

Clan Farquharson USA, Inc

Bylaws

Article I

History of Clan Farquharson USA

Clan Farquharson, USA, was founded with the approval, support, and patronage of the hereditary Chief of all Farquharsons, Captain A.A.C. Farquharson of Invercauld.

Name and Purpose

Section 1. Name. The name of this organization shall be Clan Farquharson USA Inc, and from now on, referred to as "CFUSA." CFUSA will be for the benefit of all Members of the name Farquharson and the affiliated Septs. CFUSA will be non-political, non-denominational, and nonprofit. CFUSA is a non-profit organization. The fiscal year shall be based on the calendar year of January 1 through December 31.

Section 2. Purpose. The purpose of CFUSA shall be to function as an educational society and to preserve, disseminate, and perpetuate the history of Clan Farquharson under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

To conduct its purpose, CFUSA shall:

1. Exist to preserve and promote the customs, traditions, and heritage of Clan Farquharson and to cultivate a spirit of kinship and pride among all who bear the name Farquharson or that of one of the affiliated family Septs.
2. Identify and educate the American public, of Scottish descent and otherwise, on the history of Clan Farquharson, seated in Aberdeenshire, Scotland.
3. Assemble, arrange, display, and disseminate historical information through Highland Games in the USA, publications, exhibits, and other means.
4. Promote historical and genealogical education as it applies to Clan Farquharson and its descendants.

Article II

Organization and Status

CFUSA is a non-profit society. These Bylaws are written in accordance with the stated aims of the Society. The Board of Directors (BOD) and Membership, as defined in Article VIII of these Bylaws, must approve all amendments and official policies of CFUSA. All documents approved through this process shall be dated and signed by the President and Secretary at the time of their adoption.

The principal office of the corporation in the State of Florida shall be located in Orlando, in Orange County. The corporation may have such other offices, either within or without the State of Incorporation, as the board of directors may designate or as the business of the corporation may from time to time require.

Clan Farquharson USA, Inc

Bylaws

Article III

Membership and Voting Privileges

Section 1. Membership.

A. Types of Members

There will be two Membership categories in CFUSA: Annual and Honorary. Dues must accompany Annual Member applications to CFUSA. Members listed as current at the time of a vote have the right to vote.

Annual Membership: Open to any individual or family who is of the name Farquharson, however spelled, or of a Sept name, however, spelled, or is the spouse of either of these and pays the requisite dues.

Honorary Membership: Reserved for non-Farquharsons who would otherwise be unable to apply as a Member. They may be nominated by any full Member, the Clan Chief, or his heirs. They will have shown themselves loyal, contributing, and supportive of CFUSA. They must be approved by a majority vote of the BOD and pay the requisite dues.

B. Who Can Become a Member

- Everyone with the name Farquharson or affiliated Sept names, however, spelled, or is a blood relation or spouse of either of these.
- Honorary Members may be nominated by any full Member, the Clan Chief, or his heirs and must be approved by a majority vote of the BOD.
- A decision to not accept a Membership application shall be made based on a valid reason, backed by proof, by any of the Executive Committee, and a majority vote of the BOD shall ratify the decision.

C. Commencement of Membership

Membership begins when a Member's application for Membership is accepted and acknowledged by the Membership Manager of CFUSA. An individual offered honorary Membership will become a Member when ratified by a majority vote of the BOD and notified in writing, electronically, or by other modern-day means of their acceptance of such Membership.

D. Members in Good Standing

Members in good standing have paid the required dues, fees, and assessments approved by the BOD.

Clan Farquharson USA, Inc

Bylaws

A Member may lose his good standing and be expelled from Membership through the following means:

- Failure to pay their requisite annual dues.
- Conducting themselves in a manner unbecoming to a Clansman of Farquharson heritage as determined by the BOD.
- Flagrantly disregarding CFUSA Bylaws.

E. Termination of Membership:

A Membership shall terminate on the occurrence of any of the following events:

- Resignation of the Member.
- Expiration of the Membership, unless the Membership is renewed on the renewal terms fixed by the BOD.
- Expelled for just cause. A majority vote from the BOD will decide to expel Members.

