2026

By-Laws of the International Association of Movers (IAM)

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ARTICLE I
NAME

This corporation shall be known as the International Association of Movers or IAM.

ARTICLE II
OFFICE OF THE INTERNATIONAL ASSOCIATION OF MOVERS

The headquarters of IAM shall be located in Alexandria, Virginia.

ARTICLE III
PURPOSES AND OBJECTIVES

Section 1: Purposes and Objectives

The purposes and objectives of IAM shall be to further public interest in the moving industry; to maintain high standards of service in the global moving industry for all shippers; to advance the professionalism and operational excellence of our members through engagement with all industry stakeholders; to disseminate information of general interest and benefit to the Membership; and to take such actions as may be proper, lawful, and consistent with the public interest and with the interest of IAM and its Membership.

Section 2: Distribution of Assets Upon Dissolution

IAM shall not be operated for pecuniary profit or financial gain, and no part of its assets, income, or profit shall be distributed to or inure to the benefit of its members, directors, officers or other private individuals, except that IAM may pay reasonable compensation for services rendered and make payments and distributions in furtherance of the purposes of IAM. In the event of dissolution, after payment of all valid debts of IAM and necessary expenses thereof, all the remaining assets and property of IAM shall be distributed to organizations that qualify as tax exempt organizations under section 501(c)(6) of the Internal Revenue Code, or to the federal government, or to state or local governments, for a public purpose similar to the purposes of IAM; any such assets not so disposed of shall be disposed of in accordance with the laws of the Commonwealth of Virginia.

ARTICLE IV
MEMBERSHIP

Section 1: Categories

Membership in IAM shall consist of two classes: Corporate and Individual. The Corporate Class in IAM shall consist of the following categories: **Premier, Core, and Value Memberships** in IAM. The Individual Class shall consist of the following categories: **Young Professional (IAM-YP), Student, and Industry Veteran Memberships**.

Corporate Membership in IAM shall be open to any firm, entity, organization, company, or corporation engaged in or with an interest in the Moving Industry, unless that entity is a Transportation Service Provider (TSP) offering door-to-door through bill of lading service capabilities to the U.S. Government, in which case said entity will be required to be a Premier Member of IAM.

Young Professionals Membership (IAM-YP) shall be open to individuals who are employees of IAM Members and who are thirty-nine (39) years or under when they join the group. If an IAM-YP turns 40, they will be permitted to remain in the group until the conclusion of the current fiscal year.

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

Industry Veteran Membership and status in IAM shall be for individuals who have previously worked within our industry, are no longer active in full-time 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.

Section 2: Process for Admitting Members

Every application for membership shall be referred to the Staff of the International Association of Movers (IAM). If the Staff finds that the applicant is qualified under Section 1 of this Article, it shall approve the application for review by the membership. If the Staff believes that the applicant does not qualify under Section 1 of this Article, it shall refer the application to the Executive Committee for further investigation and appropriate action.

Notice of every application for Corporate Membership shall be given to each Premier, Core, and Value Member who shall have thirty (30) days from date of such notice to submit evidence that the applicant is not generally creditworthy or has not conducted business previously in an ethical manner. Such evidence must consist of the same type of evidence considered for expulsion of a Premier, Core and/or Value Member under Article VI, Section 7(6), for failure to pay monies due another Premier, Core or Value Member. If such evidence is presented, the application for Premier, Core and/or Value Membership shall be referred to the Executive Committee for further investigation and appropriate action as provided for in Article VI.

At the conclusion of the thirty (30) day notice period, if there are no objections submitted to IAM alleging that the applicant is not generally creditworthy or has not conducted business previously in an ethical manner, IAM shall induct the applicant in as a member in good standing.

Core and Value Members shall be entitled to receive the same releases and information as Premier Members, with the exception of those matters which the President determines, in his/her discretion, to restrict to the Premier Membership.

Section 3: Withdrawal

Any member may, by giving written notice to IAM in advance of such action, withdraw from Membership. Membership dues are not reimbursable. Withdrawal from membership shall be effective immediately upon IAM's receipt of such notice. For the avoidance of doubt, if a member fails to pay its dues by the deadline and, after receiving notice from IAM in accordance with Article V, Section 3, provides written notice to IAM that such member has withdrawn from IAM, then such withdrawal shall not be effective until the date that IAM has received the written notice of withdrawal, and shall not be backdated to the date when the dues were due.

Section 4: Standing

A member is required to remain in good standing during its membership in IAM. A member is not in good standing if (a) the member is delinquent to IAM for dues or other monetary obligations or (b) IAM has established that the member is not creditworthy as established under Article VI, Section 7(2). A member that is not in good standing may be suspended from access to IAM benefits or programs and/or from voting or exercising other rights of membership.

ARTICLE V
DUES AND ACCOUNTING

Section 1: Fiscal Year

The fiscal year of IAM shall begin January 1 of each year. The membership year coincides with the fiscal year of IAM.

Section 2: Membership Dues

Membership dues include yearly payments as well as any specified initiation fees and / or special assessments. The Executive Committee shall fix the Membership dues, the manner in which they are to be collected, and how information about the dues shall be communicated to the membership.

