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OCT 17 2011
BY: KP 2pm

RENTAL HOUSING DEVELOPMENT ASSISTANCE (RHDA)
Application for Rental Development Financing

PLEASE NOTE: AHFC Reserves the right to fund projects at a lower amount than requested, and the right to deny applications that do not coincide with the City's FY 2011-12 Action Plan goals and policy direction from the Austin City Council.

Project Name: ESCT Austin Housing IV, Inc.

Project Address: 3204 Manchaca Road, Austin, TX **Zip Code** 78704

Total # units in project/property: 10
Total # units to be assisted with RHDA Funding: 10

Project type: ✓Acquisition ☐Rehabilitation ☐New construction ☐Refinance ☐Rent Buy-Down

Amount of funds requested: $650,000 **Terms Requested:** nonamortizing; forgiveable

Role of applicant in Project (check all that apply): ✓ Owner ✓Developer ✓Sponsor

1. Applicant Information (If applicant is not acting as the developer, please provide all of the information below for the developer as well as for the applicant. If the developer involves multiple entities, is a partnership or joint venture, please provide duplicative information for each, and identify the entity that will serve as the "lead" organization).

Easter Seals Central Texas/ESCT Austin Housing IV, Inc.
Name

1611 Headway Circle, Building 2
Street Address

Austin	**TX 78754**	**(512) 615-3376**
City	**State, Zip**	**Telephone #**
Mandy De Mayo	**(512) 454-1444**	**mandy@demayoassociates.com**
Contact Person	**Contact Telephone #**	**E-mail address**

Federal Tax ID Number or SS#

The applicant/developer certifies that the data included in this application and the exhibits attached hereto are true and correct. ***Unsigned/undated submissions will not be considered.***

Easter Seals Central Texas
Legal Name of Developer/Entity

Signature of Authorized Officer

10-11-11
Date

President & CEO
Title

2. **For non-profit applicants/developers only, include copies of the following:**
   a. Articles of Incorporation
   b. Certificate of Incorporation filed with the State of Texas
   c. Federal IRS certification granting non-profit status
   d. Names, addresses and phone numbers of current board members
   e. Certified financial audit for most recent year which include the auditor's opinion and management letters.
   f. Board resolution approving the proposed project and authorizing the request for funding

3. **Project Type (Please check any that apply.)** This project is considered:

_____ **Traditional Rental Housing** (serving low-income households, and resident services may or may not be provided)

_____ **Transitional Housing** (case management services provided and residency limited to a certain length of time, usually no more than 24 months)

__X__ **Permanent Supportive Housing** (Considered long-term rental housing for very low-income families and individuals who are among the hardest to serve and who are most vulnerable to homelessness. This type of housing provides case management services to residents as needed).

If you checked Permanent Supportive Housing, please complete the information below.

A. Types of proposed PSH Units: Multi-family **10** Single-family (1-4 units) ____
B. Numbers of proposed PSH Units:
10 Total Number of Units in project
10 Total Number of RHDA-assisted Units Proposed (include PSH units and non-PSH units)
10 Total Number of Permanent Supportive Housing (PSH) Units Proposed

C. Check the population or sub-population(s) proposed to be served and indicate the number of units dedicated to that population or sub-population.

Individuals or families headed by individuals that are:

1._____ **Chronically homeless** as established in the HEARTH Act (Homeless Emergency and Rapid Transition to Housing Act of 2009) found at 24 CFR Part 577.
NUMBER OF UNITS _____

2._____ Households that would otherwise meet the HUD definition of chronically homeless per the HEARTH Act, but **have been in an institution for over 90 days**, including a jail, prison, substance abuse facility, mental health treatment facility, hospital or other similar facility.
NUMBER OF UNITS _____

3._____ Unaccompanied youth or families with children **defined as homeless under other federal statutes** who:
a. have experienced a long-term period without living independently in permanent housing;
b. have experienced persistent instability as measured by frequent moves over such period; and
c. can be expected to continue in such status for an extended period of time because of chronic disabilities, chronic physical health or mental health conditions, substance addiction, histories of domestic violence or childhood abuse, the presence of a child or youth with a disability, or multiple barriers to employment.
NUMBER OF UNITS _____

4._____ A single adult or household led by an adult **'aging out' of state custody of the foster care or juvenile probation system**, where the head of household is homeless or at-risk of homelessness.
NUMBER OF UNITS _____

5. X Any other population **not defined above** but who would otherwise be eligible for or need permanent supportive housing services.
NUMBER OF UNITS 10

NOTE: APPLICANTS CHECKING C.1, C.2, C.3, or C.4 ABOVE MUST COLLECT AND REPORT INFORMATION INTO THE HOMELESS MANAGEMENT INFORMATION SERVICE (HMIS)

4. **Project Description**. Provide a brief project description that addresses items "A" through "L" below.

a. Describe the tenant population, income levels, and services, if any, to be provided to or made available to residents.

b. Include the type of structure (multi-family or single-family), number and size of units in square feet.

c. Indicate whether the property is occupied at the time this application is being submitted.

d. Indicate whether the project meets the requirements of the City's Vertical Mixed-Use (VMU) Ordinance, or is in a Planned-Unit Development (PUD) or Transit Oriented Development (TOD).

e. Indicate whether the project will preserve existing affordable rental units.

f. If there are existing structures, provide documentation from the taxing authority or another third-party source indicating the year the structure was built.

g. Indicate the number of units reserved for Housing Choice Voucher holders (Section 8).

h. Indicate the number of units that are or will be made accessible and adaptable for persons with mobility, sight or hearing disabilities.

i. Demonstrate the Project's compatibility with current Neighborhood Plan (if applicable).

j. In addition to providing an Itemized Development Budget through your response to Question 12 below, summarize the key financials of the project, clearly indicating the total project cost, the amount and intended use of AHFC funds being requested, and the amount(s) and provider(s) of other funding and the stage of those funding commitments.

Please attach the following to the description of the above items:

k. A map (8 ½" x 11") indicating the property location and the distance to the nearest Capital Metro Transit Stop to which residents will have access.

l. Locate on the "Opportunity Map of Austin" the census tract in which the property lies. The map is attached to the Program Guidelines.

5. Site Control and Demonstration of Value

Include evidence of site control such as a warranty deed or an current earnest money contract, and provide a real estate appraisal or current tax documentation that substantiates the value of the project.

6. Zoning

Include a letter from the City of Austin's Planning and Development Review Department (PDRD) verifying that the current zoning of the site for the proposed project is compatible with the anticipated use, or include documentation verifying that a request to change current zoning has been submitted to PDRD. Should the project be approved for funding, the appropriate zoning must be in place prior to execution of loan documents.

7. **S.M.A.R.T. Housing™.** Include a copy of the letter that indicates the project has been reviewed and meets S.M.A.R.T. Housing™ requirements.

8. **Development Team.** Identify below the persons or entities anticipated to be involved in the project, such as lenders, attorneys, accountants, architects, engineers, general contractor, sub-contractors, property managers and consultants. Also, indicate if any person or entity involved is certified by the City of Austin as a minority or women-owned business enterprise **(MBE/WBE),** or if any of the entities are also **non-profit** organizations.

	Name(s) & Any Comments on Role	**MBE? (Mark X if Yes)**	**WBE? (Mark X if Yes)**	**Non-profit? (Mark X if Yes)**
Owner	ESCT Austin Housing IV, Inc.			X
Developer	ESCT Austin Housing IV, Inc.			X
Architect	N/A			
Engineer	N/A			
Construction Lender	N/A			
Other Lenders	HUD			
Attorney	Davis & Wilkerson			
Accountant				
General Contractor	N/A			
Consultant (if Applicable)	De Mayo Associates		X	
Property Management Provider	Easter Seals Central Texas			X
Other:				

9. **Development Schedule.** Complete the grid below. You may re-order the steps according to the appropriate sequence for your project and to add in any other significant steps integral to your project's development. If the multiple properties are involved, provide a development schedule for each property.

	DATE(S)
Acquisition and/or holding	**June 2011**
Environmental and/or historic review (AHFC)	**June 2011**
Securing and packaging project financing	**HUD approval pending**
Construction Specifications and Cost estimates	
Construction Bids	
Construction Start	**March 2012**
Anticipated Draws (list all)	**Upon Closing**
End Construction	**June 2012**
Start of Rent-up	**June 2012**
Completion & Operation	**August 2012**

10. **Accessible and Adaptable Units**. Indicate the number of units proposed to be **accessible and adaptable** for persons with mobility, sight and hearing disabilities as required by RHDA Program Guidelines.

_____ Units adaptable for persons with mobility disabilities

10 Units accessible for persons with mobility disabilities

_____ Units adaptable for persons with sight and hearing disabilities

1 Units accessible for persons with sight and hearing disabilities

11. Experience and Qualifications – Rental Development and Property Management

a. Is this the developer's first housing project? ☐ Yes ☒ No

b. Completed projects (please list below):

COMPLETED PROJECTS				
Address	**Number of Units**	**New or Rehab**	**Type of Property (apartments, SF units, etc.)**	**Year Completed**
Grove Boulevard, Austin, TX	6	New	Condo	2006
Northcross Boulevard, Austin, TX	10	Rehab	Condo	2008
Manchaca Road, Austin, TX	8	Rehab	Condo	2010

c. Describe the **experience and qualifications** and the developer's ability and capacity to implement the proposed project.

d. Indicate who will provide **property management** services. Provide documentation to demonstrate the entity's level of experience and track record in operating properties of similar size, particularly income-restricted properties.

