

**SOCIETY FOR HUMAN
RESOURCE MANAGEMENT BYLAWS**

Article I: Identification

Section 1: Name. The name of the Society shall be “Society for Human Resource Management” (SHRM), hereinafter the Society.

Section 2: Offices. The principal office of the Society shall be located at such place as shall be specified by the Board of Directors. The Society may also have offices at such other places as designated by the Board of Directors.

Section 3: Purposes. The purposes of the Society shall be to promote the use of sound and ethical human resource management practices in the profession and: (a) to be a recognized world leader in human resource management; (b) to provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management; (c) to be the voice of the profession on human resource management issues; (d) to facilitate the development and guide the direction of the human resource profession; and (e) to establish, monitor and update standards for the profession. To achieve the purposes of the Society there shall be no discrimination in individual memberships or State Council, or chapter affiliation because of race, religion, sex, age, national origin, disability, veteran’s status or sexual orientation.

Section 4: Seal. The corporate seal of the Society shall be in such form as the Board of Directors may select, and shall bear the name of the Society, the year, and the place of its incorporation. Said seal may be used by causing it, or a facsimile thereof, to be impressed or affixed or otherwise reproduced.

Section 5: Fiscal Year. The fiscal year of the Society shall be the calendar year.

Article II: Membership

Section 1: Term and Classes. Persons possessing the necessary qualifications may, upon approval of the Society, be admitted to membership in the Society in one of the following classes:

- (a) PROFESSIONAL MEMBERS. Individuals who are engaged in the profession of human resource management and who meet one of the following criteria:
 - i. Possess at least three (3) years of exempt-level human resource management experience.
 - ii. Hold an HR certification recognized by SHRM.
 - iii. Are faculty members holding assistant, associate or full professorial rank in human resource management or any of its specialized functions at an accredited college or university and have at least three (3) years of experience at this level of teaching.
 - iv. Are full-time consultants with at least three (3) years experience as a practitioner in human resource management.

- v. Are full-time attorneys with at least three (3) years experience in counseling and advising clients on matters relating to the human resource profession. Professional Members may vote and hold office in the Society.
- (b) GENERAL MEMBERS. Individuals who are engaged in the profession of human resource management in an exempt position but do not meet the requirements of Professional Membership. Members of this class have the right to vote, but may not hold office in the Society.
- (c) ASSOCIATE MEMBERS. Individuals in non-exempt human resource management positions, plus persons who do not meet the qualifications of the other classes of membership, but who are interested in the field of human resource management. Associate Members have no vote and may not hold office in the Society.
- (d) LIFE MEMBERS. Individuals qualifying as Life Members, upon approval of The Board of Directors may, by a two-thirds (2/3) vote, be admitted to Life Membership in the Society as an Honorary Life or Professional Life Members. Life Membership will be conferred on each Past Chair of the SHRM Board in appreciation of service and leadership to the Society. There shall be no annual dues applicable to these classes of membership.
 - i. Honorary Life Membership may be conferred to individuals who are deemed to be outstanding in the field of human resource management, operations, or research. Honorary Life Members shall be entitled to all privileges of membership except the right to vote or hold office in the Society.
 - ii. Professional Life Membership may be conferred on individuals who have rendered long and outstanding volunteer or other service to the Society. Individuals may be nominated for this category through their work with a state council, chapter or other activity of service to the Society. Professional Life Members shall be entitled to all rights and privileges of General Members.
 - iii. Past Chair Life Members shall be entitled to all privileges of Professional Members.
- (e) RETIRED MEMBER. A current Society member, in the Professional, General, or Special Expertise class of membership, who has retired from active full-time employment may apply to the Society for Retired Membership. . Retired Annual Members shall have no vote, and may not hold office in the Society. The individual may either pay an annual retire member fee or a one-time fee equal to three times the fee of annual the annual membership fee for a Professional, General, or Special Expertise class of membership.
- (f) STUDENT MEMBERS. Individuals may be granted student membership provided they meet the criteria as outlined below. They shall have no vote, and may not hold office in the Society.

- i. Student is currently enrolled in a degree-seeking program. Student shall provide proof of enrollment in a college or university to qualify for student membership.
 - ii. Student's coursework, taken or planned, supports an interest in Human Resource Management or a related degree program.
 - iii. Student membership will be limited to six (6) years from initial start date. A full-time student enrolled in a graduate degree program may apply for an additional (2) years of student membership. A student member cannot have previously held professional membership. Upon graduation or academic withdrawal, student member must convert to professional membership during the next renewal cycle.
 - iv. Students holding any form of a current SHRM Professional, Associate, Retired, Global or General Membership are not eligible to convert to student membership.
- (g) **GLOBAL MEMBERS.** Individuals residing outside of the United States who qualify for Professional, General, Associate or Special Expertise Membership, but who elect instead to be a Global Member. Global Members have no vote and may not hold office in the Society. Global Members shall be entitled to access to certain Society publications via the Internet (or other electronic vehicles), and to member discounts for certain Society products and services, and to certain other benefits, all as determined by the Society Board of Directors.
- (h) **SPECIAL EXPERTISE MEMBERS.** Individuals whose unique expertise, credentials, and experiences are determined by the Governance Committee to be beneficial to the Society. Special Expertise Members shall become members only upon invitation of the Governance Committee. Special Expertise Members may vote and hold office in the Society.
- (i) **ENTERPRISE MEMBERS.** Enterprise memberships may be conferred as determined by the Society's President/CEO. Neither an Enterprise Member nor any employee of an Enterprise Member shall have the right to vote or hold office in the Society.

Section 2: Approval of Membership. Application for membership shall be made in writing (printed or electronic) on a form provided by the Society. The President/CEO or his/her designate shall resolve any questions as to membership eligibility or membership status; provided that all Special Expertise Members shall become members only upon invitation of the Governance Committee.

Section 3: Membership Dues. The amount of the annual dues for all classes of members shall be determined by a majority vote of the then entire number of voting Directors.

- (a) **PROFESSIONAL, GENERAL, ASSOCIATE, RETIRED ANNUAL, STUDENT, GLOBAL, ENTERPRISE, AND SPECIAL EXPERTISE MEMBERSHIP DUES.** The amount and effective date of dues for Professional, General, Associate, Retired Annual, Student, Global, Enterprise, and Special Expertise Members shall be determined annually by the Board of Directors. Notwithstanding the above, the President/CEO, after approval from the Executive Committee and due - consideration for the long-term budgetary impact such programs may have, may establish discounted dues structures as part of special membership programs offered for the purpose of increasing SHRM membership.

- (b) RETIRED LIFE MEMBER DUES. The dues for Retired Life Members shall be a one-time payment equal to three (3) times the amount of annual dues for Professional, General, Associate, and Special Expertise Membership at the time of application. Payment in full must be made during the year of application.

Section 4: Membership Voting Status. A member with voting privileges shall be entitled to vote as a member in good standing provided that the member's dues have been paid.

