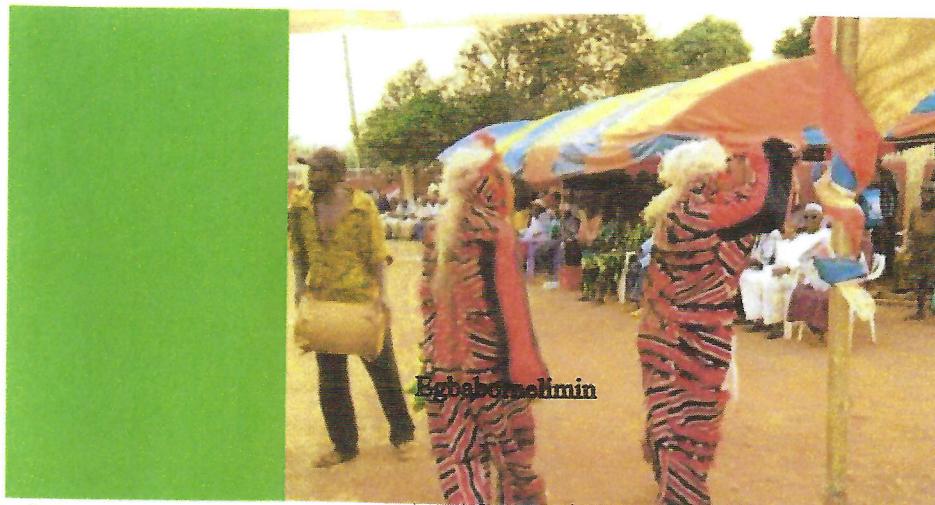


The Constitution of the



United Esan Organization

Houston - Texas

UNITED ESAN ORGANIZATION (UEO)

P.O. Box 1464

ALIEF, TEXAS, 77411- 1464

(STATE OF TEXAS) (HARRIS COUNTY) -- KNOW ALL MEN BY THESE PRESENTS:

CONSTITUTION OF THE UNITED ESAN ORGANIZATION

THAT the United Esan Organization (UEO), Houston, Texas, shall be a non-profit, non-political Organization, whose purpose shall be to preserve and promote the Esan cultural heritage, to enhance the welfare of the indigenous peoples of Esan; and to encourage cooperation among the Esans, Edo indigenes, other Nigerians in the United States of America and elsewhere. The United Esan Organization hereafter referred to as the Organization shall conduct its activities within the confines of this Constitution and subsequent amendments:

ARTICLE I: THE UNITED ESAN ORGANIZATION

Section 1: Official Name

The United Esan Organization shall be the official name by which the Organization conducts its activities and businesses.

Section 2: Period of Duration

The period of duration of the Organization shall be perpetual.

Section 3: Nonprofit Statute

- (a) The Organization shall be a nonprofit Organization.
- (b) The Organization's funds, interests or dividends shall not be paid to its members.
- (c) At the end of each fiscal year, the balance of all the Organization's funds from the passing fiscal year shall automatically be transferred to the funds for the new fiscal year.

Section 4: Fiscal Year

The Organization's fiscal year shall be from June 1 of each year to May 31 of the following year.

Section 5: Disclosure of the Organization Finances

- (a) Monthly briefings of the Organization finances shall be made available to members during its General Assembly meetings.
- (b) The Organization's financial statements shall be provided quarterly to members during its General Assembly meetings.
- (c) Any active member can request to examine the Organization's financial position in writing (subject to the approval of the board of directors)
- (d) The Organization shall submit an annual financial report to the Internal Revenue Services (IRS).

Section 6: Banking

- (a) The Organization shall operate an account(s) at any major financial institution(s).
- (b) The President, Treasurer and Secretary shall be the only authorized signatories to make cash withdrawal and or check withdrawal from the Organization's funds.

Auditors shall be appointed by the President and or the Board of Trustees during or before the last General Assembly meeting of the Organization's fiscal year and at any other time when necessary.

