

## **Amhara Union IN Kentucky (AUK)**

Original Bylaws

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## PREAMBLE

We, members of the Amhara union In Kentucky residing in the state of Kentucky the United States of America:

HAVING committed ourselves to working together in supporting the economic, social, and cultural development of Amhara people (the community) we belong to and others in need.

HAVING availed ourselves of the benefits of supporting our communities in need has been a tradition in our society.

HAVING fulfilled the requirements of the laws of non-profit organization of the State of Kentucky, and the Federal Laws of the United States regarding the establishment of a non-profit organization including Amhara Union in Kentucky.

HAVING endowed Amhara Union in Kentucky with the General Assembly being the final authoritative body in matters relating to the organization's practices, in strict accordance with the Bylaws of the organization; without compromising the independence of Amhara Union in Kentucky, either through direct or indirect influence, affiliation, or conformity on matters other than its prime goals; and with Executive Directors elected by the General Assembly, with final authority relating to administration and finance matter.

Now Therefore, it is Hereby on this document, in accordance with these By-laws and pursuant to the laws of the state of incorporation, that the First Bylaws of Amhara Union of Kentucky, which shall forthwith be duly, registered under the laws of the State of Kentucky, ARE

HEREBY APPROVED AND ADOPTED.

### **Amhara Union in Kentucky**

Amhara Union In Kentucky (hereafter, AUK) is an independent non-profit organization and does not have any hierarchical relationship with any other organizations within the existing constitutional framework of the Ethiopian government either residing in Ethiopia or in North America.

Amhara Union in Kentucky's goal, mission and any other entities of the organization can be changed only by a vote of at least two-thirds (2/3) of the active Members of the Executive Directors at a meeting expressly called for that purpose with a final approval by the general assembly.

# ARTICLE I. NAME AND PURPOSES

**Section 1. Name of Organization:** The name of this Organization shall be Amhara Union In Kentucky, herein after referred to as, AUK.

**Section 2. Purpose:** Amhara Union in Kentucky is organized exclusively in compliance with one or more of the Purposes specified in Section 501(c)(3) of the Internal Revenue Code. The organization is established to empower the people of Amhara in areas that benefit the people of Amhara. To this end, the purpose of the organization includes, but not limited to the following:

- I. To bring the people of Amhara together to work on economic, social, and cultural development of Amhara.
- II. To lodge a wider provincial communication platform networked in and outside of Ethiopia so that all individuals of Amhara origin shall get together for a common goal and serve as voices to the voiceless.

## ARTICLE II. OFFICE

**Section 3. Principal Office:** - The principal office in the AUK shall be in the state of Kentucky at 3307 Sumner Rd Louisville KY 40218

**Section 4. Registered Office:** - The AUK shall have and continuously maintain in Louisville, a registered office, and a registered agent whose office is in such registered office. The registered office shall be in the principal office of the AUK, or at such other address as may be approved by the Executive Directors. Thus, the address of the registered office may be changed from time to time.

## ARTICLE III. ADMINISTRATION

**Section 5. Structural Rationale:** - The administrative bodies shall be formed as follows from the least elements of the Organizational Structure, the members.

- I. **Individual Members:** - Any individual of Amhara ethnic Origin residing in the state of Kentucky in the United States of America shall be members of AUK.

- II. Recruiting Members of the Executive Directors:** - The general assembly will elect 9 members of the executive directors which shall comprise of the Chairman, Vice-Chairman, Finance Officer, Secretary, Public Relation officer, Treasurer, Internal Control and two other members to be involved in activities which shall be appointed by the executive board as needed.

## **A. GENERAL ASSEMBLY**

**Section 6. Definition:** - The General Assembly constitutes all members of congress as mentioned above whom are in full compliance with these Bylaws.

**Section 7. Duties:** - The General Assembly shall:

- I. Authorize the Executive Directors to implement the policy of the Organization following the spirit and letter of its Bylaws as adopted by the General Assembly.
- II. Convene general members' meetings for election of the Executive Directors and other purposes deemed necessary in accordance with the Bylaws of the organization.
- III. Establish principles and procedures for promoting goodwill and initiative to contribute toward the economic and social progress of the organization.
- IV. Approve the selection of the members of Executive Directors recommended by temporary candidate selection committee.
- V. Approve the budget submitted by the Executive Directors.
- VI. Establish Audit and Nominating Committees.
- VII. Require amending the bylaws of the Union with the support of 2/3 of the members of the General Assembly.