Section 5A: Membership Discipline

- (a) GROUNDS. Any member may be disciplined in accordance with the procedures herein for actions which discredit or embarrass the profession or the Society, violate the Society Bylaws, or are otherwise not in the best interests of the Society. A member remains subject to discipline under this Article II, Section 5A even after resignation, expiration or other termination of Society membership, if he or she was a member when they were first notified of a complaint having been made against them under this Article II, Section 5A. To constitute grounds for membership discipline under these bylaws, the action must have occurred while the person in question was a member of the Society and have resulted in a criminal conviction or civil judgment entered within three (3) years of the matter being referred to the Ethics Officer pursuant to a written complaint.
- (b) ETHICS OFFICER. The President/CEO shall appoint an Ethics Officer as the staff person responsible for administration of these member discipline procedures. The Ethics Officer is not charged with seeking out member misconduct; rather the Ethics Officer is charged with responding to information concerning member misconduct that has resulted in a criminal conviction or civil judgment when such information is brought to his/her attention.
- (c) MEMBER COMPLAINT AND INITIAL REVIEW.
 - i. All complaints requesting member discipline must be made by a SHRM member and shall be referred to the Ethics Officer.
 - ii. The Ethics Officer shall determine initially whether the complaint is eligible to be considered under these procedures [i.e., is it against a SHRM member and does it meet the ripeness criteria of Section 5A(a) above.] If the complaint is not so eligible, the Ethics Officer shall timely notify the complaining party that the complaint is not eligible for further consideration. If the complaint is determined to be eligible for consideration, the Ethics Officer shall present the matter to the Review Committee as provided below.
 - iii. If the Ethics Officer determines that any complaint brought to him/her meets the ripeness criteria of Section 5A(a) above, he/she shall timely refer the matter to the Review Committee with a written report containing all facts as well as the criminal conviction or civil judgment establishing the ripeness of the matter for consideration by the Review Committee.

- (d) CONSIDERATION BY REVIEW COMMITTEE.
 - i. Upon receipt of a report from the Ethics Officer under subsection (c)(iii), the Review Committee shall determine whether the matter warrants further hearing or is of such a de minimus nature that it should forthwith be dismissed. If the Review Committee determines that the matter is de minimus in nature, it shall dismiss the complaint and notify the complainant and respondent in writing.
 - ii. If the Review Committee determines that the matter should receive further hearing, it shall refer the matter to the Hearing Committee of the Society (the "Hearing Committee") in the form of a written report of the Review Committee's findings, and shall copy the Board of Directors on such report.
- (e) HEARING. Upon receipt from the Review Committee of a written report as set forth in 5A(d)(ii) above, the Hearing Committee shall conduct a hearing at which the respondent will have the right to be present with or without counsel. Respondent shall be given at least sixty (60) days notice of the hearing. The Hearing shall be conducted within one hundred twenty (120) days of the Hearing Committee's receipt of the report from the Review Committee, unless the respondent agrees to a later date for the hearing. The Society's Counsel, or in his/her absence such other counsel as may be appointed by the Chair, shall attend the hearing to assist the Hearing Committee, but shall not be a member of such Committee.
- (f) DECISION. After the hearing, the Hearing Committee shall either dismiss the complaint or impose discipline; and written notice of such decision shall be given to the complainant and the respondent within 30 days after the conclusion of the hearing. In determining the appropriate penalty, which may include but not be limited to suspension, expulsion or restitution, the Hearing Committee shall consider factors such as the nature of the criminal conviction (if any) and/or the nature of the civil judgment involved; whether the actions consist of a repeated course of conduct as opposed to a single event; whether the Society or third parties were harmed; whether the member has taken or has agreed to take corrective action; and whether the member has been suspended or otherwise disciplined by the Society in the past.
- (g) As needed, the Board of Directors shall appoint members to serve on a Review Committee and members to serve on a Hearing Committee. No person who served on the Review Committee for the particular complaint may serve on the Hearing Committee. An individual may be appointed to serve any number of consecutive terms as a member of either the Review Committee or the Hearing Committee.

Section 5B: SHRM Certificant Sanctions

- (a) For as long as the SHRM Board of Directors has approved these Article II, Section

5B procedures as being those applicable for considering or imposing sanctions on those holding a SHRM certification (i.e., SHRM-CP or SHRM-SCP), hereafter a “Certificant,” all Certificants shall be subject to sanction under the same procedures as those set forth for SHRM member discipline at Article II, Section 5A above, except as follows:

- (i) A complaint against a Certificant can be brought regardless of whether the Certificant is a SHRM member, and can be brought by any other Certificant or by any other individual, regardless of whether the complainant is a SHRM member.
- (ii) The grounds for sanction of a Certificant are as follows: (aa) conviction of a felony or other crime of moral turpitude under federal or state law (or equivalent non-US law); (bb) gross negligence or willful misconduct in the performance of HR services, or other unethical or unprofessional conduct based on demonstrable and serious violations of the SHRM Code of Ethics; or (cc) fraud, misconduct or misrepresentation in the application, examination for, or maintenance of the SHRM certification or other professional HR credential.
- (iii) To constitute grounds for Certificant sanction under these bylaws, the action must have occurred while the Certificant was a Certificant (or was applying or had applied for such status) and have either (i) occurred within three (3) years of the matter being referred to the Review Committee of the Society (the “Review Committee”) or (ii) resulted in a criminal conviction or civil judgment entered within two (2) years of the matter being referred to the Review Committee.
- (iv) Upon receipt of a Complaint the Ethics Officer shall determine initially whether the complaint is eligible to be considered under these procedures [i.e., is it against a Certificant and does it meet the ripeness criteria of Section 5B(a)(iii) above.]
- (v) In the case where the Ethics Officer has dismissed a complaint against a Certificant under Section 5A(c)(iii)(aa) above on the basis that even if true, the complaint would not merit consideration of Certificant sanction, he/she shall copy the SHRM Certification Commission with the written monthly report he/she sends to the Review Committee concerning such dismissal. The Ethics Officer shall also develop, for review and approval by the Review Committee, a list of objective criteria to be used in determining whether a complaint against a Certificant, if true, would or would not merit consideration of Certificant sanction; and the Ethics Officer shall provide a copy of such list, as approved by the Review Committee, to the SHRM Certification Commission.
- (vi) In the case of a complaint against a Certificant, references in Article II, Section 5A above to whether a matter “merits consideration of member discipline” or whether “probable cause exists that the actions in question merit discipline” shall be taken to refer to “Certificant sanction” instead of “member discipline.”

- (vii) In the case of a complaint against a Certificant, the sanctions may include, without limitation; (aa) a letter of reprimand; (bb) suspension of Certificant's SHRM certification for a designated period of time; or (cc) termination of Certificant's SHRM certification. In imposing any sanction on a Certificant the Hearing Committee would utilize guidelines provided to it by the SHRM Certification Commission; and the Hearing Committee would report in writing to the SHRM Certification Commission any sanctions imposed at the same time that the Hearing Committee informs the Certificant of such sanctions.
- (viii) A SHRM member who is a Certificant may be subjected to member discipline and Certificant sanction under these bylaws in a single proceeding, in which case such proceeding could result in both member discipline and Certificant sanction.

(b) The SHRM Certificant Sanctions procedures in this Article II, Section 5B apply only to Certificants; any issues or disputes concerning eligibility for an applicant to obtain a SHRM certification shall be resolved by the SHRM certification division.

