

BYLAWS
OF
Aligarh Alumni Association of Dallas Fort Worth

PREAMBLE

Whereas the need exists for cohesive action, on the part of the Aligarh Alumni from India who are living in Dallas Fort Worth Texas and other parts of the United States of America, with the primary objective being to improve the, educational and socio-economic conditions of the underprivileged and minority people living in US and India. In order to facilitate the foregoing objective, the Aligarh Alumni Association of Dallas Fort Worth (“Organization”) was formed in Texas on April 24, 2016, as a secular, nonpolitical all volunteer organization to serve the underserved and underprivileged. The organization will have no paid staff members and funding for the organization will be provided by its members, friends along with contributions from the general public and corporations. These Articles of Bylaws are hereby adopted for the governance of the Organization.

ARTICLE I
NAME

1.01 Name: The name of the Organization is Aligarh Alumni Association of Dallas Fort Worth (AAADFW), as set forth in its Articles of Incorporation that are to be filed with the Texas Secretary of State on April 24, 2016.

ARTICLE II
PURPOSE

2.01 Primary Purposes: The primary purposes for which the Organization is organized are as follows:

(a) to mobilize resources in order to improve the education, literary economic and social conditions of the underserved and underprivileged minority people in USA and India;

(b) to educate and create awareness among the Indian community living in North America and the American community about the economic, educational and social conditions of the underserved and underprivileged minority people in USA and India;

(c) to establish and promote better communications and form networks of Non-governmental agencies to serve everyone who are educationally underserved minority people in USA and India;

(e) to promote communication and participation with organizations with similar objectives as the Organization, and form partnerships and alliances of like minded organizations;

(f) to raise the educational level and promote excellence in education through Awareness, Access and Assistance in form of scholarships, grants, motivational tools for the deserving and needed underserved and underprivileged minority people in USA and India

(g) to work with the Federation of Aligarh Alumni Association (FAAA) a US based 501(C)(3) non-profit to further their goals

(h) to promote literacy of Urdu language that helps eliminate prejudice and discrimination and foster peace and harmony defending human and civil rights offering scholarships at US Universities in Texas.

(i) to raise and manage funds and resources in order to achieve the foregoing charitable objectives.

AAADFW is a non-profit corporation and shall be operated exclusively for educational and charitable purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

2.02 Secondary Purposes: The Organization is also organized for other lawful purposes and may carry out such other lawful activities, in order to facilitate the accomplishment of the primary objectives of the Organization.

ARTICLE III PRINCIPAL OFFICES AND PROPERTY

Section 3.01 Principal Office: The Organization will initially maintain its principal offices in Allen, Texas, and, thereafter, in such locations as may be approved by the Board of Directors or Members of the Organization.

Section 3.02 Property of the Organization: All property acquired by the Organization, whether by purchase or donation, shall be held in the name of the Organization.

Section 3.03 Bank Accounts: All funds acquired by the Organization, whether by donation, grant, interest earnings, or otherwise, shall be held in one or more bank accounts that shall be established in the name of the Organization. The signatories of the bank accounts shall be those persons approved by resolution of the Board of Directors to be signatories on the bank accounts. The Board of Directors may establish guidelines for management of deposits and withdrawals and for writing checks, including the number of signatures required for issuing checks based upon the nature and amount of the payment.

Section 3.04 Contracts: All contracts, leases, deeds, documents and instruments, including all arrangement for services, must first be approved by the Board of Directors before signing or before any service is rendered or accepted or any payment is made.

ARTICLE IV RESTRICTIONS AND DISSOLUTION

Section 4.01 Restrictions: No part of the earnings or assets of the Organization shall be used for the benefit of its members, directors, officers, or other private persons except that the Organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof. No part of the activities of the Organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Bylaws to the contrary, the Organization shall not carry on any activities not permitted to be carried on (a) by an Organization exempt from Federal Income Tax under Section 501 (c)(3) of the Internal Revenue Code or (b) by an Organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code.

Section 4.02 Dissolution: Upon the dissolution of the Organization, the funds and other assets, after paying or making provisions for the payment of all the liabilities of the Organization, shall be disposed exclusively for the purposes of the Organization in such a manner (or to such organizations organized exclusively for charitable, education, economic or scientific purposes) as shall at the time qualify as an exempt organization or organizations under Section 501(C)(3) of the Internal Revenue Code, as the Board of Directors or Members shall determine. Any of such assets not so disposed of shall be disposed of by the court of appropriate jurisdiction of the State in which the principal office of the Organization is located.

