

**NEW BY-LAWS
PHILIPPINE ASSOCIATION OF SOCIAL WORKERS INC.**

Article I. NAME

Section 1

The name of the Association shall be the "**PHILIPPINE ASSOCIATION OF SOCIAL WORKERS INCORPORATED**".

Article II. DOMICILE

The official domicile of the Association is at RM 100, PSSC Building, Commonwealth Avenue, Quezon City.

Article III. OBJECTIVES

Section 1. General:

To build a profession committed to the development of a just and humane Filipino Society where each is respected for his/her innate dignity as a person, and **is free** to develop to the fullest of his/her potentials.

Section 2. Specific:

- a. To promote among professional Social Workers a sense of solidarity and commitment to excellence in the practice of their profession;
- b. To strengthen the competence of members through the provision of opportunities for their continuing professional growth and development;
- c. To work for the better understanding, acceptance and recognition of the Social Work profession;
- d. To integrate the professionals of one discipline into one national organization.
- e. To initiate and work for social legislation relative to social welfare and development through collective action; and
- f. To expand professional activities of the Association through the organization of local chapters and development of linkages with international organizations devoted to human service.
- g. To solicit, accept and receive, take title to, hold and administer gifts, contributions, endowments, including property, personal, real or mixed, whether donated, devised, bequeath or otherwise conveyed to it and to sell, convey and dispose any of such property and to invest and re-invest the principal thereof and to deal and expand the income therefrom for the association's purposes;
- h. To open, through its duly authorized representative, bank accounts, in reputable banks or banking institutions as may be determines by its Board of Trustees, in relation to the association's attainment of its primary purpose;
- i. To enter into contract of lease or services, or other agreements which would be directly related to the fulfillment of the association's purposes.

Article IV. MEMBERSHIP

Section 1. Qualifications.

Membership shall be limited to individuals with the following qualifications:

- a) Has academic training in Social Work;
- b) Duly registered as a professional Social Worker in the Professional Regulations Commission;
- c) Engaged in or primarily concerned with organized social work activity;
- d) Has not been convicted of any offense involving moral turpitude or terminated in his/her employment due to any of the following:
 - d1. serious misconduct or willful disobedience of his/her employer or representative in connection with his/her work;
 - d2. gross habitual neglect of official duties;
 - d3. fraud or willful breach of trust reposed in him by his employer or duly authorized representative;
 - d4. commission of an offense against the person of his employer or any immediate member of his family or duly authorized representative; and
 - d5. other analogous causes.

Section 2. Member in good standing of a local chapter. A member in good standing is one whose membership was not delisted by the Chapter to which the member belongs.

Section 3. Classification of Members

1. **Regular member-** A member of any local chapter who pays the membership fee and annual dues.
2. **Lifetime member.** A member who pays the lifetime membership fee, provided that he/she possesses any of the following additional qualifications;
 - a. Is serving or has served as member of the National Board, or as officer of a local chapter with creditable performance;
 - b. Is a member holding in his/her agency, whether government or non-government, a position of Division Chief or its equivalent or higher position;
 - c. Is a member who has been awarded by a prestigious award-giving body for meritorious contributions in the field of social work or social welfare.
3. **Honorary member-** An Individual granted by the Association honorary membership status because of outstanding contributions to the cause of Social Work and Social Welfare or the objectives of this Association.

Section 4. Admission Procedures

1. Regular Member- Admission to the Association shall be through a duly accredited local chapter.

2. Lifetime Member- Admission shall be done as follows: a) The interested member submits his application for conferment of lifetime membership to the President of the Chapter to which he/she belongs; b) The Chapter President, after informing the members of the Board of the application for lifetime membership, endorses the application to the Committee on Membership; c) The Committee verifies the qualifications of the applicant and determines whether or not to recommend approval of the application; d) If the applicant is qualified, the Committee forwards its recommendation for approval to the National Board; e) The Board confers lifetime membership by Resolution; and f) A copy of the Resolution shall be furnished the Council of Chapter Presidents for dissemination to the members.

3. Honorary Member- a local chapter may nominate a person as honorary member through its Committee on Membership. It shall forward to the National Board the nominee's personal data together with the documents justifying the grant of honorary membership. The National Board through its Committee on Membership shall deliberate on the merits of the nomination and make the proper recommendation to the National Board, who shall confer the honorary membership through a resolution and furnish said resolution to all Cluster coordinators for dissemination to the general membership.

