

**BYLAWS OF THE
WEST ALABAMA MULTIPLE LISTING SERVICE, INC.
Last Amended November 2023**

ARTICLE 1 NAME

The name of this organization shall be the WEST ALABAMA MULTIPLE LISTING SERVICE, INC., of the TUSCALOOSA ASSOCIATION OF REALTORS®, Inc., hereinafter referred to as the Service, all the shares of stock of which are solely and wholly-owned by the Tuscaloosa Association of REALTORS®.

ARTICLE 2 PURPOSE

A Multiple Listing Service is a means by which authorized Participants (as that term is defined below) promote real property available for purchase or sale within the markets Participants serve; by which cooperation among participants is enhanced, by which information is accumulated and disseminated to enable authorized Participants to prepare appraisals, analyses, and other valuations of real property for bona fide clients and customers; by which Participants engaging in real estate appraisal contribute to common databases; and is a facility for the orderly correlation and dissemination of listing information so participants may better serve their clients and the public. Participant compensation is determined by separate agreements between Participants and their clients and unrelated to the multiple listing service. (Amended 11/23)

ARTICLE 3 SERVICE AREA

The area within which the Service shall function shall at all times be coextensive with or within the territorial jurisdiction of the Tuscaloosa Association of REALTORS®.

ARTICLE 4 PARTICIPATION DEFINED

A. MEMBERS

Any REALTOR® of this or any other Association who is a principal, partner, corporate officer, or branch office manager acting on behalf of a principal, without further qualification, except as otherwise stipulated in these Bylaws, shall be eligible to participate in the Multiple Listing Service upon agreeing in writing to conform to the Rules and Regulations thereof and to pay the costs incidental thereto. However, under no circumstances is any individual or firm, regardless of membership status, entitled to West Alabama Multiple Listing Service, Inc. membership or participation unless they hold a current, valid real estate broker's license or are licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property. Use of information developed by or published by WAMLS is strictly limited to the activities authorized under a Participant's licensure(s) or certification and unauthorized uses are prohibited. Further, none of the foregoing is intended to convey participation or membership or any right of access to information developed by or published WAMSL where access to such information is prohibited by law. The REALTOR® principal of any firm, partnership, corporation, or the branch office manager designated by said firm, partnership, or corporation as the Participant shall be termed as the "Participant" in the Service and shall have all rights, benefits, and privileges of the Service, and shall accept all obligations to the Service for the Participant's firm, partnership, or corporation, and for compliance with the Bylaws and Rules and Regulations of the Service by all persons affiliated with the Participant who utilize the Service. (Amended 11/23)

All Licensees or certificate holders affiliated with the Participant and Participant's firm shall also place membership in the Service. Licensees are defined as a licensed real estate agent, REALTOR®, or Appraiser who solicits one or more listings, shows or sells one or more houses, runs one ad, or appraises one house. However, Participants in real estate firms have the option of signing a no-cost waiver of MLS fees, dues, and charges for any licensee who can demonstrate subscription to a different MLS where the principal broker participates. The WAMLS will require the Fee-Waived Subscriber/Licensee and their Broker Participant to sign a Subscription Fee Waiver Agreement and Certification of Non-Use of the WAMLS services. Any violation of the Subscription Fee Waiver Agreement and Certification of Non-Use will result in a \$2,500.00 fine to the Fee-Waived Subscriber/Licensee and the Broker Participant and revocation of the waiver. (Amended 11/23)

Mere possession of a broker's license is not sufficient to qualify for MLS participation. Rather, the requirement is that an individual or firm actively endeavors during the operation of its real estate business to list real property of the type listed on the MLS. "Actively" means on a continual and on-going basis during the operation of the

Participant's real estate business. The "actively" requirement is not intended to preclude MLS participation by a Participant or potential Participant that operates a real estate business on a part-time, seasonal, or similarly time-limited basis or that has its business interrupted by periods of relative inactivity occasioned by market conditions. Similarly, the requirement is not intended to deny MLS participation to a Participant or potential Participant who has not achieved a minimum number of transactions despite good faith efforts. Nor is it intended to permit an MLS to deny participation based on the level of service provided by the Participant or potential Participant as long as the level of service satisfies state law. (Amended 11/23)