12. Detailed Project Budget. Use the following table, or comparable format, to provide a complete project budget. Add line-items as necessary. If this project has already received funding from AHFC, indicate by line item the amounts from the prior award.

DETAILED PROJECT BUDGET				
	Cost	**Prior award of RHDA Funds (if any)**	**RHDA Funds Requested**	**Description or Comments**
PREDEVELOPMENT				
Appraisal	$4,000			
Environmental Review	$1,650			
Engineering				
Survey	$3,500			
Architectural				
TOTAL PREDEVELOPMENT	$9,150			
ACQUISITION				
Site and/or Land				
Structures				
Other (specify)	$1,574,000		$650,000	
TOTAL ACQUISITION	$1,574,000			
CONSTRUCTION				
Infrastructure				
Site work				
Demolition				
Concrete				
Masonry				
Rough carpentry				
Finish carpentry				
Waterproofing & Insulation				

Roofing & Sheet Metal				
Plumbing/Hot Water				
HVAC				
Electrical				
Doors/Windows/Glass				
Lath & Plaster/ Drywall & Acoustical				
Tile work				
Soft & Hard Floor				
Paint/Decorating/Blinds/Shades				
Specialties/Special Equipment				
Cabinetry/Appliances				
Carpet				
Other (Please specify)				
Construction Contingency				
TOTAL CONSTRUCTION				
SOFT & CARRYING COSTS				
Legal	$15,000			
Audit/Accounting				
Title/Recording	$15,000			
Architectural (Inspections)				
Construction Interest				
Construction Period Insurance				
Construction Period Taxes				
Relocation				
Marketing	$500			
Davis-Bacon Monitoring				
Other: (Specify)	$87,000			Developer's Fee
TOTAL PROJECT BUDGET	**$1,700,650**			

13. Funds Proposal. Provide the following information to facilitate financial review of the proposed project:

a. **Sources and Uses of Funds** – Complete **Tables A (below) & B (on the following page)**, identifying all sources and uses of funds to implement project and include evidence of funds anticipated (financial statements, commitment letters, etc.).

TABLE A: SOURCES OF FUNDS SUMMARY					**Intended Use of Funds (Predevelopment, Acquisition, Construction, Soft Costs)**
	Term	Interest Rate	Amount	Evidence (Deed, Sales Contract)	
Owner Equity	N/A	N/A	$5,257	Escrow Agreemen	MCI
Private Financing (List Lenders)					
Other Sources (List Below)	40 Years	0%	$1,051,472	Fund Reservation	Acquisition
HUD Section 811 Capital Advance					
Proposed RHDA Funds	**40 Years**	**0%**	**$650,000**		**Acquisition**

TABLE B: USES OF FUNDS SUMMARY		
	Total Cost	Cost/Unit
Predevelopment		
Acquisiton	$1,574,000	
Hard Costs		
Soft & Carrying Costs	$126,650	
Other Costs		
Total Project Costs	**$1,700,650**	**$170,065**

b. **Leveraging** - Complete **Table C (below)**. Include evidence of other funds leveraged by AHFC funds to implement the project such as owner equity and commitments from private and/or other public resources.

TABLE C: LEVERAGE SUMMARY	
TOTAL RHDA FUNDS	**$650,000**
TOTAL OTHER FUNDS	**$1,056,729**
LEVERAGE (%)	**38.2%**

c. **Operating Proforma** - In a format comparable to Table D below, prepare a minimum twenty (20) year financial Operating Proforma which realistically reflects the operation of the project relative to current and anticipated revenues, expenses and debt. The Proforma must indicate the anticipated debt coverage ratio (DCR) calculated as follows: net operating income (NOI)/debt service (DS) = DCR. For projects that will not carry debt, use the number "1" as the denominator in the equation.

TABLE D: OPERATING PROFORMA			
Unit Size (BR/BA)	**Number of Units**	**Monthly Rental Income**	**Annual Rental Income**
FULL OCCUPANCY ANNUAL INCOME			
Less Vacancy Loss (Indicate % and Amount of Loss			
GROSS ANNUAL INCOME			

Inflation Factor - Income	
Inflation Factor - Expense	

	Year 1	Year 2	Year 3	Year 4	Year 5
Gross Annual Income					
EXPENSES					
Utilities					
Insurance					
Maintenance/Repair					

Property Taxes					
Management					
Marketing					
Maintenance Reserve					
Other (specify)					
Other (specify)					
TOTAL EXPENSES					
NET OPERATING INCOME (NOI)					
Sources of Funds & Debt Service					
TOTAL ANNUAL Debt Service (DS)					
Cash-flow after Debt Serv (CF = NOI - DS)					
Debt Coverage Ratio (DCR = NOI/DS)					

14. **Community Engagement Strategy or Efforts.** Please provide a description of your organization's efforts or plans to engage neighborhood associations and other stakeholders in the area surrounding the proposed development. If no neighborhood association exists, provide an alternative plan to engage area residents, businesses and faith-based organization, for example.

15. **Description of Supportive Services.** If supportive services are NOT to be provided, **please stop here**. For all other projects, if supportive services are to be provided to residents, provide a description of the services that includes the following information:

    a. A description of the supportive services to be provided to residents and/or clients.
    b. The number and types of residents/clients expected to be served annually.
    c. Describe the developer's experience and qualifications in providing the services to be offered.
    d. If services are not provided by the developer of the project, include a description of the organization(s) providing the services and a memorandum of understanding or some other type of agreement that indicates the relationship between the developer and service provider.
    d. Provide resumes of key personnel who will be actively involved in the delivery of services. Resumes should include information about certifications, licenses, years of experience, and education.
    f. Demonstrate financial capacity to provide support services and/or operate a supportive services program by providing the following information:

        1. Sources of Funds: Identify sources and amounts of funds that will be utilized to provide supportive services.
        2. Budget: Include a supportive services budget which reflects current and anticipated funding and expenses associated with the provision of services for three (3) years.

ATTENTION:

Please submit with the Application a completed "self-evaluation" using the following Scoring Criteria.

RHDA PROGRAM
SCORING CRITERIA

Applications received will be reviewed and evaluated according to the following criteria:

REQUIRED INFORMATION:

1. Applicant Information	X	9. Accessible/Adaptable Units	X
2. Non-profit List of Items	X	10. Experience/Qualifications	X
3. Project Description	X	11. Project Budget	X
4. Site Control/Value	X	12. Funds Proposal:	
5. Zoning	X	a. Sources	X
6. S.M.A.R.T. Housing	X	b. Uses	X
7. Development Team	X	c. Leveraging	X
8. Development Schedule	X	d. Operating Proforma	X
		13. Community Engagement Strategy or Efforts	X

EVALUATION CRITERIA:

Applications for proposed projects will be reviewed and scored on a competitive basis per the evaluation criteria below. Applications must receive a minimum score of **150** points out of a maximum score of **225** points. PLEASE NOTE: A score above the minimum score does not guarantee funding.

1. **EXPERIENCE AND QUALIFICATIONS** (maximum 15 points) 15

15 points: Developer has successfully completed project similar in size and scope.
10 points: Completed similar project but smaller in size and scope.
8 points: Consultant directly involved who has completed project similar in size and scope.
3 points: Owns or manages income-restricted rental property.

2. **SOURCES & USES OF FUNDS** (maximum 10 points) 5

10 points: All sources and uses of funds are clearly indicated and sufficient evidence of funding availability and/or commitments are included.

5 points: All sources and uses of fund are clearly indicated, but evidence of funding availability or commitments are incomplete.

3. **DEBT COVERAGE RATIO (**maximum 10 points) 10

10 points: DCR of 1.25 or greater
6 points: DCR between 1.21 - 1.24
4 points: DCR between 1.15 - 1.20

4. **LEVERAGE (**maximum 10 points) 4

RHDA Program funding (prior and current) relative to Total Project Costs equals:
10 points: 25% or less
8 points: 26% - 30%
6 points: 31% - 35%
4 points: 36% - 50%
0 points: 51% or greater

5. **AFFORDABLE UNITS** (maximum 25 points) 25

If development has a mix of 30%, 40%, and/or 50% MFI units, add the results for the percentage of units in each income category up to the maximum of 25 points. If the project has a percentage of units in a given

income category that is not an exact multiple of ten as shown in the chart, please round up to the next multiple of 10 and use that point value.

% of G.O. Bond-assisted Units in Total Project										
% MFI	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
50%	3	5	7	9	11	13	15	17	19	25
40%	5	7	9	11	13	15	17	19	21	25
30%	7	9	11	13	15	17	19	23	24	25

6. **RHDA COST PER UNIT** in $1,000s (maximum 10 points) 6

	Acquisition	Refinance	Rehabilitation	For-Profit New Construction	Non-Profit New Construction
10 points	<$45/unit	<$30/unit	<$30/eff.	<$40/unit	<$60/unit
8 points	<$55/unit	<$40/unit	<$35/1-bd	<$50/unit	<$70/unit
6 points	<$65/unit	<$50/unit	<$40/2-bd	<$60/unit	<$80/unit
4 points	<$75/unit	<$60/unit	<$45/3-bd+	<$70/unit	<$90/unit

7. **TRANSITIONAL HOUSING** (10 points) 0

10 points: Project will be developed and operated as transitional housing.

8. **PERMANENT SUPPORTIVE HOUSING (PSH)** (maximum 20 points) 10

20 points: Project will reserve units for PSH for the following populations:

-- Chronically Homeless as established in the HEARTH Act (24 CFR Part 577)
-- Have been in an institution for over 90 days
-- Unaccompanied youth or families with children defined as homeless under other federal statutes
-- Youth "aging out" of state custody or the foster care or the juvenile probation system

10 points: Project will reserve units for PSH for populations other than those listed above.