## **B: EXECUTIVE DIRECTORS**

**Section 8. Duties and Responsibilities:** - Subject to the provisions of the laws of Stat of Kentucky and the Federal Law, the Articles of Incorporation, and these Bylaws, the Executive Directors shall:

- I. Formulate and set forth policies, principles, and procedures for the Organization.

- II. Formulate responsibilities of the Chair of the executive directors and his/her senior officers to serve at the discretion of the general assembly and get it approved by the General Assembly.
- III. Determine the Organization's Mission and Purpose.
- IV. Enhance the Organization's Public Image.
- V. Shall determine which financial institution/s will manage the accounts of the organization, one of which will be designated as the operating account.
- VI. No individual member of the Executive Directors shall place any lien against the Organization's property or encumber against said Organization's property; and shall determine which financial institution/s will manage the accounts of the Organization, one of which will be designated as the operating account.
- VII. Collect contributions from members as determined by the General Assembly.
- VIII. Decide on the expenses of the Union up to \$10,000 (Ten Thousand Dollar) without waiting for the permission of the General Assembly.
- IX. Collect and receive financial and material donations from various organizations.
- X. Plan and implement diplomacy and advocacy work on issues of benefit to the Amhara people.
- XI. Prepare and present the Union's Operational and Budget Plan.
- XII. May create ad hoc committees, such as Finance or Development Committee, Public Relation and Technology Committee, Budget Preparation Committee, and others as needed.
- XIII. Perform other duties as assigned by the General Assembly.

**Section 9. Qualifications:** - The members of the Executive Directors:

- A) shall be an Amhara-origin only.
- B) shall be 21(twenty-one) years of age or older.
- C) shall be a person of good character and high moral standard.
- D) shall be a person without a felony conviction; and
- E) shall be a person with a good track record in the service of the Organization and the Community.
- F) it does not include those who are in leadership positions from any other civic



**Section 10. Number of Members of the Executive Directors.** The number of Executive Directors of the Organization shall be 9 or more depending on the number of chapters of the organization

**Section 11. Election of the Executive Directors.** Each member of the organization will elect

their representative by a simple majority rule including their proxies vote in accordance with this bylaw.

**Section 12. Term.** Executive members shall each serve for a term of two (2) years or until their earlier resignation, removal, or death. Any Executive member who has served for two consecutive terms may not be elected to office as an Executive member until at least one term has elapsed after his/her second term.

**Section 13. Resignation.** Any Executive member may resign at any time by giving thirty (30) days written notice to the remaining. Such resignation shall be effective at the time specified therein. Acceptance by the remaining Executive members shall not be necessary to make the resignation effective.

**Section 14. Removal.** Any Executive Director may be removed from office at any time, with or without cause, upon a vote by the majority of, a minimum of 50+, the Members of the Executive

Directors' quorum at a meeting expressly called for that purpose.

**Section 15. Vacancies:** - Vacancies in the Executive Directors shall be deemed to exist in the event of the resignation, removal, or death of a Board member. Any such vacancy caused by the resignation, removal, or death of Executive member shall be filled by the nominee who had received the next highest vote during the last general election or by a newly elected executive member at any regular or special meeting. An Executive member elected to fill a vacancy shall hold office for the remainder of the term of his/her predecessor.

### **C. Executive Officers and their Duties.**

The General assembly will nominate nine (9) executive officers of the Executive Directors position, namely: The Chairperson, Vice-Chairperson, Secretary, Public Relation Officer (2), Financial Officer, Treasurer (2), and Internal Control. The Chair of the executive Directors will also be nominated by the members of executive Directors and approved by the General

Assembly. One person shall not hold two offices with the permissible exception of Secretary and Treasurer.

**I. Chairperson of the Executive Director.** The Chair of the Executive Directors shall:

- a) Have general active management of the business of the Organization.
- b) Preside over the meetings of the General Assembly and the Executive Directors.
- c) See that orders and resolutions of the executive board are carried into effect.
- d) Sign and deliver in the name of the Organization deeds, mortgages, bonds, contracts, or other instruments pertaining to the business of the Organization, except in cases in which the authority to sign and deliver is required by law to be exercised by another person or is expressly delegated by the articles or bylaws to another body or agent of the Organization.
- e) Maintain records of and, when necessary, certify proceedings of the Board of Directors; and
- f) Perform other duties prescribed by the bylaws.

