



Rev: Orig-19 APR 2025

BL-001

Natchitoches Tribe of Louisiana

ByLaws

Repeal of 1/12/2016 ByLaws and Amendment/Replacement of 04/03/2025

ARTICLE 1 - Name and Principal Office

The initial name of this nonprofit corporation was Lac Noir Black Lake Tribe of Native Americans of Louisiana. Articles of Incorporation were filed January 12, 2016, in the State of Louisiana. ByLaws were developed to correspond to filing of Articles. The name of this corporation was officially changed on July 20, 2018, to Natchitoches Tribe of Louisiana. The Principal Office remains unchanged since initial corporation formation and is 305 Third Street, Pioneer, Louisiana 71266.

ARTICLE 2 - PURPOSES & MISSION

The Articles of Incorporation of November 18, 2015, are re-affirmed. This corporation is formed for the purpose of engaging in any lawful activity for which corporations may be formed under Chapter 2, Title 12 of the LA Revised Statutes (Non-Profit Corporation Law).

Further, this amendment/replacement to the ByLaws limits Bylaws purpose. The Natchitoches Tribe of Louisiana (hereinafter referred to as 501c3 NTL) was granted IRS 501(c)(3) determination on October 4, 2018. This corporation is organized exclusively for charitable and educational purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes described in section 501(c)(3). No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal

Revenue Code, or the corresponding section of any future federal tax code. The 501c3 NTL will not carry on any prohibited activities under Louisiana State Law.

Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

ARTICLE 3 - BOARD OF DIRECTORS, OFFICERS, AND AGENTS

Section 1. The Federal tax laws of 501(c)(3) corporations do not mandate the particular management structures, except to request that "...each charity be thoughtful about the governance practices that are most appropriate for that charity in assuring sound operations and compliance with the tax law." ByLaws, representing the IRS recommended method of governance practices, will be required reading and adherence for any Director, Officer, and Agent.

Section 2. The Louisiana State Legislature (RS 12:1-143) has certain restrictions on who can be considered a "Qualified Director" for a nonprofit corporation. ByLaws incorporates these restrictions and will guide the nominations of Directors of the Board.

Louisiana State Legislature Title 12, Chapter 2, Nonprofit Corporation Law will prevail in any conflicts between these 501c3 NTL ByLaws and State laws.

Section 3. These ByLaws of 501c3 NTL will follow Federal and State regulations regarding the familial boundaries to be observed by the 501c3 NTL. The IRS guidelines state: "...a governing board should include independent members and should not be dominated by employees or others who are not, by their very nature, independent individuals because of family or business relationships." Form 990 asks questions about family and business relationships among board members so they will need to be disclosed on this Form.

State guidelines state that a "qualified director" is "...a director who is neither of the following...a director who is a related person...means a familial, financial, professional, employment, or other relationship that would reasonably be expected to impair the objectivity of the director's judgement when participating in the action to be taken..."

The definition of "familial" through legal standards: "For IRS purposes, relationship among board members is narrowly defined...Blood relations are family members extending to mother, father, brother, sister, son, daughter, and grandmother or grandfather. Once it gets to aunts, uncles, and/or cousins, you're probably beyond the strict definition of blood related. Marriage relations can include spouse, son or daughter-in-law, and mother or father-in-law...Former spouses are NOT considered to be related."

Section 4. This Organization was established on November 18, 2015, as a perpetual non-profit corporation, by sole incorporator Fred Dale Simon. Inasmuch that the Articles of Incorporation declare "This corporation is to be organized on a non-stock basis" and has no shareholders, it is

hereby declared that any “members” are viewed as contributors, supporters, and volunteers rather than voting stakeholders.

Section 5. As a perpetual non-profit, it is determined that the “most appropriate” management structure would ensure that the Incorporator, Fred Dale Simon, remains an active Board Member until such time as he may resign or die and in compliance with RS 12:1-143.

Section 6. The Directors are elected during each Annual Board meeting, by the existing Board Members. At any point, there always will be at least five (5) active directors. At any time when the Board membership decreases below five (5) active directors, the Incorporator or Agent or President will select replacements, no specific time in the annual cycle is required. There are no maximum number of Directors which may serve at any one time. The choice to increase/decrease the number of Directors will be decided at each Annual Board meeting.

