

## **Egg Harbor Township Youth Organization By-Laws - 2011**

### Article 1: Name and Purpose

- A. Name- The name of this association shall be Egg Harbor Township Youth Organization hereafter referred to as “EHTYO”. Its principal office shall be located at Box 873 Pleasantville, New Jersey 08232. EHTYO may have other such offices as the Board of Directors may determine or the affairs of the Association may require from time to time.
- B. Organization- EHTYO is a private, volunteer organization, and will consist of a governing body called the EHTYO Board of Directors, administrative staff and coaches, football players, cheerleaders, and drill team members organized into four age divisions: Taxi, Pee Wee, Junior Varsity, and Varsity. Participation is at the discretion of the EHTYO Board of Directors.
- C. Mascot & Colors- The mascot of the teams in the EHTYO will be the “Fighting Eagle”. The colors of the teams will be Orange, Black, and White.
- D. Mission Statement- The mission of the EHTYO is to teach children the fundamental skills of football, cheerleading, and drill team while implementing and encouraging good sportsmanship, honesty, integrity, courage, and loyalty for oneself and others; and for all EHTYO athletes, parents, and spectators to follow the rules of the game and the by-laws as set forth by the league.
- E. Purpose- This organization is organized exclusively for the following reasons:
  - 1. To provide the youth of EHT with the opportunity to play the sports of football, cheerleading and drill team in a supervised, organized, and safe manner.
  - 2. To enable children to develop the fundamentals of the sports of football, cheerleading, and drill team.
  - 3. To act as a feeder system for experienced players, cheerleaders, and drill team members to local middle school(s) and high school(s).
  - 4. To provide an opportunity for parents and family to participate in an organized sport with their children.
- F. The Game and Practice Fields:
  - 1. Home Games will be held at Veterans Memorial Park.
  - 2. Practices will be held at Veterans Memorial Park
  - 3. Veterans Memorial Park is owned by and controlled by the EHT Parks and Recreation Department. Members and participants of the EHTYO must abide by rules and regulations set forth by EHT while on their property

## Article II: Organizational Structure

**There will exist four types of memberships under EHTYO:**

**EXECUTIVE OFFICERS**

**BOARD MEMBERS**

**GENERAL MEMBERS (VOTING MEMBERS)**

**PARTICIPANTS: COACHES, PARENTS, and PLAYERS (w/o voting rights)**

A. **General Membership**-(voting members) Membership is open to all residents of EHT that have reached the age of 18. Residency is defined by the EHT Recreation Commission.

1. General Members will be individuals who attend at least 6 meetings in a consecutive 12 month period. The member is responsible for notifying the board that they have reached the meeting requirement and have obtained voting rights.

The secretary will verify to the board that the meeting requirement has been met and the member will be eligible to vote at that meeting.

**To maintain membership the member must not miss 6 or more general meetings during a calendar year. Upon missing the 6<sup>th</sup> meeting the member will lose voting rights at that meeting.**

**If this former member wants to regain voting rights they will need to start attendance from the beginning.**

2. General Membership meetings will generally be held on the first Wednesday of each month. During the season these meetings will be biweekly. Board only meetings will be set at the discretion of the board.
3. Executive Officers and Board Members will preside over the Membership meetings.
4. Anyone attending a meeting shall be afforded the opportunity to present issues during the public portion of the meeting and in accordance with the guidelines set forth by the by-laws.
5. Any meeting cancellation or schedule change shall be posted at the meeting location or on the website. The Recreation Department should also be notified of such meeting cancellation or change.
6. Meeting minutes shall be maintained at all regular or special meetings. A copy of such minutes shall be forwarded to the EHTRC via the Recreation Department within 15 days of the minutes being approved.
7. Non-residents cannot be EXECUTIVE OFFICERS, BOARD MEMBERS, GENERAL MEMBERS or coach without expressed approval of the EHT Recreation Commission. This approval can be applied for by documenting the circumstances in a letter to the Recreation Commission requesting a waiver.

