



HAAR
HUNTSVILLE AREA ASSOCIATION of REALTORS®

POLICY MANUAL

March 25, 2019

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I. Mission Statement

It shall be the policy of the Huntsville Area Association of REALTORS® that the following statement will serve as the Mission Statement:

To inform, influence, and empower a thriving real estate market

II. Member Harassment of An Employee

HUNTSVILLE AREA ASSOCIATION OF REALTORS AND VALLEYMLS HARASSMENT POLICY

(a) HARASSMENT POLICY

This section appears as optional Section 14 under Article VI of the NAR Model Bylaws.

Section 14. Harassment. Any member of HAAR/ValleyMLS may be reprimanded, placed on probation, suspended or expelled for harassment of an HAAR/ValleyMLS employee or HAAR/ValleyMLS officer or director after an investigation in accordance with the procedures of HAAR/ValleyMLS. As used in this section, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, actions including strikes, shoves, kicks, or other similar physical contact, or threats to do the same, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment. The decision of the appropriate disciplinary action to be taken shall be made by the investigatory team comprised of the president, and president-elect and/or vice president and one member of the board of directors selected by the highest-ranking officer not named in the complaint, upon consultation with legal counsel for HAAR/ValleyMLS. Disciplinary action may include any sanction authorized in HAAR/ValleyMLS's Code of Ethics and Arbitration Manual. If the complaint names the president, president-elect or vice president, they may not participate in the proceedings and shall be replaced by the immediate past president or, alternatively, by another member of the board of directors selected by the highest-ranking officer not named in the complaint.

(b) HARASSMENT OF HAAR/VALLEYMLS STAFF

Harassment is illegal conduct and is contrary to the policy of HAAR/ValleyMLS. As used in HAAR/ValleyMLS policy, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, actions including strikes, shoves, kicks, or other similar physical contact, or threats to do the same, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment.

(c) COMPLAINT PROCEDURE

Any employee who believes that he/she has suffered harassment by any member of HAAR/ValleyMLS must bring the problem to the attention of the President or Executive Vice President. The complaint does not have to be in writing; however, it is recommended, it is helpful if details of dates, times, places and witnesses, if any, to the harassment alleged can be provided.

All complaints will be investigated promptly and with strictest confidentiality by an investigatory team comprised of the President, President-Elect and/or Vice President and one (1) member of the Board of Directors selected by the highest-ranking officer not named in the complaint after consultation with legal counsel for HAAR/ValleyMLS. If the complaint involves the President, President-Elect and/or Vice President, they shall be replaced on the investigatory team by the immediate Past President or, alternatively, by another member of the Board of Directors selected by the highest-ranking officer not named in the complaint.

Both the complainant and the accused will be provided a full opportunity to present their cases. Witnesses interviewed will be provided only such information as is necessary to elicit from them their observations and other relevant information.

Disciplinary action against any member found to have harassed an HAAR/ValleyMLS employee may consist of any sanction authorized in the *Code of Ethics and Arbitration Manual*, such as verbal or written warning, probation, suspension or termination depending on the gravity of the incident. Prior incidents of similar behavior shall be taken into consideration when determining the appropriate disciplinary action. Such decision shall be made by the investigatory team.

Clear, strong, and convincing shall be the standard of proof by which alleged allegations of harassment are determined. Clear, strong, and convincing shall be defined as that measure or degree of proof which will produce a firm belief as to the validity of the allegations sought to be established.

It is contrary to the policy of HAAR/ValleyMLS for a member to retaliate against any employee who files a charge of harassment. All possible steps will be taken to eliminate the possibility of retaliation resulting from the filing of a complaint.

In the event a complaint of harassment is found to be totally and completely without basis, appropriate disciplinary measures may be taken against the employee who brought the complaint. While this is in no way intended to discourage employees, who believe they have been the victim of harassment from bringing a complaint, HAAR/ValleyMLS recognizes that a charge of harassment can cause serious damage to the personal reputation and professional career of the accused.

III. Governance

Rules of Order

Robert's Rules of Order, Latest Edition, shall be recognized as the authority governing the meetings of the Association, its Board of Directors, and Committees, in all instances wherein its provisions do not conflict with these Bylaws.

Board of Directors:

The Board of Directors shall consist of:

- A. The Leadership Team
- B. The immediate Past President who shall serve for a term of two (2) years.
- C. Voting Directors—An elected Director shall serve for a term of two (2) years and may serve no more than three (3) consecutive terms and is not eligible to serve again (elected or appointed) for at least two (2) calendar years after that Director has left office. Thirteen (13) total directors shall be elected by the membership of the Association at large. One half (1/2) of the Directorate shall be elected annually from a pool of REALTORS®, with the exception that one (1) of the above- referenced Voting Directors shall be elected from the Affiliate membership.
- D. There shall be one (1) non-voting reciprocal Director between the Huntsville Area Association of REALTORS® and the Huntsville/Madison County Builder's Association with each organization selecting such Director.
- E. Annually, each Chapter will appoint/elect an ex-officio voting member to serve a one (1) year term on the Huntsville Area Association of Realtors Board of Directors. As the liaison between the Board of Directors and the Chapter, the Chairman will ensure effective communication within the Association.
- F. The acting Chief Executive Officer shall serve on the Board of Directors as a non-voting liaison

Leadership Team

The Leadership Team is made up of the elected and appointed officers of the Association.

- The elected officers of the Association shall be as follows: a President, a President-Elect, and a Vice President. They shall be elected to serve for terms of one (1) year.
 - o to be considered for position, it is recommended, but not required, that the candidate have served as a HAAR Board of Director for at least one (1) term.
- The appointed officers of the Association shall be a Treasurer (two (2) year term), a Chairperson of the Multiple Listing Service (one (1) year term), and a Chief Executive Officer (contract term). These appointments are made by the Board of Directors.
- The acting Chief Executive Officer shall also serve as a member of the Leadership Team as a non-voting ex-officio.

The elected and appointed officers of the Association and the immediate past president shall constitute the Leadership Team, which shall have such authority as the Board of Directors may from time to time grant it, consistent with these Bylaws. The President shall serve as the Chairman of the Leadership Team.

Officer Positions Defined

The President shall preside at its meetings and those of the Board of Directors, and shall perform all the duties of President subject to declared policies and as required, subject to confirmation of the Board of Directors.

The President Elect shall preside in the absence of the President and shall perform all the duties of President Elect subject to declared policies and as required.

Vice President shall preside in the absence of the President and President Elect and shall perform all the duties of Vice President subject to declared policies and as required.

Treasurer shall be custodian of the funds of the Association, shall keep an accurate record of all receipts and disbursements, and shall provide to all Members of the Board of Directors a quarterly statement of all accounts and financial seal and shall affix the same to all documents requiring such seal.

Officer Duties:

President

1. Shall serve as Chairman of the Board of Directors and the Leadership Team.
2. The President shall attend meetings of the State Association, National Association, Industry Conferences, and any other meetings approved by the Officers and Directors, pursuant to the travel policy.
3. Have knowledge of parliamentary rules.
4. Appoint committee chairmen, subject to confirmation by the Board of Directors, for all Association work groups for the year of his/her presidency.
5. The President shall be an ex-officio Member of all standing committees except the Nominating, Professional Standards, and Grievance Committees and shall be notified of their meetings.
6. The President shall appoint, subject to confirmation by the Board of Directors and work groups as he/she may deem necessary.
7. Two months prior to the annual election of Officers and Directors, the President, with the advice and consent of the Board of Directors, shall appoint the nominating committee;
 - a) the five (5) most immediate Past Presidents willing to serve
 - b) And two (2) Members from the general membership at large. The two (2) members from general membership cannot be from the same company.
 - i. The two members from the general membership are to be nominated and voted on at the regular June meeting.
8. The President, with the approval of the Board of Directors, shall appoint an Election work groups of three (3) REALTOR® Members to conduct the election.
9. Review the previous year's committee and work group reports.
10. Implement awards nominations.

President Elect

The President Elect shall perform such duties as are assigned by the President and shall preside in the absence of the President.

1. Plan programs and speakers for the Association Meetings.
2. Meet and introduce guest speaker at the Association Meetings.
3. Have knowledge of parliamentary rules.
4. The President Elect shall attend meetings of the State Association, National Association, Industry Conferences, and any other meetings approved by the Officers and Directors, pursuant to the travel policy.
5. Be involved in as many work groups as possible to gain understanding of how the Association works.
6. Represent HAAR as the reciprocal affiliate representative at the Huntsville/Madison County Home Builders Association meeting.
7. Elected liaison to all Governmental Affairs, ARPAC, and Community Relations work groups and initiatives.
8. Serve as the Leadership Team representative on the Finance Committee.
9. Serve on the Leadership Team

Vice President

The Vice President shall perform such duties as are assigned by the President and shall preside in the absence of the President and President Elect.

1. Elected liaison to all Professional Development and Communications work groups and initiatives.
2. Have knowledge of parliamentary rules.
3. The Vice President shall attend meetings of the State Association, National Association, Industry Conferences, and any other meetings approved by the Officers and Directors, pursuant to the travel policy.
4. Serve on the Leadership Team.

Treasurer

The Treasurer, appointed by the board of directors, shall be the custodian of the funds of the Association and shall keep an accurate record of all receipts and disbursements for a term of two (2) years. The Treasurer shall provide to all members of the Board of Directors at minimum, a quarterly statement of all accounts and financial affairs for the Association. The Treasurer shall:

1. Serve as Chairman of the Finance Committee and oversee the budget implementation.
2. Sign checks as needed
3. Have knowledge of parliamentary rules.
4. Handle special requests in consultation with the Finance and present committee recommendations to the Officers and Directors.
5. With the Finance Committee along with input of staff, prepare a budget for the upcoming year for:
 - a) Presentation to O&D in August-September
 - b) Presentation to General membership in October or at annual meeting.
6. Provide financial reports to Officers and Directors and to Membership prior to their respective meetings.
7. Have financial knowledge. Financial management (or comparable) experience preferred.
8. Appointment to the position subject to Credit Check & Background Check.

Chair, Multiple Listing Service

- a. The Chair of the Multiple Listing Service is appointed by the board of directors for a term of one (1) year. It is recommended, but not required, that immediate past president of HAAR, willing to serve, fill this role if recommended by the Nominating Committee.
 - b. If no HAAR Past President is willing to serve, any HAAR director who has served for a minimum of two-terms (4-years) are eligible to apply to the nominating committee for this position.
1. Will serve as Chairman of the MLS. The Chairman of the MLS presides at MLS General Membership Meetings and MLS Officers and Directors Meetings.
 2. Will have knowledge of parliamentary rules.
 3. The Chairman shall attend meetings of the State Association, National Association, Industry Conferences, and any other meetings approved by the Officers and Directors, pursuant to the travel policy.
 4. Recommend appointments of MLS work groups.
 5. Serve on the Leadership Team

Membership:

Voting privileges are extended to the Membership at large of the Huntsville Area Association of REALTORS with respect to the following:

- a. Bylaws revisions or amendments;
- b. Non-budgeted expenses exceeding \$25,000;
- c. Multi-year contracts with an expense exceeding \$25,000; and
- d. Any Policy items whereby Membership approval is specifically denoted and required.

To the fullest extent permitted by law, all governing bodies of the Association may conduct business by electronic means instead of meeting in person.

Officer & Director Responsibilities

Learn about the Association – its mission, strategic plan, programs, policies, operations, finances, challenges and opportunities. Read the Bylaws and Rules and Regulations.

Participate in the new board member orientation program.

Continue to stay informed during your service on the Board. Learn something new about the Association each month.

Attend all Board meetings. Be involved in as many committee and work group meetings as possible. Be attentive during meetings; save the texts and phone calls for the breaks. Come prepared to participate in discussions and make decisions. Review the agenda and any supporting materials prior to the start of the meeting and make notes.

