DUCKS UNLIMITED
JAKE R HANSEN, STATE CHAIRMAN - ELECT 82 MAKENNA CT BOZEMAN, MT 59718 801-661-9023 HANSENDOCFISH@GMAIL.COM

July 5, 2019

Mr. Neal Whitney
License Bureau Business Analyst
Montana Fish, Wildlife & Parks
PO Box 200701
Helena, MT 59620-0701

RE: 2020 Auction Moose License Application
Montana Ducks Unlimited (MTDU)

Dear Mr. Whitney,

Please find enclosed MTDU's application for the 2020 auction Moose License. At our Helena banquet in March of this year we successfully sold the 2019 Shiras Moose license for $37,000, the second highest total since 1997!

We believe that the habitat and conservation efforts associated with both waterfowl and Moose are significantly complementary.

If awarded the auction Shiras Moose license, we would offer it at our spring 2020 Helena banquet. Proceeds from the sale would be sent to MTFWP within 30 days of that event.

Thank you for your assistance and the opportunity to again participate in MTFWP conservation efforts.

Feel free to contact me at your convenience should any questions or comments arise.

Sincerely,

Jake R Hansen
Montana Ducks Unlimited
State Chairman - Elect

Montana Ducks Unlimited
Proposal to
Montana Fish, Wildlife, & Parks
2020 Shiras Moose License

July 5, 2019

Montana Fish & Wildlife Commission
Dan Vermillion, Chairman
Richard Stuker, Vice-Chairman
Tim Aldrich, Commissioner
Logan Brower, Commissioner
Shane Colton, Commissioner

Dear Sirs:

Please find attached the Montana Ducks Unlimited (MTDU) proposal for the 2020 Shiras Moose License. MTDU is uniquely positioned to promote a competitive auction for the moose license. Ducks Unlimited (DU) has an extensive nationwide membership. Additionally, DU has over 5,000 major donors who we will actively solicit for their interest.

At our Helena banquet in March of this year we successfully sold the 2019 Shiras Moose license at auction for $37,000! We were very pleased with our 5-year average of +$37,500 for this much sought after permit.

We have attached some additional reference material on our State and National organization. This information is contained in Appendix B.

Thank you for the opportunity to again participate in the Montana Shiras Moose Auction License process.

Sincerely,

Scott Johnson
Montana Ducks Unlimited State Chairman
Missoula, MT

Barry Allen
Ducks Unlimited, Inc.
Sr. Regional Director - Montana
Reed Point, MT

Bob Sanders
Ducks Unlimited, Inc.
Sr. Conservation Manager - Montana
Elliston, MT

Jake Hansen
Montana Ducks Unlimited State Chair – Elect
Bozeman, MT

Following are the Montana Ducks Unlimited Proposal Contents as per ARM 12.3.131(3):

A. **Statement of the Organizations purpose**

Ducks Unlimited is the world's leader in wetlands and waterfowl conservation. DU got its start in 1937 during the Dust Bowl when North America's drought-plagued waterfowl populations had plunged to unprecedented lows. Determined not to sit idly by as the continent's waterfowl dwindled beyond recovery, a small group of sportsmen joined together to form an organization that became known as Ducks Unlimited. Its mission: habitat conservation.

Ducks Unlimited: Our Mission

Ducks Unlimited conserves, restores, and manages wetlands and associated habitats for North America's waterfowl. These habitats also benefit other wildlife and people.

B. **Copies of By-Laws or articles of incorporation**

Articles of Incorporation, By-Laws, and 501(c)(3) Tax Status documents are contained in Appendix A

C. **Details of organizations previous involvement in the conservation of the species hunted under the license**

Ducks Unlimited has been delivering wetland restoration and protection projects in Montana since 1984. Many of these provide quality habitat for Shiras Moose.

There exists no better example of prime moose habitat than the pristine wetland and riparian complexes that cover the landscape from the Rocky Mountains to the prairies across the state. These moist soil complexes continue to be a principal focus for Ducks Unlimited. Our work along riparian corridors and in wetland complexes have restored and conserved critical habitats. These areas are used by a multitude of important wildlife species; including moose as they move from their summer ranges to their

wintering habitat. Healthy populations of both ducks and moose go hand-in-hand with wetlands conservation. There are no better advocates for wetlands than the members of Ducks Unlimited.

Montana DU has members in every county of the state. Our members and volunteers have embodied the spirit of wetlands conservation since our founding. Furthermore, Montana DU has four full-time conservation employees widely recognized for their knowledge of wetlands habitat conservation. Each biologist has an intimate knowledge of the state's wetland areas thus assuring the successful implementation of habitat projects.

In Montana for the period from 1984 to present DU has:

- Spent over $27,000,000 on habitat conservation
- Conserved 258,000+ acres
- Provided technical assistance on 72,000+ acres
- Conserved over 2,400 acres thru the federally funded Wetland Reserve Program (WRP)

Over the last 7 years, Ducks Unlimited has assisted the Natural Resources Conservation Service (NRCS) with the perpetual protection of approximately 2,400 acres of wetland, riparian, and adjacent upland habitat (e.g. grassland and forestland) across Montana through the Wetland Reserve Program (WRP), a conservation easement funded by the Farm Bill. These easements provide habitat for a diverse array of wildlife including moose, elk, deer, grizzly bear, pronghorn antelope, migratory waterfowl, and grassland bird species. Ducks Unlimited is currently working with NRCS to protect another 10,500 acres of wetland and associated habitat through the Wetland Reserve Easement (WRE), also administered through the Farm Bill.

D. Details of the organizations previous experience in auctions or lotteries

General:

Since its founding in 1937, Ducks Unlimited has been the leader in conservation fundraising techniques. Montana's DU chapters host events throughout the state including dinner banquets, sporting shoots, youth events, and sealed bid auction sales. DU was the originator of the conservation fundraising dinner event structure. Live and silent auctions are typically features at our banquets. Every fundraising event also includes numerous raffles involving active ticket sales and detailed control of money and tickets. DU events are held throughout the year with peak event times in the spring and fall months. In addition, Montana DU annually hosts a state volunteer celebration in Bozeman.

Specific to the Shiras Moose License:

The Montana FWP has awarded the auction Shiras Moose license to Montana Ducks Unlimited the past five years (2015-19) where it is offered annually at our Helena banquet in March. MTDU's 5-year average over $37,500.

E. Information on how the auction or lottery would be conducted and estimate of the potential revenue that will be generated

Montana Ducks Unlimited will, if awarded the moose license, offer it at auction at our spring 2020 Helena fundraising banquet. Auctioning this license was the banquet highlight the past five years, so we expect the same in 2020. At the Helena DU banquet in March 2019 we sold the Shiras Moose license for $37,000; far above 1997-2012 sale average of $15,000.

We will take advantage of our sizeable membership database (+725,000) to market this program to DU members both in Montana and nationwide. We will promote the moose license auction by:

- Local distribution of posters advertising the event
- Mailers will be prepared highlighting the moose license banquet date. These will be sent to past attendees.
- Up to two "Email Blasts" to our local, state, and national major donors.

- Aggressive internet advertising utilizing our DU national and state websites.
- Advertise and promote this opportunity through our national monthly "DU Magazine" (circulation of +675,000).

During the auction of the moose license we will again be equipped to accept phone bids. At the 2019 auction, we had 6 pre-registered phone bidders. All of those actively participated in the auction. The successful bidder was one of those six.

F. **A statement indicating whether the organization plans to retain up to 10% of the proceeds to cover reasonable auction expenses and that the organization will submit expenses associated with the auction of the license.**

Yes, Montana DU would like to retain up to 10% of the moose license auction proceeds to cover expenses. We will submit documentation associated with those expenses.

Appendix A

Ducks Unlimited, Inc.

Articles of Incorporation, By-Laws,
and 501(c)(3) Tax Status Documents

Certificate of Incorporation
of
DUCKS UNLIMITED, INC.
January 29, 1937

WE, THE UNDERSIGNED, being all of full age and citizens of the United States and a majority of whom are citizens and residents of the District of Columbia, desiring to form a membership corporation pursuant to and in conformity with Chapter Five of Title Five of the Code of Laws of the District of Columbia, DO HEREBY CERTIFY:

FIRST: The name of the corporation shall be:

DUCKS UNLIMITED, INC.

SECOND: The corporation shall have perpetual existence.

THIRD: The particular business and objects of the corporation are:

To restore and perpetuate wild ducks and other wild waterfowl on the North American continent; to promote, carry on, conduct, and foster scientific research, education, training, and publication in the ornithological sciences; to establish departments of research and scientific study with particular reference to the enhancement of knowledge concerning the waterfowl of the North American continent; to establish, promote, assist, contribute to, or otherwise encourage the study of conservation, restoration, and management of wild waterfowl and its habitat; and in connection therewith, to grant scholarships, prizes and rewards;

To maintain sanctuaries for wild life, and to take, receive, hold, and convey real and personal estate necessary for the purposes of the corporation as stated in this certificate, and other real and personal property the income from which shall be applied to the purposes of the corporation.

