BYLAWS

OF THE HARRIER ASSOCIATION, INC.

A Virginia Non-Profit Corporation

Version 2 dtd August 25, 2026

ARTICLE I

NAME, LEGAL STATUS, AND OFFICES

Section 1. Name

The name of the organization shall be **The Harrier Association, Inc.** (hereinafter referred to as the "Association").

Section 2. Legal Status

The Association is incorporated as a non-profit, fraternal-social organization under the laws of the **Commonwealth of Virginia**. No portion of the Association's net earnings shall benefit any director, officer, or member. All income and assets of the Association shall be applied exclusively to furthering the purposes of the Association, consistent with applicable federal and Virginia law.

Section 3. Offices

The principal office of the Association shall be located at such place as may be determined by the Board of Directors. The Association may maintain additional offices, within or outside the Commonwealth of Virginia, as the Board deems necessary or appropriate.

ARTICLE II

MISSION AND PURPOSE

Section 1. Mission

The Association is a professional, not-for-profit organization dedicated to preserving the legacy, history, traditions, service, and camaraderie of the AV-8 Harrier community. It also fosters connection among members, supports members and their families, and advances public understanding of the aircraft and its significance in military aviation history.

Section 2. Execution of Mission

To accomplish this mission, the Association may facilitate and maintain contact among members and encourage social fellowship through reunions, memorials, and Harrier-related events. It may also support selected organizations and institutions that further its purposes, including museums, archives, and other organizations that preserve, display, or interpret AV-8 Harrier aircraft and history. The Association may sponsor commemorative, educational, and public-history activities, support lawful efforts to preserve, exhibit, or publicly demonstrate aircraft of the AV-8 Harrier type for historical, educational, commemorative, or public outreach purposes, and engage the public through education, outreach, exhibits, monuments, and articles of interest. It may also work with appropriate military, governmental, civilian, and educational institutions to preserve historical records, documents, and artifacts and to advance public understanding of the aircraft. The Association may help preserve and share the story of the AV-8 Harrier, including the squadrons and units that operated it, the people who maintained and supported it, and the aviators who flew it.

Section 3. Limitations
The Association shall operate exclusively in furtherance of its stated mission. No substantial part of the activities of the Association shall consist of attempting to influence legislation, and the Association shall not participate in or intervene in any political campaign on behalf of any candidate for public office.

ARTICLE III

MEMBERSHIP

Section 1. Composition
The Association shall at all times be organized and operated so that at least seventy-five percent (75%) of its members are past or present members of the Armed Forces of the United States, including active-duty, reserve, and National Guard personnel. This composition requirement is intended to help the Association qualify for and maintain federal tax-exempt status as a veterans' organization under Section 501(c)(19) of the Internal Revenue Code.

Section 2. Eligibility
At least ninety-seven and five-tenths percent (97.5%) of the Association's total membership shall consist of individuals who are veterans, current members of the Armed Forces of the United States, cadets, or qualifying family members of such individuals. For purposes of these Bylaws, "qualifying family members" are limited to spouses, surviving spouses, and lineal descendants, including children, grandchildren, and great-grandchildren.

Section 3. Associate Members and Non-Qualifying Members
No more than two and five-tenths percent (2.5%) of the Association's total membership may consist of individuals who do not meet the eligibility criteria set forth in Section 2. Such individuals may be admitted only as Associate Members, at the discretion of the

Board of Directors, and only to the extent consistent with these Bylaws and applicable federal law.

Section 4. Verification
The Association may require documentation or other reasonable proof of military status, family relationship, or other eligibility criteria, as applicable, to verify eligibility, membership classification, and compliance with applicable federal and state requirements for veterans' organizations.

Section 5. Classes of Membership
The Association shall have the following classes of membership:

a. **Regular Members** – Individuals who satisfy the eligibility requirements of Sections 1 and 2, support the purposes of the Association, and pay such dues and fees as may be established under Article IV.
b. **Associate Members** – Individuals who are not otherwise eligible for Regular Membership but who have made significant professional, technical, historical, or support contributions to the AV-8 Harrier community, including civilian personnel associated with the Harrier program. Associate Members may be admitted by the Board of Directors only to the extent permitted under Section 3 and applicable federal law, and in no event shall Associate Members exceed two and five-tenths percent (2.5%) of the Association's total membership. Associate Members are non-voting and shall not hold office.
c. **Honorary Members** – Individuals who are accorded special recognition by the Board of Directors for distinguished service or contribution to the AV-8 Harrier community. Honorary Members are non-voting and shall not hold office unless otherwise expressly provided in these Bylaws.