Section 7. The Board will be guided by the concept of “Director Rotation,” which is a process of limiting corporate board members’ service lengths, and then being re-elected. According to State Law, Director terms cannot exceed five (5) years, which includes the Incorporator. After a one-year hiatus from being on the Board of Directors, a prior Board member will again qualify for selection and/or election.

Section 8. Under State law, a Board Director is not required to be a resident of Louisiana.

Section 9. By State law, the Board of Directors may make, amend and repeal the ByLaws of the Nonprofit Corporation. The changes, when required by law, shall be filed with the IRS Form 990 annual report and Louisiana State “Domestic Corporation Annual Report.”

Section 10. As a perpetual non-profit, it is determined that the “most appropriate” management structure would ensure that the Incorporator, Fred Dale Simon, remains the President (also called Primary Chief) until such time as he may resign or die.

Section 11. There are two positions, the Secretary and Treasurer, that Officers are required to hold to fulfill IRS and State Laws, both positions can be held by one person. Each position may be occupied by a Board Director. These positions are elected by the entire Board of Directors. If at any time, there are no active Directors, but the President (Primary Chief) is active, he may select individuals to fulfill these positions.

Section 12. There may be any number of Vice-Presidents, elected by Board or selected by the Primary Chief. These Officers will fulfill specific duties prescribed by the Board of Directors.

Section 13. In regard to duties of all Officers, these duties are defined by IRS tax laws and Louisiana State laws, and will prevail to ensure that 501c3 NTL will remain a perpetual non-profit.

Section 14: Every corporation shall continuously maintain in Louisiana State at least one registered agent, who is a resident of this state. That role has been carried out by Fred Dale Simon since incorporation and he will continue to fulfill that role until he resigns or dies.

Section 15: All individuals functioning as Board of Directors, Officers, and Agents may hold a meeting by means of conference telephone, video, facsimile, or similar communications equipment provided that all persons participating in the meeting can communicate with each other. Participation in a meeting with these methods shall constitute presence in person at such meeting.

ARTICLE 4 - COMMITTEES, SUB-COMMITTEES

Section 1. The Board of Directors may designate one or more committees/sub-committees. Each committee/sub-committee will consist of two or more of the directors (termed “Liaison Board Directors”) which, to the extent provided by resolution of the Board, shall have and may exercise the powers of the Board of Directors in the management of the business and affairs of the corporation in regards to the functions of the specific committee/sub-committee. If there is any vacancy in the two Liaison Board Directors serving on the committee/sub-committee, the President/Chief may designate another director to serve on the committee pending action by the Board.

Section 2. Board of Directors, when creating committees/sub-committees, will give each committees/sub-committees a name and assign duties and goals.

Section 3. Such committee/sub-committee may have power to authorize the seal of the corporation to be affixed to documents, with approval of the Board of Directors.

Section 4. Such committee/sub-committee shall have such name or names as may be determined, from time to time, by the Board of Directors.

Section 5. Any vacancy in members occurring in any such committee/sub-committee shall be filled by the two Liaison Board Directors who are the liaison with the entire Board.

Section 6. Each such committee/sub-committee shall hold said designation during the term of the Board members constituting it. The continuation of each committee/sub-committee will be re-affirmed at each annual Board meeting, with the assigning of the two Liaison Board Directors.

Section 7. The designation of and delegation of authority to a committee/sub-committee shall not relieve the Directors of any responsibility imposed on them by law.

Section 8. Any action which may be taken at a meeting of the committee/sub-committee will be written and filed with the records of proceedings of the committee/sub-committee. These records will be transmitted to the entire Board for review and approval of any actions requested by the committee/sub-committee which fall outside of the powers of the Liaison Board-Directors.

Section 9. The Board of Directors will develop the Operating Manual for the guidelines specific to Recording of Meeting Minutes, method of presentation to the entire Board of Directors, and transmission of Board Motions back to each Committee/Sub-Committee. This Operating Manual will be updated as necessary as the records requirements change in time.

Section 10. Any committee/sub-committee, thus formed, may hold a meeting by means of conference telephone, video, facsimile, or similar communications equipment provided that all

persons participating in the meeting can communicate with each other. Participation in a meeting pursuant to this Paragraph shall constitute presence in person at such meeting.

ARTICLE 5 - CONFLICT OF INTEREST POLICY

Section 1. According to IRS tax laws, an Annual Certifying Statement must be signed by all Board Members, Officers, and Committee Members. This requirement is covered in “POL-001-Natchitoches Tribe of Louisiana-Oath of Office and Code of Conduct”.