B. **Board Members** (aka Board of Directors) There can be up to 15 total Board Members and the board will be comprised of two groups:

### **Board Members and Executive Officers.**

1. The Board shall develop and enforce all policies and rules and will handle all legal and financial matters and rule on violations of their code of ethics. The board may take action regarding the discipline, suspension or removal of any member or participant. (see ethics)
2. The Board shall have at least fifty percent of the members at a legal meeting to constitute a quorum allowed to exercise a legal vote. (Without 50% of the board present during a meeting business can be discussed but there can be no voting.)
3. A single term of office shall be 2 calendar years. The 2 year terms will expire in alternating years.
4. Board members shall not miss more than three unexcused official general meetings or three board only meetings per calendar year. The President or his appointed representative will grant excused absences and they will be recorded by the acting Secretary.  
  
Once it has been confirmed that a Board Member has missed three unexcused meetings in a calendar year they will lose their position on the board and forfeit their position as a coordinator if applicable. They will still have voting rights as a General Member.
5. The Board may delegate authority and responsibility to any of the three associations as voted upon as a legal vote.
6. No more than two members of any immediate family shall serve on the BOARD at one time.
7. A Board member can not hold more than one position on the Board.
8. The Board will be responsible for the removal of any member. This will include all four levels of membership, Executive, Board Member, General Member and Participant. This will be done by a majority vote and only after the individual has had the opportunity to speak before the board and respond to any accusations against them. This action shall take place at a general meeting or a board only meeting.
9. The Board positions are as follows: Four Executive Officers, Booster Club Coordinator, Atlantic County Football Coordinator, Atlantic County Cheerleading Coordinator, Cape May County Football Coordinator, Cape May County Cheerleading Coordinator, Drill Team Coordinator, Website Coordinator and up to Four (4) General Board Members

### **C. Executive Officers**

There will be (4) four Executive Officers on the Board; President, Vice President, Treasurer and Secretary.

1. President- The duties of the President shall be to appoint committees, preside over meetings and oversee all organizational activities. The President shall have the right to vote on all matters however the Presidents vote will only be cast in the event of a tie vote in order to break the tie.

2. This vote can also be used to defeat a motion. In addition The President can cast a vote in elections provided the vote is by ballot. The President shall have the right to request a paper vote on certain matters at his / her discretion.

The President or his appointed representative shall countersign all checks IN THE AMOUNT OF \$1,000 OR GREATER that are written in conjunction with the Treasurer. The President shall appoint an audit committee in January of each year to review all financial transactions of the past year. The committee should be comprised of three individuals that are not Board members.

2. Vice President: The Vice President shall assume the duties of the President when the President is absent or temporarily unable to serve.

In the event that the president cannot fulfill his duties or complete his term the Vice President will then assume the position of President and complete the term. If the Vice President does not accept the vacated position the Board will need to vote to elect a President at the earliest possible date.

The Vice President shall be responsible for and coordinate all necessary actions to obtain and provide proper insurance for all organizational activities other than those provided by EHT. The Vice President will be responsible for overseeing disciplinary matters that are brought to the attention of the Board.

3. Secretary: The Secretary shall keep a record of the organization's business conducted at all general membership and official board meetings. This will include keeping the attendance records for board members and potential general members. He / she will assume the duties of the Treasurer when absent. In January of each year, the Secretary must provide an updated list of all of the current Board Members to the EHTRC and Recreation Department. This list will include names, addresses, telephone numbers, and email addresses.

4. Treasurer: The treasurer shall keep a record of the organization's receipts and disbursements as well as give written reports of the same stating all activities which have transpired since the last membership meeting. The Treasurer shall countersign all checks written in conjunction with the President. The Treasurer shall turn over all books to the audit committee before the new board convenes at the beginning of the calendar year. The treasurer will provide an annual finance report to the EHTRC through the Recreation Department.

The above stated descriptions do not represent all total and final responsibilities of these Executives. Additional responsibilities can be added at the discretion and approval of the board.

#### D. Associations

1. The organization shall have three associations.
  - A. Cheerleading Association
  - B. Drill Team Association
  - C. Football Association
2. The organization shall be a member of the Atlantic County Football League, Inc., the Atlantic County Junior Cheerleading Association, and the Cape May

County Football League. It shall have no bylaw contradictory to either group, or that are in any way detrimental to the children involved in EHTYO.

3. All player registration forms shall be forwarded to the EHTRC through the Recreation Department preferably before opening day but no later than 15 days after opening day.