Participate responsibly in Board, committee and work group meetings. Know the basic operation of Roberts Rules of Order.

Directors will serve as liaisons, appointed by the President, to the association workgroups and committees. Liaisons will provide a connection between the board of directors and workgroup.

Respect fellow board members and their time. Keep to the agenda and avoid digressions that do not move the Association forward.

Support the decisions of the Board. Once a decision has been made, it is the decision of the board. Question it in private with the Board if you must but support the decision that is made before the staff, the volunteers and the public.

Use any special skills or training you may have to further the work of the board and the Association. If the Association has staff or paid consultants in your area of expertise, treat them with respect. Express professional disagreement in a way that moves the discussion forward. Your fellow board members may rely on your expertise so be careful in the opinions that you give. You may not consider yourself to be an expert but your fellow board members may. Distinguish your personal opinions from your professional ones when sharing them with the board.

Accept committee and work group assignments and make the most of your committee and work group service. Recognize that not everyone can be on the “fun” work group. The Association is served by the work of all of its work groups. Encourage committee and work group rotations.

Accept the non-governance responsibilities that come with service on the board – attend social and other functions sponsored by the Association when your schedule allows, communicate with others about the work of the Association, and show your support for the Association when talking with others.

Follow all conflict of interest and confidentiality policies of the Association. Err on the side of reporting even potential conflicts. Do not ask for favors or special treatment.

Do not take on more responsibility than you can reasonably handle given your business demands, family and other social and volunteer commitments. You will be a more effective volunteer if you do one or two assignments well and do not spread yourself too thin.

Finances: The Fiscal and elective year of the Association shall be the calendar year.

Provide financial support to the Association according to your ability. Assist with fundraising efforts.

Be financially literate. Be able to read and understand the financial reports used by your Association. Know the Association’s financial situation and review the annual Audit.

Understand the budget in terms of the dollars but also how the funds are being allocated.

Understand what decisions are being made as to the operation of the Association when you approve a budget each year. Establish a policy on how performance against the budget will be measured and how budget adjustments will be handled.

Understand policies on board travel, meeting expenses and reimbursements. Follow the policies and hold other board members to them too.

Performance

Annually assess the performance of the Board as a whole and your own performance as a Board member. Identify areas in need of improvement and acknowledge those things that are going well. Provide assistance to those board members who are not meeting the expectations of the board. Do not be afraid to ask board members to leave if they are not meeting the expectations of the board and show no sincere interest in doing so.

Annually assess the performance of the Association as a whole. Review the strategic plan and objectives for the years ahead and make adjustments as needed. Coordinate the strategic plan with the budget and ensure that adequate resources are provided to achieve successful results.

Staff

Understand your role as a director and the roles of staff and other volunteers in the governance and operation of the Association.

Respect the Chief Executive Officer's position and responsibility to manage the staff. Take up any complaints with the Chief Executive Officer. Give recognition and praise to the staff when it is due. Do not ask the staff to support your pet projects. Do not say negative things about other board members to the staff.

Leadership

Participate in the active recruitment, selection and orientation of new board members. Encourage continuing education for all board members and participate in the programs. Serve as a mentor for a new board member when you are ready.

Help to identify and cultivate new leaders on the Board. Participate in the Board leadership if you are able to do so.

Board of Directors Vacancies

Vacancies among the Officers and Directors shall be filled by the Board of Directors, in Executive Session, until the next annual election, or at its option, a special election may be called to fill the vacancy.

Any appointment to an unexpired Director position that exceeds 12 months shall fall under the definition of term limits as stated under Governance Policy- Board of Directors.

Absences by BOD and Committee Members

HAAR Bylaws establish that absence from three regular meetings of the Board of Directors without an excused absence deemed valid by the Board of Directors shall be construed as resignation from that point forth.

HAAR Bylaws also outline the process for obtaining an excused absence and the reasons for which an excuse may be granted. An excuse should be made via phone call or email as soon as possible to the Association Executive, HAAR/NALMLS President or the Staff Liaison to the Officers and Directors with notification of an emergency relating to family, personal, medical or other exceptions at the discretion of the Executive Committee.

All requests for excused absences will be voted on by the Board of Directors. BOD

members are also required to give notice of late arrivals or early departures.

The above requirements apply to all Directors including those who are serving as Past President.

Excluded from the above requirement is the non-voting reciprocal Director representing the Huntsville/Madison County Builder's Association.

Per Committee and Work Group Policy, committee and work group members may not have more than two unexcused absences. Committee members must notify the Committee Chair or Staff Liaison when requesting an excused absence. After two unexcused absences, committee members will be notified by the Committee Chair that they have been dismissed from the committee. Any member serving on a committee by virtue of position may continue to attend committee meetings but will lose all voting privileges.

Notices of absences, late arrivals or early departures to be reported (by email or phone call) as soon as possible to one of the following:

- The Chief Executive Officer
- President of the HAAR and/ or the President of ValleyMLS.Com.
- Staff Liaison to the Officers and Directors

Excused absences to include emergencies relating to:

- Family
- Personal
- Medical
- Exceptions to the above at the discretion of the Executive Committee.

Removal of Officers and Directors

In the event an Officer/Director is deemed to be incapable of fulfilling the duties for which elected, but will not resign from office voluntarily, the Officer/Director may be removed from office under the following procedure:

- A.** A petition requesting the removal of an Officer/Director, signed by not less than one-third (1/3) of the voting membership or a majority of all Directors, shall be filed with the President, or if the President is the subject of the petition, with the next ranking Officer, and shall specifically set forth the reasons for disqualification of further service.
- B.** Upon receipt of the petition the Board of Directors shall select a committee of five (5) elected Officers/Directors to serve as a Hearing Panel. Their duty shall be to study the charges as set forth in the petition to determine the validity of such charges. The person who is the subject of the petition shall have the right to be heard by the Hearing Panel. Upon hearing the charges, the Hearing Panel may do one (1) of the following:
 1. Dismiss the charges that the Hearing Panel deems to be unjustifiable, or
 2. Send the petition to the membership for their action as outlined in (C) and (D) below.
- C.** Not less than twenty (20) days nor more than forty-five (45) days after the decision of the Hearing Panel, a special meeting of the voting membership of the Association shall be held, and the sole business of the meeting shall be to consider the charges against the Officer/Director who is the subject of the petition and to render decision on such petition.
- D.** The special meeting shall be noticed to all voting Members at least ten (10) days prior to the meeting and shall be conducted by the President of the Board, unless the President's continued service in the office is being considered at the meeting. In such case, the next ranking Officer will conduct the meeting. Provided a quorum is present, a three-fourths (3/4) vote of the Members present and voting shall be required for removal from office.

State and National Directors

State Directors

The incoming President/President-Elect, with the advice and consent of the Board of Directors, shall designate such Directors of the Alabama Association of REALTORS® as may be permitted and authorized by the Bylaws of the said Alabama Association of REALTORS®. State Directors and State Chairpersons are not, by virtue of their state appointments, Members of the Board of Directors of the Huntsville Area Association of REALTORS®.

VACANCY: Events resulting in an AAR State Director vacancy, which may include but not limited to illness, death, resignation or election to the position of Board President or AAR officer, shall have the vacated position filled by the President with the advice and consent of the Board of Directors. (03-10)

National Directors

The Nominating Committee shall submit candidates to the Board of Directors for recommendation to the National Association of REALTORS®. Those eligible to serve as a National Director are those persons who have been a primary REALTOR® Member of the Huntsville Area Association of REALTORS® (HAAR) for at least three (3) consecutive years immediately prior to election and who have certified in writing or will do so, a desire to serve as a Director of the National Association of REALTORS® and who meet the requirements set by the HAAR Board of Directors. Any vacancy occurring for any reason during a one (1) year term of office shall be filled by the Directors by electing a qualified Member to fill the unexpired term only.

Annual Orientation of HAAR Leadership

The incoming HAAR President will annually, not later than December 31st, schedule and facilitate an orientation to be conducted prior to year-end to be attended by all members of the HAAR Board of Directors, HAAR Officers and Chairs and Vice Chairs of all work groups who will serve the year following.

The purpose is to ensure that the participants are fully aware of HAAR/ValleyMLS Bylaws and Policies, ValleyMLS.com Rules and Regulations, Committee Policies, Roberts Rules of Order, and the responsibilities assigned those serving in each position.

Governance of the HAAR Association and ValleyMLS.Com will be stressed. The Association is owned by its membership. The governing body which represents the membership is the Board of Directors. HAAR Officers serve under the direction of the BOD; any actions recommended by the Officers/Executive Committee must be approved by the BOD. The prime interest of the membership must always be the focus of the BOD. The Association staff, including the Association Executive, serve at the pleasure of the BOD and may contribute their expertise upon request by the BOD.

Emphasis will be placed on the commitment of each person to his/her assigned role(s) as well as attendance at appropriate meetings and consequences of unexcused absences.

Leadership will be reminded of their responsibility to be present at all meetings, events, and activities where they can connect with the membership. They will be expected to be fully involved in meeting topics and refrain from attention to electronic devices during all meetings.

Time will be set aside for the person leaving a position to mentor his/her successor by providing lessons learned, expectation of any challenges, recognition of accomplishments that have been achieved and suggestions on how to build on former successes. The status of any planned actions which have not been completed will be passed along for consideration/implementation.

During the Orientation each attendee will be provided a checklist of responsibilities for each role they will serve. At this time attendees should ask for clarification of any topic that is not clearly understood.

Upon completion of the orientation, it will be the responsibility of each participant to ensure that he/she is fully aware of their duties and the governing rules of the HAAR Association so that he/she can serve effectively. Any person who has concerns regarding the time involved or his/her ability to meet the demands of the position should decline a leadership role.

Nominating Committee

- At least two (2) months prior to the annual election, the President, with the advice and consent of the Board of Directors, shall appoint the nominating committee.
- The nominating committee shall be composed of
 - the five (5) most immediate Past Presidents willing to serve
 - And two (2) Members from the general membership at large. The two (2) members from general membership cannot be from the same company.
 - The two members from the general membership are to be nominated by membership and voted on at the regular June meeting.
- The chairman of the Nominating Committee shall be the Past President preceding the immediate Past President. The immediate Past President shall serve as the co-chair of the committee.
- The committee shall meet at a designated and announced time and place in order that the Members may appear before them to offer nominations. Five (5) of the seven (7) Members must be present at meeting in order to conduct committee business. (03-12)
- Membership will be notified 2 weeks prior to the meeting of the Nominating Committee.

Responsibilities

- The Nominating Committee shall select one (1) or more nominees for each office and each position to be filled on the Board of Directors. *There shall be no required or implied right of succession from one (1) office to another, with the exception the office of the President Elect.* However, no individual may be placed in nomination unless and until that individual has approved such nomination and has agreed to serve if elected.
- The report of the Nominating Committee shall be electronically transmitted to each Member eligible to vote at least 3 weeks preceding the election.

Additional candidates for the offices to be filled may be placed in nomination by petition signed by at least five percent (5%) of the REALTOR® Members. Not more than fifty percent (50%) of required signatories may be Members of the same company. The petition shall be filed with the Association Executive at least two (2) weeks before the election, with at least one (1) week written notification to the membership.

Election Work Group

The President, with the approval of the Board of Directors, shall appoint an Election Work Group of three (3) REALTOR® Members to maintain oversight of the election. Two members will constitute a quorum.