The Annual WAMLS Dues for each Participant and Subscriber shall be in such amount as established annually by the WAMLS Board of Directors. Annual WAMLS dues invoices will be emailed to each Participant and Subscriber of the WAMLS no later than July 1 of each year. Annual WAMLS Dues are due and payable on July 15. Participant agrees to certify all licensees in Participant's firm to the Service. In the event Annual WAMLS Dues of any Participant or Subscriber are not paid on or before July 15, then such Participant or Subscriber shall be made Inactive in the Service until payment is received. Furthermore, if a Participant (Qualifying Broker) does not pay its Annual WAMLS Dues by July 15, all licensees in the Participant's Firm shall be made Inactive in the Service until payment is received. In order for a Participant or Subscriber to be reactivated in the Service, all past due Annual WAMLS Dues must be paid in full plus a reactivation late fee of \$100.00. (Amended 1/23)

Licensees affiliated with the Participant shall be subject to these Bylaws and Rules and Regulations. A Secondary Participant or Subscriber (a member of a separate MLS) shall pay the same Annual WAMLS Dues as a Primary Participant or Subscriber. (Amended 4/05)

Participant (Qualifying Broker) agrees to notify the service of any changes to Subscribers (Licensees) with the Participant's Firm not later than ten (10) business days of said change, including providing an executed WAMLS Subscription Fee Waiver Agreement if applicable. Failure to do so will result in inactivation of Participant and Participant's Firm in WAMLS until written notice is received. (Amended 5/21)

B. NON-REALTOR® MEMBER

Participation in the Service is also available to Non-Member principals who meet the qualifications established in the Board's Bylaws and WAMLS Rules and Regulations. However, under no circumstances is any individual or firm, regardless of membership status, entitled to Multiple Listing Service participation or membership unless they hold a current, valid real estate broker's license, or are licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property. Use of information developed by or published by WAMLS is strictly limited to the activities authorized under a Participant's licensure(s) or certification and unauthorized uses are prohibited. Further, none of the foregoing is intended to convey participation or membership or any right of access to information developed by or published by WAMSL where access to such information is prohibited by law. The Non-Member Principal of any firm, partnership, corporation, or the branch office manager designated by said firm, partnership, or corporation as the "Participant" shall have only those rights, benefits, and privileges as specified by the Service, and shall accept all obligations to the Service for the Participant's firm, partnership, or corporation, and for compliance with the Bylaws and Rules and Regulations of the Service by all persons affiliated with the Participant who utilize the Service. (Amended 11/23)

All Licensees or certificate holders affiliated with the Participant and Participant's firm shall also place membership in the Service. Licensees are defined as a licensed real estate agent, REALTOR®, or Appraiser who solicits one or more listings, shows or sells one or more houses, runs one ad, or appraises one house. However, Participants in real estate firms have the option of signing a no-cost waiver of MLS fees, dues, and charges for any licensee who can demonstrate subscription to a different MLS where the principal broker participates. The WAMLS will require the Fee-Waived Subscriber/Licensee and their Broker Participant to sign a Subscription Fee Waiver Agreement and Certification of Non-Use of the WAMLS services. Any violation of the Subscription Fee Waiver Agreement and Certification of Non-Use will result in a \$2,500.00 fine to the Fee-Waived Subscriber/Licensee and the Broker Participant and revocation of the waiver. (Amended 11/23)

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a Participant or potential Participant that operates a real estate business on a part-time, seasonal, or similarly time-limited basis or that has its business interrupted by periods of relative inactivity occasioned by market conditions. Similarly, the requirement is not intended to deny MLS participation to a Participant or potential Participant who has not achieved a minimum number of transactions despite good faith efforts. Nor is it intended to permit an MLS to deny participation based on the level of service provided by the Participant or potential Participant as long as the level of service satisfies state law. (Amended 11/23)

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Licensees affiliated with the Participant shall be subject to these Bylaws and Rules and Regulations. A Secondary Participant or Subscriber (a member of a separate MLS) shall pay the same Annual WAMLS Dues as a Primary Participant or Subscriber. (Amended 4/05)

