

**BYLAWS  
OF  
THE PLAYER PROJECT FOUNDATION, INC.  
A NOT-FOR-PROFIT CORPORATION  
INCORPORATED UNDER THE LAWS OF  
THE STATE OF PENNSYLVANIA**

**BYLAWS  
OF  
THE PLAYER PROJECT FOUNDATION, INC.**

**ARTICLE I - OFFICES**

The principal office of the corporation shall be in the State of PENNSYLVANIA .

The corporation may also have offices at such other places within or without this state as the board may, from time to time, determine or the business of the corporation may so require.

**ARTICLE II - PURPOSES**

The purposes for which this corporation has been organized are as stated in the Certificate of Incorporation, which may be amended as required.

The Corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including for such purposes, the making of distributions to organizations that qualify as an exempt organization under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

No part of the net earnings of the organization 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 set forth in the purpose clause hereof. No substantial part of the activities of the corporation shall be carrying on of propaganda, or otherwise attempting to influence legislation, and the organization 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 organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from Federal Income Tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future tax code, or (b) by an organization, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Upon 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 the corresponding section of any future federal tax code, or shall be distributed to the federal government, or state or local government for public purpose. Any such asset not so disposed of shall be disposed of by the Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purpose or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.

## **ARTICLE III – DIRECTORS**

### *1. MANAGEMENT OF THE CORPORATION*

The corporation shall be managed by the board of directors, which shall consist of at least three directors. Each director shall be at least eighteen years of age.

### *2. ELECTION AND TERM OF DIRECTORS*

At each annual meeting of members, the membership shall elect directors to hold office until the next annual meeting. Each director shall hold office until the expiration of the term for which the director was elected and until the successor has been elected and shall have qualified, or until the director's prior resignation or removal.

### *3. INCREASE OR DECREASE IN NUMBER OF DIRECTORS*

The number of directors may be increased or decreased by a vote of a majority of all of the directors. No decrease in number of directors shall shorten the term of any incumbent director.

### *4. NEWLY CREATED DIRECTORSHIPS AND VACANCIES*

Newly created directorships resulting from an increase in the number of directors and vacancies occurring in the board for any reason except the removal of directors without cause may be filled by a vote of the majority of the directors then in office, although less than a quorum exists, unless otherwise provided in the certificate of incorporation. Vacancies occurring by reason of the removal of directors without cause shall be filled by vote of the other directors. A director elected to fill a vacancy caused by resignation, death or removal shall be elected to hold office for the unexpired term of his predecessor.

### *5. REMOVAL OF DIRECTORS*

Any or all the directors may be removed for cause by action of the board. Directors may be removed due to nonfulfillment of duties required by board, misconduct, theft and misrepresentation of our organization all by majority vote of the board members.

### *6. RESIGNATION*

A director may resign at any time by giving written notice to the board, the president or the secretary of the corporation. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof by the board or such officer, and the acceptance of the resignation shall not be necessary to make it effective.

### *7. QUORUM OF DIRECTORS*

Unless otherwise provided in the certificate of incorporation, a majority of the entire board shall constitute a quorum for the transaction of business or any specified item of business.

#### *8. ACTION OF THE BOARD*

Unless otherwise required by law, the vote of a majority of the directors' present at the time of the vote, if a quorum is present at such time, shall be the act of the board. Each director present shall have one vote.

#### *9. PLACE AND TIME OF BOARD MEETINGS*

The board may hold its meetings at the office of the corporation or at such other places, either within or without the state, as it may from time to time determine.

#### *10. REGULAR ANNUAL MEETING*

A regular annual meeting of the board shall be held.

#### *11. NOTICE OF MEETINGS OF THE BOARD, ADJOURNMENT*

Regular meetings of the board may be held without notice at such time and place as it shall from time to time determine. Special meetings of the board shall be held upon notice to the directors and may be called by the president upon three days' notice to each director either personally or by mail or by wire; special meetings shall be called by the president or by the secretary in a like manner on written request of two directors. Notice of a meeting need not be given to any director who submits a waiver of notice whether before or after the meeting or who attends the meeting without protesting prior thereto or at its commencement, the lack of notice to him.

A majority of the directors present, whether or not a quorum is present, may adjourn any meeting to another time and place. Notice of the adjournment shall be given to all directors who were absent at the time of the adjournment and, unless such time and place are announced at the meeting, to the other directors.

