



Condor Aero Club, Inc.

Bylaws

How we govern ourselves.

Condor Aero Club, Inc. Board of Trustees
Reviewed by the Board of Trustees on Aug. 30, 2026
Adopted by the voting membership on Sept. 1, 2026

Contents

Article I - Purpose and Relationship to Governing Documents	4
Section 1. Purpose of Bylaws	4
Section 2. Operating Rules	4
Article II - Membership.....	4
Section 1. Eligibility	4
Section 2. Admission	5
Section 3. Nondiscrimination.....	5
Section 4. Membership Classes, Honorary Designation, and Voting Rights	5
Section 5. Membership Limits	6
Section 6. Dues, Fees, Assessments, and Charges	6
Section 7. Good Standing	6
Section 8. Discipline, Suspension, Termination, and Expulsion	7
Section 9. Non-Transferability	8
Section 10. No Property Interest	8
Article III - Board of Trustees	8
Section 1. General Authority.....	8
Section 2. Number of Trustees	8
Section 3. Election and Term	8
Section 4. Trustee Aviation Qualification	8
Section 5. Duties of the Board	9
Section 6. Material Transactions and Authority Limits.....	9
Section 7. Board Meetings	10
Section 8. Board Action Without Meeting	10
Section 9. Removal of Trustees	10
Section 10. Vacancies.....	10
Section 11. Committees.....	11
Article IV - Officers.....	11
Section 1. Officers	11

Bylaws

Condor Aero Club, Inc.

Section 2. Election of Officers	11
Section 3. Removal of Officers	11
Section 4. President	12
Section 5. Vice President	12
Section 6. Secretary	12
Section 7. Treasurer	12
Article V - Member Meetings and Voting	12
Section 1. Annual Meeting.....	12
Section 2. Regular Meetings.....	13
Section 3. Special Meetings	13
Section 4. Member Petition for Agenda Item, Board Review, or Member Action	13
Section 5. Electronic Meetings	14
Section 6. Special Events	14
Section 7. Quorum	14
Section 8. Voting Members	15
Section 9. Notice	15
Article VI - Conflict of Interest.....	16
Section 1. Purpose.....	16
Section 2. Definition	16
Section 3. Disclosure, Recusal, Approval, and Documentation	16
Section 4. Annual Acknowledgement and Enforcement	16
Article VII - Compensation and Reimbursement.....	17
Section 1. General Principle.....	17
Section 2. Board Service	17
Section 3. Aircraft Time as Compensation Prohibited	17
Section 4. Compensation for Non-Board Services.....	17
Section 5. Reimbursement of Expenses	17
Section 6. Membership Reporting	17
Article VIII - Finances	18
Section 1. Nonprofit Operation	18

Bylaws

Condor Aero Club, Inc.

Section 2. Dues, Fees, Rates, Rents, and Assessments	18
Section 3. Budget and Financial Reporting	18
Section 4. Nonmember Revenue and Use of Club Assets	18
Section 5. Revenue Tracking and 501(c)(7) Compliance	18
Section 6. Restricted Funds and Designated Programs.....	19
Article IX - Audits and Financial Reviews	19
Section 1. Audits and Financial Reviews	19
Article X - Indemnification	20
Section 1. Indemnification.....	20
Section 2. Insurance	20
Section 3. Advancement of Expenses	20
Section 4. Authorized Agents	20
Article XI - Records and Inspection.....	20
Section 1. Records Maintained	20
Section 2. Member Inspection Rights	20
Section 3. Limitations and Confidentiality	21
Article XII - Operating Rules	21
Section 1. Board Authority.....	21
Section 2. Scope of Operating Rules	21
Section 3. Binding Effect	21
Section 4. Notice and Comment on Material Operating Rules Amendments.....	21
Article XIII - Fiscal Year.....	22
Section 1. Fiscal Year	22
Article XIV – Amendments to the Charter and Bylaws.....	22
Section 1. Amendment by Voting Members	22
Section 2. Notice of Proposed Amendments.....	22
Section 3. Nonsubstantive Corrections by Board	22
Certification	23

Article I - Purpose and Relationship to Governing Documents

Section 1. Purpose of Bylaws

These Bylaws establish the governance structure, membership framework, authority and duties of the Board of Trustees, officer duties, meeting procedures, financial oversight, conflict of interest standards, compensation controls, indemnification protections, and amendment procedures for the Club. The Board of Trustees is referred to in these Bylaws as the “Board.”