**II. Vice-Chairperson.** The Vice-Chairperson shall, in the absence or disability of the Chairperson, perform the duties and exercise the powers of the Chairpersons of the Executive Committee, and will frequently be assigned to a specific area of responsibilities by the Executive Directors and/or the Executive Committee.

**II. Secretary.** The Secretary shall:

- a) Function as secretary of all meetings of the Executive directors and of the General Assembly.
- b) Keep the minutes thereof in the proper book(s).
- c) Ensure that the reports, statements, and other documents required by the law are meticulously kept and filed.
- d) Make available to Members, when requested, the books, records, and papers of the Organization in the hands of the Secretary.
- e) Notify Members, in advance, the date, time and venue meetings of the Executive Directors when called by the general assembly.

- f) Turn over to his/her successor, at the expiration of his his/her term of office, all books, records, paper, and other properties of the Organization.
- g) Perform other duties as assigned by the Executive Directors.

**IV. Treasurer.** The Treasurer shall:

- A. Have custody of all the Union's monies and keep regular books of account.
- B. Develop and review fiscal procedures, fundraising plans, and the annual budget with other board members.
- C. Disburse the Union's funds in payment of the just demands against the Union or as may be ordered by the Board.
- D. Take proper vouchers for such disbursements.
- E. Provide the Board with an account of all his or her transactions as Treasurer and of the financial conditions of the office properly required of him or her by the Board.
- F. Perform other duties as assigned by Executive Directors and/or as listed in Accounting Procedure Manual of the Union, AUK.

**V. Assistant Treasurer.** The Assistant Treasurer shall perform all of the duties of the Treasurer in the absence of or disability of the Treasurer, and at other times perform such duties as are directed by the Treasurer, the President, or the Board.

**VI. Public Relation Officer.** The public relation officer shall:

- A. Plan, develop and implement PR strategies.
- B. Liaise with and answer enquiries from media, individuals, and other organizations, often via telephone and email,
  - c), Research, write and distribute press releases to targeted media.
  - d), Collect and analyze media coverage.
- e), Write and edit in-house magazines, case studies, speeches, articles, and annual reports.
- f), Prepare and supervise the production of publicity brochures, handouts, direct mail leaflets, promotional videos, photographs, films, and multimedia programmers work with the IT group in maintaining and updating information on the AUK's website; and manage and update information and engage with users on social media sites such as Twitter and Facebook.
- g), Perform other duties as assigned by Executive Directors.

**VII. Assistant Public Relation Officer:** The Assistant Public Relation Officer shall perform all the duties of the Public Relation Officer in the absence or disability of the Public Relation Officer, and at other times perform such duties as are directed by the President, or the Board.

**VIII. Finance Officer:** The finance officer shall:

- A. File financial statements to the IRS in timely manner.
- B. Prepare annual budget in consultation with other officers and submit for the Executive Directors' approval.
- C. Prepare financial statements in time
- D. Report on the Union's financial health and liquidity.
- E. Comply with financial policies and regulations.
- F. Manage monthly, quarterly, and annual closings.
- G. Perform other duties as assigned by the Executive Directors and/or as listed in Accounting Procedure Manual of the Union, AUK.

**IX. Internal Control.** The Internal Control shall:

- A. Establish sound internal control policies on check and cash, receivable and payable, and external fund management.
- B. Assess the effectiveness of internal control policies.
  - c) Evaluate compliance with Articles of Incorporation, bylaws, procedures, and the established systems.
  - d), Document their results in reports that include recommended improvements.
  - e), Follow up on management's remedial actions to eliminate identified risks.
  - f), Assist Audit committee and external auditors, when applicable.
  - g), Make sure that the established systems and procedures are appropriate to prevent misuse and misappropriation of resources.
  - h), Perform other duties as assigned by Executive Directors.

## **ARTICLE IV. MEETING OF THE EXECUTIVE DIRECTORS**

**Section 16. Regular Meetings:** Regular meetings of the Executive Directors may be held at such date, time and place as determined from time to time by the Executive Directors. Meetings are mostly conducted remotely via Telephone, Zoom or any other communications outlets. If necessary, in-person meetings could also be held.

**Section 17. Call for Special Meetings.** The Chairperson of the Executive Directors may call a special meeting either on his/her own initiative, or, upon the request of the majority of the Executive Directors. The Secretary shall notify the members of special meetings of the Board and shall state the purpose, the date, time, and place of such meeting.