The Annual Certifying Statement confirms that each has read/received a copy of the “Conflicts of Interest Policy” and understands the policy, and that each has agreed to comply with the policy.

Section 2. The President/Chief shall have the authority to fulfill the requirements of the “Conflicts of Interest Policy” throughout the year without calling further Board Meetings. Any Minutes of meetings addressing the “Conflicts of Interest Policy” shall contain:

- A. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the decisions as to whether a conflict of interest in fact existed; and
- B. The names of the persons who were present for the discussions and votes relating to the transaction of arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taking in connection with the proceedings.

Section 3. The 501c3 NTL is charitable and educational and in order to maintain its federal tax exemption, it must engage primarily in activities which accomplish one or more of its tax-exempt purposes. This purpose is re-affirmed at the Annual Board Meeting. Board members are required to complete the IRS “Stay Exempt” workshops at least once in their life-time of active Board service.

ARTICLE 6 - TRIBAL CITIZENSHIP VETTING

Section 1. This article clarifies the distinction between the “501(c)(3) NTL nonprofit corporation ByLaws” and the “Vetting Process for Citizenship.” Whereas both the 501c3 NTL ByLaws and the “Vetting Process” use the name “Natchitoches Tribe of Louisiana,” these are herein clarified, and described, as two separate and distinct uses of the Tribal name.

Section 2. The “Vetting Process” assigns a “Membership Number,” when an individual is successfully enrolled into the Tribal Register. The Tribal Register “pre-dates” any incorporation steps undertaken and is the intellectual property of Fred Dale Simon.

Section 3. No Vetted and enrolled individual will lose the status of Tribal Register acceptance, which is not based upon “merit,” but solely upon being a descendant of the Natchitoches American Indian Tribe and not a member of another Tribe.

Each enrolled individual has options or status in the 501c3 NTL nonprofit corporation activities :

- A. they may choose to participate in the 501c3 NTL nonprofit corporation activities;
- B. they may choose not to participate in the 501c3 NTL nonprofit corporation activities;
- C. they may not be able to participate in the 501c3 NTL nonprofit corporation activities;
- D. they may have never participated in the 501c3 nonprofit corporation activities.

No reasons are required for any choice. They will not lose membership in the Tribal Register as a result of their choice.

Section 4. The 501c3 NTL nonprofit corporation is the business model chosen as the means by which the Federal Application for Tribal Recognition is being researched, developed, and submitted to the Bureau of Indian Affairs. Once accepted by BIA/OFA, every vetted citizen will be given all rights granted by the Federal Government. At that time, the 501c3 NTL nonprofit corporation will be absorbed into the Sovereign Nation, following the laws set forth by the Federal Government.

Section 5. There are certain requirements of the BIA/OFA application which require proof of the Tribe's ability to manage "self-determination" activities. It is towards that end that these 501c3 NTL ByLaws are being amended. It is through the concept of "serving on committees" that the proof of "self-determination" will be manifested.

Section 6. A specific relationship exists between the various Committees/Sub-Committees and the Board of Directors of the 501c3 NTL nonprofit corporation. These relationships are based on IRS 501(c)(3) guidelines. These relationships do not reflect the requirements of a Federally Recognized Indian Tribe.

The Bureau of Indian Affairs provides three different types of Constitutions and Corporation structures for the Federally Recognized Tribe. It is a Mission of the 501c3 NTL non-profit corporation to develop the approach to sovereign status which best meets the needs of the individuals enrolled in the Tribal Register. The BIA guidelines in their manual (including feasibility studies, economic development strategies, etc.) is hereby incorporated into these ByLaws.

Section 7. There are multiple business models which will be available to a Federally Recognized Tribe as the means of running its financial businesses which exist within the Federally Approved sovereign nation. It is a Mission of the 501c3 NTL non-profit corporation to provide education on the methods of business entities entitled to be structured under the Federally Recognized sovereign nation. Therefore, the Board members will encourage the various Committees/Sub-committees to use experiential models in developing their specific structures within each separate Committees/Sub-committees. Future financing options will be considered as these experiential models are examined.