Article III(a): Membership Advisory Council

Section 1: Structure and Composition. The Membership Advisory Council (MAC) will be composed of one (1) representative elected by and from each of the respective Regional Councils; eligible representatives must be current State Council Directors or former State Council Directors whose most recent term of service in such role concluded not longer than one year prior to their election to the MAC. The MAC will be supported by Society staff and will have no governing body. The Membership Advisory Council will be an integral part of the Society, will not be a separate legal entity, and will have no separate budget. Effective January 1, 2018, each elected representative shall serve one non-renewable two (2) year term, except as provided for herein for the 2018 calendar year only. It is desirable that the terms of the MAC representatives shall be staggered as nearly as is practical so that all representatives are not serving concurrent terms, however the achievement of equally staggered terms is not mandatory. To achieve this staggering, in 2017 the Society shall identify no more than three (3) Regional Councils each of whose representatives to the 2018 MAC shall be elected for one non-renewable one (1) year term commencing on January 1, 2018. In 2019 and thereafter, however, all MAC representatives shall be elected for non-renewable two (2) year terms. Any MAC representative may be removed from the MAC by the SHRM Board Chair or his/her designee for actions deemed to be not in the best interest of the Society.

Section 2: Purposes. The purposes of the Membership Advisory Council shall be to serve as an interface between the Society's volunteer leaders and the Board of Directors. In particular, the Membership Advisory Council will provide strategic input from the membership to the Society Board of Directors and feedback from the Society Board of Directors to the membership. The Membership Advisory Council shall also provide operational input to the Society, and shall receive operational feedback from the Society to help the Society provide optimum leaders.

Section 3: Meetings. The Membership Advisory Council will meet at least two (2) times each year. These meetings will take place in conjunction with the June and November meetings of the Society Board of Directors. All meetings of the Membership Advisory Council will be facilitated by Society staff.

Section 4: Reporting to the Society Board of Directors. The Membership Advisory Council shall report to the Society Board of Directors on its activities in accordance with procedures set forth by the Chair of the Society Board of Directors.

Article III(b): Regional Councils

Section 1: Number, Structure, and Composition. There shall be five (5) Regional Councils for the United States of America and the Caribbean Atlantic and Asia Pacific Island chapters (as of August 1, 2006), each covering a geographic area as defined by the Society Board of Directors. The Regional Councils will be an integral part of the Society, will not be separate legal entities, will not be separately incorporated, and will have no separate budget. The Regional Councils will be composed of their respective current State Council directors, will be supported by Society staff, and will have no governing body.

Section 2: Purposes. The purposes of the Regional Councils shall be to provide an organized structure for members of the Society to enable them to work together and provide input to the Society Board of Directors, through the Membership Advisory Council, to address issues of interest such as best practices, to provide channels of communication on human resource management issues, and to promote the purposes of and membership in the Society.

Section 3: Meetings. Each Regional Council shall hold a minimum of two (2) meetings per year. All meetings of the Regional Council will be facilitated by the Society staff.

Section 4: Reporting to the Society Board of Directors. Each Regional Council will have one (1) representative on the Membership Advisory Council which shall report to the Society Board of Directors on its activities in accordance with procedures set forth by the Chair of the Society Board of Directors.

Article IV: State Councils

Section 1: Number, Structure, and Composition. There shall be one (1) council for each state of the United States and for each other area designated by the Society Board of Directors. Such councils shall be called “State Councils.” Each State Council shall be a separate legal entity from the Society. Each State Council shall be exempt from federal and state income tax. The composition of each State Council shall be as set forth in its Bylaws as described in Section 3 below; notwithstanding the foregoing, membership in the State Council shall be limited to only those individuals who serve on the State Council itself (e.g., due to their status as the president of a chapter in the state, as any type of Director, Director-Elect, Past Director, Secretary, Treasurer, etc.).

Section 2: Purposes. The purposes of State Councils shall be to provide a structure for members to consult together concerning the affairs, activities, and needs of the Society in the state (or area, as designated by the Society Board of Directors) and to adopt programs within the state (or area, as designated by the Society Board of Directors) which will promote the progress and welfare of the Society as a whole, including, without limitation,

the provision of channels of communication between Chapters, State Councils, and Regional Councils, the provision of services to members of the human resource management profession within the state (or area, as designated by the Society Board of Directors), and the provision of leadership training at the state level. A State Council will not convene any in-person meetings, conferences or other in-person events outside of its state (or area, as designated by the Society Board of Directors) without SHRM's prior written consent.

Section 3: Governing Instruments. The Bylaws of each State Council shall be based upon model Bylaws provided by the Society. Each State Council may make modifications and/or additions to such Bylaws, provided that such modifications or additions shall be filed with the national headquarters and shall not be effective unless and until approved by the President/CEO or his/her designee as being in furtherance of the purposes of the Society and not in conflict with the Society bylaws, who shall notify the State Council of approval or non-approval within forty-five (45) days from receipt of such submission.

Section 4: Corporate Name and Use of Society Name and Logo. The use of "SHRM" or "Society for Human Resource Management" within the name of a State Council shall be made only with the express written approval of the Society President/CEO. Any such consent shall be conditioned on agreement on the part of the State Council to withdraw such term from its name in the event of withdrawal of State Council status under Section 6 below. Use of the words "Society for Human Resource Management" or "SHRM" or use of the Society logo or any logo of or that may be used by the Society may be made by State Councils only by license from the Society.

Section 5: Reporting. Each State Council shall report to the Society President/CEO or his/her designee in accordance with procedures as set forth in a resolution of the Society Board of Directors.

Section 6: Withdrawal of State Council Status. State Council status may be withdrawn by a two-thirds (2/3) vote of the then entire number of voting Society Directors upon finding that the activities of the State Council are inconsistent with or contrary to the best interests of the Society. Prior to withdrawal of such status, a State Council shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the Society Board of Directors with a written response to such a proposal within a thirty (30) day period. After withdrawal of State Council status for a particular state (or area, as designated by the Society Board of Directors), the Society Board of Directors may cause a new State Council for such area to be created, or, upon an affirmative vote of two-thirds (2/3) of the then entire number of voting Society Directors and the consent of the body which has had State Council status withdrawn, may reconfer State Council status upon such body.

Section 7: Relationships. No State Council shall be deemed to be an agency or instrumentality of the Society or another State Council, nor shall the Society be deemed to be an agency or instrumentality of any State Council. A State Council shall not hold itself out to the public as an agent of the Society without the express written consent of the Society. No State Council shall contract in the name of the Society without the express written consent of the Society.

Article V: Chapter Affiliation

Section 1: Petitions. A human resource management organization or a college student group requesting a charter as a chapter shall submit to the Society President/CEO or his/her designee a written petition for chapter charter on a form provided by the Society. As part of its petition, the petitioning organization shall submit a copy of its Constitution or Bylaws, or other rules adopted for the regulation or management of its affairs, by whatever term designated, which must be in furtherance of the purposes of the Society and which may not be in conflict with the Bylaws of the Society. The petitioning organization also must include in its petition the geographic service area (as indicated by one or more U.S. zip codes) in which the organization intends to operate, as well as an affirmative statement that it agrees that (1) this geographic service area is subject to the approval of SHRM; (2) as a chapter, the organization will not convene any in-person meetings, conferences or other in-person events, or provide services, outside of the SHRM-approved geographic service area without SHRM's prior written consent; and (3) as a chapter, the organization will not purposely or actively solicit individuals for membership who both work and reside outside of the SHRM-approved geographic service area. The President/CEO or his/her designate shall review and investigate each chapter petition, including the submitted Constitution, Bylaws, and proposed geographic service area for chartering and conduct such further examination as required to determine the eligibility for chartering such petitioning organizations.