In pursuance of, and not in limitation of the general powers conferred by law, and the objects and purposes herein set forth, it is expressly provided that this corporation shall have the following powers:

To do all such acts as are necessary or convenient to attain the objects and purposes herein set forth, to the same extent and as fully as any natural person could or might do, and as are not forbidden by law or by this Certificate of Incorporation or by the By-Laws of this corporation;

To take and hold by bequest, devise, gift, purchase, or lease, either absolutely or in trust, for any of its purposes, any property real or personal, without limitation as to amount of value, except such limitation, if any, as may be imposed by law; to transfer and convey the same, and to invest and re-invest the principal and income thereof, and to deal with and expend the principal and income of the corporation in such manner as in the judgment of the Trustees will best promote its objects; and in order properly to prosecute the objects and purposes as above set forth, the corporation will have full power and authority to purchase, lease, and otherwise acquire, hold, mortgage, convey and otherwise dispose of all kinds of property, both real and personal, both in the District of Columbia, and in any or all of the states of the United States, the territories or colonies of the United States, Alaska, the Dominion of Canada,

Newfoundland, Mexico, the Central American countries, and other foreign countries, and colonies or dependencies thereof, and generally to perform all acts which may be deemed necessary for the proper and successful prosecution of the objects and purposes for which this corporation is created.

To have offices and promote and carry on its objects and purposes, within or without the District of Columbia, and in all the states, territories or foreign possessions of the United States, and in foreign countries.

To have all powers that may be conferred upon corporations formed under Chapter Five of Title Five of the Code of Laws of the District of Columbia.

The corporation shall be non-political, shall not promote the candidacy of any person seeking public office; and shall not by its activities, or any substantial part thereof, attempt to influence legislation by propaganda or otherwise.

FOURTH: The corporation shall be without capital stock. All property, real and personal, which the corporation shall receive shall be use exclusively for educational and scientific purposes, including the restoration and perpetuation of wild ducks and other wild waterfowl on the North American Continent. The property of this corporation is irrevocably dedicated to charitable purposes. No part of the net income or assets of the corporation shall inure to the benefit of private persons, however, that reasonable compensation may be paid to an officer, member, or employee for services actually rendered the corporation.

FIFTH: The property of the officers, trustees and members of this corporation shall not be subject to or chargeable with the payment of corporate debts or obligations to any extent whatsoever.

SIXTH: The Board of Trustees shall have the power to make, alter, change and amend by-laws for the government of the corporation and for the admission and withdrawal of members thereof.

SEVENTH: The meetings of the members and of the Trustees of this corporation may be held in the District of Columbia, or elsewhere within or without the confines of the United States or its possessions.

EIGHTH: The number of Trustees of the first Board of Trustees of this Corporation shall be FIVE, with power to change or increase and add to their number in accordance with provisions of the By-Laws.

The Board of Trustees shall have the power to appoint from their own members an Executive Committee consisting of all of the officers of the corporation including all vice presidents, all living past presidents and such other persons as may be designated by the Board of Trustees, five of whom, or such other number as may be specified by the By-Laws, shall constitute a quorum, who, when the Board of Trustees is not in session shall have and shall exercise all the powers of the Board of Trustees, unless otherwise provided in the corporation's By-Laws. The Board of Trustees shall elect at its first meeting from its own members a President, and shall appoint a Treasurer and a Secretary and such other officers as may be provided for by the By-Laws, who need not be members of the Board. The Board of Trustees shall at such meeting select from their number, one-fifth of the number thereof to serve for one year, one-fifth to serve for two years, one-fifth to serve for three years, one-fifth to serve for four

years, one-fifth to serve for five years; and each subsequent election of Trustees shall be for a period of one year or until their successors are duly elected and qualify. Vacancies occurring by death, resignation, or otherwise shall be filled by the remaining Trustees in such manner as the By-Laws shall prescribe and the persons so elected shall thereupon become Trustees.

NINTH: The names and post-office addresses of the Trustees until the first meeting are:

Arthur M. Bartley
500 Fifth Avenue, New York, N.Y.
Dr. John A. Hartwell
2 East 103rd Street, New York, N.Y.
Newbold L. Herrick
25 Cedar Street, New York, N.Y.
John C. Huntington
500 Fifth Avenue, New York, N.Y.
Wayne Johnson
50 Broadway, New York, N.Y.

TENTH: The Registered Office of this corporation in the District of Columbia shall be at 918-16th Street, N.W., in care of CT Corporation System, the corporation's Registered Agent, Washington, D.C.

ELEVENTH: Upon the dissolution or winding up of the corporation, its assets remaining after payment, or provision for payment, of all debts and liabilities of this corporation shall be distributed to a nonprofit fund, foundation or corporation which is organized and operated for charitable purposes and which has established its tax exempt status under Section 501(c)(3) of the Internal Revenue Code, as amended.

The use and disposition on dissolution or winding up of real or personal property owned or used by this corporation in states other that the District of Columbia shall be limited to such purposes stated in the forgoing paragraph in such a manner as to satisfy the requirements of the laws of such states for exemption of such property from property taxation in such states.

WITNESS our hands and seals this 29th day of January One Thousand Nine Hundred and Thirty-Seven.

CHRISTABEL E. HILL
(Witness)

ERNEST O. PALAND (SEAL)
WINSTON E. HOBBS (SEAL)
JOSEPH V. McBRIDE (SEAL)

DISTRICT OF COLUMBIA: ss:

I, CHRISTABLE E. HILL, a Notary Public in and for the District of Columbia, do hereby certify that ERNEST O. PALAND, WINSTON E. HOBBS, and JOSEPH V. McBRIDE, parties to a certificate of incorporation bearing date of January 29th, 1937, and here annexed, personally appeared before me in said District, the said ERNEST O. PALAND, WINSTON E. HOBBS, and JOSEPH V. McBRIDE being personally known to me as the persons who executed the said certificate of incorporation and acknowledged the same to be their act and deed.

GIVEN under my hand and seal this 29th day of January, 1937.

CHRISTABEL E. HILL
Notary Public
DISTRICT OF COLUMBIA
My Commission Expires July 15, 1940

CHRISTABEL E. HILL
Notary Public

REVISED 5/28/15

BY-LAWS
of
DUCKS UNLIMITED, INC.

ARTICLE I
OFFICES

Section 1. Registered Office and Other Offices. The registered office of the corporation shall be located at 1025 Vermont Avenue, N.W., in care of CT Corporation System, the corporation's registered agent, in the city of Washington, District of Columbia or such other address CT Corporation System may have in the District of Columbia. The corporation may establish and maintain offices within or without the District of Columbia and in any of the states, territories, or foreign possessions of the United States and foreign countries, as the Board of Directors may determine, or as the affairs of the corporation may require from time to time.

ARTICLE II
Seal

Section 1. Seal. The corporation shall have a corporate seal which shall be circular in form and upon which shall be inscribed:

"DUCKS UNLIMITED, INC.
Incorporated January 29, 1937
District of Columbia"

The Board of Directors may alter and change said seal.

ARTICLE III
Board of Directors

Section 1. Power of Directors. The affairs of the corporation shall be managed by its Board of Directors.

Section 2. Board Membership. The Board of Directors shall consist of: all elected volunteer national officers of the corporation, with the exception of Assistant Treasurer(s) and Assistant Secretary(ies); the Chief Executive Officer; the President of Wetlands America Trust, Inc.; the President of Ducks Unlimited Canada and two (2) other members of the Ducks Unlimited Canada Board of Directors, as the Ducks Unlimited Canada Board may designate; the President of Ducks Unlimited de Mexico or another Officer of Ducks Unlimited de Mexico as its President may designate; and such other members as may be designated from time to time by the Directors. In addition to those Directors who serve as provided above, the balance of the Directors shall be elected at the annual meeting of the Council of State Trustees and National Delegates as At-Large Board Members.

Section 3. Number and Term of Office of Directors and At-Large Board Member Term Limits.

(a) Number and Term of Office of Directors. The number of Directors of the corporation shall not be more than sixty-five (65); provided, however, that the number of Directors may be changed from time to time to any number by amendment of the By-Laws of the corporation. Each Director shall be elected for one (1) year or until his successor is elected at the next annual meeting of the Council of State Trustees and National Delegates. Only those

individuals who are current members of the corporation shall be eligible to serve as Directors. The Board of Directors may elect a person to fill any vacancy occurring on the Board of Directors, or any directorship vacancy created by reason of an increase in the number of Directors. A majority of the remaining Directors, though less than a quorum, may elect the person to fill such vacancies.

