

# NOTICE

## Proposed HHGFAA By-Law Amendments and/or Revisions

### ITEM ONE

**Subject:** Reorganization and Expansion of the Associate Members' Management Board (AMMB)

**Amendment Proposer:** Ms. Jackie Agner, HHGFAA AMMB and Executive Committee

**Objective of Proposal:** In recognition of the continued geographic expansion and growth of the Associate Membership of HHGFAA, it is proposed to change the Regions of Representation and expand the number of Representatives to the AMMB from eleven (11) to sixteen (16).

### **Proposed for the consideration and approval of the Associate Membership**

*Addendum to the By-Laws of the Household Goods Forwarders Association of America, Inc. — Associate Membership*

Article I, Section I (first paragraph) will be amended as follows  
(the underlined/italicized portion constitutes the revision):

The authority of the Associate Membership shall be vested in the Associate Members' Representative and the Associate Members' Management Board "AMMB." The "AMMB" shall consist of the Associate Members' Representative and the Associate Members' Representative At-Large and two Representatives each for Africa: Central, South America and the Caribbean (including Mexico); Europe (including Russia); Eastern and Southeastern Asia; Middle East and Near Asia (including Western, Southern and Central Asia); North America (including Canada and the State of Alaska); Oceania (encompassing Australia, New Zealand and the Islands of the Pacific, including Guam, American Samoa and the State of Hawaii).

Sentence to be added:

When a question arises as to the "Region" in which a Country belongs, the matter will be decided by the AMMB after consulting the United Nations Standard Country and Area (Regional) Codes (M49) and other material submitted for consideration.

### ITEM TWO

**Subject:** Reorganization of the Young Professionals (YP-35) Management Board.

**Amendment Proposer:** Michael Gilbert, YP-35 Chairman and HHGFAA Executive Committee

**Objective of Proposal:** In recognition of the continued geographic expansion and growth of the Association, it is proposed to change the Regions of Representation for the YP-35 Management Board to be aligned with the proposed restructuring (See Item One) of the HHGFAA Associate Members' Management Board. The primary difference between the two Boards is that the YP-35 Board will have one representative from each geographic region.

### **Proposed for the consideration and approval of the YP-35 Membership.**

*YP-35 By-Laws of the Household Goods Forwarders Association of America, Inc.*

Article I, Section I (first paragraph) will be amended as follows  
(the underlined/italicized portions constitute the revisions):

The authority of the YP-35 Members shall be vested in the YP-35 Chairperson and the YP-35 Management Board (MB). The YP-35 MB shall consist of the YP-35 Chairperson, YP-35 Vice Chairperson, and one Representative each for Africa: Central, South America and the Caribbean (including Mexico); Europe (including Russia); Eastern and Southeastern Asia; Middle East and Near

Asia (including Western, Southern and Central Asia); North America (including Canada and the State of Alaska); Oceania (encompassing Australia, New Zealand and the Islands of the Pacific, including Guam, American Samoa and the State of Hawaii).

Sentence to be added:

When a question arises as to the "Region" in which a country belongs, the matter will be decided by the YP-35 MB in consort with the Associate Members' Representative after consulting the United Nations Standard Country and Area (Regional) Codes (M49) and other material submitted for consideration.

### ITEM THREE

**Subject:** Establishment of a new "Student" category of Membership in the Association.

**Amendment Proposer:** HHGFAA Executive Committee, in cooperation with the Board of Directors of the "Alan F. Wohlstetter Scholarship Fund (AFWSF)."

**Objective of Proposal:** The Board of the AFWSF has requested that HHGFAA consider that a "Student" membership be established to facilitate the application and award process for potential AFWSF scholarship recipients. Further, it is hoped that this new "Student" Membership will raise the awareness of the Association in the academic field, as well as draw new talent into our industry.

Although the fees for Student Membership will be set by the Executive Committee, it is envisioned that the Membership Fee will be initially set at a nominal \$10.00 per year.

The Student Members will be tracked and managed as a separate membership category within the association's membership database and published as a separate listing within the Membership Directories.

The Student Member will be entitled to receive a copy of each issue of *The Portal* magazine, as well as have access to the Association's Website(s). Student Members will be eligible to attend the Annual Meeting and Trade Show, as well as, other educational events sponsored by the Association, at the established registration fees with no discounts. No other privileges or member rights are extended.

### **Proposed for the consideration and approval of the Active Membership.**

*By-Laws of the Household Goods Forwarders Association of America, Inc.*

Article IV, Section 1 (first paragraph) will be amended as follows

(the underlined/italicized portions constitute the revisions):

Membership in the Association shall consist of three classes: Active Membership, Associate Membership and Student Membership.

Sentence to be added, as a new fifth paragraph:

Student Membership in the Association shall be open to all full and part-time students who are actively enrolled in academic study, carrying a minimum of 6 credit hours.

### ITEM FOUR

**Subject:** Establishment of a new "Industry Veteran" category of Membership in the Association.

**Amendment Proposer:** HHGFAA Executive Committee, acting upon the request and suggestion from several current and past HHGFAA Members.

**Objective of Proposal:** The establishment of a new additional membership category for "Industry Veterans" would be to accommodate individuals who have previously worked within our industry, are no longer active in employment, reached a minimum of 62 years of age; but wish to keep abreast of developments in the industry and be able to maintain ties with other industry participants, former associates and friends.

Although the fees for "Industry Veteran" membership will be set by the Executive Committee, it is envisioned that the Membership Fee will be initially set at \$150.00 per year.