ARTICE V MEMBERSHIP

Section 5.01 Lifetime Membership: Membership is open to Aligarh Alumni and their family:

(a) *Life Member*: Any Aligarh Alumni and their family of Indian origin bearing Indian, United States or Canadian citizenship, who is aged 18 years or older, pays a one time lifetime membership dues of \$75 per person (\$100 that includes spouse) and who accepts the purposes of the Organization shall be eligible to become an Active life Member, subject to the conditions set forth in Section 5.03.

Section 5.02 Voting Rights: Only Life Members with at least six months of active memberships shall have the right to vote on organizational matters at the General Body meetings, as provided herein.

Section 5.03 Membership Application Process: Each applicant for membership shall submit a membership application to the Secretary of the Organization. The Executive Committee for membership and the Board of Directors shall determine if the application is approved or rejected. Executive Committee for membership as well as the Board of Directors shall each separately maintain copies of the updated membership roster that are totally reconciled for each fiscal year ending December 31.

ARTICLE VI GENERAL BODY

Section 6.01 Components of the Governing Body: The Organization will be governed by its life Members (composing the General Body), the Board of Directors that includes the Executive Committee, as set forth in these Bylaws (together referred to as the “Governing Body”).

Section 6.02 General Body: The General Body shall consist of all dues paying Active Life Members as described in Sections 5.01 (a), who are entitled to vote at the special or annual general meetings of the Members of the Organization. Except for the powers expressly vested in the Board of Directors in these Bylaws, the General Body shall be the final decision makers of all matters affecting the Organization and its decision shall be rendered by the majority vote given at duly noticed and held special or annual general meetings of the members.

Section 6.03 Meetings: The General Body shall hold an annual general meeting each year and one or more “**special meeting**” as permitted in these Bylaws. Any and all matters affecting the Organization may be addressed at the annual general meetings. The President may as he/she deems necessary, or upon receipt of a petition signed by at least 33% of life Members entitled to vote, call a “**special meeting**” of the Members; provided that the President cause notice of said meeting, accompanied by an agenda stating in detail the items to be addressed at the **special meeting**, to be sent to each Member as required below. Only the items set forth on the agenda shall be addressed at the **special meeting**. The General Body meetings shall be open to all Members, but the voting rights shall only be exercised by the dues paying Life Members who have been in good standing for at least six months prior to such voting and who are entitled to vote. All life Members shall be notified of all the General Body meetings by email or text message at least 30 days before each General Body or **special meeting** (except in instances that constitute emergencies, as determined from time to time by the Board of Directors, when the notice period shall be as determined by the Board of Directors). The Secretary of the Organization shall provide the list of dues paying Life Members in good standing to the Executive Committee prior to such meetings, identifying each life member by name and, but the addresses, phone numbers and other personal information of the Members shall not be disclosed on those lists. The list shall be available at the meetings for inspection before and during the meetings.

Section 6.04 Quorum: Attendance at the General Body meetings of fifty one percent (51%) of the life members entitled to vote at said meeting shall constitute a quorum. Only in the case of the Election of Board of Directors that includes the Executive Committee or the Board of Advisors if the 51% Quorum is not met, the Board of Directors in the case of the Election of Board of Directors that includes the Executive Committee and Board of Advisors if the 51% Quorum is not met, the Board of Directors by a two thirds majority vote reduce the Quorum to 20% of the life members.

ARTICLE VII BOARD OF DIRECTORS

Section 7.03 Board of Directors: The Organization shall have a Board of Directors that includes the Executive Committee to oversee the governance of the Organization and to

formulate policies by which the Executive Committee shall govern the Organization. The decisions of the Board of Directors shall have precedence over the decisions of the Executive Committee. The Board of Directors may ratify or overrule any decision of the Executive Committee or any other Committee. The decisions of the Board of Directors can be overturned only by a decision of the life Members rendered by majority vote at duly noticed and held special or annual general meetings of the life Members. The Board of Directors will be elected by a majority vote of the life members (General Body). The Board of Directors may make recommendations to the General Body and said recommendations shall be granted substantial weight in considering the related matter. The Board of Directors shall be the guardian of Organization's Bylaws and the Organization's assets. The Board of Directors shall not receive salaries, remuneration, compensation or wages for their services. The Board of Directors will adhere to the arm's length standard and avoid all conflict of interest.