Section 2: Chapters.

- (a) **REGULAR.** Human resource management organizations may be chartered as affiliated chapters of the Society upon approval of the President/CEO or his/her designate who shall verify that the criteria specified in Section 3(a) below have been met and assign the chapter a geographic service area based on U.S. zip codes. A chapter's approved geographic service area shall be set forth in the charter agreement between SHRM and that chapter. Any chapter request to change its assigned geographic service area is subject to the prior written approval of SHRM. Further, no chapter shall (a) convene any in-person meetings, conferences or other in-person events, or provide services, outside of its SHRM-approved geographic service area without SHRM's prior written consent; or (b) purposely or actively solicit individuals for membership who both work and reside outside of its SHRM-approved geographic service area (for example, such as by issuing chapter membership solicitation letters, e-mails or other communications directed to individuals who both work and reside outside of the chapter's assigned geographic service area).
- (b) **STUDENT.** College student groups may be chartered as affiliated chapters of the Society upon approval of the President/CEO or his/her designate who shall verify that the criteria specified in Section 3(b) below have been met. Any chartered student chapter shall only serve students enrolled in its designated educational institution, and shall not hold in-person meetings or events at, provide services for, or solicit membership of students enrolled in, any other educational institution without the prior written consent of SHRM.
- (c) **PURPOSES.** The purposes of a chapter must be in furtherance of the purposes of the Society, and shall include, but are not limited to:
 - i. Providing a forum for the personal and professional development of its members.

- ii. Providing an opportunity to develop leadership, managerial, public speaking and group decision-making skills.
- iii. Providing an arena for the development of trust relationships where common problems can be discussed and deliberated.
- iv. Providing an opportunity to focus on current human resource management issues of importance to its members.
- v. Providing a focus for legislative attention to state and national human resource management issues.
- vi. Providing valuable information gathering and dissemination channels.
- vii. Providing a pool of human resource management leaders for perpetuation of the professional association.
- viii. Serving as an important point of introducing human resource management professionals to the national organization.
- ix. Serving as a source of new members for the national organization.
- x. Serving as part of the two-way channel of communications between the national organization and the individual members.

Section 3: Chapter Membership Requirements.

(a) REGULAR.

- i. FOR CHAPTERS CHARTERED ON OR AFTER JANUARY 1, 2004. A chapter which has requested a chapter charter on or after January 1, 2004 shall have at least twenty-five (25) SHRM members and at least fifty-one percent (51%) of its membership enrolled as active members (Professional, General, Associate or Special Expertise) of the Society, subject to any exception which the President/CEO, with the concurrence of the Executive Committee of the Board of Directors may have granted for the first twelve (12) months after being chartered to reduce the minimum membership requirement for a particular organization that is not newly created. In the case of organizations that are not newly created, the President/CEO, with the concurrence of the Executive Committee of the Board of Directors, to help further advance the Society's strategic plan, is empowered to charter a new chapter with at least twenty-five (25) SHRM members but less than fifty-one percent (51%) of its membership enrolled as active members (Professional, General, Associate or Special Expertise) of the Society at the time of its charter as a chapter for a specified period of time (the grace period) after which the aforementioned at least twenty-five (25) SHRM members and at least fifty-one percent (51%) rule will apply. The duration of the period shall be specified on a case-by-case basis by the President/CEO and Executive Committee not to exceed twelve (12) months. At all times, the president of the chapter must be a member of the Society.

- ii. FOR CHAPTERS CHARTERED PRIOR TO JANUARY 1, 2004. Until January 1, 2017, the minimum Society membership requirement for chapters which requested a charter prior to January 1, 2004 is at least ten (10) of its members and at least thirty percent (30%) of its active membership. Beginning January 1, 2017, such chapters which requested a charter prior to January 1, 2004 shall be subject to the same membership requirements as are set forth above for chapters which requested a chapter charter on or after January 1, 2004. At all times, the president of the chapter must be a member of the Society.

(b) STUDENT. A college student group requesting a charter shall:

- i. Have at least eight (8) national Student Members.
- ii. Draw membership from full-time and part-time students provided they meet the membership requirements as outlined in Article II, Section 1 (f)i & ii.
- iii. Be from a four-year or graduate institution and/or a consortium of these or a two-year community college with a matriculation agreement between it and a four-year college or university which provides for automatic acceptance of the community college students into the four-year college or university.
- iv. Provide verification of a demonstrated emphasis in human resource management subjects or verification of the college or university's human resources or related degree program.
- v. Designate a Professional, General or Associate Member as Chapter Advisor. At the discretion of the student chapter, the student chapter may have up to two (2) official co-advisors supporting the chapter. At all times, all Chapter Advisors must be members of the Society.
- vi. Designate a Student Member as Chapter President. At all times, the President of the chapter must be a member of the Society.
- vii. Submit the charter petition through the State Council, which will serve as the sponsoring professional organization. It is also recommended, but not required that the student chapter have support from the local professional chapter. Then directly to the Society President/CEO or his/her designee.

Section 4: Financial Incentive Programs for Chapters. Direct financial incentive payments may be made to chapters based on policies established by the Society.

Section 5: Disaffiliation. The Society may withdraw a charter which has been granted to a chapter for any of the following reasons:

- (a) For all regular and student chapters, actions deemed to be not in the best interest of the Society, as determined by the Society in its sole discretion; or
- (b) For regular or student chapters, if any of the requirements specified in Article V, Section 3 (above) are not met, the chapter is subject to immediate disaffiliation at the discretion of the Society; or

(c) For all regular and student chapters, upon request of the chapter itself.

Action to withdraw a charter shall require the approval of the Society President/CEO or his/her designee. Prior to withdrawal of a charter for a reason stated in Section 5(a) or 5(b) above, a chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the Society President/CEO or his/her designee with a written response to such a proposal within a thirty (30) day period.

Section 6: Autonomy. Chapters affiliated with the Society for Human Resource Management shall have autonomy with regard to all phases of the operation of the chapter, subject to its Constitution and bylaws, and these SHRM Bylaws. Any changes in the Constitution and bylaws of the chapter must be filed with the national headquarters and shall not be effective unless and until approved by the President/CEO or his/her designee as being in furtherance of the purposes or best interest of the Society and not in conflict with the Society Bylaws, who shall notify the chapter of approval or non-approval within forty-five (45) days from receipt of such submission.

Section 7: Relationships. Each chapter shall be a separate legal entity from the Society. No chapter shall be deemed to be an agency or instrumentality of the Society or another chapter, nor shall the Society be deemed to be an agency or instrumentality of any chapter.

A chapter shall not hold itself out to the public as an agent of the Society without express written consent of the President/CEO or the Chair of the Society. No chapter shall contract in the name of the Society without the express written consent of the President/CEO or the Chair of the Society.