- The election work group is charged with verifying the results of the Officers and Directors elections; both electronically and by paper ballot.
- Additionally, the election work group is in charge of notifying candidates of the election results.
- The Work Group shall complete verification by Noon on the day following the election and shall notify candidates immediately following.
- The Work Group will meet in July and conduct the following:
 - Determine what directors are not eligible for re-election. These results will be presented as an FYI at the next meeting of the Officer and Directors.
 - Review Election Timeline and approve for the HAAR Officer and Director elections.
- Any questions or concerns regarding the election will go to the Election Work Group. (07-16)

Election of Officers and Directors

- At least two (2) months before the annual election, the President, with the advice and consent of the Board of Directors, shall appoint the nominating committee. The nominating committee shall be composed of the five (5) most immediate Past Presidents willing to serve and two (2) Members from the general membership at large. The two members from the general membership are to be nominated and voted on at the regular June meeting. The chairman of the Nominating Committee shall be the Past President preceding the immediate Past President. The immediate Past President shall serve as the co-chair of the committee. The two (2) members from general membership cannot be from the same company. The committee shall meet at a designated and announced time and place in order that the Members may appear before them to offer nominations. Five (5) of the seven (7) Members must be present at meeting in order to conduct committee business. (03- 12)

NOTE: Membership to be notified 2 weeks prior to the meeting of the Nominating Committee.

- The Nominating Committee shall select one (1) or more nominees for each office and each position to be filled on the Board of Directors. There shall be no required or implied right of succession from one (1) office to another, with the exception of the office of the Vice President, which is also the office of the President Elect. However, no individual may be placed in nomination unless and until that individual has approved such nomination and has agreed to serve if elected. The report of the Nominating Committee shall be electronically transmitted to each Member eligible to vote at least 3 weeks preceding the election. Additional candidates for the offices to be filled may be placed in nomination by petition signed by at least five percent (5%) of the REALTOR® Members. Not more than fifty percent (50%) of required signatories may be Members of the same company. The petition shall be filed with the Chief Executive Officer at least two (2) weeks before the election, with at least one (1) week written notification to the membership.
- a. The election of the Vice President & President-Elect shall take place beginning 9 a.m. on the Friday preceding the annual meeting and ending at 5 p.m. on Monday preceding the annual meeting. Election shall be online or by paper ballot, except where there is no contest. Online balloting shall be available to Members during the entire election period. Paper balloting shall be available during the Association's normal business hours on Friday and Monday. The ballot shall contain the names of all nominees and the offices for which they have been nominated, and each office shall be voted on separately. If more than two (2) names are placed in nomination for an office and no one receives a majority of the votes cast, there will be a re-balloting for that office

between the two (2) nominees receiving the highest number of votes. If there is a tie for the second place on the ballot, the names of the nominees tying will also be entered in the re-balloting. Re-balloting will be held on Wednesday prior to the annual meeting with a twenty-four (24) hour notice given to membership. Re-balloting will continue as necessary until one (1) nominee is elected by receiving a majority of the votes cast. (4-03)

- b. The election of the board appointed officers – Treasurer and Chair, Multiple Listing Service – shall take place at the board of directors meeting in the month preceding the annual membership meeting. The election of these board appointed officers will be by secret ballot of the voting HAAR Officers & Directors and certified by the Election Committee.
- The election of Directors shall take place beginning 9 a.m. on Friday and ending 5 p.m. on Monday preceding the next general meeting after the annual meeting or at a meeting called for that purpose during the Association’s regular business hours. Those nominees, equal to the number of positions to be filled, receiving the highest number of votes will be elected to these positions. In the event there is a tie vote for the last position to be filled, there will be a re-balloting held on Wednesday prior to the meeting with a twenty-four (24) hour notice given to membership. The nominee receiving the highest number of votes will be elected to the last position. Election shall be online or by paper ballot, except where there is no contest. Online balloting shall be available to Members during the entire election period. Paper balloting shall be available during the Association’s normal business hours on Friday and Monday. The ballot shall contain the names of all the nominees. Names on voting ballots shall be in alphabetical order. No ballot shall be counted unless the number of individuals voted for equals the number of Directors to be elected. This information is to be noted on the ballot. (4-03)

Transition Policy:

In Transition to 13 elected directors, the policy transition workgroup recommends a clean slate of available director seats for the 2019 election cycle.

All members interested in serving on the board of directors in 2020, will submit an application to the nominating committee.

12 elected directors from the REALTOR membership will be elected by the membership.

1 elected director from the Affiliate membership will be elected by the membership.

To maintain staggered board terms of service, the 6 elected directors receiving the highest number of votes in the 2019 election will serve for two-years.

The next 6 highest vote getters in the 2019 election will serve for one year.

At the end of each of these terms, directors may run for re-election, as allowed based on term limits (no director shall serve more than 3 consecutive terms, before taking a break for 2 years from the board.

Election & Nomination Procedures

Nomination Procedure:

To be considered for nomination an application must be filled out. No hand written applications will be accepted. The application will use a digital form that will be digitally submitted along with a digital photo. The info submitted will be given to the nominating committee and put on the ballot if nominated. The HAAR Officer and Director applications are each single source digital documents that go to the nominating committee and are on the ballot. No other supporting documents will be accepted. The digital application packet will include: 1) Letter from CEO on importance of volunteering, 2) Election Fact Sheet (explaining process and dates) 3) Link to Digital Application (07-16)

Election of Officers

The election of Officers shall take place beginning 9 a.m. on the Friday preceding the annual meeting (October) and ending at 5 p.m. on Monday preceding the annual meeting.

- Election shall be online or by paper ballot, except where there is no contest. Online balloting shall be available to Members during the entire election period. Paper balloting shall be available during the Association's normal business hours on Friday and Monday.
- The ballot shall contain the names of all nominees, in alphabetical order by last name, and the offices for which they have been nominated, and each office shall be voted on separately.

If more than two (2) names are placed in nomination for an office and no one receives a majority of the votes cast, there will be a re-balloting for that office between the two (2) nominees receiving the highest number of votes. If there is a tie for the second place on the ballot, the names of the nominees tying will also be entered in the re-balloting. Re-balloting will be held on Wednesday prior to the annual meeting with a twenty-four (24) hour notice given to membership. Re-balloting will continue as necessary until one (1) nominee is elected by receiving a majority of the votes cast.

Election of Directors

The election of Directors shall take place beginning 9 a.m. on Friday and ending 5 p.m. on Monday preceding the next general membership meeting after the annual meeting or at a meeting called for that purpose during the Association's regular business hours.

- Those nominees, equal to the number of positions to be filled, receiving the highest number of votes will be elected to these positions.
- Election shall be online or by paper ballot, except where there is no contest. Online balloting shall be available to Members during the entire election period. Paper balloting shall be available during the Association's normal business hours on Friday and Monday.
- The ballot shall contain the names of all the nominees. Names on voting ballots shall be in alphabetical order by last name. No ballot shall be counted unless the number of individuals voted for equals the number of Directors to be elected. This information is to be noted on the ballot. (4-03)

In the event there is a tie vote for the last position to be filled, there will be a re-balloting held on Wednesday prior to the meeting with a twenty-four (24) hour notice given to membership.

The nominee receiving the highest number of votes will be elected to the last position.

Chief Executive Officer

The Board of Directors may employ and fix the salary of a Chief Executive Officer, who may in turn employ one (1) or more assistants. In addition to his/her other duties, the Chief Executive Officer shall keep the records of the Association and carry on all necessary correspondence with the National Association of REALTORS® and the Alabama Association of REALTORS®. The Chief Executive Officer shall have the authority to hire, supervise, evaluate and terminate other staff, if any, and shall perform such other duties as prescribed by the Board of Directors. (1/05)

Voting Procedures and Use of the Premises

Election Procedures

Three weeks prior to the elections of Officers and Directors, an announcement of the upcoming election will be sent by HAAR via Constant Contact to all Realtor® members eligible to vote (members in good standing at the Association, i.e., with no outstanding financial obligations), excluding members that have opted out of emails from Constant Contact. At the same time a notification will be prominently displayed on the HAAR and NALMLS Home Page to run continuously until the election results are posted on same. Additionally, a popup message on NALMLS will be displayed.

*Note: The results of bounce back emails will be an indicator of incorrect email addresses and/or a full email account.

Two weeks prior to the elections of Officers and Directors, a second email announcing the upcoming election will be sent by HAAR to all Realtor® members eligible to vote (members in good standing at the Association, i.e., with no outstanding financial obligations). The message will not contain the names of candidates. The purpose is to reflect delivery receipt. *

*Note: While the report reflects the number of members the email was delivered to, who opened/read the message is at the discretion of the member.

A report of any bounce backs will be provided by HAAR to determine if the email address is valid or if the mailbox is full. HAAR/Election Work Group will attempt to review and correct as many bounce back emails as soon as possible. Upon notification by HAAR of completion of review/corrections, HAAR will resend the email to those members to verify delivery receipt.

The third submission by HAAR will be the official ballot with the link to vote as well as each member's user name and password.

The members selected to serve on the Election Work Group will convene at 9:00 a.m. on the Tuesday following the close of the election to review the results of the online voting and any paper ballots.

All candidates will be notified by Noon on the same day of his/her selection, non-selection, or tie/run-off. Results will be posted after all candidates have been notified. Additionally, Results will be announced at the appropriate membership meeting.

Run-offs

When a run-off election is necessary, the members who are eligible to vote will be provided a 24-hour notice of such with the ballot following on Wednesday.

The Election Work Group will convene no later than 9:00 a.m. on Thursday following the run-off election to review online results and any paper ballots.

All candidates who were on the run-off ballot will be notified of the results prior to the Membership meeting that is held that day.

Election Rules

At any time, an election is held or a vote is cast, it shall be against the Association's policy for any person to:

1. Attempt to intimidate voters through the use or threat to use force, coercion, violence, restraint or undue influence, or to impede or prevent the free exercise of any voters; or
2. Interfere with the orderly conduct of any election or vote by remaining in or outside the voting area.

Picketing, demonstrations, signs or distribution of literature shall not be allowed within 150 feet from any entrance to the HAAR building.

Any member wishing to distribute printed materials on the premises of HAAR must first submit such material for approval to the Association Executive or his/her designee. Approved material will be displayed in a designated area. Any material not approved shall be discarded.

IV. Meetings Policy

Membership Meetings

The Huntsville Area Association of REALTORS® monthly membership meeting is held on Thursdays following the New Member Orientation at the Association office. Lunch is served at 11:30 AM followed by the business meeting beginning at 12 noon.

Reservations are required. Reservations may be made online, by phone or e-mail. Standing reservations are sold throughout the year. Those holding a standing reservation can give their seat to someone if they cannot be in attendance. Online reservations are cut off on Wednesday at noon but phone and e-mail reservations remain open until all open seats are filled. Walk-ins will be seated only if space is available.

Door prizes are accepted from affiliates and members. These door prizes are turned in to HAAR staff members before the meeting. REALTORS® and affiliate members have a separate door prize box. Drawings for the door prizes are held at end of the meeting from business cards placed in drawing boxes before meeting begins.

Annual Meetings

The annual meeting of the Association shall be held during October of each year. The date, place, and hour shall be designated by the Board of Directors.

Meeting of Directors

The Board of Directors shall designate a regular time and place of meetings. Absence from three (3) regular meetings, without an excuse deemed valid by the Board of Directors, shall be construed as resignation from that point forth. A majority of Directors shall constitute a quorum.

Other Meetings

Meetings of the Members may be held at such other times as the President or the Board of Directors may determine, or upon the written request of at least ten percent (10%) of the Membership.

Notice of Meetings

Written notice shall be given to every member entitled to participate in the meeting at least one (1) week preceding all meetings. In the event of a special called meeting, the notice shall contain a statement of the purpose of the meeting. Written notice shall be considered given to every Member the day after a notice is mailed or delivered

electronically to the Designated REALTOR® Members of the Association at most current addresses of their various offices and, unless directed otherwise by the Board of Directors, placed upon the computer system bulletin board.

Seating set up of rooms for O&D and Membership Luncheons will be at the direction of the HAAR President.