### **Article III: Duties and Responsibilities of Associations**

- A. Each association will hold at least one meeting per month during its respective season.
- B. There will be one member of each association who will assume all responsibility as coordinator, as approved by the Board each year.
- C. Coordinator duties shall be to attend all membership meetings for the purpose of keeping the organization informed as to the needs and requirements necessary to conduct an efficient and effective season. He / she shall be responsible for scheduling all volunteer personnel and otherwise coordinating activities to ensure a successful season.

Coordinator positions are also board positions and are voted in to that position every two years.

- D. When a coordinator resigns, he or she must relinquish their Board position regardless whether they were a Board member before hand.

### **Article IV: Voting and Election Privileges**

- A. All general members and board members that have attained their voting rights shall have the official voting privileges pertaining to elections, policies, rules, and business matters of the organization.
  1. Only the Board members shall have the official voting privileges pertaining to financial matters.
  2. Only the Board members shall have the official voting privileges pertaining to the approval of head coaches.

- B. Board Member Elections

Voting process:

All voting for elections is to occur at the general meeting in February.

Anyone with voting rights can nominate any individual for election.

Any individual, with or without voting privileges, can be nominated.

Nominations shall take place in two general meetings prior to the actual vote.

If an individual without voting privileges is elected they can serve but cannot vote until they meet the requirements to obtain voting rights. Those requirements are 6 meetings in a calendar year.

The board and general members will vote on each nominee separate and the nominee must receive a majority of the votes cast from the voting members present. The election shall be by paper vote and a majority will consist of the votes cast exclusive of abstentions. When you abstain, you

give up your right to vote. (EXAMPLE: IF THERE ARE 10 VOTERS AND 1 VOTER ABSTAINS THEN A MAJORITY IS 5 VOTES. IF ALL

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10 VOTED WITH NO ABSTENTIONS THEN 6 WOULD BE A MAJORITY.)

1. A normally expiring vacancy on the board:

Voting will follow the above process.

Newly elected officers will become functional in the month of February of each year following elections.

Example: Nominations for Vice President and Treasurer would take place in the Jan. 2011 and Feb. 2011 meetings with the vote taking place in Feb. 2011.

2. Vacated positions on the board:

The process will be the same as above with the exception that the board may, if they so desire, fill that position on a single nomination by nominating any individual at any regular scheduled general meeting. The nominee must be a member in good standing and receive a majority of the cast votes of the board. (Example: Smith resigns at the June general meeting. At that same meeting the board may nominate and vote to fill that vacated position.)

3. Member Resignation:

A resignation by anyone holding a board position must be presented to the board in writing or in person.

### **Code of Ethics**

Members of the EHTYO Board are expected and required to act in the best interests of the children of EHTYO. Members will provide positive support to the league and other board members. Business will be conducted in a professional and ethical manner.

- A. The Board shall deal with all infractions as the board deems necessary.
  1. Any 2 members of the EHTYO that are in dispute will, at the point of impasse, refer to the judgment of a third, disinterested party
  2. Any Board member that does not conduct him or herself in the appropriate manner may be discharged of his or her duties. This will be done by a majority vote of board members only at a general or board only meeting. This individual will be given the opportunity to be present and represent themselves at the meeting.
  3. Additional responsibilities may be assigned to members of the Board as needed and agreed upon by fellow Board members.
- B. Parents- The parents of the participants of EHTYO will conduct themselves in an encouraging and supportive manner. At no time will parents, guardians, friends, or relatives of participants engage in any behavior that will incite or create an atmosphere that embarrasses the children or jeopardizes the safety of the participants or spectators in any way.

Responsibilities include but are not limited to the following:

1. Attend all practices and games or make sure that a responsible adult is present for the cheerleader, drill team member or football player in case

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of emergency or in the event of a practice or game cancellation. If a responsible adult is not present for the child, the child may not be allowed to participate in practice or games.

2. At no time will parents enter the field where the participants of the teams are engaged in practice or play. (WITHOUT THE PRIOR PERMISSION OF THE COACH OR INDIVIDUAL IN CHARGE)
3. Player rosters, parent contact lists and booster/sponsor lists are to be used for EHTYO purposes only and are not to be used or given to businesses, private or corporate, for the use of solicitation or any other reason.
4. Any violation of these rules may result in the expulsion of the parent or guardian from any EHTYO function and may result in the removal of their child/children from EHTYO supported functions if deemed necessary by the Board, with no refund of registration fees.
5. Parents will be required to sign a code of conduct document outlining the expectations for parents, children and family members. The contents of this document must be approved by the EHTYO Board before distribution.
- . Any dispute or complaint shall be submitted in written form to the Board of EHTYO for review. Any complaint will be handled on a one on one basis. Any decision that is made in a dispute is final.