The Club shall be governed and operated in accordance with the following governing documents, listed in order of controlling authority:

1. Articles of Incorporation, as amended from time to time;
2. Charter;
3. These Bylaws;
4. Operating Rules; and
5. Board-adopted policies.

Each document listed above controls over any document listed below it to the extent of any conflict.

Section 2. Operating Rules

The Operating Rules shall govern the day-to-day operations of the Club, including but not limited to aircraft use, scheduling, hangar operations, facility access, security, maintenance, flight training, safety, fleet management, member conduct, operational discipline, dispute resolution, and administrative procedures.

The Board shall have authority to adopt, amend, interpret, and enforce the Operating Rules, provided such rules are not inconsistent with the Articles of Incorporation, as amended from time to time, the Charter, or these Bylaws.

Article II - Membership

Section 1. Eligibility

Membership shall be open to individuals interested in aviation, subject to approval by the Board. Membership admission shall be based on criteria established by the Board

and shall be conducted in a manner consistent with the Club's purpose, tax-exempt status, operational capacity, and applicable law.

Section 2. Admission

Prospective members must submit a written application in the form required by the Club and must agree to comply with the Charter, these Bylaws, the Operating Rules, and other applicable Club policies. The Board may approve, deny, defer, or waitlist applications based on criteria established by the Board. The Board is not required to provide specific reasons for denial of membership. Membership decisions shall be final unless the Board elects, in its discretion, to reconsider a decision.

Section 3. Nondiscrimination

The Club shall operate in compliance with all applicable federal, state, and local laws relating to nondiscrimination. Membership decisions shall not be based on unlawful discrimination. As a private membership organization, the Club retains discretion in admission and membership decisions consistent with its purpose, operational needs, tax-exempt status, and applicable law.

Section 4. Membership Classes, Honorary Designation, and Voting Rights

The Club may establish multiple classes of membership. The rights, privileges, limitations, dues, fees, insurance obligations, aircraft access privileges, participation requirements, and other terms of each membership class shall be established in the Operating Rules or by Board-approved policy, except that voting rights shall be governed by these Bylaws.

Full Members in good standing who satisfy the applicable attendance or participation requirements shall be voting members. Social Members shall not be voting members.

The Club may confer honorary status upon a member in recognition of significant service or contribution to the Club. Honorary status is a recognition and fee-waiver designation and does not, by itself, constitute a separate membership class or grant voting rights, aircraft privileges, or other operational privileges.

A member holding honorary status shall retain the underlying membership class of Full Member or Social Member and shall be identified, respectively, as an Honorary Full Member or Honorary Social Member. Voting rights, aircraft privileges, participation requirements, and other membership rights and limitations shall be determined by the member's underlying Full Member or Social Member status.

Bylaws

Condor Aero Club, Inc.

Honorary status waives the member's annual dues and, if otherwise applicable to the member's underlying membership class, the annual insurance assessment. Honorary status does not waive initiation fees previously incurred, special assessments, aircraft usage charges, fuel or oil charges, hangar rent, facility charges, damage responsibility, insurance deductibles, reimbursement obligations, penalties, or other direct-use or member-specific charges.

Approval to serve as a Club-approved flight instructor is an operational designation and does not constitute a separate membership class unless expressly established by the Board in the Operating Rules.

Section 5. Membership Limits

The Board may establish limits on total membership and on any membership class based on aircraft availability, safety considerations, financial sustainability, insurance requirements, facility limitations, or other operational considerations.

Section 6. Dues, Fees, Assessments, and Charges

The Board shall establish initiation fees, dues, aircraft usage rates, hangar rents, facility charges, assessments, insurance charges, and other fees necessary for the operation, maintenance, administration, and financial sustainability of Club assets and activities. The Board shall provide reasonable notice of material changes to dues, fees, rates, rents, and assessments when practical.

Section 7. Good Standing

A member shall be a member in good standing when, as of the date such determination is made:

- All applicable initiation fees, dues, insurance premiums, assessments, and other mandatory charges applicable to that member are paid when due or remain within any grace period or delinquency limit established in the Operating Rules. For a member holding honorary status, waived annual dues and the waived annual insurance assessment shall not be considered unpaid obligations for purposes of determining good standing;
- Aircraft usage charges and other Club financial obligations are current within the limits established in the Operating Rules;
- The member has satisfied the requirements applicable to continued membership in the member's membership class under the Bylaws and Operating Rules, excluding requirements that affect only voting eligibility, aircraft privileges, or other specific operational privileges;

- The member is not subject to a current suspension or termination of membership, or another disciplinary action that expressly results in loss of membership good standing;
- The member remains eligible for the rights and privileges associated with the member's membership class.

