

BY LAWS
OF
100 BLACK MEN OF TAMPA BAY, INC.

A Florida Non-Profit Corporation.

Article I
NAME

The official, registered name of the organization shall be the “100 Black Men of Tampa Bay, Inc.”, a Florida Non-Profit corporation hereinafter referred to as the “Corporation”.

Article II
GEOGRAPHIC LOCATION

The Corporation shall be located in and serve the Greater Tampa Bay Area which includes the following counties: Citrus, Hernando, Highland, Hillsborough, Manatee, Pasco, Pinellas, Polk, and Sarasota.

Article III
PURPOSE

The purposes for which the organization is organized are exclusively religious, charitable, scientific, literary and educational within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law. Organized not for profit, the purpose of the Corporation is to promote the involvement of its members in civic and charitable endeavors through mutual cooperation, joint planning, and organized executing; additionally, to provide services and programs to the communities of the Greater Tampa Bay Area. The Corporation has established a framework for the creation of auxiliary chapters to enhance the civic and charitable endeavors of its members in their various communities. The objectives of the auxiliary chapters shall be to foster and promote the advancement of the 100 Black Men of Tampa Bay, Inc. in its mentoring programs and related community projects.

Notwithstanding any other provision of these articles, this organization shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

Article IV
PRINCIPAL OFFICES

The principal office of the Corporation shall be located at 3837 North Dale Mabry Highway Suite 165, Tampa, Florida 33624 or as specifically determined by the Board of Directors (the “Board”)

and the Board shall establish branch or subordinate office(s) as necessary according to these Bylaws.

Article V

NONPARTISAN ACTIVITIES

This Corporation has been formed under the State of Florida non-profit corporation laws for the express purposes described in Article III and it shall be non-profit and non-partisan. No substantial part of the activities of the Corporation shall consist of the publication or dissemination of materials with the purpose of attempting to influence legislation, and the Corporation shall not participate or intervene in any political campaign on behalf of any candidate for public office. The Corporation shall not, except in an insubstantial degree, engage in any activities that are not in the furtherance of the purposes described in Article III of these Bylaws.

Article VI

DEDICATION OF ASSETS

The properties and assets of this Corporation are irrevocably dedicated to charitable and educational purposes. No part of the net earnings, properties, or assets of this Corporation, on dissolution or otherwise, shall inure to the benefit of any private person, individual, member or Director of this Corporation. In the event of dissolution, the residual assets of the organization will be turned over to one or more organizations which themselves are exempt as organizations described in sections 501 (c)(3) and 170 (c)(2) of the Internal Revenue Code of 1988 or corresponding sections of any prior or future Internal Revenue Code, or to the Federal, State or local government for exclusive public purpose.

Article VII

MEMBERSHIP

SECTION 1. – QUALIFICATIONS

There shall be three classes of membership in the organization: Regular, Associate, and Corporate Membership. Any man 18 years of age or older of good character and dedicated to the purposes of this organization shall be eligible for Regular or Associate membership upon recommendation by the Membership Committee, acceptance of his application by the Board of Directors, and payment of such dues applied to the respective classification as may from time to time be fixed by the Board of Directors.

SECTION 2 – COLLEGIATE 100

The Corporation has authorized the organization of the “Collegiate 100” Chapters on college and university campuses, comprised of young male students who are dedicated to the purposes of the Corporation. The Collegiate 100 Chapter(s) shall be organized and sponsored by the 100 Black Men of Tampa Bay, Inc. chapter upon approval of the Board and/or the Executive Committee of the Corporation. The Collegiate 100 Chapter(s) shall be subject to the rules and regulations established by the 100 Black Men of Tampa Bay, Inc. chapter, the rules and regulations of the respective college or university, and the rules and regulations established by the Board and/or the Executive Committee of the Corporation. Collegiate 100 members shall not enjoy membership status in the Corporation or the chartered chapters by virtue of their memberships in Collegiate

100. A Collegiate 100 Chapter may be dissolved upon vote of either the sponsoring chartered chapter or the Board and/or the Executive Committee of the Corporation.