Section 8. Until such time as the BIA/OFA gives Federal Recognition to the tribe, it is the intent of the 501c3 NTL nonprofit corporation that NONE of the above developed experiential models of governance will stand in the place of, nor replace, the ByLaws which govern the 501c3 NTL nonprofit corporation.

This intention is memorialized in the experimental First Constitution which was developed by Incorporator Fred Dale Simon for guidance of the “Tribal Register” members. In specific, Article 4, Section 2, states: “Upon approval of this Constitution by the Secretary of the Interior, all elections will be done with mail in ballots.” This section specifically infers that NO form of tribal governance will BE EFFECTIVE until the BIA/OFA provides Federal recognition. It specifies that the chosen method of voting of vetted tribal individuals, given the far-reaching home locations of the vetted tribal individuals, will be by mail in ballots. No Vetted tribal individual will be excluded due to the location of home residence.

Section 9. In the spirit of the experimental First Constitution’s intention towards “voting by mail”, each committee (composed of vetted or non-vetted volunteers) will vote by “mail in ballots” on the motions presented within each committee. This method of voting will engage all volunteers, no matter how far away they may reside. These ballots will form the basis of the committee minutes which will be relayed to the Board of Directors for their final approval on any committee decisions.

ARTICLE 7 - CORPORATE MEETING RECORDS

Section 1. Article 4, Section 7, provides guidance on the Meeting Records which are required from each Committee/Sub-committee. The two Liaison-Board Directors (of each Committee/Sub-committee) are responsible for delegating these duty requirements to their volunteers and over-seeing the adherence to the Operating Manual (or other so-named manual).

Section 2. These ByLaws incorporate the Reporting requirements from the IRS rules: https://www.irs.gov/pub/irs-tege/governance_practices.pdf In particular, “Organizations required to file Form 990 will find that Part VI, Section A, Line 4 requires organizations to report significant changes to their organizational documents since the prior Form 990 was filed.” This IRS requirement is reviewed at each Annual Board Meeting. When the Board determines that no “significant changes” have been made to the organizational documents, then the Annual Form 990 filing will use the Form which relates to the Tax reporting obligation of this nonprofit. This may be the Form 990-N e-postcard, which does not address organizational changes.

ARTICLE 8 - ROLE OF NON-VOTING VOLUNTEERS

Section 1. The 501c3 NTL nonprofit Corporation is supported by non-voting volunteers of all peoples. There is no discrimination as to who can provide volunteer services, other than those services provided by certain minor aged individuals, according to Federal and State law.

Section 2. There are no membership dues. 501c3 NTL nonprofit corporation does not sell services to members. 501c3 NTL nonprofit corporation maintains its tax-exempt status by fulfilling its charitable mission and purposes.

Section 3. There are significant problems for a small nonprofit corporation when permitting voting memberships. The enforceable rights of voting members add significant expense and risk. They may distract the Directors and Officers and, otherwise, may frustrate the non-profit corporation’s mission and goals. Factional divisions can be created among voting members, making decisions and progress difficult. Financial actions may be undertaken which violate the

IRS 501(c)(3) rules, thereby causing loss of tax exempt status, which will effectively end the corporation's existence. Other dissolution risks arise as Voting Members can, without any legal reason, remove a board of directors, change the ByLaws without knowledge of IRS rules, or even dissolve the nonprofit, thereby ending all charitable donation and grant sources of funding.

Section 4. The differences between State Business Nonprofit Corporations and the Tribal Sovereign Nations are so enormous that the tribal educational component of the mission statement cannot take place in a structural business model which permits unknowledgeable individuals to direct the Board and violate fundraising and donation laws.

Section 5. There exists a major structural difference between the laws of State Corporations and the laws of a Federally Recognized Tribe. The Tribe cannot be Federally Recognized until proof of "family" relationship with Indian blood, can be achieved. On the other hand, a State nonprofit corporation business will run into difficulties if it is managed by close family relatives. And, according to IRS tax law, it would be very difficult, if not impossible to obtain a 501(c)(3) Letter of Determination as a "family-run" nonprofit. Without the ability to obtain donations and do fundraising, how would a poverty-level "unrecognized tribe" ever obtain the financing necessary to fulfill all the criteria of becoming Federally Recognized? The Incorporator, Fred Dale Simon, made the choice of the IRS 501(c)(3) route, keeping "family" in the 501(c)(3) committees and putting far related extended family into the Board of Directors and Officers positions. Once Federal Tribal Recognition is achieved, the 501c3 NTL nonprofit corporation is subsumed into the Tribal Sovereign Nation.