Participant (Qualifying Broker) agrees to notify the service of any changes to Subscribers (Licensees) with the Participant's Firm not later than ten (10) business days of said change, including providing an executed WAMLS Subscription Fee Waiver Agreement if applicable. Failure to do so will result in inactivation of Participant and Participant's Firm in WAMLS until written notice is received. (Amended 5/21)

NOTE: The Association will also consider the following in determining a non-REALTOR® applicant's qualifications for WAMSL Participation or Membership:

1. All final findings of violations of the Standards of Conduct for MLS as defined in the MLS rules and regulations and Code of Ethics violations and violations of other membership duties in any other boards/associations within the past three (3) years.
2. Pending ethics complaints (or hearings).
3. Unsatisfied discipline pending.
4. Pending arbitration requests (or hearings).
5. Unpaid arbitration awards or unpaid financial obligations to this or any other Association or Association MLS.

C. COMMERCIAL MEMBERS

Participation in WAMSL Commercial is available to licensees who have no record of official sanctions involving professional conduct and who agree to abide by the Bylaws and Rules and Regulations of WAMLS and pay applicable WAMSL fees and dues.

D. CHANGE OF REALTOR® STATUS

A REALTOR® Participant in WAMLS who desires to change status to that of a Non-REALTOR® Participant may do so by applying for such changed status and qualifying for same as a new applicant except that an application fee shall not be required.

ARTICLE 4.1 APPLICATION FOR PARTICIPATION

Application for participation shall be made in such manner and form as may be prescribed by the Board of Directors of the Service and made available to any Designated REALTOR®, or any principal, partner or officer of a Non-REALTOR® firm who holds a valid real estate license or are licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property. The application form shall contain a signed statement agreeing to abide by these Bylaws and the Rules and Regulations of the Service as from time to time amended or adopted. (Amended 6/03)

Applicants for WAMLS membership shall be required to complete an orientation session within 180 days or two (2) consecutive orientations of the date of application. Failure to do so will result in denial of the membership application or termination of provisional membership.

ARTICLE 4.2 DISCONTINUANCE OF SERVICE

Participants of the Service may discontinue the Service by giving the Service thirty (30) days written notice and may reapply to the Service after three (3) months by making formal application in the manner prescribed for new applicants for participation provided all past dues and fees are fully paid.

ARTICLE 4.3 SUBSCRIBERS

Subscribers (or Users) of the MLS include non-principal brokers, sales associates, and licensed and certified appraisers affiliated with Participants.

ARTICLE 5 SERVICE CHARGES

The charges made for Participation in the Service shall be as determined, and as amended from time to time by the Board of Directors of the Service, and specified in the Rules and Regulations of the Service.

ARTICLE 6 GOVERNMENT OF THE SERVICE

The government of the Service shall be vested in a Board of Directors comprised of the elected Officers and Directors nominated and elected as described in this Article. Non-REALTOR® Participants and the licensees affiliated with them may not hold any office in the WAMLS and shall not have voting rights in any matter which may come before the Board of Directors or the membership.

ARTICLE 6.1 OFFICERS OF THE WAMLS

The Officers of the Service, who shall also be Directors, shall be a President (who shall be the same person as the 1st Vice President of the Tuscaloosa Association of REALTORS®) and a Secretary/Treasurer (who shall be elected by the Directors of WAMLS Board). The President and Secretary/Treasurer shall serve a one (1) year term and shall have such duties as described in this Article.

ARTICLE 6.2 BOARD OF DIRECTORS

There shall be a total of seven (7) elected Directors, excluding the President and Immediate Past President of the Service, to be elected from among the Participants of the Service. In addition to the elected Directors, the current 1st Vice President of the Tuscaloosa Association of REALTORS® and the Immediate Past President of the Service shall serve as Directors, ex-officio, with full voting privileges. However, the President shall vote only when necessary to break a tie. Any surrounding Boards/Associations that elect to merge their MLS's into WAMLS may each appoint one Board representative for each one hundred members (or a fraction thereof) to serve on WAMLS Board of Directors under the same conditions as WAMLS Board members.

(a) Term Limits. No Director shall serve more than two (2) consecutive three (3) – year terms.