Determination of good standing shall be based on the official records of the Club, which shall be deemed controlling absent clear error.

A lapse in flight currency, aircraft qualification, medical qualification, training, proficiency, or eligibility under the Club's insurance requirements may result in restriction or suspension of aircraft privileges but shall not, by itself, cause loss of membership good standing or voting rights.

A Full Member must satisfy the meeting-attendance or participation requirements established in the Operating Rules to exercise voting rights. Failure to satisfy those requirements shall suspend voting eligibility but shall not, by itself, cause loss of membership good standing, terminate membership, or affect unrelated membership privileges.

Section 8. Discipline, Suspension, Termination, and Expulsion

The Board may discipline, suspend, restrict, terminate, or expel a member, including a trustee, for reasons including conduct detrimental to the Club, safety violations, financial delinquency, regulatory noncompliance, an FAA investigation or enforcement matter that may affect the member's safe or lawful operation of Club aircraft, violation of governing documents or Club policies, or conduct that materially impairs the Club's operations, reputation, assets, tax-exempt status, insurance position, or member safety.

Prior to termination or expulsion, the member shall be provided written notice of the proposed action and the basis for it, a reasonable opportunity to respond, and a final determination by the Board. The Board may impose interim suspension of privileges, including flight privileges, when necessary to protect safety, Club assets, regulatory compliance, insurance coverage, or orderly operation of the Club, including during the pendency of an FAA investigation or enforcement matter. The Board shall monitor any such matter until it is fully resolved. The Board shall resolve doubts in favor of the member when consistent with safety, insurance requirements, regulatory compliance, and the best interests of the Club. The Board's decision shall be final.

Within fifteen (15) days after receiving a final determination of termination or expulsion, the member may submit a written request for reconsideration based on material new information, a claimed procedural error, or other substantial grounds stated in the request. The Board may affirm, modify, or reverse its determination. The

Bylaws

Condor Aero Club, Inc.

Board may, in its discretion, appoint a disinterested advisory panel or obtain independent advice. Any advisory recommendation shall not bind the Board. Interim safety, insurance, regulatory, security, or asset-protection restrictions shall remain in effect during reconsideration unless the Board determines otherwise.

Section 9. Non-Transferability

The Club is a non-equity flying club. Membership in the Club is personal and non-transferable and does not convey any ownership, equity, or financial interest in the Club or its assets.

Section 10. No Property Interest

No member shall have any right, title, or interest in any specific Club asset. This provision shall not prohibit the Club from entering into lawful lease, use, financing, or aircraft access arrangements approved by the Board, provided such arrangements comply with the conflict of interest, compensation, tax-exempt, and private benefit provisions of these Bylaws.

Article III - Board of Trustees

Section 1. General Authority

The Club shall be governed by a Board. The Board shall have full authority to manage the affairs, funds, policies, operations, property, and assets of the Club, subject to the Articles of Incorporation, as amended from time to time, the Charter, these Bylaws, and actions reserved to the voting membership.

Section 2. Number of Trustees

The Board shall consist of nine (9) trustees.

Section 3. Election and Term

Trustees shall be elected by the voting membership at the annual meeting for terms of three (3) years or until their successors are elected and qualified. Three (3) trustees shall be elected each year. A candidate for trustee must have been a Full Member in good standing for at least one (1) year as of the date of election and must be eligible to vote in the election.

Section 4. Trustee Aviation Qualification

A majority of the Board shall hold FAA pilot certificates, other than student pilot certificates. The Club shall endeavor through nominations and elections to maintain

aviation knowledge and operational experience on the Board appropriate to the Club's activities.

Section 5. Duties of the Board

The Board shall:

- Manage and oversee the affairs of the Club;
- Establish policies and Operating Rules;
- Oversee Club assets;
- Maintain appropriate insurance coverage for Club operations;
- Establish requirements and limitations necessary to comply with insurance coverage;
- Adopt and oversee the annual budget;
- Approve material contracts and commitments;
- Safeguard the Club's tax-exempt status;
- Promote safe, responsible, and sustainable Club operations.

Section 6. Material Transactions and Authority Limits

No trustee, officer, member, committee, contractor, instructor, or agent shall have authority to bind the Club to any contract, agreement, lease, loan, financing arrangement, aircraft acquisition, aircraft disposition, material obligation, or other commitment unless expressly authorized by the Board.