Section 3: Non-Payment of Membership Dues and Monetary Obligations

A member is required to pay its membership dues on an annual basis, by the renewal deadline, and to pay any monetary obligation by the deadline set by IAM for the payment of such obligation. A member that fails to pay its dues or a monetary obligation within thirty (30) days from the time such dues or obligation become(s) due shall be notified by the IAM Staff and, if payment is not made within the succeeding thirty (30) days after such notification, then the member shall be considered delinquent. If a member's dues or monetary obligation remain(s) unpaid for more than sixty (60) days, the member's name shall be given to the President for consideration of appropriate action in accordance with Section 4.a of Article VII below.

Although the Executive Committee may, at its discretion, grant an appeal hearing to a delinquent member, such member shall not be entitled to a hearing as a matter of right, notwithstanding the provisions of Section 7(4) of Article VI below. Reinstatement to good standing and/or membership, as applicable, shall be automatic upon payment of all outstanding dues and obligations, and performance of all other obligations, if any, unless the member has been expelled, and the expulsion order otherwise specifies.

Section 4: Audit Requirements
The books of IAM shall be audited by a Certified Public Accountant or recognized firm of accountants immediately following the close of the fiscal year or at such other time as the Executive Committee may require.

Section 5: Indebtedness
No indebtedness shall be incurred by IAM through its Membership, Executive Committee, officers, or employees during any one year in excess of the annual revenue of IAM for that year without the express written consent of the Executive Committee.

ARTICLE VI
EXECUTIVE COMMITTEE

Section 1: Authority
The Executive Committee shall have general supervision of the business of IAM and shall represent the interests of the entire IAM Membership on all IAM matters. In assisting it to discharge its responsibilities, the Executive Committee shall use the services of the President.

Section 2: Composition
The Executive Committee shall consist of the following positions:

- Chair
- Vice Chair
- Four Members-at-Large elected by the Premier Members
- Core Member Representative
- Core Member Representative-at-Large
- Two NON-US Core Members Representatives
- Chair of the U.S. Domestic Asset-Based (DAB) Mover Management Board
- Chair of the IAM-YP Management Board
- President of IAM

Members of the Executive Committee shall hold office until their successors are duly elected and qualified.

Section 3: President
A paid President shall be selected by the Executive Committee and shall serve until replaced by the Executive Committee.

Section 4: Vacancies
Any vacancy that may occur on the Executive Committee by reason of death, resignation, or otherwise, may be filled by a majority vote of the Executive Committee. Vote may be taken by mail or electronic ballot and the person or persons so selected shall serve only for the remainder of the term of the person or persons replaced.

Section 5: Meetings

a. Annual Meeting

The time and place of the annual meeting of the Executive Committee shall be determined and set by the Executive Committee.

b. Special Meetings

Special meetings of the Executive Committee may be held at such times and places upon action of the Executive Committee or upon written call of the Chair or any three members of the Executive Committee. Calls for special meetings shall specify time, place, and object thereof.

c. Agenda

An agenda of matters to be considered by the Executive Committee shall be transmitted via mail or electronic means by the President to all members of the Committee not less than seven (7) days before each meeting.

d. Quorum and Voting

A majority of the voting members of the Executive Committee shall constitute a quorum. A majority vote of the members of the Executive Committee shall be required to authorize or make any decision.

e. Records

All Executive Committee meetings are to be recorded. Members may gain access to Executive Committee meeting minutes by written request to the President.

f. Unanimous Written Consent in Lieu of Meeting

Anything herein to the contrary notwithstanding, any action required to be taken at any annual or special meeting of the Executive Committee, may be taken without a meeting, without prior notice, and without a vote, if a consent in writing, setting forth the action so taken, shall be signed by all the members of the Executive Committee, and such signed, written, unanimous consent is filed in the official minutes of the Executive Committee.

Section 6: Elections

a. Voting for Officers

The Chair, Vice Chair, and 4 Members At Large shall be elected by and from the Premier Membership in accordance with Article VII, Section 5.

b. Voting for Core Member Representatives

The four representatives of the Core Membership shall be elected by and from the Core Membership in accordance with Article II of the Core Member Addendum to the Bylaws.

c. Voting for U.S. DAB Chair

The Chair of the U.S. Domestic Asset-Based (DAB) Mover Management Board shall be elected by and from the DAB Mover Group in accordance with Article II of the DAB Mover Group Addendum to the Bylaws.

d. Voting for IAM-YP Chair

The Chair of the IAM Young Professionals group (IAM-YP) shall be elected by and from the IAM-YP Membership in accordance with Article II of the IAM-YP Addendum to the Bylaws.

Section 7: Disciplinary Action of Members

(1) For good cause, the Executive Committee may impose disciplinary actions (e.g., reprimand, probation, suspension, expulsion) on any member of IAM or take other appropriate action with regard to such member. Good cause includes, but is not limited to, (a) failure to pay dues or to pay other monetary obligations owed to IAM, after proper notice as defined in Article V, Section 3 above or to perform other obligations owed to IAM within the appropriate, reasonable deadline; (b) failure to maintain qualifications for membership as set forth in Article IV, Section 1; (c) failure to comply with the terms and conditions of Membership; and/or (d) failure to comply with any standards of business conduct adopted by IAM, including the IAM Code of Ethics, the IAM Procedures for Dispute Resolution and Ethics Enforcement, and the RPP Operating Rules and Regulations; and/or (e) ceasing to be creditworthy in accordance with Article VI, Section 7(2) below.