9. **GEOGRAPHIC DISPERSION** (maximum 25 points) 20

Project is located in an area identified according to the Kirwan Institute's Opportunity Map of Austin (Map #2) as having greater opportunity for low-income households.

25 points: Very High priority area
20 points: High priority area
15 points: Moderate priority area
10 points: Low priority area
5 points: Very Low priority area

10. **PRIORITY LOCATION** (10 points) 0

10 points: Project is located in a Vertical Mixed-Use (VMU) Corridor, or is a Planned-Unit Development (PUD) or Transit Oriented Development (TOD).

11. **PRESERVATION OF AFFORDABLE UNITS** (10 points) 0

10 points: Project is the rehabilitation and preservation of existing affordable housing units, or new units are being constructed to replace existing affordable units at the same location on a one-to-one replacement basis or a greater than one-to-one replacement basis.

12. **AFFORDABILITY PERIOD** (25 points) 25

25 points: Affordability of project is for 99-years.

13. **PROJECT READINESS** (maximum 10 points) 5

New construction
2 points each; maximum 10 points
_____The project meets the normal eligibility requirements under the existing program guidelines.
_____The property is already owned by the developer.
_____The project has completed all necessary design work and received site plan approval.
_____All environmental reviews have been completed.
_____The project has firm commitments from all financing sources.

Acquisition and Rehab
2 points each; maximum 10 points
_____The project meets the normal eligibility requirements under the existing program guidelines
_____All environmental reviews have been completed.
_____The project has firm commitments from all financing sources.
_____A General Contractor has been selected.
_____Closing on the acquisition of the property can be achieved in less than 30 days.

Acquisition of Completed Units
2.5 points each; maximum 10 points (A total score of 2.5 points will be rounded to 3; a total score of 7.5 points will be rounded to 8.)
2.5 The project meets the normal eligibility requirements under the existing program guidelines
2.5 All environmental reviews have been completed.
_____The project has firm commitments from all financing sources.
_____Closing on the acquisition of the property can be achieved in less than 30 days.

14. **PROPERTY MANAGEMENT** (maximum 10 points) 10

10 points: Designated Property Management Entity has documented track record of success managing income-restricted properties of similar size and/or similar unit counts, and has the capacity to take on management of the proposed project.

8 points: Designated Property Management Entity has a documented track record of success managing income- restricted properties of smaller size and/or fewer units, and has the capacity to take on management of the proposed project.

4 points: Designated Property Management Entity has a documented track record of successful property management experience and has the capacity to take on management of the proposed project, but has not managed an income-restricted property.

15. **SUPPORTIVE SERVICES** (maximum 15 points) 15

15 points:
a. The developer has secured written agreements with organizations that will provide resident services, or has experienced and qualified staff (7 or more years of experience) able to provide the same services.
b. Funds have been secured for the operation of resident services programs.
c. A 3-year operating budget for the operation of the resident services programs is provided.

10 points:

a. The developer has secured letters of intent from organizations that intend to provide resident services, or has experienced and qualified staff (3 to 6 years of experience) able to provide the same services.
b. Funds have been secured for the operation of the resident services programs.
c. A 3-year operating budget for the operation of the resident services programs is provided.

5 points:
a. The developer has experienced and qualified staff (1 to 2 years of experience) able to provide the same resident services.
b. Funds have been secured for the operation of the resident services programs.
c. A 3-year operating budget for the operation of the resident services programs is provided.

2 points:
a. The developer has arrangements with organizations to provide services, or has experienced and qualified staff able to provide the same resident services.
b. Funds have been not been secured for the operation of the resident services programs.

16. **MBE/WBE PROJECT PARTICIPATION** (5 points) 5

5 points: Development Team includes registered City of Austin minority- or women-owned business enterprises (M/WBE).

17. **PARTNERSHIP WITH OTHER NON-PROFIT ENTITIES** (5 points) 5

5 points: Applicant provides evidence of commitment from another certified non-profit organization to partner on the project in some way.

TOTAL SCORE 160

DLOARST(NC+)

The State of Texas

Secretary of State

DEC. 17, 1998

RECEIVED
DEC 2 _ 1998

FAYE A. ELLER....EASTER SEALS
919 WEST 28+1/2 STREET
AUSTIN ,TX 78705

RE:
EASTER SEALS - CENTRAL TEXAS, INC.
CHARTER NUMBER 00065155-01

IT HAS BEEN OUR PLEASURE TO APPROVE AND PLACE ON RECORD YOUR RESTATED ARTICLES OF INCORPORATION.

THE APPROPRIATE EVIDENCE IS ATTACHED FOR YOUR FILES AND THE ORIGINAL HAS BEEN FILED IN THIS OFFICE.

PAYMENT OF THE FILING FEE IS ACKNOWLEDGED BY THIS LETTER.

IF WE CAN BE OF FURTHER SERVICE AT ANY TIME, PLEASE LET US KNOW.

Alberto R. Gonzales, Secretary of State

DLU*RST(NC+)

The State of Texas

Secretary of State

CERTIFICATE OF RESTATED ARTICLES

OF INCORPORATION

OF

EASTER SEALS - CENTRAL TEXAS, INC.
CHARTER NUMBER 00065155

FORMERLY

CAPITAL AREA EASTER SEAL SOCIETY, INC.

THE UNDERSIGNED, AS SECRETARY OF STATE OF THE STATE OF TEXAS, HEREBY CERTIFIES THAT RESTATED ARTICLES OF INCORPORATION OF THE ABOVE CORPORATION DULY SIGNED AND VERIFIED PURSUANT TO THE PROVISIONS OF THE TEXAS NON-PROFIT CORPORATION ACT, HAVE BEEN RECEIVED IN THIS OFFICE AND ARE FOUND TO CONFORM TO LAW.

ACCORDINGLY THE UNDERSIGNED, AS SUCH SECRETARY OF STATE, AND BY VIRTUE OF THE AUTHORITY VESTED IN THE SECRETARY BY LAW, HEREBY ISSUES THIS CERTIFICATE OF RESTATED ARTICLES OF INCORPORATION AND ATTACHES HERETO A COPY OF THE RESTATED ARTICLES OF INCORPORATION.

DATED DEC. 17, 1998

Alberto R. Gonzales, Secretary of State

FILED
In the Office of the
Secretary of State of Texas
DEC 17 1998
Corporations Section

RESTATED ARTICLES OF INCORPORATION

ARTICLE ONE

Capital Area Easter Seal Society, Inc. pursuant to the provisions of Article 4.06 of the Texas Non-Profit Corporation Act hereby adopts Restated Articles of Incorporation which accurately copy the Articles of Incorporations and all amendments thereto that are in effect to date and as further amended by such Restated Articles of Incorporation as hereinafter set forth and which contain no other change in any provision there of.

ARTICLE TWO

The Articles of the Incorporation of the corporation are amended by the Restated Articles of Incorporation as follows:

Article One of the Articles of Incorporation is amended to read as follows:

The name of the corporation is: Easter Seals - Central Texas, Inc.

Article Four of the Articles of Incorporation is amended to read as follows:

The purpose or purposes for which the corporation is organized are:

Easter Seals - Central Texas, Inc. is organized and solemnly dedicated to helping children and adults with disabilities. To carry out this basic objective the agency shall:

1. Assist persons with disabilities and their families in finding and making effective use of resources which will be helpful to them in developing their abilities and living a purposeful life.

2. Establish, operate and develop programs and services in health, welfare, education, recreation, and employment, which are necessary for the rehabilitation of children and adults with disabilities.

3. Develop and conduct educational programs for the public; for professional personnel concerned with the care and treatment of persons with disabilities; for parents; for employers and others as a means toward helping persons with disabilities achieve fuller and better lives physically, emotionally, intellectually, and vocationally.

4. Encourage, and further research into the causes and prevention of disabling conditions, and of improving methods of care, education, and treatment of children and adults with disabilities.

5. Establish, maintain and operate for the capital area including Austin, Texas and surrounding counties, under the direct supervision of the Board of Directors and President a model comprehensive rehabilitation facility for children and adults based on the programs and activities of the former Capital Area Easter Seal Society and to be named "Easter Seals - Central Texas, Inc.", and operate other similar facilities elsewhere as may be deemed necessary or desirable.

6. Develop programs for children and adults with disabilities including home-based and clinic based rehabilitation, vocational services, education, and research .

7. Conduct an Annual Easter Seal Campaign and other necessary fund raising activities.

8. Cooperate and counsel with other organizations and agencies in appropriate activities having to do with children and adults with disabilities, including such activities as are local, state, national and international in scope.

9. Do such things and perform such acts as the agency may deem necessary to accomplish its purposes and to receive, use, hold, and apply funds, gifts, bequests,

and endowments or proceeds thereof to give effect and to carry forward the purposes of this society.

Article Five of the Articles of Incorporation is amended to read as follows:

The street address of the administration office of the corporation is 919 West 28 ½ Street, Austin, Texas 78705-3595 and the name of its registered agent at such address is Sharon Miller, President.