Section 5. Effectivity of Membership

Regular membership takes effect immediately upon the taking of oath to the profession and payment of the membership fee.

Lifetime membership takes effect upon approval by the National Board of the resolution bestowing lifetime membership and payment of the lifetime membership fee.

Honorary membership takes effect upon approval by the National Board of the resolution conferring honorary membership.

Section 6. Termination of Membership

The Board may terminate the membership of any member for any or all of the following reasons.

1. Commission of an act violative of the Code of Ethics of Social Workers;
2. Commission of an act inimical to the interest of the Association;
3. Non-payment of annual dues for two consecutive years; and
4. Delisting from the roster of professional Social Workers by the Professional Regulation Commission (PRC).

Section 7. Reinstatement of Membership

The Board may, upon application, and for reasons which it deems valid, reinstate the membership of any member who has been previously an active member but whose membership had been terminated. He/She shall pay the membership fee as provided in Section 9 hereof.

Section 8. Rights and Privileges of Active Regular and Lifetime Members

A. To vote and be voted upon.

B. To participate in business deliberations during the General Assembly and in special or any other meeting they attend as members and called by the Association.

C. To participate in all seminars, workshops and other activities designed for professional growth, under the auspices of the Association.

D. To be accredited by the Association for participation in International Social Work and Welfare conferences.

E. To receive the Association's twice publications and other reports.

F. To avail of benefits and services extended by PASWI to the members.

Honorary members, however, neither have the right to vote nor to be voted upon. However, they may be invited to attend all seminars, workshops and other activities designed for professional growth, under the auspices of the Association.