Written notice shall be given to every member entitled to participate in the meeting at least 7 days preceding all meetings. In the event of a special called meeting, the notice shall contain a statement of the purpose of the meeting. Written notice shall be considered given to every Member the day after a notice is mailed or delivered electronically to the Designated REALTOR® Members of the Association at most current addresses of their various offices and, unless directed otherwise by the Board of Directors, placed upon the computer system bulletin board. (07-13) (2-18)

Quorum

A quorum for the transaction of business at a general or called membership meeting will be the REALTOR® Members present at regular or called meeting.

V. Committees and Work Groups

- A.** The President shall appoint from among the REALTOR® Members, subject to confirmation by the Board of Directors, the following committees:
- Finance
 - Grievance
 - Professional Standards
 - Nominating
- a. ***Finance Committee*** shall be composed of the President Elect, Treasurer, and six (6) REALTOR® Members who shall be appointed to serve for three (3) year terms and staggered so that two (2) members are appointed each year. The Treasurer shall serve as Chairman of the Finance Committee.
- b. ***Professional Standards Committee*** shall be composed of up to fifty (50) members from whose membership hearing panels will be selected in accordance with the procedures established within the *Code of Ethics and Arbitration Manual* as said manual may, from time to time, be amended.
- c. ***Grievance Committee*** shall be composed of up to nine (9) members and function in accordance with the procedures established within the *Code of Ethics and Arbitration Manual* as said manual may, from time to time, be amended. Appointments will be for three (3) year terms with appointments staggered so that approximately one-third (1/3) of the committee membership is appointed each year.
- d. ***Nominating Committee*** shall be composed of the five (5) most immediate Past Presidents willing to serve and two (2) Members from the general membership at large. The chairman of the Nominating Committee shall be the Past President preceding the immediate Past President. The immediate Past President shall serve as the co-chair of the committee.
- B.** The President, in consultation with the Leadership Team, shall appoint work groups, subject to confirmation by the Board of Directors, to execute the association's strategic plan initiatives and association programs.
- C.** The President shall be ex-officio, non-voting member of all standing committees except the Nominating, Professional Standards, and Grievance Committees and shall be notified of their meetings.

Past Presidents are a special resource and shall serve as advisors to the President, Association leadership, and staff, and shall meet as needed.

Special Work Groups

The President shall appoint, subject to confirmation by the Board of Directors, such special work groups as he/she may deem necessary.

Organization

All work groups shall be of such size and shall have such duties, functions, and powers as may be assigned to them by the President or the Board of Directors, except as otherwise provided in these Policies.

Action Without Meeting

Any committee or work group may act by unanimous consent in writing without a meeting. The consent shall be evidenced by one (1) or more written approvals, each of which sets forth the action taken and bears the signature of one (1) or more of the Members of the committee or work group.

Attendance by Telephone

Members of a committee or work group may participate in any meeting through the use of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other. Such participation shall be at the discretion of the President and shall constitute presence at the meeting.

Awards Work Group

In order to comply with AAR Policies and Procedures to nominate candidates for AAR Awards, the HAAR President will nominate an Awards Work Group, annually, no later than 1 June.

The Work Group of 5-7 nominees to serve on work group, will be approved by the Board of Directors.

Following are the awards and deadlines for which a nominee may be named:

<u>Award</u>	<u>Deadline to AAR</u>
David B. Roberts Award	on/before 1 Aug
Robert Jemison Award	on/before 1 Aug
Omega Tau Rho Award	on/before 1 Aug
Mickey Phillips' Realtors® for Children Award	on/before 1 Aug
Harriett Isaacson Excellence in Education Award	on/before 1 Aug Robert C.
Meeks ARPAC Award	on/before 30 Nov *

*A responsibility of the ARPAC and Governmental Affairs work group' chairs.

Eligibility will be based on the criteria outlined in Policies and Procedures of the current Alabama Realtors Leadership Directory.

The work group will meet promptly to consider eligible candidates and submit a nominee for each award for which there is an eligible candidate to AAR before the deadline. A chair will be selected from the work group members if not named previously by the HAAR President.

HAAR staff will provide records of years of service and work groups, events, activities, etc. reflecting local participation. Additional service at the state and national level may be obtained from AAR.

The Chair will contact AAR on the due date to confirm receipt of nominees from HAAR and will encourage nominees to attend the meeting where the award will be presented.

HAAR Affiliate of the Year

The Affiliate of the Year Award will recognize individuals and their company for their contribution of time and capital, primarily during the current year, toward the betterment of the Association members.

Affiliate Members/Member Benefits Partners of HAAR will be eligible to be nominated.

A nomination request form will be sent to all HAAR members requesting the nomination of an affiliate who deserves this honor along with the justification. After receipt of nominations, each nominee will receive a detailed form to enter their contributions.

Upon receipt of the nominee responses, the HAAR Awards Work Group (named by the HAAR President annually by 1 June and approved by HAAR O&D) will review the entries and select the person to receive the award.

The Awards Work Group will be responsible for recommending to the HAAR O&D the event/meeting where the Affiliate of the Year will be recognized.

HAAR REALTOR of the Year Selection Policy

Annually a HAAR member will be selected to be recognized as HAAR Realtor® of the Year. The recipient will be selected by the most recent past five Realtor® of the Year recipients willing and available to serve on the selection work group.

The Award recognizes the Realtor® who has contributed the most to the real estate profession, to fellow REALTORS® and to the community at large during the career of the nominee.

(The incumbent President of the Association is ineligible during the year of Presidency.)

The local selection work group will meet two times during the selection process. The meeting will be chaired by the recipient named two years previous. The committee will be provided a list of current O&D members, a list of past Realtor® of the Year recipients, current and past lists of committee participation and any other support documents needed.

After consideration of qualifications, the committee will nominate candidates, typically the top two to three whose contributions are most deserving of recognition.

The Work Group Chair will call each person who has been nominated to let them know of the nomination and that they will be receiving a form to submit their information for further consideration. The names of the nominees will be kept secret except the staff liaison will be given the names to transmit the Realtor® of the Year form to each. The form will be sent to all candidates immediately along with the deadline set by the committee for return of the form.

Each candidate should submit detailed data outlining their contributions. Information submitted is the sole responsibility of the candidate and any recommendation from other Realtors® or staff will not be considered.

Upon receipt of nominees' response, the staff liaison will email them to the Realtor® of the Year Work Group members.

The Work Group will reconvene as scheduled at the initial meeting and vote. The Work Group may choose to vote via SECRET ballot. The votes will be counted by the Chair and the candidate receiving the most votes will receive the award.

The staff liaison will ensure the name of the honoree and his/her completed form is received by the Alabama Association of Realtors® no later than 1 August to be considered, along with nominees from other associations in the state, for selection as the Alabama Realtor® of the Year.

The staff liaison will schedule the announcement of the Realtor® of the Year at the next membership luncheon (typically August) and will invite the recipient's family members to attend. Family members will be asked not to disclose the candidate's selection to anyone.

The Award will be presented by the previous recipient of the Realtor® of the Year Award. Should that recipient be unable to present the Award, the next most recent recipient will make the presentation.

The person named as HAAR Realtor® of the Year will be encouraged to attend the annual AAR Convention where all association recipients are recognized and one named as AAR Realtor® of the Year.

HAAR Support of Candidates for Public Office

Prior to an election, a candidate selection work group of no less than 7 members will be named by the HAAR President and approved by the Board of Directors to serve for the election cycle.

Being a Realtor or an Association member does not insure the endorsement of the Huntsville Area Association of Realtors.

All candidates will be considered through the selection process and a determination made based on, but not limited to, their stance on issues affecting the real estate industry and private property rights.

Recommendation of candidates to be endorsed will be submitted to the HAAR Officers and Directors for final approval.

VI. Education

HSRE on Site Classes

Mission: The mission of the Huntsville Area Association of REALTORS School of Real Estate is to provide high-quality education courses to Real Estate licensees for ongoing professional competency.

School Hours of Operation/Calendar: The administrative staff hours of operation are: M-F 9:00a.m. – 5:00p.m. (CST). Email support is available during normal business hours. HAAR School of Real Estate staff office is closed in recognition of the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. On occasions, the office may close early due to inclement weather or on the day prior to a holiday.

Enrollment Policies: Students may enroll in a live HAAR School of Real Estate course at any time by going to <http://ims.huntsvillerealtors.org> or by calling our office at 256-536-3334. Occasionally there may be limited seating or a registration deadline; if so, that information will be included in advertising.

Classroom Management

Ensuring an appropriate learning environment in the classroom is an essential responsibility of the HAAR School of Real Estate and its instructors. Class rules will be clearly stated and enforced to eliminate distractions and provide a professional atmosphere that is conducive to learning.

Attendance Policy: Sign-in sheets will be used to verify students' attendance. The sign-in sheet should have a heading that includes the date and time, title of the course, and the instructor's name. Students' signatures should be on the sign-in sheet as well as the student's correct license number.

Students are required to attend 100% of the continuing education courses. Continuing education students may not miss any of the course offering and receive credit for the course. Any students that arrive late will be informed that they may stay for the material but will not be given continuing education credit. The 100% attendance rule includes the arrival after a meal or break.

Breaks

Breaks are allowed for 10 minutes per 50 minutes of instruction. This may be modified if the class is in agreement and does not exceed the allowable time away from instruction. For example, it is permissible to take two 15-minute breaks instead of three 10-minute breaks during a three-hour course. It is suggested that breaks be taken to alleviate the need for students to leave the classroom during instruction. Well-timed breaks help students to maintain attention and re-energize for better focus.

Student Behavior and Participation

Students are required to give the instructor their full attention during class and not engage in activities unrelated to the instruction. Inappropriate behavior during class includes using electronic devices for personal or business purposes, holding conversations with other students unless directed to do so by the instructor, and reading material not provided by the instructor. An orderly and respectful environment should be created and maintained throughout the class. Credit may be denied to a student who does not honor the rules of the classroom.

Overview of our Programs: Huntsville Area Association of REALTORS School of Real Estate offers the following live CE courses:

- 3 hr. Risk Mgt: Avoiding Violations (Level 1)
- 3 hr. Risk Mgt: For Brokers (Level 2)
- 3 hr. Risk Mgt: For Salespeople (Level 2)
- 3 hr. Code of Ethics (also meets the NAR requirement)

These are the courses we will always have in our regular rotation of CE classes since all are required. Other classes will be offered throughout the year based on need and interest. Anyone interested in a specific course can contact the Education Director to express interest.

Designations Regularly Scheduled:

- Accredited Buyer Representative (ABR)
- e-Pro
- Military Relocation Specialist (MRP)
- Certified Residential Specialist Courses (CRS)- partner with the local NAL CRS Council
- Seller's Representative Specialist (SRS)
- Short Sales and Foreclosures Resource (SFR)
- Senior Real Estate Specialist (SRES)
- Graduate REALTOR Institute (GRI) –partnered with Alabama Association of REALTORS

If you are interested in a specific course, please contact the Education Director to express your interest.

Refund Policy

Registered and Paid Before Day of Class: If you call or email to let us know you will not be able to make it to the class, then we will cancel your registration thus putting a credit on your HAAR account. This credit may be used toward any other HAAR charge in the future* (ie: classes, event, HAAR Dues, lockbox etc.) *Note: Credits may not be used on ARPAC contributions or MLS fees*

If the student requests a refund then HAAR will cut a check for the amount less 5% to cover credit card fees and staff time for processing the refund. The refund may take up to two weeks to process and the check will be mailed to the members preferred address. *

Registered and Not Paid Before Day of Class: If you call or email to let us know you will not be able to make it to the class, then we will cancel your registration thus cancelling your invoice and there will be no charge. Also, if you do not show up for class that you have already registered for, we will automatically cancel your invoice and there will be no charge. *

Registered and Paid Day of Class: No refunds

**There are occasionally classes that require a minimum number of students to attend (which will be noted on all advertisements and in the registration process) and these classes will not be given refunds for no shows and those that have registered but do not show up will still be billed.*

HSRE Online Classes

Mission: The mission of the Huntsville Area Association of REALTORS School of Real Estate is to provide high-quality distance education courses to Real Estate trainees and licensees for licensure and ongoing professional competency.