(2) A member (or group of affiliated members) is not creditworthy when the member or members fail(s) to pay monies due to one or more other Corporate Members for services performed at the member's or members' request, when the following conditions exist:

(a) the unpaid account(s) must be for a minimum cumulative amount of $10,000;
(b) the account(s) must be a minimum of one hundred and twenty (120) days past due;
(c) the member(s) who have not been paid must have requested payment, in writing, at least twice; and
(d) the amount owed must not be subject to pending legal action between the member (or members) and the member(s) owed.

(3) The Executive Committee may impose disciplinary action against a member (a) upon the written request to the Executive Committee by another member detailing the good cause for the requested disciplinary action, or (b) upon the Executive Committee's own investigation and determination of good cause. The Executive Committee may impose the disciplinary action for good cause that it determines, in its reasonable discretion, is appropriate, under the circumstances. Disciplinary action may, but is not required to, be progressive. Except for expulsions, the Executive Committee is not required to hold a hearing. The Executive Committee may delegate to a committee or to the President the responsibility for investigating good cause for disciplinary action against a member and recommending appropriate disciplinary action(s) to the Executive Committee.

(4) Prior to expelling any Corporate member, the Executive Committee shall afford the Corporate member an opportunity for a hearing, except as provided in Article V, Section 3.

(5) In taking any disciplinary action (including, but not limited to, in connection with an appeal of a decision by the IAM Ethics Council), the Executive Committee shall act by majority vote at a meeting at which a quorum is present; provided that the Executive Committee may take action by unanimous written consent in accordance with Section 5.f of Article VI above.

(6) The process for expulsion of a Corporate Member is as follows:

(a) (1) If one or more member(s) are requesting the expulsion of a Corporate member, then the member(s) requesting expulsion of the Corporate member must present to the Executive Committee documentary evidence showing the evidence for good cause. For example, if the grounds for expulsion are that the Corporate Member is not creditworthy in accordance with Article VI, Section 7(2) above, then the documentary evidence must show performance of the services, a copy of any applicable written agreement, and any correspondence regarding the unpaid bill, including the written demands for payment. In all cases, the member(s) requesting expulsion must also submit a certification that the documentary evidence is true and correct, to the best of its or their knowledge. Copies of all such documents must also be furnished concurrently to the member subject to the expulsion request. (2) If the Executive Committee is moving to expel a Corporate Member based upon an investigation and determination of good cause by the Executive Committee and/or its delegate(s), then the Executive Committee shall provide to the member copies of the documentary evidence supporting the good cause, along with a certification that the documentary evidence is true and correct, to the best of the knowledge of the Executive Committee.

(b) The member subject to the expulsion request shall have 30 days from the date of receiving the copy of the documents to respond by providing its own documentary evidence (and certification that such documentary evidence is true and correct, to the best of the member's knowledge) and to request a hearing. The member may also ask for an extension of the deadline to respond, which the Executive Committee may grant, if the member has good reason for an extension.

(c) If the member subject to the expulsion request does not both provide the documentary evidence and certification in accordance with Article VI, Section 7(6)(b) and request a hearing by the deadline, then the Executive Committee shall have the right to deem the requester's or requesters' documentary evidence as true and correct, and to make its decision based on such evidence. If such member provides the required documentary evidence, certification, and request by the deadline, then the Executive Committee shall set a date for the hearing. At the hearing, the Executive Committee shall listen to the parties, have the right to ask questions, and collect information. The Executive Committee may make its decision at any time during or after the hearing, or may make its decision afterwards. The Executive Committee will provide its decision to the parties in writing.

ARTICLE VII
OFFICERS

Section 1: Positions

The officers of IAM shall be the Chair, Vice Chair, four Members-at-Large, and a President. Officers shall be elected as provided in Article VII, Section 5, shall take office immediately upon the conclusion of the annual meeting at which they are elected, and, other than the President,

shall serve for a period of two years , or until his/her successor takes office, except that the President shall serve in accordance with the terms of his/her employment contract.

Section 2: Qualifications

Only an owner, part owner, or designated employee of a firm which is a Premier Member in good standing of IAM shall be eligible to serve as an officer, with the exception that the President need not be an owner, part owner, officer, or designated employee of a firm which is a member of IAM.

Section 3: Remuneration

All officers of IAM shall serve without remuneration, except as set forth in Article VI, Section 3.

Section 4: Duties and Authorities

a. President

(1) The President shall be the chief administrative officer of IAM and, under the guidance and / or direction of the Executive Committee, shall supervise, coordinate, and direct the activities and programs of the IAM.