(b) At-Large Board Member Term Limits. A person who has served on the Board of Directors only in the capacity as an At-Large Board Member shall serve no more than four one-year terms as an At-Large Board Member in any consecutive period of time. A person who has previously served on the Board of Directors in a position other than as an At-Large Board Member, shall serve no more than two one-year terms as an At-Large Member of the Board in any consecutive period of time. The term limits listed herein, shall not apply to the three most recent Past Presidents after the Chairman of the Board of the corporation who shall have no term limit as an At-Large Board Member.

Section 4. Past Presidents. Unless appointed or elected pursuant to Section 2 of this Article, all past Presidents of the corporation shall serve as non-voting *ex officio* members of the Board of Directors.

Section 5. Termination of Directorships. Membership on the Board of Directors of the corporation shall terminate upon the death or resignation of a Director, may be terminated by resolution of the Board of Directors acting in such capacity upon a two-thirds (2/3) vote or may be terminated by the Personnel Policy Committee pursuant to Article VIII of these By-Laws for a violation of the policy stated in that Article. Directorships may not be transferred.

Section 6. Distribution of Assets. No Director shall possess any property right in or to the property of the corporation. In the event the corporation owns or holds any property upon its dissolution and winding up, after paying or adequately providing for its debts and obligations, the Board of Directors shall dispose of the remaining property in accordance with the provisions of the Certificate of Incorporation of the corporation.

Section 7. Regular Meetings of the Board of Directors. The Board of Directors shall hold an annual meeting for the transaction of such business as may properly come before them, at such time and place, either within the District of Columbia, or elsewhere within or without the confines of the United States, as the Board of Directors may determine. The Board of Directors may provide for the holding of additional regular meetings.

Section 8. Special Meetings of the Board of Directors. Special meetings of the Board of Directors shall be called by the President or by the Secretary upon request of the Executive Committee, or upon written request of at least six (6) Directors, addressed to either of such officers. Any such written request shall state the purpose or purposes of the proposed meeting. Upon receiving such request the President or Secretary shall give written notice to each Director as provided in Section 10 of this Article. Such notice shall state the purpose or purposes of the special meeting. Only those matters listed in the meeting notice for a special meeting may be acted upon at the special meeting. Such special meeting may be held at any place, either within or without the District of Columbia or elsewhere in the United States or its possessions, as may be designated in the notice of such meeting, or by the written consent of the Board of Directors, as provided in Section 11 of this Article.

Section 9. Executive Session of a Meeting of the Board of Directors. An Executive Session of a meeting of the Board of Directors may be called by the presiding officer of the Meeting or as a privileged motion by a member of the Board of Directors that is approved by a majority of participating Board Members. The Chief Executive Officer may be excluded from portions of such Executive Sessions in the discretion of the presiding officer of the meeting.

Section 10. Quorum. A quorum at any meeting of the Board of Directors shall consist of a majority of the Directors.

Section 11. Notice. Written notice of any meeting of the Board of Directors shall be given to each Director, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by him to the corporation. Said notice shall be given at least ten (10) days prior to the meeting. If a Director has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph company. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is transmitted to the telephone number given by the Director to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the Director to the corporation.

Section 12. Waiver of Notice, Consent to Meeting or Approval of Minutes. The transactions of any meeting of the Board of Directors, however called and noticed or wherever held, shall be as valid as though transacted at the meeting duly held upon notice, if a quorum is present and if, either before or after the meeting, each of the Directors not present signs a written waiver of notice or a consent to holding such meeting or an approval of the minutes thereof. All such waivers, consents and approvals shall be filed with the minutes of the proceedings of the Board of Directors.

Section 13. Action by Written Consent. Any action required or permitted to be taken by the Board of Directors may be taken without a meeting if all Directors shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Board of Directors. Such action by written consent shall have the same force and effect as though voted upon by a majority of the Directors at a regular or special meeting of the Board of Directors. This section shall not authorize any committee of the Board of Directors to take action by written consent without a meeting, except that, pursuant to its authority to exercise all powers of the Directors within established policy, the Executive Committee is authorized to take action by unanimous written consent without a meeting.

ARTICLE IV
Council of State Trustees and National Delegates

Section 1. Powers. The Council of State Trustees and National Delegates shall elect the Directors, Officers, and Honorary Trustees of the corporation and shall exercise such other powers and duties as may be designated by the Board of Directors of the corporation from time to time.

Section 2. Membership and Number. The Council of State Trustees and National Delegates shall consist of those persons who are appointed by the State Chairman of the State they represent with the concurrence of the State's State Committee. In addition to those members who serve as provided above, the balance of the members of the State Trustees and National Delegates shall consist of all national officers of the corporation, all members of the Board of Directors, all State Chairman and all past Presidents of the corporation. The number

of State Trustees and National Delegates of the corporation shall be set by the Board of Directors. The number of members to be elected from a particular state shall be determined by a national allocation formula based on a state's grass roots income and membership and approved by the Board of Directors. The members of the Council of State Trustees and National Delegates shall be and act as representatives of the State Committee of the corporation which elects them. Only those individuals who are current members of the corporation shall be eligible to serve as members of the Council of State Trustees and National Delegates.

Section 3. Election of members of the Council of State Trustees and National Delegates, Tenure. The members of the Council of State Trustees and National Delegates shall be appointed by the State Chairman of the State they represent with the concurrence of the State's State Committee. Each member shall be elected for one (1) year or until his successor is elected or appointed. With the exception of National Officers, Board of Directors, State Chairmen and past Presidents of the corporation, no State Trustee and National Delegate shall serve more than four (4) consecutive one (1) year terms. Any member of the Council of State Trustees and National Delegates may be removed from office by a majority vote of the Board of Directors or Executive Committee at any time, with or without cause or may be removed from office by the Personnel Policy Committee pursuant to Article VIII of these By-Laws for a violation of the policy stated in that Article. Any vacancy on the Council of State Trustees and National Delegates caused by the resignation, termination, removal, refusal to serve, disability or death of a member during their term of office or an increase in the number of members thereof may be filled by the respective State Committees where such vacancy or increase occurs.

Section 4. Regular meetings of the Council of State Trustees and National Delegates. The Council of State Trustees and National Delegates shall hold an annual meeting for the election of Directors, Officers, and Honorary Trustees of the corporation, and the transaction of other business, as designated by the Board of Directors of the corporation, at such time and place, either within the District of Columbia, or elsewhere within or without the confines of the United States as the Board of Directors may determine. The Board of Directors may provide for the holding of additional regular meetings of the Council of State Trustees and National Delegates.

Section 5. Quorum. A quorum at any meeting of the Council of State Trustees and National Delegates shall consist of one third (1/3) of its members.

Section 6. Notice. Written notice of any meeting of the Council of State Trustees and National Delegates shall be given to each Council member, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by him to the corporation. Said notice shall be given at least ten (10) days prior to the meeting. If the member has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph company, and if mailed, such notice shall be deemed delivered when deposited in the United States mail in a sealed envelope, with first class postage thereon prepaid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is transmitted to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation.

Section 7. Waiver of Notice, Consent to Meeting or Approval of Minutes. The transactions of any meeting of the Council of State Trustees and National Delegates, however called and noticed or wherever held, shall be as valid as though transacted at the meeting duly held upon notice, if a quorum is present and if, either before or after the meeting, each of the members not present signs a written waiver of notice or a consent to holding such meeting or an approval of the minutes thereof.

ARTICLE V
Officers

Section 1. Officers. The officers of the corporation shall be: a President; a First Vice President; Senior Vice Presidents, both Flyway and Advisory to the President; Regional Vice Presidents; a Chairman of the Board of Directors; a Chief Executive Officer; a Secretary; an Executive Secretary; a Treasurer; Assistant Treasurers; and such other officer positions as may be designated by the Directors from time to time.

Section 2. Election and tenure of officers. The officers of the corporation, other than the Chief Executive Officer and Executive Secretary, shall be elected from the members of the corporation. Only those individuals who are current members of the corporation shall be eligible to serve as an officer of the corporation. Except for the Chief Executive Officer and the Executive Secretary, the officers of the corporation shall be elected by the Council of State Trustees and National Delegates. The Chief Executive Officer and Executive Secretary shall be appointed by the Board of Directors. An elected officer shall hold their respective office for one (1) year or until their successor is elected at the next annual meeting of the Council of State Trustees and National Delegates. The Chief Executive Officer and the Executive Secretary shall hold their respective office for one (1) year or until their successor is appointed at the next annual meeting of the Board of Directors. During their term any officer may be removed from office by a two-thirds (2/3) vote of the Board of Directors at any time, with or without cause or may be removed from office by the Personnel Policy Committee pursuant to Article VIII of these By-Laws for a violation of the policy stated in that Article. Any vacancy of an officer's position during their term of office, may be filled by the Board of Directors, or the Executive Committee.