(b) The 2nd Vice President of the Tuscaloosa Association of REALTORS® shall serve as an ex-officio member of the WAMLS Board of Directors and shall have no voting privileges.

ARTICLE 6.3 NOMINATION AND ELECTION OF THE DIRECTORS

The Directors of the Service shall be elected by a vote of the REALTOR® members in good standing in the Tuscaloosa Association of REALTORS® in accordance with the provisions of Article 7, Meetings, of these By-Laws and as set forth below:

1. **Nominating Committee**: The Nominating Committee shall be the same as the Tuscaloosa Association of REALTORS® Nominating Committee and act according to the duties as set forth in the Tuscaloosa Association of REALTORS® Bylaws. The Nominating Committee shall select one candidate for each office and one candidate for each place to be filled on the Board of Directors. Each candidate will complete an application to prove eligibility and may or may not be interviewed.
2. **Notice of Proposed Nominees**: The report of the Nominating Committee shall be distributed electronically to each Member eligible to vote at least four (4) weeks preceding the election.

3. **Rights of Participants to Select Additional Nominees:** Additional candidates for the offices to be filled may be placed in nomination by a petition signed by at least 20% of the Participants of the Service eligible to vote. The petition shall be filed with the Chief Executive Officer of the Association at least one week before voting begins. The Chief Executive Officer shall send notice of such additional nominations to all members eligible to vote.
4. The election of Officers and Directors shall take place at the Annual Meeting in November. Election shall be by ballot and all votes shall be cast in person. The ballot shall contain the names of all candidates and the offices for which they are nominated. Where permitted by state law, and in accordance with applicable state requirements, election of officers may be conducted by electronic means, in accordance with procedures established by the Board of Directors.
5. **Voting:** Votes shall be cast in person by ballot or via electronic means as permitted by Number 4 above for one (1) week preceding the Annual Meeting. Voting will close at 5:00PM on the day prior to the Annual Meeting and the Election committee will tabulate the votes.
6. **Nominees Submitted to Shareholder for Approval:** When nominees for Directors of the Service for the forthcoming fiscal year have been elected by vote of the REALTOR® members in good standing in the Tuscaloosa Association of REALTORS®, such nominees shall be submitted to the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder) for approval. Upon approval by the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder), the individuals so approved shall be considered Directors-Elect and shall assume their respective offices on January 1.

The term of office for Officers and Directors of the Service shall be on a calendar year basis. In the event one (1) or more nominee(s) is/are not approved by the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder), and upon notice of such failure of approval, the President of the Service shall select a proposed Participant or Participants, as required, subject to confirmation by the WAMLS Board of Directors, for submission as nominee(s) to the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder) to be considered for approval to fill the vacancy or vacancies existing.

In the event that nominees are not duly and timely provided by the Service to the Board of Directors of the Tuscaloosa Association of REALTORS®, as provided in these ByLaws then the Board of Directors of the Tuscaloosa Association of REALTORS® shall exercise rights as sole and exclusive shareholders to appoint a Participant or Participants of the Service to fill any existing vacancy or vacancies as Officers or Directors of the Service.

ARTICLE 6.4 TERMS OF OFFICE

The Officers shall serve for a one-year term. The elected Directors shall serve for staggered three-year terms with one-third of the terms expiring each year. Officers and Directors shall take office upon the effective date of their offices and shall continue until their successors are elected, qualified, and installed. No Officer or Director shall be nominated and elected to the same office for more than two consecutive terms.

ARTICLE 6.5 DUTIES OF OFFICERS AND DIRECTORS

The duties of the Officers and Directors as follows:

1. The President shall be the chief elected officer of the Service and shall preside at its meetings and those of the Board of Directors, and shall perform all the duties of the President subject to declared policies and, as required, subject to confirmation of the Board of Directors.
2. The Immediate Past President shall, in the absence of the President, perform all of the duties of the President.
3. The Secretary/Treasurer shall be the custodian of the funds of the Service and shall have charge of the corporate seal and affix the name to all documents properly requiring such seal.