(2) The President shall preside at all general membership meetings, shall submit at the annual meeting a complete report of the operation of IAM's affairs, and shall also submit reports to the Executive Committee from time to time on any matters coming within his/her notice of sufficient interest to the IAM, or as requested by the Executive Committee. He/she shall perform all other duties as required by the Executive Committee including the roles of Treasurer and Secretary. The President shall serve as an ex-officio non-voting member of all volunteer groups.

(3) Among the duties and authorities of the President, the President has the authority to determine that a member is not in good standing for non-payment of dues or other monetary obligation, and to apply disciplinary action (short of expulsion) against such member, in accordance with Article V, Section 3 above.

b. Chair

The Chair is the Chief Executive Officer and the Chair of the Budget and Finance Committee. The Chair shall preside at meetings of the Executive Committee and the Premier Membership. Together with the Vice-Chair, the Chair shall negotiate and approve the terms of the President's contract.

c. Vice Chair

The Vice Chair shall serve as Chair of the Government, Congressional, and Regulatory Affairs Committee and shall carry out the duties of the Chair in his/her absence or upon his/her request.

d. Treasurer

The Treasurer shall keep full and accurate accounts of receipts and disbursements in books belonging to IAM, and shall deposit all moneys and other valuable effects in the name and to the credit to IAM in such depositories as may be designated by the Executive Committee. He/she shall disburse the funds of IAM as may be ordered by the Executive Committee, making proper vouchers for such disbursements, and shall render

to the Executive Committee, at the regular meetings of the Executive Committee, or whenever they may require it, an account of all his/her transactions as Treasurer and of the financial condition of IAM.

e. Secretary

The Secretary shall produce and maintain records for all general membership and Executive Committee meetings of IAM and shall have such other duties as may be assigned to him/her by the Executive Committee.

f. Executive Committee Members-at-Large

Members-at-Large shall represent the interests of the entire IAM Membership on all IAM matters and shall perform such other duties as the Chair may direct, with the advice and consent of the Executive Committee.

Section 5: Elections

a. Eligibility

The Officers, with the exception of the President, shall be elected at the annual meeting in conformance with the requirements of Article VII. Only an owner, part owner, officer, or designated employee of a firm which is a Premier Member in good standing shall be elected as an Officer by the Premier Membership.

Candidates for the position of Chair must have served at least one term on the Executive Committee before being eligible to serve in the role of Chair.

b. Nominating Committee

In order that the election of such officers may be facilitated, the President shall appoint a nominating committee of three Premier Members, not less than sixty (60) days preceding the election, who shall nominate from the Premier Membership not less than one individual for each office or vacancy to be filled in conformance with the requirements of Article VII. The President will transmit the nominating committee's report to the Premier Membership not less than thirty (30) days prior to the election.

c. Quorum

A quorum shall consist of twenty-five (25) percent of the Premier Membership.

d. Floor Nominations

Other Premier Members shall not be precluded from making nominations from the floor for any one or all of such offices or vacancies, but such nominations shall be limited to individuals who would qualify for such offices or vacancies under the requirements of Article VII.

e. Voting

If a contest develops, voting shall be conducted in the following manner:

- The President shall conduct the election.
- A poll shall be taken of the Premier Members present with the assistance of the Nominating Committee.
- The Nominating Committee shall present one ballot to each Premier Member in good standing who is present.

- Each of these Premier Members shall be entitled to one vote for Chair, one vote for Vice Chair, and one vote for each Member-at-Large.

Voting will be by secret ballot. The total votes cast for each office may not exceed the total number of eligible members present. The candidate receiving the majority of votes cast by the members present shall be declared elected to that office. In the event of a tie, there shall be a re-vote. If the vote remains tied after a second vote, the Executive Committee will vote to decide the successful candidate.

The election for Chair, Vice Chair, and Members-at-Large shall be conducted sequentially. A person who ran unsuccessfully for the position of Chair shall have the opportunity to be placed on the nomination ballot for the office of Vice Chair. A person who ran unsuccessfully for the position of Chair and Vice Chair shall have the opportunity to be placed on the nomination ballot for Member-at-Large.

ARTICLE VIII
MEETINGS

Section 1: Annual Meeting for IAM

The time and place of the annual meeting of the membership shall be determined and set by the Executive Committee.

Section 2: Annual Meeting - Premier Membership

The Premier Members shall meet during the Annual Meeting for IAM. The time and place of the annual meeting of the membership shall be determined and set by the Executive Committee.

Section 3: Annual Meeting for Other Membership Categories and Groups

The Annual Meetings of the Core Membership, the IAM-YP Membership, and the U.S. Domestic Asset-Based (DAB) Mover Group shall take place during the same timeframe and at the same place as the Annual Meeting of the Premier Membership of IAM.

Section 4: Special Meetings - Premier Membership

Special meetings of the membership may be held at such times and at such places as may be specified in the call for special meetings. Such calls for special meetings shall be made at the direction of the Executive Committee, or a petition signed by twenty-five (25) percent of the Premier Membership in good standing. Calls for special meetings shall specify the time, place, and object thereof. A quorum shall consist of twenty-five (25) percent of the Premier Membership.

Two weeks' notice shall be required on any special meeting of the Premier Membership. Such notice requirement shall be met by giving written notice of such meeting.