Section 7.04 Eligibility to be Directors: Only life Members of the Organization may be eligible to become Directors of the Organization. The Directors named in the Articles of Incorporation ("Initial Directors") shall be Initial Directors. All subsequent Directors, other than the Initial Directors, shall be elected by the life Members. The "Initial Directors" will serve only three to six months.

Section 7.05 Number and Term: Other than the Initial Board of Directors, as per the Articles of Incorporation, the number of Directors which includes the Executive Committee shall be no more than nine (9) including the President, Vice-President, Secretary and Treasurer. Other than the Initial Directors whose term is for three to six months or less, the subsequent Directors' terms shall be for two (2) years, or until their respective death, resignation or removal. The term to be served by the Directors may be staggered, to facilitate continuity and to avoid a change of all or many Directors at one time. After the expiration of the term of a Director, the Director may be re-elected to be a Director as provided herein for a term of two (2) years, or until, resignation or removal.

Section 7.06 Vacancies: The Members of the Organization may appoint Directors that includes the Executive Committee to fill the Board vacancies; with each such Director to serve until the expiration of the term of the Director whose vacated position is being replaced. In the initial years of the life of the Organization and when it is not easily feasible to retain the necessary number of qualified Directors, the Directors of the Organization may also serve on the Executive Committee; but this dual role shall be avoided when qualified members are available to establish the Board of Directors that includes the Executive Committee.

Section 7.07 Meetings: The Board of Directors that includes the Executive Committee shall meet at least once every quarter and the meeting will be open to life members who want to attend the meetings. Minutes of the meeting will preferably be maintained by the Secretary but can also be taken by a lifetime member. The tax returns for the organization will be reviewed by the Board of Directors each year. Before the start of the next meeting the minutes of the previous meeting will be reviewed and approved.

Section 7.08 Quorum: A quorum for any meeting of the Board of Directors that includes the Executive Committee shall consist of at least 51% of the Directors.

Section 7.09 First year exception: Only in the first year of the life of the Organization when the organization is its initial stages, the Board of Directors that includes the Executive Committee or Board of Advisors can be elected without paying the life membership fee but will immediately pay their membership fee upon assuming the position. All subsequent Board of Directors that includes the Executive Committee and Board of Advisors must be life members for six month before that are eligible to become members of the Board of Directors that includes the Executive committee.

ARTICLE VIII EXECUTIVE COMMITTEE

Section 8.01 Executive Committee: The Executive Committee shall consist of the President, Vice-President, Secretary and Treasurer, and, as directed by the Board of Directors. The Officers of Executive Committee shall have the powers and duties delegated to them by the Board of Directors or the life Members, including the powers set forth below, for the purpose of performing the day-to-day operation and management of the Organization. Any one person may hold multiple offices of the Executive Committee, subject to the approval of the Board of Directors.

Section 8.02 President: The President shall be the chief executive officer of the Organization shall perform all duties as may be designated by the Board of Directors. The President shall preside at all meetings of the Board that includes the Executive Committee. The President shall make such appointments as are required or authorized by these Bylaws or the Board of Directors. The President may sign with the Secretary or any other proper officer of the Organization authorized by the Board of Directors, any deeds, mortgages, bonds, contracts or other instruments which the Board of Directors has authorized to be executed. The President and other members of the Executive Committee are accountable to the Board of Directors and the Members. All Presidents shall be elected by the life Members at the annual General Body meeting and shall serve for a term of two (2) years, as determined by the General Body at the time of his/her election or until his/her death, resignation or removal. All vacancies in the office of the President may be filled by the Board of Directors to serve until the vacancy is filled by the General Body. The President shall interview and submit to the Board of Directors all CPAs and other professionals, firms, contractors, employees, and agents to represent or perform services for the Organization, but the hiring or using of said professionals, firms and persons shall be subject to the prior approval of the Board of Directors. The President shall not receive salaries, remuneration, compensation or wages for his/her services. The President will serve only one term of two years and will not be reelected for a subsequent term to gives others an opportunity.