Article Six of the Articles of Incorporation is amended to read as follows:

The number of directors constituting the board of directors is that number which may from time to time be specified by the bylaws, provided however that the number shall never be less than three. Until otherwise changed by the bylaws, the number of directors shall be thirty and the names and addresses of those presently serving as directors are:

Ron Luke, J.L., Ph.D.	7600 Chevy Chase Drive. Ste. 500 Austin, Texas 78752
Nancy Powell	707 West Avenue Austin, Texas 78701
Kathy Bridges	515 Congress, 13th Floor Austin, Texas 78701
Heather Griffith Peterson	6503 Nasco Drive Austin Texas 78757
Greg Meserole	515 Congress Ave., 13th Floor Austin, Texas 78701
Cynthia Duggins	919 E. 32nd Street Austin, Texas 78705
Marsha Hughes	8209 Pax Drive Austin, Texas 78736

Leonard Krugel	8105 Amelia Cove Austin, Texas 78750
Rex Van Middlesworth	100 Congress Ave., Suite 1500 Austin, Texas 78701-4042
Jeanne White	17210 Majestic Ridge Austin, Texas 78738
Kevin Vela	304 West 55th Street Austin, Texas 78751

ARTICLE THREE

Each such amendment made by these Restated Articles of Incorporation has been effected in conformity with the provisions of the Texas Non-Profit Corporation Act and Such Restated Articles of Incorporation were duly adopted in the following manner:

> At a meeting of the Board of Directors on August 26, 1998, at which a quorum was present, the motion was made and approved to change Capital Area Easter Seal Society's identity to Easter Seals – Central Texas, and to authorize the President [Sharon Miller] to file appropriate paperwork [Restated Articles of Incorporation] to implement this change and to authorize the Board Secretary, Kathy Bridges to sign the legal documents. The motion received the vote of a majority of the directors in office, there being no members having voting rights in respect thereof.

ARTICLE FOUR

The Articles of Incorporation and all amendments and supplements thereto are hereby the following Restated Articles of Incorporation which accurately copy the entire text thereof and as amended as set forth above:

RESTATED ARTICLES OF INCORPORATION
OF
EASTER SEALS - CENTRAL TEXAS, INC.

ARTICLE ONE

The name of the corporation is: Easter Seals - Central Texas, Inc.

ARTICLE TWO

The Corporation is a non-profit corporation.

ARTICLE THREE

The period of its duration is perpetual.

ARTICLE FOUR

The purpose or purposes for which the corporation is organized are: Easter Seals - Central Texas, Inc. is organized and solemnly dedicated to helping children and adults with disabilities. To carry out this basic objective Easter Seals - Central Texas, Inc. shall:

1. Assist persons with disabilities and their families in finding and making effective use of resources which will be helpful to them in developing their abilities and living a purposeful life.

2. Establish, operate and develop programs and services in health, welfare, education, recreation, and employment, which are necessary for the rehabilitation of children and adults with disabilities.

3. Develop and conduct educational programs for the public; for professional personnel concerned with the care and treatment of persons with disabilities; for parents; for employers and others as a means toward helping persons with

disabilities achieve fuller and better lives physically, emotionally, intellectually, and vocationally.

4. Encourage, and further research into the causes and prevention of disabling conditions, and of improving methods of care, education, and treatment of children and adults with disabilities.

5. Establish, maintain and operate for the capital area including Austin, Texas and surrounding counties under the direct supervision of the Board of Directors and President a model comprehensive rehabilitation facility for children and adults based on the programs and activities of the former Capital Area Easter Seal Society and to be named "Easter Seals - Central Texas, Inc.", and operate other similar facilities elsewhere as may be deemed necessary or desirable.

6. Develop programs for children and adults with disabilities including home based and clinic based rehabilitation.

7. Conduct an Annual Easter Seal Campaign and other necessary fund raising activities.

8. Cooperate and counsel with other organizations and agencies in appropriate activities having to do with children and adults with disabilities, including such activities as are local, state, national and international in scope.

9. Do such things and perform such acts as the agency may deem necessary to accomplish its purposes and to receive, use, hold, and apply funds, gifts, bequests, and endowments or proceeds thereof to give effect and to carry forward the purposes of this society.

ARTICLE FIVE

The street address of the administration office of the corporation is 919 West 28 ½ Street, Austin, Texas 78705-3595 and the name of its registered agent at such address is Sharon Miller, President.

ARTICLE SIX

The number of directors constituting the board of directors is that number which may from time to time be specified by the bylaws, provided however that the number shall never be less than three. Until otherwise changed by the bylaws, the number of directors shall be thirty and the names and addresses of those presently serving as directors are:

Ron Luke, J.L., Ph.D.	7600 Chevy Chase Drive. Ste. 500 Austin, Texas 78752
Nancy Powell	707 West Avenue Austin, Texas 78701
Kathy Bridges	515 Congress, 13th Floor Austin, Texas 78701
Heather Griffith Peterson	6503 Nasco Drive Austin Texas 78757
Greg Meserole	515 Congress Ave., 13th Floor Austin, Texas 78701
Cynthia Duggins	919 E. 32nd Street Austin, Texas 78705
Marsha Hughes	8209 Pax Drive Austin, Texas 78736
Leonard Krugel	8105 Amelia Cove Austin, Texas 78750
Rex Van Middlesworth	100 Congress Ave., Suite 1500 Austin, Texas 78701-4042

Jeanne White — 17210 Majestic Ridge, Austin, Texas 78738

Kevin Vela — 5304 West 55th Street, Austin, Texas 78751

Dated November 18, 1998

Easter Seals - Central Texas, Inc.

By: Kathy Bridges
Kathy Bridges, Secretary

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MINUTES
Easter Seals – Central Texas
Board of Director's Meeting
August 26, 1998

CALL TO ORDER

The meeting of the Board of Easter Seals- Central Texas was called to order by Board Chairman, Greg Meserole at 6:06 p.m. August 26, 1998 at the Easter Seals North Lamar Center, at 919 West 28 ½ Street, Austin, TX.

MEMBERS PRESENT
Greg Meserole, Chairman
Steve Pratt
Nancy Powell, Chair, Development Committee
Heather Griffith Peterson, Secretary
Chair, Client Service Com.
Kathy Bridges
Rex Van Middlesworth
Cynthia Duggins
Ron Luke, Treasurer,
Chair, Fiscal Committee

MEMBERS ABSENT
Clarke Spinks

STAFF
Sharon Miller, President/CEO
Faye A. Eller
John Glass

GUESTS
Barbara Anderson
Danielle Anderson
Sandra Delgado
Marsha Hughes
Leonard Krugel
Jeanne White
Randy Sibert, National Easter Seals

MINUTES

Everyone was welcomed to the meeting. The guests were introduced. The minutes of the June 3, 1998 Board of Directors were approved as presented.

President's Report

Sharon Miller presented the President's report. Highlights included ECI zip code negotiations which give us an area with approximately 118 children who need services. The zip codes did not include all the areas we wanted but will be reviewed in May with the possibility of additional partial zip codes if our client number is not as expected.
An ECI site visit will be scheduled for November.
Becky Zeeck successfully negotiated a Child Find grant that will provide $46,000+ in new resources to Easter Seals.

The Workforce Development Program contract with the City of Austin will be approved August 27, 1998 with an increase in revenue of $300,000. The most recent edition of the American Habilitation newsletter from National Easter Seals features an article and pictures of our Workforce Development Program.

The Softball Marathon event scheduled for August 22 was rained out and is rescheduled for August 29th. Two teams had to drop out, one of them has pledged to give us the money their team raised for the event. Sam Bosch is coordinating the Softball event with the help of Kim Graif, a student volunteer from Texas A&M University. Ron Luke suggested having Dave, an umpire who participates for Softball Marathon on a regular basis, as a possible member of the Development Committee.

Emily Kessler will work part time to put together the 24Hour Relay event for the Spring of 1999. Patrick Alexander will join the Development Team in October. Patrick will develop systematic business relationships and will maintain a donor base

Faye Eller will be assuming new responsibilities as Executive Assistant on 9/1/98.

NEW BUSINESS – COMMITTEE REPORTS
Development Report

Nancy Powell presented the minutes from the July 23, 1998 Development Committee Meeting and presented motions from the Development Committee.

Mrs. Anderson and Danielle Anderson, family members of M.D. Anderson were indroduced. Mrs Anderson commemorated her son, M.D. and presented a check for $1,000 to Easter Seals to be used for equipment for the pool program.

Board Action Items:

Nancy Powell moved and Heather Griffith Peterson seconded and the board approved:

A. The establishment of the The M.D. Anderson Memorial Fund in memory of this volunteer.
B. To rename and dedicate the hydrotherapy pool in honor of M.D. Anderson.
C. That funds in the amount of $2,905 donated as of August 19, 1998 and $ 1,000 received from family members on August 26, 1998 be used to purchase and install a hydrolift chair, repair the window area and purchase a portrait of M.D. Anderson for dedication of the hydrotherapy pool in his name.
D. Expenditure of $320 from agency funds to purchase a dedication plaque.

Ron Luke moved, Kathy Bridges seconded and the Board approved authorizing the Development Committee to make logo and image change decisions based on the guidelines established by the National office.

Client Services Committee

Cynthia Duggins presented the Client Services Committee report and presented motions from the July 24, 1998 Client Services Committee Meeting.

Discussion about Easter Seals becoming a stakeholder organization for the ARC of Texas Master Pooled Trust Program ensued. Further decisions regarding stakeholder status were postponed until further investigation can be made into banks and investments associated with the fund.

Cynthia Duggins moved, Kathy Bridges seconded and Board Members approved adoption of the Strategic Plan components with the following italicized changes:

> **Mission**: Easter Seals is a unique organization ***which*** creates solutions and changes lives so that children and adults with disabilities can live with equality and dignity and ***can*** achieve independence.
>
> **Vision**: Easter Seals-Central Texas is a customer focused, outcome managed, growing agency creating solutions and changing lives in 21 counties.
>
> **Core Values: Integrity**
> We conduct business ethically and with a commitment to moral integrity. When faced with an ethical dilemma, we are guided by moral standards and a desire to do what is right.

