

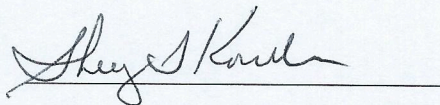
amendments become effective upon conclusion of the Annual Membership Meeting unless specifically provided otherwise prior to adoption.

ARTICLE XV NOTICES

Whenever, under the provisions of these Bylaws, notice is required to be given to any director, officer or member, it shall not be construed to mean personal notice, but such notice shall be given by electronic means (including email or fax), in writing, by mail, or by mailing the MCDR newsletter containing such notice. If sent electronically, the notice shall be deemed to be given at the time the same shall be sent by electronic means to electronic addresses provided by the recipient to MCDR. If sent in writing, by mail, or by mailing the MCDR newsletter containing such notice, such notice shall be deemed to be given at the time the notice is deposited in a post office or letter box, addressed to each member, officer or director at such address as appears on the books of the MCDR. Any member, director or officer may waive any notice required to be given under these Bylaws.

THIS IS TO CERTIFY:

That I am the duly elected, qualified and acting Secretary of THE MARYLAND COUNCIL FOR DISPUTE RESOLUTION, INC. and that the foregoing Amended and Restated Bylaws were adopted as the amended and restated Bylaws of said corporation as of the 13th day of December, 2012, by unanimous vote of the Members voting at a Meeting of the Membership of said corporation.

A handwritten signature in cursive script, appearing to read "Sheryl Kaul", is written over a horizontal line.

MCDR Secretary