HAAR School of Real Estate offers online distance education courses. Students may register and complete the course on any computer that meets the technical requirements covered in this catalog. Students may have access to the course at any time and may work at their own pace.

School Hours of Operation/Calendar: HAAR School of Real Estate students may access their courses via the Internet immediately upon enrollment. Courses are accessible to you at any time within the enrollment period. Upon enrolling in the course, you will have 180 days to complete the course with the option to purchase up to three 60-day extensions but must complete the course within one calendar year of enrollment. As our courses are taught via distance education, students do not have the calendar constraints common to in-class courses such as program start/end dates and beginning/end dates for terms. The administrative staff hours of operation are: M-F 9:00a.m. – 5:00p.m. (CST). The technical support hours of operation are: M-F: 10:00 AM EST to 10:00 PM EST, (on call), and Sunday: 1:00 PM – 4:00 PM EST. Email support is available during normal business hours. HAAR School of Real Estate staff office is closed in recognition of the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. On occasions, the office may close early due to inclement weather or on the day prior to a holiday.

Enrollment Policies: Students may enroll in a HAAR School of Real Estate course at any time by going to www.HAARSchoolofRealEstate.org or by calling our enrollment office at 256-536-3334. Since you choose to register for a course at a time that fits your schedule, there are no late enrollment requirements. The HAAR School of Real Estate enrollment policy allows students 180 days to complete the course and applicable exam with the option to purchase additional time. HAAR School of Real Estate does not accept credit for previous training.

Attendance Policy and Requirements to Graduate: In order to get course credit, you must complete 100% of the course (a 100% attendance rate.) Under no circumstances will you receive any course credit in which 100% of the lessons were not completed and the final exam was not passed. As it is taken on the internet, there are no absences, tardiness, or early departure policies. HAAR School of Real Estate does not have a leave of absence policy or probationary period.

Overview of our Programs: Huntsville Area Association of REALTORS School of Real Estate offers the following courses:

- 60 hr. Alabama Sales Pre-License Course 30
- hr. Alabama Post License Course
- 60 hr. Alabama Broker Course
- 6 hr. Alabama Reciprocal Sales Course 6 hr.
- Alabama Reciprocal Broker Course

Continuing Education Classes:

- 3 hr. Risk Mgt: Avoiding Violations (Level 1)
- 3 hr. Risk Mgt: For Brokers (Level 2)
- 3 hr. Risk Mgt: For Salespeople (Level 2) 3
- hr. Alabama ADA and Fair Housing 3hr.
- Short Sales and Foreclosures
- 3 hr. Ethics in Real Estate (also meets the NAR requirement)

Grading System/Minimum Grade Requirement: The courses that HAAR School of Real Estate offers are created by OnCourse Learning. Below is an explanation of how the OnCourse Learning System works and how it monitors your progress. The course requires active participation in each lesson and you must answer lesson _____

questions correctly twice (100%) in order to proceed to the next lesson. There is no “make-up” work policy because all course work must be completed before taking the final exam (if applicable). For real estate prelicense there is a final exam requirement after all lessons are completed. You must pass the exam with a 75% in order to receive credit for the course.

If you do not pass the final exam, you will be allowed an exam retake. If you do not pass the retake exam, you will not receive credit for the course. However, you will have the opportunity to purchase a retake of the course at a discounted price. If you do fail the course exam and purchase a retake, you will be required to start the course over and progress through each lesson again before you are allowed to take the final exam. HAAR School of Real Estate will maintain your school records including your exam scores for four years at the minimum.

Signed Course Certification Statement New HAAR School of Real Estate requires that you certify that you have personally completed each module of a distance learning course and any written exercise or assessment required for completion of the course. You must provide an electronic signed Course and Assignment Certification Statement to the school before scheduling any course examination and before the school may certify your completion in any course. The school will not process your course completion without your submitting a signed certification form. This form is available online and you will electronically submit this to your school *when you have completed all required modules of the course*.

This form will appear on your course homepage once you have completed the course lessons. In order

for HAAR School of Real Estate to certify that you have completed a course, you must:

1. complete all instructional lessons in the course by answering each question correctly at least twice;
2. Submit signed and dated **Course and Assignment Certification Statement** {A “Student Affidavit” link will appear on your course home page upon completion of the course. Click on that link and initial and hit submit for appraisal. For real estate you will need to sign and send in Contact info ~~is~~ on the affidavit}; and
3. Pass any required course final examination at an approved school location.

Course Completion Records: HAAR School of Real Estate will provide you with a certificate of completion upon request.

The OnCourse Learning System: The OnCourse Learning System represents an entirely new approach to instruction administered using a computer. The primary feature that distinguishes this system from more traditional computer-based instruction (CBI) is that the system is designed around proven instructional strategies, rather than around the capabilities of the computer.

How Our Course Monitors and Evaluates Your Progress and Provides Feedback:

OnCourse courses utilize the personal computer to perform the functions traditionally performed by the teacher. Using OnCourse courseware, the computer becomes essentially a one-on-one tutor. It presents the material to be learned, provides adequate explanation to ensure that you understand what is being presented, and requires that you demonstrate your understanding through active participation in the learning process.

More importantly, it acts as a constant monitor of what you know and don't know and uses that information to dynamically adjust the presentation to meet your needs as you learn. The result of this process is that the courseware provides a fully self-contained instructional program that can adjust to your specific needs which may vary widely both in the amount of knowledge you bring into the learning session as well as your learning ability (i.e., how quickly you learn). In addition, no other resources (such as books or teachers) are normally needed to accomplish the educational objectives of a particular course.

There are a number of specific features of the OnCourse learning system which contribute both to its uniqueness and to its effectiveness in teaching. The two primary characteristics are teaching to mastery and fluency and the dynamic control of the learning process.

Teaching to Mastery and Fluency

Mastery means that you will be required to learn the material on a particular topic to a specific criterion level. In practice, what this means is that the material is not just presented to you in the hope that you have learned it. Instead, you will be required to actively respond and demonstrate that you have learned the material presented before being allowed to proceed to new material.

Fluency means that you have learned the material well enough that your answers to questions, or other appropriate actions, are provided quickly, indicating greater "fluency" with the material.

What does all this mean to you? It's simple. You'll be ask every question repeatedly until you answer it correctly twice (mastery) and within a specific period time (fluency). So, read the questions and the answers before you select an answer. It doesn't pay to GUESS!

The Dynamic Control of the Learning Process

The OnCourse learning system has the ability to control the learning process dynamically, thereby tailoring the instruction to your individual needs to insure mastery and fluency on a very detailed level. As a basis for tailoring the instruction, the computer monitors how you respond to each question it presents, whether the answer was right or wrong, how long it took you to answer, and how many times it has been answered correctly. It then adjusts the presentation of material based on your responses, varying the order of material and the amount and content of remediation provided.

How to best take an OnCourse course

Spending too much time in any one session will burn you out. Remember, our program actually challenges you to LEARN the material not just skim over text. So, we recommend you split up your effort into 30-40 minute sessions. You can do more than one session per day (recommended) but, try to do something everyday. The consistency of effort (particularly for any pre-license courses) is what will produce the best learning for you.

As you work on the course, your time in each lesson is recorded as well as how many questions are presented and how many attempts were required to answer the question correctly. So, the learning system serves as a record of attendance and academic achievement.

Refund Policy: There are no refunds for Distance Education Courses.

Student Services, Rights, Privileges and Responsibilities: Upon successful completion of a course, each student will receive an official completion certificate. To request additional copies of a completion certificate, please contact HAAR School of Real Estate. There are no fees for additional copies.

Technical Support:

You can contact Tech Support at 800-743-8703 or by email at techsupport@oncourselearning.com. Their hours of operations are Monday through Friday 10:00 AM EST to 10:00 PM EST, and Sunday: 1:00 PM – 5:00 PM EST. Email support is available during normal business hours. Emails received after normal business hours will be answered the following business day. Before you call, please be prepared to explain your problem in detail and have access to your computer. In order to effectively troubleshoot your issue, our technicians begin the call by asking you a series of questions regarding your operating environment. We will need to know what type of computer you are using, the operating system you are using, the version number of any associated software. Your calls may be documented or monitored to help us maintain quality of service standards.

System Requirements: In order to take our distance education course, the student's computer must meet the following system minimum requirements:

Minimum System Requirements

- Internet connection (minimum 56Kbps required, although we highly recommend a high speed connection such as DSL, cable, or T1)
- Printer (for course documentation and student affidavit)

For Windows PC

1. Intel® Pentium® III 1GHz or faster processor, Intel® Pentium® 4 2GHz or faster
2. Microsoft® Windows® XP, Windows® Vista®, or Windows® 7
3. 512MB of RAM (1GB recommended)

For Mac OS

- Intel Core™ Duo 1.83GHz or faster processor
- Mac OS X v10.5 or v10.6
- 512MB of RAM (1GB recommended)

Downloads

The following are free downloads required in order to use the Showcase player.

- [Adobe Acrobat Reader 5.0 or greater](#)
- [Flash Player plug-in](#)
- [Adobe AIR](#)
- [Microsoft Internet Explorer 7 or greater](#) (OnCourse Learning does not support any beta versions of Internet Explorer)

VII. Membership

New Member Code of Ethics

- A.** Applicants for REALTOR® membership and provisional REALTOR® Members (where applicable) shall complete an orientation program on the Code of Ethics of not less than two (2) hours and thirty (30) minutes of instructional time. This requirement does not apply to applicants for REALTOR® membership or provisional members who have completed comparable orientation in another association, provided that REALTOR® membership has been continuous, or that any break in membership is for one (1) year or less.

Failure to satisfy this requirement within sixty (60) days of the date of application (or, alternatively, the date provisional membership was granted), will result in denial of the membership application or termination of provisional membership.

Note: Orientation programs must meet the learning objectives and minimum criteria established from time to time by the National Association of REALTORS®. (adopted 1/01)

Continuing Realtor® Code of Ethics Training 5-2017

Effective January 1, 2017, through December 31, 2018, and for successive two-year periods thereafter, each REALTOR® member of the association (with the exception of REALTOR members granted REALTOR® Emeritus status by the National Association) shall be required to complete ethics training of not less than two (2) hours and thirty (30) minutes of instructional time. This requirement will be satisfied upon presentation of documentation that the member has completed a course of instruction conducted by this or another association, the State Association of REALTORS, The NATIONAL ASSOCIATION OF REALTORS®, or any other recognized educational institution or provider which meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. REALTOR® members who have completed training as a requirement of membership in another association and REALTOR® members who have completed the New Member Code of Ethics Orientation during any two (2)-year cycle shall not be required to complete additional ethics training until a new two (2)-year cycle commences.

Failure to satisfy the required periodic ethics training shall be considered a violation of a membership duty. Failure to meet the requirement in any two (2)-year cycle will result in suspension of membership for the first two months (January and February) of the year following the end of any two (2)-year cycle or until the requirement is met, whichever occurs sooner. On March 1 of that year, the membership of a member who is still suspended as of that date will be automatically terminated.

