

OHIO CRAFT BREWERS ASSOCIATION MEMBERSHIP DUE PROCESS STANDARDS

In order to establish a uniform policy with respect to the removal of a member from membership in the Ohio Craft Brewers Association for reasons other than (A) nonpayment of dues (for all member categories), or (B) (for a Craft Brewery Member) (i) failure to maintain a valid Brewer's Notice, (ii) failure to be actively engaged in the production of beer in Ohio, or (iii) having an annual beer production volume exceeding 6 million barrels, whether alone or through any controlled group, the Board of Directors of the Ohio Craft Brewers Association adopt the following due process standards:

1. Upon receipt of information, allegations, or a complaint (any, a "Complaint") that a member has engaged in conduct which is inconsistent with or violates the By-laws or the member's obligations or qualifications thereunder, including but not limited to failure to act ethically or legally or engaging in conduct as set forth in By-Laws Article II, Section 3(c)(iv)-&(v), or that is otherwise prejudicial to the Ohio Craft Brewers Association, these standards and procedures shall be invoked.
2. The Complaint will be provided to the President, Vice-President, Treasurer, Secretary, and the Executive Director (the "Committee"). These individuals will meet, either in person, by phone, electronically, or a combination thereof, at the call of the President to determine whether the matter warrants further proceedings. In the event that they determine it does not, the matter will be closed. If a Complaint concerns the conduct of a member of the Committee, that Committee member shall be excused from participation. Notice of the submission of a Complaint need not be given to the member.
3. In the event a determination is made that further proceedings are necessary or warranted, then:
 - A. The President or the OCBA's legal counsel will send a notice to the affected member advising that member of the nature of the Complaint and of the opportunity to appear before the Committee to provide such information as the member may wish to provide.
 - B. The member shall advise the President in a writing that must be received by the President within twenty-one days of the sending of the notice whether the member wants such opportunity to appear and provide information. If the member provides the required notice, a time will be set for the member to appear before the Committee.
 - C. The member will be provided the opportunity at the designated time to make a statement, to respond to questions directed to the member by the Committee, and to present evidence.
 - D. The Committee will determine by majority vote whether or not the member's membership should be terminated. In the event that the Committee decides that membership should be terminated, the member will be so advised in a

writing outlining the basis for that decision and of the right to appeal the Committee's decision to the full Board of Directors within thirty (30) days of the Committee's decision being sent to the member.

- E. If no appeal is received by the President or Vice President within thirty days of the sending of the Committee's decision, the member's membership will terminate forthwith.
 - F. If an appeal is filed, the member will be given the opportunity to appear at a designated time and to make a statement and respond to questions from the Board of Directors. The Board of Directors will then proceed to vote upon whether the member's membership shall be terminated. The decision shall be made by majority vote of at least a quorum of the Board, which quorum shall be comprised of at least four non-Committee members.
 - G. The member will be notified of the Board of Director's decision within thirty days of the date it is rendered. A decision by the Board of Directors to terminate the membership becomes effective upon the sending of the notice of its decision to the affected member.
 - H. All notices required under these procedures shall be sent by certified mail and electronic mail, provided the sender has an email address for the person to be notified.
 - I. The proceedings undertaken pursuant to these Standards shall be confidential.
4. No refunds of membership dues will be made except on approval of the Board of Directors.

Adopted February 8, 2019 by the Board of Directors