A motion was made to change Easter Seals identity to Easter Seals-Central Texas, and to authorize the President to file appropriate paperwork to implement this change and to authorize the Board Secretary, Kathy Bridges to sign the legal documents.

Finance Committee

Ron Luke, Committee Chair, presented minutes from the July 27, 1998 Finance Committee Meeting and presented motions from the Finance Committee.

Discussion ensued regarding the July 1998 Financial Statements and projected fund balance prior to depreciation expense.

Following review of 1999 priority projects, Ron Luke moved, Heather Griffith Peterson seconded and Board Members approved the adoption of the 1999 Budget incorporating the summary of special projects, with related expense and revenue changes. Total revenue budget $3,760,058, expense budget of $3,417,398 and estimated revenue over expense of $126,679.

Randy Sibert, the representative from Easter Seals National Office, commended the Fiscal Committee, Board and Easter Seals staff for a tremendous, excellent job on a very good budget process.

Executive Committee Nomination Report

Greg Meserole introduced Leonard Krugel, Jeanne White and Marsha Hughes.

A motion was made by Kathy Bridges and seconded by Cynthia Duggins, a adopted by the full Board to suspend the By-Laws and:

1. Nominate the following individuals for appointment to the Board of Directors effective 9/1/98:
   Leonard Krugel – Three year term ending 8/31/01
   Jeanne White – Two year term ending 8/31/2000
   Marsha Hughes - One year term ending 8/31/99
2. Approve the following Board of Director terms of appointment effective September 1, 1998 as noted:

Board Members - Term Expiring 8/31/99
Greg Meserole, Immediate Past Chair
Marsha Hughes
Kathy Bridges

Board Members - Term Expiring 8/31/2000
Ron Luke
Clarke Spinks
Jeanne White
Rex Van Middlesworth

Board Members - Term Expiring 8/31/2001
Heather Griffith Peterson
Cynthia Duggins
Nancy Powell
Leonard Krugel

Officer Nominations

Jeanie White moved, Marsha Hughes seconded, the Board Members approved election of the following Officers for FY 1998-99:

Board of Directors Officers
Ron Luke, Chair
Nancy Powell, Vice Chair
Kathy Bridges, Secretary
Heather Griffith Peterson, Treasurer

Executive Committee
Greg Meserole, Immediate Past Chair
Ron Luke, Chair

Nancy Powell, Vice Chair
Kathy Bridges, Secretary
Heather Griffith Peterson, Treasurer
Chair Committee Appointments were presented as follows:

Ron Luke presented the following FY 1998-99 Committee appointment recommendations for Board members. Board members were invited to request any re-designation if so desired.

Client Services Committee
Kathy Bridges, Chair
Marsha Hughes
Cynthia Duggins

Citizen Members
Sandra Delgado
Deborah Hopps
Steve Pratt

Development Committee
Nancy Powell, Chair
Clarke Spinks
Jeanne White

President's Council
Greg Meserole

Citizen Members
Steve Guengerich

Fiscal Committee
Heather Griffith Peterson, Chair
Rex Van Middlesworth
Kathy Bridges

Nominating Committee
Nancy Powell, Chair
Greg Meserole
Cynthia Duggins
Leonard Krugel
Jeanne White

OLD BUSINESS

500 raffle tickets need to be sold in order to pay for the 1998 Camaro to be given away at Softball Marathon on August 29th, 1998. Greg Meserole assigned raffle tickets to Board Members.

ANNOUNCEMENTS

Recommendations for Service Recognition for outstanding service by Board of Directors and staff are to be given to Nancy Powell. Awards will be given at the Annual Meeting, October 7th.

WINS, VICTORIES AND CELEBRATIONS

Sandra Delgado commended Easter Seals for its policy of using professional therapists to perform quality therapy services as compared to other providers who allow non professional employees to provide therapy.

Randy Sibert invited Ron Luke, as new Board President, to attend the National Easter Seals convention in San Francisco. Randy wishes commend Easter Seals – Central Texas at the function.

With no further business a motion to adjourn was entered at 8:10 p.m. by Kathy Bridges and seconded by Heather Griffith Peterson.

Sharon Miller
Sharon R. Miller, President/CEO

Date: 9-15-98

(Minutes recorded by Faye Eller and Sharon Miller)

Heather Griffith Peterson, Secretary of the Board

Date: 9/17/98

Easter Seals Board of Directors
Executive Committee Nomination Report
August 20, 1998

The Committee moves to suspend the By-Laws and:

1. Nominates the following individuals for appointment to the Board of Directors: (Please refer to Who's Who Summaries)

   Leonard Krugel - Three year term ending 8/31/01
   Jeanne White – Two year term ending 8/31/00
   Marsha Hughes – One year term ending 8/31/99

2. Moves approval of the following Board of Director terms of appointment effective September 1, 1998:

Term Expiring 8/31/99	Term Expiring 8/31/00	Term Expiring 8/31/01
Greg Meserole, Immediate Past Chair	Ron Luke	Heather Griffiths Peterson
Marsha Hughes	Clarke Spinks	Cynthia Duggins
Kathy Bridges	Jeanne White	Nancy Powell
	Rex Van Middlesworth	Leonard Krugel

3. Nominates:

Officers	Executive Committee
	Greg Meserole, Immed. Past Chair
Ron Luke, Chair	Ron Luke, Chair
Nancy Powell, Vice Chair	Nancy Powell, Vice Chair
Kathy Bridges, Secretary	Kathy Bridges, Secretary
Heather Griffiths Peterson, Treasurer	Heather Griffiths Peterson,Treas.

Chair's Committee Appointments: (Appointments were made based upon member polling. Changes in appointment can be made by request to the Chair at any time, and all Directors are welcome to attend any or all Committee meetings)

Client Services	Development	Fiscal
Kathy Bridges, Chair	Nancy Powell, Chair	Healther Griffiths Peterson, Chair
Marsha Hughes	Clarke Spinks	Rex Van Middlesworth
Cynthia Duggins	Jeanne White	Leonard Krugel

Citizen Members	President's Council	By Laws
Sandra Delgado	Greg Meserole	Rex Van Middlesworth, Chair
Deborah Hopps	Citizen Member	Heather Griffiths Peterson
Steve Pratt	Steve Guengerich	Kathy Bridges

Nominating Committee, Nancy Powell, Chair
Greg Meserole, Cynthia Duggins, Leonard Krugel, Jeanne White

Amendment to Minutes
Board of Directors Meeting
August 26, 1998

Purpose of amendment: To make a correction for page three of the minutes of the Board of Directors meeting held August 26, 1998.

A motion was made and approved to change Capital Area Easter Seal Society, Inc.'s identity to Easter Seals - Central Texas, Inc., and to authorize the President to file appropriate paperwork and to authorize the FY 1999 Board Secretary, Kathy Bridges to sign the legal documents.

Heather Griffith Peterson
Board Secretary, FY 1998

10/23/98
Date

BY LAWS
OF
EASTER SEALS - CENTRAL TEXAS, Inc.

(A not-for-profit corporation organized under the laws of the State of Texas)

ARTICLE I

NAME
EASTER SEALS - CENTRAL TEXAS, Inc.

The name of this corporation is Easter Seals - Central Texas, Inc. (hereinafter referred to as "ESCT") Pursuant to a Membership Agreement, ESCT has been granted a license to use the trade mark "Easter Seals" and the registered symbol, the stylized Easter Lily, which along with all other intellectual property rights of Easter Seals, Inc. ("Easter Seals") are the sole and exclusive property of Easter Seals, Inc. (hereinafter referred to as "Easter Seals" or "Easter Seals National Headquarters"). ESCT is affiliated with Easter Seals by means of a Membership Agreement between ESCT and Easter Seals (the "Membership Agreement").

ARTICLE II

PHILOSOPHY, OBJECTIVES AND PROGRAM

SECTION 1. PHILOSOPHY. The following statements express the philosophy of ESCT:

A. ESCT is a not-for-profit corporation providing service to persons with disabilities or other special needs and to their families and caregivers.

ESCT recognizes that persons with disabilities or other special needs and their families and caregivers want and need to be a part of their community life, and be accepted by their communities as individuals with rights and responsibilities.

C. ESCT supports services provided to help children and adults with disabilities or other special needs and their families and caregivers reach their maximum capabilities and secure opportunities for their education, training and employment.

D. ESCT is committed to assure the adequacy and effectiveness of programs and services for children and adults with disabilities or other special needs and their families and caregivers with equality, dignity and independence.

E. To assist persons with disabilities or other special needs and their families and caregivers to find and make effective use of resources, which will be helpful to them in developing their abilities, and in living purposeful lives.

F. To assist communities in developing necessary and appropriate services and resources for persons with disabilities or other special needs and their families and caregivers.

G. To establish and maintain programs and services to meet the needs of persons with disabilities or other special needs and their families and caregivers.

To empower persons with disabilities or other special needs and their families and caregivers by supporting them in obtaining their legal rights.

I. To support integration of persons with disabilities or other special needs and their families and caregivers into the mainstream of community life.

SECTION 2. PROGRAMS.

A. GOALS. In harmony with its stated objectives and those of Easter Seals, ESCT shall:

1. Stimulate the development of such programs and services in health, welfare, education, recreation and employment as are necessary for the rehabilitation of persons with disabilities.