Section 3. Duties of the President. The President shall be the chief elected officer of the corporation and shall perform the duties customarily exercised by such corporate officer and such further duties as may be imposed upon the President by the Board of Directors. The President, in the absence of the Chairman of the Board, shall preside at meetings of the Council of State Trustees and National Delegates and at meetings of the Board of Directors.

Section 4. Duties of the Chairman of the Board of Directors. The Chairman of the Board of Directors shall serve as Chairman of the Council of State Trustees and National Delegates, shall preside at meetings of the Board of Directors and shall perform such other duties as may be imposed upon the Chairman of the Board of Directors by the Board of Directors. Further, the Chairman of the Board of Directors shall ensure that the corporation adheres to its purposes and objectives, within the parameters of its Certificate of Incorporation and By-laws.

Section 5. Duties of the Chief Executive Officer. The Chief Executive Officer shall be a salaried employee of the corporation. The Chief Executive Officer shall assist the President and shall perform such further duties as may be imposed upon the Chief Executive Officer from time to time by the President and/or the Board of Directors. The Chief Executive Officer shall direct the operations of the corporation and activities of all other salaried

employees, coordinate the activities of the other officers under the direction of the President and manage day-to-day administrative activities of the corporation.

Section 6. Duties of the First Vice President. The National Nominating Committee shall nominate a person likely to succeed the President, at the end of said President's term of office, to be elected to the position of First Vice President. The First Vice President shall: represent and advise the President; be designated as President Elect; be appointed to serve as a member of the Personnel Policy Committee, the Board Governance Committee and the Strategic Planning Committee; be appointed to serve as a member and Chairman of the Audit Committee, be appointed to serve a role in the corporation's Leadership Conference; serve as a Trustee of Wetlands America Trust, Inc.; be recommended for election to the Ducks Unlimited Canada Board of Directors and assume such further duties as may be directed by the President and/or the Board of Directors.

Nothing herein shall require that the First Vice President be nominated or elected to the office of President of the corporation.

Section 7. Duties of the Vice Presidents. The Senior Vice Presidents - Flyway and Regional Vice Presidents shall perform such duties as may be imposed upon them and each of them by the Board of Directors. The Senior Vice Presidents - Advisory to the President shall perform such duties as may be imposed upon them and each of them by the President.

Section 8. Duties of the Secretary. The Secretary shall have custody of the corporate seal and may certify any and all documents issued by the corporation. The Secretary shall give notice of all meetings of the Board of Directors, the Council of State Trustees and National Delegates and the Executive Committee and shall keep the minutes thereof and shall otherwise perform such duties as may properly belong to the office of the Secretary, or as shall be prescribed from time to time by the Board of Directors. The Secretary, in the absence of the Chairman of the Board and the President, shall preside at meetings of the Council of State Trustees and National Delegates and at meetings of the Board of Directors.

Section 9. Duties of the Executive Secretary. The Executive Secretary shall be a salaried employee of the corporation and shall assist the President, Chief Executive Officer and Secretary in the performance of their duties, and perform such other duties as may be imposed upon Executive Secretary by the Board of Directors.

Section 10. Duties of the Treasurer. The Treasurer shall have general charge of the finances of the corporation, and under rules and regulations approved by the Board of Directors, shall, with the Assistant Treasurers, have custody of the corporate funds and securities, keep full and accurate accounts of receipts and disbursements in books belonging to the corporation, deposit all monies and other valuable effects in the name and to the credit of the corporation in such depositories as may be designated by the Board of Directors, disburse the funds of the corporation as may be directed by the Board of Directors, provided, however, that no funds of the corporation shall be disbursed except as directed by the Board of Directors or in accordance with a budget approved by the Board of Directors taking proper vouchers for such disbursements, render to the Board of Directors, Executive Committee, and/or members whenever ordered or requested by the Board of Directors an account of all financial transactions, as well as the financial condition of the corporation and perform such further duties as may be imposed upon the Treasurer by the Board of Directors.

Section 11. Duties of the Assistant Treasurers. The Assistant Treasurers shall assist the Treasurer in the performance of the Treasurer's duties and shall perform such further duties as may be imposed upon them by the Board of Directors.

ARTICLE VI
Committees

Section 1. Executive Committee.

(a) Membership and Structure. The Board of Directors shall appoint from its members an Executive Committee consisting of the Chairman of the Board, President, First Vice President, all Flyway Senior Vice Presidents, the Secretary, the Treasurer, President of Wetlands America Trust, Inc., the Chief Executive Officer and such other members as may be designated by the Board of Directors. The Chairman of the Board shall serve as chairman. The Executive Committee, when the Board of Directors is not in session, shall have and shall exercise all powers of the Board of Directors within established policy. The Executive Committee shall keep regular minutes of its proceedings and make prompt reports thereof to the Board of Directors.

(b) Meetings of the Executive Committee. Meetings of the Executive Committee shall be called by the Chairman of the Board of Directors or by the Secretary upon request of the Chairman of the Board, President, Chief Executive Officer, or upon written request of at least five (5) Members of the Executive Committee, addressed to either the Chairman of the Board or Secretary. Any such written request shall state the purpose or purposes of the proposed meeting. Upon receiving such request the Chairman of the Board or Secretary shall give written notice to each Executive Committee Member as provided in Sub-Section (d) of this Section. Such notice shall state the purpose or purposes of the meeting. Only those matters listed in the meeting notice may be acted upon at the meeting. Such meeting may be held at any place, either within or outside the District of Columbia or elsewhere within or outside of the United States or its possessions, as may be designated in the notice of such meeting.

(c) Quorum. The quorum at any meeting of the Executive Committee shall consist of a majority of its members, providing one (1) of them shall be the Chairman of the Board or the President.

(d) Notice. Except as hereinafter provided, written Notice of any meeting of the Executive Committee shall be given to each member of the Committee, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by the member to the corporation. Said notice shall be given at least forty-eight (48) hours prior to the meeting. If the member has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph office. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is sent to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid. If mailed notice is given for a meeting occurring forty-eight (48) hours after such notice, such notice shall be immediately followed by telephonic notice to the phone number given by the member to the corporation for such purpose. No notice is required to be given to the Chief Executive Officer, nor is his attendance required at any meeting, if the sole purpose of the meeting is to discuss performance, personnel, or continued employment issues pertaining only to the Chief Executive Officer.

(e) Action by Written Consent. Any action required or permitted to be taken by the Executive Committee may be taken without a meeting if all of its members shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Executive Committee. Such action by written consent shall have the same force and effect as though voted upon by a majority of the members at a meeting of the Executive Committee.

Section 2. Finance Committee.

(a) Membership and Structure. The Board of Directors shall appoint a Finance Committee consisting of the Treasurer, and such number of members as may be appointed by the Board of Directors., Such committee shall be subject to the direction of the Board of Directors and shall have control of the funds of the corporation under regulations promulgated by the Board of Directors, the investment and reinvestment of the funds, and such other powers and duties as may be delegated to it by the Board of Directors.

(b) Quorum. The quorum at any meeting of the Finance Committee shall consist of one-half of the Finance Committee's membership, but not less than the Treasurer and one additional Finance Committee member.

(c) Notice. Written Notice of any meeting of the Finance Committee shall be given to each member of the Committee, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by the member to the corporation. Said notice shall be given at least ten (10) days prior to the meeting. If the member has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph office. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is sent to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid.

Section 3. Personnel Policy Committee.

(a) Membership and Structure. The Board of Directors shall appoint from its members a Personnel Policy Committee consisting of the Chairman of the Board, President, First Vice President, the Secretary, the Treasurer, President of Wetlands America Trust, Inc., and three other members of the Board of Directors as nominated by the President. The President shall serve as chairman. The Personnel Policy Committee shall have and shall exercise all powers granted to it in Article VIII of these By-Laws and such other powers and duties as determined by the Board of Directors. The Personnel Policy Committee shall keep regular minutes of its proceedings and make prompt reports thereof to the Board of Directors.

(b) Quorum. The quorum at any meeting of the Personnel Policy Committee shall consist of any five (5) members thereof, providing one (1) of them shall be the President.

(c) Notice. Written Notice of any meeting of the Personnel Policy Committee shall be given to each member of the Committee, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by the member to the corporation. Said notice shall be given at least forty-eight (48) hours prior to the meeting. If the member has

given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph office. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is sent to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid. If mailed notice is given for a meeting occurring forty-eight (48) hours after such notice, such notice shall be immediately followed by telephonic notice to the phone number given by the member to the corporation for such purpose.

(d) Action by Written Consent. Any action required or permitted to be taken by the Personnel Policy Committee may be taken without a meeting if all of its members shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Personnel Policy Committee. Such action by written consent shall have the same force and effect as though voted upon by a majority of the members at a meeting of the Personnel Policy Committee.

Section 4. Board Governance Committee.