Section 6. Rights and Good Standing
Only Regular Members in good standing shall have the right to vote, hold office, or exercise other rights afforded to members under these Bylaws and applicable Virginia law. For purposes of these Bylaws, "good standing" means compliance with these Bylaws, including the timely payment of any required dues, fees, or assessments.

ARTICLE IV

DUES, FEES, AND ASSESSMENTS

Section 1. Dues
Annual dues for Regular Members shall be established by the Board of Directors. Honorary Members shall be exempt from payment of annual dues.

Section 2. Special Assessments
Membership fees, special assessments, or project-specific contributions may be levied by a two-thirds vote of the Board of Directors or by a majority vote of members present at an Annual Meeting, provided such assessments are reasonable, necessary, and consistent with the purposes of the Association.

ARTICLE V

MEETINGS OF MEMBERS

Section 1. Annual Meeting
An Annual Meeting of the membership shall be held at a time and place, or by teleconference, videoconference, or other online communications technology, designated by the Board of Directors for the election of Directors and the transaction of such other business as may properly come before the meeting.

Section 2. Notice
Written notice of the Annual Meeting shall be provided to each member at least thirty (30) days in advance. The notice shall specify the date, time, place (if any), and/or the means of telephonic or online participation (including any access information), and matters to be considered, including candidates for election to the Board of Directors.

Section 3. Quorum and Voting
Members present in person, by telephonic or online means as authorized for the meeting, or represented by proxy at a duly called meeting shall constitute a quorum. Unless otherwise required by law or these Bylaws, a majority vote of members present (whether in person or by telephonic or online means) or represented by proxy shall decide any matter brought before the meeting.

Section 4. Proxies
Members entitled to vote may do so in person or by written proxy. Proxies shall be valid for a period not to exceed six (6) months unless a shorter period is specified in the proxy instrument. A member attending a meeting in person shall revoke any proxy previously submitted.

Section 5. Special Meetings
Special Meetings of the membership may be called by a majority of the Board of Directors and may be held in person or by teleconference, videoconference, or other online communications technology, provided written notice stating the purpose of the meeting is provided to the membership at least thirty (30) days in advance. Such notice shall include the date, time, place (if any), and/or the means of telephonic or online participation (including any access information).

ARTICLE VI

BOARD OF DIRECTORS

Section 1. Authority and Responsibility
The affairs of **The Harrier Association, Inc.** shall be governed by a Board of Directors (the "Board"). The Board is responsible for the overall policy, strategic direction, financial integrity, and fiduciary oversight of the Association, and for ensuring that the Association operates in furtherance of its mission and in compliance with applicable federal and Virginia law.

Section 2. Composition and Size
The Board shall consist of **not fewer than five (5) Directors**, and if more than five, shall always be an **odd number**, as determined from time to time by resolution of the Board. The Board shall include two Director positions designated as Enlisted Directors: one **East Enlisted Director** and one **West Enlisted Director**. All Directors, including the Enlisted Directors, shall be members of the Association in good standing.

Section 3. Election and Term of Office
Directors shall be elected by the membership at the Annual Meeting. Except as provided in the Transitional Provisions, Directors shall serve **three-year terms** and until their successors are duly elected and qualified. Directors may serve **one (1) consecutive term**; however, after serving two (2) consecutive terms, a Director must have a **one (1)-year break** from Board service before being eligible to serve again.

Following the expiration of the terms of the initial directors as provided in the Transitional Provisions, the Board shall be divided into three (3) classes (Class I, Class II, and Class III), as nearly equal in number as practicable, so that Director terms are staggered. At each Annual Meeting thereafter, the membership shall elect Directors to succeed those Directors whose terms then expire, generally one class each year. Except for the initial staggering established under the Transitional Provisions, each Director elected at an Annual Meeting shall serve a **three-year term**.

Section 4. Enlisted Directors
The East Enlisted Director shall generally represent enlisted members located in, associated with, or otherwise aligned with the eastern region of the United States, and the West Enlisted Director shall generally represent enlisted members located in, associated with, or otherwise aligned with the western region of the United States. Regional boundaries and assignments may be administered by the Board as necessary to support the Association's membership and mission. Each Enlisted Director shall, to the extent

practicable, have served as an enlisted member of the Armed Forces of the United States or have substantial enlisted-community experience connected with the AV-8 Harrier community. Enlisted Directors shall serve as voting Directors of the Association and shall be filled, classified, and administered in the same general manner as other Director positions, including with respect to term, vacancy, removal, good-standing requirements, and consecutive-term limitations, unless the Board adopts a more specific procedure consistent with these Bylaws.