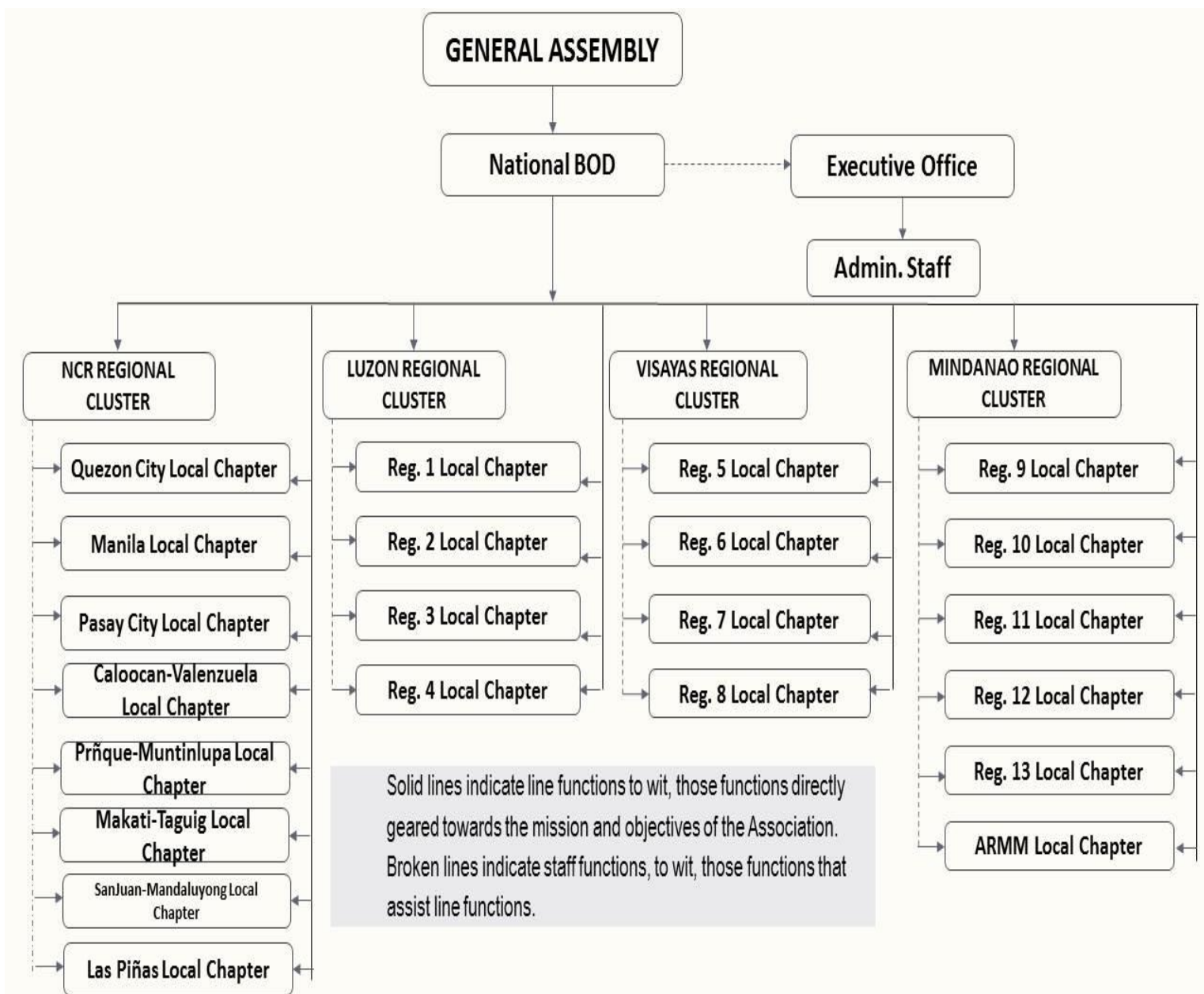
Section 9. Dues

Membership fees and annual dues shall be determined by the National Board from time to time in consultation with the Membership Committee and Council of local chapter Presidents, provided that there shall be no increase of membership fee within three (3) years from the last increase.

- a) Regular member – membership fee is paid once upon registration and thereafter annual dues are paid. However, if a regular member has been terminated pursuant to Section 6 hereof, he/she shall pay the membership fee.
- b) Lifetime member - payable upon approval by the Board of the Resolution for Lifetime Membership, and payable to the Chapter in which the Lifetime Member belongs;

ARTICLE V. ORGANIZATIONAL STRUCTURE

Section 1. Composition: PASWI Organizational structure shall be composed of the General Assembly, as the Supreme Governing body, the Board of Directors, Executive Director, Regional Clusters and Local Chapters.



Section 2. The General Assembly.

This shall be composed of all active regular and lifetime members in the whole country. All major issues and decisions of the Board shall be presented to the general assembly for approval or confirmation.

ARTICLE VI. Regional Clusters

Section 1. Composition of a cluster :

The regional cluster shall be composed of all local chapters within one or more contiguous Philippine administrative regions.

There are 4 regional clusters, with the corresponding number of Board members to represent each, to wit;

- a. NCR PASWI Cluster – 3 board members
- b. Luzon PASWI Cluster – 3 board member
- c. Visayas PASW Cluster – 2 board members
- d. Mindanao PASWI Cluster – 3 board member

Section 2. Duties and Responsibilities of clusters:

1. Coordinate and monitor activities of local chapters within its area;
2. Render technical and professional assistance to local chapters;
3. Assist host local chapters in organizing regional conventions;
4. Act as liaison between local chapters and the National Board and vice versa;
5. Act as the first-line screening body for local chapter nominees for National Board positions and National PASWI Awards.

Section 3. Cluster Officers and Terms of Office:

1. Officers of local chapters shall elect from among themselves the following officers:
 - a. Coordinator;
 - b. Co-coordinator;
 - c. Secretary;
 - d. Treasurer

Their terms of office shall be co-terminus with their terms of office in their local chapters.

Article VII. LOCAL CHAPTERS

Section 1. Who may Form Chapters:

A group of at least fifteen members who comply with PASWI membership requirements may organize a chapter subject to accreditation by the National Board of Directors. Chapters shall be organized by provinces and cities. Only one Chapter shall be organized per city/province. However, when there are less than fifteen (15) members in a province or city, several contiguous geographical provinces or cities can organize a chapter.

Section 2. Objectives of the Chapters:

Local chapters bring the association to the grassroots. They shall promote and carry out the objectives of the Association in the locality where they are organized.