F. Procedure for Terminating or Suspending Membership

- Termination or suspension may be made based on the good faith determination by the BOD that the Member engaged in conduct materially and seriously prejudicial to the corporation's purpose and interests. A person suspended shall not be a Member during the suspension period.
- The BOD shall give the Member at least 15 days prior notice of the proposed termination or suspension and the reason(s) for the proposed termination or suspension. Notice shall be emailed to the Member's last email on the Clan's records.
- The Member shall be allowed to be heard, either orally or in writing, electronically, or by other modern-day means, at least five days before the effective date of the proposed termination or suspension. The BOD shall hold the hearing or consider the written statement to determine whether the termination or suspension should occur.
- The BOD shall decide whether the person shall be terminated, suspended, expelled, or sanctioned in any way. The decision of the BOD, committee, or person shall be final.
- Any action challenging the termination or suspension of the Membership, including a claim alleging defective notice, must be commenced within one year after the termination, suspension, or expulsion date.

G. Conduct of Members

- Clan Farquharson USA has the right to make and enforce its rules. It requires that all Officers and Members refrain from conduct detrimental to CFUSA or

Clan Farquharson USA, Inc

Bylaws

its purposes and reserves the right to refuse entry or Membership to anyone not following these rules.

Section 2. Payment of Dues.

Dues are payable on the date of application approval and will automatically be renewed every 12 months. Dues are not refundable. Membership will terminate if dues are not paid within a time limit specified by the BOD. Each year, before January 1, the BOD will set a Membership dues schedule for the succeeding fiscal year; their failure to do so will extend the existing schedule for one year. Annual and honorary Members will pay dues to CFUSA each year according to their personal renewal date. Members' dues will cover twelve months. If a Member wishes to leave CFUSA, written notice must be given to the Secretary at least 30 days prior to the Membership renewing.

Section 3. Membership Meetings.

Membership Meetings (AGM) are held at least once a year at a time and place designated by the BOD and/or President. The President may call meetings by giving at least 10 day's written notice to all voting Members. A meeting will be held upon written demand to the President by twenty or more voting Members, stating the purpose of the meeting and fixing a place for the meeting and a time not less than 10 days after the presentation of the demand.

- **Notices** will be deemed delivered via Member e-mail addresses.
- **Quorums:** At a Membership meeting, those Members present will constitute a quorum.
- **Parliamentary Procedure.** "Parliamentary Rules of Order" will govern meetings of Membership, BOD, and all committees.

Section 4: Voting Privileges.

Members entitled to vote at any meeting of Members or by ballot shall be those in good standing as defined in Article III, Section D as of the date the vote is taken. They must also be over the age of eighteen. **Each Member shall be entitled to one vote at any annual or special meetings of Members.** Votes may be submitted electronically, or by other modern-day means. Members are entitled to vote on potential Board Members, Officers, annual budget, and other items of weight as deemed necessary by the board.

Article IV

Board of Directors

Section 1. Number and Makeup.

Clan Farquharson USA, Inc

Bylaws

The administration of CFUSA, direction of all its activities, and control of its properties and finances are vested in a BOD. The number of Directors shall be at least five and no more than twenty, a maximum of five who shall serve as Officers, see Article V of these Bylaws. Eligibility requires Directors to be Members in good standing of Clan Farquharson, U.S.A., in accordance with Article III. Only those with the name – hereditary or known – of Farquharson or affiliated Sept names, however, spelled, can become Directors or Officers.

Section 2. Eligibility. BOD Members must reside within one of the fifty states of the U.S.A. A move outside of the U.S.A. is an automatic forfeiture of their position on the BOD. BOD Members must be in good standing with CFUSA. BOD Members may hold multiple positions as determined by the President to ensure the effective operation of CFUSA. Various Members of the same immediate family can serve on the BOD simultaneously, but they only have one combined vote. To be elected to the BOD, one must be a Member in good standing for no less than two years. Furthermore, to be elected to the position of President would require the nominated person to have been an Officer or Director in good standing of the BOD for a minimum period of two years.

Section 3. Purpose and Duties. The BOD shall provide direction and support for the betterment of CFUSA and actively participate in its proceedings. The BOD will support the work of CFUSA and provide mission-based leadership, strategic governance, and oversight. BOD Members may be assigned or asked to complete duties at the President's or BOD's direction. "BOD Members are full-voting Members of CFUSA."

Section 4. Terms of Office. Terms of office shall be two (2) years, beginning January 1 and ending December 31.

Section 5. Meetings. Meetings of the BOD will be held monthly via conference call, video, or other modern-day means at various times designated by the President and at any time upon request by at least three Members of the BOD. Intervals between BOD meetings will never exceed 90 days. Three BOD Officers being present at the meetings will constitute a quorum.

