

## **New England Professional Group Organizational Bylaws**

### **Article I: Name**

1.01 **Name:** The name of this organization is New England Professional Group. The business of this organization may be conducted as New England Professional Group or NEPG.

### **Article II: Purpose and Powers of The Organization**

2.01 **Purpose:** New England Professional Group is an organization committed to the education of healthcare professionals about chemical dependency and addiction treatment, providing a path to a lifetime of recovery for healthcare professionals. New England Professional Group is a fellowship of recovering healthcare professionals who share their experience, strength and hope with each other that they may solve their common problem and help other health care professionals to recover from addiction. The only requirement for membership is being a healthcare professional who has a desire to be in recovery. New England Professional group is self-supporting through its member's contributions. It is not allied with any sect, denomination or politics, organization or institution; does not wish to engage in any controversy, neither endorses nor opposes any causes.

2.02 **Powers:** The organization shall have the power, directly or indirectly, alone or in conjunction with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the organization was formed. The powers of the organization may include, but not limited to, the acceptance of contributions from public and private sectors, whether financial or in-kind contributions.

#### **2.03 Nonprofit Status and Exempt Activities Limitation.**

(a) **Nonprofit Legal Status:** New England Professional Group is a Massachusetts non-profit public benefit organization, recognized as tax exempt under Section 501(c)(3) of the United States Internal Revenue Code.

(b) **Exempt Activities Limitation:** Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of this organization shall take any action or carry on any activity by or on behalf of the organization not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended. No part of the net earnings of the organization shall inure to the benefit or be distributable to any director, officer, member, or other private person, 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 the Articles of Incorporation and these Bylaws.

(c) **Distribution Upon Dissolution:** Upon the dissolution of New England Professional Group any remaining funds, after meeting all debts related to prior annual meetings, will be distributed to local, (tax-exempt under section 501 (c) (3) of the internal revenue code), addiction recovery programs to support individuals in need of financial support to receive recovery services.

### **Article III, Membership**

**3.01 No Membership Classes** The organization shall have no membership classes. The only requirement for membership is being a healthcare professional who has a desire to be in recovery.

**3.02 Dues:** There are no dues for membership. New England Professional group is self-supporting through its member's voluntary contributions.

### **Article IV, Board of Directors**

**4.01 Selection of Board:** The New England Professional Group members select a board of directors at the business meeting that occurs during the annual conference. Additionally, directors may be elected at any board meeting by the majority vote of the existing board of directors.

**4.02 Service Term:** The service term of the board members is two years; however, the term may be extended until a successor has been elected. Directors may serve terms in succession.

**4.03 Officer Positions:** The board members determine their respective positions on the board amongst themselves.

**4.04 Compensation:** There is no compensation, monetary or otherwise, for members of the board.

**4.05 Function:** The function of the board is to oversee the operation of New England Professional Group, including selection of the annual meeting coordinator(s), assistance with selection of invited speakers, development of the meeting curriculum and locations, and coordination of the scholarship distributions. It is responsible for the fiscal soundness of the organization to be able to meet its mission goal of providing support for healthcare professionals in recovery through its annual conference.

**4.06 Removal of Directors:** A director may be removed by two-thirds vote of the board of directors then in office.

#### **4.07 Board of Directors Meetings:**

(a) Regular Meetings: The board of directors shall have a minimum of two regular meetings each calendar year at times and places fixed by the board. These meetings shall be held either in-person or live electronically as the convenience of the board upon 48 hours electronic or telephonic notice.

(b) Special Meetings. Special meetings of the board may be called by any officer of the board or by two other directors of the board of directors. Special meetings must be preceded by at least 48 hours' notice to each director of the date, time, and place, but not the purpose, of the meeting.

#### **4.08 Manner of Acting:**

(a) Quorum. A majority of directors in office immediately before a meeting shall constitute a quorum for the transaction of business at that meeting of the board. No business shall be considered by the board at any meeting at which a quorum is not present.

(b) Majority Vote. Except as otherwise required by law or by the articles of association, the act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board.

(c) Hung Board Decisions. On the occasion that directors of the board are unable to make a decision based on a tied number of votes, the Chairman or Treasurer, in the order of presence, shall have the power to swing the vote based on his/her discretion.

(d) Participation. Except as required otherwise by law, the Articles of Incorporation, or these Bylaws, directors may participate in a regular or special meeting through the use of any means of communication by which all directors participating may simultaneously hear each other during the meeting, including in person, internet video meeting or by telephonic conference call.

