

# EIC Bylaws Updates

| Updated Location      | Original (04 08 2013 Bylaws (FINAL) (OMF)-6)   | Updated (10 19 2017 EIC Bylaws.docx)  |
|-----------------------|--|---|
| Cover page            | N/A  | Added a cover page  |
| Table of content      | N/A  | Added a table of content  |
| Article II Section 1  | The temporary office for the transaction of the activities and affairs of this corporation is 2486 Ruby Avenue, San Jose, California 95148. The Board of Directors must, as soon as possible, establish a permanent location of the principal office. Any such change of location must be noted by the Secretary on these Bylaws opposite this Section; alternatively, this Section may be amended to state the new location.                | The office for the conduct of the activities and affairs of this corporation is 2486 Ruby Avenue, San Jose, California 95148.   |
| Article VII Section 4 | A member must be a resident of San Francisco Bay Area, defined as Santa Clara County, Alameda County, Contra Costa County, San Francisco County, and San Mateo County  | A member must be a resident of Santa Clara County or Alameda County   |
| Article VII Section 5 | <p>An applicant or a renewing member must pay the membership dues set by the Board of Directors to become or to continue being a member. All Donations made directly to the organization in a recordable manner for any purpose other than Zakat and Sadqah will count towards membership fee.</p> <p>A member or applicant may petition the board and the board may elect to waive the membership fee on grounds of financial hardship.</p> | <p>An applicant or a renewing member must pay a total annual contribution of \$1000 per household to become or to continue being a member. All Donations made directly to the organization in a recordable manner towards operations, construction and musalla will count towards membership fee. Household is defined as EIC Donor and his/her spouse.</p> <p>A member or applicant may petition the board and the board may elect to waive the membership fee on grounds of financial hardship.</p> |
| Article VII Section 6 | Members who have paid their annual membership dues between January 1st and December 31st of previous year will be eligible to vote in next election of the board   | Must have paid EIC membership dues for one year immediately preceding the membership year. Membership year starts from July 1 of preceding year and ends on June 30 of current year.  |
| Article VII Section 9 | Electoral list will consist of voting members who have paid their annual membership dues between January 1st and December 31st of the year preceding the election.   | Electoral list will consist of voting members who have paid their annual membership dues as defined in Article VII section 6.   |

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| Article VIII Section 7a | <p>All Directors shall be designated by the Incorporators and approved by a unanimous vote of the Board. The nine (9) initial Directors designated by the Incorporators and approved by the Board shall serve for an initial term of two (2), four (4), and six (6) years respectively, and shall hold office until successor Directors have been designated and elected. The Board shall unanimously assign the initial terms to the Directors in its First Meeting of the Board. The Board shall decide from amongst themselves which initial Directors shall serve for two (2), four (4), and six (6) years.</p> | <p>All Directors shall be designated by the Incorporators and approved by a unanimous vote of the Board. The nine (9) initial Directors designated by the Incorporators and approved by the Board shall serve for an initial term of two (2), four (4), and six (6) years respectively, and shall hold office until successor Directors have been elected. The Board shall unanimously assign the initial terms to the Directors in its First Meeting of the Board. The Board shall decide from amongst themselves which initial Directors shall serve for two (2), four (4), and six (6) years. The last batch of initial Directors will complete their term in 2017</p> |
| Article VIII Section 7b | <p>From Article VIII Section 8a</p> <ul style="list-style-type: none"> <li>- Any voting member of the organization for a period of three consecutive years in good standing, a US citizen or resident and resident of San Jose and its adjacent cities shall be eligible to be elected as a director of the board.</li> </ul>   | <p>Section 7b. Eligibility Criteria</p> <ul style="list-style-type: none"> <li>• Any voting member of the organization who has maintained membership for a period of 2 consecutive years, in good standing, immediately preceding the election year;</li> <li>• A US citizen;</li> <li>• Must be a resident of San Jose;</li> <li>• Must be at least 25 years' old;</li> <li>• BoD must maintain voting membership status during the tenure.</li> </ul>   |
| Article VIII Section 8a | <ul style="list-style-type: none"> <li>- Elections will be held during the month of July.</li> <li>- Successive Directors shall serve for a term of two (2) years</li> <li>- Successive Directors will be elected each year for a term of two (2) by a majority of the voting Membership. The elected Directors' terms shall commence within a week after election results.</li> <li>- Former directors who have served two consecutive terms may not become candidate for a new term until a full term (2 years) has elapsed since the end of their previous term.</li> </ul>                                      | <ul style="list-style-type: none"> <li>• Election will be held in the month of December of every election year</li> <li>• Elected Directors shall serve for a term of three (3) years.</li> <li>• Elected Directors can only be elected for 1 term.</li> <li>• Former directors who have served a term may not become candidate for a new term until a full year has elapsed since the end of their previous term.</li> <li>• The directors will commence term from January 1st after election.</li> <li>• A candidate must be nominated by 1 EIC voting member and seconded by separate EIC voting member.</li> </ul>  |