Section 6. Attendance. BOD Members shall be allowed no more than three (3) unexcused absences from regularly scheduled BOD meetings in a rolling 12-month period. Note that attendance does not have to be in person but can be virtual. Any apologies prior to the start of the meeting will be considered excused.

Section 7. Board of Director Vacancies. Vacancies on the BOD are filled through the Nominating Committee process. All nominations, by BOD and Membership, must be submitted electronically, or by other modern-day means by a date established by the Nominating Committee as outlined in Article VI. The BOD and Membership will be notified of the deadline for submission of nominees at least 10 days before the designated date. No further nominations will be made after the established due date.

Clan Farquharson USA, Inc

Bylaws

The same procedure shall be followed if a BOD position becomes vacant before term completion, allowing the selected Member to complete the term.

Should there become a vacancy within the BOD before an election cycle, the BOD will fill the vacancy by majority vote until the following election cycle. If the vacancy is in the Office of the President, by resignation or by the need to fill the Office due to inactivity, the same process will be followed.

Section 8. Election of Board of Directors. All nominees will be presented to the entire BOD, with recommendations noted by the Nominating Committee. The BOD will then vote for the nominees by secret ballot. In the event of a tie, a run-off vote may be held. Before announcing the names of any candidate at a Membership meeting, the President will have the assurance of that person's willingness and ability to serve. The candidates will then be presented for ratification or rejection at the next scheduled Member meeting. The positions of Secretary, Vice President East, and Vice President West shall be voted on in even years, and President and Treasurer voted on in odd years to allow for continuity of the BOD. BOD Members shall be considered voting Members at Membership meetings. Each household Member shall be entitled to one vote during an election.

The BOD will consist of the following positions: Past President, President, Vice President West, Vice President East, Secretary, Treasurer, Digital Media Chair, Membership Chair, 6 Regional Commissioners and six Members in good standing. Given the advancements in technology, it shall be at the President's discretion if they simultaneously want to serve as secretary with the approval of the BOD. **Section 9. Election of Officers.** The Nominating Committee shall be responsible for presenting a slate of candidates for Officer positions to be filled to the BOD at the November meeting of the BOD. Any Member of the BOD may make additional nominees provided the nominees' consent has been given. The Officers shall be elected by a majority vote of the BOD at the last meeting of the fiscal year. The Officers elected shall assume their office on January 1 for a term of two years.

Section 10. Removal of Directors. Any Director being subject to removal shall have the rights as outlined in Article III, Section D. Any Director may be removed, with valid reason backed by proof, by the vote of most of the Members of the entire BOD at a special meeting called for that purpose, or at a regular meeting, if notice of the meeting and the removal reasons are given. The BOD shall provide the Director with at least 15 days' prior notice of the proposed removal. Notice shall be in writing, electronically, or by other modern-day means to the Director's last address as shown on the corporation's records. Any vacancy caused by the removal of a Director shall be filled as provided in Sections 6 and 7.

Section 11. Functions of the Board of Directors

Clan Farquharson USA, Inc

Bylaws

- The BOD ensures compliance with the Bylaws.
- A quorum shall consist of 3 BOD Officers being present.
- Meetings and voting may be done electronically and using current technology.
- An annual general meeting (AGM) shall be called each calendar year.
- AGMs may be done in person, electronically, and using current technology.
- BOD Members may claim expenses, but only when such expenses have been approved in advance by the BOD. Applicable expenses include AGM space rental, document copies, AGM refreshments, and other materials required at meetings. Expenses such as travel, accommodation, and personal meals are not approved line items.
- In a tie vote, the President will cast the tie-breaking vote.
- Each BOD Member will be elected by the Membership before the start of the fiscal year, the term of their office ends. Each BOD's term ends at the end of every two years. Elections will take place one month before the end of the fiscal year. The Membership may vote in writing, electronically, or by other modern-day means. BOD Members are elected for a two-year term. Each BOD Member is eligible for re-election for three consecutive terms.
- A BOD Member may resign by giving the President or Vice President notice by writing, electronically, or by other modern-day means. As outlined elsewhere in this document, the consequent vacancy may be filled by a majority vote of the BOD.
- Officers of the BOD may not serve for more than three consecutive two-year terms and shall not be eligible for re-election for two years. Officers include President, Vice President West, Vice President East, Secretary and Treasurer. If no candidate comes forward at the end of any term of Officer, the incumbent may be re-elected to serve a further period through a Membership vote. Officers' terms begin at the start of the fiscal year and conclude at the end of the following fiscal year.