SECTION 3. – ELECTION OF MEMBERSHIP

Each man being proposed for membership shall submit his application to the Membership Committee. Within 60 days of such submission the Membership Committee shall submit its recommendation for approval or disapproval to the Board of Directors for its recommendation to the membership. Within 30 days of such submission the Board of Directors must determine its recommendation for approval or disapproval to the membership for final determination. The membership shall elect new members only at specified meetings. There shall not be elected at any such election meeting more new members than constitutes 15% of the number of members in good standing immediately prior to the election.

SECTION 4 – FEES, DUES, AND ASSESSMENTS

Each member shall pay the amounts as specified corresponding with, and upon the conditions recommended by the Board of Directors and approved by the body, the following:

- A. Annual dues as may from time to time be fixed by the Board of Directors; and
- B. Assessments properly approved by the Board of Directors; and,
- C. Initiation fees recommended by the Membership Committee and properly approved by the Board of Directors.

Article VIII

MEMBER MEETINGS

SECTION 1 – REGULAR MEETING

The members of “100 Black Men of Tampa Bay, Inc.” shall hold regular meetings of its members not less than six (6) times each year.

SECTION 2 – ANNUAL MEETING

The annual Meeting of the members shall be held on the first weekend in February at such time as shall be fixed by the Board of Directors. The meeting’s purposes shall be for the election of Directors and Officers, reporting on the Corporation’s operation and activities for the preceding year, and transaction of other such business as may properly come before the meeting. If, for any reason, Directors are not elected at the Annual Meeting or any adjournment thereof, the Board of Directors shall cause the election to be held at a special meeting as soon thereafter as is convenient. At any such meeting, the members may transact any other business with the same effect as at any annual meeting.

SECTION 3 – SPECIAL MEETING

Special meetings of the members may be called at any time by the President, by order of the Board of Directors, or by one-third (1/3) of the members, giving proper notice.

SECTION 4 – NOTICE OF MEETINGS

Notice of all regular, annual, or special meetings, stating the time, place, and purpose thereof, shall be served personally, regular mail, or by email upon each member entitled to vote at such meeting. Such notice shall be served not less than (10) days or more than thirty (30) days before such meeting. If transmitted by regular mail, such notice shall be addressed to each member entitled to vote at his address as it appears on the books and records of the Corporation.

SECTION 5 - AGENDA

The purpose for which the annual meeting is held shall be in accord with the following agenda and order of business:

- a. Minutes of previous meeting
- b. Treasurer's report
- c. Chairman's report
- d. President's report (if any)
- e. Nominating Committee's report
- f. Nominations and elections of members of the Board of Directors and Officers
- g. Other business specified in the notice of the meeting
- h. New business

Any one or more members entitled to vote may request in writing addressed to the secretary not less than sixty (60) days before the Annual Meeting inclusion on the Agenda of any business that may properly come before the meeting.

SECTION 6 – VOTING

Each member in good standing present shall be entitled to vote. No member shall vote or act by proxy. The Board of Directors may fix in advance a date, not more than fifteen (15) days prior to the date of any meeting of members, as a record date for determining members entitled to vote. If no date is so fixed, any person who becomes a member at least thirty (30) days before a meeting of members is convened shall be entitled to vote. Votes shall be cast orally and determined by a simple majority.

SECTION 7 – QUORUM

For the purpose of the annual meeting, any special meeting of the members, or regular meetings a quorum shall consist of twenty-one (21) members, or one-third (1/3) of the membership, whichever is less. However, in exigent circumstances where chapter viability and production are jeopardized over the record course of (1) month, the chapter may rely on the minimum number of members required to maintain good standing with the National chapter in order to establish quorum. In the absence of a quorum at any aforementioned meeting, any elected officer entitled to preside may adjourn the meeting. At any such adjourned meeting, no business may be transacted which might have been transacted at the originally scheduled meeting.

Article IX **BOARD OF DIRECTORS**

The property and affairs of the “100 Black Men of Tampa Bay, Inc.” shall be managed by a Board of Directors, which shall consist of an odd number of Board members equal to not less than eleven

(11) nor more than thirteen (13) members, the exact number to be fixed from time to time by the Board.

SECTION 1 – MEMBERSHIP

The Board of Directors shall consist of any member of the organization who is in good standing and is a resident of the state of Florida and lives within the area defined by Article II of these Bylaws. The Board shall at all times be divided into three classes, so that the terms of one-third (1/3) of the members (or as near thereto as is practical) shall expire each year.

