CONSTITUTION OF THE ERC ONLINE GAMING CLUB

ARTICLE I – NAME

This organization will be known as the ERC Online Gaming Club, hereinafter, referred to as the "Club"

ARTICLE II – PURPOSE

The purpose for which the Club is organized is to promote and advance an online gaming community among

Eastman personnel, their families, and guests.

ARTICLE III – OFFICERS

Officers shall consist of a President, Vice-President, Secretary, Treasurer and Chief Moderator. A Recreation

Advisor will be appointed by the management of ERC. The Executive Committee will consist of the elected officers

and the immediate past President.

ARTICLE IV – MEMBERSHIP

Section 1 – Club membership shall be limited to employees, retirees* and approved Contractors of Eastman

Chemical Company (*including Kodak and Holston Defense Corporation Retirees) and their families. Membership in

ERC is a prerequisite to membership in the Club.

Section 2 – Only persons as specified in Section 1 may participate as regular members; however, outside Guests of

the Eastman Recreation Online Gaming Club may participate in club activities at the discretion of a Club

member and the activity leader.

Section 3 – Termination of employment (retirees excluded) in any companies shall act as a termination of

membership in the Club and shall operate as a release of all rights, title and interest in the property, effects and

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assets of the Club at the end of the calendar year .

ARTICLE V – MEMBERSHIP PRIVILEGES

Section 1 -- Holding an elected office and voting is restricted to employee members (see ARTICLE IV Section1).

ARTICLE VI - DUES

Active members shall pay regular dues, which shall be collected in the amounts and manner prescribed in the

by-laws.

International Eastman employees will not be required to pay dues.

ARTICLE VII – MANAGEMENT

Section 1 – The management shall be vested in the Executive Committee as defined in Article III. The Executive

members shall have control of the Club affairs with full power to act for it in all business matters. The management of

ERC reserves the right to overrule the Executive Committee on any matter.

Section 2 – The Executive Committee with the Recreation Staff Representative shall hold meetings as required to

make such rules and regulations for the guidance of the members of the Club as are deemed necessary and are not

herein determined.

ARTICLE VIII - QUORUM

Three members of the Executive Committee shall constitute a quorum for said meeting.

ARTICLE IX – CONTEST AND ENTERTAINMENT

All activities of the Club shall be conducted under the direction of and with the permission of the Facilities

Representative, Recreation.

ARTICLE X – RESIGNATIONS

Resignation of officers shall be tendered in writing to the Executive Committee.

ARTICLE XI – REMOVAL OF OFFICERS AND MEMBERS

Any officer or member may be removed by a three-fourths vote of the Executive Committee excluding the person in

question. The officer being removed must be notified prior to such an Executive Committee meeting.

BY-LAWS OF THE ERC ONLINE GAMING CLUB

ARTICLE I - DUTIES AND POWERS OF CHIEF EXECUTIVE OFFICER

President - The President shall preside over all business meetings of the Club. He shall appoint the members of all

committees except the Executive Committee and shall be an ex-officio member of all such committees. He shall sign

such papers as may be required by his office or as may be instructed by members of the Club at any regular or

special meeting. He may require such reports from the secretary/treasurer and all or part of Standing Committees

which, in his judgment, are necessary. The President shall perform other duties incident to his office.

ARTICLE II - DUTIES AND POWERS OF OTHER OFFICERS

Section 1 - Vice President: The Vice President shall perform the duties of the President in case of

absence, resignation, or the inability of the latter to act and such other duties as may be assigned to him from time

to time by the President. The Vice President shall be responsible for efforts of the Club to promote Online

Gaming and increase membership.

Section 2 - Secretary: The Secretary shall keep all necessary records (minutes) of the business meetings of

the Club and shall sign such papers as may be directed by the President.

Section 3 - Treasurer: The Treasurer shall monitor monies received and paid out by the Club.

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Section 4 - Chief Moderator: The Chief Moderator shall be responsible for overseeing all communication channels

utilized by club members. The Chief Moderator shall have the authority to appoint and remove moderators as deemed

necessary to maintain order and uphold club standards. Additionally, the Chief Moderator shall be responsible for

maintaining and updating the club's code of conduct and ensuring that all members are informed of the expectations and

rules governing member behavior.

