

EX-Ls Policy Regarding Gifts and Honorary Life Membership

March 30, 2009

[Approved at EX-Ls Board Meeting of April 9, 2009]

Background

During calendar year 2008 the EX-Ls Board of Directors agreed to give gifts to three individuals who were regarded as having made substantial service contributions to the organization over a multi-year period. These decisions were made on a rather ad hoc basis, and raised the issue as to whether there should be a set of criteria, particularly regarding gifts that are paid for out of the EX-Ls treasury.

Criteria for an Official Gift

The Board of Directors should consider the following criteria before deciding to present a gift to either a member or non-member of the EX-Ls. Additional criteria may be considered on a case-by-case basis.

- (1) Lengthy and meritorious service to EX-Ls, whether or not the person is or was a member of EX-Ls, where “lengthy” is typically five or more years. No attempt is made here to define “meritorious service” as that will vary on a case-by-case basis and will require the judgment of the Board.
- (2) A gift is always publicly announced at a Luncheon and/or in the Newsletter.
- (3) A gift is not given to a person solely for going through the regular progression of 2nd-VP, 1st-VP, and President
- (4) A gift is not given to a person who continues to provide service to EX-Ls in the same capacity as before, for example via an elected or appointed position on the Board.
- (5) The gift should be of modest cost to the EX-Ls treasury, typically less than \$100 subject to adjustment over time for inflation.

Honorary Life Membership

There are exceptional cases where an EX-L member has given such lengthy and meritorious service that the Board wishes to recognize such a person by bestowing Honorary Life Membership status. The same criteria that are used for deciding whether a person should receive an Official Gift from the EX-Ls are considered in deliberations about conferring Honorary Life Membership status. While this is true, not all individuals who are given this status will receive an Official Gift and not all of those who receive an Official Gift receive Honorary Life Membership. Once a person has received Honorary Life Member status, no dues are subsequently assessed.

Honoring Centenarian Members

It is the policy of the EX-Ls to honor those members who attain 100 years of age and beyond, by sending birthday greetings via the EX-Ls' newsletter if the member's birth date is known. Further, such members will be invited as honored guests (no charge) to attend the quarterly luncheon nearest to the date of their birthday from age 100 on.