Section 5: Majority Vote
Unless otherwise provided in these By-Laws, all business of IAM at membership meetings shall be determined by a majority vote of the Premier Members in good standing present at the meeting.

Section 6: Records
All Premier and Executive Committee meetings are to be recorded. Minutes may be accessed by request to the President.

ARTICLE XI
VOLUNTEER GROUPS

Section 1: Authority
Volunteer groups are defined as any IAM management board, standing committee, special committee, subcommittee, working group, council, taskforce, or affiliate group. The Executive Committee is authorized to form, appoint and disband other volunteer groups as may be deemed necessary or needed from time to time to fulfill the goals and objectives of IAM.

Section 2: Standing Committees
Standing Committees shall be chaired by members of the Executive Committee.

ARTICLE XII
AMENDMENTS

These By-Laws may be amended or repealed by a two-thirds vote of Premier members present at the annual meeting of IAM or at any special meeting called for that purpose, provided a sufficient number of Premier Members are in attendance to constitute a quorum. Written notice in all cases shall be given at least thirty (30) days prior to the date of said meeting or any proposed amendment, setting forth in full such proposed amendment to the By-Laws. Each Premier Member in good standing who is present shall be entitled to one vote.

ADDENDUM TO THE BY-LAWS
CORE MEMBERSHIP

The objectives and purposes of the Core Membership shall be to further the interests of IAM; to maintain high standards and quality of service in the industry; to follow the IAM Code of Ethics when dealing with all members; to disseminate information of general interest and benefit to the Membership; to make available through its committees, the Core Members Management Board (herewith called CMMB), and through its representatives on the Executive Committee of IAM, such information as may be of assistance in their consideration of the problems of this industry.

ARTICLE I
THE CORE MEMBERS MANAGEMENT BOARD

Section 1: Composition

The authority of the Core Members shall be vested in the Core Members Representative and the Core Members Management Board (CMMB). The CMMB shall consist of the following positions:

- Core Members' Representative
- Core Members' Representative-at-Large
- 2 Non-U.S. Core Member Representatives,
- Two Representatives each for the following regions:
    - Africa
    - Central, South America and the Caribbean (including Mexico)
    - Europe (including Russia)
    - Eastern and Southern 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).

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

Only an owner, part owner, officer, or designated employee of a firm which is a Core Member in good standing shall be eligible to serve on the CMMB. Each CMMB member, except for the Core Members' Representative, the Core Members' Representative-at-Large, and the Non-U.S. Core Representatives, shall be appointed by the Core Members Representative, take office on the first day of the month of December following such appointment, and shall serve for one year or until a successor is duly appointed. The President of IAM shall be an ex-officio member of the CMMB, shall have notice of all meetings, and shall have the right to participate in such meetings, but will have no vote.

Section 2: Remuneration
The Core Members Representative and all other members of the CMMB shall serve without remuneration.

Section 3: Role of the Core Members' Representative
The Core Members' Representative shall preside at meetings of the CMMB and the Annual Core Membership Meeting.

Section 4: Responsibilities
The CMMB members shall serve to aid, advise, and assist the Core Members' Representative in the performance of his/her duties; shall represent, within their individual assignments, the Core Membership on all pertinent matters; and shall perform such other duties as the Core Members' Representative may direct.

Section 5: Vacancies
A vacancy in a regional representative position on the CMMB which occurs by reason of death, resignation, or otherwise may be filled by appointment by the Core Members' Representative. The person so selected shall serve only for the remainder of the term of the person replaced.

ARTICLE II
ELECTIONS

Section 1: Eligibility
Only an owner, part owner, officer, or designated employee of a firm which is a Core Member in good standing shall be elected to the Executive Committee by the Core Membership; and the Non-U.S. Core Member Representatives must reside outside the United States and the Core Member Company to which he/she is affiliated must be domiciled outside the United States and be in good standing with IAM

Section 2: Voting Procedure
The Core Members' Representative, the Core Members' Representative-at-Large, and the Non-U.S. Core Member Representatives shall be elected by the Core Membership at its Annual Meeting, shall take office on the first day of the month of December following the date of election, and shall serve for a period of two years or until a successor takes office. Each Core Member in good standing shall be entitled to one vote. The Core Members' Representative, the Core Members' Representative-at-Large, and the Non-U.S. Core Representatives shall be entitled to vote at IAM's Executive Committee Meetings on all matters

The Core Members' Representative, the Core Members' Representative-at-Large, and the Non-U.S. Core Member Representatives shall take office on the first day of the month of December following the date of election, and shall serve for a period of two years or until a successor takes office. Each Core Member in good standing shall be entitled to one vote. The Core Members' Representative, the Core Members' Representative-at-Large, and the Non-U.S. Core Representatives shall be entitled to vote at IAM's Executive Committee Meetings on all matters.

Section 3: Nominating Committee

In order that the election may be facilitated, the President shall appoint a nominating committee of three Core Members, not less than sixty (60) days preceding the election, who shall nominate from the Core Membership not less than one individual for the position of Core Members' Representative, not less than one individual for the position of Core Members' Representative-at-Large, and not less than one person for the two positions of Non-U.S. Core Member Representative. Such nominations shall not preclude additional nominations from the floor by Core Members in good standing

If a contest develops at the election, such contest shall be decided by a poll of written ballots, conducted by the Nominating Committee.