**4.09 Compensation for Board Members Services:** Directors shall receive no compensation for carrying out their duties as directors. The board may adopt policies providing for reasonable reimbursement of directors for expenses incurred in conjunction with carrying out board responsibilities, such as travel expenses to attend board meetings.

**4.10 Compensation for Professional Services by Directors:** Directors are not restricted from being remunerated for professional services provided to the organization. Such remuneration shall be reasonable and fair to the organization and must be reviewed and approved in accordance with the board Conflict of Interest policy and state law.

#### **ARTICLE V, COMMITTEES**

**5.01 Committees:** The board of directors may, by the resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Any committee, to the extent provided in the resolution of the board, shall have all the authority of the board, except that no committee, regardless of board resolution, may:

- (a) take any final action on matters which also requires board members' approval or approval of a majority of all members;
- (b) fill vacancies on the board of directors of in any committee which has the authority of the board;
- (c) amend or repeal Bylaws or adopt new Bylaws;
- (d) amend or repeal any resolution of the board of directors which by its express terms is not so amendable or repealable;
- (e) appoint any other committees of the board of directors or the members of these committees;
- (f) expend corporate funds to support a nominee for director; or
- (g) approve any transaction;
  - (i) to which the organization is a party and one or more directors have a material financial interest; or
  - (ii) between the organization and one or more of its directors or between the organization or any person in which one or more of its directors have a material financial interest.

**5.02 Meetings and Action of Committees:** Meetings and action of the committees shall be governed by and held and taken in accordance with, the provisions of Article IV of these Bylaws concerning meetings of the directors, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except that the time for regular meetings of committees may be determined either by resolution of the board of directors or by resolution of the committee. Special meetings of the committee may also be called by resolution of the board of directors. Notice of special meetings of committees shall also be given to any and all alternate members, who shall have the right to attend all meetings of the committee. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The board of directors may adopt rules for the governing of the committee not inconsistent with the provision of these Bylaws.

**5.03 Informal Action by The Board of Directors** Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if consent in writing, setting forth the action so taken, shall be agreed by the consensus of a quorum. For purposes of this section an e-mail transmission from an e-mail address on record constitutes a valid writing. The intent of this provision is

to allow the board of directors to use email to approve actions, as long as a quorum of board members gives consent.

## **ARTICLE VI, OFFICERS**

**6.01 Board Officers:** The officers of the organization shall be a board president, vice-president, secretary, and treasurer, all of whom shall be chosen by, and serve at the pleasure of, the board of directors. Each board officer shall have the authority and shall perform the duties set forth in these Bylaws or by resolution of the board or by direction of an officer authorized by the board to prescribe the duties and authority of other officers. The board may also appoint additional vice-presidents and such other officers as it deems expedient for the proper conduct of the business of the organization, each of whom shall have such authority and shall perform such duties as the board of directors may determine. One person may hold two or more board offices, but no board officer may act in more than one capacity where action of two or more officers is required.

**6.02 Term of Office** Each officer shall serve a two-year term of office and may not serve more than three (3) consecutive terms of office. Unless unanimously elected by the board at the end of his/her three (3) terms or to fill a vacancy in an officer position, each board officer's term of office shall begin upon the adjournment of the board meeting at which elected and shall end upon the adjournment of the board meeting during which a successor is elected.

**6.03 Removal and Resignation:** The board of directors may remove an officer at any time, with or without cause. Any officer may resign at any time by giving written notice to the organization without prejudice to the rights, if any, of the organization under any contract to which the officer is a party. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified in the notice, unless otherwise specified in the notice. The acceptance of the resignation shall not be necessary to make it effective.

**6.04 Board President** The board president shall be the chief volunteer officer of the organization. The board president shall lead the board of directors in performing its duties and responsibilities, including, if present, presiding at all meetings of the board of directors, and shall perform all other duties incident to the office or properly required by the board of directors.

**6.05 Vice President** In the absence or disability of the board president, the ranking vice-president or vice-president designated by the board of directors shall perform the duties of the board president. When so acting, the vice-president shall have all the powers of and be subject to all the restrictions upon the board president. The vice-president shall have such other powers and perform such other duties prescribed for them by the board of directors or the board president. The vice-president shall normally accede to the office of board president upon the completion of the board president's term of office.

