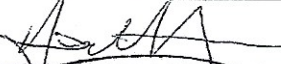


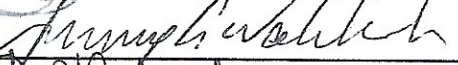


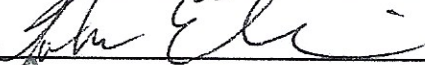

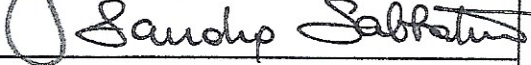


ADOPTION OF BYLAWS

We, the undersigned, are the directors of this corporation, and we hereby consent to and adopt the foregoing Bylaws consisting of 14 preceding pages, as the Bylaws of this corporation.

Date: 5/15/2019

Name	Signature
Heather Huentelman	
Juli Curtin	
Jessica Barrett	
Jimmy Wahbeh	
Amy Setsoafia	
Clayton Hopkins	
John Elling	
Jerard E. Tanner	
Sandra Sabbatini	

VSWEA Board of Directors