Section 4: Vacancies

A vacancy in the position of Core Members' Representative or the Core Members' Representative-at-Large or the Non-U.S. Core Member Representatives which occurs by reason of death, resignation, or otherwise, shall be filled in accordance with Article VI, Section 4 of the By-Laws.

ARTICLE III
ANNUAL MEETINGS – CORE MEMBERSHIP

The Annual Meeting of the Core Membership shall take place during the same timeframe and at the same place as the Annual Meeting of the Premier Membership of IAM.

ARTICLE IV
SPECIAL MEETINGS - CMMB

Special meetings of the Core Membership Management Board may be held at such times and at such places as may be specified in the call for special meetings. Such calls for special meetings shall be made at the direction of the Core Members' Representative.

ARTICLE V
AMENDMENTS

This Addendum to the IAM By-Laws may be amended or repealed by a two-thirds vote of the Core Members present at the Annual Meeting of IAM or at any special meeting called for that purpose, provided a sufficient number of Core Members are in attendance to constitute a quorum. A quorum shall consist of twenty-five (25) percent of the Core Membership.

All proposed amendments shall be subject to legal review and shall be subject to veto by the Executive Committee. The President shall be furnished with a copy of any amendment at least sixty (60) days prior to its being submitted to the Core Membership for approval.

Written notice shall be given at least thirty (30) days prior to the date of said meeting, setting forth in full such proposed amendment(s) to the Addendum to the By-Laws.

ARTICLE VI
MAIL OR ELECTRONIC VOTING

Whenever a question arises which, in the judgment of the CMMB, should be put to a vote of the Core Membership, and when the CMMB deems it inexpedient to call a special meeting for that purpose, the CMMB may submit same to the Core Membership in writing for a mail or electronic vote. The matter in question shall be considered approved unless a negative vote consisting of no less than one-third of the Core Members of record is received within sixty (60) days from the date of notice by mail. A copy of any such matter shall be furnished to the President of IAM thirty (30) days in advance of mailing to the Core Members to assure consistency with the objectives and purposes of IAM.

The requirements for mail voting set forth in this Article may be discharged by electronic transmissions.

Any and all action taken pursuant to a majority mail vote of the Core Membership shall be binding upon IAM in the same manner as though it were action taken at a duly called meeting of the Core Membership.

ADDENDUM TO THE BY-LAWS
IAM-YP MEMBERSHIP

The objectives and purposes of the Young Professionals (IAM-YP) Membership shall be to further the interests of IAM; to maintain high standards and quality of service in the industry; to follow the IAM Code of Ethics when dealing with all members; to disseminate information of general interest and benefit to the Membership; to make available through its committees, the IAM-YP Members Management Board (herewith called YPMB) and through its representative on the Executive Committee of IAM such information as may be of assistance in their consideration of the issues facing the industry and membership.

ARTICLE I
THE IAM-YP MEMBERSHIP BOARD

Section 1: Authority
The authority of the IAM-YP Members shall be vested in the IAM-YP Chair and the YPMB. The YPMB shall consist of the IAM-YP Chair, IAM-YP Vice Chair, and seven Members at Large.

Section 2: Composition
Only an owner, part owner, officer, or designated employee of a firm, which is a Premier, Core, or Value Member in good standing, shall be eligible to serve on the IAM-YP Management Board and shall initially be appointed by the IAM-YP Chair. All IAM-YP Members in good standing are eligible for appointment as Members at Large to the IAM-YP Management Board. Each board member, except for the IAM-YP Chair and the IAM-YP Vice Chair, shall take office on the first day of the month of December following such appointment, and shall serve for one year or until a successor is duly appointed. The President of IAM shall be an ex-officio member of the YPMB, shall have notice of all meetings, and shall have the right to participate in such meetings and will have final approval on votes taken.

Section 3: Remuneration
The IAM-YP Chair, IAM-YP Vice Chair, and all other members of the YPMB shall serve without remuneration.

Section 4: Role of the Chair
The IAM-YP Chair shall preside at meetings of the YPMB and the annual IAM-YP Membership Meeting.

Section 5: Responsibilities of YP Management Board
The YPMB members shall serve to aid, advise, and assist the IAM-YP Chair in the performance of his/her duties; shall represent, within their individual assignments, the IAM-YP Chair and Membership on all pertinent matters; and shall perform such other duties as the IAM-YP Chair may direct.

Section 6: Vacancies

A vacancy in the Vice-Chair or Member-at-large position on the YPMB which occurs by reason of death, resignation, or otherwise, may be filled by appointment by the IAM-YP Chair with approval from the President of IAM. The person so selected shall serve only for the remainder of the term of the person replaced.

ARTICLE II
ELECTIONS

Section 1: Eligibility

Only an owner, part owner, officer, or designated employee of a firm which is an IAM Premier, Core, or Value Member in good standing shall be elected as Chair or Vice- Chair. The IAM -YP Chair and Vice-Chair may be no older than thirty-eight (38) years of age when they assume their respective office. Should the Chair or Vice Chair turn thirty-eight (38) years of age while serving in office, they will be allowed to complete the full two-year term, but be precluded from seeking re-election.

