AMENDED AND RESTATED BYLAWS

OF

GREELEY YOUTH HOCKEY ASSOCIATION

Greeley Youth Hockey Association (GYHA), a Colorado Nonprofit Corporation, pursuant to Colorado Revised Statue § 7-130-101, et seq., hereby amends and restates its bylaws in its entirety as follows:

Article I

The Greeley Griffins Hockey Association will be known publicly and advertised as the Greeley Youth Hockey Association (GYHA) and is a member of CRHL of the Colorado Amateur Hockey Association (CAHA) and USA Hockey. As an affiliate of the Colorado Amateur Hockey Association, GYHA will abide by and act in accordance of Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules of USA Hockey and CAHA.

The Name and GYHA logo are proprietary and shall not be used, reproduced, or altered unless expressly authorized by the GYHA Board of Directors (the "Board").

Article II – Purpose and Powers

2.1 – Purpose

Our mission is to provide a positive, inclusive, and affordable environment in which young athletes can develop their skills, build character, and grow their love for the game of hockey. We are committed to making the sport accessible to all players while upholding the standards of USA Hockey and CAHA. The Corporation is formed exclusively to foster sports competition within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954 as amended ("the Code").

2.2 - Powers

The Corporation may exercise all powers granted to nonprofit corporations under the laws of the State of Colorado, except where limited by its Articles of Incorporation or Bylaws. These powers included, without limitation, the ability to receive, hold, manage, and dispose of real or personal property, as well as to establish and administer funds consisting of such property and any income derived from it. All property and income shall be used solely and permanently to further the purposes of the Corporation.

Article III – Duration

The Corporation shall have perpetual existence.

Article IV – Principal Office and Change of Name

The principal office of the corporation shall be located at 900 8th Avenue, Greeley, Colorado 80631. The principal office may be changed by the Board of Directors. The corporation may also have offices at other places within Colorado as the Board of Directors may approve. The business record at the Colorado Secretary of State shall reflect any changes and shall be updated yearly by the GYHA Treasurer.

Article IV – Membership

4.1 – Classes of Membership

The Corporation shall have two classes of membership, Limited Voting Members and Voting Members. Participation in the activities of GYHA is by membership only. The rights, responsibilities, and authority of each class are defined below.

Limited Voting Members: A Limited Voting Member ("Member") is defined as:

- A parent or legal guardian of a registered player who has paid the annual membership fee.
- A player who is 18 years of age or older and has paid the annual membership fee.

Term of Membership: Membership is valid for one year from the date annual fees are paid.

Rights of Limited Voting Members: Limited Voting Members shall have the following rights:

- The right to attend all open meetings of the Board of Directors.
- The right to receive communications, notices, and reports issued to the membership.
- The right to participate in Association activities, programs, and events.
- The right to vote in elections for the Board of Directors at the Annual Meeting of Membership. Parents or guardians of players, players above the age of 18 shall be granted one vote for every player of which membership fees have been paid in that year of membership.

Responsibilities of Limited Voting Members:

- Comply with all GYHA, CAHA, and USA Hockey rules, policies, and codes of conduct.
- Ensure timely payment of all fees and assessments.
- Provide accurate information during registration.

Membership may be suspended or revoked for cause, following the due-process procedures established in these Bylaws.

Voting Members

Voting Members of the Corporation are the individuals serving on the Board of Directors during their term of office.

Voting Members Responsibilities:

- Full authority to conduct, manage, and review the business and affairs of the Corporation.
- Full voting rights on all matters brought before the Board.
- The right to vote as a Limited Voting Member if they also have a registered player in the Association.

No individual may serve as a Voting Member unless they meet all eligibility requirements established by GYHA, CAHA, and USA Hockey, including background screening and SafeSport compliance.

A player's parent or guardian must sign the annual registration form and associated policies/procedures of the organization before a player is eligible to participate in any GYHA activities.

GYHA extends its membership to all persons acting in the capacity of Head Coach, Non-Parent Coach, Assistant Coach and Coaching Director and with it all the rights and responsibility of membership. Such persons are entitled to voting privileges as a member at the annual assembly.

The Board may establish policies regarding qualification for membership in the association, the services to be provided to the association member, and the time and circumstances under which membership shall begin and cease.

4.2 – Membership Fees

Annual membership fees for Limited Voting Members shall be established by the Board of Directors. Fees must be paid in full for membership to be active.