Section 5. Nominations

No later than ninety (90) days prior to the Annual Meeting, the President shall establish a Nominating Committee consisting of five (5) members. The Nominating Committee shall propose a slate of qualified candidates to fill expiring Director positions. Additional nominations may be made by petition or from the floor at the Annual Meeting, under procedures established by the Board.

Section 6. Vacancies

Any vacancy on the Board, including vacancies resulting from resignation, removal, death, incapacity, or an increase in the number of Directors, may be filled by a majority vote of the remaining Directors. A Director elected to fill a vacancy shall serve for the unexpired portion of the term.

Section 7. Meetings of the Board

The Board shall hold regular meetings at such times and places as it determines, and may conduct meetings in person, by teleconference, videoconference, or other online communications technology, as determined by the Board. Special meetings of the Board may be called by the President or upon written request of any two Directors. Notice of special meetings shall be provided to each Director at least fourteen (14) days in advance, unless waived.

Section 8. Quorum and Voting

A majority of the Directors then in office shall constitute a quorum for the transaction of business. Directors may participate in a meeting through teleconference, videoconference, or other online communications technology by which all persons participating may simultaneously hear one another, and such participation shall constitute presence in person at the meeting. The act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board, unless a greater vote is required by law, the Articles of Incorporation, or these Bylaws.

Section 9. Action Without Meeting

Any action required or permitted to be taken by the Board may be taken without a meeting if all Directors consent in writing to such action. Such written consent shall have the same force and effect as a unanimous vote of the Board at a duly convened meeting.

Section 10. Compensation and Reimbursement
Directors shall serve without compensation. Directors may, however, be reimbursed for reasonable and necessary expenses incurred in the performance of their duties, subject to policies established by the Board.

Section 11. Removal
A Director may be removed for cause by a two-thirds (2/3) vote of the remaining Directors or by a majority vote of the members present at a duly called meeting, provided that notice of the proposed removal is included in the meeting notice.

Section 12. Directors Emeritus

a. Honorary Designation
The Board of Directors may, by a majority vote, confer the honorary title of **Director Emeritus** upon any individual who has rendered distinguished, foundational, or otherwise significant service to the Association, the AV-8 Harrier aircraft community, or to predecessor or legacy Harrier-related organizations whose missions, membership, or history are incorporated into the Association.

b. Eligibility
Eligibility for appointment as a Director Emeritus shall not require prior service as a Director of the Association. The designation is intended to recognize exceptional contributions to the history, continuity, mission, or formation of the Association.

c. Status and Authority
A Director Emeritus shall not be considered a Director for purposes of these Bylaws or applicable Virginia nonprofit corporation law. Directors Emeritus shall have no voting rights, shall not be counted toward a quorum, and shall not exercise fiduciary or governance authority on behalf of the Association unless separately elected or appointed to an office or committee position in accordance with these Bylaws.

d. Participation
Directors Emeritus may attend meetings of the Board of Directors and may participate in discussions at the invitation of the President or Chair but shall have no right to make motions or vote.

e. Term and Removal
Unless otherwise specified by the Board of Directors at the time of designation, a Director

Emeritus shall serve for life. The Board of Directors may withdraw the designation of Director Emeritus by a majority vote.

f. Compensation and Reimbursement
Directors Emeritus shall serve without compensation but may be reimbursed for reasonable and necessary expenses incurred on behalf of the Association, subject to policies adopted by the Board of Directors.

ARTICLE VII

OFFICERS

Section 1. Officers of the Association
The officers of **The Harrier Association, Inc.** shall include a **Chair of the Board**, a **President**, one or more **Vice Presidents**, a **Secretary**, and a **Financial Officer**. The Board of Directors may establish additional officer positions as it deems necessary for the effective operation of the Association.

Section 2. Appointment and Term
Officers (other than the Chair of the Board) shall be appointed by the Board of Directors at the first Board meeting and thereafter as needed. The Chair of the Board shall be elected by the Board of Directors in accordance with Section 3. **Officers shall normally serve two (2)-year terms**; provided, however, that all officers **serve at the pleasure of the Board** and may be removed at any time in accordance with these Bylaws. Each officer shall hold office until a successor is appointed or elected, or until the officer resigns or is removed.

