

EXHIBIT 3

SELECTED BY-LAWS

OF

PRIVATE FOUNDATION

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ARTICLE III - MEMBERS

Sec. 1. Election of members: Application for membership may be presented by members, and shall be elected by a vote not less than a majority of the Board of Directors.

Sec. 2. Classes of members: The Board of Directors may establish more than one class of members and determine the designation and their qualifications.

(a) Sustaining members: Sustaining members shall be those members who enter the foundation upon payment of a membership fee and approval by the Executive Director.

(b) Family Members: Family members shall be non-dues paying members of the foundation upon election by the Board of Directors.

Sec. 3. No class of membership, however created, is entitled to vote on any matter.

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Sec. 5. Transfer of Membership: Memberships may be transferred only upon the consent of, and upon such terms as shall be fixed by the Board of Directors.

(a) Transfer of sustaining membership may be permitted upon the approval of the Board of Directors.

(b) Family membership may not be transferred under any conditions.

ARTICLE IV - MEETING OF MEMBERS

Sec. 1. Place of Meetings: All meetings of the membership shall be held at the registered office of the foundation or at such other place as the Directors or President shall, from time to time designate.

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