4.3– Suspension, Revocation, and Due Process

Membership may be suspended or revoked for:

- Nonpayment of fees
- Violation of GYHA, CAHA, or USA Hockey rules
- Conduct detrimental to the Association as determined by the Board of Directors

Due Process Requirements:

- Written notice of the alleged violation
- Opportunity to respond in writing or in person
- Final decision by majority vote of the Board

4.4 – Registration Rules

Players can register with GYHA while registered with another organization provided that the organization is not associated with CRHL or any other organization that competes against GYHA during preseason, regular season or state championships. Registration fees must be paid by the due date set by the Board. The board may charge a reasonable fee to process any returned check.

All registrations must abide by CAHA policies and procedures.

No player under suspension for non-payment of fees may participate in practices or in games. If a player has played the previous year for a hockey association in Colorado other than GYHA, that player's parents, or the player if said player is 18 years of age or older, must request a release from that association's registrar. The request may be made by email, with a copy of the email going to the GYHA registrar.

All players must meet the age requirements as specified by USA Hockey or petition the Coaching Director for exemption, subject to the rules of CAHA.

Players may be either male or female.

A prorated refund of registration fees may be granted only by approval of the Board of Directors. Any claim for refund for injuries or illness must be presented to the Board in writing and must be accompanied by a physician's statement of restriction.

4.5 – Dues and Assessments

The Board shall have the power to establish, fix, levy, assess, and collect dues and assessments from the Association Members. The Board shall also have the power to disseminate rules and regulations for the purposes of calculating the amount of all such dues and assessments. Any determination of the Board relative to the matters referred to shall be final and conclusive. Failure to make the required payment may cause the nonpaying Association Member's privileges or membership to be suspended or terminated, as determined by the Board.

4.6 - Team Loans

Greeley Youth Hockey Association ("GYHA") acknowledges that individual teams may incur obligations, including but not limited to tournament registration fees and other preliminary expenses, prior to the completion of team fundraising activities. To ensure that teams are not precluded from timely registration or participation due to temporary funding shortfalls, the GYHA Board of Directors authorizes the issuance of short-term loans from the primary GYHA operating account ("Main Account") to team accounts, subject to the terms and conditions set forth herein.

Loan Authorization and Approval - All requests for financial advances from the Main Account ("Team Loans") shall be submitted to the GYHA Treasurer. Such requests shall be subject to review and approval by both the GYHA Treasurer and the GYHA President. No funds shall be disbursed absent dual approval.

Repayment Obligations - All Team Loans shall be repaid in full immediately upon the team's receipt of sufficient funds, whether through fundraising, sponsorships, or other revenue sources. Under no circumstances shall repayment occur later than **January 31** of the applicable season.

Insufficient Funds and Family Assessment In the event a team fails to generate adequate funds to satisfy the outstanding loan balance by the repayment deadline:

- The remaining unpaid amount shall be **divided equally among all families** associated with the team;
- Each family's assessed portion shall be **charged directly through Crossbar**;
- GYHA reserves the right to **suspend the team's account** and restrict further financial activity until the loan is repaid in full.

Loan Request Documentation - The GYHA Treasurer shall make available a standardized loan request form, which teams must complete and submit as part of the approval process, if such documentation is required.

4.7 – Contributions

Greeley Youth Hockey Association ("GYHA") shall have the power at any time to request, accept, or receive voluntary contributions of any kind or nature whatsoever from any individual, partnership, corporation, or other legal entity or association, whether an Association Member or not. In sole discretion of the Board, Association Members may contribute services or property, real or personal, by lease or donation, which are determined to be of reasonably equivalent value to the corporation as the monetary payment required of said Association Members.

4.8 – Withdrawal, Suspension and Expulsion

Any Association Member may terminate his, her, or its membership in the Association by providing written notice to the Board of Directors, and the Board shall possess full discretionary authority to suspend any Association Member for such period as the Board deems appropriate, or to expel any such Member, for any violation of these Bylaws or of any rules, regulations, codes, or policies duly adopted by the Board.