C. Participants - Any player that does not conduct him or herself in a respectful and encouraging manner towards Board members, Coaches, Game officials, fellow participants, or parents may be suspended from play.

1. Arrive at practice on time and prepared.
2. Players are not allowed to actively practice or play in a game without proper equipment.
3. Playing time may be reduced if the athlete does not attend practice (unexcused) or is disruptive during practice, which includes but is not limited to back-talking or not obeying the coach, using foul language, and exhibiting violence against another person.
4. Notify the head coach in advance if you must miss a practice or game. Failure to notify the head coach will result in an unexcused absence being given to the player.
5. Participants will not engage in horseplay during or after games or practices.
6. Repeated violations of the above rules may result in the suspension or expulsion of the child/children from EHTYO supported functions with no refund of registration fees.

D Coaches- Be a role model. The coaches of EHTYO will conduct themselves in a

professional and positive manner at all times.

1. Coaches must be certified and assigned to a team prior to participation. There will be a minimum of two coaches for Cheerleading and Drill Team and three for Football. They must be registered as a coach and designated to a team before the first practice. Exceptions can be made by the Board after the first practice only if there are not enough coaches to successfully run the team.
2. All coaches must show a commitment to providing well-planned instruction to the team or squad members.
3. All coaches must abide by the EHTYO by-laws, rules, and regulations.
4. Coaches must communicate on a regular basis with parents, team, or squad.
5. Coaches must deal effectively under all conditions in a fair and impartial way toward other coaches, parents, team or squad members, EHTYO Board members, officials, and other league members.
6. All coaches will be certified according to the standards of the League in which EHTYO participates. All coaches must meet the requirements established by the town of Egg Harbor Twp.
7. All coaches of the EHTYO shall conduct themselves in a sportsmanlike manner at all times to uphold the organization's purpose.
8. All coaches need to be at all practices and games to the best of their ability.
9. Head coaches will be responsible for keeping a mandatory play roster for every game and keep a log of practice participation and behavior (including excused and unexcused absences).
10. Head coaches are responsible to oversee the collection of all game uniforms and equipment at the end of the season.
11. All Coaches are expected to support the organization. Coaching responsibilities will include participation in all activities involving your sport including but not limited to sign ups, equipment handout and collection, meetings, etc.

If there is a breach in the rules the coach may be suspended or removed from their position. If a coach is removed and has a child in the organization, their membership may be revoked if deemed necessary by the Board and they will not receive a refund of their registration fee.

## **ETHICS VIOLATIONS**

**A Any participant member or coach who becomes aware of an incident will notify a board member. Any board member that knows of an incident will notify the remaining board members as soon as possible.**

**B the board shall open the issue for discussion. If the majority of the board feels the issue has merit they shall formally raise the issue at a board meeting or general meeting. The individuals believed to be involved in the incident shall be invited to the meeting and be given the opportunity to speak and address any accusations.**

**If the board chooses this issue can be addressed immediately following a general meeting after the public has been dismissed.**

**C The board shall determine the severity of the infraction. Based on this decision the board will direct which of the following actions, if any, shall be taken:**

- 1. A verbal warning or reprimand to the individuals involved.**
- 2. A written warning or reprimand to the individuals involved.**
- 3. A suspension from participation in our program.**
- 4. Removal from participation in our program.**

**If a particular infraction is determined to be a minor violation but involves individuals who have had previous past warnings, incidents or complaints against them the board shall consider any of the above actions as appropriate.**

**In all cases there must be a majority of the board present to discuss the infraction and there must be a majority vote to enforce any penalty.**

**The determination of the board and any actions are to be recorded in the minutes for that meeting.**

**The board can, by way of a majority vote, remove from the program anyone who has failed to uphold their responsibilities or has been detrimental to the organization. This will be done by a majority vote only after the individual has had the opportunity to speak in front of the board regarding any accusations made against them.**

## **ARTICLE VI**

### **COACHING SELECTION**

**A The selection of head coaches shall be conducted and finalized by a committee consisting of both league coordinators of that sport and the President of our organization. The committee shall provide the board with a process for evaluation when a head coaching position has multiple candidates. This process will define a basis for any coaching selection.**

**B This 3 member committee *may, at their discretion,* choose to have the selection determined by a vote of the coaches of that specific sport. The coaches having eligibility to vote will be determined by the Board.**

**C Should there be a conflict between the 3 member selection committee and any coaching candidate or should a committee member aspire to fill one of the coaching positions they shall be replaced by another board member as agreed upon**

by the committee. Any issues with assembling this committee will be resolved by the Board.