Section 8.03 Vice-President: The Vice-President shall perform the duties of the President in the President's absence. Vice-Presidents shall be elected by the life Members at the annual General Body meeting and shall serve for a term of two (2) years, as determined by the General Body at the time of his/her election or until his/her death, resignation or removal. All vacancies in the office of the Vice-President may be filled by the Board of Directors to serve until the vacancy is filled by the General Body. The Vice President shall not receive salaries, remuneration,

compensation or wages for his/her services. The Vice -President will serve only one term of two years and will not be reelected for a subsequent term to give others an opportunity.

Section 8.04 Secretary: The Secretaries shall be elected by the life Members at the annual General Body meeting and shall serve for a term of two (2) years, as determined by the General Body at the time of his/her election or until his/her death, resignation or removal. All vacancies in the office of the Secretary may be filled by the Board of Directors to serve until the vacancy is filled by the General Body. The Secretary shall not receive salaries, remuneration, compensation or wages for his/her services. The Secretary will serve only one term of two years and will not be reelected for a subsequent term to give others an opportunity. The Secretary shall perform all duties delegated to the Secretary by the Board of Directors and, unless otherwise directed by the Board of Directors, other traditional duties of secretaries of a non-profit organization, including the following:

- (a) keep a record of all the minutes of all the meetings of the Members, Board of Directors, Executive Committee, and other Committees;
- (b) create and maintain an updated list of all members of the Organization;
- (c) issue the notices and agendas of all annual and special General Body meetings after consultation with the Executive Committee;
- (d) keep all official correspondence of and to the Organization;
- (e) keep an attendance record of all meetings of the Organization;
- (f) be custodian of records of the Organization and of the organizational and governing documents of the Organization;
- (g) notify committee members of their appointments and their assigned duties;
- (h) make certain that all books, reports, statements, certificates and other documents and records required by law to be kept and filed are properly kept and filed;
- (i) perform such duties and exercise such other powers as may be assigned by the Executive Committee;
- (j) transfer all records of the Organization to the newly elected Secretary or to the President, accompanied by a certified list of all such documents, signed by the President, within 30 days after the new Secretary is elected.

Section 8.05 Treasurer: The Treasurers shall be elected by the life Members at the annual General Body meeting and shall serve for a term of two (2) years, as determined by the General Body at the time of his/her election or until his/her death, resignation or removal. All vacancies in the office of the Treasurer may be filled by the Board of Directors to serve until the vacancy is filled by the General Body. Unless otherwise directed by the Board of Directors, the Treasurer

will be fiscal/financial officer of the Organization. The Treasurer shall not receive salaries, remuneration, compensation or wages for his/her services. The Treasurer may be reelected for a term of more than two years and can be subsequently reelected. The Treasurer shall not receive salaries, remuneration, compensation or wages for his/her services. The Treasurer shall perform all duties delegated to the Treasurer by the Board of Directors and, unless otherwise directed by the Board of Directors, other traditional duties of treasurers of a non-profit organization, including the following:

(a) be responsible for issuing the collection of all dues and depositing the dues, donations and other income of the Organization into the Organization's banks account and shall be otherwise be in charge of all accounts of the Organization;

(b) keep records of receipts and disbursements which shall be open at all reasonable times (and, in any event, upon request) to inspection by the Executive Committee and Board of Directors;

(c) submit a written financial report of all of the Organization's assets and liabilities to the Executive Committee at its annual meeting, to the General Body at each annual General Body meeting, and to the Board of Directors upon request. If the Board of Directors requires, the Treasurer shall give a bond with such surety and in such amount as the Board of Directors may designate;

(d) perform such other duties and exercise such other powers and duties incident to the officer of Treasurer and as may be assigned by the Executive Committee or as required by law;

(e) transfer to the next Treasurer or to the President all accounts of the Organization accompanied by a certified list of all such accounts, signed by the President, within 30 days after the new Treasurer is elected;

(f) sign and file all income tax returns and other financial reports and statements with the IRS and other governmental agencies for the year in which he/she held the office of Treasurer, subject to said reports and statements first being approved by the President and the Board of Directors and/or by any CPA or other professional retained by the Organization in compliance with these Bylaws.

(g) working with the CPA seek approval from the Office of the Personnel Management (OPM) each year to be part of the Combined Federal Campaign (CFC).

Section 8.06: Subsequent terms: Other than the President, Vice- President and Secretary, the other members of the Board of Directors and Treasurer may be reelected for a subsequent term.