2. Stimulate the development of, and conduct, educational programs for all who are concerned with services for persons with disabilities including professional personnel, parents, volunteers, and the public-at-large.

3. Encourage the use of volunteers at all levels of ESCT.

4. Participate in and encourage research into the causes and prevention of disabilities, and into methods of care, education and treatment of persons with disabilities.

5. Develop and implement programs of direct services including rehabilitation, education and research.

6. Conduct necessary fundraising activities.

7. Cooperate and counsel with other organizations and agencies in appropriate activities relating to persons with disabilities.

8. Do such other things and perform such other acts as ESCT may deem necessary to accomplish its purposes.

B. In the advancement of the foregoing, it shall be the responsibility of ESCT to:

1. Comply with the Standards of Membership for Easter Seals Affiliates (as defined in the Membership Agreement) developed and maintained from time to time by Easter Seals.

2. Develop and maintain standards for all activities carried out under Easter Seals auspices, including programs and services, personnel, membership, administrations, fundraising, communication, advocacy, public affairs and fiscal accountability.

C. ESCT shall not discriminate on the basis of age, sex, race, color, creed, national origin, marital status, sexual orientation, disability or other classifications protected by applicable law with regard to receipt of services, appointment or election to voluntary office, or hiring, assignment to, or promotion in staff positions. All offices and facilities operating under ESCT's auspices shall be in compliance with the Americans with Disabilities Amendments Act.

ARTICLE III

MEMBERS

The Directors on the Board of Directors are considered members of ESCT. Membership is restricted to the Board of Directors and individuals appointed members by the Board of Directors.

ARTICLE IV

BOARD OF DIRECTORS

SECTION 1. NUMBER AND TERM OF OFFICE OF DIRECTORS. The Board of Directors of ESCT shall consis of at least ten (10) but not more than twenty-one (21) Directors elected by vote of the Board at the annual meeting o the Board or at such other time as the Board may determine. All Directors shall be elected from nominees submitte by the Governance Committee. Directors shall be chosen by the vote of the Board of Directors at the annual meeting At each annual meeting of ESCT, one-third of the Board shall be elected for a term of three (3) years. Subject to th provisions for Section 3 of Article V, additional Directors shall be elected to fill existing vacancies. Notwithstandin the above, the Board may elect one additional Director, upon the recommendation of the Governance Committee, a the M.D. Anderson Youth Leadership Chairperson Director. The election of such Director shall be for a term of on year.

SECTION 2. QUALIFICATIONS. No employee or immediate family member of an employee (including spouse domestic partner or companion living in the same household, children or step-children, sibling or step-sibling parents, in-laws, grandparents or grandchildren) of Easter Seals, Easter Seals Central Texas, or any other Affiliat shall be eligible to serve as a Director (elected, honorary or ex officio) of ESCT. No President/CEO of ESCT, an other Affiliate or Easter Seals shall be eligible to serve as a Director for three (3) years after his or her employment a President/CEO has ended. A Director who has served a full term of three (3) years shall be eligible to succee himself/herself in office for one additional term of three (3) years. For the purpose of the foregoing limitation, tim served by a Director in filling a vacancy or as a Director elected for a short term of less than three (3) years shall b disregarded, whether such time be served before or after his first or second full term of three (3) years; nor shall sai limitation preclude the Chairperson of the Board of ESCT from serving in the Directorship conferred upon him/her b tue of his office as Chairperson of the Board. A former Director, who has not served as Director for at least one (1 year, shall again be eligible to serve as a Director.

SECTION 3. NOMINATION AND ELECTION OF DIRECTORS. From among individuals who are interested in th work of ESCT and who are broadly representative of community interests within Central Texas, the Governanc Committee appointed by the Chairperson of the Board, shall elect nominees to fill vacancies occurring in the Board a the Annual Meeting. The provisions of said Section 3 of Article VII relating to procedures for nominating an electing Delegates and Alternates shall also apply to the nomination and election of Directors.

SECTION 4. VACANCIES. A vacancy in the office of Director may be temporarily filled by the Board until a successor shall be elected for the unexpired term by the Board at an election to be held at its next annual meetin following such vacancy.

SECTION 5. EX-OFFICIO MEMBERS. The immediate past Chairperson of the Board of ESCT may be a membe of the Board or an ex-officio member of the Board, and the President/CEO shall be an ex-officio member of th Board. The election of each such ex-officio member of the Board shall be for a term of one year. Ex-officio member shall be entitled to participate in the deliberation of the Board but shall have no vote unless any such person shall the be serving a term duly elected by members of the Board.

SECTION 6. POWERS. The Board, subject to these Bylaws, shall exercise all corporate powers and conduct manage, and control the affairs and property of ESCT. It shall cause the books and financial statements of ESCT t be audited annually by independent certified public accountants. It shall have power to receive, use, hold, invest an ıvest gifts, bequests, devises, grants, or funds from whatever source and use the same or the proceeds thereof fo ESCT or any of its activities, or as specifically designated. The members of the Board shall conduct all of thei

activities in accordance with the Code of Ethics as adopted by ESCT. All Board members must complete orientatior through the Volunteer Program within three months of becoming a member of the Board.

SECTION 7. MEETINGS. The ESCT Board shall hold an annual meeting. Other regular meetings, not fewer thar ee (3) per year, shall be held at the call of the Chairperson of the Board at the place and date specified in such call Special meetings of the Board may be called by the Chairperson of the Board. Special meetings of the Board shall be called upon the written requests of one-third or more members of the Board. Notice of the time, place, and, in the case of a special meeting, the purpose thereof, shall be given by the Secretary or designee of ESCT to each member o the Board not fewer than five (5) days before the date specified for such meeting. Such notice shall be by mail telegram, facsimile or e-mail to each member at his address last recorded with the Secretary. Notice may be waived i all members of the Board individually or collectively consent in writing. Written consent or consents will be filec with the minutes of the proceedings of the Board.

SECTION 8. TELEPHONE MEETINGS. Subject to the provisions for notice required by these Bylaws for notice o meetings, Directors may participate and hold a meeting by means of conference telephone or similar communications equipment by which all persons participating in the meetings can hear each other. Participating in the meeting constitutes presence in person at the meeting, except when a person participates in the meeting for the purposes o objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

SECTION 9. ATTENDANCE AT MEETINGS. Inasmuch as attendance at Board meetings by the Directors is desirable and necessary to the proper functioning of ESCT, any Director who fails to attend three consecutive meetings may be considered for removal. A temporary leave of absence may be requested by a Director and granted by the Chairperson of the Board for exceptional circumstances, and the Director's status shall be considered as an ex officio member of the Board for all purposes during the approved leave of absence. Upon request by a Director who has been on such a leave of absence, the Chairperson of the Board may end such approved leave of absence on the te requested by the Director.

SECTION 10. QUORUM AND VOTING. A quorum for the transaction of business shall exist whenever a majority of the Board (exclusive of ex-officio members) is present in person. Each Director (excluding ex-officio Directors) shall be entitled to one vote, to be cast in person and not by proxy. Unless a greater vote is required by the Bylaws any proposal to come before the Board shall be deemed to be adopted upon the affirmative vote of the majority of the Director's present and voting, quorum being present.

SECTION 11. FUNDAMENTAL ACTION. To approve a fundamental action, an affirmative vote of the majority o the directors in office will be required. Fundamental actions include amending the certificate of formation, and adopting or approving a plan of merger, a sale of all or substantially all of the assets, a plan of conversion, and decisions surrounding the winding up of the corporation.

SECTION 12. ACTION WITHOUT MEETING. Action may be taken by the board without a meeting if a written consent, stating the action to be taken, is signed by a majority of directors. The consent must state the date of each director's signature. Prompt notice of the taking of an action by directors without a meeting shall be given to each director who did not consent in writing to the action.

SECTION 13. CONFLICT OF INTEREST. Easter Seals Central Texas shall endeavor not to enter into business relationships with persons or entities in which its Directors, officers, staff, or members of immediate families of any of the foregoing (including spouse, domestic partner or companion living in the same household, children or step-ldren, siblings or step-siblings, parents, in-laws, grandparents or grandchildren) have a direct or indirect interest ("Related Transactions"). However, in the event of a potential Related Transaction, the Director holding such an

interest shall fully disclose the nature of the conflict and the interest to the Board, and such Director shall no participate in, or attend, the discussions or votes regarding the proposed Related Transaction.

SECTION 14. ACTION WITHOUT MEETING. Any action required or permitted to be taken by the Board under provisions of the applicable State Code, the Articles of Incorporation or these Bylaws may be taken without a meeting, upon the affirmative vote in writing of not less than two-thirds (2/3) of the entire voting members of the Board to such action. Such written consent or consents will be filed with the minutes of the proceedings of the Board Such action by written consent will have the same force and effect as a unanimous vote of such Directors.

SECTION 15. COMPENSATION. No voting member of the Board will receive compensation other than reimbursement from time to time for expenses incurred on behalf of ESCT.

SECTION 16. REMOVAL OF DIRECTORS. Any Director may be removed from office at any time for any reason upon the affirmative vote of not less than two-thirds (2/3) of the entire voting members of the Board.

ARTICLE V

OFFICERS

SECTION 1. NUMBER AND TERM. The officers of ESCT shall consist of a Chairperson of the Board, one (1) or more Vice-Chairperson (who shall be designated "First," "Second," etc.), a Treasurer, and a Secretary. All officers shall be elected from the Board of Directors at the annual meeting thereof to serve until the next annual meeting of the Board of Directors and until their successors shall have been elected and qualified.