(a) Membership and Structure. The Board of Directors may appoint a Board Governance Committee consisting of: the corporation's Chairman of the Board, President, First Vice President, and Chief Executive Officer; the President of Wetland America Trust, Inc.; a past President of the corporation, other than the Chairman of the Board and up to three (3) other members selected by the Chairman of the Board and approved by the Board of Directors. The Chairman of the Board shall serve as chairman. The Board Governance Committee shall be subject to the direction of the Board of Directors and shall assist the Directors by providing input and recommendations on: Board membership; matters of recruitment, diversity, succession, training and evaluation, ethics and conflict of interest of volunteer leadership; and other corporate governance matters.

(b) Quorum. The quorum at any meeting of the Board Governance Committee shall consist of a majority of its membership.

(c) Notice. Written Notice of any meeting of the Board Governance Committee shall be given to each member of the Committee, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by the member to the corporation. Said notice shall be given at least forty-eight (48) hours prior to the meeting. If the member has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph office. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is sent to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid. If mailed notice is given for a meeting occurring forty-eight (48) hours after such notice, such notice shall be immediately followed by

telephonic notice to the phone number given by the member to the corporation for such purpose.

Section 5. Audit Committee.

(a) Membership and Structure. The Board of Directors shall appoint an Audit Committee consisting of the First Vice President of the corporation as Chairman of the Committee and at least two additional members as determined by the Board of Directors. The Treasurer of the corporation shall serve as a non-voting ex officio member of the Audit Committee. Such Committee shall be subject to the direction of the Board of Directors and shall assist the Board of Directors with respect to the Board of Directors' oversight of:

(1) The quality and integrity of the corporation's financial statements;

(2) The corporation's compliance with legal and regulatory financial reporting requirements;

(3) The corporation's selection, compensation, evaluation, and independence of its independent auditors; and

(4) The performance of corporation's internal accounting function.

(b) Quorum. The quorum at any meeting of the Audit Committee shall consist of one-half of the Committee's membership, but not less than the Committee Chairman and one additional Audit Committee member.

(c) Notice. Written notice of any meeting of the Audit Committee shall be given to each member of the Committee, delivered or sent to the address, telefacsimile telephone number or internet electronic mail address given by the member to the corporation. Said notice shall be given at least ten (10) days prior to the meeting. If the member has given no address, telefacsimile telephone number or internet electronic mail address to the corporation, notice shall be delivered or sent to him at the registered office of the corporation. If notice is given by telegram, it shall be deemed delivered when the telegram is delivered to the telegraph office. If notice is given telephonically by telefacsimile, it shall be deemed delivered when the notice is sent to the telephone number given by the member to the corporation. If notice is given by internet electronic mail, it shall be deemed delivered when the notice is transmitted to the internet electronic mail address given by the member to the corporation. If mailed, such notice shall be deemed delivered when deposited in the United States Mail in a sealed envelope, with first class postage thereon paid or placed with another delivery carrier in a sealed envelope with proper delivery fees paid.

Section 6. Other Committees. The Board of Directors may appoint such other committees and delegates to them or each of them such powers as it may deem necessary or appropriate in furtherance of the objects of the corporation.

ARTICLE VII
Honorary Trustees

Section 1. Honorary Trustees. The Council of State Trustees and National Delegates at any regular meeting may elect non-voting Honorary Trustees. The Board of Directors of the corporation shall fix the number of Honorary Trustees from time to time and shall prescribe their respective duties. An Honorary Trustee shall hold their respective office for one (1) year or until their successor is elected at the next annual meeting of the Council of State Trustees and National Delegates. A Honorary Trustee shall hold office at the pleasure of the Board of

Directors, and may be removed from office by a majority vote of the Board of Directors at any time with or without cause or may be removed from office by the Personnel Policy Committee pursuant to Article VIII of these By-Laws for a violation of the policy stated in that Article.

ARTICLE VIII
Wetlands and Waterfowl Violation Policy

Section 1. Policy. It is the policy of the corporation that all Directors, Officers, State Trustees and National Delegates, Trustee Emeriti, Honorary Trustees, Board of Directors Committee members, volunteer Committee Chairmen or volunteer Committee members shall comply with all waterfowl, waterfowl habitat, game, fish, hunting and fishing statutes, regulations and ordinances.

Section 2. Review and Sanctions. Any Director, Officer, State Trustee and National Delegate, Trustee Emeriti, Honorary Trustee, Board of Directors Committee member, volunteer Committee Chairman or volunteer Committee member of the corporation who is found guilty of or pleads guilty or no contest to a violation of any statute, regulation or ordinance which exists pertaining to waterfowl, waterfowl habitat, game, fish, hunting or fishing shall be in violation of this policy and shall have their official status with the corporation immediately reviewed by the Personnel Policy Committee. If the Personnel Policy Committee determines that disciplinary action is appropriate, it shall determine the disciplinary action, which may include the removal of that person from their volunteer position, that should be taken for such violation and implement such disciplinary action. Any action to discipline a Director, Officer, State Trustee and National Delegate, Trustee Emeriti, Honorary Trustee, Board of Directors Committee member, volunteer Committee Chairman or volunteer Committee member shall be by a positive vote of at least four (4) of the members of the Personnel Policy Committee.

ARTICLE IX
Bond

Section 1. Bond. Such officers and/or employees of the corporation as the Board of Directors shall designate shall furnish a bond in such form and amount, and with one or more sureties, satisfactory to the Board of Directors for the faithful performance of the duties of their respective offices.

ARTICLE X
Auditing of Books

Section 1. Auditing of Books. The books and accounts of the corporation shall be audited at least once every year. The Board of Directors shall cause such an audit to be made by a skilled accountant or firm of accountants who shall submit to the Board of Directors a full statement of the finances of the corporation.

ARTICLE XI
Amendments

Section 1. By-Laws. New By-Laws may be adopted or these By-Laws may be supplemented, amended or repealed by the two-thirds (2/3) vote of the Board of Directors at any meeting thereof, if notice of proposed new By-Laws, supplements, amendments or repeal or a summary thereof is contained in the notice of the meeting. New By-Laws may be adopted or these By-Laws may be supplemented, amended or repealed by vote by mail as provided in Section 11 of Article III, if the new By-Laws, supplements, amendments or repeal is submitted in writing by mail to each Director and proof of such mailing, under oath, shall be filed with the minutes of the corporation. Such votes shall be registered within thirty (30) days from the date

of mailing provided each of the Directors has returned his vote at the time, or the voting shall be considered closed any time prior thereto if and when all the Directors have returned their votes.

ARTICLE XII
Indemnification

Section 12.1. General. The corporation shall indemnify, and advance Expenses (as hereinafter defined) to, Indemnitee (as hereinafter defined) as provided in this Article and to the fullest extent permitted by applicable law.

Section 12.2. Definitions. For purposes of this Article:

(a) "Corporate Status" means the status of a person who is or was a Director, officer, employee or fiduciary of the corporation or of any subsidiary of the corporation or any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which such person is or was serving at the request of the corporation. Corporate Status shall also include an agent who files reports and/or documents with state or federal governmental agencies or instrumentalities by or on behalf of the corporation or any subsidiary of the corporation or any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise at the request of the corporation. The Board of Directors may in its discretion deem that an employee or agent of the corporation or of any subsidiary of the corporation or any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise which such person is or was serving at the request of the corporation has Corporate Status and is thereby entitled to indemnification pursuant to this Article.

(b) "Disinterested Director" means a director of the corporation who is not and was not a party to the Proceeding in respect of which indemnification is sought by Indemnitee.

(c) "Expenses" means all reasonable attorneys' fees, retainers, court costs, transcript costs, fees of experts, witness fees, travel charges, postage, delivery service fees, and all other disbursements or expenses of the types customarily incurred in connection with prosecuting, defending, preparing to prosecute or defend, investigating, or being or preparing to be a witness in a Proceeding.

(d) "Indemnitee" means any person who is, or is threatened to be made, a witness in or a party to any Proceeding as described in Sections 12.3, 12.4. 12.5 or 12.9 of this Article by reason of such person's Corporate Status.

(e) "Independent Counsel" means a law firm, or a member of a law firm, that is experienced in matters of corporate law and neither presently is, nor in the past five years has been, retained to represent: (i) the corporation or Indemnitee in any matter material to either such party; or (ii) any other party to the Proceeding giving rise to a claim for indemnification hereunder. Notwithstanding the foregoing, the term "Independent Counsel" shall not include any person who, under the applicable standards of professional conduct then prevailing, would have a conflict of interest in representing either the corporation or Indemnitee in an action to determine Indemnitee's rights under this Article.

(f) "Proceeding" means any action, suit, arbitration, alternative dispute resolution mechanism, investigation, administrative hearing or any other proceeding whether civil, criminal, administrative or investigative, except one initiated by an Indemnitee pursuant to Section 12.10 of this Article to enforce such person's rights under this Article though subject to the provisions of Section 12.10(e).

