

## Charter Member Induction Process

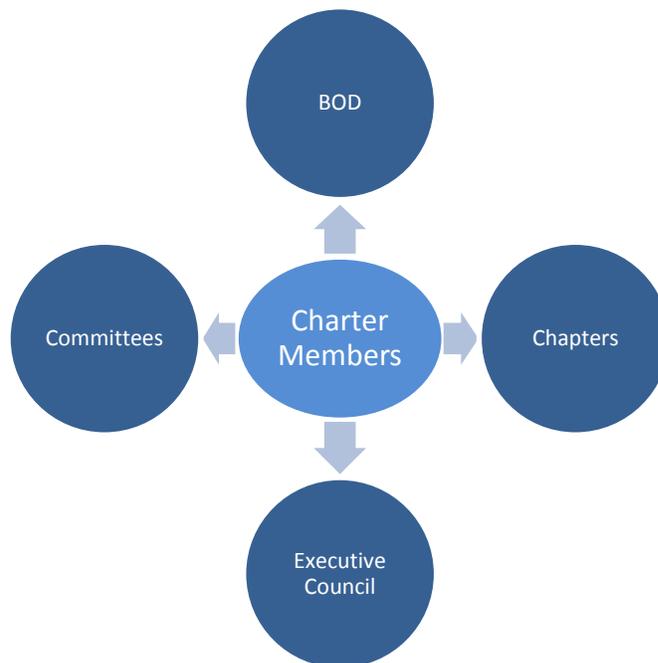
### Introduction:

A Charter member (CM) is any qualified individual who has shown interest in joining the organization, and meets the requirements set-in by USPAK. A prospective CM is introduced to the organization by an existing Charter Member. Application of a new Charter Member will be administered under the process defined herein. After successfully completing the induction process and subsequent payment of required dues, BOD will grant the status of Charter Member to the applicant.

Charter Membership is for a term of one calendar year and can be renewed annually thereafter. There is no term limit. There is no limit on the number of Charter members. BOD will set on an annual basis dues for Charter Members.

A minimum of one CM meeting will take place in a calendar year; this could be physical meeting, conference call, electronic communication or proxy vote. BOD may call special CM meetings on as needed basis.

Charter Members are the main stakeholders of USPAK Foundation, their role and responsibility is similar to shareholders in a corporation, without any equity provisions. They can get elected or nominated to various positions within USPAK as shown below.



### Benefits:

In addition to the benefits of a Regular member, a CM in good standing gets free admission to all USPAK Foundation events. CM's also may be invited to "special invitation only" USPAK Foundation events. CM's will be invited to vote and participate in elections for the Board of Directors.

## Requirements and Responsibilities:

Requirements:	Responsibilities
<ol style="list-style-type: none"> <li>1. Must be 22 years of age or older.</li> <li>2. US Citizen or legal resident (preferably of Pakistani origin).</li> <li>3. Subscribe to the mission and vision of USPAK Foundation.</li> <li>4. Demonstrate leadership and ownership of community projects.</li> <li>5. Be a resource for USPAK Foundation.</li> <li>6. Commit to pay annual dues.</li> </ol>	<ol style="list-style-type: none"> <li>1. Active involvement, help EC in their efforts.</li> <li>2. Approve USPAK Foundation activities, governance issues, and BOD decisions.</li> <li>3. Run, nominate or elect BOD.</li> <li>4. Entitled to join and lead various USPAK Foundation Chapters or Committees.</li> <li>5. Volunteer time and resources for USPAK Foundation.</li> <li>6. Pay CM calendar year dues by due date.</li> </ol>

## Questions to be asked of potential Charter Members:

1. How can you help USPAK reach its objectives
2. What skills, resources you bring to USPAK
3. What value will you add to USPAK
4. What are your expectations from USPAK
5. What do you see the strengths and weaknesses of USPAK
6. What things would you do different in USPAK

## Charter Member Evaluation Process:

All new Charter Members have to go through a selection and evaluation process listed below.