#### *12. CHAIRPERSON*

At all meetings of the board the president, or in his absence, a chairperson chosen by the board shall preside.

#### *13. EXECUTIVE AND OTHER COMMITTEES*

The board, by resolution adopted by a majority of the entire board, may designate from among its members an executive committee and other committees, each consisting of three or more directors. Each such committee shall serve at the pleasure of the board.

## **ARTICLE IV - OFFICERS**

### *1. OFFICES, ELECTION, TERM*

Unless otherwise provided for in the certificate of incorporation, the board may elect or appoint a president, one or more vice-presidents, a secretary, and a treasurer, and such other officers as it may determine, who shall have such duties, powers, and functions as hereinafter provided. All officers shall be elected or appointed to hold office until the meeting of the board. Each officer shall hold office for the term for which the director is elected or appointed and until his successor has been elected or appointed and qualified.

### *2. REMOVAL OR RESIGNATION*

Any officer elected or appointed by the board may be removed by the board with or without cause. In the event of the death, resignation, or removal of an officer, the board in its discretion, may elect or appoint a successor to fill the unexpired term. Any two or more offices may be held by the same person, except the offices of president, treasurer, and secretary.

### *3. PRESIDENT*

The president shall be the chief executive officer of the corporation; the president shall preside at all meetings of the members and of the board; the president shall have the general management of the affairs of the corporation and shall see that all orders and resolutions of the board are carried into effect.

### *4. VICE-PRESIDENTS*

During the absence or disability of the president, the vice-president, or if there are more than one, the executive vice-president, shall have all the powers and functions of the president. Each vice-president shall perform such other duties as the board shall prescribe.

### *5. TREASURER*

The treasurer shall have the care and custody of all the funds and securities of the corporation, and shall deposit said funds in the name of the corporation in such bank or trust company as the directors may elect; the treasurer shall, when duly authorized by the board of directors, sign and execute all contracts in the name of the corporation, when countersigned by the president; the treasurer shall also sign all checks, drafts, notes, and orders for the payment of money, which shall be duly authorized by the board of directors and shall be countersigned by the president; the treasurer shall at all reasonable times exhibit the books and accounts to any director or member of the corporation upon application at the office of the corporation during ordinary business hours. At the end of each corporate year, the treasurer shall have an audit of the accounts of the corporation made by a committee appointed by the president and shall present such audit in writing at the annual meeting of the board, at which time the treasurer shall also present an annual report setting forth in full the financial conditions of the corporation.

#### *6. ASSISTANT-TREASURER*

During the absence or disability of the treasurer, the assistant-treasurer, or if there are more than one, the one so designated by the secretary or by the board, shall have the powers and functions of the treasurer.

#### *7. SECRETARY*

The secretary shall keep the minutes of the board of directors and also the minutes of the members. The secretary shall have the custody of the seal of the corporation and shall affix and attest the same to documents when duly authorized by the board of directors. The secretary shall attend to the giving and serving of all notices of the corporation, and shall have charge of such books and papers as the board of directors may direct; the secretary shall attend to such correspondence as may be assigned to the secretary, and perform all the duties incidental to the secretary's office. The secretary shall keep a membership roll containing the names, alphabetically arranged, of all persons who are members of the corporation, showing their places of residence and the time when they became members.

#### *8. ASSISTANT-SECRETARIES*

During the absence or disability of the secretary, the assistant-secretary, or if there are more than one, the one so designated by the secretary or by the board, shall have all the powers and functions of the secretary.

#### *7. SECURITIES AND BONDS*

In case the board shall so require, any officer or agent of the corporation shall execute to the corporation a bond in such sum and with such surety or sureties as the board may direct, conditioned upon the faithful performance of the officer's duties to the corporation and including responsibility for negligence and for the accounting for all property, funds or securities of the corporation which may come into the officer's hands.

### **ARTICLE V - CONSTRUCTION**

If there be any conflict between the provisions of the certificate of incorporation and these Bylaws, the provisions of the certificate of incorporation shall govern.

### **ARTICLE VI - AMENDMENTS**

The Bylaws may be adopted, amended, or repealed by the board at the time they are entitled to vote in the election of directors. Bylaws may also be adopted, amended, or repealed by the board of directors but any Bylaw adopted, amended or repealed by the board may be amended by the board members entitled to vote thereon as herein before provided.