Article V – Governance

5.1 - Directors

The corporation shall have a Board of Directors consisting of no fewer than five and no more than eleven directors, with the exact number to be set or changed from time to time by a vote of the Board's voting members, and directors need not be residents of Colorado. Each director shall serve a three-year term according to the following rotation to promote consistency in turnover. President in year one, Vice President in year two, Secretary in year three, and the Treasurer, Registrar, and Scheduler serving as voting directors appointed by the Board yearly and by Board approval process. Directors may serve consecutive terms, with an election held at each Annual Meeting of Association Members for the director position corresponding to that year's rotation.

President, Voting Director, Year One Rotation

Vice President, Voting Director, Year Two Rotation

Secretary, Voting Director, Year Three Rotation

Treasurer, Voting Director, Appointed by Board

Registrar, Voting Director, Appointed by Board

Scheduler, Voting Director, Appointed by Board

Coaching Director, Limited Voting Director, Appointed by Board

Vacancies: Vacancies on the Board may be filled for the unexpired term of the predecessor in office by a majority vote of the remaining directors at any meeting of the Board. A vacancy created by an increase in the number of directors may be filled for a term of office set by the Board at that time.

Power and Duties of the Directors: The Board shall have control and general management of the affairs, property and business of the corporation and subject to these bylaws and the Articles of Incorporation, may adopt such rules and regulations for that purpose

and for the conduct of Association Members, players, parents, coaches and any other participant in the corporation's activities as the Board may deem proper. The powers shall include but not be limited to the appointment and removal of the officers of the corporation and the establishment of such committees with such power as the Board may deem proper. All directors and board members shall be registered with USA Hockey, complete SafeSport training, pass a background screening and be a qualified member in good standing each season that they serve on the Board of Directors. Removal of a director for failure to perform duties shall be the responsibility of the Board of Directors with or without cause at any time by a majority vote of the existing Board of Directors. The Board may authorize the President and/or Treasurer to execute contracts and other legal and business documents on behalf of the organization. The President and Treasurer shall be signatory on all the corporation's accounts. The President and Treasurer shall act on all financial, contractual, and legal matters per the Board's direction.

Election and Appointment of Directors: The election and appointment of directors, and officers, to the Board shall be during the Annual Meeting of the Association Members in February or such other time or methods authorized by these bylaws.

5.2 – Meetings

Regular Meetings: All regular business of the Association shall be conducted in open meetings accessible to the membership. Meetings of the Board of Directors shall be held as necessary at a time and place designated by the President. Notice of any Board meeting shall be provided to all directors at least one week in advance. All Board meetings shall be open to all GYHA members.

Special Meetings: Special meetings of the Board, or specific agenda items within such meetings, may be closed to the public when the Board determines that circumstances require the protection of personal privacy. Special meetings shall be preceded by no fewer than two days' notice stating the date, time, purpose, and location of the meeting. Notice may be provided by electronic means customarily used for Association communications. Discussion at any special meeting shall be limited strictly to the matters identified in the notice, unless otherwise permitted by law.

Quorum and Voting: A quorum is required for the transaction of Association business. A quorum of the Board consists of a majority of directors in office immediately prior to the start of the meeting. Participation by electronic means, including telephone, video conference, or other mutually acceptable technology shall constitute presence for quorum and voting purposes, and such attendance shall be noted in the minutes. Unless a greater vote is required by law, the affirmative vote of a majority of directors present constitutes the act of the Board.

Annual Meetings: The Association shall hold an Annual Meeting each year at a time and place determined by the Board of Directors prior to the conclusion of the season. Written

notice of the Annual Meeting shall be provided to all members not less than fifteen days in advance and shall specify the business to be conducted. Only registered members may vote on matters presented at the Annual Meeting, though nonmembers may attend. At the Annual Meeting, the membership shall elect directors for the upcoming year when in rotation, with ties resolved by the President. If no candidate is available for election, the Board may fill the vacancy at a later date in accordance with these bylaws.

Action Without Meeting: Any action required or permitted to be taken at a Board meeting may be taken without a meeting if every director, in writing, by email, or by phone, either votes for the action, votes against the action, or abstains and waives the right to demand a meeting. The number of affirmative votes must be sufficient to meet the minimum required for action at a meeting where all directors were present and voting. Any such action shall be recorded in the minutes of the next Board meeting, including the date and time the action was taken.

Proxy and Absentee Voting: Proxy voting and absentee voting shall not be recognized or counted in any Association business.

Parliamentary Procedure: The Board shall have the option of determining, at any time, that a meeting shall be conducted in accordance with Robert's Rules of Order, Newly Revised.