Section 6. The strength of the 501c3 NTL nonprofit corporation lies in the "people value" that all Grant Makers and the IRS acknowledge. Each hour of each volunteer time is worth "in-kind" dollar value for matching with grants. As of Year 2025, one hour is valued over \$33. If every individual gives one hour a week in serving on a committee of their choice, and 1,000 individuals participate, the nonprofit generates a minimum of \$33,000 weekly to be applied to a Matching Grant Offer. One year of volunteer work on a committee provides the nonprofit with more than \$1,716,000 volunteer "people value." Volunteers can reside in many locations and handle many tasks via the internet or other types of tasks that do not require on-premise volunteer work. This IRS "people value" only applies to 501(c)(3) nonprofit corporations. Nonprofit organizations and associations, WITHOUT IRS tax exemption, cannot trade "people value" for in-kind matching for donations and grants.

Section 7. All vetted tribal members, as well as non-qualifying spouses, or friends, or social network individuals, can volunteer for the work required under 501c3 NTL nonprofit corporation. All individuals may qualify to participate in a committee of their choice, depending on the Board liaisons. After Federal Recognition is achieved, the type of constitution that the Tribe chooses will determine how "non-blood" individuals will be acknowledged.

Section 8. No money can be paid to volunteers as that would make the 501c3 NTL nonprofit corporation an "employer" and face many problems. Expenses paid by volunteers may qualify for their own personal tax return deductions.

Section 9. The Board of Directors are committed to the success of each committee to fulfill the financial gap that prevents the completion of the BIA application. The Directors oversee all committees and make sure that all State and Federal laws are followed. They oversee the completion of all reports due from the committees. They provide on-going education to ensure the success of each specific committee.

ARTICLE 9 - COMPLIANCE WITH IRS 501(c)(3) NONPROFIT CORPORATION REGULATION AND 25 CFR Part 83

Section 1. **Specific Charitable Activities:** advancement of education of the “Tribal Register” members as to their heritage; providing community education of the 501(c)(3) NTL; lessening neighborhood tensions; eliminating prejudice and discrimination; defending human and civil rights secured by law; and combating community deterioration and juvenile delinquency.

Section 2. **Specific Educational Activities:** instruction or training of the individual for the purpose of improving or developing his or her capabilities; instruction of the public on subjects useful to the individual and beneficial to the community; presenting public discussion groups, forums, panels, lectures, or other similar programs on various platforms including radio or television; presenting a course of instruction by means of correspondence or through the utilization of television or radio and various internet platforms.

Section 3. Fundraising Policy: All Directors, Officers, and volunteers engaged in Fundraising will sign certification that they have read the Fundraising Policy, understand that this policy is IRS tax law for 501c3 NTL, and agree that they will not be indemnified by NTL, State, or Federal law if they violate these rules. No person is authorized to accept Funds and hold Funds on behalf of 501c3 NTL. All Funds must be directed to the 501c3 NTL Treasurer. Funds will be rejected if the source and method of collection is in violation of the Fundraising Policy. The legal risk of legal fraud is upon the person who violates the Fundraising Policy.

Section 4. The 501c3 NTL adheres to the IRS Government regulations which apply to the 501(c)(3) tax exempt nonprofit corporation.

Section 5. The 501c3 NTL adheres to the Federal Tribe Recognition model developed by The Office of Federal Acknowledgment (OFA) within the Office of the Assistant Secretary - Indian Affairs (AS-IA) of the Department of the Interior, Part 83 of Title 25 of the Code of Federal Regulations (25 CFR Part 83), *Procedures for Federal Acknowledgment of Indian Tribes*.

The 501c3 NTL mission is achieved by meeting the seven (7) mandatory criteria of 25 CFR Part 83:

- A. Indian entity identification;
- B. Community;
- C. Political influence or authority;
- D. Governing document;
- E. Descent;

- F. Unique membership;
- G. Congressional termination.

ARTICLE 10 - SOCIAL MEDIA POLICY

Section 1. One of the board's responsibilities is to make sure the 501c3 NTL nonprofit corporation is leveraging its networks to advance its mission. Social media is an important tool in accessing these networks. 501c3 NTL shares social media responsibilities across the organization to plan, implement, and evaluate effectiveness. This Social Media Policy will be the guidance for every Board Director, Officer, and volunteers serving on any Committee/Sub-committee. All actions and decisions will follow the ByLaws in other Articles which impact the communication between the Committee/Sub-committee and the Board of Directors.