Section 3. Chair of the Board
The Chair of the Board shall be elected by the Board of Directors from among the Directors then in office. The initial Chair shall be elected at the first meeting of the Board following adoption of these Bylaws; thereafter, the Chair shall be elected at the first Board meeting following each Annual Meeting (or as soon thereafter as practicable). The Chair shall preside at all meetings of the Board of Directors, shall coordinate the work of the Board, and shall perform such other duties as may be assigned by the Board. The Chair shall serve at the pleasure of the Board and may be removed, with or without cause, by a majority vote of the Board. Any vacancy in the office of Chair shall be filled by the Board.

Section 4. Removal and Vacancies
Any officer may be removed, with or without cause, by a majority vote of the Board of Directors. A vacancy in any office, whether caused by resignation, removal, death, or incapacity, shall be filled by the Board for the remainder of the term or until a successor is appointed.

Section 5. President
The President shall be the Chief Executive Officer of the Association and shall:

a. Preside at all meetings of the membership of the Association;
b. Provide general supervision and management of the affairs of the Association;
c. Ensure that all orders and resolutions of the Board are carried into effect;
d. Execute contracts and other instruments on behalf of the Association, unless such authority is delegated by the Board;
e. Establish, appoint, supervise, coordinate, and, when appropriate, modify or dissolve committees in accordance with Article VIII, subject to the oversight of the Board of Directors; and
f. Perform such other duties as may be prescribed by the Board of Directors.

Section 6. Vice President(s)
The Vice President(s) shall perform such duties as may be assigned by the President or the Board of Directors. The Board shall designate the order of succession among the Vice Presidents in the event of the absence, resignation, or incapacity of the President.

Section 7. Secretary
The Secretary shall:

a. Keep accurate minutes of all meetings of the membership and the Board of Directors;
b. Provide or cause to be provided all required notices of meetings;
c. Maintain custody of the Association's corporate records, including these Bylaws and the Articles of Incorporation;
d. Certify and attest official documents of the Association when required; and
e. Perform such other duties as may be assigned by the President or the Board.

Section 8. Financial Officer
The Financial Officer shall act as the treasurer of the Association and shall:

a. Have custody of all funds and financial assets of the Association;
b. Keep full and accurate accounts of receipts and disbursements;
c. Deposit Association funds in financial institutions approved by the Board of Directors;
d. Disburse funds as authorized by the Board;
e. Provide regular financial reports to the Board; and
f. Ensure compliance with applicable financial and reporting requirements.

Section 9. Compensation and Reimbursement
Officers shall serve without compensation. Officers may be reimbursed for reasonable and necessary expenses incurred in the performance of their official duties, subject to policies established by the Board of Directors.

ARTICLE VIII

COMMITTEES

Section 1. Authority to Establish Committees
The President may establish standing or special committees as the President deems necessary or appropriate to carry out the mission and business of the Association, subject to the oversight of the Board of Directors and any policies or limitations adopted by the Board. Committees shall serve in an advisory or support capacity unless expressly authorized otherwise by the Board.

Section 2. Appointment and Composition
Committee members shall be appointed by the President, unless otherwise provided by these Bylaws or by resolution of the Board of Directors. Committees may include Directors and non-Director members of the Association in good standing, as determined appropriate for the committee's purpose.

Section 3. Committee Chairs
Each committee shall have a Chair appointed by the President, who shall be responsible for coordinating the committee's activities and reporting as required under these Bylaws or by direction of the President or Board.

Section 4. Scope and Limitations
Committees shall operate within the scope assigned by the President, subject to the oversight of the Board of Directors and any limitations established by the Board. Unless expressly authorized in writing by the Board, no committee or committee member shall have authority to:

a. Bind the Association contractually;
b. Expend Association funds; or
c. Represent the Association as an official position or endorsement.

Section 5. Reporting
Committees shall keep such records of their activities as the President or the Board may require and shall report regularly to the President and to the Board of Directors as directed.

Section 6. Dissolution of Committees
Any committee may be modified or dissolved by the President, subject to the oversight of the Board of Directors and the authority of the Board to direct otherwise.

Section 7. Reunion Committee
As a veterans' organization, one of the Association's principal events is its national reunion. The location of the national reunion shall be determined by a majority vote of the Board of

Directors. Within sixty (60) days following Board approval of a national reunion site, the President shall appoint a Reunion Committee Chair and convene a Reunion Committee to assist with planning and coordinating reunion finances, programs, schedules, banquets or other social events, leisure activities and tours, lodging, and transportation related to the reunion. When practicable, it is recommended that the committee include members from the general geographic area of the reunion site.