Section 8: Name and Use of Society Name and Logo. Use of the words “Society for Human Resource Management” or “SHRM” or use of the Society logo or any logo of or that may be used by the Society may be made by chapters only by license from the Society.

Article VI: Affiliations

Section 1: World Federation of Personnel Management Associations (WFPMA). The Society is a charter member of WFPMA. The Society maintains an active role in this international organization so as to cultivate and maintain relationships with human resource professionals throughout the world as well as to facilitate the exchange of information necessary for the education of its members.

Section 2: North American Human Resource Management Association (NAHRMA). The Society is a charter member of NAHRMA along with the human resource management associations representing Canada and Mexico. NAHRMA is the North American representative body for human resource management, representing the interests of the human resource management profession in the countries of Canada, Mexico and the United States of America.

Article VII: Meetings of Members

Section 1: Annual Business Meeting. An annual business meeting of the voting membership of the Society shall be held on such date, time and place, within or outside the state of incorporation (Ohio), as the Board of Directors may determine. Failure to hold an annual business meeting shall not work any forfeiture or dissolution of the Society.

Section 2: Special Meetings. Special meetings of the members shall be called by the Chair at any time upon the written request by a majority of the Board or ten percent (10%) of the voting members of the Society. Such meetings shall be held within sixty (60) days of call or receipt of request, and may be convened within or outside the state of incorporation.

Section 3: Notice of Meeting. Notice of the time and place and purpose of each special meeting shall be served by mail, facsimile or electronic mail upon each voting member of the Society not less than thirty (30) nor more than forty-five (45) days before the meeting. Notice of the time and place of the annual business meeting should not be less than thirty (30) days before the meeting. Said notices shall be served by mail, facsimile, or electronic mail to the member's mailing address, fax number or email address as it appears on the books and records of the Society.

Section 4: Quorum and Voting Eligibility. A quorum shall consist of at least one hundred (100) of the members of the Society eligible to vote and who are present at the annual business meeting or a special meeting, or who, in the case of a mail ballot vote, respond by mail ballot. Such quorum may, by majority vote of the voting members present, transact any business stated in the call for the meeting, except as otherwise provided by statute, in the Articles of Incorporation, or elsewhere in the Bylaws. Every Professional, General, Special Expertise, Retired Life, Professional Life, and Past Chair Life Member of the Society in good standing shall be entitled to one (1) vote on each matter of the Society's business to be acted upon at such meetings. The Board of Directors may in its discretion add a proxy provision to the Article IX, Section 1 election mail ballot, which provision would grant each member the option of giving the Chair (or the Chair's designee) the member's proxy to vote on all other matters coming before the annual business meeting as the Chair deems appropriate. In such event, all members who opted to provide such a proxy to the Chair would be deemed to be present at the annual business meeting for quorum and all other purposes; provided that to be valid the proxy must have been completed, signed and returned to the office of the Society no later than thirty (30) days after the mailing of the proxies to the members. The proxies will be held and tabulated in the same manner as are the Article IX, Section 1 election mail ballots.

Section 5: Presiding Officer. At all meetings of the members, the Chair, or if absent, Chair Designate if any, or the Immediate Past Chair shall preside as Chair. In the absence of said officers, the President/CEO shall call the meeting to order and a chair protem shall be elected by a majority of the members present.

Article VIII: Elections and Balloting

Section 1: Elections of officers and Directors shall be conducted per the procedures outlined below:

- a. No later than ninety (90) days before the annual business meeting each year, the Governance Committee shall prepare lists of nominees for the office of Chair Designate and at-large seats to be filled.
 - i. For each at-large Director nominee, the Governance Committee shall suggest a one (1), two (2), or three (3) year term. This list shall be given to the Chair and the Board of Directors shall approve the at-large nominees or return the unapproved nominees to the Governance Committee for substitute nominations to be submitted for Board approval.

- ii. The Governance Committee shall give the list of Chair Designate nominees to the Chair. The chair, in consultation with the CEO, will then bring the recommendation to the full board.
- b. The Board-approved list of nominees in ballot form shall be prepared and distributed to all voting members of the Society no later than sixty (60) days prior to the annual business meeting.
- c. No provision of these Bylaws shall prevent any member of the Society eligible to vote from casting a write-in vote, on an official ballot, for any eligible member or members of the Society not selected by the Governance Committee. Write-in candidates must declare their candidacy before the election. Votes for undeclared write-in candidates will not be considered. Write-in candidates must submit a declaration of intent no later than thirty (30) days following the second quarter Board of Directors meeting. The declaration of intent shall be sent to the attention of the Corporate Secretary and include the candidate's name and biography. All candidates must meet the eligibility requirements set forth in Article IX, Section 2 of these Bylaws.
- d. Completed ballots, to be valid, must be received at the office or computer address of the Society (or at the office or computer address of the third-party election company designated by the Society) no later than thirty (30) days after the mailing of the ballots to members. Each ballot shall clearly state this thirty (30) day deadline and the appropriate address for return.
- e. Completed returned ballots will be securely stored by the Society (or by the third-party election company designated by the Society) until the Inspectors of Voting count and tally the ballots. If a third-party election company is designated, the Inspectors of Voting shall confer with the company to determine the outcome of the balloting. In the event of any irregularities or ambiguities, the Inspectors of Voting shall agree upon the appropriate resolution and promptly report their proposed resolution to the Chair of the Society. The Chair shall convene the Executive Committee, which, by majority vote of its members who are not candidates for the position in question, shall either affirm the resolution proposed by the Inspectors of Voting or implement a revised solution deemed most appropriate. The ballots shall remain in secured files of the Society (or the third-party election company) for ninety (90) days following the public announcement of the election results, after which they shall be destroyed.

Section 2: Elections.

Each elected officer and elected Director shall be elected based on a plurality of votes cast for that office. In the event a tie occurs during an election, through two (2) or more candidates for the same office receiving the same number of votes, successive balloting shall be conducted between the tied candidates until one (1) candidate receives a plurality.

Section 3: Inspectors of Voting.

A minimum of two (2) Inspectors of Voting shall be selected by the Secretary from the

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membership to serve during any election or proposal considered by member ballot. These Inspectors shall be appointed by the Board before the election or voting process. If the Board does not make these appointments or if any appointed Inspector is unable or unwilling to serve, the Secretary shall designate the Inspectors. The Inspectors of Voting are tasked with counting and tallying the ballots. If the Society has engaged a third-party election company, the Inspectors of Voting shall collaborate with the company to ascertain the election results and ensure there are no ambiguities or irregularities in the election process. The Inspectors shall report the results of the voting to the Secretary, who will arrange for the results to be publicized to the membership.

Section 4: Referendum and Other Mail Balloting.

The Board of Directors may submit any matter of the Society's business, whether or not it is required to be acted upon by the voting members, to the voting membership for action by mail ballot. Except in the cases where law or these Bylaws require a different voting percentage, the affirmative vote of a majority of mail ballots cast shall be necessary to authorize the action provided for in the mail ballot, subject to a quorum of members responding.

Section 5: Different Positions.

If the membership of the Society authorizes, through a change in the Bylaws, the election of new and/or different positions on the Board of Directors but does not simultaneously fill such positions, a vacancy or vacancies, as defined by these Bylaws, shall be deemed to exist. Such vacancies shall be filled in accordance with the provisions outlined in these Bylaws.