5.3 - Voting Directors

The voting members of the Board of Directors shall be nominated and elected by the Membership. All Board members may serve as officers of the corporation in addition to holding an elected director position. Directors established under this provision shall be voting members of the Board and are identified as follows:

President (serves as tie-breaking vote)

Vice President

Secretary

Treasurer

Registrar

Scheduler

Any other office deemed necessary by the Board of Directors

5.4 – Duties of Officers

President: The President is the Chief Executive Officer (CEO) of GYHA and shall preside over all meetings of the Board of Directors. The president's duties include the appointment of officers,

committees, or special assistants to the Board. The President is authorized to be an additional signer of the Association bank accounts and provide for any other duties as assigned by the Board. The President will serve as the interface between GYHA and government agencies, CAHA, USA Hockey and other organizations required to transact corporation discussions.

Vice-President: In the absence of the President, the Vice President (VP) shall assume all of the authority of the President and perform such functions that may be required of the CEO. The VP shall also perform such special duties as requested by the Board of Directors and any other duties assigned by the President or the Board. In the event there is a concern raised on behalf of a player/parent that has not been resolved (first) at the coach's level, and (second) by the Coaching Director, the Vice President shall act as; the primary liaison between parents/players and the Board. Shall supervise the Coaching Director, including an annual evaluation prior to the renewal of contract.

Secretary: Duties shall include the following activities:

- Transcribe and maintain a book of minutes as a record of all general meetings of the GYHA Board of Directors.
- Prepare, publish, and distribute a monthly newsletter to the Association membership, providing timely updates, announcements, and information regarding Association activities and operations
- Oversee, manage, and maintain all official Association social media accounts, ensuring that all content is accurate, appropriate, and consistent with the mission, policies, and values of the Association
- Document and file correspondence on behalf of GYHA

Treasurer: Duties shall include the following activities:

- Act as the custodian of funds, receive and give receipts for moneys due and payable, deposit all moneys in Association accounts.
- Create and manage all fees, dues, and assessments.
- Present an annual financial statement and budget variance report. Report at Regular Meetings current financial status.
- Prepare accounting records for tax preparation and coordinate for timely filing.
- File or contract services to file all appropriate state and federal documentation, 990, 1099, Business License, Sales Tax, Secretary of State, and others as necessary or required.
- Maintain correct and complete books and records of all accounts per record retention guidelines.

Registrar: Duties shall include the following activities:

- Establish and maintain an accurate and up-to-date roster of the members and coaches of GYHA.
- Responsible for making sure members complete all the requirements as laid out by CAHA.
- Ensure, in coordination with the Coaching Director, that all coaches are USA Hockey certified at the appropriate level by Dec 31st of each year.
- Complete the USA Hockey team registration form for each GYHA team.

Scheduler: Duties shall include the following activities:

- The Scheduler has the authority to assign and control ice time utilization. This is to be done according to size, age and needs of each team regardless of classification.
- The Scheduler must attend all CAHA and other league scheduling functions and must coordinate such functions with the CAHA Representative.
- The Scheduler is responsible for the scheduling of all games and tournaments, and the necessary referees, making changes in the established schedule, resolving scheduling conflicts, and attempting to accommodate special requests by individual teams subject to CAHA and other league rules, and any other duties assigned by the Board.
- Coordinating closely with the Treasurer to ensure that invoices are correct for ice time and referees used, and that billing matches actual usage.

Alternate CAHA and League Representative: The President is technically the CAHA and League Representative and is the primary interface between the Association and Colorado Amateur Hockey Association, and other CAHA member associations. The President may appoint an Alternate CAHA and League Representative, the intent of which is to not overload the President in duties and responsibilities. The term of appointment for the Alternate CAHA and League Representative is for one year, running April through March. The Alternate CAHA and League Representative is the secondary interface between the Association, the Colorado Amateur Hockey Association, and other CAHA member associations. Duties include:

- Attendance at all CAHA and League monthly meetings.
- Voting the position of GYHA at those meetings.
- Submitting to CAHA and the League all requests for rule changes, adoptions, deletions as approved by the Board of Directors of GYHA.
- Final review and approval of all team rosters for compliance with CAHA/USA Hockey roster and registration rules.
- Any other duties as assigned by CAHA.