Section 8. Historical Committee

The President may appoint a Historical Committee to assist the Association in preserving, interpreting, and disseminating the history of the AV-8 Harrier, the squadrons and units that operated it, the individuals who maintained and supported it, and the aviators who flew it. The Historical Committee may assist with the collection, preservation, cataloging, and interpretation of records, documents, oral histories, photographs, publications, artifacts, and related materials, and may support museums, archives, exhibits, monuments, and other historical or educational efforts consistent with the mission of the Association.

Section 9. Membership Committee

The President may appoint a Membership Committee to assist the Association in promoting membership growth and retention, maintaining contact within the AV-8 Harrier community, encouraging member engagement, and reviewing membership eligibility and standing consistent with these Bylaws. The Membership Committee may assist with membership outreach, applications, renewals, member records, and recommendations concerning dues, membership categories, and related matters referred to it by the President or the Board of Directors.

Section 10. Annual Meeting Committee

The President may appoint an Annual Meeting Committee to assist the Association in planning and coordinating the Annual Meeting of the membership. To the extent practicable, the committee should include members who reside in the general geographic area of the site selected for the next scheduled Annual Meeting. The Annual Meeting Committee shall be responsible for planning, arranging, and coordinating meeting requirements and logistical considerations for the Annual Meeting, including agenda support, communications, registration, meeting materials, member participation, and related activities. The committee shall also plan such future Annual Meetings as the Board may direct and may solicit from the membership suggestions concerning appropriate meeting locations and activities.

Section 11. Nominating Committee

No later than ninety (90) days prior to the Annual Meeting, the President shall establish a Nominating Committee consisting of five (5) members. The Vice President shall serve as

Chair of the Nominating Committee. The sole purpose of the Nominating Committee shall be to identify and present qualified nominees from the membership at large to serve as Officers and Directors of the Association.

ARTICLE IX

FINANCE AND RECORDS

Section 1. Fiscal Year
The fiscal year of **The Harrier Association, Inc.** shall be the calendar year, beginning on January 1 and ending on December 31, unless otherwise determined by the Board of Directors.

Section 2. Financial Authority and Controls
The Board of Directors shall have authority over the financial affairs of the Association and shall establish appropriate financial policies and controls to safeguard the Association's assets. Such policies may include requirements for budgeting, expenditures, approvals, audits or reviews, and financial reporting.

Section 3. Deposits and Disbursements
All funds of the Association shall be deposited in the name of the Association in such financial institutions as are approved by the Board of Directors. Disbursements shall be made only as authorized by the Board and in accordance with Board-approved policies.

Section 4. Records and Accounts
The Association shall maintain accurate and complete financial records, including accounts of all receipts and disbursements. The Association shall also maintain corporate records, including these Bylaws, the Articles of Incorporation, minutes of meetings of the membership and Board of Directors, and such other records as required by law or deemed appropriate by the Board.

Section 5. Inspection of Records
Members of the Board of Directors shall have the right, at any reasonable time, to inspect the books, records, and documents of the Association. Members of the Association shall have such rights to inspect Association records as are provided by Virginia law and under reasonable guidelines established by the Board of Directors.

Section 6. Annual Financial Report
Within a reasonable time after the close of each fiscal year, the Financial Officer shall prepare, or cause to be prepared, a financial report summarizing the financial condition and activities of the Association for the preceding year. Such report shall be presented to

the Board of Directors and made available to the membership upon request, consistent with Board policy.

ARTICLE X

INSURANCE AND INDEMNIFICATION

Section 1. Insurance
The Association shall obtain and maintain such insurance as the Board of Directors deems appropriate to protect the Association and its officers, directors, employees, volunteers, and agents against liabilities arising from the lawful performance of their duties on behalf of **The Harrier Association, Inc.** This may include, but is not limited to, general liability insurance and directors and officers liability insurance.

Section 2. Indemnification
To the fullest extent permitted by the laws of the Commonwealth of Virginia, the Association shall indemnify and hold harmless any person who is or was a Director, officer, employee, volunteer, or agent of the Association against expenses, judgments, fines, settlements, and other amounts reasonably incurred in connection with any threatened, pending, or completed action, suit, or proceeding arising out of such person's service to the Association, provided that such person acted in good faith and in a manner reasonably believed to be in the best interests of the Association.