Section 2. This Social Media Policy will protect the 501c3 NTL both as an internal and an external "insurance" by providing guidelines and boundaries for social media use. When boundaries are crossed, the Board of Directors will utilize all legal authority given to it to address the violations to this Social Media Policy.

Section 3. This Social Media Policy will be included in employee and volunteer handbooks. Policies that pertain to external users of the social media of 501c3 NTL will be posted and publicly shared on the website and other social media platforms which are regulated by 501c3 NTL.

Section 4. No Social Media platform will be used as communication from 501c3 NTL without complete vetting by the Board of Directors. Each and every platform that is approved will be subject to on-going inspection for adherence to the Social Media Policy.

Section 5. It is the Social Media Policy that every platform will be viewed as an "organizational ambassador" for 501c3 NTL. It is acknowledged that these platforms can be fun and easy ways to help 501c3 NTL tell its story and help people find a volunteer or donation opportunity. Every person who is authorized to post on these platforms will receive comprehensive education in the legal aspects of 501c3 fundraising rules.

Section 6. Below are straightforward guidelines for responsible social networking.

- A. Be honest about your identity. Make it clear that the views expressed are yours alone. You speak for yourself, but your actions reflect back on 501c3 NTL.
- B. Use your common sense. Play nice.
- C. Remember that all communication remains in cyberspace. Respect the privacy of off-line conversations and do not repeat them on the internet.
- D. Do not write anything you cannot say in public, especially slanderous, or cause for a libel action.
- E. Respect copyright, fair use, and financial disclosure laws.

- F. Do not cite or reference clients, partners, volunteers, or vendors without their approval.

Section 7. When you use your own social networking platforms, you do not have permission from 501c3 NTL to represent any aspect of the nonprofit corporation operations. Any of the following comments may be cause of legal claim to be brought against you by 501c3 NTL nonprofit corporation:

- A. Anything that may harm the goodwill or reputation of 501c3 NTL or any disparaging information about 501c3 NTL which is based upon falsehood information.
- B. Any confidential information, trade secrets, or intellectual property of 501c3 NTL obtained during your employment or volunteer duties, including information relating to finances, research, development, marketing, customers, operational methods, plans, and policies.
- C. Any private information relating to a Board Member, Officer, customer, employee, volunteer, or vendor of 501c3 NTL.

Section 8. This policy applies regardless of where or when volunteers, employees, Board members, or Officers post or communicate information online. It applies to posting and online activity at work, home, or other location and while on duty and off duty. 501c3 NTL reserves the right to monitor and access any information or data that is created or stored using 501c3 NTL's technology, equipment, or electronic systems, including without limitation, e-mails, internet usage, hard drives and other stored, transmitted or received information.

Section 9. Employees, volunteers, Board members, and Officers should have no expectation of privacy in any information or data:

- A. Placed on any 501c3 NTL computer or computer-related system or
- B. Viewed, created, sent, received, or stored on any 501c3 computer or computer-related system, including, without limitation, electronic communications or internet usage.

ARTICLE 11 - USE OF CORPORATE NAME, LOGO, COPYRIGHTS

Section 1. The 501c3 NTL nonprofit corporation reserves all rights given by Louisiana State under Non-profit Corporation Law RS 12:204, all legal rights under IRS tax codes pertaining to 501(c)(3) organizations, and all legal rights afforded by the U.S. Government, in regards to corporate name, logo(s), copyrights, or other literary and intellectual property rights, whether identified, or not listed, in this Article.

Section 2. 501c3 NTL shall have the exclusive use of its name and emblem and all literary and intellectual property rights. No person, corporation, organization, association, incorporated or nonincorporated, may use a name or emblem nondistinguishable from the ones adopted by 501c3 NTL.

Section 3. Other rights include, but are not limited to: a) the legal licensing the use of its name; b) taking legal action to protect the trademarks, logos and copyrights of 501c3 NTL.

Section 4. These rights extend across State boundaries as 501c3 NTL reserves the right to form subsidiaries as permitted under laws of each State and under IRS laws.