Section 6: Voting Eligibility.

Every Professional, General, Special Expertise, Retired Life, Professional Life, and Past Chair Life Member of the Society in good standing shall be entitled to one (1) vote on any matter of the Society's business to be acted upon by vote of the membership.

Article IX: Board of Directors

Section 1: Number and Composition

The Board of Directors shall be composed of not fewer than eleven (11) nor more than sixteen (16) voting Directors, one of which shall be the President/CEO as an ex officio voting Director. The elected Directors shall consist of the following: the Chair and nine (9) to thirteen (13) at-large Board members, and in the penultimate year of the term of each Chair, the Chair Designate. A majority of the voting Directors must be Professional Members or Past Chair Life Members.

Section 2: President/CEO

The President/CEO shall not vote on matters concerning the President/CEO and may be excused from a Board of Directors meeting by the Chair where matters concerning the President/CEO are being considered.

Section 3: Past Chair and Chair Designate

The Past Chair shall be a voting member of the Board by virtue of the position immediately following his/her term as Chair and, in the penultimate year of the term of each Chair, a voting director shall be elected Chair Designate.

Section 4: Qualification

Director candidates shall be classified as Professional, Special Expertise, or Past Chair Life Members of the Society in good standing at the time of the nomination or appointment. All candidates who are HR Professionals, must be SHRM certified before appearing on the ballot.

Section 5. Change of Circumstance

Any Director or Officer who experiences a significant change in personal, professional, or legal circumstances that may impact their ability to fulfill their responsibilities to the Board is required to promptly notify the Chair of the Board and the Chair of the Governance Committee in writing. Examples of such changes include, but are not limited to, employment changes, conflicts of interest, health issues, or legal matters.

(a) Mandatory Submission of Letter of Resignation

Upon notification of a change in circumstances, the affected Director or Officer must submit a formal letter of resignation to the Chair of the Board and the Chair of the Governance Committee within fourteen (14) calendar days. The resignation letter must include the date of submission, a clear statement of resignation, and a brief explanation of the circumstances prompting the resignation. Failure to submit a resignation letter within the specified timeframe shall be treated as a de facto resignation, effective immediately.

(b) Review and Acceptance of Resignation

The Governance Committee shall review the resignation letter to ensure compliance with the process and assess any potential governance impact. The Committee shall acknowledge the resignation as accepted or rejected, and it shall take effect no later than thirty (30) calendar days from submission unless otherwise specified by the Committee.

(c) Transition and Vacancies

Upon acceptance of a resignation, the Governance Committee shall initiate the process to fill the resulting vacancy in accordance with these Bylaws. The outgoing Director may be requested to assist with a transitional period, as determined by the Governance Committee.

(d) Enforcement and Compliance

All Directors are required to comply with the provisions of this section as a condition of their continued service on the Board. Non-compliance may result in immediate removal, as determined by the Governance Committee.

(e) Confidentiality

All discussions, materials, and decisions related to a change in circumstances and the resignation process shall be treated as confidential and shared only with those who have a legitimate need to know.

Section 6: Term of Office

All elected Directors shall be chosen as provided in these Bylaws. Each elected Director shall assume office on January 1 of the year following their election and shall hold office for an initial one-year term. Following the initial term, Directors may serve one (1), two (2), or three (3) year terms, with total service not to exceed nine (9) years. However, if a Director is elected Chair Designate, they are eligible to serve additional years as necessary to fulfill their terms as Chair and Immediate Past Chair.

- (a) The term for Chair shall be up to three (3) years, with the option to extend the term in cases of emergent or emergency needs of the Board, as determined by a two-thirds vote of the Governance Committee and final approval by the Board of Directors. The term for the Chair Designate shall be one (1) year, with similar flexibility for extension when necessary.
- (b) The Past Chair shall serve as a voting member of the Board for up to two (2) years term immediately following such service as Chair, with the option for term extension under the same emergent or emergency provisions. Upon the completion of such service, the Immediate Past Chair shall roll off the Board.

Section 7: Vacancies

Any vacancy shall be filled for the unexpired term for a one (1), two (2), or three (3) year term, but not to exceed the unexpired term, as determined by the Board upon recommendation of the Governance Committee and vote of a majority of the entire number of the remaining voting Board members. If the Board chooses not to elect the full allowed number of thirteen (13) at-large Directors, such position(s) may be filled in the same manner as though it were a vacancy.

- (a) A vacancy in the office of the Chair shall be filled by the Chair Designate, who will serve as Chair for the remainder of that term and the following two-year term.
- (b) If there is no sitting or elected Chair Designate at the time of the vacancy, the Governance Committee shall nominate a director for approval by the Board of Directors to serve as Chair until December 31 following the next general election, at which point a Chair shall be elected. A vacancy in the office of Past Chair shall remain unfilled until addressed by the Chair at the end of his/her term. A vacancy in the office of Chair Designate will remain unfilled until the next general election when a Chair Designate would typically be elected. In the event all Directors vacate their offices through death, resignation, or removal, and no Directors remain in office, a replacement Board of Directors shall be appointed as follows:
 - i. An Interim Board of Directors, consisting of up to thirteen (13) At-Large Directors, shall be appointed promptly to serve until January 1 following the next regularly scheduled mail ballot for Directors. The Interim Board shall be selected by majority vote of the five (5) Regional Councils, consisting of their respective current State Council Directors, as follows:

(aa) Any individual serving as a Director-Elect at the time shall be immediately appointed as an Interim Director and shall continue to serve through the term for which they were elected. If such an individual has been elected as Chair or Chair-Designate, they shall also assume those roles immediately and continue to serve through their elected term.

(bb) Additional individuals shall be elected to bring the total Interim Board to thirteen (13) members. If a Chair or Chair-Designate has not been appointed

under subsection (aa), the election shall include selecting individuals for these roles to serve until January 1 following the next regularly scheduled mail ballot for Directors.

(cc) The three most senior SHRM staff members shall assist the Regional Council in implementing the appointment and election of the Interim Board as quickly as feasible.

- ii. The Interim Board of Directors shall have the full authority of a regular Board of Directors under these bylaws and Ohio law.
- iii. The next regularly scheduled election for Directors shall select a full, regular Board of Directors, including a Chair (if the current Chair's term will be expiring). This Board shall consist of no fewer than eleven (11) and no more than fifteen (15) Directors, as determined by the Interim Board. The elected Directors' terms shall be staggered, with as equal a distribution as possible among one (1), two (2), and three (3) year terms.

Section 8: Board Meetings

The Board shall meet at least three (3) times each year. The first meeting of the Board shall be no later than April 1.

Section 9: Special Meetings

Special meetings of the Board may be called by the Chair. A special meeting shall be called upon the written request of any four (4) members of the Board.

Section 10: Notice of Meetings

Written notice of each Board meeting shall be given to each Director at least fifteen (15) days before such meeting.

Section 11: Quorum

A majority of the existing Board membership shall constitute a quorum for the transaction of business. The act of a majority of the then entire number of voting Directors shall be the act of the Board, unless a greater number is required by statute, the Articles of Incorporation or elsewhere in the Bylaws.