ARTICLE II: OBJECTIVES/PURPOSES

Section 1: Outline

- (a) To preserve and promote Esan cultural heritage.
- (b) To promote the interest and welfare of all its members.
- (c) To promote cooperation, harmony, and unity among members.
- (d) To promote commerce and educational excellence of all its members.
- (e) To encourage all members to be law abiding.
- (f) To enhance communication and dissemination of information among members,
- (g) To create a forum for intellectual and sociological exchange of ideas.
- (h) To promote and encourage patriotic habits amongst members, other Nigerians and the rest of the world at large.

ARTICLE III: MEMBERSHIP

Section 1: Members shall be:

Any Male indigene of a Local Government Area (LGA) falling within the boundaries of Esan Land of Edo State of Nigeria.

Section 2: Active Member(s) (same as Member(s) in Good Standing) shall be:

- (a) All members as defined in Section 1 above shall submit a one-time, non-refundable application fee of \$25.00 with his application.
- (b) All members who joined the Organization after January 2009 are required to pay the membership registration fee.
- (c) A potential member becomes a registered member only when his application materials and membership fee are received by the Secretary and approved by the General Assembly.
- (d) All members who joined the association from inception are exempted from paying membership registration fee but will be required to complete and submit a membership application for UEO records; and
- (e) In attendance for not less than two-third of scheduled monthly meetings (Eight (8) meetings) in one fiscal year and pay monthly dues and levies regularly as set forth in the constitution, on a contingent and or on as agreed upon by the Executive or the General Assembly.

f) Events/ invitations should be broken down to (a) compulsory events (b) non-compulsory events. A member must attend a compulsory event otherwise he pays a fine unless the member was sick or out of town. General meetings are counted as compulsory events.

And, a member cannot invite us to a compulsory event if he is not financially active or if he missed UEO compulsory events more than 4 times in a year.

ARTICLE III

Section 2: Executive Committee

f) The term of office of the executive shall end in June of election year irrespective of the month they were sworn-in in the year they were first elected.

d) If there are no candidates in June of an election year or election could not be held due to an act of God, the executives' members with expiring term, will be sworn-in in the month of July as a Caretaker committee until election is held or for a period not exceeding three months.

e) The caretaker committee Spending Authorization shall be limited to payment of mortgage/rent and Utilities.

g) Any financial disbursement other than (e) above shall be subject to the approval of the General house or the Board in case of Emergency.

Section 3: Board of Trustees

d) Board members election shall be held in June, not in the same year as Executive members election.

Deregistration and Re-registration

A UEO member(s) who has/have been de-registered and need to re-register shall pay a fine of \$50 plus the prevailing registration fee and payment of all dues owed to the Organization up to the time that/those member(s) last attended the UEO meeting/or from the time a notification letter was sent from UEO inquiring about the where-about of such a member(s).

Section 3: Associate Member(s) shall be.

(a) All members as defined in Section 1 above, resident in Houston, Texas, and the World at large, and.

(b) Pay dues regularly as set forth in this Constitution.

Section 4: Affiliate Member(s) shall be.

(a) All Members as defined in Section 1 above and

(b) Are not resident in the City of Houston, Texas, and its environs.

(c) Pay dues, regularly as set forth in this constitution.

Section 5: Honorary Member(s) shall be.

(a) Citizens of Nigeria and/or other non-Nigerians who are interested in the culture and welfare of the Esan people.

(b) Others not included in Sections 1, 2, 3, & 4 above.

Section 6: Rights

(a) At the General Assembly meetings, all members as defined in Article III, Sections (2) and (3) above shall have the freedom to speak/contribute to any UEO deliberations/discussions, the right to vote and be voted for.

(b) Only Active Members shall be eligible for election as Officers of the Organization

(c) Only Active Members can formally invite the UEO to any social/cultural and or any other event(s) whatsoever.

ARTICLE IV: ORGANIZATIONAL STRUCTURE

Section 1: General Assembly

(a) The General Assembly shall consist of all members in good standing.