**6.06 Secretary:** The secretary shall keep or cause to be kept a book of minutes of all meetings and actions of directors and committees of directors. The minutes of each meeting shall state the time and place that it was held and such other information as shall be necessary to determine the actions taken and whether the meeting was held in accordance with the law and these Bylaws. The secretary shall cause notice to be given of all meetings of directors and committees as required by the Bylaws. The secretary shall have such other powers and perform such other duties as may be prescribed by the board of directors or the board president. The secretary may appoint, with approval of the board, a director to assist in performance of all or part of the duties of the secretary.

**6.07 Treasurer:** The treasurer shall be the lead director for oversight of the financial condition and affairs of the organization. The treasurer shall oversee and keep the board informed of the financial condition of the organization and of audit or financial review results. In conjunction with other directors or officers, the treasurer shall oversee budget preparation and shall ensure that appropriate financial reports, including an account of major transactions and the financial condition of the organization, are

made available to the board of directors on a timely basis or as may be required by the board of directors. The treasurer shall perform all duties properly required by the board of directors or the board president. The treasurer may appoint, with approval of the board, a qualified fiscal agent or member of the staff to assist in performance of all or part of the duties of the treasurer.

**6.08 Non-Director Officers:** The board of directors may designate additional officer positions of the organization and may appoint and assign duties to other non-director officers of the organization.

#### **ARTICLE VII, CONTRACTS, CHECKS, LOANS, INDEMNIFICATION AND RELATED MATTERS**

**7.01 Contracts and other Writings:** Except as otherwise provided by resolution of the board or board policy, all contracts, deeds, leases, mortgages, grants, and other agreements of the organization shall be executed on its behalf by the treasurer or other persons to whom the organization has delegated authority to execute such documents in accordance with policies approved by the board.

**7.02 Checks, Drafts:** All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the organization, shall be signed by such officer or officers, agent or agents, of the organization and in such manner as shall from time to time be determined by resolution of the board.

**7.03 Deposits:** All funds of the organization not otherwise employed shall be deposited from time to time to the credit of the organization in such banks, trust companies, or other depository as the board or a designated committee of the board may select.

**7.04 Loans:** No loans shall be contracted on behalf of the organization and no evidence of indebtedness shall be issued in its name unless authorized by resolution of the board. Such authority may be general or confined to specific instances.

#### **7.05 Indemnification:**

(a) **Mandatory Indemnification.** The organization shall indemnify a director or former director, who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which he or she was a party because he or she is or was a director of the organization against reasonable expenses incurred by him or her in connection with the proceedings.

(b) **Permissible Indemnification.** The organization shall indemnify a director or former director made a party to a proceeding because he or she is or was a director of the organization, against liability incurred in the proceeding, if the determination to indemnify him or her has been made in the manner prescribed by the law and payment has been authorized in the manner prescribed by law.

(c) **Advance for Expenses.** Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the organization in advance of the final disposition of such action, suit or proceeding, as authorized by the board of directors in the specific case, upon receipt of (I) a written affirmation from the director, officer, employee or agent of his or her good faith belief that he or she is entitled to indemnification as authorized in this article, and (II) an undertaking by or on behalf of the director, officer, employee or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the organization in these Bylaws.

(d) **Indemnification of Officers, Agents and Employees.** An officer of the organization who is not a director is entitled to mandatory indemnification under this article to the same extent as a director. The organization may also indemnify and advance expenses to an employee or agent of the organization who is not a director, consistent with Massachusetts Law and public policy, provided that such indemnification, and the scope of such indemnification, is set forth by the general or specific action of the board or by contract.

#### **ARTICLE VIII, MISCELLANEOUS**

**8.01 Books and Records:** The organization shall keep correct and complete books and records of account and shall keep minutes of the proceedings of all meetings of its board of directors, a record of

all actions taken by board of directors without a meeting, and a record of all actions taken by committees of the board. In addition, the organization shall keep a copy of the organization 's Articles of Incorporation and Bylaws as amended to date.

8.02 **Fiscal Year:** The fiscal year of the organization shall be from January 1 to December 31 of each year.

8.03 **Conflict of Interest:** The board shall adopt and periodically review a conflict-of-interest policy to protect the organization 's interest when it is contemplating any transaction or arrangement which may benefit any director, officer, employee, affiliate, or member of a committee with board-delegated powers.