Section 3 Obligations of Chapters

- a. Each chapter shall submit a list of bonafide active and lifetime members to the National PASWI Board copy furnished their regional cluster. The list must be updated every three (3) years.
- b. Each Chapter retains sixty (60%) percent of the total collection of membership fees and annual dues. Forty percent (40%) thereof shall be remitted to the PASWI National Treasurer during the first quarter of each year, together with the list of paid-up members. The National Office issues the corresponding ID's.
- c. Each chapter shall submit to the PASWI National Board during the first quarter of each year, an annual report of its activities and financial status covering the period January to December of the preceding year.
- d. Each chapter shall conduct programs, activities and projects that shall promote the social work profession especially those that shall earn CPD (continuing professional development) units for its members. Net proceeds from such activities shall be divided as follows: 20% to the National Board, 20% to the regional cluster, and 60% to the host local chapter

Section 5 Chapter Officers

Each chapter shall be governed by a Board of Directors to be elected by a majority of the active members following the provisions of Articles VII and VIII of this Constitution and By-Laws, as may be applicable.

Section 6 Accreditation of local Chapters

Accreditation of local chapters shall be subject to review by the **National** Board every two (2) years, for the purpose of ascertaining its viability. A chapter which has been **inactive** for (2) consecutive years shall be given a warning by the National Board and **allowed a year to re-activate itself with the assistance from the National Board and its regional clusters. However, if it fails to re-activate, its accreditation shall be revoked.**

Section 7 Prohibition Against Registration by Local Chapters for Independent Legal Personality

Local chapters exist by authority and accreditation of the PASWI National Board; consequently, no local chapter existing by authority of PASWI National Board shall seek registration with any other government agency for the purpose of obtaining independent legal personality. Any local chapter which have done so shall, within thirty (30) days upon notification by the PASWI National Board, withdraw such registration. Failure to do so shall result to the revocation of the accreditation of the local chapter concerned.

Article VIII. BOARD OF DIRECTORS

Section 1. Composition.

The Board of Directors shall be composed of **eleven (11)** members distributed per cluster as follows: 3 from NCR, 3 from Luzon, 2 from Visayas and 3 from Mindanao to be elected by the General Assembly during the national convention to be held every two years. The **eleven (11)** elected members shall elect from among themselves the following set of officers, namely: The President, Vice President, Secretary, Treasurer, Auditor and PRO.

Section 2. Qualifications.

The following are eligible for election to the Board:

- a. bonafide active regular and lifetime members who have served in any of the standing or special committees of the National Board or local chapters for at least a year;
- b. Is a Filipino citizen
- c. updated PRC license to practice Social Work in the country
- d. Two (2) consecutive years of active membership in the chapter where he or she works or resides;

Section 3. Duties of the Officers:

A. The President

The President shall call and preside at all meetings of the Board, the Council of chapter Presidents, the Council of Advisers and the General Assembly, propose the agenda for said meetings, shall sign all vital documents, and countersign all disbursements and bank withdrawals authorized by the Board, shall submit annual written reports to the Board and the General assembly through the Chapter Presidents, and shall perform all other duties inherent to his/her position.

B. Vice President

He/ She shall assume powers and duties of the President in case of resignation, incapacity or death.

C. Secretary

The Secretary shall: 1) certify the existence of quorum and take the minutes of the Board of Directors Meetings and council of Chapter Presidents meetings, and Council of advisers meeting, furnish copies of said minutes to the Board, and submit required reports to the SEC.

D. Treasurer

The Treasurer shall receive all money and assets due the Association and shall deposit the same in the Bank to be chosen by the Board of Directors. He/She shall keep a record of all disbursements and accounts of the Association. He/She shall oversee all financial transactions of the Association and give a monthly report of the same to the Board and annually to the General Assembly

E. Auditor

He/She shall examine the financial records and audit the money and assets of the Association to determine that the same is disbursed in accordance with standard auditing procedures and the Constitution, and perform such other functions as may be determined by the Board of Directors.

F. Public Relations Officer

He/She shall project the Association to the general public and initiate and maintain linkages with other professional bodies and Associations to promote the corporate image of the Association.

Section 4. Meetings

The Board of Directors shall meet every quarter at a time and place they may hereafter fix. Special Board meetings may be called by the President whenever necessary or at the request of three members of the Board.

Section 5. Powers.

1. The Board of Directors is responsible for the assurance that the Philippine Association of Social Workers, Inc. fulfills the mandate of its stated goals and objectives.
2. The Board shall have full control and management of all assets and affairs of the Philippine Association of Social Workers, Inc.
3. The Board may delegate to such committees as it shall create any of its powers that it may deem judicious while requiring accountability from each committee and retaining its own ultimate responsibility for the affairs, accounts and interest of the Association.