(b) The duties of the General Assembly shall include but not limited to election of the members of the executive committee and the Board of Directors; approval or disapproval of any constitutional amendments, review any decision(s) and/or action(s) of the executive committee.

(c) Regular meetings of the General Assembly shall be open to all members as defined in all sections of ARTICLE III.

Section 2: Executive Committee

(a) The executive committee shall be the administrative body of the Organization.

(b) The executive committee shall consist of the President, Vice President, Secretary, Treasurer, Financial Secretary and Public Relations Officer.

(c) No executive member shall be re-elected for the same position for more than two consecutive terms, a term being two (2) years

- (d) Elections for executive members shall be held in the month of June bi-yearly at the General Assembly meeting.
- (e) Members elected to executive positions shall be sworn-in in the month of July following the month of June they were elected.
- (f) Notwithstanding the provisions of two term limits as set forth in the Constitution, any member that has served in the UEO executive should be eligible to run for same or any other position eight years after leaving office, provided he was still in good standing with the organization after he left office eight years preceding seeking such elective position.

Section 3: Board of Directors

- (a) The Board of Directors shall be the advisory council of the Organization
- (b) The Board shall consist of no more than five (5) members.
- (c) No Board member shall be re-elected for the same position for more than two consecutive terms, a term being two (2) years.
- (d) Board members election shall be held in June and not same year as Executive member election.

Section 4: Disciplinary Committee

- (a) The Disciplinary Committee shall be made up of five (5) members.
- (b) Three members of the Disciplinary Committee shall constitute a quorum.
- (c) Meetings of the Disciplinary Committee shall not commence without a quorum.
- (d) All disputes between members of the UEO shall be referred to the Disciplinary Committee for hearing/resolution/adjudication
- (e) The Disciplinary Committee shall have the power to recommend sanctions/punishment(s) to the party(s) deemed at fault, subject to the approval or revision of the General Assembly.
- (f) The Disciplinary Committee shall have the power to define action(s)/behavior(s) which constitute an offence, subject to the approval or revision of the General Assembly.
- (g) All disputes to be brought before the Disciplinary Committee shall follow the laid down procedure(s) for referring a case to the Disciplinary Committee for adjudication.

ARTICLE V: DUTIES

Section 1: The duties of the Executive Committee shall be:

- (a) To uphold the constitution of the Organization
- (b) To promote the goals and objectives of the Organization.
- (c) To implement the resolution(s) or decision(s) made and agreed upon by the General Assembly.
- (d) To summon the meetings of the General Assembly.
- (e) To seek legitimate sources of revenue and other resources for the Organization.
- (f) To appoint and dismiss ad-hoc panelists and appointees.
- (g) To submit to the General Assembly an annual report of all activities and the financial expenses incurred by the Organization.
- (h) To submit a budget to the General Assembly for approval each year.
- (i) To lead/govern the Organization.
- (j) To perform any other duties as deemed necessary by the general membership.

Section 2: The Duties of the Board of Directors shall be

- (a) To serve in an advisory and consent role both to the executive committee and the general membership.
- (b) To confirm, approve or disapprove members appointed by the executive committee to any official representation of the Organization.
- (c) To review the deliberations and activities of the executive committee, in this regard, the Board of Directors shall be independent of the executive.
- (d) To initiate programs designed to enhance and promote the goals and aspirations of the Organization.
- (e) To review proposals from members or the executive committee. In this regard, the Board members shall modify or adjust such proposal as deemed necessary, and thereafter, present it to the General Assembly for vote, adoption, or rejection.
- (f) To present any policy issue(s) agreed upon by a simple majority of the Board members to the

General Assembly for debate, vote, adoption or rejection.

Section 3: The duties of the "Age group" shall be:

To carry out any/all special duties assigned to the specific group by the President and approved by the board members.

