Section 9. The Immediate Past President shall be a member of the Executive Committee, for a term of one year (unless the newly elected President requests that the term be extended for a second year). The Immediate Past President shall be for two years beginning with the annual meeting following his or her term as President.

Section 10. An Executive Director may be employed and assume the duties and responsibilities as designated by the Board.

Section 11. Any officer or director who has accumulated two or more absences from Board or committee meetings, in lieu of resignation, and/or of the Executive Committee during a single term of office may be removed by a two-thirds vote of the Board of Directors; the action shall be taken by the Board of Directors, with the exception of the vote of the person proposed to be removed.

ARTICLE V. DUES

Section 1. Annual dues shall be established by the elected Board of Directors.

(a) Annual dues shall be payable in advance and shall become due and payable on the first day of January each year.

(b) The Treasurer shall have the authority to amend the dues schedule to reflect necessary increases in costs of performing Society business.

(c) Receipts for dues shall be mailed to each Member of the Society at the beginning of each annual membership year.

(d) Any Member who fails to pay his or her dues within the time frame established for payment of dues shall be considered delinquent and may be suspended as follows:

(i) The Treasurer shall be responsible for the proper collection of delinquent dues and the mailing of delinquent notices.

(ii) After the sixtieth (60th) day from the end of the annual membership year in which the delinquent dues were due, the Treasurer shall begin the procedure for the collection of delinquent dues.

(iii) Each Member whose dues are more than one month in arrears shall be considered delinquent.

(iv) The Treasurer shall have the authority to post a delinquent notice on the Society's website and to post the delinquent notice in a prominent location in the Society's offices.

(v) The Treasurer shall have the authority to establish a procedure for the collection of delinquent dues, which procedure shall be approved by the Board of Directors.

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ARTICLE XI. ASSETS AND FUNDS

Section 1. No Member, Director, Officer, or employee of the Society shall have any title, right, or interest in any of the assets and funds of the Society, all assets and funds of the Society shall be held exclusively by the Society.

Society of Broadcast Engineers

Canons of Ethics

Honesty, justice and courtesy form a moral philosophy when associated with mutual interest between human beings. This constitutes the foundation of ethics. Broadcast engineers will engage, or advise his or her employer in connection with work for which he or she is employed as an engineer unless he or she has the consent of his or her employer.

Relations with Engineers

Section 1. The Broadcast Engineer will endeavor to protect the professional reputation, prospects or practice of another colleague. However, if he or she considers that an individual is guilty of unethical, illegal or unfair practice, he or she will present the information to the proper forum for technical discussion and criticism.

Section 2. The Broadcast Engineer will not directly or indirectly injure the professional reputation, prospects or practice of another colleague. However, if he or she considers that an individual is guilty of unethical, illegal or unfair practice, he or she will present the information to the proper forum for technical discussion and criticism.

Section 3. The Broadcast Engineer will endeavor to provide public knowledge of broadcast engineering and will discourage the spread of information injurious thereto.

Section 4. The Broadcast Engineer will have due regard for the safety of life and property of all parties, including those in subordinate capacities, as being in the public interest.

Section 5. The Broadcast Engineer will exercise due restraint in criticizing another colleague's work in public, recognizing the fact that the private life and professional character of an individual may be the subject of investigation.

Section 6. The Broadcast Engineer will not directly or indirectly injure the professional reputation, prospects or practice of another colleague. However, if he or she considers that an individual is guilty of unethical, illegal or unfair practice, he or she will present the information to the proper forum for technical discussion and criticism.

Section 7. The Broadcast Engineer will refrain from expressing publicly any opinion on the professional subject unless he or she is informed as to the facts relating hereto.

Section 8. The Broadcast Engineer will act in fairness and justice between the parties to whom he or she is a faithful agent or trustee.

Section 9. The Broadcast Engineer will act in fairness and justice between the parties to whom he or she is a faithful agent or trustee.

Section 10. The Broadcast Engineer will make his or her status clear to his or her employer.

Section 11. The Broadcast Engineer will guard against conditions that are dangerous or threatening to life, limb or property on work for which he or she is responsible, or if he or she is not responsible, will promptly call such conditions to the attention of those who are responsible.

Section 12. The Broadcast Engineer will present clearly the consequences of his or her decisions, provide that his or her engineering judgment is overlaid by non-technical authority in cases where he or she is responsible for the technical adequacy of engineering work.

Section 13. The Broadcast Engineer will engage, or advise his employer to engage, and he or she will cooperate with, other experts and specialists whenever the engineer's interests are best served by such service.

Section 14. The Broadcast Engineer will not accept compensation, financial or otherwise, from more than one interested party for the same work, without the consent of all interested parties.

Section 15. The Broadcast Engineer will promptly disclose to his or her employer any interest in a business in which he may compete with or affect the business of his or her employer. He or she will not allow an interest in any decision regarding engineering work for which he or she may be called upon to perform.

ARTICLE XII. AMENDMENTS

Proposals for amendment of these By-Laws may be published and mailed to every voting member at least thirty (30) days prior to election day. The votes canvassed shall be canvassed by a Board of Tellers, consisting of not less than three (3) Members in good standing appointed by the Board of Directors.

The results of the Election shall be reported by the Chairman of the Board of Tellers to the Board of Directors within ten (10) days of the date of the election. The President shall then report the results to the Secretary, who shall notify the membership.

ARTICLE X. REGIONAL, LOCAL, CHAPTER CONSTITUTIONS

Section 1. Subdivisions of the Society shall be governed by By-Laws substantially in form and agreement with these By-Laws as set forth in the provisions of the Operating Guide for Chapters.

Section 2. By-Laws of such subdivisions of the Society are required and shall be approved by the Executive Director and General Counsel of the Society. The organization to establish the chapter shall be deemed granted by the Board of Directors.

Section 3. The Executive Committee and the Board of Directors shall have the power to make changes from time to time in the Operating Guide for Chapters as serve the best interests of the Society.

The Broadcast Engineer will not make changes from time to time in the Operating Guide for Chapters as serve the best interests of the Society.

ARTICLE XIII. MEMBERSHIP

Section 1. Any person who shall have completed the requirements for membership as set forth in the Operating Guide for Chapters may be elected to membership in the Society by a vote of the Board of Directors.

Section 2. By-Laws of such subdivisions of the Society are required and shall be approved by the Executive Director and General Counsel of the Society. The organization to establish the chapter shall be deemed granted by the Board of Directors.

Section 3. The Executive Committee and the Board of Directors shall have the power to make changes from time to time in the Operating Guide for Chapters as serve the best interests of the Society.