4. The Board of Directors of the WAMLS shall be the governing body of the Service and shall have control of all the affairs of the Service and shall authorize all expenditures of funds. The Board of Directors shall, prior to the end of each fiscal year, prepare a budget reflecting projected costs and expenses of the Service for the next fiscal year, indicating projected income from all sources. The budget shall be submitted to the Board of Directors for the Service and to the Tuscaloosa Association of REALTORS® Board of Directors for their respective approval(s) on a date not less than thirty (30) days prior to the first day of the next fiscal year. The Board of Directors shall not incur an obligation in excess of \$25,000.00 over the total budget without the authorization by vote of the Board of Directors of the Service, and the Board of Directors of the Tuscaloosa Association of REALTORS®. The Board of Directors shall employ such executive, legal, and office personnel it deems necessary to care for and maintain the properties of the Service and otherwise conduct the administrative business of the Service. The Board of Directors shall have the right to make an audit of all books and accounts at any time without notice. The Board of Directors shall have the power from time-to-time to adopt such Rules and Regulations that they may deem appropriate subject to final approval of the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder). Except as otherwise provided in these Bylaws and Rules and Regulations, the action of the Board of Directors shall be final.
5. Chief Executive Officer. There shall be a Chief Executive Officer of the Association, hired by the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder). The Chief Executive Officer shall have the authority to hire, supervise, evaluate and terminate other staff, if any, and shall perform such other duties as prescribed by the Board of Directors. The Chief Executive Officer shall also have the authority to disperse funds in accordance with every day operations. Amounts over \$5000 not included in general operating expenses shall require signature by the current President. (Adopted 3/09)

ARTICLE 6.6 REMOVAL OF OFFICERS AND DIRECTORS

All Officers and Directors are required to read and sign a Board of Directors Code of Conduct and Agreement to Serve on the West Alabama Multiple Listing Service Board of Directors. All Officers and Directors acknowledge that any failure to abide by the Code of Conduct and Agreement to Serve may result in action by the Board of Directors, including, but not limited to, removal from office.

In the event of a failure to abide by the Code of Conduct and Agreement to Serve by an Officer or Director, upon a motion duly considered and approved by the Board of Directors pursuant to these Bylaws, the Officer or Director may be removed from office. In order for the Board of Directors to properly consider a motion to remove an Officer or Director from office due to a failure to abide by the Code of Conduct and Agreement to Serve, the highest-ranking officer of the Board of Directors not in violation of the Code of Conduct and Agreement to Serve shall deliver a notice of the violation to the Officer or Director which shall include notice that the Board of Directors may consider a motion to remove the Officer or Director from office. A majority vote by the Directors present and voting at a meeting attended by a quorum shall be required for the passage of a motion to remove an Officer or Director from office. (Amended 5/18)

ARTICLE 6.7 VACANCIES

Vacancies among the Board of Directors shall be filled by a simple majority vote of the TAR Board of Directors until the next annual election unless the vacancy occurs within the last quarter of the year, in which case the position shall remain vacant. Preference will be given to past WAMLS Directors.

If the office of the President should become vacant between elections, the Immediate Past President of the WAMLS Board shall fill the vacancy and complete the unexpired term. (Adopted 5/21)

ARTICLE 7 ANNUAL MEETINGS

The Annual Meeting of Participants and Subscribers of the Service shall be held during the month of November at the time and place specified by the Board of Directors.

ARTICLE 7.1 SPECIAL MEETINGS OF THE SERVICE

Special meetings of Participants and Subscribers of the Service may be called from time to time by the President, the Board of Directors, or by 20% of the Participants and Subscribers of the Service. Written notice stating the day,

place, and hour of the meeting, the purpose or purposes for which the meeting is called, shall be delivered to all REALTORS® who are Participants in the Service not less than five (5) days prior to said meeting.

ARTICLE 7.2 QUORUM AND VOTING AT MEETINGS OF THE SERVICE

For the transaction of business, 10% of the Participants or Subscribers of the Service shall be considered a quorum. A majority vote by such Participants and Subscribers present and voting at a meeting attended by a quorum shall be required for passage of motions.

