

CONSTITUTION OF THE ERC HUNTING AND FISHING CLUB

ARTICLE I - NAME

This organization shall be known as the ERC Hunting and Fishing Club, hereinafter referred to as the Club.

ARTICLE II - PURPOSE

The purpose for which the Club is organized is to promote the physical development and the promotion of Hunting and Fishing and related activities among its members.

ARTICLE III - OFFICERS

Officers shall consist of a President, Vice President Fishing, Vice President Hunting, Secretary-Treasurer and Program Chairman. A Recreation Representative will be appointed by management of ERC. The Executive Committee will consist of elected officers and Standing Committee Chairmen.

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

Section 1 - Voting privileges and holding an elected office are restricted to employee members and retirees of the Club.

Section 2 - Associate members may participate in all club activities other than voting and holding an elected office.

ARTICLE VI - DUES

Dues for members and associate members shall be \$6.00 per year payable after January 1 of each year.

ARTICLE VII - MANAGEMENT

Section 1 – The Facilities Representative, Recreation shall be vested in an Executive Committee consisting of the elected officers and chairmen of the Standing Committees. The Committee shall have control of the Club affairs with full power to act for it in all business matters.

Section 2 - The Executive Committee with the Recreation Representative shall hold a stated meeting at least once quarterly near the end of the quarter, and such special 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

Four members of the Executive Committee shall constitute a quorum for said meeting.

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 members or officers remaining in the employee of the Company shall be tendered in writing to the Recreation Representative. Termination of employment (Eastman Chemical Company retirees excluded) in the Company shall be considered sufficient notice of resignation.

ARTICLE XI - REMOVAL OF OFFICERS OR MEMBERS

Any officer or member may be removed by a three-fifths vote of the full Executive Committee excluding the person in question. The officer or member being removed must be notified prior to the Executive Committee meeting.

BY - LAWS OF THE HUNTING AND FISHING CLUB

ARTICLE I - DUTIES AND POWERS OF CHIEF EXECUTIVE OFFICER

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 an 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 who, in his judgement, are desirable for their information and guidance. He may require such reports from the Secretary-Treasurer and all or part of Standing Committees which, in his judgement, are necessary and shall perform other duties incident to this office.

ARTICLE II - DUTIES AND POWERS OF OTHER OFFICERS

Section 1 - Vice President Fishing: the Vice President Fishing is responsible for coordinating and directing all activities pertaining to Fishing and such other duties as may be assigned to him from time to time by the President. The Vice President of Fishing shall perform the duties of President in the absence of the President.

Section 2 - Vice President Hunting: The Vice President Hunting is responsible for coordinating and directing all activities pertaining to Hunting and such other duties as may be assigned to him from time to time by the President.

Section 3 - Secretary-Treasurer: The Secretary-Treasurer shall keep all necessary records (minutes) of the meetings of the Club and shall sign such papers as may be directed by the President. He shall issue notice, in writing, to the Recreation Representative, announcing the meetings of the Club and the list of nominees selected by the Nominating Committee. He 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 shall order such equipment as may be needed by the Club or its members with approval of the ERC Representative.

Section 4 - Program Chairman: The Program Chairman is responsible for arranging programs of interest to Club members pertaining to Hunting and Fishing. The Program Chairman is also responsible for organizing the annual Awards Banquet and any other duties that may be assigned to him from time to time by the President.

ARTICLE III - DUTIES AND POWERS OF THE EXECUTIVE COMMITTEE

Section 1 - The Executive Committee shall consist of elected officers and chairmen of Standing Committees. The Executive Committee shall be the Governing Body of the Club and shall make any and all decisions. The Executive Committee shall work closely with the ERC Recreation Representative and shall abide by all decisions of the Team Manager, Recreation and/or 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 three members of the Executive Committee. This Committee shall provide at least one nominee for each office listed in Article III of the constitution which is filled by election. This list of nominees shall be given to the President and Secretary-Treasurer prior to December 1. It shall also be responsible for 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 IV - MEETINGS

Section 1 - General meetings of the Club shall be called only on the resolution of the Executive Committee or by the President on written request signed by a majority of the members.

Section 2 - At all meetings of the Club 30% of the members shall constitute a quorum. In the absence of a quorum, the President may adjourn the meeting to another time.

Section 3 - All notices of general meeting shall be issued at least three days in advance by written notice.

Section 4 - Special meetings of the Executive Committee shall be held on the call of the President or by the Chairman of Committees on the written request of three members.

Section 5 - At regular meetings of the Club, the order of business shall be held on the call of the President or by the Chairman of Committees on the written request of three members.

Section 6 - At regular meetings of the Club, the order of business shall be as follows:

- A. Minutes of Previous Meeting
- B. Reports
- C. Business
- D. Adjournment

ARTICLE V - VACANCIES OF OFFICERS

Section 1 - Whenever any vacancy shall occur among the officers or the Executive Committee, the vacancy shall be filled by the Committee at the next meeting. Vacancies on the Executive Committee 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 Committee without satisfactory excuse shall be deemed sufficient cause for declaring a vacancy.

ARTICLE VI - ELECTION OF OFFICERS

Section 1 - The President, Vice President Fishing, Vice President Hunting, Secretary-Treasurer and Program Chairman shall be elected for a term of one year, beginning January 1.

Section 2 - The Nominating Committee as provided for under Article III, section 2, shall furnish the Secretary-Treasurer its report of nominees prior to December 1. Any member, by a petition signed by at least five voting members and presented to the Nominating Committee may make further nominations for any elective post, providing the nominee has given prior consent.

Section 3 - Voting shall be by mailed ballot and shall follow the nomination immediately. The ballots shall be counted by the ERC Advisor at the time of the election. In the case of a tie vote for any elective post, the old Executive Committee shall forthwith decide between the tied candidates.

ARTICLE VIII - AMENDMENTS TO CONSTITUTION AND BY-LAWS

To amend this constitution, the proposed amendment must be subscribed to by twenty-five percent of the membership and presented by them to the Recreation Representative who shall bring it before the Executive Committee at the next meeting thereafter. In case the Committee, by a three-fifths vote of the full committee, recommends its passage, the Recreation Representative shall immediately send a copy of the amendment to the 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 affirmative vote of at least three-fourths of all those voting.

ARTICLE VIII - 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 IX - 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 X - EXPENDITURES

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

ARTICLE XI - 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.