his judgment, are necessary and shall perform other duties incident to his office.

Section 2 - Vice President - The Vice President shall perform the duties of the President in case of absence, the resignation, or the inability of the latter to act, and such other duties as may be assigned to him from time to time by the President.

Section 3 - Secretary - The Secretary shall keep all records (minutes) of the meetings of the Club and shall sign such papers as may be directed by the President. He or she shall issue notice, in writing, announcing the meetings of the Club and the list of nominees selected by the Nominating Committee.

Section 4 - Treasurer - The Treasurer shall keep records of all monies received and paid out by the Club and shall issue a financial report to the Executive Committee and Club members as necessary. He or she shall order such equipment as may be needed by the Club or its members, with approval of the ERC Representative. He or she shall sign such papers as may be directed by the President.

ARTICLE II - DUTIES AND POWER OF COMMITTEES

Section 1 - There shall be an Executive Committee which shall consist of the elected officers and the elected officers of the previous two years. The Executive Committee shall be the governing body of the Club and shall make any and all decisions. The Executive Committee shall abide by all decisions of the Facilities Representative, Recreation and/or the ERC Staff Team.

Section 2 - There shall be a Nominating Committee, which is appointed by the President and which shall consist of not less than four members of the Executive Committee. This committee shall provide at least one nominee for each of the officers listed in Article I which are to be filled by election. This list of nominees shall be given to the President and Secretary prior to February 1. It shall also be the duty of this committee to obtain consent of the proposed nominees before entering their names on the ballot.

Section 3 - All committees not otherwise provided in these by-laws shall be appointed from time to time by the President.

ARTICLE III - MEETINGS

Section 1 - The Club shall meet upon due notice at such times and places as may suit its convenience.

Section 2 - The Club shall have special meetings upon the request of a majority of the Executive Committee or upon the request of ten (10) voting members of the Club. The notice for special meetings shall recite the exact nature of the business and only that business shall be transacted.

Section 3 - The Executive Committee shall meet upon due notice at such times and places as may suit its convenience upon call of the President or upon the Request of a majority of its members. The order of business shall be such as the Committee provides from time to time.

Section 4 - A quorum of an Executive Committee meeting shall consist of a majority of the members of the Committee. In the absence of quorum, the meeting shall adjourn to a later date.

Section 5 - At regular meeting of the Club, the order of business shall be as follows:

- A. Minutes of previous meeting
- B. Reports
- C. Business
- D. Adjournment

Section 6 - The regular order of business at a regular meeting suspended by a majority vote of the members present.

ARTICLE IV - VACANCIES OF OFFICERS

Section 1 - Whenever any vacancy shall occur on the Executive Committee, the vacancy shall be filled by the Executive Committee at the next meeting. Vacancies shall be filled from members of the Club, and the members so designated shall hold office until the next regular election.

Section 2 - Absence from three consecutive meetings, stated or called, of the Executive Committee without satisfactory excuse shall be deemed sufficient cause for declaring a vacancy.

ARTICLE V - ELECTION OF OFFICERS

Section 1 - The President, Vice President, Secretary and Treasurer shall be elected for a term of two years.

Section 2 - in the case of absence, death or inability of the President to perform the duties of his or her office, the position shall be filled by the Vice President. In the case of death or inability of the President and Vice President to assume the office of President, the office of President shall be filled by election. The date of this election shall be specified by the Executive Committee.

Section 3 - The Nominating Committee as provided for under Article II, Section 2, shall furnish the Secretary its report of nominees prior to January 1. Any member, by a petition signed by at least ten (10) members and presented to the Nominating Committee, may make further nominations for any elective posts, providing the nominee has given prior consent.

ARTICLE VI - LIABILITY

Eastman Chemical Company or the Eastman Recreation Club is not liable for any accidents that might occur in any of the Club activities.

ARTICLE VII - PROPERTY RESPONSIBILITY

Damage to the property of the Club, other than ordinary wear and tear, shall be paid by the member or members causing it. If and whenever the Club ceases to function, all property becomes the property of ERC.

ARTICLE VIII - EXPENDITURES

At least two officers of the Club must authorize any expenditure before forwarding it to the ERC Representative for approval. If any officer of the Club has questions about the expenditure, he or she should contact their ERC Representative. Expenditures of Club funds are not to be committed prior to approval.

ARTICLE IX - DISSOLUTION

Upon the dissolution of the Club and the discharge of its debts and the settlement of its affairs, any funds and properties of the Club remaining thereafter shall become the property of the Eastman Recreation Club.

ARTICLE X - AMENDMENTS TO THE BY-LAWS

To amend these by-laws, the proposed amendment must be subscribed to by ten (10) members of the Club and by them presented to a member of the Executive Committee, who shall bring it before the

Executive Committee at the next meeting thereafter. If the Committee, by a three-fourths vote of the full Committee, recommends its passage, the ERC Representative shall immediately send a copy of the amendment to all Club members, stating the time when it will be submitted for a letter ballot. Such time shall not be less than one (1) nor more than four (4) weeks from the date of approval by the Committee. For passage, the amendment must receive the affirmative vote of at least three-fourths of all those voting.