Section 2: Voting Procedure

The IAM-YP Chair and IAM-YP Vice Chair shall be elected by the IAM-YP Membership via online voting held not less than forty-five (45) days preceding the Annual Meeting with voting ending thirty (30) days after commencement. If online voting is not possible for a member, a ballot received by mail/facsimile not more than thirty (30) days after the online vote begins will be counted.

The IAM-YP Chair and IAM-YP Vice Chair shall take office on the first day of the month following the announcement of the election results at the IAM-YP Annual Meeting, and shall serve for a period of two years or until a successor takes office. Each IAM-YP member in good standing is entitled to vote.

Section 3: Nominating Committee

In order that the election may be facilitated, the President or his/her delegate shall appoint a nominating committee of three IAM-YP Members, not less than thirty (30) days preceding the online election, who shall nominate from the IAM-YP Membership not less than one individual for the position of IAM-YP Chair and not less than one individual for IAM-YP Vice Chair. Such nominations shall not preclude additional write in nominations by IAM-YP members in good standing during the online voting process.

The voting results will be announced at the IAM-YP Annual Meeting.

Section 4: Vacancies

A vacancy in the position of IAM-YP Chair, which occurs by reason of death, resignation, or otherwise, shall be filled in accordance with Article VI, Section 4 of the By-Laws.

ARTICLE III
ANNUAL MEETINGS - IAM-YP MEMBERSHIP

The annual meeting of the IAM-YP Membership shall take place during the same time frame and at the same location as the Annual Meeting of the Premier Membership of IAM.

ARTICLE IV
AMENDMENTS

This addendum to the IAM By-Laws may be amended or repealed by a two-thirds vote of the IAM-YP Members with the vote not to exceed a thirty (30) day period and will be announced at the Annual Meeting of IAM provided a sufficient number of IAM-YP Members vote to constitute a quorum; a quorum shall consist of twenty-five (25) percent of the IAM-YP Membership, and is subject to approval by the President and Executive Committee of IAM. All proposed amendments may be subject to legal review and shall be subject to veto by the Executive Committee. The President shall be furnished with a copy of any amendment at least sixty (60) days prior to its being submitted to the IAM-YP Membership for approval.

Written notice shall be given at least thirty (30) days prior to the date of vote, setting forth in full such proposed amendment(s) to the Addendum to the By-Laws.

ARTICLE V
ONLINE VOTE

Whenever a question arises, which, in the judgment of the YPMB should be put to a vote of the IAM-YP Membership, the YPMB may submit same to the IAM-YP Membership in writing or electronically for an online vote with approval from the President of IAM. The matter in question shall be considered approved unless a negative vote consisting of no less than one third of the IAM-YP Members of record is received in thirty (30) days from the date of notice by e-mail. A copy of any such matter shall be furnished to the President of IAM thirty (30) days in advance of e-mailing to the IAM-YP Members to assure consistency with the objectives and purposes of IAM.

Any and all action taken pursuant to a majority online vote of the IAM-YP Membership shall be binding upon the IAM-YP Membership subject to approval of the President of IAM. Online voting results may be subject to legal review and shall be subject to veto by the Executive Committee. The President shall be furnished with a copy of proposed online voting issue(s) at least thirty (30) days before its being submitted to the IAM-YP Membership.

If online voting is not possible for a member, a ballot received by mail/facsimile not more than thirty (30) days after the online vote will be counted.

ADDENDUM TO THE BY-LAWS
US DOMESTIC ASSET-BASED (US-DAB) MOVER GROUP

The US Domestic Asset-Based (US-DAB) Mover Group is established under the oversight of the IAM Executive Committee to engage and serve domestic asset-based movers in the United States.

The objectives and purposes of US Domestic Asset-Based (DAB) Mover Group shall be to further the interests of IAM's asset-based movers; to maintain high standards and quality of service in the industry; to follow the IAM Code of Ethics when dealing with all members; to disseminate information of general interest and benefit to the DAB Mover Group; to make available through its committees, the US-DAB Management Board (herewith called DMB) and such information as may be of assistance in their consideration of the issues facing DAB members.

U.S. DAB Mover Group shall be open to representatives of DAB companies who are IAM Member companies.

ARTICLE I
THE US-DAB MANAGEMENT BOARD

Section 1: Authority
The authority of the US-DAB Mover Group shall be vested in the US-DMB Chair and the DMB.

Section 2: Composition
The DMB shall consist of the DMB Chair, DMB Vice Chair and initially up to 15 Members-at-Large; which may be increased or decreased under the direction of the Chair, subject to the concurrence of the IAM President.

Only an owner, part owner, officer, or designated employee of a DAB Mover, which is a IAM Member in good standing, shall be eligible to serve on the DMB and shall initially be appointed by the DMB Chair. All US-DAB Members in good standing with IAM are eligible for appointment as Members at Large to the DMB. Each board member, except for the DMB Chair and the DMB Vice Chair, shall take office on the first day of the month of December following such appointment, and shall serve for one year or until a successor is duly appointed. The President of IAM shall be an ex-officio member of the DMB, shall have notice of all meetings, and shall have the right to participate in such meetings and will have final approval on votes taken.