**NO COMMITTEE MEMBER CAN SELECT HIM/HERSELF FOR A COACHING POSITION.**

D In the event there is an impasse in the selection process the board only will make the final choice by a majority vote at the earliest general meeting.

### **COACHING APPROVAL**

A Final approval for all head coaches shall be by a majority vote by the board only at a general meeting. Each coach is to be voted on separately. No absentee ballots.

1. This process should be concluded by the April general meeting.

2. If a head coaching position remains vacant the selection process shall continue until that time when an individual has been agreed upon. That coach will then be presented for board approval at the next general meeting.

3. An approved head coach can select their assistant coaches provided these individuals meet all the requirements set in these bylaws. The coordinators for each league shall oversee and assist in this process.

B All head coaches should be evaluated at the conclusion of the season. An evaluation committee shall be established by the board for this purpose.

C Procedures and criteria for the committee will be written and approved by the EHTYO board.

D The procedure for any individual requesting to be a head coach who was not a head coach at that specific level the previous year shall be to submit a written request to the board indicating their intentions. This request should describe their reasons for wanting to coach in our program. The request may also include past coaching experiences and reference

### **Article VIII: Association Rules and Regulations**

#### **A. Cheerleading**

**Taxi:** returning taxi will stay with the same squad as previous year. Sign ups for new taxi will be taken until roster count is completed on both squads, 17 per squad.

**Pee Wee:** returning pee wee stay with the same squad as previous year. Incoming newcomers from high to low scores during tryouts will draft (1) Atlantic, (1) Cape

May, etc. until roster count is completed on both sides, 25 per squad. Once a child is placed on a squad, they remain with that County all the way through the program.

**JV and Varsity:** same format as above for Pee Wee.

1. ATLANTIC squads will consist of 25 Pee Wee, 30 JV and 30 Varsity Cheerleaders. CAPE ATLANTIC squads will have an open roster based on coaches and uniform availability.
2. Varsity Captains will be named based on the two highest scores of those children returning to that squad having completed the previous year. **This will be at the coaches' discretion.**
3. **Girls must attend try-outs to make the squad.**

**B. Drill Team**

1. Drill Team consists of one squad with children ranging from 3rd to 8th grades. The squad is to consist of no more than 70 children. The purpose is to provide halftime entertainment. The Drill Team must have board approval to participate in other functions and parades.
2. This squad will consist of no more than six (6) mascots.

**C. Football Association**

Football will follow the rules and regulations set forth by both the Atlantic County Football League, Inc. and the Cape May County Football League, Inc., (see attached bylaws of ACJFL and CMCFL rules).

1. Children of coaches can play on their respective league.
2. If a new football player or a new cheerleader has a sibling who is actively on a squad, that player/cheerleader has the choice to participate in the same league as his/her sibling.
3. A football player that leaves the program for one or more seasons and then returns will be placed back on the same side (league) he originally participated in. This would only affect players who were previously on an official roster at the Pee Wee or higher levels. This would apply to a cheerleader or drill participant as well.
4. Players who weigh over the 8 pound weight limit established by Atlantic County will automatically play for Cape May County. A returning player for Atlantic County who is over the weight limit will transfer to Cape May County. Atlantic County will be given a supplemental pick with non roster players. 8 pounds is what the CMCFL uses in their bylaws
5. non roster players (new to the program) will be drafted on or before July 25th. Head coaches may exchange picks to keep players together.
6. Effective 2007, players selected or drafted at the Pee Wee level will remain on that side for the remainder of their stay in the organization. A player will only be able to switch sides upon mutual agreement between both head coaches and their respective coordinators.