Article V

Officers

Section 1. At the discretion of the President, elected BOD Officers shall include a President, Vice President West, Vice President East, Treasurer, and Secretary. The Past President is not elected but is considered part of the Executive committee. Each Officer works under the direction of the BOD and acts as one of at least two required authorized signatures for the checking account, savings account, investment account, safe deposit box, contracts, deeds, and other documents as an agent of CFUSA.

Election cycles and duties of the respective Officers shall be as follows:

A. President

Clan Farquharson USA, Inc

Bylaws

- Elected biennially.
- Responsible to all Members for the good reputation, good condition, and growth of CFUSA.
- Will perform all duties incident to the office of a Chief Executive Officer of a non-profit organization, as provided for in these Bylaws and as assigned by the BOD.
- Has general supervision over CFUSA affairs, subject to the control of the BOD.
- Works with the Executive Committee to supervise all CFUSA's activities and transactions.
- Will attend 75% of BOD and Executive Committee meetings.
- Presides as a non-voting, tie-breaking Member at BOD and Member meetings.
- Serves as Chair of the Executive Committee and the BOD.
- Enforces all provisions of CFUSA Bylaws.
- Ex-officio Member of all committees except the Nominating Committee.

B. Vice Presidents West/East

- There will be two Vice Presidents, West and East, to assist with the size and scope of CFUSA Membership.
- Each Vice President will reside in their representation area, using the Mississippi River to differentiate.
- Elected biennially.
- Perform duties of the President in the President's absence, inability, or refusal to act or upon the President's request.
- Serves as Chair of the Commissioners Roundtable within their respective region.
- Will assist the President in his duties and perform other duties as assigned by the President or the BOD.
- Will attend 75% of BOD and Executive Committee meetings and are full voting Members of the BOD.
- In the event of the President's death, resignation, or continuing incapacity, the BOD will elect one Vice President to become President until the next regular election of Officers.

C. Secretary

- Elected biennially.
- Attend, create agendas, and take minutes at the meetings of the BOD and Executive committees.
- Sends meeting reminders, agendas, and minutes to the BOD and Executive Committee before meetings.

Clan Farquharson USA, Inc

Bylaws

- Responsible for timely uploading all agendas and minutes to the CFUSA website and Facebook sites by not-for-profit guidelines.
- Oversees maintenance of all records and papers of the corporation except records of the Treasurer.
- Assist the President in organizing and confirming details for the AGM.
- Answers inquiries and correspondence promptly.
- Attends 75% of BOD and Executive Committee meetings and is a full voting Member of the BOD.

D. Treasurer

- Elected biennially.
- Oversees proper maintenance of all CFUSA's financial records. Reports financial condition to the BOD.
- Accepts the receipt of funds and executes necessary disbursements.
- Maintains general oversight on expenditures in compliance with policies established by the Bylaws and the BOD.
- Assures the safety of all Clan funds by placing them promptly and maintaining them in depository accounts insured by FDIC or other federally guaranteed securities at one or more reputable financial institutions that the BOD has approved.
- Acts to ensure a good credit record and financial condition for CFUSA.
- Delivers, in writing, an Annual Budget for approval at the beginning of each fiscal year.
- Prepares monthly profit and loss and balance sheet reports for the BOD and Executive Committee meetings and otherwise as directed by the President.
- Attends 75% of BOD and Executive Committee meetings and is a full voting Member of the BOD.

E. Past President (serves a one-year term after Presidency ends)

- After the expiration of their term, the Past President acts as a policy adviser to the newly elected President to ensure continuity of the actions with the previous term.
- Serves as an ex-officio, non-voting Member of the BOD, unless elected to the BOD.

Section 2. Terms of Office. Terms of office shall be two years, beginning January 1 and ending December 31, or until the Officer's successor is elected. When an office other than the President is vacated before the expiration of the incumbent's term, the BOD will promptly choose a successor from the BOD for the remainder of the term.

Section 3. Election of Officers. To be eligible to serve as an Officer of CFUSA, the candidate must have been a Member of the BOD for at least two years before taking the

Clan Farquharson USA, Inc

Bylaws

position as an Officer of CFUSA. The election of Officers shall be conducted through the Nominating Committee process as stated in Article 4, Section 9.

Section 4. Installation of Officers. Installation of Officers will occur at the year's final BOD meeting.