New Realtor® Application Information

Application

- A. An application for membership shall be made in such manner and form as may be prescribed by the Board of Directors and made available to anyone requesting it. The application form shall contain statements to be signed by the applicant:
1. The applicant consents that the Association, through its Membership Committee or otherwise, may invite and receive information and comment about applicant from any Member or other persons, and that applicant agrees that any information and comment furnished to the Association by any person in response to the invitation shall be conclusively deemed to be privileged and not form the basis of any action for slander, libel, or defamation of character. The applicant shall, with the form of application, have access to a copy of the Bylaws, Rules and Regulations, and Code of Ethics referred to above. (9/08)
 2. Has no record of official sanctions involving unprofessional conduct. The Association will only consider the following:
 3. Judgments against the applicant within the past three (3) years of violations of (1) civil rights laws, (2) real estate license laws, and (3) or other laws prohibiting unprofessional conduct against the applicant rendered by the courts or other lawful authorities.

NOTE: The Association will only consider judgments within the past three (3) years of violations of (1) civil rights laws; (2) real estate license laws; (3) or other laws prohibiting unprofessional conduct against the applicant rendered by the courts or other lawful authorities.

1. Agrees to complete the first scheduled orientation within 60 days after application acceptance unless prior approval is given by the Chief Executive Officer. The course of instruction shall cover the Bylaws and Rules and Regulations of the Huntsville Area Association of REALTORS®, the Bylaws of the Alabama Association of REALTORS®, and the Constitution and Bylaws and Code of Ethics of the National Association of REALTORS®. Participants and subscribers who have been inactive for 6 months or more are required to complete an orientation program during the same time frame as required of new applicants. (07-11)
 2. Agrees in writing that if elected to membership, he/she will abide by such Bylaws and Rules and Regulations of the Huntsville Area Association of REALTORS®, The Bylaws of the Alabama Association of REALTORS®, and the Constitution and Code of Ethics of the National Association of REALTORS®. (1/05)
- A. The Association will also consider the following in determining an applicant's qualifications for REALTOR® membership:
1. All final findings of Code of Ethics violations and violations of other membership duties in this or any other REALTOR® Association within the past three (3) years (03-10)
 2. Pending ethics complaints (or hearings)
 3. Unsatisfied discipline pending
 4. Pending arbitration requests (or hearings)
 5. Unpaid arbitration awards or unpaid financial obligations to any other Associations or MLS.
 6. Any misuse of the term REALTOR® or REALTORS® in the name of the applicant's firm.

B. Provisional membership may be granted in instances where ethics complaints or arbitration requests (or hearings) are pending in other Boards/Associations or where the applicant for membership has unsatisfied discipline pending in another Association (except for violations of the Code of Ethics; see NOTE 2 below) provided all other qualifications for membership have been satisfied. Associations may reconsider the membership status of such individuals when all pending ethics and arbitration matters (and related discipline) have been resolved or if such matters are not resolved within six (6) months from the date that provisional membership is approved. Provisional Members shall be considered REALTORS® and shall be subject to all of the same privileges and obligations of REALTOR® membership. (10-02)

NOTE 1: If a Member resigns from another Board/Association with an ethics complaint or arbitration request pending, the Association may condition membership on the applicant's certification that he/she will submit to the pending ethics or arbitration proceeding (in accordance with the established procedures of the Board/Association to which the applicant has made application) and will abide by the decision of the hearing panel.

NOTE 2: Article IV, SECTION 2, of the NAR Bylaws prohibits Member Boards from knowingly granting REALTORS® or REALTOR-ASSOCIATE® membership to any applicant who has an unfulfilled sanction pending which was imposed by another Board/Association of REALTORS® for violation of the Code of Ethics.
(10-02)

C. Individuals who are actively engaged in the real estate profession other than as sole proprietors, partners, corporate officers, or branch office managers in order to qualify for REALTOR® membership, shall, at the time of application, be associated either as an employee or an independent contractor with a Designated REALTOR® Member of the Association or a Designated REALTOR® of another Board (if a secondary Member), no record of official sanctions involving unprofessional conduct, and must:

1. Maintain a current valid real estate broker's or salesperson's license or be licensed by an appropriate state regulatory agency to engage in the appraisal of real property.
2. Complete a course of instruction covering the Bylaws and Rules and Regulations of the Association, the Bylaws of the State Association, and the NAR Constitution and Bylaws and Code of Ethics of the National Association of REALTORS®.
3. Agree in writing that if elected to membership, he will abide by the Constitution, Bylaws, and Rules and Regulations, and Code of Ethics of the Huntsville Area Association of REALTORS®, the Alabama Association of REALTORS®, and the National Association of REALTORS®.
4. Complete the first scheduled orientation, unless prior approval is given by the Chief Executive Officer. Failure to attend will result in termination of provisional membership. (1-03)(Amended 6/07)

D. A REALTOR® Member who has qualified for membership under SECTION D above and who later becomes a sole proprietor, principal, partner, corporate officer, branch office manager, trustee, or Designated REALTOR® for the same or another firm shall be required to re-qualify under SECTION A above. The Board of Directors may from time to time adopt a reasonable fee to cover the administrative cost of processing an application for change in membership classification. However, once elected, the Member will not be required to pay a new application fee as required for new membership under Article X, SECTION 1, of these Bylaws.

Status Changes

E. REALTOR® who changes the conditions under which he holds membership shall be required to provide written notification to the Board within 30 days. A REALTOR® (non-principal) who becomes a principal in the firm with which he has been licensed or alternatively, becomes a principal in a new firm which will be comprised of REALTOR® principals may be required to satisfy any previously unsatisfied membership requirements applicable to REALTOR® (principal) members but shall, during the period of transition from

one status of membership to another, be subject to all of the requirements and obligations of a REALTOR® (principal). If the REALTOR® (non-principal) does not satisfy the requirements established in these Bylaws for the category of membership to which they have transferred within 30 days of the date they advised the Board of their change in status, their new membership application will terminate automatically unless otherwise so directed by the Board of Directors.

A REALTOR® who is transferring their license from one firm composed of REALTORS® to another firm of REALTORS® shall be subject to all of the privileges and obligations of membership during the period of transition. If the transfer is not completed within 5 days of the date the board is advised of the disaffiliation with the current firm, membership will terminate automatically unless otherwise so directed by the Board of Directors.

(The Board of Directors, at its discretion, may waive any qualification which the applicant has already fulfilled in accordance with the Association's Bylaws.) (5-2017)

- A.** Any application fee related to a change in membership status shall be reduced by an amount equal to any application fee already paid by the applicant.
- B.** Dues shall be prorated from the first day of the month in which the member is notified of election by the Board of Directors and shall be based on the new membership status for the remainder of the year. (1/05)

REALTOR® applicants of the Huntsville Area Association of REALTORS® and members of the Athens-Limestone Association of REALTORS®, Dekalb Association of REALTORS®, may then lease a Key though HAAR from a third-party vendor. An appointment is necessary to issue a key, and keys will not be issued or upgraded after 4 p.m. Members of other Boards/Associations will contact their association offices to obtain keys.

Requirements for New Applicants

- Applicants must have an active real estate or appraisal license
- Applicants must submit the appropriate application signed by the agent and Designated REALTOR® with payment of fees*. Applicants are required to attach a personal photo to the application.
- REALTOR® applicants must attend all sessions of the orientation scheduled for them after application is accepted.
- REALTOR® applicants will be sworn in at the Membership meeting following the completion of their orientation. Applicants must be inducted within 90 days of their orientation or their membership to HAAR, Supra key services and MLS services (if applicable) will be listed as inactive until they have satisfied this requirement.
 - o Applicants being inducted will receive a free meal; guest(s) of inductee must make a reservation and pay for the cost of their meal.

It is strongly suggested that new members take advantage of additional training. Watch the ValleyMLS.com announcements for dates and times. Most training is free to members of ValleyMLS.Com.

Applications are reviewed and presented to the Officers and Directors for approval.

*HAAR accepts cash, checks, MasterCard, Visa and Discover.

**ValleyMLS.Com Service and Supra key service will be suspended if the above requirements are not met as scheduled. Please let the membership department know if a conflict occurs; emergencies will be considered. The membership application process will be considered complete when all of the above membership requirements have been met.

Orientation Class

HAAR members are to complete the first scheduled orientation within 60 days after application is accepted, unless prior approval is given by the Association Executive. Failure to attend will result in termination of provisional membership.

HAAR Orientation classes are to be held over a two-day period. The Orientation Classes are to be held monthly; however, they may be postponed or cancelled at the discretion of the Association Executive or the President.

All applicants are expected to attend the complete session, with the exception of non-MLS members who shall not be required to attend the MLS portion of Orientation. If said member shall become a MLS member in the future, the member shall be required to attend the MLS portion of the Orientation at that time.

VIII. Miscellaneous

Distribution of Membership Roster/Labels

Address labels can be sold to Realtor Members, HAAR Affiliates and HAAR Member Benefits Partners Only

(No phone numbers or email addresses should be released)

Charge for the addresses:

\$25 – Addresses on plain paper

\$50 – Addresses printed on label paper

\$200 – Addresses formatted to a Excel spreadsheet and saved to a CD. (Does not put the information in label format. Puts information in the following order: Name, Office, Address, City, State, Zip.)

DATES CLOSED

The Area Association office will be closed: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and the Friday following, and Christmas Day.

Lockbox and Key Control

The Lock Box system is an activity of each individual Board/Association. Each Board/Association may have their own rules in regards to the Lock Box Keys.

The Association of REALTORS®, may, at its discretion, repurchase the Electronic Lockbox at the current established price.

Licensed or certified appraisers who are not REALTORS® and who are not also licensed as a real estate broker or salesperson, upon application for affiliate membership, are eligible to lease an Electronic Key and or purchase an Electronic Lockbox.

Unlicensed personal assistants, administrative and clerical staffs who are under the direct supervision of a designated REALTOR® or their licensed designee, upon application for affiliate membership, are eligible to lease an electronic key and or purchase an Electronic Lockbox. Note: An affiliate key is a lock box electronic key that has been programmed to work with a CBS (Call Before Showing) entry code.

Association issued lock box keys must not be loaned to anyone (including other agents) under any circumstances. However, in case of an emergency, the qualifying broker, or their designee, may authorize a loaned lockbox electronic key to a licensee within their company, who is an existing key holder in good standing, under their supervision.

- A. Association issued lockboxes are not to be loaned to a member of the public.
- B. Keys to properties may not be loaned to anyone without the written permission of the owner.
- C. Keeping your lockbox code with your key is prohibited.
- D. Affiliates (including appraisers who are not REALTORS) may only enter properties for which they have an appraisal assignment or with permission from the listing agent.

Any violation of the above rules will result in a fine of \$1,000 or service termination.

Violation may be appealed in writing to the Board of Directors within 30 days of the date that the notice was sent.

Lockbox System Authority

The Board of Directors shall have the authority to establish a lockbox system and shall adopt and publish such Rules and Regulations as are necessary for the proper administration of the system. The lockbox system may be administered by the Association or an outside vendor, but shall be considered an Association activity conducted for the benefit of the Members in the conduct of their real estate business.

Security

The Rules and Regulations of the lockbox system shall, as a minimum, conform to the security requirements of the National Association of REALTORS®.