7. Any addendums to the ACJFL or CMCFL by-laws would super cede our by-laws.
8. Any disputes between head coaches will be settled by a three person committee consisting of the Football Coordinators and the President of the organization. In the event that any individuals of the 3 person committee are coaches involved in the dispute their spot on the committee will be replaced by a board member not conflicted.

**Practice Start Dates:**

1. ACJFL bylaws will determine the earliest start date for the Atlantic County teams.
2. Cape May County start dates will be determined by their coordinator with board approval. They are currently not restricted by the Cape May County bylaws.

**Article IX: Scholarship**

- A. The recipient must have been a participant for three years in EHTYO and continuing on at the High School level in their prospective sport, i.e. Cheerleading, Band Front, Marching Band, or Football for an additional three years. Those applying for the Football scholarship must also play in their Junior and Senior years at the High School level. Applicants are not restricted by where they attend high school. Applications will be posted at applicable High Schools and the EHTYO website for a minimum of one month and further requirements are as follows:
  1. Applicants must attend a 2 or 4 year accredited college and must have maintained a “B” grade point average during high school.
  2. Applicants must fill out application and submit transcripts along with an essay.
  3. Applicant chosen will be awarded after notification at the Varsity banquet. A trophy with the promise of a check upon completion of the first transcripts at a school of higher education of his / her choice, presenting fully completed transcript with a C average or better. The check will be made out jointly in the institution’s and the child’s name. Failure of these criteria can result in forfeit of the monies.
  4. If in the event of no qualified applicant for the scholarship, the award monies will be kept in the account and no award will be given that year.
  5. The amount of the scholarship is \$1,000 for each sport in the EHTYO. This money can be divided between 2 or more participants in each sport if necessary.
  6. Fundraisers will be held with the board's approval prior to the events. The funds will be kept in the designated scholarship account. Two signatures will be required on the account, which can be audited upon request.

**Article X**

**Booster Club/ Refreshment Stand**

- A.** The Booster Club shall exist for the purpose of raising money for the benefit and betterment of the entire EHTYO program. Their duties will include conducting fundraisers, selling merchandise and organizing events to promote team pride.
- B.** The Booster club shall have its own coordinator and a Treasurer independent of the EHTYO Treasurer. This coordinator will have a two year term as a member of the board.
- C.** Any funds raised will be used only for the benefit of EHTYO and any EHTYO board approved events and expenditures. Financial reports must be provided on a monthly basis. Expenses or distributions that exceed \$1,000 must have board approval prior to withdrawal of any funds.
- D.** Balances that exceed \$5,000 must be paid to the general account no later than the next general meeting. Any year end excess of funds must be turned over to the EHTYO general account by year end, defined as the January general meeting.
- E.** The booster club may request funding from the general account at a general membership meeting. An itemized list of expenses shall be submitted along with the request for funding. In an emergency situation funds may be transferred between these two accounts provided that there is prior board approval.
- F.** The refreshment stand shall be run independent of the booster club with a separate set of financial records. A stand coordinator shall be approved by the board no later than the July general meeting.

## **Article XI Amendments**

Proposed amendments to these bylaws should be submitted in writing at a general or board only meeting. In the event the majority of the board supports the proposal the amendment shall be read at two consecutive general meetings. A final vote to approve will be taken at that second meeting.

At either of the readings the proposed amendment shall be open for public comment and board discussion as well as for changes supported by a second motion and a majority vote.

A 2/3 rd majority vote is required to pass an amendment. Voting shall be by all eligible voting members at a general meeting.

Roberts Rules of order shall be the parliamentary authority on all matters not covered by the bylaws.

Any discrepancies or difficulties in the interpretation of these bylaws should be resolved by a majority vote among the board members only. The purpose of such a vote will be to allow a unified agreement as to how the bylaws should be followed and not a vote to change any bylaw.

## **EHTYO BOARD APPROVED BYLAWS DATED FEBRUARY 2011**

### ADDENDUM ONE

President, Secretary, & Booster Coordinator, Web Coordinator, Atlantic Cheer and Atlantic Football Coordinators expire on the even years (January 2012).

Vice-President, Treasurer, Drill and Cape Cheer and Cape Football Coordinators positions expire on the odd years (January 2013)

The remaining Board seats will expire as follows:  
Seats 1 and 2 ( Webb/Fisher) expire January 2012. Seats 3 and 4 (T. Savastano/Sue Griffin) expire January 2013.