Section 5. If any organization or the members thereof are infringing or about to infringe upon the name or emblem of 501c3 NTL, then 501c3 NTL nonprofit corporation may obtain injunctive relief in the court of proper jurisdiction. By law, injunctive relief shall be granted without necessity of proof that any person in fact has been misled or deceived.

ARTICLE 12 – AMENDMENT TO BYLAWS

Section 1. The Article numbers and Titles are applicable solely to this Amendment and Revision, and may not appear in prior ByLaws.

Section 2. All other written ByLaws are hereby revoked.

BOARD CERTIFICATION

The Board affirms that the fiscal year of the Corporation shall be from January 1st to December 31st. The financial impact of these ByLaws changes will be factored into the accounting records at the next annual meeting, to be held in January, 2026.

These ByLaws may be amended by a vote held at any meeting at which there is a quorum, and all members therein present vote for the proposed amendment.

These ByLaws are adopted by the Board of Directors on this 19th day of April, 2025.

Signatures of Board Members:

Fred Simon	<i>Fred Simon</i>	04 / 19 / 2025
David Stevenson	<i>David Stevenson</i>	04 / 19 / 2025
Peggy Smith	<i>Peggy Smith</i>	04 / 19 / 2025
Ken Rachal	<i>Kenneth Rachal</i>	04 / 19 / 2025
Thomas Alemond	<i>Tom Alemond</i>	04 / 20 / 2025
Frank Perot	<i>Frank Perot</i>	04 / 20 / 2025
Glen Henson	<i>Glen Henson</i>	04 / 19 / 2025
Dr. Danette Vercher	<i>Dr. Danette Vercher</i>	04 / 20 / 2025

CERTIFICATE *of* SIGNATURE

REF. NUMBER
WDHKEI-NWISV-HGSNJ-WM7ZR

DOCUMENT COMPLETED BY ALL PARTIES ON
21 APR 2025 01:39:01 UTC

SIGNER

DAVID STEVENSON

EMAIL
REBEL71292@YAHOO.COM

TIMESTAMP

SENT
19 APR 2025 19:38:40 UTC

VIEWED
19 APR 2025 19:59:35 UTC

SIGNED
19 APR 2025 20:00:20 UTC

SIGNATURE

David Stevenson

IP ADDRESS
75.65.183.129

LOCATION
WEST MONROE, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
19 APR 2025 19:59:35 UTC

GLEN HENSON

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GLENHARLEYHENSON@YAHOO.COM

SENT
19 APR 2025 19:38:40 UTC

VIEWED
19 APR 2025 20:06:03 UTC

SIGNED
19 APR 2025 20:06:56 UTC

Glen Henson

IP ADDRESS
72.158.228.38

LOCATION
FORT WORTH, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
19 APR 2025 20:06:03 UTC



CERTIFICATE *of* SIGNATURE

REF. NUMBER
WDHKE-NWISV-HGSNJ-WM7ZR

DOCUMENT COMPLETED BY ALL PARTIES ON
21 APR 2025 01:39:01 UTC

SIGNER

PEGGY SMITH

EMAIL
PA2000SMITH@GMAIL.COM

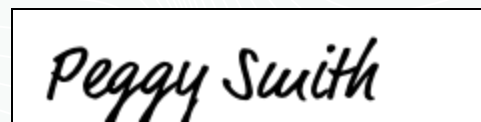
TIMESTAMP

SENT
19 APR 2025 19:38:40 UTC

VIEWED
19 APR 2025 21:31:53 UTC

SIGNED
19 APR 2025 21:38:40 UTC

SIGNATURE



IP ADDRESS
174.244.19.68

LOCATION
DALLAS, UNITED STATES

RECIPIENT VERIFICATION

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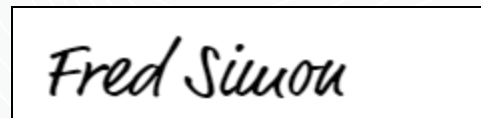
FRED SIMON

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FREDDSIMON1@AOL.COM

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166.199.234.75

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174.202.164.133

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174.244.19.180

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21 APR 2025 01:22:02 UTC

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IP ADDRESS
174.85.18.148

LOCATION
BELLEVILLE, UNITED STATES

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21 APR 2025 01:39:01 UTC

Dr. Dauette Vercher

IP ADDRESS
71.0.113.224

LOCATION
HOLLISTER, UNITED STATES

RECIPIENT VERIFICATION

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