No lease, aircraft leaseback, hangar lease, real property lease, aircraft acquisition, aircraft disposition, financing arrangement, or material contract shall be entered into on behalf of the Club without approval of the Board.

Unless otherwise authorized by Board resolution, material contracts shall be executed only by the person or persons designated by the Board for that transaction or category of transactions. The Board may establish dollar thresholds, dual approval requirements, signing authority policies, Secretary certifications of approval, and other internal controls through Board resolution, Board policy, or the Operating Rules. Any person who executes or attempts to execute a contract, lease, agreement, or obligation on behalf of the Club without required authority shall be subject to corrective, disciplinary, and, where appropriate, legal or equitable remedies.

The Board resolution approving a material contract may identify the authorized signatory or signatories for that transaction or category of transactions.

At least annually, the Board shall review and approve a written schedule of delegated contracting, purchasing, spending, and signature authority. The schedule may identify

Bylaws

Condor Aero Club, Inc.

officers, trustees, appointed operational leaders, committee chairs, employees, contractors, or other authorized agents; describe the scope and limits of their authority; and establish dollar thresholds, documentation requirements, dual-approval requirements, emergency authority, and reporting obligations. Approval of the schedule shall be recorded in the minutes of the Board.

Section 7. Board Meetings

The Board shall hold regular meetings at such times and places as determined by the Board. Special meetings of the Board may be called by the President and shall be called upon written request of any three (3) trustees. A majority of the trustees then in office shall constitute a quorum.

Section 8. Board Action Without Meeting

Unless otherwise permitted by applicable law, any action required or permitted to be approved at a meeting of the Board may be approved without a meeting only by consent in record form signed by all trustees then in office. Such consent may be provided by electronic means to the extent permitted by law and shall be filed with the minutes of the Board.

Section 9. Removal of Trustees

A trustee must remain a member in good standing. A trustee who fails to attend at least seventy-five percent (75%) of regularly scheduled Board meetings may be subject to removal from the Board. A trustee may also be removed for cause, including violation of governing documents, conflict of interest requirements, fiduciary duties, or conduct detrimental to the Club. Removal by the Board shall require approval by a majority of the remaining trustees, unless a greater vote is required by applicable law.

Before removal by the Board, the trustee shall be provided written notice of the proposed removal and its basis and a reasonable opportunity to respond, unless immediate temporary suspension of authority is necessary to protect the Club.

A trustee may also be removed by vote of the voting membership at a meeting called for that purpose, by a two-thirds vote of voting members present, provided a quorum is present, unless a greater vote is required by law.

Section 10. Vacancies

The Board may fill vacancies in its own membership. A trustee appointed to fill a vacancy shall serve until the next annual meeting of the voting membership, at which time the voting membership shall elect a trustee for the remainder of the unexpired term, if any.

Section 11. Committees

The Board may create standing or special committees and may appoint or remove committee members. Committees may make recommendations and perform duties delegated by the Board, but final authority remains with the Board unless otherwise expressly authorized.

Article IV - Officers

Section 1. Officers

The officers of the Club shall include President, Vice President, Secretary, and Treasurer. The Board may create additional officer or special officer positions as necessary.

Section 2. Election of Officers

Within seven (7) days following the annual election of trustees, the Board shall meet and elect officers. The President, Vice President, Secretary, and Treasurer shall be selected from among the trustees unless otherwise allowed by the Board for special officer positions. Special officers need not be trustees but must be members in good standing.

Section 3. Removal of Officers

An officer must remain a member in good standing. An officer may be removed from office, with or without removal from the Board, for cause, failure to perform duties, failure to attend meetings, violation of governing documents, violation of fiduciary duties, conflict of interest concerns, or conduct detrimental to the Club. Removal from office shall require the affirmative vote of at least six (6) trustees other than the officer whose removal is under consideration when the Board has nine (9) trustees in office. If fewer than nine (9) trustees are then in office, removal from office shall require the affirmative vote of at least three-fourths (3/4) of the trustees then in office, excluding the officer whose removal is under consideration if that officer is a trustee, with any fractional result rounded up to the next whole trustee. The officer shall be provided notice of the proposed removal and a reasonable opportunity to respond unless immediate temporary action is necessary to protect the Club. The Board may temporarily suspend an officer's authority pending final action when necessary to protect Club assets, operations, records, financial controls, regulatory compliance, or safety.