Section 12.3. Proceedings Other Than Proceedings by or in the Right of the Corporation. Indemnitee shall be entitled to the rights of indemnification as provided in this Article if, by reason of such person's Corporate Status, he or she is, or is threatened to be made, a party to any threatened, pending, or completed Proceeding, other than a Proceeding by or in the right of the corporation. Pursuant to this Section 12.3, Indemnitee shall be indemnified against Expenses, judgments, fines and amounts paid in settlement actually and reasonably incurred by Indemnitee or on Indemnitee's behalf in connection with such Proceeding or any claim, issue or matter related thereto, if such person acted in good faith and in a manner Indemnitee reasonably believed to be in or not opposed to the best interest of the corporation, and, with respect to any criminal Proceeding, had no reasonable cause to believe his or her conduct was unlawful.

Section 12.4. Proceedings by or in the Right of the Corporation. Indemnitee shall be entitled to the rights of indemnification as provided in this Article if, by reason of such person's Corporate Status, he or she is, or is threatened to be made, a party to any threatened, pending or completed Proceeding brought by or in the right of the corporation to procure a judgment in its favor. Pursuant to this Section 12.4, Indemnitee shall be indemnified against Expenses actually and reasonably incurred by Indemnitee or on Indemnitee's behalf in connection with such Proceeding if such person acted in good faith and in a manner Indemnitee reasonably believed to be in or not opposed to the best interests of the corporation. Notwithstanding the foregoing, no indemnification against such Expenses shall be made in respect of any claim, issue or matter in such Proceeding as to which Indemnitee shall have been adjudged to be liable to the corporation if applicable law prohibits such indemnification; provided, however, that indemnification against Expenses shall nevertheless be made by the corporation in such event if and only to the extent that the Court of Chancery of the District of Columbia, or the court in which such Proceeding shall have been brought or is pending, shall determine.

Section 12.5. Indemnification for Expenses of a Party Who Is Wholly or Partly Successful. Notwithstanding any other provision of this Article, to the extent that Indemnitee has met the applicable standard of care set forth in Sections 12.3 and 12.4, such person shall be indemnified pursuant to the provisions herein in defense of any Proceeding or any claim, issue or matter relating thereto. If it is determined that Indemnitee has not met the applicable standard of care as to one or more but less than all claims, issues or matters in a Proceeding, the corporation shall indemnify Indemnitee against all Expenses actually and reasonably incurred by Indemnitee or on Indemnitee's behalf in connection with each such claim, issue or matter with respect to which Indemnitee did meet the applicable standard of care.

Section 12.6. Indemnification for Expenses of a Witness. Notwithstanding any other provision of this Article, to the extent that Indemnitee is, by reason of such person's Corporate Status, a witness in any Proceeding, Indemnitee shall be indemnified against all Expenses actually and reasonably incurred by Indemnitee or on Indemnitee's behalf in connection therewith.

Section 12.7. Procedure for Determination of Entitlement to Indemnification.

(a) To obtain indemnification under this Article, Indemnitee shall submit to the corporation a written request, including therein or therewith such documentation and information as is reasonably available to Indemnitee and is reasonably necessary to determine whether and to what extent Indemnitee is entitled to indemnification. The Secretary of the corporation shall, promptly upon receipt of such a request for indemnification, advise the Board of Directors in writing that Indemnitee has requested indemnification.

(b) Upon written request by Indemnitee for indemnification, a determination, if required by applicable law, with respect to Indemnitee's entitlement thereto shall be made in the specific case as follows (i) by the Board of Directors by a majority vote of a quorum consisting of Disinterested Directors, or (ii) if a quorum of the Board of Directors consisting of Disinterested Directors is not obtainable or, even if obtainable, such quorum of Disinterested Directors so directs, by Independent Counsel in a written opinion to the Board of Directors, a copy of which shall be delivered to Indemnitee. If it is so determined that Indemnitee is entitled to indemnification, payment to Indemnitee shall be made within ten (10) days after such determination. Indemnitee shall cooperate with the person, persons or entity making such determination with respect to Indemnitee's entitlement to indemnification, including providing to such person, persons or entity upon reasonable advance request any documentation or information which is not privileged or otherwise protected from disclosure and which is reasonably available to Indemnitee and reasonably necessary to such determination.

(c) In the event the determination of entitlement to indemnification is to be made by Independent Counsel, the Independent Counsel shall be selected by the Board of Directors, and the corporation shall give written notice to Indemnitee advising Indemnitee of the identity of the Independent Counsel so selected. Indemnitee may, within seven (7) days after such written notice of selection shall have been given, deliver to the corporation a written objection to such selection. Such objection may be asserted only on the ground that the Independent Counsel so selected does not meet the requirements of "Independent Counsel" and the objection shall set forth with particularity the factual basis of such assertion. If, within twenty (20) days after submission by Indemnitee of a written request for indemnification, no Independent Counsel shall have been selected or the other party has objected to the selection of Independent Counsel, either the corporation or Indemnitee may petition the Court of Chancery of the District of Columbia, or any other court of competent jurisdiction (the "Court") for resolution of any objection which shall have been made by the corporation or Indemnitee to the other's selection of Independent Counsel and/or for the appointment as Independent Counsel of a person selected by the Court or by such other person as the Court shall designate, and the person with respect to whom and objection is so resolved or the person so appointed shall act as Independent Counsel. The corporation shall pay any and all reasonable fees and expenses of Independent Counsel in connection with its acting pursuant to Section 12.7(b) of this Article, and the corporation shall pay all reasonable fees and expenses incident to the procedures of this Section 12.7(c), regardless of the manner in which such Independent Counsel was selected or appointed.

Section 12.8. Presumptions and Effect of Certain Proceedings.

(a) When making a determination with respect to entitlement to indemnification hereunder, the person, persons or entity making such determination shall presume that Indemnitee is entitled to indemnification under this Article if Indemnitee has submitted a request for indemnification in accordance with Section 12.7(a) of this Article, and the corporation shall have the burden of proof to overcome that presumption in connection with the making by any person, persons or entity of any determination contrary to that presumption.

(b) If the person, persons or entity empowered or selected under Section 12.7 of this Article to determine whether Indemnitee is entitled to indemnification shall not have made such determination within sixty (60) days after receipt by the corporation of the request therefor, the requisite determination of entitlement to indemnification shall be deemed to have been made and Indemnitee shall be entitled to such indemnification, absent (i) a misstatement by Indemnitee of a material fact, or an omission of a material fact necessary to make Indemnitee's statement not materially misleading, in connection with the request for indemnification, or (ii) a prohibition of such indemnification under applicable law, provided, however, that such sixty (60)

day period may be extended for a reasonable time, not to exceed an additional thirty (30) days, if the person, persons or entity making the determination with respect to entitlement to indemnification in good faith requires such additional time for the obtaining or evaluating of documentation and/or information relating thereto.

(c) The termination of any Proceeding or of any claim, issue or matter related thereto by judgment, order, settlement or conviction, or upon a plea to nolo contendere or its equivalent, shall not (except as otherwise expressly provided in this Article or by law) of itself adversely affect the right of Indemnitee to indemnification or create a presumption that Indemnitee did not act in good faith and in a manner which Indemnitee reasonably believed to be in or not opposed to the best interests of the corporation or, with respect to any criminal Proceeding, that Indemnitee had reasonable cause to believe that Indemnitee's conduct was unlawful.

Section 12.9. Advancement of Expenses. The corporation shall advance all reasonable Expenses incurred by or on behalf of Indemnitee in connection with any Proceeding within twenty (20) days after the receipt by the corporation from Indemnitee of a statement reasonably evidencing the Expenses incurred by Indemnitee requesting such payment, whether prior to or after final disposition of such Proceeding. Such statement shall be preceded or accompanied by an undertaking by or on behalf of Indemnitee to repay any Expenses advanced if it shall ultimately be determined that Indemnitee is not entitled to be indemnified against such Expenses.

Section 12.10. Remedies of Indemnitee.

(a) In the event that (i) a determination is made pursuant to Section 12.7 of this Article that Indemnitee is not entitled to indemnification under this Article, (ii) advancement of Expenses is not timely made pursuant to Section 12.9 of this Article, (iii) the determination of entitlement to indemnification is to be made pursuant to Section 12.7(b) of this Article and such determination shall not have been made within ninety (90) days after receipt by the corporation of the request for indemnification, or (iv) payment of indemnification is not made within ten (10) days after a determination has been made that Indemnitee is entitled to indemnification, Indemnitee shall be entitled to an adjudication in the Court of Indemnitee's entitlement to such indemnification or advance of Expenses. Alternatively, Indemnitee, at Indemnitee's option, may seek an award in arbitration to be conducted by a single arbitrator pursuant to the rules of the American Arbitration Association. Indemnitee shall commence such proceeding seeking an adjudication or an award in arbitration within one hundred eighty (180) days following the date of which Indemnitee first has the right to commence such proceeding pursuant to this Section 12.10(a). The corporation shall not oppose Indemnitee's right to seek any such adjudication or award in arbitration.