**Section 18. Quorum.** The presence of 2/3, six (6), or more of the active Board members in office shall constitute a quorum at any meeting of the Board unless otherwise required by the Articles of Incorporation or these Bylaws. However, in the absence of a quorum, the meeting shall be postponed only once and at subsequent meeting those present, and their proxies will form the quorum.

**Section 19. Action by Consensus.** Except as required by the Articles of Incorporation or these Bylaws, any action by the consensus of the Executive Directors present at a meeting at which a quorum is acquired shall be deemed the action of the Executive Directors.

**Section 20. Action by Written Consent.** Any actions taken by the Executive Directors may be taken without a meeting provided that written consent has been presented, setting forth the action so taken and signed by all the Members of Executive Directors.

## **ARTICLE V. MEMBERSHIP**

**Section 21.** the union shall have two (2) types of membership, these are **Regular and Honorary memberships:** -

**21.1 Regular Membership Criteria.** Any person who is 18 years of age or older, who is of Amhara- origin and decided by the Executive Directors, pursuant to the principles of that Organization, who agrees to abide by the rules of membership and Bylaws of the Organization, and who has paid the membership dues, may be a member of the Organization. A member can have a voting right after six months of active participation. However, if the registered member is new to this area but she/he has been active in other chapters of the organization and is able to

show letter of transfer from such an organization, the person can become eligible to vote without the six-month delay.

**Section 22. Rights of Membership.** Members shall have the following rights:

- I. To be represented in the Executive Directors, participate in the organization free of charge, so long as membership dues have been paid by the member prior to the service.
- II. To vote for the Executive Directors and the Nominating Committee pursuant to these Bylaws so long as membership dues have been paid in full before the election and has been active member for at least six months.
- III. To be elected to the Executive Directors, Executive Committee, and Nominating Committee pursuant to these Bylaws so long as membership dues have been paid in full by the member.
- IV. To receive notices of meetings and notices of actions taken without meetings.
- V. To inspect approved records of the Organization in the presence of an officer upon reasonable notice and at a reasonable time and place so long as the records are not protected by recognized rules of privilege or confidentiality.
- VI. To petition for a meeting of the Executive Directors provided the member secures the agreement of one third of the general membership.

**21.2 Honorary membership OF the Amhara Union of Kentucky.**

- ✓ a person who does not satisfy the requirements for the regular membership listed in article
- ✓ The general assembly based on the recommendation of the executive committee shall approve candidates based on their activities and contributions
- ✓ Honorary membership shall have no right vote or be elected
- ✓ Honorary membership is not under the obligation of making regular contributions set out for regular members
- ✓ The executive committee shall prepare guidance for the participation of honorary membership in the union

**Section 23. Members' Obligations and Duties.** Members shall have the following duties:

- I. Register either directly or through the representative sub-group/chapter paying a onetime \$100 registration fee.
- II. Pay mandatory a monthly minimum \$30 per member contribution starting at the beginning of the date of membership.

- III. Attend and fully participate in meetings duly called by the Executive Directors
- IV. Follow and abide by the Bylaws of the Organization.
- V. Serve the organization in any other capacity that the Organization may require.
- VI. Any member loses his/her membership rights upon: (a) failure without valid reasons to pay monthly dues four times in one year without written letters of reminders, however, a member whose membership has lapsed can be reinstated with full privileges provided he/she pays the arrears in full, (b) lapse of membership, however, can be readmitted as a new member; c) when a leader or member of the association spends the property or money of the union for his personal benefit; (d) failure to protect the secret of the union ; (e) failure to follow the Bylaws of the Organization.

## **ARTICLE VI. MEETING OF MEMBERS**

**Section 24. Meetings of Executive Directors.** A regular general meeting of the Executive of Directors shall be held at least once a year at a location, date, and time designated by the Executive Directors. In the event, the Executive Directors fails to determine the time, date, and place of the annual Executive Directors meeting ahead, such meetings shall be held on order by the Executive Directors. Two-thirds of members present at a given meeting shall constitute a quorum to conduct the meeting.

**Section 25. Meetings of General Assembly to Elect Executive Directors** the General Assembly will hold a meeting to elect the Executive Directors every two years, and the meeting shall be held in the assembly hall, at the time and date determined by the executive.

### **Section 26. Other Meetings of General Assembly.**

All other meetings of the General Assembly shall be held on such date, time and place determined by the Executive Directors.