Section 6. Term of Office

1. The term of office of the Members of the Board shall be four (4) years, without re-election.
2. Officers shall serve as such for two (2) years, and may be re-elected for another term, but not exceeding two (2) consecutive terms.
3. Three (3) absences from board meetings without any valid reason as shall be determined by the board shall be sufficient ground to declare the position of such board member vacant; provided that after two (2) such absences, the board shall send a written reminder to said board member; and provided further that the concerned board member shall inform the board in writing about his/her inability to attend the meeting and his reason thereof.

Section 7. Duties of the Board of Directors

The Board of Directors shall exercise the functions and powers provided for in the Constitution. It shall also:

1. Decide acceptance and accreditation of local chapters.
2. Adopt policies, rules and regulations for the management of the affairs of the Association, conduct of their meetings as they deem proper and consistent with the laws of the Philippines and this Constitution and By-Laws.
3. Ensure proper turn-over of their accountabilities and records to the incoming Board of Directors.

Section 8. Vacancy

Vacancies in the Board of Directors during the year shall be filled for the duration of the unexpired term by the candidate with the next highest number of votes in the last election or may be appointed by the Board of Directors from among the members in case of non-availability of other candidates. In the event of resignation or inability of the President to discharge his/her full powers and duties for more than four (4) consecutive months, the said powers and duties shall automatically devolve on the Vice-President.

Article IX. COUNCIL OF CHAPTER PRESIDENTS

Section 1. Composition

There shall be a council of all Chapter Presidents of accredited local chapters in good standing.

Section 2. Functions and Powers

- j. The Council of Chapter Presidents shall act as a sounding board for association policies and feedback mechanism for local chapter concerns.
- b. It is empowered to deliberate and submit to the National Board resolutions, programs, and projects requiring priority attention.
- c. Propose to the National Board matters related to Membership fees/dues and fees for lifetime members, as well as other assessments from its members which, in the future, may be deemed necessary for the vitality of the Association.
- d. Shall initiate programs and activities to encourage and motivate active membership in the Association.
- e. Attend consultation meetings called by the National Board.

Section 3. Meetings

The Council of Chapter Presidents shall meet annually. Special Council meetings may be called by the National Board of Directors whenever necessary or at the request of three members of the Council.

Article X. QUORUM

Section 1. At any meeting of the Association, a majority of the members of a body who are present shall constitute a quorum. A quorum is one half plus one of the total membership of a body. For general assembly, 25% of the total membership shall constitute a quorum.

Section 2. A majority of the voting members present and constituting a quorum during a meeting shall be sufficient to approve any matter taken up during the meeting except in those cases provided for by law.

Article XI. EXECUTIVE DIRECTOR

Section 1. Qualifications

a. There shall be an Executive **Director** who shall be a professional Social Worker with an updated PRC License who shall be appointed by the Board. He/she shall be a bonafide active regular or lifetime member of the Association.

Section 2. Functions of the Executive Director

a. The Executive Director shall be responsible for the day-to-day operations of the Association as defined by the Board. When so authorized, he/she shall represent the president / Board in specific activities.

b. He/She shall give notice of all meetings, compile the minutes, and act as the custodian of all the records of the Association. He/She performs all other duties as may be determined by the Board.

c. He/She shall assist the Secretary in the performance of his/her duties and assume the powers and duties of the same in case of the latter's temporary absence; in case of the secretary's resignation, death or incapacity, he/she shall be vested automatically with the powers and duties of the Secretary as provided in this Constitution.

d. Shall submit a quarterly Program of Activities and office operational expenses for funding requirements.

e. Reviews and edits the Annual Reports and other required documents prepared by the Secretary for submission to the SEC, the PRC, and general assembly.

f. Assigns tasks to the staff and oversees their accomplishment.

g. Performs other duties as the Board may direct.

Section 3. Remuneration

a. The Executive Director shall receive a monthly compensations to be fixed by the Board commensurate to his/her duties and functions.