(b) In the event that a determination shall have been made pursuant to Section 12.7 of this Article that Indemnitee is not entitled to indemnification, any judicial proceeding or arbitration commenced pursuant to this Section 12.10 shall be conducted in all respects as a de novo trial, or arbitration, on the merits and Indemnitee shall not be prejudiced by reason of that adverse determination. In any judicial proceeding or arbitration commenced pursuant to this Section 12.10 the corporation shall have the burden of proving that Indemnitee is not entitled to indemnification or advancement of Expenses, as the case may be.

(c) If a determination shall have been made or deemed to have been made pursuant to Sections 12.7 or 12.8 of this Article that Indemnitee is entitled to indemnification, the corporation shall be bound by such determination in any judicial proceeding or arbitration commenced pursuant to this Section 12.10, absent (i) a misstatement by Indemnitee of a

material fact, or an omission of a material fact necessary to make Indemnitee's statement not materially misleading, in connection with the request for indemnification, of (ii) a prohibition of such indemnification under applicable law.

(d) The corporation shall be precluded from asserting in any judicial proceeding or arbitration commenced pursuant to this Section 12.10 that the procedures and presumptions of this Article are not valid, binding and enforceable and shall stipulate in any such court or before any such arbitrator that the corporation is bound by all the provisions of this Article.

(e) In the event that Indemnitee, pursuant to this Section 12.10, seeks a judicial adjudication of or an award in arbitration to enforce Indemnitee's rights under, or to recover damages for breach of, this Article, Indemnitee shall be entitled to recover from the corporation, and shall be indemnified by the corporation against, any and all expenses (of the types described in the definition of Expenses in Section 12.2 of this Article) actually and reasonably incurred by Indemnitee in such judicial adjudication or arbitration, but only if such person prevails therein. If it shall be determined in said judicial adjudication or arbitration that Indemnitee is entitled to receive part but not all of the indemnification or advancement of Expenses sought, the expenses incurred by Indemnitee in connection with such judicial adjudication or arbitration shall be appropriately prorated.

Section 12.11. Non-Exclusivity; Survival of Rights; Insurance; Subrogation.

(a) The rights of indemnification and to receive advancement of Expenses as provided by this Article shall not be deemed exclusive of any other rights to which Indemnitee may at any time be entitled under applicable law, the Certificate of Incorporation, the By-Laws, any agreement, a vote of stock holders or a resolution of Disinterested Directors, or otherwise. No amendment, alteration or repeal of this Article or of any provision hereof shall be effective as to any Indemnitee with respect to any action taken or omitted by such Indemnitee in such person's Corporate Status prior to such amendment, alteration or repeal. The provisions of this Article shall continue as to an Indemnitee whose Corporate Status has ceased and shall inure to the benefit of such person's, heirs, executors and administrators.

(b) The corporation may purchase and maintain insurance on behalf of any person with Corporate Status, whether or not the corporation would have the power to indemnify such person. To the extent that the corporation maintains an insurance policy or policies providing liability insurance for persons with Corporate Status, Indemnitee shall be covered by such policy or policies in accordance with its or their terms to the maximum extent of the coverage available for any such director, officer, fiduciary, employee or agent under such policy or policies.

(c) In the event of any payment under this Article, the corporation shall be subrogated to the extent of such payment to all of the rights of recovery of Indemnitee, who shall execute all papers required and take all action necessary to secure such rights, including execution of such documents as are necessary to enable the corporation to bring suit to enforce such rights.

(d) The corporation shall not be liable under this Article to make any payment of amounts otherwise indemnifiable hereunder if and to the extent that Indemnitee has otherwise actually received such payment under any insurance policy, contract, agreement, or otherwise.

Section 12.12. Severability. If any provision or provisions of this Article shall be held to be invalid, illegal or unenforceable for any reason whatsoever: (a) the validity, legality and enforceability of the remaining provisions of this Article (including without limitation, each portion

of any Section of this Article containing any such provision held to be invalid, illegal or unenforceable, that is not itself invalid, illegal or unenforceable) shall not in any way be affected or impaired thereby; and (b) to the fullest extent possible, the provisions of this Article (including, without limitation, each portion of any Section of this Article containing any such provision held to be invalid, illegal or unenforceable, that is not itself invalid, illegal or unenforceable) shall be construed so as to give effect to the intent manifested by the provision held invalid, illegal or unenforceable.

Section 12.13. Certain Persons Not Entitled to Indemnification or Advancement of Expenses. Notwithstanding any other provision of this Article, no person shall be entitled to indemnification or advancement of Expenses under this Article with respect to any Proceeding, or any claim therein, brought or made by such person against the corporation.

TAX STATUS

The Internal Revenue Service has ruled that Ducks Unlimited, Inc. Qualifies under the provisions of Section 501(c)(3) of the Internal Revenue Code (IRC) as an organization created for charitable, educational, scientific and conservation purposes and, therefore, is exempt from federal income taxes on related income. As a qualified tax-exempt organization, Ducks Unlimited must operate in conformity with the IRC to maintain its tax exempt status. Donations to Ducks Unlimited are deductible by the donor as charitable contributions for federal income tax purposes.

Ducks Unlimited's federal taxpayer identification number is **13-5643799**. Each of its state and local committees is chartered as a chapter of Ducks Unlimited with its own federal taxpayer identification number, and is exempt from federal income tax under the provisions of Section 501(c)(3) through Ducks Unlimited's group exemption (group exemption number 9352).

The following letters, identified by the date of letter, support Ducks Unlimited's tax exempt status:

November 29, 1938 – original determination letter from IRS entitling DU to exemption under provisions of §101(6) of the Revenue Act of 1936. Contributions to DU by individual donors are deductible by such individuals in arriving at their taxable net income as provided by §23(o).

July 1, 1965 – modification to original determination letter to include deductibility related to gifts and bequests under the provisions of §§2055, 2106, and 2522 of the Code.

October 20, 1970 – confirmation that DU is not classified as a private foundation as defined in §509(a) of the Internal Revenue Code.

February 24, 1978 – confirmation that tax exemption under §101(6) of the Revenue Act of 1936 corresponds to exempt under §501(c)(3) of the Internal Revenue Code of 1954.

January 23, 1985 -----(reproduced here)—recognition of tax-exempt status of organizations DU operates, supervises, or controls. . . as exempt from federal income tax under §501(c)(3) of the Code. . . classification of those organizations as organizations that are not private foundation because they are of the type described in §§509(a)(1) and 170(b)(1)(A)(vi) of the Code . . . donors may deduct contributions to DU and its subordinates as provided in §170 of the Code. Bequests, legacies, devises, transfers, or gifts to DU or for DU's use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of §2055, 2106, and 2522 of the Code.

February 4, 2005 – (reproduced here) re-confirmation that tax exemption under §101(6) of the Revenue Act of 1936 corresponds to exempt under §501(c)(3) of the Internal Revenue Code of 1954.

DUCKS UNLIMITED

DU's Financial Accountability

At Ducks Unlimited, you can rest assured that your gifts are being utilized effectively.

Making a philanthropic gift to your favorite cause has become easier over the years. Today, the traditional means of giving through the mail and in person are augmented by online giving and automatic debits from your checking account. It's so easy to give, but how do you know how well an organization is using those gifts?

At Ducks Unlimited, you can rest assured that your gifts are being utilized effectively. We strive to use at least 80 percent of every dollar funding our mission. Fortunately and through diligence over the last several years, DU has been able to put 86-88 cents of every dollar into our conservation mission.