### **Section 27. Voting and Procedures.**

- I. **Procedure for Voting.** Each Member is entitled to vote in accordance with the terms and provisions of the Articles of Incorporation and these Bylaws shall be entitled to one vote, in person or by proxy, for each membership certificate held by such member. Upon the demand of any member, the vote for Executive Directors and upon any question before the meeting shall be by ballot. All elections for membership of Executive Directors shall be conducted by secret vote and decided by simple majority rule.
- II. **Proxy.** Each member is entitled to vote by proxy or representative as members of the congress/General Assembly.

- III. Procedure for Proxy Vote.** Members shall submit proxy votes to be received by the Nominating Committee no later than ten (10) calendar days prior to the election date.
- IV. Criteria for Proxy Vote.** Proxy voting material shall only be distributed to members when requested. Upon such request by the member, the Nominating Committee shall mail to said member the proxy form, instructions for voting by proxy and the contact person to whom the completed forms should be submitted. The Nominating Committee shall screen from its database the eligibility of candidates of such proxy vote. The Nominating Committee shall then certify the proxy vote.
- a) No proxy shall be voted after one (1) year from its due date.
  - b) No acclamation shall be accepted for voting purposes.

**Section 28. Membership List.** The Secretary shall prepare a complete alphabetical list of the members entitled to vote pursuant to these Bylaws.

**Section 29. Quorum.** The presence, in person or by proxy, of most of the members of the Organization entitled to vote shall constitute a quorum except as otherwise required by law, by the Articles of Incorporation or these Bylaws. In the absence of a quorum, the meeting will be postponed only once, and members present and their proxies at subsequent meeting will constitute a quorum.

**Section 30. Special Meetings.** Upon the written request of the majority of the executive members, or one-thirds (1/3) of the members entitled to vote, a special meeting of the members shall be called by the Chairperson or the Secretary, unless otherwise prescribed by statute or by the

Articles of Incorporation. This request shall state the purpose of the proposed special meeting with the proxy form.

**Section 31. Notice of Meetings.** The Secretary shall send to each Member entitled to vote at his/her last known address as it appears on the records of the Organization, a written notice by First Class US Mail, postage prepaid, postmarked at least ten (10) calendar days before the date of the meeting, stating the date, time and place of the meeting, and the general nature of the business



to be considered. Electronic communication shall also be considered specially for members outside of the united State. ARTICLE VII. PROHIBITION AGAINST DIVIDENDS

No part of the earnings of the Organization shall inure to the benefit of, or be distributable, as dividends or in any other manner, to its members, Officers, or other private persons, except that the Organization shall be authorized and empowered to pay reasonable compensation for services rendered, or reimbursement for expenses incurred, and to make payments and distributions in furtherance of the purpose set forth in the Articles of Incorporation.

Further, in the unlikely event of the dissolution of the Organization, upon said dissolution, the Executive Directors after paying or making provisions for the payment of all debts and liabilities of the Organization, shall dispose of all of the assets in such manner or to such organization(s) operating exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization(s) under Section 501 C (3) of the Internal Revenue Code of 1954, as amended (or the corresponding provisions of any future United States Law).

Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the County in which the principal office of the Organization is then located, exclusively for such purposes or to such organization(s), as said Court shall determine, which are organized exclusively for such purposes. Notwithstanding such laws, in an effort of securing all assets of the Organization

for the benefit of Amhara Community, the Executive Directors will have to initiate the necessary consultation with lawyers and legal research fellows.

## **ARTICLE VIII. LIABILITY AND INDEMNIFICATION**

**Section 32. Liability.** The Executive Directors shall not be held personally liable for the debts, obligations, or liabilities of the Organization in the absence of fraud, malfeasance, or intentional wrongdoing.

**Section 33. Indemnification.** In the absence of fraud, malfeasance, or intentional wrongdoing, the Organization shall indemnify to the fullest extent permitted by law any present or former executive member or officer against any actual and necessary expenses incurred in connection with the defense of any legal action, suit, or proceeding which he/she was made a party by reason of

Beinin executive member or Officer of the Organization. Such indemnification shall not be deemed exclusive of any other rights to which such executive member or Officer has.

**Section 34. Prohibition Against Self-Dealing.** Anything contained in this Article to the contrary notwithstanding, the Organization shall in no event indemnify any person otherwise entitled to such indemnification if such indemnification would constitute "self-dealing".