SECTION 2 – ELECTION AND TERM OF OFFICE

The Board of Directors shall be elected by majority vote of the membership at its Annual Meeting, nominations having been made by the Nomination Committee no sooner than three (3) months prior to the Annual Meeting. The term of service of a member of the Board shall be three (3) years. No person shall be elected to be a member of the Board for more than two (2) consecutive three (3) year terms, as indicated above, except that a Board member originally elected to complete an unexpired term may be elected to no more than two (2) consecutive three (3) year terms in addition to the original term served as an interim Board member. In no event shall a Board member serve more than one (1) interim term. Upon completion of two (2) full three (3) year terms, at least two (2) years must elapse before a former Director is eligible for re-election. A Board member shall continue to hold office until his successor is elected and eligible to serve.

SECTION 3 – INCREASE IN THE NUMBER OF BOARD MEMBERS

In the event of any increase in the number of Board members as a result of revision of the Certificate of Incorporation or in these Bylaws, the additional Board members shall be elected by the members at any meeting and shall be classified in such manner as to fulfill the requirements of Section 1 of Article VIII and in conformity with Section 2.

SECTION 4 – VACANCIES

Any vacancy of the Board of Directors caused by death, resignation, removal, inability to act, or by any other cause, shall be filled for the unexpired portion of the term, by vote of a majority of the Directors at any meeting of the Board.

SECTION 5 – MEETINGS OF THE BOARD

The Board of Directors shall meet quarterly at least four (4) times a year at a time and place to be designated by the Board, one of which shall be the Annual Meeting.

SECTION 6 – ANNUAL MEETING OF THE BOARD

One of the regular meetings of the Board of Directors shall be held for the purpose of the transaction of such business as may be appropriate, immediately following and at the same place as the Annual Meeting of the Board of Directors. No notice shall be required for such a meeting.

SECTION 7 – NOTICE OF MEETINGS

Notice of each Board of Directors meeting other than the Annual Meeting of the Board, setting the time and place thereof, shall be given to each Director by mailing to his last known address at least ten (10) days before the meeting, by telephoning, emailing, or delivering same to him personally at least three (3) days before the meeting.

SECTION 8 – SPECIAL MEETINGS

Special meetings of the Board shall be held at the call of the Chairman, or upon the written request of one-fourth (1/4) of the Directors. The Directors shall specify the business to be considered at such meeting, and no other business may be conducted. The same rules apply as to quorum as apply to regular meetings of the Board.

SECTION 9 – QUORUM

At any meeting of the Board of Directors, one-third (1/3) of the Directors in office shall constitute a quorum, but less than a quorum may adjourn such meetings from time to time until a quorum is present. Except as otherwise provided in these Bylaws, any business may be transacted at any meeting of the Board at which a quorum is present and the act of a majority of a quorum of Directors present at a meeting shall constitute the act of the Board of Directors.

SECTION 10 – ABSENCE

Any Director, who is absent from two (2) consecutive board meetings without good and sufficient reason and after consideration and recommendation by the Board, may be removed from the Board by majority vote of the Board of Directors at the next Board meeting, or by majority vote of the members at the next Annual Meeting provided there is a quorum of not less than a majority present at the meeting at which such action is taken.

SECTION 11 – REMOVAL

Any member of the Board of Directors may be removed for cause, including incapacity to act, by majority vote of the Board of Directors at the next Board meeting, or by majority vote of the members at the next Annual Meeting provided there is a quorum of not less than a majority present at the meeting at which such action is taken.

SECTION 12 – RESIGNATION

Any member of the Board of Directors may be removed from office at any time by delivering written notice to the Board. A resignation shall be effective on the date received by the Board unless otherwise provided in the notice.

SECTION 13 – DUTIES AND RESPONSIBILITIES OF BOARD OF DIRECTORS

The duties and responsibilities of the Board of Directors shall be:

- a) To preserve and protect the Corporation's legal and corporate existence;
- b) To establish policies and programs which are in accord with the wishes of the membership;
- c) To adopt a budget for the Corporation;
- d) To engage an operating officer or other staff when necessary and approved by the membership;
- e) To provide continuity of relationship between 100 Black Men of Tampa Bay, Inc. and 100 Black Men of America, Inc.;

- f) To establish such standing committees, subcommittees, special committees and special task forces as may be necessary to carry out the programs of the Corporation; and,
- g) To do such other things, exercise such other rights and discharge such other responsibilities as shall be necessary to the purpose of the Corporation.