The Chairperson, Vice-Chairperson, Treasurer may succeed themselves in office for one additional term if fully eligible and elected. The Secretary may succeed herself/himself/herself in office without limitation of number of terms.

SECTION 2. QUALIFICATIONS. No salaried employee of the National Headquarters or of any intermediary or local service member thereof shall be eligible to serve as any officer of ESCT.

SECTION 3. VACANCIES. All vacancies in any office of ESCT arising from any cause shall be filled for the unexpired term by election by the Board.

SECTION 4. REMOVAL OF OFFICE. Any officer may be removed from office for cause by the affirmative vote of a majority of the entire Board.

SECTION 5. DUTIES OF OFFICERS.

A. CHAIRPERSON OF THE BOARD. The Chairperson of the Board shall preside at all meetings of ESCT and shall act as Chairperson of the Board. The Chairperson of the Board shall be an ex-officio member of all committees, except the Governance Committee of ESCT. The Chairperson of the Board shall perform such duties as usually pertain to such office or as may from time to time be assigned to him/her by the Board. The Chairperson of the Board shall be directly responsible to the Board and shall report to the Board all important matters pertaining to the welfare of ESCT.

B. VICE-CHAIRPERSON. The Vice-Chairperson, in order of designation, shall perform the duties of the Chairperson in his/her absence and shall perform such other duties as the Chairperson of the Board or the Board of Directors may from time to time designate.

C. TREASURER. The Treasurer shall be responsible for all the funds and securities of ESCT, shall authorize the paying out of monies on such approvals and signatures as the Board may determine, shall be responsible for the maintenance of adequate books of account, shall present to the Board regular financial statements of receipts and expenditures and at the close of the fiscal year shall present to the Board a financial report for the year accompanied by a balance sheet and an income and expense statement audited by a certified public accountant.

D. SECRETARY. The Secretary shall attend and be responsible for the preparation and preservation of the minutes of all meetings of the Board. The Secretary shall serve ex-officio on such committees as may be appointed by the Chairperson of the Board except the Governance Committee. The Secretary or designee shall give all notices which may be required by law or by these Bylaws. The Secretary may sign on behalf of ESCT, with such other officers as are authorized by the Board, any and all contracts or agreements authorized by the Board. The Secretary shall have charge of such books, documents and papers as the Board may determine and shall do and perform such other duties as may be assigned to him/her from time to time by the Board.

E. ASSISTANT SECRETARY. The Board may from time to time elect an Assistant Secretary. The Assistan Secretary may sign on behalf of ESCT, with such other officers as are authorized by the Board, any and al contracts or agreements authorized by the Board. The Assistant Secretary shall do and perform such othe duties as may be assigned from time to time by the Board or by the Secretary. In the case of the Secretary's (i absence or (ii) inability or refusal to serve, resignation, removal from office or death, the Assistant Secretar shall perform the Secretary's duties during the Secretary's absence, or for the remainder of the unexpired term respectively.

ARTICLE VI

PRESIDENT/CEO

The Board shall employ a President/CEO of ESCT for such period of time and upon such terms and conditions as the Board may determine. No Director who served on the Board of the National Headquarters, or on the Board of any intermediary member of the National Headquarters, or on the Board of any local service member of an intermediary member shall be eligible to serve as President of the National Headquarters or of any intermediary member of the National Headquarters or of any local service member of an intermediary member for three (3) years after the Director's term of service has ended. However, where extraordinary circumstances warrant and upon approval of the Affiliates Service Committee, a Board member may temporarily assume the position of President, without pay, for a maximum of a six (6) month period. The President shall be the Chief Executive Officer of ESCT and shall have authority to employ and discharge employees of ESCT. The President shall exercise such other powers customarily given to the Chief Executive Officer of a business organization. The President/CEO shall serve ex-officio, without vote, on all committees of ESCT and shall do and perform such other duties as may be assigned to him/her from time to time by the Board.

ARTICLE VII

COMMITTEES OF THE BOARD OF DIRECTORS

SECTION 1. APPOINTMENT AND TENURE. The Chairperson shall appoint annually standing committees and such special committees as may be authorized by the Board for such period as may be necessary. Committee members shall serve until the designation of their successors, except as otherwise provided herein. The Chair of each committee shall be a member of the Board. Other committee members may be appointed from among the membership of the Board and as Easter Seals Leadership Council Members or Committee members from outside o

the Board. Each committee member, with the exception of ex-officio members and consultants, shall be entitled tc vote at committee meetings.

SECTION 2. EXECUTIVE COMMITTEE. The Executive Committee shall be comprised of the officers of the ard and up to three (3) other Board members appointed annually by the Chairperson. A majority of the Executive Committee shall constitute a Quorum. The Executive Committee shall have the authority to act on the business o ESCT in emergencies and where time constraints may not permit a meeting of the entire Board. The Executive Committee may not, however, amend the Articles of Incorporation and the Bylaws of ESCT, declare vacancies of the Board of Directors, spend ESCT's money beyond amounts budgeted by the Board of Directors, or take action contrary to established current policies of the Board of Directors. Any action taken by the Executive Committee shall be ratified by the Board at its next meeting.

The Executive Committee will be notified by the Chairperson of the Board at least seven (7) days in advance of the meeting or by phone when the business of ESCT is of a critical nature. Minutes of the Executive Committee and actions of the Executive Committee shall be reported within three (3) working days to the Board of Directors in writing.

SECTION 3. STANDING COMMITTEE. The following committees, each of which shall have at least one Board member, shall be appointed annually by the Chairperson of the Board. Non Board members may participate on a Committee and shall be appointed by the Committee Chair. All Committee members must complete orientation through the Volunteer Program within three months of becoming a Committee member.

Except as otherwise provided herein, each committee's recommendations shall be transmitted to the Board for action.

A. Development Committee. The Development Committee shall have responsibility for the financial support of ESCT's programs and services, the quality and quantity of volunteer participation in ESCT, and the internal and external image of ESCT. It shall oversee the fund-raising programs of ESCT. It shall review and make recommendations to the Board regarding fund-raising standards and regulations for ESCT.

The Development Committee shall also oversee the management of a volunteer program for ESCT, assist in meeting the volunteer needs of ESCT, and maintain an awards program for such volunteers.

The Development Committee shall further be responsible for creating a positive image with the public, professionals and customers of services of ESCT and for helping to increase the understanding of the objectives and programs of ESCT.

B. Fiscal Committee. The Fiscal Committee shall have supervision on behalf of the Board of all matters relating to the funds, securities and investments of ESCT, and will act as the Audit Committee. It shall maintain a continuous and overall review of income and expenditures and shall make recommendations to the Board relating thereto. This committee shall annually present to the Board a budget of anticipated receipts and expenditures for the coming year. It shall, in addition, review regularly ESCT's fiscal position and make recommendations to the Board relating thereto. It shall also consider and advise upon any other matters relating to fiscal management of ESCT and shall ensure that a certified audit, performed by an independent certified public accountant, which includes Statements of Financial Position, Statements of Activities and Changes in Net Assets, Statements of Cash Flows and Statements of Functional Expense is completed and submitted to Easter Seals by December 1 following the end of the fiscal year.
The Fiscal Committee, with the Chairperson, shall have authority to act on behalf of the Board on all financia matters which cannot be delayed until the Board's next regularly scheduled meeting. The Fiscal Committee with the written consent of the Chairperson of the Board, is authorized to approve (unbudgeted) expenditures of up to no greater than an outstanding unratified total balance of Thirty Thousand Dollars [$30,000] until and

only to the extent any such expenditures have been finally ratified by the Board. For example, if the Fisca Committee has approved $28,000 in such expenditures that have not yet been ratified, the Fiscal committee shall not approve any more such expenditures in excess of $2,000.00 until such time and to the extent that the Board ratifies such expenditures. Any action taken by such committee pursuant to the foregoing authority shall be reported to the Board at its next regular meeting.

C. Board Governance Committee. The Board Governance Committee shall be chaired by the Vice Chairperson of the Board. The Board Governance Committee shall have the following duties and responsibilities: (1) preparation of a multi-year Board development plan; (2) develop a description of duties and expectations for Board members; (3) planning and conducting annual strategic planning retreats for Board members; (4) implement Board training and development programs; (5) review and consider Easter Seals policies, affiliate service agreements, by-laws and other documents pertaining to Easter Seals; (6) design and conduct a process for self-evaluating the activities and conduct of the entire Board; and (7) review these Bylaws and recommend amendments as necessary.

In addition, the Board Governance Committee shall have responsibility for ongoing recruitment of Board members and nominating candidates for (1) those Directorships on the Board required to be filled at the annual meeting and any additional vacancies then existing, (2) for the various offices of the Board, and (3) for the number of delegates to the National House to which ESCT is entitled and as many alternate delegates as are deemed necessary to act in the absence of delegates. A list of nominees for Director, delegate, and alternate delegate shall be presented to the members of the Board of Directors thirty (30) days prior to its annual meeting, and a list of nominees for officers of the Board shall be presented to the Board thirty (30) days prior to its annual meeting.

D. Programs and Services Committee. This committee shall have the responsibility for identifying needs for programs and planning, implementing and evaluating the programs of ESCT. This committee shall determine the quality of services by reviewing and making recommendations to the Board regarding program performance and by monitoring compliance with appropriate standards.

This committee shall have responsibility for assuring an ongoing planning process for ESCT, including coordinating the annual plans and work of each committee, monitoring and modifying when necessary the long range plan of ESCT, and serving as liaison between the Fiscal Committee and the other committees of the Board.

