

# No 1000006584

**GUY GARMAN**  
CHURCH & NONPROFIT ACCOUNTANT/ CONSULTANT  
3801 S OCEAN DR. 4-Z  
HOLLYWOOD FL 33019

TEL: 1-877-4-EXEMPT

FAX: 1-786-524-7973

Monday, November 19, 2001

Florida Department of State  
Division of Corporations  
PO Box 6327  
Tallahassee, FL 32314  
(850) 487-6052

400004713854--6  
-12/07/01--01024--015  
\*\*\*\*\*35.00 \*\*\*\*\*35.00

**RE: ARTICLES OF AMENDMENT, Hispanic Pilots Organization, Inc.,**

Dear Sirs/Madam:

Enclosed are (2) two originals of the Articles of Amendment of Hispanic Pilots Organization, Inc. . for filling purposes pursuant to the provisions of section 617.1006, Florida Statutes.

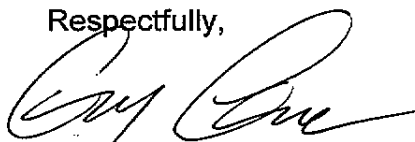
**Also enclosed is a check for \$ 35.00 to cover filing fees.**

Please send a stamped copy of the Articles of Amendment to the undersigned at the above address.

Thank you for your prompt attention.

ATTACH CHECK OR MONEY ORDER HERE

Respectfully,

  
Guy Garman  
1-877-4-EXEMPT

Enclosures (4)

From: HISPANIC PILOTS ORGANIZATION /  
ROMULO TOLEDO  
1713 W RIVER DR  
HARGATE FL 33063

SECRETARY OF STATE  
TALLAHASSEE, FLORIDA

02 JAN 22 PM 1:04

FILED

4

AMEND  
APC  
1-23



FLORIDA DEPARTMENT OF STATE

Katherine Harris  
Secretary of State

December 12, 2001

GUY GARMAN  
CHURCH & NONPROFIT ACCOUNTANT/CONSULTANT  
3801 S. OCEAN DR., 4-Z  
HOLLYWOOD, FL 33019

SUBJECT: HISPANIC PILOTS ORGANIZATION, INC.  
Ref. Number: N01000006584

We have received your document for HISPANIC PILOTS ORGANIZATION, INC. and your check(s) totaling \$35.00. However, the enclosed document has not been filed and is being returned for the following correction(s):

The name and title of the person signing the document must be noted beneath or opposite the signature.

We regret that we were unable to contact you by phone. Please return the corrected document with a letter providing us with a telephone number where you can be reached during working hours.

Please return your document, along with a copy of this letter, within 60 days or your filing will be considered abandoned.

If you have any questions concerning the filing of your document, please call (850) 245-6880.

Karen Gibson  
Corporate Specialist

Letter Number: 301A00065458

RECEIVED  
02 JAN 22 PM 12:55  
DIVISION OF CORPORATIONS

✓

**ARTICLES OF AMENDMENT  
TO  
ARTICLES OF INCORPORATION  
OF  
Hispanic Pilots Organization, Inc.**

Pursuant to the provisions of section 617.1006, Florida Statutes, The undersigned Florida nonprofit corporation adopts the following articles of amendment to its articles of incorporation.

amendment adopted

ARTICLE VIII ADDED

**ADDITIONAL PROVISIONS**

Resolved that any salaries, wages, together with fringe benefits or other forms of compensation (housing, transportation and other allowances) paid to or provided our employees, directors, or officers will not exceed a value which is reasonable and commensurate with the duties and working hours associated with such employment and with the compensation ordinarily paid persons with similar positions or duties.

This corporation is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

No part of the net earnings of this corporation shall inure to the benefit of, or be distributable to, its members, directors, officers, or other private persons, except that this corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in these Articles.

No substantial part of the activities of this corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation (except as otherwise provided by Section 501(h) of the Internal Revenue Code), and this corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.

Notwithstanding any other provision of these Articles, this corporation shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code or (2) by a corporation contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

In the event of dissolution of this corporation, its assets remaining after payment, or provision for payment, of all debts and liabilities of this corporation shall be distributed and 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 1986 or the corresponding sections of any prior or future Internal Revenue Code, or to the Federal, State, or local government for exclusive public purpose.

However, if the named recipient is not then in existence or no longer a qualified distributee, or unwilling or unable to accept the distribution, then the assets of this corporation shall be distributed to a fund, foundation or corporation organized and operated exclusively for the purpose specified in section 501(c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code.)

In any taxable year in which this corporation is a private foundation as described in Section 509(a) of the Internal Revenue Code, the corporation 1) shall distribute its income for said period at such time and manner as not to subject it to tax under Section 4942 of the Internal Revenue Code; 2) shall not engage in any act of self-dealing as defined in Section 4941(d) of the Internal Revenue Code; 3) shall not retain any excess business holdings as defined in Section 4943(c) of the Internal Revenue Code; 4) shall not make any investments in such manner as to subject the corporation to tax under Section 4944 of the Internal Revenue Code; and 5) shall not make any taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code.

The Corporation shall indemnify a director or officer of the Corporation who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the director or officer was a party because the director or officer is or was a director or officer of the Corporation against reasonable attorney fees and expenses incurred by the director or officer in connection with the proceeding. The Corporation may indemnify an individual made a party to a proceeding because the individual is or was a director, officer, employee or agent of the Corporation against liability if authorized in the specific case after determination, in the manner required by the board of directors, that indemnification of the director, officer, employee or agent, as the case may be, is permissible in the circumstances because the director-, officer, employee or agent has met the standard of conduct set forth by the board of directors.

**FILED**  
02 JAN 22 PM 1:04  
TALLAHASSEE, FLORIDA  
SECRETARY OF STATE

The indemnification and advancement of attorney fees and expenses for directors, officers, employees and agents of the Corporation shall apply when such persons are serving at the Corporation's request while a director, officer, employee or agent of the Corporation, as the case may be, as a director, officer, partner, trustee, employee or agent of another foreign or domestic Corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, whether or not for profit, as well as in their official capacity with the Corporation. The Corporation also may pay for or reimburse the reasonable attorney fees and expenses incurred by a director, officer, employee or agent of the Corporation who is a party to a proceeding in advance of final disposition of the proceeding. The Corporation also may purchase and maintain insurance on behalf of an individual arising from the individual's status as a director, officer, employee or agent of the Corporation, whether or not the Corporation would have power to indemnify the individual against the same liability under the law. All references in these Articles of Incorporation are deemed to include any amendment or successor thereto. Nothing contained in these Articles of Incorporation shall limit or preclude the exercise of any right relating to indemnification or advance of attorney fees and expenses to any person who is or was a director, officer, employee or agent of the Corporation or the ability of the Corporation otherwise to indemnify or advance expenses to any such person by contract or in any other manner. If any word, clause or sentence of the foregoing provisions regarding indemnification or advancement of the attorney fees or expenses shall be held invalid as contrary to law or public policy, it shall be severable and the provisions remaining shall not be otherwise affected. All references in these Articles of Incorporation to "director", "officer", "employee" and "agent" shall include the heirs, estates, executors, administrators and personal representatives of such persons.

The date of adoption of the amendments was: DATE: 11-26-01  
(TODAYS DATE)

On motion and by unanimous vote by the board of directors, the preceding articles of amendment of Hispanic Pilots Organization, Inc. were adopted. There are no members or members entitled to vote on the amendments.

Hispanic Pilots Organization, Inc.

  
Romulo Toledo Pres.

SIGNATURE & DATE