ARTICLE III - DUTIES AND POWERS OF THE EXECUTIVE COMMITTEE

Section 1 - There shall be an Executive Committee which shall consist of the elected officers and the Immediate Past

President. The Executive Committee shall be the governing body of the Club and shall make any and all decisions.

The Executive Committee shall work closely with the ERC Advisor and shall abide by all decisions of the ERC

Facilities Representative, Recreation and/or the ERC Staff Team.

Section 2 - There shall be a Nominating Committee, which is appointed by the President in August. This committee

shall provide at least one nominee for each office listed in Article III of the constitution which is filled by election.

Section 3 - All committees not otherwise provided in these By-Laws shall be appointed from time to time by the

President.

ARTICLE IV - MEETINGS

Section 1 - Such business matters as may be deemed necessary may be transacted by the members present prior to

the start of any regularly scheduled event, provided the President or Vice President is present.

Section 2 - The Executive Committee shall meet upon due notice at such times and places as may suit its

convenience, upon call of the President or upon request of a majority of its members. The order of business shall be

such as the Committee decides.

Section 3 - A quorum for an Executive Committee meeting shall consist of a majority of the members of the

Committee. In the absence of a quorum, the meeting shall adjourn to a later date.

ARTICLE V - VACANCIES OF OFFICERS

Whenever any vacancy shall occur among the officers or the Executive Committee, the vacancy shall be filled by the

Committee at the next meeting. Vacancies on the Executive Committee shall be filled from regular or affiliate

members of the Club, and the members so designated shall hold office until the next regular election.

ARTICLE VI - ELECTION OF OFFICERS

Section 1 - The President, Vice President and Secretary/Treasurer shall be elected in September of each year for a

term of one year beginning January 1.

Section 2 - Only those members who are active members in the ERC Online Gaming Club are eligible to hold office

or vote in the election of officers.

Section 3 - In the case of absence, death or inability of the President to perform the duties of his office, his position

shall be filled by the Vice President.

In the case of death or inability of both the President and Vice President to assume the office of President, the office

of President shall be filled by special election. The date of this election shall be specified by the Executive

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Committee.

Section 4 - A Nominating Committee selected by the President shall present to the Executive Committee a list of

candidates for each Club office. Nominations may also be made from the floor.

Voting can be made by show of hands, voice or written ballot at the discretion of the officers.

The candidate for each office receiving a plurality of the vote shall be elected to that office.

Section 5 – A list of the incoming Officers shall be given to the ERC Representative.

ARTICLE VII - AMENDMENTS TO CONSTITUTION AND BY-LAWS

To amend this Constitution and By-Laws, the proposed amendment must first be endorsed by ten members/affiliates

and the Executive Committee. If the Committee, by a majority vote, recommends its passage, the amendment when

presented must receive the affirmative vote of at least two-thirds of the voting membership present.

ARTICLE VIII - LIABILITY

Eastman Chemical Company or the Eastman Recreation Club is not liable for any accidents that might occur in any

of the Club activities.

Eastman Chemical Company and the Eastman Recreation Club shall not be held liable for any loss, theft, or

unauthorized access to user online accounts, including but not limited to password leaks, hacking, or other security

breaches that members may experience while using online gaming platforms. Members are responsible for

maintaining the security and confidentiality of their own account information.

ARTICLE XII – DUES

Dues for Active members of the Club are $1 plus the current ERC membership dues. These dues can be payroll deducted for

TNO members. Affiliate members will have to call in once a year to settle their dues.

ARTICLE XIII - DISSOLUTION

Upon the dissolution of the Club and the discharge of its debts and the settlement of its affairs, any funds and

properties of the Club remaining thereafter shall become the property of the Eastman Recreation Club.

ARTICLE IX - PROPERTY RESPONSIBILITY

Damage to the property of the Club, other than ordinary wear and tear, shall be paid by the member or members

causing it.

ARTICLE X - EXPENDITURES

At least two officers of the Club must authorize any expenditure before forwarding to the ERC Representative for

approval. If any officer of the Club has questions about the expenditure, he should contact their ERC Representative.

ARTICLE XI - RULES AND REGULATIONS

General rules of good conduct and sportsmanship will prevail at all times. The President and Chief Moderator reserve

the right to suspend any member of the Club from club activities. Such action can be appealed only to the Executive Committee.

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