Section 5. Renewal of BOD Membership. Upon completion of a BOD Member's term, the BOD Member may continue to serve an additional 2-year term by mutual agreement of the BOD and the Membership. A BOD Member may serve up to three 2-year terms. The renewing BOD positions will be ratified at the last Membership meeting of the fiscal year.

Section 6. End of Term. Upon completion of a BOD Member's term, whether by standing down, resignation, removal, or being defeated in an election, the BOD Member shall turn in all files, properties, and any papers belonging to CFUSA to the Secretary.

Article VI

Committees

Section 1. Standing Committees.

Executive Committee

It shall consist of the President, past President, Vice President West, Vice President East, Secretary, and Treasurer. The Committee manages the operations of the BOD and often acts on behalf of the BOD during on-demand activities between meetings. All actions the Executive Committee takes are presented for full BOD review at the next BOD meeting. The Executive Committee oversees the development of the long-range and strategic planning of CFUSA.

Nominating Committee

The committee shall consist of the Chair and at least two additional current Members of the BOD, who will represent all the regions of CFUSA's authority. The Nominating Committee shall be established as required and be responsible for the nomination process to fill BOD vacancies as described in Article IV, section 7, and the Election of Officers as defined in Article IV, section 8. Nominees for vacant BOD positions will be approved by the BOD and voted on by the Membership at the next election cycle.

Regional Commissioners

Regional Commissioners will serve on the CFUSA Board and will be responsible for presenting State Commissioners for approval. The regions are Northwest USA, Northeast USA, North Central USA, South Central USA, Southwest USA, and Southeast USA as delineated by the BOD.

Clan Farquharson USA, Inc

Bylaws

Regional Commissioners can appoint as many State Commissioners to their region as needed and ensure they understand the requirements for a State Commissioner and help them with any information and materials needed to be successful.

Regional Commissioners must represent CFUSA in the highest manner possible by representing in a professional manner and dress, maintaining reasonable contact with Commissioners within their authority, and participating in no less than 3 meetings per year of the State commissioners in their region, through electronic means.

Regional Commissioners must set up at least once a year at a USA Highland Games of their choosing.

Regional Commissioners attend scheduled meetings of Commissioners with 75% attendance.

Regional Commissioners report the games that will be attended within their authority to the BOD so that the general Membership may be made aware and posted on the website and social media.

State Commissioners

State Commissioners must represent CFUSA in the highest manner possible by representing in a professional manner and dress, maintaining reasonable contact with Members within their authority, and participating in scheduled meetings of Commissioners, through electronic means, in their region.

State Commissioners must attend scheduled meetings by the Regional Commissioner with 75% attendance.

State Commissioners must report the games they will attend within their authority to the Regional Commissioner so that the general Membership may be made aware and posted on the website and social media.

State Commissioners must set up at least once per calendar year at a US Highland Games in their state.

State Commissioners must create an educational and welcoming tent environment for visitors and be prepared to discuss Clan history and genealogical research options with them.

State Commissioners should direct potential Members to online methods of joining.

Section 3. Ad Hoc Committees. The President will appoint other committees to perform specific functions during a prescribed period, as deemed necessary or requested by the BOD.

Section 4. Committee Member Protocols.

Clan Farquharson USA, Inc

Bylaws

- Number and makeup. Committees shall include a chair, with additional appointments from the BOD or volunteers from the Membership as deemed necessary to accomplish the committee's work. Each committee chair shall be a current Member of the BOD. All other committee appointees must be Members of CFUSA in good standing.
- Vacancies. The BOD will approve committee vacancies.
- Meetings. Each committee shall meet as needed as defined by the needs of CFUSA.
- Parliamentary Procedure. "Parliamentary Rules of Order" will govern meetings of all committees.

Article VII

Financial Administration

Section 1. Debt Limitations. No person will incur any debt against CFUSA unless the BOD has approved the assumption of the debt and a plan for its payment. Budget allotments approved by the BOD will not be exceeded without advance consent from most BOD Members.

Section 2. Budget. The Treasurer will prepare and present to the BOD at the November meeting a budget of the estimated income and expenses for the following fiscal year for the BOD's approval. The BOD must approve any expenditure over \$500.00 or the budgeted amount.

Section 3. Financial Statements. The Treasurer will prepare financial statements to be presented to the BOD monthly and at the end of each fiscal year and in circumstances when there has been a notable change to the approved budget. Financial Statements will include a Profit & Loss statement and a Balance Sheet.