5.5 – Committees

The Board of Directors shall appoint members of this Association to committees as deemed necessary to help carry out the business of the Association. A committee member of this Association must be a member in good standing. All Board members may serve as committee

members of the Association in addition to an elected office. A committee member shall be empowered to conduct business before the members as a representative of GYHA. Such business will be limited to the committee identified and/or to the special instructions of the Board of Directors.

5.6 – Limitation of Liability of Directors

The private property of the directors and officers shall not be subject to execution, attachment, garnishment, lien, levy, or any other form of encumbrance or liability for the debts, obligations, or liabilities of the Corporation, and no director or officer shall be personally liable for any such debts, obligations, or liabilities. To the fullest extent permitted by applicable law, no director or officer shall be liable to the Corporation/Association or to any of its members for monetary damages arising from or related to any act or omission undertaken in the course of such individual's service as a director or officer, including, without limitation, any alleged breach of fiduciary duty, except to the extent liability may not be eliminated under governing law. The Corporation/Association shall indemnify and hold harmless any director or officer, former director or officer, or any individual serving at the request of the Corporation/Association in any capacity for another entity, against any and all claims, liabilities, judgments, penalties, fines, settlements, and expenses (including attorneys' fees and costs) incurred in connection with any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, arising out of or relating to such individual's status or actions as a director or officer, provided that the individual acted in good faith and in a manner reasonably believed to be in, or not opposed to, the best interests of the Corporation/Association. Expenses incurred by any such individual in defending any proceeding shall be advanced by the Corporation/Association prior to the final disposition of such proceeding upon receipt of a written affirmation of good-faith belief and an undertaking to repay such amounts if it is ultimately determined that the individual is not entitled to indemnification. Any ambiguity concerning the right to indemnification or advancement shall be resolved in favor of the director or officer. The Corporation/Association is expressly authorized to obtain and maintain insurance, including directors' and officers' liability insurance, to secure or supplement the indemnification provided herein.

Article VI – Play-Ups

All players selected for the teams will be expected to compete in all scheduled League games and playoffs. Players should not play in a higher age bracket unless specifically authorized by the Coaching Director and approved by the Board of Directors. Players who feel they are capable of playing at a higher age group must first obtain authorization from the Coaching Director, subject to approval by the Board, to try out for another team in the higher age group. Upon selection, the

transfer will be effective for that season. Under no circumstances can a player play up more than one level. A season constitutes all scheduled league games, and additionally any definition as stated by USA Hockey, which may extend beyond scheduled league games. All play ups will adhere to the governing standards of CAHA and USA Hockey.

Article VI – Safety

GYHA is committed to conducting all activities in a safe and responsible manner. All coaches and players shall comply with the safety standards, equipment requirements, and all related policies established by CAHA and USA Hockey. In addition, GYHA shall adhere to and enforce all applicable safety directives, regulations, and requirements issued by local authorities having jurisdiction.

Article VII – Amendments of Bylaws

The board may review the bylaws and propose changes to the bylaws after the season has ended and up to the point the bylaws are filed with CAHA. All proposed changes shall be presented at a public meeting of the board, duly noted in the minutes and there shall not be a final vote on the change until the following board meeting following a second round of public input. Changes to the bylaws shall require an affirmative vote of 2/3 of the seated board to amend.

Article VIII – Miscellaneous

Fiscal Period: The fiscal year is the first day of April to the last day of March each year.

Insurance: The Board shall have the right to purchase and maintain insurance to the extent permitted by law on behalf of the Association, Directors and other agents as determined by the Board.

GYHA Non-Discrimination Statement: GYHA does not discriminate on the basis of race, color, religion, creed, national origin, ancestry, sex, gender identity or expression, sexual orientation, disability, age, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local law. GYHA is committed to providing an inclusive and welcoming environment for all players, coaches, volunteers, families, and members, and ensures equal access to participation in all programs, activities, and services.