ARTICLE IX COMMITTEES

Section 9.01 Creation of Committees and Selection of Members: The Executive Committee, subject to the approval of the Board of Directors, may form such committees that the Executive Committee deems necessary to accomplish the objectives of the Organization, including the

committees named below in this Article. The Committee members shall not receive salaries, remuneration, compensation or wages for his /her services However, the Executive Committee may carry out the objectives of the Organization, as approved by the Board of Directors, without forming committees.

(a) *Education Committee*: An Education Committee for the purpose of developing and planning for higher education programs within and outside of the United States, to enhance education and grant scholarships to eligible students and institutions in India and USA, and plan for fund raising activities explicitly for educational empowerment of Minority students in India and USA.

(b) *Relief Work Committee*: A Relief Work Committee for the purpose of carrying out relief and rehabilitation work consistent with the stated objectives of the Organization.

ARTICLE X REVOCATION AND IMPEACHMENT

Section 10.01 Revocation of Membership: The membership of any Member may be revoked if the Member violates these Bylaws or takes any action contrary to the objectives of the Organization or that jeopardizes the Organization or its Members, Directors or Officers. Any proposal to revoke a membership shall be set forth in writing (stating in detail the facts supporting said proposal), signed by the President and Board of Directors or a petition signed by at least ten (10) Active Life Members in good standing and submitted to the Board of Directors. The Board of Directors shall have the authority to determine whether the Member's membership should be revoked and shall instruct the Executive Committee to implement the sanctions imposed by the Board of Directors, which may include revocation of membership.

Section 10.02 Impeachment of Directors, Officers and Committee Members: If any of the elected or appointed Director, Officer or Committee Member misuses his office, is found guilty of misconduct, violates these Bylaws, misappropriates the funds or assets of the Organization, violates the law resulting in civil or criminal offense and conviction, uses his office or influence inappropriately, or takes any action contrary to the objectives of the Organization or that jeopardizes the Organization or its Members, Directors or Officers, said person shall be subject to impeachment and/or forfeiture of his position and/or membership. Further, the Board of Directors (without the vote of said person who is the subject of the impeachment or forfeiture proceeding) is authorized to remove said person temporarily from the position held in the Organization until the final results of the investigation are known and permanently after said investigation is completed. An impeachment or forfeiture procedure may be initiated by a signed petition from one-fourth of the life Members of the Organization or two-thirds of the members of the Executive Committee. After impeachment or forfeiture proceedings have been initiated, the Board of Directors, or committee formed by the Board of Directors, shall investigate the allegations and recommend necessary action to the Executive Committee. Due process shall be ensured by permitting the accused to submit a written statement of his/her position on the accusation with supporting statements from witnesses. The persons(s) making the accusations of wrongdoing shall also submit a written statement of the factual basis of the accusations. The

Board of Directors may institute such procedures, as it deems appropriate, to protect the confidentiality of the impeachment and/or forfeiture process.

Section 10.03 Deferral to General Body: At any time, the Board of Directors may elect to defer the impeachment or forfeiture matter to the Executive Committee for submission to the General Body for determination; which deferral shall be in writing, signed by the Chairman of the Board of Directors or by a majority of the Directors. The President shall notify the accused of the election of the Board of Directors to defer the matter to the General Body; the accused shall have the option to request that the matter be terminated by exercising said option in writing, delivered to the President and Secretary within ten days from the date of receipt of the notice from the President, along with his/her resignation from his post in the Organization.

Section 10.04 Final Decision and Acceptance: The Board of Directors' determination shall be final. If the Board of Directors defers the matter to the General Body, the General Body's decision shall be final. All applicants for membership, Directors and Officers of the Organization hereby expressly agree to abide by the determination of the Board of Directors or General Body, as set forth above, and agree not to challenge said determination. Any applicant, Member, Director or Officer of the Organization who challenges the determination of the Board of Directors or General Body (with respect to impeachment or any other matter), files a suit or commences any dispute resolution proceeding to challenge any such determination shall (a) pay, in advance, all attorney's fees and costs incurred by the Organization and/or any Director, Officer and/or Member of the Organization who is named or called to testify or defend in any way in the foregoing procedure, (b) advance to the Organization, upon demand, the amount of the retainer fee charged by the Organization's counsel for said representation, as a condition of said Member, Director or Officer commencing said proceeding, and (c) pay the remaining costs and fees upon the conclusion of the matter.