ARTICLE 7.3 MEETINGS OF THE BOARD OF DIRECTORS

The Board of Directors shall designate a regular time and place of meetings. A Director's absence from two (2) regular meetings shall be deemed a resignation by that Director, absent the showing of extraordinary circumstances as approved by a majority vote of the remaining Directors. Further, a Director who arrives to a regularly scheduled meeting more than fifteen (15) minutes after such meeting has been called to order shall be deemed to be absent from such meeting. Five (5) Directors shall constitute a quorum. A majority vote by the Directors present and voting at a meeting attended by a quorum shall be required for passage of motions. (Amended 2/10)

Directors are required to attend annual Volunteer Leadership Training. Absence from the training will be considered the same as an absence from a regular meeting of the Board of Directors. (Adopted 1/23)

ARTICLE 7.4 PRESIDING OFFICER

At all meetings of the Participants of the Service, or of the Board of Directors, the President or, in the absence of the President, the Immediate Past President shall serve as presiding officer. In the absence of the President and Immediate Past President, the President shall name a temporary Chairperson or, upon the President's failure to do so, the Board of Directors of the Service shall appoint a temporary chairperson.

ARTICLE 7.5 ELECTRONIC TRANSACTION OF BUSINESS

To the fullest extent permitted by law, the Board of Directors or membership may conduct business by electronic means.

ARTICLE 7.6 ACTION WITHOUT MEETING

Unless specifically prohibited by the Articles of Incorporation, any action required or permitted to be taken at a meeting of the Board of Directors may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the Directors. The consent shall be evidenced by one or more written approvals, each of which sets forth the action taken and bears the signature of one or more Directors. All the approvals evidencing the consent shall be delivered to the Chief Executive Officer to be filed in the corporate records. The action taken shall be effective when all the Directors have approved the consent unless the consent specifies a different effective date. (Added 3/09)

ARTICLE 8. WORK GROUPS AND TASK FORCES

The President, with the approval of the Board of Directors, shall create such Work Groups and Task Forces as the President deems desirable and shall appoint their members. Each Work Groups and Task Forces shall consist of not less than three (3) Participants in the Service, but may also include REALTORS® employed by or affiliated as independent contractors with a REALTOR® Participant serving as representatives of said REALTOR® Participants and with their consent, and may serve either as a Chairperson or Member of a Committee.

ARTICLE 9 FISCAL YEAR

The fiscal year of WAMLS shall be the calendar year (January 1 – December 31).

ARTICLE 10 AMENDMENTS TO BYLAWS

Amendments to these Bylaws shall be by the Board of Directors of the WAMLS in accordance with the provisions of Article 7 concerning Meetings of the Board of Directors. Amendments to the Bylaws of the WAMLS approved by the Board of Directors of the WAMLS shall further be subject to approval by the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder).

When amendments to the Bylaws of the WAMLS have been approved by the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder), said amendments shall be effective immediately or as stated in the amending resolution.

If the proposed amendments to the Bylaws of WAMLS fail approval of the Board of Directors of the shareholder, the Board of Directors of the WAMLS shall be informed, and advised that the proposed amendment or amendments to the Bylaws be further considered and resubmitted to the shareholder as approved by the Board of Directors of the WAMLS.

If the proposed amendments to the Rules and Regulations of WAMLS fail approval by the Board of Directors of the shareholder, the Board of Directors of the WAMLS shall be informed, and advised that the proposed amendment or amendments to the Rules and Regulations must be further considered and resubmitted as approved by the Board of Directors of the WAMLS to the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder).

ARTICLE 11 DISSOLUTION

In the event this Service shall at any time terminate its activities, the Board of Directors of the Service shall consider and adopt a plan of liquidation and dissolution with the approval of the Participants thereof and of the Board of Directors of the Tuscaloosa Association of REALTORS® (shareholder). Said plan shall provide for the collection of all assets, the payment of all liabilities, and that the remaining portions thereof be assigned to the parent corporation, namely, the Tuscaloosa Association of REALTORS®.

Dated the 3rd day of November, 2023.

Anna Kay Springer

Anna Kay Springer

President

West Alabama Multiple Listing Service, Inc.

Holli Mack Wilson

Holli Mack Wilson

Secretary/Treasurer

West Alabama Multiple Listing Service, Inc.

Shay Lawson

Shay Lawson

Chief Executive Officer

West Alabama Multiple Listing Service, Inc.