Article X
OFFICERS

SECTION 1 – GENERAL

The Officers of the Corporation (hereinafter referred to collectively as “Officers”) shall be President, Vice President of Operations, Vice President of Programs, Vice President of Development, Vice President of Finance, Secretary, Parliamentarian, and Chaplain. Each Officer of the Corporation shall, at all times during his term of office, be a member of the Corporation in good standing.

SECTION 2 – ELECTION AND TERM OF OFFICE

- A. Election: The Officers shall be elected by majority vote of the membership at its Annual Meeting, nominations having been made by the Nomination Committee no sooner than three months prior to the annual meeting.
- B. Term of Office: Officers shall serve for a maximum of two (2), consecutive two (2) year terms.

SECTION 3 – PRESIDENT

The President shall serve as chairman of the Board of Directors and shall generally supervise, direct, and control the business of the Corporation. He shall preside at all meetings of the membership and the Board of Directors. He shall have such other duties as may be prescribed by the Board of Directors and/or the Bylaws. He may at the discretion of the Board of Directors appoint committees for special purposes.

SECTION 4 – VICE PRESIDENT OF OPERATIONS

The Vice President of Operations shall be responsible for the development, execution and supervision of all internal operations of the Corporation, subject to the control and direction of the President and the Board of Directors. At the request of the President, or in the event of his absence, disability, or incapacity to act, the Vice President of Operations shall perform any and all duties of the President. The Vice President shall ensure that annual quarterly meetings are scheduled and take place with each of the following: a) Vice President of Programs; b) Vice President of Development; and c) Vice President of Development for the purpose of planning and development of the chapter business affairs.

SECTION 5 – VICE PRESIDENT OF PROGRAMS

The Vice President of Programs shall be responsible for the development, execution and supervision of all programs and projects of the Corporation (specifically Four For the Future) subject to the control and direction of the President and Board of Directors.

SECTION 6 – VICE PRESIDENT OF DEVELOPMENT

The VP of Development shall be responsible for the development, execution and supervision of all fundraising efforts of the Corporation, subject to the control and direction of the President and Board of Directors.

SECTION 7 – VICE PRESIDENT OF FINANCE

The Vice President of Finance shall attend to the following subject to the control and direction of the President and the Board of Directors:

Book of Accounts – the Vice President of Finance shall keep and maintain, or cause to be kept and maintained adequate and correct books and records of accounts of the properties and business transactions of the Corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The books of account shall be open to inspection by any Director or member at all reasonable times.

Deposit and Disbursement of Money and Valuables – the Vice President of Finance shall deposit all money and other valuables in the name and to the credit of the Corporation with such depositories as may be designated by the Board; shall render to the President and Directors, upon reasonable request, an account of all of his transactions as Vice President of Finance and of the financial condition of the Corporation; and shall have other powers and perform such other duties as may be prescribed by the Board of Directors. The President and the Vice President of Finance shall collectively sign all checks, drafts, vouchers, disbursement orders, bills, money orders, and/or any monetary instrument incurring expenses on behalf of and for the chapter. Notwithstanding any provision of this Section, the Vice President of Finance is authorized to sign any and all said monetary instruments less than or equal to \$250.00. All chapter expenses shall be authorized via a budget first approved by the Board of Directors or by majority vote of the membership

Bond – if required by the Board of Directors, the Vice President of Finance shall give the Corporation a bond in the amount and with the surety or sureties specified by the Board for faithful performance of the duties of his office and for restoration to the Corporation of all its books, papers, vouchers, money, and other property of every kind in his possession or under his control at the time of his death, resignation, retirement, or removal from office.

SECTION 8 – THE GENERAL COUNSEL

The General Counsel shall be appointed by the President and confirmed by a majority vote of the Board of Directors. The General Counsel shall perform such legal duties as may be requested by the President and/or the Board of Directors including, but not limited to, drafting, reviewing, and executing legal documents and contracts on behalf of the chapter. He shall serve as a fiduciary to and member of the Board of Directors, and is responsible for advising and counseling the President and/or Board of Directors as needed regarding legal matters with respect to protecting, preserving, and defending the corporation's legal rights and corporate existence.