Section 4. President

The President shall have general responsibility for supervision and management of the Club, subject to Board authority; preside at meetings of the members and Board; keep the Board informed of Club activities; appoint committees as authorized by the Board; and perform other duties required by the Board.

Section 5. Vice President

The Vice President shall perform the duties of the President in the President's absence or disability; assist the President; and perform duties assigned by the President or Board. If both the President and Vice President are absent or unable to perform their duties, the Board may appoint a President pro tempore.

Section 6. Secretary

The Secretary shall keep accurate records of meetings of members and the Board; give required notices; maintain official minutes; maintain membership records; maintain official Club records in physical and electronic repositories approved by the Board; take reasonable measures to preserve the confidentiality, integrity, availability, and security of Club records; coordinate corporate records necessary for Pennsylvania Department of State filings; and perform other duties required by the President or Board.

Section 7. Treasurer

The Treasurer shall receive and safely keep Club funds and financial assets; disburse funds under Board direction; maintain accurate financial records; present financial reports; manage or coordinate insurance on Club assets; implement appropriate financial controls; ensure preparation and timely filing of required federal, state, and local tax returns, informational filings, Pennsylvania annual reports, and regulatory reports applicable to the Club; coordinate with qualified professionals as approved by the Board; maintain copies of filed returns and reports; and deliver all records and Club property in the Treasurer's possession to the successor Treasurer or President at the end of the Treasurer's term.

Article V - Member Meetings and Voting

Section 1. Annual Meeting

The annual meeting of the Club shall be held in October of each calendar year for the purpose of electing trustees, receiving reports, and conducting other Club business. The specific date, time, and location shall be established by the Board.

Section 2. Regular Meetings

Regular meetings of members shall be held at intervals established by the Board and described in the Operating Rules. Regular meetings may include reports on Club status, Club business, safety programming, educational programming, social engagement, and other matters consistent with the Club's purpose.

Section 3. Special Meetings

Special meetings of the membership may be called by the President, a majority of the Board, or written petition of at least ten percent (10%) of voting members in good standing.

Section 4. Member Petition for Agenda Item, Board Review, or Member Action

Upon written petition signed by at least ten percent (10%) of voting members in good standing, the Board shall place a matter on the agenda of the next regular or special membership meeting, provided the matter is within the lawful authority of the Club.

If the petition requests review or reconsideration of an Operating Rule, Board-adopted policy, material Board decision, or other matter within Board authority, the Board shall review the matter within a reasonable time and shall record in the minutes whether the Board affirms, modifies, repeals, defers, refers, or otherwise acts on the matter.

If the petition requests action on a matter reserved to the voting membership by the Articles of Incorporation, Charter, these Bylaws, or applicable law, the matter shall proceed under the applicable notice, quorum, voting, and procedural requirements.

A vote of the membership on a matter within Board authority shall be advisory unless the Articles of Incorporation, Charter, these Bylaws, or applicable law expressly makes the vote binding. Nothing in this section limits the right of voting members to remove trustees, amend the Charter or Bylaws, elect trustees, or exercise any other right reserved to voting members.

Nothing in this section limits the ability of any member to ask questions, communicate concerns, request information, suggest an agenda item, or request informal Board consideration without a petition. The petition process establishes a formal right to agenda placement, Board review, or member action and is not the exclusive means by which a member may communicate with the Board.

Section 5. Electronic Meetings

Meetings of members or the Board may be conducted in person, electronically, or in a hybrid format, provided participants can hear and be heard.

Participation by such means shall count as legal presence and satisfy the attendance requirement when the electronic or hybrid participation method has been authorized for that meeting by the Board.

The Board is encouraged to provide a reasonable means of remote participation when practical, considering meeting location, available technology, cost, staffing, security, and the ability to conduct the meeting fairly and effectively.

Electronic voting may be used for trustee elections, Charter or Bylaw amendments, removal of trustees, or other matters submitted to the voting membership when authorized by the Board and conducted in accordance with procedures approved by the Board.

Such procedures shall include reasonable controls to verify voting eligibility, authenticate each voter, prevent duplicate voting, preserve ballot secrecy when appropriate, define the voting period, maintain an auditable record of the result, and address technical failures or disputed ballots. Direct electronic voting by a member is not proxy voting.

When the Board authorizes direct electronic voting outside a meeting or during an established voting period, a voting member who validly casts an electronic ballot shall be considered present solely for the matter or matters included on that ballot, unless the member otherwise participates in the associated meeting.