Section 12: Presiding Officer

At all meetings of the Board, the Chair, or if absent, the Chair Designate if any, or the Immediate Past Chair shall preside as Chair. In the absence of these three (3) officers, the President/CEO shall preside.

Section 13: Powers and Duties

- a. The President/CEO shall manage and control the property, business and affairs of the Society, subject to Board of Directors' oversight, control and direction, and the Board of Directors or the President/CEO shall exercise all powers of the Society not reserved to the members by statute or by the Bylaws or the Articles of Incorporation.
- b. The SHRM Board of Directors is the ultimate governing body of the Society. The Board is also responsible for approving the policies of the Society. More specifically, and without limitation, the Board performs the following functions:

- i. Approves an annual strategic plan, as presented by the President/CEO, and monitors its implementation;
 - ii. Sets policies which it determines to be consistent with the Society's vision, mission and key objectives;
 - iii. Takes appropriate action to invest, preserve, expand and utilize the reserves of the Society consistent with the strategic plan;
 - iv. Approves an annual budget and operating plan that is aligned with the approved strategic plan and designed to further what it determines to be the Society's objectives and monitors the success or failure of planned objectives;
 - v. Establishes the Society's Bylaws and amends them from time to time as appropriate in accordance with Article XIV of these Bylaws;
 - vi. Further defines the Society's volunteer organizational structure and sets forth terms and conditions of affiliation for its regions, State Councils, and chapters consistent with these Bylaws;
 - vii. Ensures that the Society adopt and implement a succession plan for its volunteer leaders that will provide for a diverse, competent, dynamic and committed pool of members which can be considered for positions as openings arise at all levels of the organization;
 - viii. Selects the Society's President/CEO, sets terms and conditions of employment, evaluates his/her performance and makes plans for succession;
 - ix. Reviews and approves any operational item in excess of seven hundred and fifty thousand dollars (\$750,000) which is outside the budget or which it determines will have a pronounced and long-term impact on the Society, such as the Society's location and physical plant; and
 - x. Participates in state and chapter initiatives as appropriate and approves the Society's affiliations with other organizations and the terms for such affiliation.
- c. The Board may act as a whole in fulfilling its responsibilities or refer matters to standing or ad hoc committees. Committees shall be subject to the control and direction of the Board, and the Board shall hold all committees responsible for specified outcomes.
- d. The Board, in reaching decisions, will make good-faith efforts to ensure that appropriate information, available at the time and relevant to a matter, is considered. All Board members should feel free to volunteer any information and/or raise any question in furtherance of this objective in a climate of professionalism with due respect for opposing views. Board decisions, once made, are, however, decisions of the Board and all Board members are expected to accept those decisions and be supportive of them.

Section 14: Removal of Directors and Officers

Any Director or officer other than the President/CEO may be removed from office, with or without cause, upon an affirmative vote of two-thirds (2/3) of the then entire number of voting Directors taken at a duly constituted Board of Directors meeting. The President/CEO may be removed by majority vote of the then entire number of voting Directors, subject to any contract, if any, between the Society and the President/CEO.

Article X: Officers

Section 1: Number. The six (6) designated officers of the Society are: Chair, Secretary, Treasurer, President/CEO, and, in alternating years, a Chair Designate or the Immediate

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Past Chair. The Chair Designate shall serve as an officer of the Society from the time of their appointment until they assume the role of Chair. The Immediate Past Chair shall serve as an officer of the Society for up to two (2) years following their term as Chair, in accordance with the bylaws.

- (a) ELECTED OFFICERS. The elected officers of the Society are the Chair, and, the Chair Designate.
- (b) NON-ELECTED OFFICERS. Officers of the Society who are not elected are the President/CEO; Immediate Past Chair; and, such other non-elected officers specifically designated by the President/CEO or the Board of Directors, including without limitation a Secretary who shall be a staff person not on the Board of Directors and a Treasurer who shall be a staff person not on the Board of Directors.

Section 2: Election Term of Office. All elected officers will be selected according to the procedures outlined in these Bylaws. Each officer shall assume office on January 1 of the next year following their election and will serve for the duration specified in Article IX, or until they resign, are removed, or die.

Section 3. Qualification. All candidates for office must be qualified Professional, Special Expertise or Past Chair Life Members of the Society in good standing at the time of nomination or appointment. All candidates for office, unless s/he is a Special Expertise Director, must be SHRM certified before appearing on the ballot. Any Director or Officer who experiences a significant change in personal, professional, or legal circumstances that may impact their ability to fulfill their responsibilities to the Board is required to promptly notify the Chair of the Board and the Chair of the Governance Committee in writing. Examples of such changes include, but are not limited to, employment changes, conflicts of interest, health issues, or legal matters.

Article XI: Duties of Officers

Section 1: Chair. The Chair shall serve as the presiding officer at meetings of the members and of the Board; and shall be an ex officio voting member of the Executive Committee and of the Governance Committee, and shall have the right to attend, without vote, any meetings of other board committees.

Section 2: Chair Designate. The Chair Designate shall perform the duties of the Chair during the Chair's absence or temporary disability; in the event of the Chair's death, resignation or inability to serve, shall become Chair of the Society for the balance of the unexpired term and the following full term of office; shall represent the Chair at the Chair's request and assist in carrying out the objectives of the Society. The Chair Designate shall have such other powers and perform such other duties as the Board or the Chair may determine.

Section 3: Immediate Past Chair. The Past Chair shall serve as a member of the Board of Directors for a period of one year, immediately following such year of service as Chair and shall provide counsel and assistance to the Chair and perform special assignments and such other duties as the Chair may authorize and determine.

Section 4: Secretary. The Secretary shall be responsible for the preparation of a record of the proceedings of all meetings of the Board and of any other business meeting of the Society.

Section 5: Treasurer. The Treasurer shall be responsible for the financial affairs of the Society, subject to ultimate oversight and authority of the Finance, Audit, and Risk Management Committee and the Board of Directors. This responsibility shall include the preparation, interpretation and dissemination of periodic financial reports to the Board, and shall also perform such other duties as the President/CEO or Chair may determine.

Section 6: President/CEO. The President/CEO shall be the chief executive officer of the Society; and shall (a) be appointed by the Board and serve at its pleasure; (b) be an ex officio, voting member of the Board and of the Governance and Executive Committees of the Board; and (c) have general charge and supervision of the affairs and business of the Society, subject to Board of Directors' oversight, control and direction. Each year, the President/CEO shall submit a written report to the members summarizing the activities and accomplishments of the Society during the previous fiscal year. The President/CEO shall report to the Board through the Chair.

Section 7: Delegation of Authority. In the case of the absence of any officer of the Society, or for any other reason that the Board may deem sufficient, the Board may delegate the powers or duties of such officers to any other officer or to any Director.

Section 8: Special Corporate Acts. All deeds, mortgages, leases, and all other written contracts and agreements to which the Society, as authorized by the Board, shall be a party, upon authorization by the Board of Directors or in accordance with budgets or procedures approved by the Board, shall be executed in its name by Board officers or others authorized by the Board of Directors.