Invoices and Due Dates

Invoiced	Due	Late fee	Member Terminated	Suggested Time Frame For Broker To Return License To AREC	If License Has Not Been Returned, The Broker Is Billed For Unpaid Active Licensee Dues	If Licensee Reapplies
By November 30	January 1. Broker notified of unpaid licensee .	January 16: Flat \$50 late fee. Broker notified of unpaid licensee and late fee.	February 1: Agent may reinstate through end of February paying full dues and HAAR late fees of \$50. Broker notified of terminated licensee.	Via USPS: Suggested no later than 1 week prior to month end Via electronic method: Suggested no later than the 26 th of the month	March 1: Broker is billed for terminated licensee's unpaid dues and late fee: <ul style="list-style-type: none"> • HAAR Dues • AAR Dues • NAR Dues • HAAR Late Fee (per Kate Moore @ NAR, we do not bill the NAR Assessment Fee as the unpaid terminated licensee is now considered a non-member)	After March 15: Application must be made. Must pay: <ul style="list-style-type: none"> • Full year's dues (not prorated) • HAAR Application Fee (appropriate to time inactive) • AAR Application Fee • HAAR Late fee written off If Broker has paid the dues, the following fees are collected: <ul style="list-style-type: none"> • AAR Application Fee • HAAR Application Fee (appropriate to time inactive)

Building Rental Policy

The HAAR auditorium will be available for rental by the following groups at rates as follows:

*Set up fee: \$50

*\$30 fee to Open and/or Close for an event when the Association office is closed

*50% of the total rental fee is due at time of request for the facilities and is NON-REFUNDABLE

*The Balance and a \$100.00 security deposit are due 1 month prior to the event and must be made by the Responsible REALTOR® member

MEMBER ACTIVITIES (LIMITED TO REALTOR RELATED EVENTS)

Any REALTOR® member related activity (any company, society, or council) or any affiliate member.

\$25 per hour for 1 section	3 hour minimum	\$75
\$35 per hour for 2 sections	3 hours minimum	\$105
\$40 per hour for 3 sections	3 hours minimum	\$120

Maximum rental charge of \$250 per day

NAR INSTITUTES, SOCIETIES, AND COUNCILS

\$25 per day for 1 section

\$50 per day for 2 sections

\$75 per day for 3 sections

\$50 fee for set-up

\$50 fee for clean up if needed

AAR, APPRAISAL INSTITUTE, AND EDUCATIONAL ACTIVITIES

\$150 per day (1, 2, or 3 sections)

\$75 ½ day (1, 2, or 3 sections)

COMMUNITY SERVICE/CIVIC RELATED ACTIVITIES (approved by Association Executive on a case by case basis)

\$35 per hour for 1 section	3 hour minimum	\$105
\$45 per hour for 2 sections	3 hours minimum	\$135
\$55 per hour for 3 sections	3 hours minimum	\$165

Maximum rental charge of \$350 per day

GENERAL RULES

1. Responsible member (as designated in rental application) must be present at all times and ensure building is secured.
2. All soft drinks, food, cups, utensils, etc. to be provided by renter. HAAR will provide coffee and coffee supplies at a charge of \$10 per urn.
3. Alcoholic beverages: If they are served, a Certificate of Liability naming Huntsville Area Association of REALTORS® as holder must accompany the rental contract.
4. A signed contract is required and must be on file with Association office.
5. Fees may be waived in some circumstances when deemed beneficial to the Association (e.g. reciprocal parking, charitable event, etc.)
6. The Association (HAAR) is not responsible for damages to vehicle and/or personal property occurring on premises.
7. This is a non-smoking facility. Receptacles are placed at the entrances to the building for disposing of cigarette butts.

Registration and Processing Usage Fees for Societies and Councils (i.e.: YPN, CRS, WCR, etc.) There will be a \$50 fee along with a 5% payment processing fee for any of our councils (ex. YPN, CRS, WCR etc.) to use our registration and payment capabilities. This will be used to cover credit card fees and staff time.

***Exceptions:** HAAR may restrict the use of its facilities during extreme weather, including but not limited to tornado warnings, windstorm warnings, road closures, ice storms, unavailability of utilities, building damage, etc.

IX. Finance

Statement of Investment Policy, Objectives, and Guidelines

Scope of this Investment Policy

This statement of Investment Management Procedures and Guidelines has been adopted by the Board of Directors to provide guidelines and procedures for the investment of funds held by the Huntsville Area Association of REALTORS® (HAAR).

Definitions

1. "Operating Fund" shall mean the HAAR funds used in the daily operations of the organization.
2. "Board of Directors" shall refer to the governing board established to administer the Long-term Reserve as specified by applicable ordinance.
3. "Finance Committee" shall refer to the governing body appointed by the Board of Directors to make investment management recommendations and monitor those recommendations.
4. "Investment Committee" shall be a sub-Committee of the Finance Committee organized to ensure the Investment Policy is being properly executed upon, monitor investment results and make recommendation to the Finance Committee regarding governance and management of the HAAR Long-term Reserves.
5. "HAAR Management" shall consist of the Investment Committee, the Finance Committee and the HAAR Board of Directors.
6. "Fiduciary" shall mean any individual or group of individuals that exercise discretionary authority or control over Long-term Reserve management or any authority or control over management, disposition or administration of the Long-term Reserve's assets.
7. "Investment Manager" shall mean any individual, or group of individuals, or fund, employed to manage the investments of all or part of the Long-term Reserve assets.
8. "Investment Management Consultant" shall mean any individual or organization employed to provide advisory services, including advice on investment objectives and/or asset allocation, investment manager search, and performance monitoring.
9. "Securities" shall refer to the marketable investment securities, which are defined as acceptable in this statement.
10. "Investment Horizon" shall be the time period over which the investment objectives, as set forth in this statement, are expected to be met. The investment horizon for this Long-term Reserve is perpetual with the existence of HAAR. However, for asset allocation purposes, a ten-year time horizon will be utilized.

Purpose of this Investment Policy Statement

This statement of Investment Policy is set forth by the Board of Directors of the HAAR in order to:

1. Define and assign the responsibilities of all involved parties.
2. Establish a clear understanding for all involved parties of the investment goals and objectives of Long-term Reserve assets.
3. Offer guidance and limitations to all Investment Managers regarding the investment of the Long-term Reserve assets.
4. Establish a basis for evaluating investment results.
5. Manage Long-term Reserve assets according to prudent standards.
6. Establish the relevant investment horizon for which the Long-term Reserve assets will be managed.

In general, the purpose of this statement is to outline a philosophy and attitude, which will guide the investment management of the assets toward the desired results. It is intended to be sufficiently specific to be meaningful, yet flexible enough to be practical.

Long-Term Investment Objectives

In order to meet its needs, the investment strategy of HAAR is to emphasize Total Return; that is, the aggregate return from capital appreciation and dividend and interest income.

Specifically, the primary objective for Long-term Reserve assets shall be:

Long-Term Moderate Growth of Capital – To emphasize long-term growth of principal while avoiding excessive risk. Short-term volatility will be tolerated in as much as it is consistent with the volatility of a comparable market index.

Delegation of Authority

The Board of Directors of HAAR is a fiduciary and is responsible for directing and monitoring the investment management of the Association's assets, including assets of the Long-term Reserve as approved by this policy. As such, the Board of Directors has delegated to the Finance Committee, the oversight of the investment policy and has certain responsibilities to be delegated to professional experts in various fields. These include, but are not limited to:

1. Investment Management Consultant. The Investment Management Consultant will assist the Investment Committee in: establishing the investment policy, objectives, and guidelines; selecting Investment Managers; reviewing such Investment Managers over time; measuring and evaluating investment performance; and other tasks as deemed appropriate.
2. Investment Manager. The Investment Manager has discretion to purchase, sell, or hold the specific securities that will be used to meet the investment objectives of the Long-term Reserves.
3. Custodian. The custodian will physically (or through agreement with a sub-custodian) maintain possession of securities owned by the Long-term Reserve, collect dividend and interest payments, redeem maturing securities, and effect receipt and delivery following purchases and sales. The custodian may also perform regular accounting of all assets owned, purchased, or sold, as well as movement of assets into and out of the Long-term Reserve accounts.
4. Additional specialists such as attorneys, auditors, actuaries, retirement plan consultants, and others may be employed by the Board of Directors to assist in meeting its responsibilities and obligations to administer the Long-term investment assets prudently.

The Finance Committee will not reserve any control over investment decisions, with the exception of specific limitations described in these statements. Managers will be held responsible and accountable to achieve the objectives herein stated. While it is not believed that the limitations will hamper investment managers, each manager should request modifications which they deem appropriate.

If such experts employed are also deemed to be fiduciaries, they must acknowledge such in writing. All expenses for such experts must be customary and reasonable, and will be borne by the Fund as deemed appropriate and necessary.

Assignment of Responsibility

Responsibility of the Investment Management Consultant(s)

The Investment Management Consultant's role is that of a non-discretionary advisor to the Finance Committee of HAAR. Investment advice concerning the investment management of Long-term Reserve assets will be offered by the Investment Management Consultant, and will be consistent with the investment objectives, policies, guidelines and constraints as established in this statement. Specific responsibilities of the Investment Management Consultant include:

1. Assisting in the development and periodic review of investment policy.
2. Conducting Investment Manager searches based on recommendations to the Finance Committee and when requested by the Investment Committee.

3. Providing "due diligence", or research, on the Investment Manager(s).
4. Monitoring the performance of the Investment Manager(s) to provide the Investment Committee with the ability to determine the progress toward the investment objectives.
5. Communicating matters of policy, Investment Manager research, and Investment Manager performance to the Investment Committee.
6. Reviewing the Long-term Reserve investment history, historical capital markets performance and the contents of this Investment Policy Statement to any newly appointed members of the Investment Committee.

Responsibility of the Investment Manager(s)

Each Investment Manager will have full discretion to make all investment decisions for the assets placed under their jurisdiction, while observing and operating within all policies, guidelines, constraints, and philosophies as outlined in this statement. Specific responsibilities of the Investment Manager(s) include:

Having full discretion to make all investment decisions for the assets placed under its mandate, while observing and operating within all policies, guidelines, constraints, and philosophies as outlined in this Investment Policy.

Communicating any major changes to economic outlook, investment strategy, or any other factors, which affect implementation of their investment process.

Informing the Investment Committee regarding any qualitative change to investment management organization:

Examples include changes in portfolio management personnel, ownership structure, investment philosophy, etc.

Voting proxies, if requested by the Board of Directors or Investment Committee, on behalf of the Long-term Reserve, and communicating such voting records to the Investment Committee on a timely basis.

Reporting, on a timely basis, quarterly investment performance results.

Selection of Investment Managers

HAAR management will have the authority to select the appropriate Investment Manager(s) for each asset class allowed by this investment policy upon the recommendation of the Investment Management Consultant. The selection of Investment Managers must be based on a prudent due diligence process.

A qualifying investment manager must be a registered investment advisor under the Investment Advisors Act of 1940, or a bank or insurance company. The Finance Committee requires that each investment manager provide, in writing, acknowledgment of fiduciary responsibility to the Investment Committee.

Investment Managers being considered will be evaluated on several factors, including but not limited to, the needs of HAAR, the pattern of the historical rates of return and the volatility to those returns, styles of management, adherence to style, research capability, staffing, fees, and other factors considered relevant.

Termination of a Manager

HAAR management and the Finance Committee will evaluate quarterly each of the Investment Manager's trailing 12-month performance as well as rolling three and five-year period results. The Investment Committee and HAAR Management has the authority to terminate an Investment Manager for any reason including the following:

1. The convenience of the Long-term Reserve.
2. Unacceptable justification of poor investment results given the discipline employed and the risk parameters established.
3. Failure to adhere to this Statement of Investment Policy, including communication and reporting requirements.
4. Significant changes to the investment management organization deemed adverse to the interests of the Long-term Reserve.

Fees for Professional Services

Fees for professional services must be competitive, customary and reasonable. All fees will be subject to audit by the Investment Committee. Professional fees will be paid from the assets of the HAAR.

General Investment Principles

1. Investments shall be made solely in the interest of the beneficiaries of the Long-term Reserve.
2. The Long-term Reserve shall be invested with the care, skill, prudence, and diligence under the

circumstances then prevailing that a prudent man acting in like capacity and familiar with such matters would use in the investment of a Long-term Reserve of like character and with like aims.

3. Investment of the Long-term Reserve shall be so diversified as to minimize the risk of large losses, unless under the circumstances it is clearly prudent not to do so.
4. The Investment Committee may employ one or more Investment Managers of varying styles and philosophies to attain the Long-term Reserve's objectives.
5. Cash is to be employed productively at all times, by investment in short-term cash equivalents to provide safety, liquidity, and return.