If any Bylaw regulating an impending election of directors is adopted, amended or repealed by the board, there shall be set forth in the notice of the next meeting of all board members for the election of directors the Bylaw so adopted, amended or repealed, together with a concise statement of the changes made.

## **ARTICLE VII - CONDUCT**

Because of its strong beliefs in high moral standards based on traditional values, the organization reserves the right to expect from all of its officers and directors to maintain high moral standards and social values that do not conflict with traditional spiritual morals.

## **ARTICLE VIII - INDEMNITY**

The corporation shall indemnify its directors, officers, and employees as follows:

Every director, officer, or employee of the corporation shall be indemnified by the corporation against all expenses and liabilities, including counsel fees, reasonably incurred by or imposed upon him in connection with any proceeding to which they may be made a party, or in which they may become involved, by reason of being or having been a director, officer, employee, or agent of the corporation or is or was serving at the request of the corporation as a director, officer, employee, or agent of the corporation, whether or not they are a director, officer, employee, or agent at the time such expenses are incurred, except in such cases wherein the director, officer, employee, or agent is adjudicated guilty of willful misfeasance or malfeasance in the performance of their duties.

The corporation shall provide any person who is an officer, director, employee, or agent of the corporation or was serving at the request of a director, officer, employee, or agent of the corporation the indemnity against expenses of suit, litigation, or other proceedings which is specifically permissible under applicable law.

**CERTIFICATE OF SECRETARY**

I, Amanda Mitchell ,certify that I am the current elected and acting Secretary of THE PLAYER PROJECT FOUNDATION, INC., and the above bylaws are the bylaws of this Corporation as adopted by the Board of Directors on June 27, 2022, and that they have not been amended or modified since the above.

*EXECUTED* on this day of June 27, 2022 in the State of PENNSYLVANIA .

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Amanda Mitchell, Duly Elected Secretary



**CONFLICT OF INTEREST  
OF  
THE PLAYER PROJECT FOUNDATION, INC.  
A NOT-FOR-PROFIT CORPORATION  
INCORPORATED UNDER THE LAWS OF  
THE STATE OF PENNSYLVANIA**

## **ARTICLE I - PURPOSE**

The purpose of the conflict of interest policy is to protect THE PLAYER PROJECT FOUNDATION, INC. interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

## **ARTICLE II - DEFINITIONS**

### ***1. INTERESTED PERSON***

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

### ***2. FINANCIAL INTEREST***

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- A. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- B. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- C. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.
- D. A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

## **ARTICLE III - PROCEDURES**

### ***1. DUTY TO DISCLOSE***

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

### ***2. DETERMINING WHETHER A CONFLICT OF INTEREST EXISTS***

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

### *3. PROCEDURES FOR ADDRESSING THE CONFLICT OF INTEREST*

- A. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, the interested person shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- B. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- C. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- D. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

### *4. VIOLATIONS OF THE CONFLICTS OF INTEREST POLICY*

- A. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- B. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

## **ARTICLE IV – RECORDS OF PROCEEDINGS**

The minutes of the governing board and all committees with board delegated powers 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 governing board's or committee's decision as to whether a conflict of interest in fact existed.
- B. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

## **ARTICLE V – COMPENSATION**

The following guidelines will be applied to all matters regarding compensation:

- A. A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- B. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- C. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

## **ARTICLE VI - ANNUAL STATEMENTS**

Each director, officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- A. Has received a copy of the conflicts of interest policy,
- B. Has read and understands the policy,
- C. Has agreed to comply with the policy, and
- D. Understands the Organization is charitable 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.

## **ARTICLE VII - PERIODIC REVIEWS**

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- A. Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.
- B. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

## **ARTICLE VIII - USE OF OUTSIDE EXPERTS**

When conducting the periodic reviews as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

**CERTIFICATE OF SECRETARY**

I, Amanda Mitchell ,certify that I am the current elected and acting Secretary of THE PLAYER PROJECT FOUNDATION, INC., and the above conflict of interest of this Corporation as adopted by the Board of Directors on June 27, 2022, and that they have not been amended or modified since the above.

*EXECUTED* on this day of June 27, 2022 in the State of PENNSYLVANIA .

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Amanda Mitchell, Duly Elected Secretary