Section 4: The duties of the President shall be:

- (a) To always be the official representative of the Organization.
- (b) To preside over all meetings of the General Assembly and those of the executive committee.
- (c) To call all regular and emergency meetings of the General Assembly as needed.
- (d) To delegate parts of his duties and/or authorities to the members of the executive committee on a temporary basis, as necessary.
- (e) To appoint an interim officer to the executive committee in case of a vacancy due to resignation or inability of an executive member to complete his term of office prior to the next election.
- (f) To act in emergency situations on behalf of the Organization, and with the consent of other members of the executive where necessary.
- (g) To act in non-emergency situations on behalf of the Organization with the consent of the general membership and Board of Directors.
- (h) To co-sign all checks/disbursements on behalf of the Organization.

Section 5: The duties of the Vice President shall be:

- (a) To temporarily assume the duties of the President when directed by the former or in his absence.
- (b) To assume the duties of the President in case of resignation or inability of the President to complete his term of office. In such a case, the Vice President shall officiate as "Acting President" until annual election is held.

Section 6: The duties of the Secretary shall be:

- (a) To temporarily assume the duties of the President whenever the office of the President and the Vice President are vacant due to their inability to complete their terms of office. In such a case, the Board of Directors shall assemble to elect a new President and Vice President within two weeks.

- (b) To keep records of all proceedings of the executive committee, and that of the General Assembly as well as to keep attendance list of all General Assembly meetings and other activities sponsored by the Organization.
- (c) To assist the President in preparing the agendas of the General Assembly meetings and other similar documents.
- (d) To be responsible for all official correspondence of the Organization.

Section 7: The duties of the Treasurer shall be:

- (a) To keep records of all financial transactions of the Organization and make all duly authorized payments/bank deposits.
- (b) To present an accurate financial report at all meetings to the General Assembly.
- (c) To submit, a detailed account of all revenues and expenditures of the Organization to the General Assembly on a monthly and yearly basis.
- (d) To be responsible for the collection of and proper recording of membership fees, monthly dues, special contributions and/or levies in the absence of the Financial Secretary.
- (e) To present the annual budget as pre-approved by the Board of Directors to the General Assembly for final approval.
- (f) To co-sign all checks/disbursements on behalf of the Organization
- (g) To keep receipts of all financial transactions on behalf of the Organization.
- (h) To make bank deposits within three business days of all monies collected on behalf of the Organization
- (i) To cooperate with appointed auditor(s) in facilitating the duties/assignments of the auditor(s).

Section 8: The duties of the Financial Secretary shall be:

The duties of the Financial Secretary shall be:

- (a) To collect and receive all moneys due the United Esan Organization (UEO).

- (b) To reconcile all monies collected with the Financial Treasurer.
- (c) To be responsible for the collection of and proper recording of membership fees, monthly dues, special contributions and/or levies.
- (d) To make bank deposits within three business days of all monies collected on behalf of the Organization.

Section 9: The duties of the Public Relations Officer shall be:

- (a) To organize and implement publicity work for the various events sponsored by the Organization.
- (b) To draft and distribute announcements to the General Assembly.
- (c) To organize and supervise all activities of social or cultural nature.
- (d) To assist the Treasurer in the collection of special contributions necessary to sponsor social and/or cultural events.
- (e) To organize and supervise the production of a periodical Newsletter on behalf of the Organization.

ARTICLE VI: ELECTION OF OFFICERS

Section 1: Election Bill

- (a) The provision of this bill shall be binding in the election and political process of the Organization.
- (b) This bill shall be called the Organization election bill.

Section 2: Electoral Committee (ad-hoc)

- (a) A three-member electoral committee shall be appointed by the Board members for the duration of the office of the Board.
- (b) The three members of the electoral committee shall be active members (Article III) of the Organization.
- (c) The members of the electoral committee shall oversee the electoral procedures during the general elections.

(d) The election results shall be announced by the electoral committee immediately after the elections are held

Section 3: General Election Procedures

(a) All candidates for both the executive committee and Board of Directors shall file an application for the desired position at least one month prior to the date of election.

(b) All applications shall include name, address, educational background, occupation, and a brief description of how the candidate intends to enhance the progress of the Organization.

(c) All applications shall be typed, and copies made available to all members present in the General Assembly meeting preceding the date of election.