Article XII. COMMITTEES

Section 1. The following committees shall be constituted by the President to be chaired by designated members of the Board;

1. Membership and Local Chapters
2. Program Committee
3. Social Action and Legislation
4. Standards for Professional Social Work Practice and Continuing Professional Social Work Development
5. International and Public Relations
6. Special Projects
7. Publications and Research
8. Grievance Committee

Section 2: Functions of Committee Chair:

1. The Chair of any standing committee shall be appointed by the President for a term of one (1) year.
2. The Chair of each committee is empowered to invite any officer or member of local chapters to be a member of his /her committee and recommend their appointment by the President.
3. The Committee chair shall call and preside over committee meetings as may be necessary.

Section 3. Functions of Standing Committees

A. The Committee on Program

The Committee on program shall prepare the Association's program of activities, monitor and assess its implementation on a year-to-year basis. It will also coordinate the various activities of the different committees and prepare an annual **progress** report.

B. The Committee on Membership and Local Chapters

The Committee shall assist local chapters in recruiting new members. It shall also promote and supervise the organization and operations of Regional Clusters and the Local Chapters, which shall carry out the objectives of the association. It shall also recommend to the board new Chapters for Accreditation endorsed by the Regional Clusters

C. Committee on Social Action and Legislation

The Committee on Social Action and Legislation shall:

1. Study and formulate action programs on important current issues and needs and execute the same in coordination with other committees concerned.
2. Work for legislation of priority bills affecting Social Work and Social Welfare.

D. The Committee on Standards for Professional Social Work Practice and Continuing Professional Social Work Development

The Committee on Standards for Professional Social Work Practice shall study and formulate recommendations that will help promote and enforce the highest standards of professional practice in line with the Code of Ethics and shall maintain liaison with the PRC Board for Social Work. It shall be responsible for undertaking formal and non-formal education programs/projects to enhance, upgrade and update the competence of Social Workers in the practice of their profession.

E. The International and Public Relations Committee

The International Relation Committee shall be the primary link with the ASEAN and International Federation of Social Workers. It shall be responsible for the establishment and maintenance of professional relationship with the associations for other countries, and other international organizations. It shall also maintain public relations for the association through linkages with the mass media.

F. The Committee on Special Projects

The Committee on Special Projects shall undertake special projects geared towards the attainment of the objectives of the association, including student involvement and interests.

G. The Committee on Publications and Research

The Committee on Publications and Research shall initiate and conduct studies relevant to the objectives of the association in the profession. It shall solicit contributions of articles for the social work magazine and newsletter and publish such indigenous material related to the interest and activities of the association and shall link with the Philippine Social Science Council. It shall be responsible for the publication of the annual social work journal.

H. The Grievance Committee

The Board shall create a grievance committee to arbitrate and/or hear disputes arising between members of the Association and advocate for members with their employers if possible. (as amended on Nov. 22, 2012)

I. NOMINATIONS AND ELECTION COMMITTEE (NOMELEC)

This Committee is in charge of formulating rules and procedures for the conduct of elections for members of the Board.

It shall disseminate these rules and procedures as well as qualifications for the position and the numbers of vacancies to be filled.

It shall screen the nominees or candidates to ascertain their qualification and inform them whether they qualify or not.

It shall prepare the ballots, the polling places, and the time, duration, and dates of elections. It shall appoint canvassers who shall canvass the ballots, as well as poll personnel.

It shall receive, investigate and act on election complaints.

It shall proclaim the winners.

ARTICLE XIII. ELECTIONS

Section 1. Election of the National Board of Director. This shall be held every two (2) years during the Biennial National Convention.

Section 2. In order to insure continuity in the governance of the association and implementation of its policies and programs, of the original members of the Board, six (6) shall have a term of office of two (2) years and five (5) shall have a term of four (4) years. Thereafter, during the Biennial National Convention elections, six (6) or five (5) members of the Board shall be elected as necessary.

Section 3. Elections shall be by secret ballot.

Section 4. Each vote shall be personally cast by the qualified voters, provided that the latter, for valid reasons as determined by the NOMELEC, such as illness or other analogous reasons, cannot personally cast his vote, may send a sealed ballot by mail or through a representative duly authorized in a notarized document not later than the start of canvassing.

Section 5. The result of the elections should be announced on the final session of the Biennial National Convention.