Section 3. Advancement of Expenses
Expenses incurred by a person entitled to indemnification under this Article may be advanced by the Association prior to the final disposition of such action, suit, or proceeding, upon receipt of an undertaking by or on behalf of such person to repay such amount if it is ultimately determined that the person is not entitled to indemnification.

Section 4. Non-Exclusivity
The rights to indemnification and advancement of expenses provided by this Article shall not be deemed exclusive of any other rights to which a person may be entitled under the Articles of Incorporation, these Bylaws, applicable law, or any resolution of the Board of Directors.

ARTICLE XI

AMENDMENTS

Section 1. Amendments by the Board of Directors
The Board of Directors may adopt, amend, or repeal these Bylaws by a majority vote of the Directors then in office, provided that no such amendment is inconsistent with the Articles

of Incorporation, applicable federal law, or the laws of the Commonwealth of Virginia, and does not materially and adversely affect the voting rights of the membership.

Section 2. Amendments by the Membership
These Bylaws may also be amended by a majority vote of the members present, in person or by proxy, at any Annual Meeting or Special Meeting of the membership, provided that written notice of the proposed amendment is provided to the membership at least thirty (30) days prior to the meeting at which the amendment is to be considered.

Section 3. Effective Date
Unless otherwise specified in the motion adopting an amendment, amendments to these Bylaws shall take effect immediately upon adoption.

Section 4. Notice of Amendments
The Secretary shall ensure that all adopted amendments are promptly communicated to the membership and incorporated into the official records of the Association.

ARTICLE XII
DISSOLUTION

Section 1. Dissolution
Upon the dissolution of the Corporation, after paying or adequately providing for the debts and obligations of the Corporation, the remaining assets of the Corporation shall be distributed exclusively for one or more exempt purposes within the meaning of Code Section 501(c)(19), or to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a court of competent jurisdiction in the locality in which the principal office of the Corporation is then located, exclusively for such purposes.

ARTICLE XIII

TRANSITIONAL PROVISIONS

Section 1. Formation and Continuity
These Bylaws are adopted in connection with the formation of **The Harrier Association, Inc.**, a Virginia non-profit corporation. Upon adoption, these Bylaws shall supersede and replace any prior bylaws, constitutions, rules, or governing documents of predecessor or legacy organizations whose missions and memberships are incorporated into The Harrier Association.

Section 2. Membership Continuity
All individuals who were members in good standing of predecessor or legacy

Harrier-related organizations at the time of adoption of these Bylaws shall be recognized as members of The Harrier Association in an equivalent membership category, subject to these Bylaws and any transitional policies adopted by the Board of Directors.

Section 3. Directors and Officers

The individuals serving as Directors and Officers at the time of adoption of these Bylaws, including any initial directors designated in the Articles of Incorporation and the initial East Enlisted Director and West Enlisted Director established by resolution of the Board, shall continue to serve in their respective capacities in accordance with the terms of their appointment or election, unless earlier removed, replaced, resigned, or otherwise determined in accordance with applicable law, the Articles of Incorporation, and these Bylaws.

The initial directors, including the initial East Enlisted Director and West Enlisted Director, shall serve terms expiring at the third Annual Meeting following adoption of these Bylaws, unless a director earlier resigns, dies, is removed, or otherwise ceases to serve. Vacancies shall be filled in accordance with Article VI, Section 6. Upon the expiration of the terms of the initial directors, the Board shall establish the initial three (3) classes of Directors described in Article VI, Section 3 and shall assign Directors among those classes so that their terms are staggered as nearly equally as practicable. For this initial staggering only, the Directors shall be assigned terms expiring at the next one (1), two (2), and three (3) Annual Meetings, respectively, or as nearly equal as practicable based on the number of Directors then in office. Thereafter, Directors shall be elected each year at the Annual Meeting for regular three-year terms.

Section 4. Assets, Records, and Obligations

All assets, historical records, intellectual property, funds, and other property held for purposes consistent with the mission of The Harrier Association shall, upon adoption of these Bylaws and consistent with applicable law, be transferred to and held by The Harrier Association. The Association shall also assume responsibility for any lawful obligations associated with such assets.

Section 5. Transitional Policies

The Board of Directors may adopt temporary policies or resolutions as necessary to facilitate an orderly transition and implementation of these Bylaws. Such transitional policies shall not conflict with these Bylaws and shall expire upon completion of the transition or as otherwise determined by the Board.