Section 6. Special Events

The Club may designate a special event to be held in lieu of a regular meeting. Only events expressly designated by the Board as substitutes for regular meetings shall be considered equivalent to regular meetings for attendance or participation requirements applicable to voting eligibility. Special events not so designated shall not satisfy those requirements.

Section 7. Quorum

A quorum for a membership meeting shall consist of at least ten percent (10%) of the voting members eligible to vote as of the record date established for the meeting or, if no record date is established, as of the date of the meeting. If a quorum is not present, the only business that may be transacted shall be a motion to adjourn.

For a matter submitted through an authorized direct electronic voting process, participation by at least ten percent (10%) of the voting members eligible to vote on the matter shall satisfy the quorum requirement for that matter.

Section 8. Voting Members

Each Full Member, including an Honorary Full Member, who is in good standing and has satisfied the meeting-attendance or participation requirements established in the Operating Rules shall be a voting member and shall be entitled to one vote.

Only voting members may make motions, second motions, vote in elections, vote on matters submitted to the membership, or otherwise exercise voting-member rights at membership meetings.

The Board may establish a reasonable record date for determining voting eligibility for a meeting or electronic voting period. The record date shall be stated in the applicable notice or voting instructions.

Non-voting members may attend meetings and may participate in discussion when recognized by the presiding officer, but may not make motions, second motions, or vote. No member shall vote by proxy.

Motions and votes at membership meetings shall be subject to the authority limitations and procedures set forth in these Bylaws.

Section 9. Notice

Notice of annual and special meetings shall be provided to voting members in good standing at least seven (7) days prior to the meeting and shall briefly state the purpose of the meeting. Notice of regular meetings may be provided by publication of the Club calendar, meeting schedule, or other Board-approved communication method.

Notice of any meeting at which members will be asked to vote on amendments to the Charter or Bylaws, the election or removal of trustees, or any other matter requiring member approval shall reasonably describe the matter to be considered. Notice may be delivered by electronic means, including email or other Board-approved systems, and shall be deemed effective upon transmission.

For purposes of these Bylaws, written notice may be provided by email or other Board-approved electronic communication. Email sent to the email address of record maintained in the Club's official records shall satisfy any requirement for written notice, unless otherwise required by applicable law. Members and trustees are responsible for maintaining current electronic contact information with the Club.

Article VI - Conflict of Interest

Section 1. Purpose

The purpose of this Article is to protect the integrity of Club decision-making, ensure compliance with applicable legal requirements, and avoid private inurement or impermissible private benefit.

Section 2. Definition

A conflict of interest exists when a trustee, officer, committee member, instructor, contractor, or key participant has a financial or personal interest that may influence, or appear to influence, judgment in matters affecting the Club. A conflict may also arise from interests held by a family member, household member, business partner, employer, employee, or entity in which the individual has a material financial or governance interest.

Conflicts may include compensation arrangements, financial interests in entities doing business with the Club, aircraft leasebacks or related-party arrangements, receipt or proposed receipt of economic benefits not available to members on equal terms, and preferential aircraft access, pricing, scheduling priority, or reimbursement treatment.

Section 3. Disclosure, Recusal, Approval, and Documentation

Any individual with a potential conflict shall disclose the existence and nature of the conflict before deliberation or action. After disclosure, the interested individual shall leave the meeting during discussion and vote unless invited to provide factual information. The arrangement must be approved by a majority of disinterested trustees, and the Board shall determine that the transaction is fair, reasonable, and in the best interests of the Club. Minutes shall document the disclosure, identity of the interested individual, nature of the conflict, recusal, discussion, and basis for approval or rejection.

Section 4. Annual Acknowledgement and Enforcement

Trustees and officers shall annually acknowledge in writing that they have received, read, understood, and agreed to comply with this Article and any related conflict of interest policy or disclosure procedures adopted by the Board. Violations may result in corrective action, including removal from office, cancellation or modification of an arrangement, repayment, suspension, or other remedies determined by the Board.

Article VII - Compensation and Reimbursement

Section 1. General Principle

The Club is organized as a member-operated nonprofit social club. Compensation, if any, shall be limited, reasonable, and structured to avoid private inurement, excess benefit, impermissible private benefit, or preferential treatment.

Section 2. Board Service

Trustees and officers shall serve without compensation for duties as trustees or officers.