Article IX – Conflict of Interest

It is in the best interest of GYHA, USA Hockey to be aware of and properly manage all conflicts of interest. The Conflict-of-Interest Policy is designed to help board members, staff and volunteers of the GYHA identify situations that present possible conflicts of interest and to provide the GYHA with a procedure whereby such potential conflicts may be reviewed by an appropriate party when necessary. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

9.1 – Conflicts of Interest Defined

In this Policy, a person with a conflict of interest is referred to as an "Interested Person." For the purposes of this Policy, the following circumstances shall be deemed to create a conflict of interest:

- A director, officer, staff or volunteer, including a board member (or family member of any of the foregoing) is party to a contract, or involved in a transaction with the GYHA for goods or services.
- A director, officer, staff or volunteer, (or a family member of any of the foregoing) has a material financial interest in a transaction between the GYHA and an entity in which the director, officer, staff or volunteer, or a family member of the foregoing, is a director, officer, agent, partner, associate, employee, trustee, personal representative, receiver, guardian, custodian, or other legal representative.
- A director, officer, employee or volunteer, (or a family member of the foregoing) is engaged in some capacity or has a material financial interest in a business or enterprise that competes with GYHA. Other situations may create the appearance of a conflict or present a duality of interests in connection with a person who has influence over the activities or finances of the GYHA. All such circumstances should be disclosed to the board or staff, as appropriate, and a decision made as to what course of action the organization or individuals should take so that the best interests of the GYHA are not compromised by the personal interests of stakeholders in the organization.
- Gifts, Gratuities and Entertainment. Accepting gifts, entertainment or other favors from individuals or entities can also result in a conflict or duality of interest when the party providing the gift/entertainment/favor does so under circumstances where it might be inferred that such action was intended to influence or possibly would influence the interested person in the performance of his or her duties. This does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value which are not related to any particular transaction or activity of the GYHA.

9.2 – Definitions

- A "Conflict of Interest" is any circumstance described in Part 1 of this Policy.
- An "Interested Person" is any person serving as an officer, member of the Board of Directors, staff or volunteer of the GYHA or a major donor to the GYHA or anyone else who is in a position of control over the GYHA who has a personal interest that is in conflict with the interests of the GYHA.
- A "Family Member" is a spouse, parent, child or spouse of a child, brother, sister, or spouse of a brother or sister, of an Interested Person.
- A "Material Financial Interest" in an entity is a financial interest of any kind, which, in view of all the circumstances, is substantial enough that it would, or reasonably could, affect an Interested Person's or Family Member's judgment with respect to transactions to which the entity is a party.
- A "Contract or Transaction" is any agreement or relationship involving the sale or purchase of goods or services, the providing or receipt of a loan or grant, the establishment of any other type of financial relationship, or the exercise of control over another organization. The making of a gift to the GYHA is not a Contract or Transaction.

9.3 – Procedures

- Prior to board or committee action on a Contract or Transaction involving a Conflict of Interest, a director or committee member having a Conflict of Interest and who is in attendance at the meeting shall disclose all facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting. If board members are aware that staff or other volunteers have a conflict of interest, relevant facts should be disclosed by the board member or by the interested person him/herself if invited to the board meeting as a guest for purposes of disclosure.
- A director or committee member who plans not to attend a meeting at which he or she has reason to believe that the board or committee will act on a matter in which the person has a Conflict of Interest shall disclose to the chair of the meeting all facts material to the Conflict of Interest. The chair shall report the disclosure at the meeting and the disclosure shall be reflected in the minutes of the meeting.
- A person who has a Conflict of Interest shall not participate in or be permitted to hear the Board's or committee's discussion of the matter except to disclose material facts and to respond to questions. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
- A person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote.
- The person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken unless the vote is

by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting. For purposes of this paragraph, a member of the Board of Directors of the GYHA has a Conflict of Interest when he or she stands for election as an officer or for re- election as a member of the Board of Directors.

- Interested Persons who are not members of the Board of Directors of the GYHA, or who have a Conflict of Interest with respect to a Contract or Transaction that is not the subject of Board or committee action, shall disclose to the Chair, or the Chair's designee, any Conflict of Interest that such Interested Person has with respect to a Contract or Transaction. Such disclosure shall be made as soon as the Conflict of Interest is known to the Interested Person. The Interested Person shall refrain from any action that may affect the GYHA's participation in such Contract or Transaction. In the event it is not entirely clear that a Conflict of Interest exists, the individual with the potential conflict shall disclose the circumstances to the Chair or the Chair's designee, who shall determine whether full board discussion is warranted or whether there exists a Conflict of Interest that is subject to this policy.