(d) The conduct of elections shall be monitored by the Electoral Commission (Ad-hoc).

(e) Candidates to be elected shall not be members of the Electoral Commission.

(f) All candidates to be elected shall be present during the election.

(g) The elections of officers shall be based on a simple majority vote of the qualified general membership (ARTICLE III) present at the time of the election.

(h) Voting shall be by secret ballot only.

(i) Vote by proxy shall not be permitted.

Section 4: Eligibility

(a) All candidates shall have met the requirements stated in ARTICLE III

(b) All candidates shall have attended a higher institution of learning no less than two consecutive years.

(c) All candidates for the position of the President and Vice President shall have attained a degree in any subject area from a higher institution of learning.

(d) All candidates for the position of the Treasurer shall have studied Accounting or related subject for no less than two consecutive years in a higher institution of learning.

(e) All candidates shall have no criminal record of conviction at any given point in time.

(f) All candidates shall have regularly paid all their monthly dues and other approved levies,

moreover, delinquency in payments (that is, non-payments) shall not have been more than two months monthly dues.

ARTICLE VII: TERM OF OFFICE

Section 1: Executive Members

- (a) All newly elected executive members shall remain in the office for a period not to exceed two calendar years from the date of their initial or first election.
- (b) All newly elected executive members shall be sworn in and assume office at the next General Assembly meeting following the election.
- (c) All executive members shall hand over to their successors all the Organization's properties, documents and materials in their possession no later than two weeks after the election.

Section 2: Board of Directors

- (a) All newly elected members of the Board shall remain in office for a period of two years from the date of their initial or first election.
- (b) All newly elected Board members shall be sworn in and assume office at the next general meeting following the election.
- (c) All outgoing Board members shall hand-over to the President (for on-ward transfer to the newly elected Board members) all the Organization's properties, documents and materials in their possession no later than three weeks after the election of the new Board members.

United Esan Organization Board of Trustees Membership

- (a) The Board shall consist of not more than five (5) members.
- (b) The Board Chairman, at his discretion, reserves the right to invite the Executive President to a board meeting.

Section 3: Conditions for Removal/Dismissal of Officer(s)

- (a) Expiration of term and or new election or
- (b) Voluntary resignation or,
- (c) Proof of negligence or,
- (d) Proof of abuse of office (may include misrepresentation of one's credentials to the Organization, embezzlement, corruption, bribery, misconduct etc.) or
- (e) Proof of any criminal record of conviction or
- (f) Any other circumstance that may militate against the moral standard expected of a member of the Organization. In this regard, such circumstance shall be defined by the Executive members or Board members and approved by a two-third majority vote of the general membership present at the General Assembly meeting during which the said circumstance was defined or argued or debated.

Section 4: Procedure for Dismissal of Officer(s)

- (a) Proof(s) of negligence of duty, abuse of office, and criminal record shall be submitted in writing to the executive committee and the Board of Directors for review/recommendation.
- (b) Irrespective of the recommendations of the officers, the merits or lack of merit of the allegations shall be a written request by any member.
- (c) Emergency meeting of the General Assembly may be called if the litigant (officer in question) refuses to tender a written notice of his resignation and return all properties/materials belonging to the Organization after a due process determines such individual to be ineligible to hold an office.
- (d) The President shall serve an official notice of dismissal to any officer that becomes ineligible to hold an office. In case the President is the litigant, the Board of Directors shall serve the demoted President such an official notice of dismissal.
- (e) The due process referred to in (c) above shall include but not limited to the following:
 - (1) Consultation of the accused officer with other officers in a special meeting called by the President or the Board of Directors: as the case may be.
 - (2) If applicable, presentations of counter evidence (also in writing) by the accused officer to the officers' present at the meeting
 - (3) If applicable, presentation of proof against the accused and/or counter evidence by the accused officer to a General Assembly in a regular or emergency meeting
 - (4) A vote by the General Assembly in the merits or demerits of the proof and the counter evidence.
 - (5) The simple majority of the general membership present shall prevail thereafter. The accused officer is retained or removed/dismissed.