Section 3. Aircraft Time as Compensation Prohibited

Compensation for services rendered shall not be provided, directly or indirectly, in the form of complimentary, discounted, subsidized, credited, or reimbursed aircraft flight time. Aircraft use shall be billed at standard rates established by the Board and applied uniformly based on membership class and Operating Rules.

Section 4. Compensation for Non-Board Services

The Club may compensate a trustee, officer, or member for services rendered in a capacity separate from Board or officer duties if the services are necessary, compensation is reasonable and consistent with market rates, the arrangement is reviewed and approved in advance by disinterested trustees, the interested individual discloses and abstains, terms are documented in Board minutes, and payments are monetary only and properly recorded.

Section 5. Reimbursement of Expenses

The Club may reimburse reasonable, actual, documented out-of-pocket expenses incurred on behalf of the Club. Reimbursement shall not be used as a substitute for compensation and shall not include aircraft usage benefits except reimbursement of actual costs incurred for authorized Club purposes.

Section 6. Membership Reporting

At least annually, the Board shall provide the membership with a summary of categories of compensated services or material related-party arrangements approved during the year, subject to reasonable confidentiality and privacy limitations.

Article VIII - Finances

Section 1. Nonprofit Operation

The Club shall operate as a nonprofit entity. No part of the net earnings or assets of the Club shall inure to the benefit of any member, trustee, officer, or private person except as permitted by the Charter, these Bylaws, and applicable law. No member shall receive preferential access to Club assets except on a nondiscriminatory basis consistent with membership class and Operating Rules.

Section 2. Dues, Fees, Rates, Rents, and Assessments

The Board shall establish membership dues, aircraft usage rates, hangar rents, facility charges, assessments, fees, and other charges necessary for the operation, maintenance, administration, and financial sustainability of Club assets and activities.

Section 3. Budget and Financial Reporting

The Board shall adopt an annual operating budget and may revise it as necessary. The Treasurer shall present financial reports to the Board and membership at intervals established by the Board. Financial records shall be maintained in accordance with accounting principles appropriate for nonprofit organizations.

Section 4. Nonmember Revenue and Use of Club Assets

Revenue from nonmembers shall be incidental and shall not exceed limits established by applicable law or IRS guidance. Club aircraft shall not be rented, loaned, or made available for use by nonmembers except as expressly authorized by the Board in a limited circumstance consistent with applicable law, insurance requirements, FAA regulations, and the Club's tax-exempt status. Use of Club facilities, hangar space, equipment, or other assets by nonmembers, including hangar rentals or related arrangements, shall be conducted only under Board-approved policies or agreements and shall be monitored to preserve the Club's nonprofit and tax-exempt status.

Section 5. Revenue Tracking and 501(c)(7) Compliance

The Treasurer shall maintain records sufficient to distinguish member revenue from nonmember revenue, investment income, hangar rental income, guest income, restricted fund contributions, and any other income relevant to the Club's tax-exempt status under IRC Section 501(c)(7). The Board shall periodically review such information to monitor compliance with applicable IRS guidance.

Section 6. Restricted Funds and Designated Programs

The Board may establish, maintain, and administer restricted or designated funds for purposes consistent with the Club's nonprofit purposes, including aviation education, training scholarships, safety programs, maintenance initiatives, capital projects, or other member-benefit programs approved by the Board.

Funds accepted for a restricted or designated purpose shall be accounted for separately in the Club's financial records and used only for the approved purpose, unless otherwise permitted by the terms of the restriction, applicable law, or Board-approved procedures.

The Board shall establish eligibility criteria, award procedures, oversight requirements, and reporting practices for any scholarship or designated fund program. No restricted or designated fund shall be administered in a manner that results in private inurement, impermissible private benefit, unlawful discrimination, or preferential treatment inconsistent with the Club's governing documents or tax-exempt status.

Article IX - Audits and Financial Reviews

Section 1. Audits and Financial Reviews

Following the end of each fiscal year, the Club's books, accounts, financial controls, and supporting records shall be reviewed under a written scope approved by the Board. The review shall be performed by a committee of qualified members who are not responsible for the transactions under review, by a qualified independent third party, or by another review process approved by the Board.

The review shall address, at a minimum, reconciliation of material accounts, supporting documentation for selected transactions, compliance with Board-approved financial controls, restricted or designated funds, material related-party transactions, and required tax or regulatory filings. The results shall be reported to the Board and summarized for the membership.

The membership summary may omit confidential, privileged, security-sensitive, personnel, or individually identifying information.