SECTION 9 – SECRETARY

The Secretary shall attend to the following subject to the control and direction of the President and the Board of Directors:

Book of Minutes – the Secretary shall keep or cause to be kept, at the principal office or such other place as the Board of Directors may direct, a book of minutes of all meetings and actions of Directors, place of holding, whether regular or special, and, if special, how authorized, the notice given, the names of those present at such meetings, and the proceedings of such meetings.

Notices, Seal and Other Duties – the Secretary shall give, or cause to be given, notice of all meetings of the membership and of the Board of Directors required by the Bylaws to be given. He shall have such other powers and perform such other duties as may be prescribed by the Board of Directors or the Bylaws.

Chapter Communications – The Secretary, or a designee of the President, shall be responsible for disseminating to the chapter membership all inter-chapter communications including, but not limited to, 100 Black Men of America, Inc. communiqués and 100 Black Men of Tampa Bay, Inc. business matters. Prior to dissemination, the President or his designee shall first approve all inter-chapter communications. No member shall be permitted to unilaterally transmit unauthorized communications styled as 100 Black Men, both Chapter and/or National, related subject matter to the chapter membership, whether whole or in part. The Secretary may publish or serve notices of any such approved communications to the chapter membership via email or regular conventional mail. This procedure is not intended to remove the ability and responsibility of any member(s) to effectively communicate with any other member(s) within the chapter concerning committee and/or joint-project matters. However, because emails are not completely secure from non-members, when so communicating, all members are expected to observe the highest standards of ethics and decorum, always preserving the chapter’s mission, reputation, and credibility.

SECTION 10 – PARLIAMENTARIAN

The Parliamentarian shall be responsible for maintaining order, maintaining the Bylaws, and answering questions relating thereto subject to the control and direction of the President and the Board of Directors. The Parliamentarian should have a working knowledge of Parliamentary Procedure.

SECTION 11 – CHAPLAIN

The Chaplain shall serve as the spiritual voice of the chapter; further, to perform all appropriate religious and spiritually related functions (i.e. invocations, benedictions, etc.) subject to the control and direction of the President and the Board of Directors.

SECTION 12 – REMOVAL

Any elected officer shall be subject to removal for cause, including incapacity to act, by the membership at any time, if it is determined that such action is in the best interest of the organization. Any elected officer, who is absent from three (3) consecutive regular meetings without good and sufficient reason and after consideration and recommendation by the Board, may be removed from office by a majority vote of the members at the next Special Board Meeting.

SECTION 13 – RESIGNATION

An officer may be removed from office at any time by delivering written notice to the Corporation. A resignation shall be effective on the date received by the Corporation unless otherwise provided in the notice.

SECTION 14 – COMPENSATION

Officers or Members may receive such compensation, if any, for services, and such reimbursement of actual expenses as may be determined to be just and reasonable subject to approval by the Board of Directors. Directors may receive such compensation, if any, for services, and such

reimbursement of actual expenses as may be determined to be just and reasonable subject to approval by the Executive Committee.

Article XI
COMMITTEES

SECTION 1 – COMMITTEES

In addition to such other subcommittees, special committees and special task forces as set forth above in Article IX, Section 13 (f) as the Board of Directors may authorize or appoint from time to time, there shall be established the following five (5) standing committees: Executive Committee, Special Events/Social Committee, Budget and Finance Committee, Membership Committee, Program Committee.

SECTION 2 – EXECUTIVE COMMITTEE

The Executive Committee shall be composed of the Officers of the Corporation, and the chairpersons of all standing committees. The Executive Committee shall be empowered to manage the business affairs of the Corporation subject to these Bylaws, the Articles of Incorporation, and the Florida nonprofit Corporation Code.

The President shall act as Chairman of the Executive Committee and shall call meetings at any time he deems necessary. The Executive Committee shall act for the Board of Directors during the interim between Board meetings. The Executive Committee shall cause minutes to be kept of its meetings and they shall be submitted to the Board of Directors at its next succeeding meeting.