ARTICLE VIII: MEETINGS

Section 1: Frequency

- (a) The General Assembly shall meet at least once a month during each calendar year.
- (b) The General Assembly meeting shall be held every second Sunday of the month during each calendar
- (c) The executive committee shall meet regularly at least one week in advance of the monthly General Assembly meeting or at the President's request/discretion.

Section 2: Special/Emergency Meetings

- (a) Emergency or special meetings shall be called as necessary by the President.
- (b) Emergency or special meetings may be called by any member in good standing provided such meetings are approved by the executive committee or the Board of Directors or by a simple majority of the number of the members present at the preceding General Assembly meeting.
- (c) Emergency or special meetings may be called by any member in good standing if any unforeseen circumstances prevent approval by the executive committee or the Board of Directors or by a simple majority of the number of the members present at the preceding General Assembly meeting.

Section 3: Quorum

- (a) At the executive and Board meetings, three of the executive members and four of the Board members shall respectively constitute a quorum.
- (b) Except as provided elsewhere in this Constitution, approval of decisions of the general membership or Executive members or Board members shall be determined by a simple majority vote of the members present at the meeting at which the decision was made.
- (c) Meetings of the Executive committee or Board of Directors shall not commence without a quorum.

ARTICLE IX: AWARDS

Section 1: Privileges

- (a) The Executive committee shall have the privilege to award any special recognition or certificate(s) of appreciation to outstanding members i.e. Outstanding Member Award(s).
- (b) The General Assembly shall have the privilege to award any non-monetary special recognition to any individual who may have rendered outstanding services to the Organization i.e. Outstanding Service Award.

Section 2: Nomination

- (a) The Executive committee shall, with the approval of the Board of Directors, nominate a member for the Outstanding Member Award.
- (b) Any member in good standing may nominate another member in good standing for the Outstanding Member Award(s), provided a detailed written account of the achievements of such a nominee is submitted one month in advance of the date of such award to the Executive committee.

Section 3: Presentation

- (a) Awards shall be presented at the most opportune time.
- (b) The Outstanding Member(s) Award shall be presented in the month of May at the General Assembly meeting.
- (c) Other awards (e.g. honorary membership) may be presented at the most opportune time.

ARTICLE X: REVENUES/EXPENDITURES

Section 1: Sources

- (a) Revenue shall be generated from membership fees; monthly dues; donations; special contributions and/or levies; and interest from the Organization's bank account.
- (b) All members as defined in Article III, Sections (2) & (3) shall pay membership fees, monthly dues and special levies which would normally be determined by General Assembly's vote.
- (c) The Organization shall organize and implement fund raising activities such as car wash, sale of Esan artifacts, community work, parties, etc.

(d) The Organization shall accept donations or contributions from all well-wishers.

(e) Sources of revenue shall not be limited to those stated above.

Section 2: DUES

(a) Membership fee shall be payable at the same time the membership Application is filed.

(b) Monthly dues shall be payable at the monthly General Assembly meetings unless paid in advance (late payments shall be accepted).

(c) Monthly dues for members shall be \$30.00/person.

(d) Monthly and membership dues shall be subject to change only by a simple majority of the members present at the second General Assembly meeting following the annual election of officers.

Section 3: Expenses

(a) All expenses of the Organization shall be paid for from the revenues generated as outlined in Article X of Section 1 above.

(b) The Organization shall attempt to make a total yearly contribution (not to exceed 5% of annual net income) to any charitable Organization(s) of its choice and in whatever proportion(s) of the 5% of annual net income as it deems fit.

(c) An endowment fund shall be established for the Organization.

(d) Thirty five percent (35%) of the Organization's net income shall be paid into the endowment fund at the beginning of each fiscal year.

(e) The contribution to the endowment fund shall not exceed 50% of the annual net income of the Organization.

ARTICLE XIII: AMENDMENTS

Section 1: Privilege

(a) Amendments to this constitution are the privilege of the general membership (with voting rights).