Section 4. Authorized Signatures. Two signatures of five authorized BOD Officers shall be required for transactions involving the checking account, savings account, investment account, safe deposit box, contracts, deeds, and other binding documents.

Section 5. Fiscal Year. CFUSA's fiscal year shall begin January 1 and end December 31.

Section 6. Solicitations. No solicitation of contributions in the name of CFUSA or implying endorsement by CFUSA will be made by anyone unless approved in advance by the BOD.

Article VIII

Amendment of Bylaws and Effective Date

Section 1. The BOD may seek to have these Bylaws amended or repealed or new Bylaws enacted. A two-thirds vote of voting Members may do these actions present at

Clan Farquharson USA, Inc

Bylaws

any regular Membership meeting, provided that proposed changes, in writing, electronically, or by other modern-day means, are sent to each voting Member at least ten calendar days before that meeting. This vote may be taken in writing, electronically, or by other modern-day means.

Proposed amendments will be noted in the current Bylaws utilizing strikeouts for deletion and bold text for additions or current accepted editing means to the Bylaws, or current. The proposed amendments will be submitted to the Secretary, who will put them on the agenda for discussion by the BOD at the next BOD meeting. The BODs, through a simple majority vote, may choose to forward the proposed changes to the Membership for ratification. Members of the BOD, State Commissioners, and Members in good standing may propose amendments to the Bylaws.

Section 2. The Bylaws, or amendments to them, will be effective immediately upon adjournment of the Membership meeting in which they are approved.

Article IX

Conflict of Interest

Clan Farquharson, U.S.A. shall only enter an employment relationship with a Member of the BOD or with any person who is a family relative of a BOD Member if approved by most BOD Officers and is approved by the President. A family relative is defined as a spouse, a registered domestic partner, a lineal descendant, a lineal ascendant, a brother, a sister, an aunt, an uncle, a nephew, or a niece of a BOD Member or their significant other.

Article X

Non-Liability

Section 1. Members of the BOD will not be personally liable for any debts or obligations of CFUSA.

Section 2. To the fullest extent permitted by law, CFUSA shall indemnify its Directors and Officers against all claims, expenses, judgments, settlements, and other amounts actually and reasonably incurred by them in connection with any proceeding, as that term is used in that Section.

Section 3. To the fullest extent permitted by law and except as otherwise determined by the BOD in a specific instance, expenses incurred by a person seeking indemnification under these Bylaws in defending any proceeding covered by Article X, Section 2 shall be advanced by CFUSA before final disposition of the proceeding, on receipt by CFUSA of an undertaking by or on behalf of that person that the advance will be repaid unless it is ultimately determined that the person is entitled to be indemnified by CFUSA for those expenses.

Clan Farquharson USA, Inc

Bylaws

Article XI

Dissolution

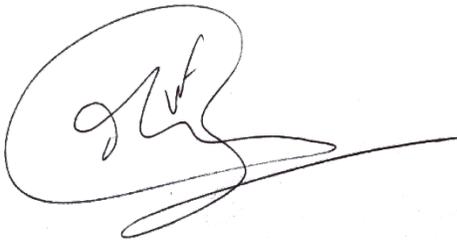
Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local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

Clan Farquharson USA, Inc Bylaws

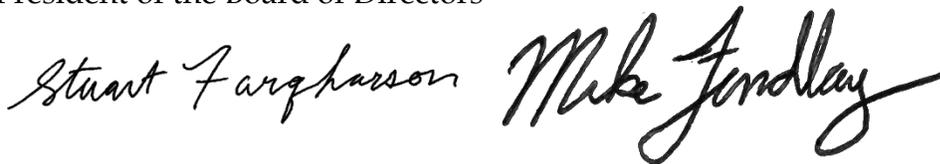
CERTIFICATION

We now certify that we are the duly elected and acting President and Vice Presidents of Clan Farquharson USA, Inc and that the proceeding Bylaws are duly adopted by the BOD by a two-thirds majority as of November 25th, 2025.

IN WITNESS of which, we have signed our name on November 25th, 2025.



President of the Board of Directors



Vice Presidents of the Board of Directors

RETENTION

Clan Farquharson USA, Inc

Bylaws

These Bylaws will be in effect indefinitely unless changed by a two-thirds majority vote of the BOD. Good practices will ensure that the Executive Committee reviews all policies yearly and by the BOD at least once every two years.