8.04 **Nondiscrimination Policy:** The officers, directors, committee members, and persons served by this organization shall be selected entirely on a nondiscriminatory basis with respect to age, sex, race, religion, national origin, and sexual orientation. It is the policy of New England professional group not to discriminate on the basis of race, creed, ancestry, marital status, gender, sexual orientation, age, physical disability, veteran's status, political service or affiliation, color, religion, or national origin.

8.05 **Bylaw Amendment:** These Bylaws may be amended, altered, repealed, or restated by a vote of the majority of the board of directors then in office at a meeting of the Board, provided, however, (a) that no amendment shall be made to these Bylaws which would cause the organization to cease to qualify as an exempt organization under Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code; and, (b) that an amendment does not affect the voting rights of directors. An amendment that does affect the voting rights of directors further requires ratification by a two-thirds (?) vote of a quorum of directors at a Board meeting. (c) that all amendments be consistent with the Articles of Incorporation.

#### **ARTICLE IX COUNTERTERRORISM AND DUE DILIGENCE POLICY**

In furtherance of its exemption by contributions to other organizations, domestic or foreign, New England Professional Group shall stipulate how the funds will be used and shall require the recipient to provide the organization with detailed records and financial proof of how the funds were utilized. Although adherence and compliance with the US Department of the Treasury's publication the "Voluntary Best Practice for US. Based Charities" is not mandatory, New England Professional Group willfully and voluntarily recognizes and puts to practice these guidelines and suggestions to reduce, develop, re-evaluate and strengthen a risk-based approach to guard against the threat of diversion of charitable funds or exploitation of charitable activity by terrorist organizations and their support networks. New England Professional Group shall also comply and put into practice the federal guidelines, suggestion, laws and limitation set forth by pre-existing U.S. legal requirements related to combating terrorist financing, which include, but are not limited to, various sanctions programs administered by the Office of Foreign Assets Control (OFAC) in regard to its foreign activities.

#### **ARTICLE X, DOCUMENT RETENTION POLICY**

10.01 **Purpose:** The purpose of this document retention policy is establishing standards for document integrity, retention, and destruction and to promote the proper treatment of New England Professional Group records.

##### **10.02 Policy**

Section 1. General Guidelines. Records should not be kept if they are no longer needed for the operation of the business or required by law. Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense which can grow unreasonably if good housekeeping is not performed. A mass of records also makes it more difficult to find pertinent records. From time to time, New England Professional Group may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that warrant special

consideration are identified below. While minimum retention periods are established, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention, as well as the exception for litigation relevant documents and any other pertinent factors.

**Section 2. Exception for Litigation Relevant Documents.** New England Professional Group expects all officers, directors, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, directors, and employees should note the following general exception to any stated destruction schedule: If you believe, or New England Professional Group informs you, that corporate records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then you must preserve those records until it is determined that the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records.

**Section 3. Minimum Retention Periods for Specific Categories**

(a) Corporate Documents. Corporate records include the organization's Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Exemption. Corporate records should be retained permanently. IRS regulations require that the Form 1023 be available for public inspection upon request.

(b) Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents concerning the organization's revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.

(c) Employment Records/Personnel Records. State and federal statutes require the organization to keep certain recruitment, employment and personnel information. The organization should also keep personnel files that reflect performance reviews and any complaints brought against the organization or individual employees under applicable state and federal statutes. The organization should also keep in the employee's personnel file all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel. Employment applications should be retained for three years. Retirement and pension records should be kept permanently. Other employment and personnel records should be retained for seven years.

(d) Board and Board Committee Materials. Meeting minutes should be retained in perpetuity in the organization's minute book. A clean copy of all other Board and Board Committee materials should be kept for no less than three years by the organization.

(e) Press Releases/Public Filings. The organization should retain permanent copies of all press releases and publicly filed documents under the theory that the organization should have its own copy to test the accuracy of any document a member of the public can theoretically produce against the organization.

(f) Legal Files. Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.

(g) Marketing and Sales Documents. The organization should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other legal documentation. These documents should be kept for at least three years beyond the life of the agreement.

(h) Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the organization and are protected as a trade secret where the organization: (i) derives independent economic value from the secrecy of the information; and (ii) has taken affirmative steps to keep the information confidential. The organization

should keep all documents designated as containing trade secret information for at least the life of the trade secret.

(i) Contracts. Final, execution copies of all contracts entered into by the organization should be retained. The organization should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.