The Industry Veteran Members will be tracked and managed as a separate membership category within the association's

membership database and published as a separate listing within the Membership Directories. Further benefits accruing to these members would be to receive a copy of each issue of *The Portal* magazine, as well as, have access to the Association's Website(s). They will be eligible to attend the Annual Meeting and Trade Show at the established registration fees with no discounts. No other privileges or member rights are extended.

### **Proposed for the consideration and approval of the Associate Membership**

*By-Laws of the Household Goods Forwarders Association of America, Inc.*

Article IV, Section 1 (first paragraph) will be amended as follows  
(the underlined/italicized portions constitute the revisions):

(The following is presented without the benefit of knowing the outcome of a similar proposed By-Law Amendment (see Item Three, above), which would establish a new "Student" Membership. Should each of the two individual proposals be approved, text changes will be appropriately altered to reflect the adoption of both amendments.)

Membership in the Association shall consist of three classes: Active Membership, Associate Membership and Industry Veteran.

Sentence to be added, as a new fifth paragraph:

*Industry Veteran Membership and status in the Association shall be for individuals who have previously worked within our industry, are no longer active in employment, reached a minimum of 62 years of age, but nonetheless wish to keep abreast of developments in the industry and to maintain ties with other industry participants, former associates and friends.*

### **ITEM FIVE**

**Subject:** Development and Establishment of a HHGFAA Receivable Protection Plan (HHGFAA-RPP) for the benefit of the Active and Associate Membership.

**Amendment Proposer:** HHGFAA Executive Committee, acting upon the recommendations of the professional staff.

**Objective of Proposal:** The initial goal of the proposal is to seek the approval of both the Associate and Active Membership to move forward with the structuring, funding and implementation of a plan or program to protect the interests and financial well-being of the membership when a HHGFAA member fails in the ability to collect rightful monies owed from another HHGFAA member. The objective and general outline of basics for the proposed HHGFAA Receivable Protection Plan (HHGFAA-RPP) would be as follows:

#### **Receivable Protection Program (RPP):**

1. The HHGFAA Receivable Protection Program (RPP) is intended to establish a process through which HHGFAA members in good standing can recover unpaid funds/invoices owed to them by a HHGFAA member. Initially, recovery of unpaid funds will only be able to be retrieved from HHGFAA member companies declared bankruptcy or have otherwise ceased to exist. After the program matures, unpaid funds retrieval may be expanded to include slow payers.
2. The RPP is a voluntary "self-funded" insurance plan and in order to initiate and launch the HHGFAA RPP, current Active and Associate Members of the association wishing to participate in the RPP are required to pay a one time RPP initiation fee of:
  - \$250.00 if joining the RPP in the 1st year
  - \$350.00 if joining the RPP in the 2nd year
  - \$500.00 if joining the RPP in the 3rd year or any year after that.
3. New Active and Associate Members, who are approved for HHGFAA membership after the initial launch of the HHGFAA RPP, will have the option of joining the Program by paying the corresponding initiation fee. This fee will be determined annually and will be set by the HHGFAA Executive Committee.
4. The HHGFAA Executive Committee will allocate \$15,000.00 annually for 3 to 5 years to supplement the RPP's financial resources or until the Program becomes self-sufficient.

5. Once a member has joined the RPP, that member is covered under the Program as long as the member remains in good standing and continues to be a member of HHGFAA uninterruptedly. Should a membership laps, the reinstated member will have to pay a re-joining fee for the RPP, which will be set by the Association's Executive Committee.
6. Once initiated, members participating in the RPP are covered for up to a maximum of \$25,000.00 (less a 20% deductible) annually. This maximum level of coverage will remain constant with the annual payment of the program fee by the participating RPP member, subject to overall RPP performance.
7. An "Annual RPP Assessment" commencing in the 4th year of the RPP's existence, but which may not exceed \$100.00, will be levied annually to insure that RPP funds are at a sustainable level to pay claims made against the "Program".
8. HHGFAA members participating in the RPP will have a RPP program participant ICON appear next to their company name in the printed annual membership directory and the association's on-line electronic membership directory.

A more detailed outline of the HHGFAA-RPP conceptual plan is posted to the "Industry Alerts" section of the HHGFAA Website:

**[www.HHGFAA.org](http://www.HHGFAA.org)**

**Proposed for the consideration and approval of the Associate and Active Membership**

*By-Laws of the Household Goods Forwarders Association of America, Inc.* will be revised and amended as follows:

Upon the approval of the Associate and Active Membership, a new Special Addendum to the HHGFAA By-Laws will be created that covers the Rules and Regulations governing the HHGFAA Receivable Protection Plan (HHGFAA-RPP), as outlined within the "Draft" Plan posted to the HHGFAA Website on August 30, 2006, and as necessarily amended by the HHGFAA Executive and the HHGFAA-RPP Advisory Committee as referenced within that draft plan.

**ITEM SIX**

**New Associate Member Initiation Fee**

Although this action will not require the approval of a By-Law Amendment or Revision, we did want to take this opportunity to advise the HHGFAA Membership that the Executive Committee, acting upon the recommendations of the AMMB and HHGFAA professional staff, have approved a major increase in the "Initiation Fee" for those companies applying for Associate Membership. **Effective January 1, 2007, the Initiation Fee will be increased, for new member applications, from \$125 to \$500.**

This action is being taken to strengthen the commitment a new company must be willing to make to our organization and as a better 'financial qualifier' for companies seeking entrance into the Association.

The Initiation (application) Fee for existing members, who wish to simply bring on additional branch office locations, will remain \$125 and yearly Associate Member dues will remain at \$500.