



BY-LAWS of the International Mobility Convention

ARTICLE I NAME

This organization shall be known as the International Mobility Convention (IMC).

ARTICLE II OFFICE OF THE ASSOCIATION

The main office of the Association shall be located in Hong Kong.

ARTICLE III PURPOSES AND OBJECTIVES

The objectives and purposes of this Association are:

- a. to bring about the unity of all who have so served the Industry
- b. to advance in every way the best interests of those engaged in the business of moving and of storing; among them the spirit of comradeship, mutual help and esprit-de-corps of its Membership
- c. to aid and assist all Members as their needs arise and to educate and keep them informed to all matters dealing with storage and transportation issues
- d. to maintain high standards of service excellence of its Members in the Industry
- e. to be a centralized platform in disseminating current information of general interests and mutual benefit to the Membership
- f. to establish strong networking relations within its Membership

ARTICLE IV MEMBERSHIP

Membership in the Association shall be limited to persons interested in furthering the objectives of the Association and shall consist of anyone whose application for admission as a member has received the approval of the Executive Committee.



Section 1: Eligibility

All personnel who willingly support the purpose and objectives of the International Mobility Convention and who are recommended and sponsored by a regular member and approved for membership by the IMC World shall be eligible for membership.

Membership criteria are as follows :

- a. Existing members in good standing of the following organizations such as IAM, FIDI, LACMA will be automatically confirmed.
- b. Applicants not members of the abovementioned organizations may be asked to :
 - i. provide reference letters from two (2) existing IMC World members
 - ii. provide audited financial audit records from three (3) years.

Section 2: Withdrawal

Any member may resign at any time. The said member may withdraw from the Membership and services of IMC through initiation of the withdrawal process by submitting a written notice of such intent to the Secretary of the Association with a notice period of thirty (30) days in advance. This notice will be presented to the Executive Committee for approval and further action of removal.

Section 3: Suspension and/or Expulsion

Any member may be suspended or terminated for cause. Upon findings that prove just cause, any member of the Association deemed to not be acting in good standing, the Executive Committee may initiate the necessary action to suspend, expel or take other actions appropriate to the degree of misconduct. Misconduct includes, but is not limited to:

- a. failure to pay other consensual obligations owed to the Association after adequate notice has been given
- b. failure to comply with the terms and conditions of Membership
- c. failure to maintain qualifications for continuation of Membership
- d. failure to adhere to any standards within the Code of Business Conduct adopted by the Association

No member shall be considered to be in good standing if the member is thirty (30) days or more in arrears to the Association.



Members shall be continuing, subject to the discretion of the Executive Board.

ARTICLE V FINANCES

Section 1: Dues

The Executive Committee shall establish the Membership obligations; sufficient to meet the operating expenses and the objectives of the IMC as well as the manner in which they are to be paid. Dues are defined to include optional people development programmes that have been engaged; participation fees for Annual Conference, and/or other contracted service payments.

Section 2: Failure of Payment

Members who fail to pay their dues within thirty (30) days from the time they become due shall be notified by IMC personnel and; if payment is not received within the next succeeding thirty (30) days, shall be considered negligent and shall be submitted to Executive Committee for consideration of suspension, expulsion or appropriate action .

Section 3: Fiscal Year

The fiscal year of the Association shall begin January 1 of each year.

Section 4: Financial Audit

The accounting books of the Association shall be audited by a certified public accountant or recognized firm of accountants immediately following the close of the fiscal year or at such other time as required by the Executive Committee.

Section 5: Financial Books and Records

The Executive Committee shall see that all necessary books and records of the Association required by the by-laws of the Association or by any applicable statute or law are regularly and properly kept.

Section 6: Order of Payment



The Executive Committee shall pay out of the IMC funds, such expenses as are reasonable and necessary to conduct the business of the Association.

ARTICLE VI EXECUTIVE COMMITTEE

The properties and general business supervision of the Association shall be managed by the Executive Committee. The officers of this committee shall comprise of the President, Director, Treasurer and Secretary.