Article X – Confidentiality

The Greeley Youth Hockey Association ("GYHA") is committed to safeguarding the confidentiality, integrity, and security of all non-public information entrusted to the organization. All directors, officers, coaches, volunteers, contractors, and any individuals acting on behalf of GYHA ("Representatives") shall be obligated to maintain in strict confidence any and all confidential, sensitive, proprietary, or otherwise non-public information obtained through their involvement with the Association. "Confidential Information" includes, without limitation, player and member records, personal identifying information, medical or safety-related information, financial data, internal deliberations, disciplinary matters, strategic or operational plans, and any information designated as confidential by GYHA or protected under applicable law.

Representatives shall not disclose, disseminate, copy, retain, or use Confidential Information for any purpose other than the legitimate performance of their authorized duties for the benefit of GYHA. Confidential Information shall not be released to any third party without the express prior authorization of the Board of Directors or as required by law. Representatives shall exercise reasonable and appropriate measures to safeguard Confidential Information from unauthorized access, disclosure, or misuse, whether intentional or inadvertent.

The duty of confidentiality shall survive the conclusion of any individual's service or involvement with GYHA. Any breach or suspected breach of this confidentiality obligation may result in disciplinary action, removal from position, termination of volunteer status, or other remedies available under law or GYHA policy. GYHA reserves the right to pursue all legal or equitable remedies to protect its Confidential Information and the privacy of its members.

Article XI – Whistleblower Policy

A whistleblower as defined by this policy is a GYHA/CAHA member, volunteer, executive committee member, or board member of GYHA/CAHA who reports an activity that he or she considers to be illegal or dishonest to one or more other parties specified in this policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If a member or volunteer has knowledge of or a concern of illegal or dishonest fraudulent activity, the member or volunteer is to contact the GYHA/CAHA Treasurer and President who are responsible for investigation and coordinating corrective action. The member or volunteer must exercise sound judgment to avoid baseline allegation. A member or volunteer who intentionally files a false report of wrongdoing will be subject to discipline up to and including suspension.

Whistleblower protections are to cover two important areas: confidentiality and retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals with their legal rights of defense. There shall be no retaliation against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse action such as suspension, fines or threats of physical harm. Any whistleblower who believes he or she is being retaliated against must contact the GYHA/CAHA Treasurer and President immediately. The right of the whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

Members or volunteers with any questions regarding this policy should contact the GYHA/CAHA President.

Article XII – Player Release Policy

The purpose of the Player Financial Release is to prevent players from moving to another Association and/or Team without settling their financial obligations with their current Association and/or Team.

A 'Player Financial Release" can only be obtained after all fees due an Association or Team have been paid to the satisfaction of the current Association or Team.

Any player transferring from one Association or Independent Team to another Association or Independent Team is required to obtain a Player Financial Release signed by the Association or Independent Team from which the player was a member the previous season or from which the player is currently a member. The Financial Release must be presented to the Association or Team Registrar where the player is requesting the transfer to and shall reflect that the player is in good financial standing with the Association or Team where the player is requesting to transfer from.

A player requesting a Player Financial Release must be granted upon request if he/she has fulfilled all financial obligations and does not owe any fees and/or equipment. The CAHA Executive Committee has the authority to release a player who is refused a Financial Release by his/her Team or Association if the above-mentioned requirements have been met by the player.

Certificate of Amended and Restated Bylaws

The members and elected officers of the Greeley Youth Hockey Association (GYHA) set forth this constitution as the official agreement by which we strive to promote the enjoyment of amateur youth ice hockey. This document is comprised of specific article and rules in an attempt to address the organization, leadership, participation of, and good will to the members and players of this Association. Provisions for control and amendment to this constitution and bylaws are contained herein, and henceforth shall be dated and signed by the officers of this Association before enactment or amendment is effective. A change or amendment to any article to this constitution, whether the change is to add or repeal such article, shall be replaced in the document and a revised edition shall be issued. The previous issue shall be retired intact. A proposed change may be acted upon and placed into effect at any time but shall not be ratified into the general rules until the document is reissued.

Set Forth Here By:

Shane Murray – President — Date: 6-11-26

Courtney Powell – Vice President — Date: 6/11/26

Ashley Baca - Treasurer — Date: 6/11/26

Savanna Bennett - Scheduler — Date: 6/11/26

Ashley Green - Registrar — Date: 6/11/2026

Johnna West - Secretary — Date: 6/11/26