Article XII: Committees and Panels

Section 1: Standing Committees. There shall be the following standing committees, each having at least three (3) Board members, with the members (except in the case of the Executive Committee) and chairs of each committee appointed by the Chair and with each expressly authorized by and responsible to the Board, having duties stated below:

- (a) **GOVERNANCE COMMITTEE.** The Governance Committee shall be composed of members, including the Chair of the Society, appointed by the Chair, plus the President/CEO as an ex officio voting member. It shall develop a recruitment/succession plan for identifying and cultivating professionals to serve as board members of the Society (e.g., determine number of positions to be filled; maintain board profile of skills needed – establish selection criteria (attributes, knowledge, skills, abilities, expertise); ensure diversity (e.g., gender, race, geography, size of company, practitioner/consultant/academic/government); assess current and future needs (determine gaps to fill); review current terms of sitting directors (determine who will be offered additional terms). It shall identify candidates for all national offices and submit the names of the candidates to the Chair for Board approval, who shall in turn direct that ballots be prepared and distributed to the voting members in accordance with Article VIII, Section 1(b).
- (b) **FINANCE, AUDIT AND RISK MANAGEMENT COMMITTEE:** The Finance, Audit, and Risk Management Committee shall be composed of members of the Board of Directors. The members and the chair of the committee shall be appointed by the Chair of the Board. The committee shall oversee financial policies and reporting practices, internal audits, compliance with financial regulations, and risk management practices. This committee shall meet at the call of the Chair or its chair.

Duties of the Finance, Audit, and Risk Committee:

1. Review and oversee SHRM's financial reporting, policies, and practices.
2. Ensure compliance with relevant financial and regulatory standards.
3. Oversee internal and external audit processes, including the selection and performance of external auditors.
4. Assess and monitor the organization's risk management framework, including identification, evaluation, and mitigation of strategic and operational risks.
5. Provide recommendations to the Board regarding financial practices and risk management strategies.

(c) COMPENSATION/ORGANIZATION COMMITTEE.

The Compensation/Organization Committee shall be composed of members of the Board of Directors. All of the Committee members and the Chair of the Committee shall be appointed by the Chair and have no relationship to the Society that may interfere with the exercise of their independence from management. The Chair of the Committee shall report to the Board of Directors annually, or as necessary, on the Committee's activities and proceedings. The Committee shall assist the Board of Directors in fulfilling its responsibility of ensuring the presence of a competitive compensation philosophy and guidelines for the entire executive and senior managerial group and other staff, including overseeing the planning for development and succession of senior management. The Committee shall also be responsible for reviewing any health, retirement, incentive compensation, or other personnel plans of the organization.

(d) EXECUTIVE COMMITTEE. The Executive Committee shall be composed of the Past Chair, if any, the Chair, and the respective Chairs of the Governance, Audit and Compensation/Organization Committees of the Board, and in years where there is no Past Chair then the Chair Designate. The President/CEO shall be an ex officio voting member. The Executive Committee shall have the authority to act on behalf of the Board of Directors in between meetings of the Board, except that the Executive Committee shall not have the authority to take action on any matter for which the Articles of Incorporation, Bylaws or Ohio law require a greater vote of Directors than a majority of the then entire number of voting Directors. The Executive Committee shall make a written report to the Board of Directors at each Directors' meeting concerning all acts taken by the Executive Committee on behalf of the Board of Directors since the previous Board of Directors' meeting. The Executive Committee shall select Chair-Designate candidate (when applicable) for Board approval.

(e) STRATEGY COMMITTEE: The Strategy Committee shall be composed of members of the Board of Directors, appointed by the Chair, and shall include the President/CEO as an ex officio voting member. The committee shall be responsible for strategic oversight, including the development, execution, monitoring, and periodic review of SHRM's long-term strategic plan. The Strategy Committee will report to the Board at each meeting, ensuring alignment with SHRM's mission and strategic objectives. The committee shall meet at least quarterly and may hold additional meetings as needed.

Duties of the Strategy Committee:

1. Collaborate with management to develop SHRM's long-term strategic plan.

2. Oversee the implementation and progress of strategic initiatives.
3. Evaluate the effectiveness of strategic plans and recommend adjustments as needed.
4. Monitor emerging trends, opportunities, and risks that may impact SHRM's strategic direction.
5. Ensure that the strategic plan aligns with SHRM's vision, mission, and objectives.

Section 2: Special Expertise Panels of the Corporation.

Panels of the corporation to provide functional, subject matter expertise, and service shall be established as designated by the President/CEO upon consultation with the Chair, shall perform such other duties as the President/CEO may determine, and may be dissolved by the President/CEO upon consultation with the Chair. Members of Special Expertise Panels shall be appointed by the President/CEO or his/her designee upon recommendation of a Panel Selection Committee composed of volunteers and staff appointed by the President/CEO or his/her designee. Panel members are appointed for a one (1) or two (2) year term, subject to term limits established by the President/CEO or his/her designee. A panel member may be removed from a panel by the President/CEO or his/her designee, based upon the recommendation of the Panel Selection Committee, if in the sole discretion of the President/CEO or his/her designee it will be in the best interest of the Panel to remove such a member. The President/CEO or his/her designee shall be responsible for directing and coordinating the Special Expertise Panels established by the Board.

Section 3: Other Committees. In addition to the committees mentioned in Section 1 of this Article other committees may be appointed by the Chair subject to such conditions or limitations as may be specified by the Board.

Article XIII: Parliamentary Procedure

Meetings of the voting members, Board of Directors and Committees of the Society shall be governed by the rules contained in Robert's Rules of Order (Newly Revised) in all cases to which they are applicable and in which they are consistent with statute, the Articles of Incorporation or the Bylaws of the Society.

Article XIV: Bylaw Changes

Section 1. Methods. The method named in Section 4 of this Article shall be used to change the Bylaws of the Society, unless the Board of Directors determines that in a particular situation the method in Section 2 or 3 of this Article shall be used.

Section 2.

- (a) The Bylaws may be amended by a mail ballot of voting members.
- (b) Such mail ballots shall be circulated for return within thirty (30) days following distribution, and shall specify the effective date of the change, if approved.
- (c) An amendment to the Bylaws may be adopted by the affirmative vote of two-thirds (2/3) of mail ballots cast.

Section 3.

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- (a) The Bylaws may be amended by a two-thirds (2/3) vote of the voting members present at a duly constituted general meeting provided such proposed amendment is circulated in writing at least ten (10) days prior to such meeting of the members.
- (b) Unless otherwise specified all such amendments shall become effective on the date of the vote.

Section 4.

- (a) The Bylaws may be amended by a two-thirds (2/3) vote of the Directors present at a duly constituted meeting of the Board of Directors, provided at least a majority of the then entire number of voting Directors vote in the affirmative, and provided such proposed amendment is circulated in writing at least five (5) days prior to such meeting of the Board.
- (b) Unless otherwise specified all such amendments shall become effective on the date of the vote.

Article XV: Terms Used

Section 1: Gender. As used in these Bylaws, feminine or neuter pronouns shall be substituted for those of the masculine form, and the plural shall be substituted for the singular number in any place wherein the context may require such substitution or substitutions.

Article XVI: Records

Section 1: Confidentiality. The Board of Directors may declare any meeting minutes, or portion thereof, or any other corporate records as confidential and not reviewable by the public or members upon a finding that it is in the best interests of the Society to do so. The Board shall exercise this power, if at all, judiciously.