Powers of the executive Committee may lie in the administration of affairs related to the association in all things and make or cause to be made for the Association, in its name, any kind of contract which the Association may lawfully enter into, save as hereinafter provided, generally, may exercise all such other powers and to all such other acts and things as the Association is by its Constitution or otherwise authorized to exercise and do.

The Executive Committee shall have power to authorize expenditures on behalf of the Association for the purposes of furthering the objectives of the Association.

The Executive Committee shall take such steps as they deem requisite to enable the Association to acquire, accept, solicit or receive legacies, gifts, grants, settlements, bequests, endowments and donations of any kind whatsoever, for the purpose of furthering the objectives of the Association.

From time to time, the Executive Committee may vary, add or limit the power and duties of any officer.

Appeal from any decision of the Executive Committee may be carried to the Membership by an aggrieved party at the next meeting of the Membership.

Section 1: The President

The President shall be the Chief Executive Officer of the Association and have the general and active management of affairs of the Association. The President shall preside at all Executive Committee meetings and general membership meetings and shall see that all orders and resolutions are carried out. The President shall perform such other duties as any is properly required of him by the Executive Committee.

Section 2: The Director

The Director shall, in the absence or disability of the President or as the occasion may require, perform the duties and exercise the power of the President.



Section 3: The Treasurer

The Treasurer shall have the custody of funds and securities of the Association and shall keep a full and accurate account of all assets, liabilities, receipts and disbursements in books belonging to the Association and shall deposit all monies and other valuable effects in the name and to the credit of the Association in such depositories as may be designation by the Executive Committee. The President shall handle the day-to-day functions of the treasurer's office, subject to the policy direction and review by the Director.

Section 4: The Secretary

The Secretary may be empowered by the Association, upon resolution of the Executive Committee, to carry out the affairs of the Association generally under the supervision of the President, and record all minutes of all proceedings to be kept and shall have other duties as may be assigned by the Executive Committee.

Section 5: Indemnity

Each Director, Officer or Employee of this Association, shall be indemnified to the full extent permitted by law including but not limited to, expenses actually incurred by him and against judgments, decrees, fines, penalties, or amounts paid in settlement in connection with the defense of any pending or threatened action, suit.

Or proceeding, to which he is or may be a party by reason of being employed by the Association provided that said individual:

- a. is adjudicated or determined not to have been guilty of willful misconduct or gross negligence in the performance of duty to the Association
- b. is determined to have acted in good faith in what is reasonably believed to be in the best interest of such for the Association
- c. is determined to have no reasonable cause to believe that the said conduct was unlawful.

ARTICLE VII ASSOCIATION CONFERENCE

To facilitate the objectives of the IMC, an Annual Conference will be held, at a place and time designated by the Executive Committee.



IMCWorld
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ARTICLE VIII INTERPRETATION

In these by-laws and in all other by-laws of the Association hereafter passed unless the content otherwise requires, words importing the singular member or masculine gender shall include the plural number or the feminine gender, as the case may be, and vice versa, and references to persons shall include firms and corporations.

ARTICLE IX AMENDMENTS

These by-laws may be amended, repeated or altered, in whole or in part, as when the occasion arises.



CODE OF BUSINESS CONDUCT of the International Mobility Convention

As members of the International Movers Convention, we stand united in our sincere goal that ethical, efficient and quality services to the public are the ultimate goals of this Association. Thus we strive to provide the highest level of service excellence to our consumers and business associates by adhering to the following:

1. To promote the lawful best interests of our industry, association and trade.
2. To conduct business in a professional and responsible manner.
3. To adhere to a policy of honesty and integrity in accordance with generally accepted principles of professional conduct.
4. To encourage and develop the highest level of industry standards and services.
5. To uphold and observe all membership obligations to IMC, including timely payment of all membership services.
6. To comply with all applicable laws and governmental regulations.
7. To refrain from engaging in any activities which discredits the Association or any of its Members.
8. To not compete unfairly with other Members.
9. To abide by all lawful agreements to which Members are a party, including agreements with customers, the Association and Association Members.
10. To acknowledge and respect the cultural similarities and differences among all Members.
11. To deal fairly with all customers, Association Members and other business entities.
12. To be forthright and truthful in all professional communication.