Section 3: Remuneration
The DMB Chair, DMB Vice Chair, and all other members of the DAB shall serve without remuneration.

Section 4: Role of the Chair
The DMB Chair shall preside at meetings of the DMB and the Annual US-DAB Mover Group Meeting; or the Vice Chair in their absence.

Section 5: Responsibilities
The DMB shall serve to aid, advise, and assist the DMB Chair in the performance of his/her duties; shall represent, within their individual assignments, the DMB Chair and DAB Mover Group on all pertinent matters; and shall perform such other duties as the DMB Chair may direct.

Section 6: Vacancies
A vacancy in a member-at-large position on the DMB which occurs by reason of death, resignation, or otherwise, may be filled by appointment by the DMB Chair with approval from the President of IAM. The person so selected shall serve only for the remainder of the term of the person replaced.

Section 7: Volunteer Groups
The DMB Chair(s), in coordination with the IAM President, and in accordance with the IAM Volunteer Group policy document, have authority to create volunteer groups which report to the DMB Chair. These volunteer groups should normally be led by a DMB member, and can be made up of any member in good standing from the IAM membership.

ARTICLE II
ELECTIONS

Section 1: Eligibility
Only an owner, part owner, officer, or designated employee of a firm which is a DAB Mover in good standing shall be elected as Chair and serve on the IAM Executive Committee by the DAB Mover Group.

Section 2: Voting Procedure
The DMB Chair and Vice Chair shall be elected by the US-DAB Mover Group via online voting held not less than forty-five (45) days preceding the Annual Meeting with voting ending thirty (30) days after commencement. Each US-DAB Mover Group Company in good standing is entitled to one vote.

If online voting is not possible for a member, a ballot received by mail/email not more than thirty (30) days after the online vote begins will be counted.

The DMB Chair and Vice-Chair will complete a full two-year term, but will not be precluded from seeking re-election. The DMB Chair and Vice Chair shall take office on the first day of the month following the announcement of the election results at the US-DAB Mover Group Annual Meeting, and shall serve for a period of two years or until a successor takes office.

Section 3: Nominating Committee

In order that the election may be facilitated, the President or his/her delegate shall appoint a nominating committee of three US-DAB Mover Group members, not less than thirty (30) days preceding the online election, who shall nominate from the US-DAB Mover Group not less than one individual for the position of US-DAB Chair and not less than one individual for US-DAB Vice Chair. Such nominations shall not preclude additional write in nominations by US-DAB Mover Group members in good standing during the online voting process.

The voting results will be announced at the US-DAB Mover Group Annual Meeting.

Section 4: Vacancies

A vacancy in the position of DMB Chair or Vice Chair which occurs by reason of death, resignation, or otherwise may be filled by appointment by the DMB with approval from President of IAM. Such vote may be taken online and the person so selected shall serve only for the remainder of the term of the person replaced.

ARTICLE III
ANNUAL MEETINGS

The annual meeting of the US-DAB Mover Group shall normally take place during the same time frame and at the same location as the Annual Meeting of IAM.

ARTICLE IV
AMENDMENTS

This organizing documents for the US-DAB Mover Group may be amended or repealed at the discretion of the IAM President, the Executive Committee, or by a two-thirds vote of US-DAB Mover Group companies with the vote not to exceed a thirty (30) day period, provided a sufficient number of US-DAB Mover Group Members vote to constitute a quorum. A quorum shall consist of twenty-five (25) percent of the US-DAB Mover Group, subject to approval by the President and the IAM Executive Committee. All proposed amendments shall be subject to approval by IAM's President and shall be subject to veto by the Executive Committee. The President shall be furnished with a copy of any amendment at least sixty (60) days prior to its being submitted to the US-DAB Mover Group for approval.

Written notice shall be given at least thirty (30) days prior to the date of vote, setting forth in full such proposed amendment(s) to the organizing document.

ARTICLE V
ONLINE VOTE

Whenever a question arises, which, in the judgment of the DMB should be put to a vote of the US-DAB Mover Group, the DMB may submit same to the US-DAB Mover Group in writing or

electronically for an online vote with approval from the President of IAM. The matter in question shall be considered approved unless a negative vote consisting of no less than one third of the US-DAB Members of record is received in thirty (30) days from the date of notice by e-mail. A copy of any such matter shall be furnished to the President of IAM thirty (30) days in advance of e-mailing to the US-DAB Mover Group to assure consistency with the objectives and purposes of IAM.

Any and all action taken pursuant to a majority online vote of the US-DAB Mover Group shall be binding upon the US-DAB Mover Group subject to approval of the President of IAM. Online voting results shall be subject to acceptance by the IAM President and shall be subject to veto by the Executive Committee. The President shall be furnished with a copy of proposed online voting issue(s) at least thirty (30) days before its being submitted to the US-DAB Mover Group.

If online voting is not possible for a member, a ballot received by mail/email not more than thirty (30) days after the online vote will be counted.