## **ARTICLE IX. GENERAL PROVISIONS**

**Section 35. Execution of Contracts.** The Executive Directors may authorize any Officer or Agent to enter and execute any contract on behalf of the Organization not to exceed \$10,000.00 (Ten thousand US. dollars). Any contract more than \$10,000.00 (Ten thousand US dollars) shall require the approval of the majority of the Executive Directors. All other contracts and agreements with respect to any real estate or private property of the Organization shall require approval by two-thirds (2/3) of the Executive Directors with a final double approval General assembly quorum.

**Section 36. Investments.** The Executive Directors shall be authorized to invest in activities that may be deemed to foster organization's activities such as such buying property to serve as head office. Investment projects which exceed \$25,000.00 (Twenty-five thousand USD) shall require .the approval of most of the General Assembly/Members entitled to vote.

**Section 37. Books and Records.** Correct books of accounts of all the business and transactions of the Organization shall be kept at the principal office of the Organization. **Section 38. Financial Procedure Manual.** Details of AUK's financial documents and financial policies are included in the AUK Financial Guideline Manual. The AUK Financial Guideline Manual, which is to be approved by the General Assembly, is considered as an integral part of this bylaws.

**Section 39. Fiscal Year.** The fiscal year of the Union shall be first January through .  
December 31<sup>st</sup>.

### **Section 40. Organization Logo and Seal.**

**I. Logo:** The Organization shall have its own logo. The logo shall be symbolic of the Amhara people's historical strength and Unity.

**II. Seal:** The Organization shall have a corporate seal with its name inscribed thereon. The seal shall be circular and shall have the image of its logo on it. The seal shall be in the custody of the Secretary and used by him/her, or another Officer so authorized by the Executive Directors, by causing it, or a facsimile thereof, to be impressed, affixed, or reproduced otherwise on any instrument or document as may be required by law, these Bylaws, Executive Directors, or the Chairperson. The presence or absence of the seal on any instrument, or its addition thereto, shall not affect the character, validity, or legal effect of the instrument in the respect

## ARTICLE X. CONFLICT BETWEEN ENGLISH & AMHARIC VERSION

These Bylaws could be written in two languages, Amharic and English, but if there is a conflict of interpretation between the Amharic and English translations, both the Amharic and English versions will appear in

## ARTICLE XI. DISSOLUTION

In the unlikely event that the Organization disbands or permanently discontinues to provide services because of a major disagreement, dispute, force major, or for any other reason, the Organization shall be dissolved as per the applicable laws of the Kentucky state and the Federal Government regarding the dissolution of non-profit organizations.

## ARTICLE XII. EFFECT OF PROVISIONS OF LAW AND ARTICLES OF INCORPORATION

Each of the provisions of these Bylaws shall be subject to and controlled by the specific provisions of the Articles of Incorporation relating to their subject matter and shall also be subject to exceptions or more specific provisions dealing with the subject matter appearing in these Bylaws as amended from time to time.

## ARTICLE XIII. EFFECTIVE DATE

The provisions of these Bylaws shall be effective from stamp date of registration with the Kentucky State.

## ARTICLE XIV. AMENDMENT

These Bylaws, or any one or more of the provisions thereof, may be altered, amended, or repealed and new Bylaws adopted by a two-thirds (2/3) vote of the Members/General Assembly at a meeting of the Members expressly called for that purpose. Notice of the intent to alter, amend, or repeal and adopt new Bylaws shall be given in accordance with these Bylaws.

ARTICLE XV. CERTIFICATION We certify that we are the duly elected Executive Directors of the **Amhara Union of Kentucky (AUK)** non-profit Organization, and that the above Bylaws consisting of 21 pages, 15 Articles, and 40 Sections are the By-Laws of this Union as amended following a vote of the members conducted on this day 04/14/2024, and that they have not been amended or modified since that date.

Executed on 04/14/2024 at 12:30 pm

No.	Name	Title	Signature
1.	Abiye Alemnew Wondalem	Chairperson	
2.	Manyazwale Zewda Gember	V/Chairperson	
3.	Fikadie Wale Desta	Secretary	
4.	Belayenhe Shitaye Temesgen	Treasurer	

5.	Geberie Demes Mekonen	V/Treasurer	
6.	Fenta Yenieleme Mekonen	Finance Officer	
7.	Fentahun Atinafu Ayalewu	Internal Control	
8.	Goshu W Alemneh	Public Relation Officer	
9.	Worku Demissie Biru	V/ Public Relation Officer	