E. Advocacy and Public Policy Committee. This Committee shall have responsibility for planning, implementing and evaluating the advocacy and public policy activities of ESCT. The committee will consist of at least one Board member, who would act as chair, and others to be appointed. Non board members can be appointed to the committee by the Board of Directors. The Committee will determine activities for ESCT to be an effective and credible representative on disability matters. The Committee will analyze policy issues and develop a legislative agenda for each biennial Texas legislative session.

SECTION 4. EXECUTIVE EVALUATION AND COMPENSATION COMMITTEE.

A. APPOINTMENT. This committee shall consist of the Executive Committee of the Board of ESCT and one or more other board members, who shall be selected by the Chairperson of the Board.

B. RESPONSIBILITIES. This committee shall evaluate the performance and review the compensation of the President/CEO as approved by the Board, in conformity with the ESCT Executive Compensation philosophy and process no less than once a year.

ARTICLE VIII

FISCAL YEAR

The Fiscal Year of ESCT shall begin on September 1 of each year and end on August 31 of the next succeeding year.

ARTICLE IX

USE OF NAME AND SYMBOLS OF ESCT

It is hereby reaffirmed that the name "Easter Seals Central Texas" and the stylized Easter Lily by which it is identifiec are the lawful property of the National Headquarters. Accordingly, in the event of the dissolution of ESCT or in the event its affiliation with National Headquarters shall be terminated, voluntarily or involuntarily, ESCT shal thereupon immediately discontinue the further usage of such name and symbol, and of any other name or symbo which may hereafter be adopted by the National Headquarters and authorized for use by ESCT, and will promptly take all required action under State law to amend its charter to change its name to a name which does not contain the words "Easter" or " Seal" and which is not otherwise confusingly similar to its present name. ESCT understands anc consents that the provisions of this Article may be enforced by injunction at the suit of the National Headquarters ir addition to any other remedy which may be provided by law.

ARTICLE X

INDEMNIFICATION

ESCT shall indemnify any and all of its Directors, officers, or staff or former Directors, officers, or staff against al costs and expenses reasonably incurred by them or any of them in conjunction with the defense of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of being or having been Directors officers, or staff (such expenses to include the cost of reasonable settlements made with a view toward curtailment o the cost of litigation) except in relation to matters as to which any such Director, officer, or staff shall be finally judged in such action, suit or proceeding to be liable for gross negligence in the performance of duty. Such indemnification shall not be deemed exclusive of any other rights to which those indemnified may be entitled, under any agreement, or otherwise.

ARTICLE XI

DISSOLUTION

Upon dissolution of this corporation, the Board shall, after paying or making provisions for the payment of all the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purpose of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable educational, religious, or scientific purposes as shall at the time perform services for the benefit of persons with disabilities and qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the responding provision of any future United Stated Internal Revenue law), as the Board shal determine. Any such assets not so disposed of shall be disposed of by the court of appropriate jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine which are organized and operated exclusively for such purposes.

ARTICLE XII

AMENDMENTS

These Bylaws may be amended by the affirmative vote of not less than a majority of the Directors at any regular eting, or at any special meeting called for that purpose, provided copies of the proposed amendment or amendments have been distributed to each Director with the notice of such meeting.

ARTICLE XIII

RULES AND PROCEDURES

Unless otherwise provided in these bylaws, "Robert's Rules of Order Newly Revised" shall be observed as the rules of procedure for all meetings of the Board and the committees provided for in these bylaws.

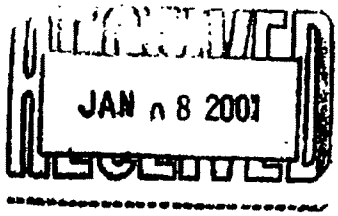
(The Bylaws of the Easter Seals - Central Texas, Inc. consists of the foregoing thirteen Articles.)

Approved by the Board of Directors, as revised, on December 8, 2009, in Austin, Texas.

Internal Revenue Servi

Department of the Treasury

P.O. Box 2508
Cincinnati, OH 45201



Date: January 3, 2001

Person to Contact:
Jackie Johnson 31-07453
Customer Service Specialist
Toll Free Telephone Number:
8:00 A.M. to 9:30 P.M. EST
877-829-5500
Fax Number:
513-263-3756
Federal Identification Number:
[redacted]

Easter Seals-Central Texas, Inc.
919 West 28 1/2 Street
Austin, TX 78705-3536

Dear Sir or Madam:

This is in response to your request for affirmation of your organization's exempt status.

In January 1969 we issued a determination letter that recognized your organization as exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code. That letter is still in effect.

Based on the information supplied, we recognized the subordinates named on the list your organization submitted as exempt from federal income tax under section 501(c)(3) of the Code. Additionally, we have classified the subordinates your organization operates, supervises, or controls, and which are covered by written notification to us, as organizations that are not private foundations because they are organizations of the type described in sections 509(a)(1) and 170(b)(1)(A)(vi) of the Code.

Donors may deduct contributions to your organization's subordinates as provided in section 170 of the Code. Bequests, legacies, devises, transfers or gifts to the subordinates or for their use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Your organization and its subordinates are required to file Form 990, Return of Organization Exempt from Income Tax, only if the gross receipts each year are normally more than $25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of the organization's annual accounting period. The law imposes a penalty of $20 a day, up to a maximum of $10,000, when a return is filed late, unless there is reasonable cause for the delay.

Your organization and its subordinates are not required to file federal income tax returns unless subject to the tax on unrelated business income under section 511 of the Code. If subject to this tax, the organization must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter, we are not determining whether any of your organization or its subordinates' present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

Easter Seals-Central Texas, Inc.
[redacted]

Unless specifically excepted, your organization and its subordinates are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of $100 or more paid to each of its employees during a calendar year. Your organization and its subordinates are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Each year, at least 90 days before the end of your organization's annual accounting period, please send the following items to the Internal Revenue Service Center at the address shown below:

1. A statement describing any changes during the year in the purposes, character, or method of operation of your organization's subordinates;

2. A list showing the names, mailing addresses (including Postal ZIP Codes), actual addresses if different, and employer identification numbers of subordinates that:

    a. Changed names or addresses;

    b. Were deleted from the roster; or

    c. Were added to the roster.

3. For subordinates to be added, attach:

    a. A statement that the information on which your organization's present group exemption letter is based applies to the new subordinates;

    b. A statement that each has given your organization written authorization to add its name to the roster;

    c. A list of those to which the Service previously issued exemption rulings or determination letters;

    d. A statement that none of the subordinates is a private foundation as defined in section 509(a) of the Code if the group exemption letter covers organizations described in section 501(c)(3);

    e. The street address of subordinates where the mailing address is a P.O. Box; and

Easter Seals-Central Texas, Inc.
[redacted]

f. The information required by Revenue Procedure 75-50, 1975-2 C.B. 587 for each subordinate that is a school claiming exemption under section 501(c)(3). Also include any other information necessary to establish that the school is complying with the requirements of Revenue Ruling 71-447, 1971-2 C.B. 230. This is the same information required by Schedule A, Form 1023, Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code.

4. If applicable, a statement that your organization's group exemption roster did not change since the previous report.

The above information should be sent to the following address:

Internal Revenue Service Center
Attn: Entity Control Unit
Ogden, UT 84409

The law requires you to make your organization's annual return available for public inspection without charge for three years after the due date of the return. If your organization had a copy of its application for recognition of exemption on July 15, 1987, it is also required to make available for public inspection a copy of the exemption application, any supporting documents and the exemption letter to any individual who requests such documents in person or in writing. You can charge only a reasonable fee for reproduction and actual postage costs for the copied materials. The law does not require you to provide copies of public inspection documents that are widely available, such as by posting them on the Internet (World Wide Web). You may be liable for a penalty of $20 a day for each day you do not make these documents available for public inspection (up to a maximum of $10,000 in the case of an annual return).

Your organization's Group Exemption Number is 1964.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,

John E. Ricketts

John E. Ricketts, Director, TE/GE
Customer Account Services

Easter Seals Central Texas
FY 2011 Board of Directors Information

Bonnie Bishop Caver 9117 Laguna Woods Drive, Austin, TX 78717 [redacted]
Brentley C Weber 1812 Montana Sky Drive, Austin, TX 78727 [redacted]
Nicolo (Nic) Serafino Andreani 4416 Bellvue Avenue, Austin, TX 78756 [redacted]
Jill Johnson Torres 2110 Matterhorn Lane, Austin, TX 78704 [redacted]
Norman Carl Kieke 3415 Amalfi Cove, Austin, TX 78759-3019 [redacted]
Grant Robert Nelson 4601 Canyonwood Drive Austin TX 78735 [redacted]
David R. Rodriguez 2708 Arroyo Blanco Cove. Austin, TX 78748 [redacted]
James E. Shaw 9202 LaFauna Path Austin, TX 78737 [redacted]

Easter Seals Central Texas
FY 2011 Board of Directors Information

Jerry Lynn Wright 6450 Creek Road Dripping Springs, TX 78620 [redacted]
Jonas E Schwartz 8709 Little Laura Drive Austin, TX 78757 [redacted]
Miki Hardisty 7303 Tanbark Cove Austin, TX 78759 [redacted]
Jeanne Shaffer White 17210 Majestic Ridge Austin, TX 78738 [redacted]
Michael Shane Flowers 748 Highway 95 South Elgin, TX 78621 [redacted]
Shawn J. Bradley 5728 Standing Rock Drive Austin, TX 78730 [redacted]
Kevin Thomas Coleman 502 Evening Grosbeak, Pflugerville, TX 78660 [redacted]