(j) Correspondence. Unless correspondence falls under another category listed elsewhere in this policy, correspondence should generally be saved for two years.

(k) Banking and Accounting. Accounts payable ledgers and schedules should be kept for seven years. Bank reconciliations, bank statements, deposit slips and checks (unless for important payments and purchases) should be kept for three years. Any inventories of products, materials, and supplies and any invoices should be kept for seven years.

(l) Insurance. Expired insurance policies, insurance records, accident reports, claims, etc. should be kept permanently.

(m) Audit Records. External audit reports should be kept permanently. Internal audit reports should be kept for three years.

Section 4. **Electronic Mail.** E-mail that needs to be saved should be either: (i) printed in hard copy and kept in the appropriate file; or (ii) downloaded to a computer file and kept electronically or on disk as a separate file. The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy.

#### **ARTICLE XI Transparency and Accountability Disclosure of Financial Information With the General Public**

**11.01 Purpose.** By making full and accurate information about its mission, activities, finances, and governance publicly available, New England Professional Group practices and encourages transparency and accountability to the general public.

This policy will: indicate which documents and materials produced by the organization are presumptively open to staff and/or the public indicate which documents and materials produced by the organization are presumptively closed to staff and/or the public specify the procedures whereby the open/closed status of documents and materials can be altered.

The details of this policy are as follow:

- Financial and IRS documents (The form 1023 and the form 990.) New England Professional Group shall provide its Internal Revenue forms 990, 990-T, 1023 and 5227, bylaws, conflict of interest policy, and financial statements to the general public for inspection free of charge.
- Means and Conditions of Disclosure. New England Professional Group shall make “Widely Available” the aforementioned documents on its internet website: [neprofessionalgroup.org](http://neprofessionalgroup.org) to be viewed and inspected by the general public. The documents shall be posted in a format that allows an individual using the Internet to access, download, view and print them in a manner that exactly reproduces the image of the original document filed with the IRS (except information exempt from public disclosure requirements, such as contributor lists). The website shall clearly inform readers that the document is available and provide instructions for downloading it. New England Professional Group shall not charge a fee for downloading the information. Documents shall not be posted in a format that would require special computer hardware or software (other than software readily available to the public free of charge). New England Professional Group shall inform anyone requesting the information where this information can be found, including the web address. This information must be provided immediately for in-person requests and within 7 days for mailed requests.

- 11.04 IRS Annual Information Returns (Form 990) New England Professional Group shall submit the Form 990 to its board of directors prior to the filing of the Form 990. While neither the approval of the Form 990 or a review of the 990 is required under Federal law, the organization's Form 990 shall be submitted to each member of the board of directors via (hard copy or email) at least 10 days before the Form 990 is filed with the IRS.

## **ARTICLE XII CODES OF ETHICS AND WHISTLEBLOWER POLICY**

12.01 **Purpose:** New England Professional Group requires and encourages directors and officers to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The representatives of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of New England Professional Group to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all corporate staff is necessary to achieve compliance with various laws and regulations.

12.02 **Reporting Violations:** If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of New England Professional Group is in violation of law, a written complaint must be filed by that person with the vice president or the board president.

12.03 **Acting in Good Faith:** Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be subject to civil and criminal review.

12.04 **Retaliation:** Said person is protected from retaliation only if she/he brings the alleged unlawful activity, policy, or practice to the attention of New England Professional Group and provides New England Professional Group with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement. New England Professional Group shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practice of New England Professional Group or of another individual or entity with whom New England Professional Group has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy. New England Professional Group shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of New England Professional Group that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

12.05 **Confidentiality:** Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

12.06 **Handling of Reported Violations:** The board president or vice president shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports shall be promptly investigated by the board and its appointed committee and appropriate corrective action shall be taken if warranted by the investigation. This policy shall be made available to all directors, officers, staff or employees and they shall have the opportunity to ask questions about the policy.

**ARTICLE XIII, AMENDMENTS OF ARTICLES OF INCORPORATION**

13.01 **Amendment** Any amendment to the Articles of Incorporation may be adopted by approval of two-thirds (2/3) of the board of directors.

**CERTIFICATE OF ADOPTION OF BYLAWS**

I do hereby certify that the above stated Bylaws of New England Professional Group were approved by the New England Professional Group board of directors on July 13<sup>th</sup>, 2021 and constitute a complete copy of the Bylaws of the organization.

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Sheryl Vieira, Secretary

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Date