(b) Amendments to this constitution shall be approved by at least a simple majority vote of the general membership (with voting rights) present at a general meeting during which the amendment(s) was motioned.

Section 2: Ratification

(a) Ratification of this constitution shall be by at a simple majority of the general membership (with voting rights) present at the General Assembly meeting during which ratification was motioned.

AMENDMENT TO HOUSE RULE ON ELECTION PROCEDURES AND ELIGIBILITY

Article VI section 3 General Election Procedures and section 4 Eligibility.

To amend and read as follows:

This amendment applies to the Executive and Board elections.

Section 3 (g)

- The election of officers shall be based on a simple majority of the quorum present (with voting rights) at the time of the election and the special proxy vote provision for "Special Circumstance" members (with voting rights) in absentia.
- "Special Circumstance" members shall mean those members (with voting rights) who have fulfilled their entire financial obligations to the Organization and have been in attendance at least 50% of the general meetings for the last 12 months.

All proxy votes must be cast with appropriate forms and a copy of the driver's license.

Section 4 (e)

- All candidates must be current with all their financial obligations to UEO prior to election.
- All candidates must have been in attendance for at least 8 months out of a 12-month calendar period.
- All candidates must have paid all statutory fees, dues, levies and other financial obligations to date.

Amendments to the UEO Constitution 2009 (As Amended) Brought Pursuant to the Provisions of Article II (A) (1), (A) (2) AND (A) (3) – November 13, 2014.

Benefits

A. Bereavements

Death of a qualified member, his spouse, or his child.

1. The spouse/child of each qualified member shall receive the sum of Five thousand US dollars (US \$5,000) only from the United Esan Organization Benefit Fund in the event of the death of a qualified member.
2. Each qualified member shall receive the sum of Five thousand US dollars (US \$5,000) only from the United Esan Organization Benefit Fund in the event of the death of his spouse or any of his children.
3. In addition, the UEO shall take up the responsibility of organizing the wake-keeping ceremony for the Family and all funds realized from this event shall be presented to the Family.
4. To qualify for these benefits, a member must satisfy all the provisions for qualification for membership in good standing as defined under Article III of this constitution and MUST NOT as at the date of the occurrence of the incidence be owing the UEO more than 3 months in Dues or any Levy/Levies that is/are statutorily approved by the Association.
5. A child for the purpose of the Provision of paragraph (1) above is as defined under the law of the United States of America.
6. This amendment supersedes the provision of Article II (a) (2) of the 2009 UEO Constitution (As amended) or any other provision relating to same under the 2009 UEO Constitution (As Amended).

(B) Death of a Mother or Father or both of a qualified Member.

1. Each qualified member shall receive the sum of One thousand five hundred US dollars (US \$1500) only from the UEO Benefit Funds in the event of the death of either his mother or his father.
2. If both of his parents passed away on the same day, a qualified member shall be paid the sum of Three thousand US dollars (US \$3000) only from the UEO Benefit Funds.

3. If two or more qualified members lose a father or mother, each qualified member shall receive One thousand five hundred US dollars (US \$1500) each from the UEO Benefit Funds.
4. If two or more qualified members lose both parents on this same day each qualified member shall receive Three thousand US dollars (US \$3000) each from the UEO Benefit Funds.
5. There shall be only one wake-keeping event for all the family members concerned at their chosen time, date, and location.
6. Such member(s) must satisfy the provisions for qualification of the UEO membership as defined under Article III of the 2009 UEO Constitution (As amended) and MUST NOT as at the date of occurrence of the incidence be owing more than 3 months in Dues or any Levy/Levies that is/are statutorily approved by the Association.

Resolved and Adopted by the UEO General Assembly on this

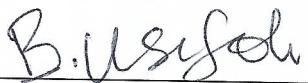
July 14, 2024



Mr. Matthew Iyere, Chairman of the Board, UEO



Mr. Patrick Ujadughele, Executive President, UEO



Mr. Bright Usifoh, Chairman Constitution Review Committee