Investment Management Policy

1. Preservation of Capital - Consistent with their respective investment styles and philosophies, Investment Managers should make reasonable efforts to preserve capital, understanding that losses may occur in individual securities.
2. Risk Aversion - Understanding that risk is present in all types of securities and investment styles, the Board of Directors recognizes that some risk is necessary to produce long-term investment results that are sufficient to meet the Long-term Reserve's objectives. However, the Investment Managers are to make reasonable efforts to control risk, and will be evaluated regularly to ensure that the risk assumed is commensurate with the given investment style and objectives.
3. Adherence to Investment Discipline - Investment Managers are expected to adhere to the investment management styles for which they were hired. Investment Managers will be evaluated regularly for adherence to investment discipline.

Spending Policy

This account is established as a portion of the HAAR Long-term Restricted Reserves Account. No spending shall occur without prior approval from the HAAR Board of Directors as outline in Appendix 2, HAAR Bylaws, Article X, Section 5.

Specific Investment Goals

The HAAR Board of Directors recognizes that by authorizing spending, the HAAR's purchasing power *may* be subject to erosion unless the investment strategy implemented can support the current and future levels of spending.

Over the investment horizon of 10 years, the objective of the aggregate Long-term Reserve is to exceed an average target rate of return of 5% per year.

The investment goals above are the objectives of the aggregate Long-term Reserve, and are not meant to be imposed on each investment account (if more than one account is used). The goal of each Investment Manager, over the investment horizon, is to:

1. Meet or exceed the market index, or blended market index, selected and agreed upon by the Finance Committee and the Investment Manager. The index will most closely correspond to the style of the Investment Manager.
2. Display an overall level of risk in the portfolio, which is no greater than the risk associated with the benchmark specified above. Risk will be measured by the standard deviation of quarterly returns.

Specific investment goals and constraints for each investment manager, if any, shall be incorporated as part of this statement of investment policy. Each manager shall receive a written statement outlining his specific goals and constraints as they differ from those objectives of the entire Long-term Reserve.

Definition of Risk

The HAAR Board of Directors realizes that there are many ways to define risk. It believes that any person or organization involved in the process of managing the Long-term Reserve's assets should understand how it defines risk so that the assets are managed in a manner consistent with the Long-term Reserve's objectives and investment

strategy as designed in this statement of Investment Policy. The Investment Committee defines risk as:

The probability of not meeting the Long-term Reserve's objectives.

Volatility of Returns

The Target Mix, as stated in the appendix, has an expected return in one year of 5%. The expected risk is the standard deviation from this mean return. The larger the standard deviation percentage the greater the portfolio volatility.

The Time Horizon Target Mix will be obtained over a period of time based on cash demands on the portfolio and can be changed periodically by the Investment Committee, within the approved guidelines, and periodically reported to the Finance Committee.

Asset Allocation Guidelines

Investment management of the assets of the Long-term Reserve shall be in accordance with the following asset allocation guidelines:

1. Aggregate Long-term Reserve Asset Allocation Guidelines (at market value)

<u>Asset Class</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Preferred</u>
<u>Equities</u>	20%	55%	31%
<u>Fixed Income</u>	45%	80%	69%
<u>Cash and Equivalents</u>	0%	35-15%	0%

2. In the event that the above aggregate asset allocation guidelines are violated, for reasons including but not limited to market price fluctuations, the HAAR Management or Investment Committee will instruct the Investment Management Consultant to bring the portfolio(s) into compliance with these guidelines as promptly and prudently as possible. In the event that any individual Investment Manager's portfolio is in violation with its specific guidelines, for reasons including but not limited to market price fluctuations, the HAAR Management or Investment Committee expects that the Investment Management Consultant will instruct the Investment Manager to bring the portfolio into compliance with these guidelines as promptly and prudently as possible without instruction from the HAAR Management or Investment Committee.

Liquidity

To minimize the possibility of a loss occasioned by the sale of a security forced by the need to meet a required payment, the Investment Committee will periodically provide the Investment Management Consultant with an estimate of expected net cash flow. The Investment Committee or HAAR Management will notify the Investment Management Consultant in a timely manner, to allow sufficient time to build up necessary liquid reserves.

To maintain the ability to deal with unplanned cash requirements that might arise, the Investment Committee realizes that 0-15% of Long-term Reserve assets are periodically maintained in cash or cash equivalents, including money market reserves or short-term U.S. Treasury bills by the Investment Manager.

Marketability of Assets

The Board of Directors requires that all of Long-term Reserve's assets be invested in liquid securities, defined as securities that can be transacted quickly and efficiently for the Long-term Reserve, with minimal impact on market price.

Investment Guidelines

Allowable Assets

Cash Equivalents

- Treasury Bills
- Money Market Reserves
- STIF Reserves
- Commercial Paper
- Banker's Acceptances
- Repurchase Agreements
- Certificates of Deposit

Fixed Income Securities

- U.S. Government and Agency Securities
- Corporate Notes and Bonds
- Mortgage Backed Bonds
- Preferred Stock
- Fixed Income Securities of Foreign Governments and Corporations
- Planned Amortization Class Collateralized Mortgage Obligations (PAC CMOs) or other "early tranche" CMOs

Equity Securities

- Common Stocks
- Convertible Notes and Bonds
- Convertible Preferred Stocks
- American Depository Receipts (ADRs) of Non-U.S. Companies
- Stocks of Non-U.S. Companies (Ordinary Shares)

Mutual Funds

- Mutual Funds which invest in securities as allowed in this statement.

Other Assets

- Alternative Investments to be approved by the Board of Directors.

Derivative Investments

Derivative securities are defined as synthetic securities whose price and cash flow characteristics are based on the cash flows and price movements of other underlying securities. Most derivative securities are derived from equity or fixed income securities and are packaged in the form of options, futures, CMOs (PAC bonds, IOs, POs, residual bonds, etc.), and interest rate swaps, among others. The Investment Committee feels that many derivative securities are relatively new and therefore have not been observed over multiple economic cycles. Due to this uncertainty, the Investment Committee will take a conservative posture on derivative securities in order to maintain its risk adverse nature. Since it is anticipated that new derivative products will be created each year, it is not the intention of this document to list specific derivatives that are prohibited from investment, rather it will form a general policy on derivatives. **Unless a specific type of derivative security is allowed in this document, the Investment Manager(s) must seek permission from the HAAR Board of Directors to include derivative investments in the Long-term Reserve's portfolio. The Investment Manager must present information as to the expected return and risk characteristics of such investment vehicles.**

Prohibited Transactions

In general, prohibited transactions include, but are not limited to the following, unless approved by the Board of Directors:

1. Margin Transactions
2. Private Placements
3. Options
4. Limited Partnerships

5. Venture-Capital Investments
6. Real Estate Properties
7. Short Selling

Diversification for Investment Managers

The Board of Directors does not believe it is necessary or desirable that securities held in the Long-term Reserve represent a cross section of the economy. However, in order to achieve a prudent level of portfolio diversification, the securities of any one company should not exceed 5% (cost basis) of the total Long-term Reserve or 10% (market value) of the total Long-term Reserve. No more than 20% of the total Long-term Reserve should be invested in any one industry. Individual U.S. Treasury and U.S. Agency securities may represent up to 100% of the Long-term Reserve's aggregate bond position.

Guidelines for Fixed Income Allocation

Fixed income Investments and Cash Equivalents

- No less than 80% of the fixed income assets may be invested in investment grade bonds rated BBB/Baa (or equivalent) or better. Up to 30% of the total portfolio may be invested in non-rated bonds or bonds of less than investment grade as well as non-dollar demonstrated securities.
- Long-term Reserve assets may be invested only in commercial paper rated A1 (or equivalent) or better.
- Fixed income maturity restrictions are as follows:
 - Average duration of the portfolio should be +/- 1 year to the index.
- Money Market Reserves selected shall contain securities whose credit rating at the absolute minimum would be rated investment grade by Standard and Poors, and/or Moody's.

Performance Review and Evaluation

Performance reports generated by the Investment Manager shall be compiled at least quarterly and communicated to the Investment Committee for review. The investment performance of the total portfolio, as well as asset class components, will be measured against commonly accepted performance benchmarks. Consideration will be given to the extent to which the investment results are consistent with the investment objectives, goals, and guidelines as set forth in this statement. The Investment Committee intends to evaluate the portfolio(s) over at least rolling three- and five-year periods.

Investment Managers shall be reviewed regularly regarding performance, personnel, strategy, research capabilities, organizational and business matters, and other qualitative factors that may impact their ability to achieve the desired investment results.

Investment Policy Review

To assure continued relevance of the guidelines, objectives, financial status and capital markets expectations as established in this statement of Investment Policy, the Finance Committee plans to review Investment Policy at least annually.

This statement of Investment Policy is adopted on February 24, 2015 by the Finance Committee and the Board of Directors of the Huntsville Area Association of Realtors®.

Appendix 1

HAAR Target Allocation Mix

Executive Summary

Type of Plan	Non-Profit Corporation Long Term
Current Assets:	\$207,000
Time Horizon:	10 Years
Expected Return:	5.0%
Risk Tolerance:	Moderate
Spending Policy:	*1 st 3 Years – 5% of Market Value <i>*Thereafter - 5% of Trailing 3 Years Average Market Value</i>

Asset Allocation

<u>Asset Class</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Preferred</u>
<u>Equities</u>	20%	55%	31%
<u>Fixed Income</u>	45%	80%	69%
<u>Cash and Equivalents</u>	0%	15%	0%

Evaluation Benchmark:

1. Total return to exceed the performance of a policy index based upon the strategic asset allocation of the Fund long-term restricted reserves to various broad asset classes. The investment manager shall provide the benchmark. Specifically, the policy index will be a custom weighted index based on the current recommended portfolio mix:
 - S&P 500 Index
 - Barclays Capital Aggregate Index
 - 90-day T-bill
2. The Investment Committee may employ investment managers whose investment disciplines require investment outside the established asset allocation guidelines. However, taken as a component of the aggregate Fund, such disciplines must fit within the overall asset allocation guidelines established in this statement. Such investment managers will receive written direction from the Investment Committee regarding specific objectives and guidelines.
3. In the event that the above aggregate asset allocation guidelines are violated, for reasons including but not limited to market price fluctuations, the Investment Committee will instruct the Investment Manager(s) to bring the portfolio(s) into compliance with these guidelines as promptly and prudently as possible. In the event that any individual Investment Manager's portfolio is in violation with its specific guidelines, for reasons including but not limited to market price fluctuations, the Investment Committee expects that the Investment Manager will bring the portfolio into compliance with these guidelines as promptly and prudently as possible without instruction from the Investment Committee.

Appendix 2

Deposit and Expenditures

- A.** Deposits and expenditures of funds shall be in accordance with policies established by the Board of Directors.
- B.** All expenditures will be authorized by the Board of Directors and evidenced by two (2) authorized signatures. Four (4) authorized signatures are required on the signature card on all bank accounts for the Huntsville Area Association of REALTORS® and the NALMLS. The four (4) shall be the President, Treasurer, Association Executive, and Office Manager. Two (2) signatures are required for operational and contractual expenses within the parameters established by the annual budget. Any non-budgeted items will require the signature of one (1) Association Officer and one (1) staff member as listed above.
- C.** Any non-budgeted items in excess of \$25,000.00 shall be brought to the general membership for their approval at a duly called membership meeting, except that, on a vote of seventy-five percent (75%) of the Board of Directors that time is critical, a general membership meeting may be called on a twenty four (24) hour notice, notwithstanding the requirements of Article XII, section 5, that notice must be given at least one (1) week preceding a special called membership meeting if such notice is made by phone to Designated REALTORS® and by NALMLS computer message. (10-04)