ARTICLE XI DISPUTE RESOLUTION

Section 11.01 Dispute Resolution: All issues relating to the Organization shall be resolved pursuant to the procedures set forth above, and if not so resolved, in accordance with the following procedures:

a. *Complaint*: A written complaint, setting forth all of the facts concerning the issue, must be signed by the parties making the allegations and submitted to the Secretary. The Secretary shall make a written entry of the date of receipt of the complaint and shall promptly submit the Complaint to the President.

b. *Internal Resolution Process*. Upon receipt of the complaint, the President shall request a meeting of the Executive Committee to discuss the complaint. The Executive Committee shall determine if a resolution of the complaint can be achieved without further proceeding and shall determine the process for resolving the complaint. If the complaint is not resolved at the first meeting of the Executive Committee, the Executive Committee shall cause the Secretary or some other appointed officer to submit a copy of the complaint to the other persons named as wrongdoers in the complaint along with a notice stating (i) the time within which said persons must submit their response to the complaint and (ii) that said persons are

requested to promptly submit a detailed response to the complaint within the specified time period. The Executive Committee shall consider the complaint and response (if one is timely submitted) and render a decision on the complaint. The decision of the Executive Committee may be appealed to the Board of Directors. The Board of Directors may process the complaint pursuant to the procedures set forth in Article X.

c. *Binding Arbitration:* If any complaint is not resolved as set forth above, or if the complaint is against the entire Governing Body, said complaint shall be submitted to binding arbitration. The arbitration shall be conducted through the American Arbitration Association in Dallas, Texas, before one arbitrator. The decision of the arbitrator shall be final and binding. In any matter involving the interpretation of the Bylaws or the other governing document of the Organization, the interpretation of the Board of Directors of those documents shall be binding on the arbitrator and all Members, as well as all components of the Governing Body. The cost of the arbitration, including the attorney's fees payable by the Organization in connection with said complaint shall be borne by the complainant or as determined by the arbitrator.

ARTICLE XII INDEMNITY

Section 12.01 Indemnity: To the fullest extent permitted by law, the Organization shall indemnify, defend and hold harmless the Directors, Officers, Advisors and Committee Members of the Organization, from and against any and all loss, liability, claims, awards, judgments, cost of defense, including attorney's fees, arising from the performance of their duties for the Organization, including against claims of negligence and gross negligence, but excluding fraud or willful misconduct, i.e., (a) the willful violation of an express provision of these Bylaws or (b) the willful violation of an interpretation of these Bylaws made by the Board of Directors, after actual receipt of said interpretation. This indemnity shall be in addition to the indemnities contained in the Articles of Incorporation and those available under applicable laws.

ARTICLE XIII AMENDMENTS

Section 13.01 Amendments: These Bylaws may be amended, repealed or altered in whole or in part by a two-thirds vote of any duly constituted meeting of the General Body. The proposed amendment can be introduced by any voting member of the Organization, provided that the proposed amendment (a) is set forth in a petition that is signed by at least fifty one percent (51%) of the life Members who are entitled to vote at the subject meeting, (b) it is timely submitted to the Secretary before a 30 day notice and agenda of the subject meeting are sent out to the life Members, and (c) at said meeting at which the matter is opened for consideration, the matter is approved by two-thirds of the life Members who are entitled to vote at the subject meeting.

ARTICLE XIV BOARD OF ADVISORS

No more than five, Aligarh Alumni Association of Dallas Fort Worth life members shall serve as Board of Advisors. The Board of Advisors shall be invited to the Board of Directors and

Executive committee meetings as non-voting members. The Board of Advisors shall advise the Board of Directors and Executive committee and ensures proper processes are followed and be arbitrators when requested. The Board of Advisors will be elected by life members for a term of five years. The Board of Advisors shall not receive salaries, remuneration, compensation or wages for their services and avoid all conflict of interest. Once elected as Board of Advisors, it is preferred that the Board of Advisors serve only one term to give others an opportunity.

ADOPTION OF THESE BYLAWS

These Bylaws adopted by the Board of Directors of the Organization become effective 04/24/2016

Zafar Anjum -Initial Director
Khalid Hafiz – Initial Director
Shahid Mansoor – Initial Director
Faraz Hasan – Initial Director
Bilal Mashood – Initial Director
Farrukh Azim – Initial Director

Note: The “Initial Directors” will only serve three to six months until the First Board of Directors that includes the Executive Committee are elected.