The Board may require an independent compilation, financial review, or audit by a qualified third party when required by law, requested by an insurer or lender, warranted by financial complexity or risk, recommended by the review committee, or otherwise determined appropriate by the Board.

Article X - Indemnification

Section 1. Indemnification

The Club shall indemnify its trustees, officers, and authorized agents to the fullest extent permitted under Pennsylvania law against expenses, judgments, fines, and settlements reasonably incurred in connection with any proceeding arising out of service to the Club, provided the individual acted in good faith and in a manner reasonably believed to be in the best interests of the Club.

Section 2. Insurance

The Club may purchase and maintain insurance on behalf of trustees, officers, and authorized agents.

Section 3. Advancement of Expenses

Expenses incurred by an indemnified individual may be advanced by the Club prior to final disposition of a proceeding, subject to repayment if it is ultimately determined that the individual is not entitled to indemnification.

Section 4. Authorized Agents

For purposes of this Article, authorized agents may include Board-appointed committee members, officers, functional leaders, or other individuals acting within the scope of authority granted by the Board.

Authorized-agent status does not arise solely from membership in the Club or personal use of Club aircraft.

Article XI - Records and Inspection

Section 1. Records Maintained

The Club shall maintain accurate books and records of account and minutes of proceedings of members and the Board.

Section 2. Member Inspection Rights

Members in good standing shall have reasonable access to records in accordance with Pennsylvania law. Requests for inspection shall be made in writing and shall state a proper purpose related to the member's interest as a member.

Section 3. Limitations and Confidentiality

Records access shall be subject to reasonable limitations established by the Board to protect confidentiality, privacy, personnel matters, privileged materials, security-sensitive information, and Club operations.

Article XII - Operating Rules

Section 1. Board Authority

The Board shall maintain Operating Rules governing day-to-day Club operations.

Section 2. Scope of Operating Rules

Operating Rules may address membership administration, aircraft scheduling and access, billing and financial procedures, aircraft use, flight training and standards, safety, maintenance, fleet strategy, hangar operations, facility access, security, conduct, discipline, accident and incident procedures, dispute resolution, and administrative procedures.

Section 3. Binding Effect

Operating Rules shall be binding on all members.

Section 4. Notice and Comment on Material Operating Rules Amendments

Before adopting a material amendment to the Operating Rules that substantially affects membership eligibility, voting eligibility, good standing, dues or mandatory charges, aircraft access, discipline, or member rights, the Board shall ordinarily provide members with at least fifteen (15) days' advance notice and a reasonable opportunity to submit comments. The Board shall consider timely comments but is not required to adopt them.

The Board may make a temporary or permanent amendment effective immediately when reasonably necessary to address an urgent safety, insurance, legal, regulatory, security, maintenance, financial-stability, or asset-protection concern. The Board shall promptly notify members of the amendment, the reason immediate action was considered necessary, and whether the amendment is temporary or permanent.

Article XIII - Fiscal Year

Section 1. Fiscal Year

The fiscal year of the Club shall begin October 1 and end September 30.

Article XIV – Amendments to the Charter and Bylaws

Section 1. Amendment by Voting Members

The Charter or these Bylaws may be amended, repealed, or replaced in whole or in part by a two-thirds vote of the votes validly cast by voting members in good standing at an annual meeting, special meeting called for that purpose, or through a secure voting process authorized under Article V, provided the applicable participation or quorum requirement is satisfied.

Section 2. Notice of Proposed Amendments

Notice of a proposed amendment to the Charter or Bylaws shall be provided to voting members at least twenty-one (21) days before the meeting at which the amendment will be considered or before the opening of an authorized electronic voting period, whichever occurs first. The notice shall reasonably describe the proposed amendment and provide or link to the proposed text.

A proposed amendment may be modified without new notice only if the modification is not materially different from the amendment described in the notice. If voting has begun, a material change to the proposed amendment shall require the cancellation or suspension of the pending vote, new notice, and a new voting period or meeting.

Section 3. Nonsubstantive Corrections by Board

The Board may make nonsubstantive formatting, numbering, cross-reference, grammar, or typographical corrections to the Charter or these Bylaws that do not alter the

Bylaws

Condor Aero Club, Inc.

meaning or effect of either document.

Certification

These Bylaws were adopted by the voting membership of Condor Aero Club, Inc. on the 1st day of September 2026.

President: /s/ Keith McPherson

Secretary: /s/ Dorothy Meeder