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| Article VIII Section 9b | N/A   | <p>Section 9b. Replacement of Directors<br/>           In the event of a vacancy among the elected members, the Board shall fill the vacancy from among voting members of the organization for the remainder of the vacating Director's term. Remaining members of the BoD will approve by a two thirds majority. A former board member who has not completed a waiting period of 1 year is not eligible for appointment. A nominated person cannot be eligible to run for election if they have served for more than half the term.</p> <p>A nominated person should meet all the criteria as defined in Article VIII section 7b.</p> |
| Article VIII Section 20 | <p>Directors may not receive compensation for their services as Directors or Officers. Directors may receive such reimbursement of expenses, as the Board may establish by resolution to be just and reasonable as to the corporation at the time that the resolution is adopted.</p> | <p>Directors <b>shall</b> not receive compensation for their services as Directors or Officers. Directors may receive such reimbursement of expenses, as the Board may establish by resolution to be just and reasonable as to the corporation at the time that the resolution is adopted.</p>   |
| Article VIII Section 23 | N/A   | <p>Section 23. Board Meeting Attendance<br/>           A board meeting attendance problem exists with any of the following conditions:<br/>           1. The member has three un-notified absences in a row (“un-notified” means the member did not call a reasonable contact in the organization before the meeting to indicate their anticipated absence);<br/>           2. The member misses one third of the total number of board meetings in a twelve-month period;</p>   |

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| Article VIII Section 24 | N/A  | <p>Section 24. Response to a Board Attendance Problem<br/>           If a board attendance problem exists, the President will promptly contact the member to discuss the problem. The member's response will promptly be shared with the entire board at the next board meeting. At that meeting, the board will decide what actions to take regarding the board member's continued membership on the board. If the board decides to terminate the membership, termination will be conducted per the following policy:</p> <ol style="list-style-type: none"> <li>1. The president will notify the terminated member in writing of the board's decision per the terms of the Board Attendance Policy;</li> <li>2. This written notification will request a letter of resignation from the terminated member, to be received within two weeks;</li> <li>3. The board will vote to accept the member's resignation letter at the next board meeting;</li> <li>4. The board will promptly initiate a process nominate a new board member.</li> </ol> |
| Article X Section 5     | The Board will amongst themselves elect a President, Treasurer and Secretary at the beginning of each term as its first order of business after newly elected members have joined the board. | The Board will amongst themselves elect a President, Vice President, Treasurer and Secretary at the beginning of each term as its first order of business after newly elected members have joined the board.  |

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| Article XIX         | <p>The Board shall cause an annual report to be sent to the voting Members within 120 days after the end of the corporation's fiscal year. That report shall contain the following information, in appropriate detail:</p> <ul style="list-style-type: none"> <li>(a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;</li> <li>(b) The principal changes in assets and liabilities, including trust funds;</li> <li>(c) The corporation's revenue or receipts, both unrestricted and restricted to particular purposes;</li> <li>(d) The corporation's expenses or disbursements for both general and restricted purposes;</li> <li>(e) An independent accountants' report or, if none, the certificate of an authorized officer of the corporation that such statements were prepared without audit from the corporation's books and records.</li> </ul> <p>This requirement of an annual report shall not apply if the corporation receives less than \$25,000 in gross receipts during the fiscal year, provided, however, that the information specified above for inclusion in an annual report must be furnished annually to all Directors.</p> | <p>The Board will present the financial records of the organization at the annual general body meeting. That report shall contain the following information, in appropriate detail:</p> <ul style="list-style-type: none"> <li>(a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;</li> <li>(b) The principal changes in assets and liabilities, including trust funds;</li> <li>(c) The corporation's revenue or receipts, both unrestricted and restricted to particular purposes;</li> <li>(d) The corporation's expenses or disbursements for both general and restricted purposes;</li> <li>(e) An independent accountants' report or, if none, the certificate of an authorized officer of the corporation that such statements were prepared without audit from the corporation's books and records.</li> </ul> <p>This requirement of an annual report shall not apply if the corporation receives less than \$25,000 in gross receipts during the fiscal year, provided, however, that the information specified above for inclusion in an annual report must be furnished annually to all Directors.</p> |
| Revision History    | N/A   | Added a revision history table   |