SECTION 3 – SPECIAL EVENTS/SOCIAL COMMITTEE

The Special Events/Social Committee shall be responsible for developing, seeking out, coordinating, and implementing programs, projects, or other special events and activities which may generate funds and other resources for the support and operation of the organization and its programs and activities. Further, it shall be the responsibility of the committee to plan, coordinate, recommend, and implement social activities for the members. The committee shall report to the Vice President of Development.

SECTION 4 – BUDGET AND FINANCE COMMITTEE

There shall be a Budget and Finance Committee appointed by the President, which shall be responsible for the review and audit of all budgets of committees and staff operations of the Corporation. This committee shall also be responsible for supporting the finance functions of the Corporation's Vice President of Finance and will annually make an audit report to the Board of Directors. The committee shall report to the Vice President of Finance.

SECTION 5 – PROGRAM COMMITTEE

There shall be a Committee derived from and representative of each of the four (4) primary and essential programs of the organization (Mentoring, Business and Economic Development, Education, and Health and Wellness, commonly known as the "Four For The Future"),TM in addition to those programs listed below. The committees shall report to the Vice President of Programs.

- a) Mentoring – shall be responsible for the development of programs designed to foster relationships between members of the organization and the youth in their communities.
- b) Business and Economic Development – shall be responsible for the development of business and economic programs that promote and encourage economic empowerment and self-sufficiency.
- c) Education – shall be responsible for the development of education programs that promote opportunities for students to develop their ability to compete successfully in the classroom and subsequently in the workplace.
- d) Health and Wellness – shall be responsible for programs aimed at raising the consciousness of the communities of the members of the organization on issues relating to health, safety, intervention, prevention, etc.
- e) Collegiate 100 – shall be responsible for developing collegiate-level programs directed at fostering relationships between student-members, university administrators, and university advisors in order to enhance the secondary education experience.

SECTION 6 – MEMBERSHIP COMMITTEE

The membership committee shall be responsible for recruitment and retention of members. The committee shall perform such duties as necessary to foster and maintain active members engaged in the business of the organization as described in Article III, including, but not limited to the following: (1) establishing initiation fees in accordance with Article VII § 4; and (2) determining the appropriate membership entitlements, duties, rights, and responsibilities based upon the corresponding membership levels as enumerated under Article VII § 1.

It shall be the responsibility of the committee to make and annual audit report to the Board of Directors concerning all matters affecting membership for the preceding fiscal year. The committee shall report to the Vice President of Operations.

Article XII
FLORIDA LAW

The Bylaws of the 100 Black Men of Tampa Bay, Inc. shall be construed in accordance with Florida Law.

Article XIII
INDEMNIFICATION

The Corporation shall indemnify each current or former Board of Director, Officer, or Member to the full extent permitted by Florida Corporation laws for liabilities and expenses incurred in connection with any suit or proceeding as result of acts not performed in good faith on behalf of the Corporation.

Article XIV
SEAL

The Board of Directors shall cause to be created a Seal and cause that Seal to be affixed to all official Corporation documents.

Article XV
FISCAL YEAR

The fiscal year of the Corporation shall be the period as selected by the Board of Directors as the fiscal year Corporation.

Article XVI
NON-PROFIT OPERATION

The Corporation will not have or issue shares of stock, no dividends will be paid, nor any part of the income or assets of the Corporation will be distributed to its members or officers without full consideration. No member of the corporation has any vested right, interest, or privilege in or to the assets, property, functions or activities of the Corporation. The Corporation may contract to the full extent permitted by Florida Corporation laws in due course with Members, Directors, Officers, without violating this provision.

Article XVII
AMENDMENT

SECTION 1 – COMPLIANCE

Any member who refuses to abide by and/or willfully violates these Chapter Bylaws shall be subject to removal from membership.

SECTION 2 – AMENDMENT

These Bylaws may be altered, amended, or replaced and new Bylaws may be recommended only by the Board of Directors or by special committee with subsequent ratification by the membership. Ratification of the Bylaws requires no less than fifty-one percent (51%) of the membership vote. Any such altered, amended, replaced, or newly ratified editions of the Bylaws supersede all previous editions.

Ratified and effective as of October 1, 2007.