Article XIV. MEETINGS

The Annual Meetings of all members shall be held every second Thursday of the week of the month of October each year. Alternately, every other year, a regional assembly may also be held. General Meeting of Chapter Presidents shall be called every last Thursday of the week of the month of June each year for annual business meeting.

Article XV. ADVISORY COUNCIL

Section 1. The Council shall be composed of All past presidents of the Association.

Section 2. The Advisory Council shall act as a consultative body to the Board on issues and concerns which will enhance the professional practice of the members throughout the country. The council shall meet once a year and maybe called from time to time by the Board on issues on which its advice is needed.

Article XVI. FUNDS

Section 1. Funds received by, for and in behalf of the Association shall properly be receipted and deposited in a bank selected by the Board of Directors. Withdrawals shall be made only upon previous authority of the Board and the checks shall be signed by at least two **of the three authorized signatories, namely, the President, Vice President and Treasurer**, Provided, however the other member is well informed. 80% of revenues or income is any given year shall be allotted to operations and 20% shall be set aside for contingencies. Savings shall be declared if revenues exceed expenditures.

Section 2. The Association shall keep Books of Accounts which shall be audited at the end of the year by the Auditor to be concurred by a Certified Public Accountant accredited by the BIR.

Section 3. Fiscal Year- The fiscal year of the association shall be from January 1st to December 31st of each year.

Article XVII. AMENDMENTS

Section 1. The Constitution and By-Laws may be amended by a majority vote of the active regular and lifetime members and by the majority vote of the active regular and lifetime members and by the majority vote of the Board of Trustees at the Biennial National Convention provided that proposed amendments must be in the hands of the Secretary sixty (60) days prior to such convention. The Board must certify the proposed amendments before notice thereof is sent to the members. Written notice thereof must have been sent to the members of the Association at least thirty (30) days before the convention.

CERTIFICATE OF AMENDMENT TO THE BYLAWS OF THE PHILIPPINE ASSOCIATION OF SOCIAL WORKERS INCORPORATED

The undersigned, Board of Directors & Secretary of the Philippine Association of Social Workers Inc., an organization duly registered, accredited and existing under and by virtue of the laws of the Philippines, with principal office at Room 100 Philippine Social Science Center (PSSC), commonwealth Ave., Diliman, Quezon City, Metro Manila, Philippines, do hereby certify that the document attached hereto and made integral part hereof entitled "Philippine Association of Social Workers Inc. (PASWI) By-Laws (Amended)" is a true and correct copy of the By-Laws of the said organization as amended and approved by the majority of the active regular and lifetime members and by the majority members and National Board of Directors on 12th November 2012 during the PASWI BIENNIAL NATIONAL CONVENTION at Puerto Princesa City, Palawan.

IN WITNESS WHEREOF, we, the undersigned incorporators and/or members present at said meeting and voting thereat in favor of the adoption of said by-laws, have hereunto subscribed our names this 12th day of November 2014.

BOARD OF DIRECTORS

EVA P. PONCE DE LEON
President
PRC LICENSE No.: 0010025
Valid Until: 06/14/2002

ROSAURO R.LUNTAYAO
Vice President
PRC LICENSE No.: 0006150
Valid Until: 07/25/2019

PACITA D. FORTIN

Secretary
PRC LICENSE No.: 001580
Valid Until: 9/10/2019

EVANGELINE M. GUINTO

Treasurer
PRC LICENSE No.: 0008147
Valid until: 02/06/2019

SILVER JOY B. TEJANO

Auditor
PRC LICENSE No.: 001475
Valid Until: 7/23/2018

WILMA S. COQUIA

P.R.O.
PRC LICENSE No.: 0006817
Valid Until: 11/16/2017

ANITA T. LEYSON

Member
PRC LICENSE No.: 0001161

ATTY.MA DOLORES J. NALUMEN

Member
PRC LICENSE No.:001126

DR. BAGIAN ALEYSSA A. ABDULKARIM

Member
PRC LICENSE No.:0001789
Valid Until: 7/29/2019

NENETH D. PADOR

Member
PRC LICENSE No.:0002402
Valid Until: 8/10/2020

SUBSCRIBED AND SWORN TO BEFORE ME THE UNDERSIGNED Notary Public for and in
_____, this _____ day of November 201____, at
_____ by the above signatories with their current PRC license number

Doc. No. _____
Page No. _____
Book No. _____
Series of _____