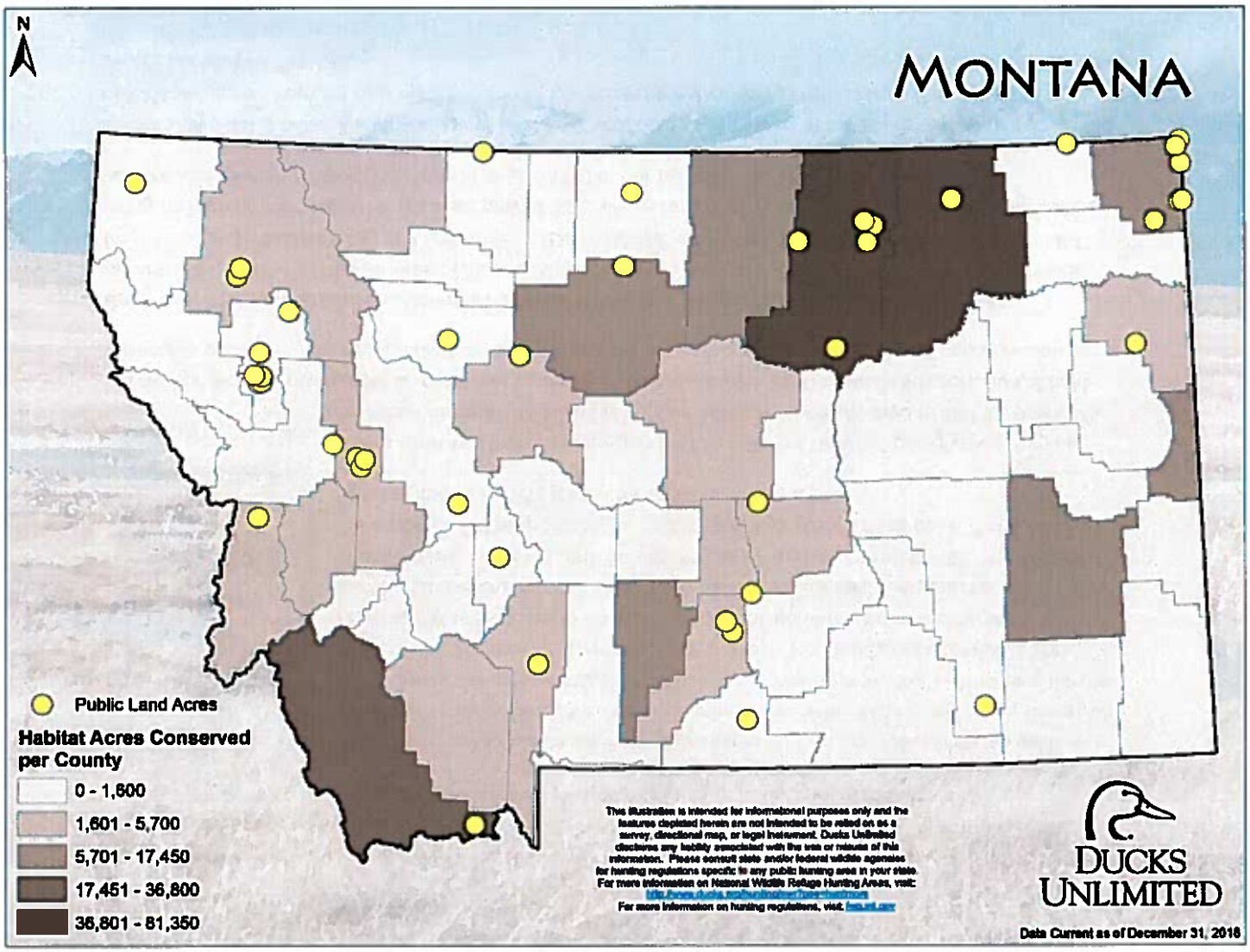
BBB ACCREDITED CHARITY
bbb.org/charity

In addition to our outside auditors who ensure that we are doing what we said we would with your dollars, there are also other ways to tell if DU is effectively using your gifts. One of the most valuable certifications comes from the Better Business Bureau Wise Giving Alliance. DU meets all 20 Standards for Charity Accountability. The Alliance bases its decision on audited financial statements and a stringent 20-question rubric that reviews DU's governance and oversight, organizational effectiveness, financials, and fundraising and informational materials. You can view the report on DU at www.bbb.org/charity by clicking on "Check out a Business or Charity" and searching for Ducks Unlimited in Tennessee.

Ducks Unlimited has also received the "Top-Rated Charity" designation from the American Institute of Philanthropy. Our A- rating generally means that we spend 75 percent or more of our budget on programs, spend $25 or less to raise $100 in public support, do not hold excessive assets in reserve, and disclose basic financial information and documents to AIP and our donors.

Each year The Chronicle of Philanthropy compiles "The Philanthropy 400," a list ranking nonprofit organizations based on the amount of money raised (not including government funds) in the previous year from individuals, foundations, and corporations. Ducks Unlimited has been a consistent member of the list rising as high as 120; for 2010, we were ranked 131. We were one of 16 groups in the 'environmental/animal welfare' category to be included, second only to TNC in our ranking.

Ducks Unlimited is committed to doing our best work with dollars you invest in our mission. We appreciate the outside validation from the organizations above, but our greatest validation comes from the continued support of people like you!


N
MONTANA
Public Land Acres
Habitat Acres Conserved per County
0 - 1,600
1,601 - 5,700
5,701 - 17,450
17,451 - 36,800
36,801 - 81,350
This illustration is intended for informational purposes only and the features depicted herein are not intended to be relied on as a survey, directional map, or legal instrument. Ducks Unlimited disclaims any liability associated with the use or misuse of this information. Please consult state and/or federal wildlife agencies for hunting regulations specific to any public hunting area in your state.
For more information on National Wildlife Refuge Hunting Areas, visit:
For more information on hunting regulations, visit:
DUCKS UNLIMITED
Data Current as of December 31, 2018

Appendix B

Additional Information on
Ducks Unlimited, Inc.
and
Montana Ducks Unlimited

DUCKS UNLIMITED

STATE CONSERVATION REPORT

MONTANA • 2019

In 2018, your Montana Ducks Unlimited conservation team set a new benchmark by conserving 79,726 acres of wetlands and associated uplands, and provided technical assistance on 58,619 acres across the state. It takes a lot of work to accomplish this level of conservation and we sincerely thank our partners who worked hard to make Montana a better place for waterfowl, other wildlife and people.

Topping our list of accomplishments is our work with the U.S. Department of Agriculture's Natural Resources Conservation Service (NRCS). Ducks Unlimited conservation staff assist with the delivery of NRCS programs, including the Wetland Reserve Easement and the Agricultural Land Easement programs. During the past 12 months, the NRCS and DU secured 49,013 acres of permanent and term protection agreements and provided more than 58,619 acres of technical assistance on private lands.

DU's conservation easement partnership with the U.S. Fish and Wildlife Service (FWS) and private landowners continues to focus on our highest priority landscapes along Montana's Hi-Line. Extreme weather conditions, including a heavy snowpack during the winter of 2017-18, followed by drought conditions this past summer, underscored the value of grass-based agriculture to landowners with many families converting marginal crop fields back to grass.

Ranchers pursuing easements on these lands receive a cash payment and qualify for cost-share on infrastructure improvements, such as stock water and fencing. In 2018, FWS easements were completed with six landowners to permanently protect 16,567 acres. These easements allow ranchers to operate while keeping grasslands and wetlands intact.

DU's long-term partnership with the FWS Partners for Fish and Wildlife program continues to identify project opportunities and provide administrative support for habitat restoration and ranch infrastructure projects. During the past year, projects totaling 9,545 acres restored wetland habitat and improved upland nesting quality for waterfowl across the state.

- Bob Sanders
Manager of Conservation Programs for Montana

On March 1, 2019, the Helena Ducks Unlimited chapter, on behalf of Montana Fish, Wildlife and Parks, will auction a Montana Shiras moose license at its youth banquet.

DU helps Montana partners learn more about ducks and other wetland-dependent birds

Adam McDaniel, Ducks Unlimited conservation specialist and Natural Resources Conservation Service (NRCS) partner biologist, organized a waterfowl workshop for NRCS, Pheasants Forever, and Montana Fish, Wildlife and Parks (MFWP) employees. The workshop was hosted by MFWP at Freezeout Lake Wildlife Management Area near Fairfield, Montana.

Participants learned to identify more than 50 bird species, with an emphasis on wetland-dependent waterfowl, shorebirds and wading birds. The group searched for duck nests to identify the species and age of the eggs. Instructors demonstrated how different ducks use different plants for nesting cover.

Bob Sanders, DU's Montana manager of conservation, gave a presentation on waterfowl feeding ecology. Sanders led the group through identifying aquatic invertebrates that live in different wetland types. These protein-rich organisms are vitally important to nesting waterfowl and their developing ducklings.

Habitat Montana builds public land legacy

Public lands are essential to Montana and the people who live there. Public lands support the state's agriculture industry, provide natural resource jobs and support the booming outdoor recreation industry.

Habitat Montana grows public lands and helps conservation-minded landowners protect wildlife habitats on their land for the benefit of all.

Early on, Montana Department of Fish, Wildlife and Parks (MFWP) scrambled to find funding for land protection projects. Funds often came from the Pittman-Robertson Act (PR), which is the excise tax on firearms, ammunition and sporting equipment. However, PR funds require state matching dollars, and by the 1980s the need for predictable, state funding was apparent. That's when Habitat Montana was created.

In 1987, several hunting and conservation groups encouraged the legislature to pass a bill to provide MFWP with nearly $3 million per year from hunting license sales to protect wildlife habitat. This program became Habitat Montana and it continues to grow public lands. The program is used to purchase targeted lands with high wildlife habitat value, conservation easements from willing landowners, and fishing access sites. Landowners with conservation easements also provide public hunting access to their lands.

Through Habitat Montana, the state now has more than 880,000 acres of land as Wildlife Management Areas or under a protective conservation easement. Conservation easement lands often join established public lands, meaning the public access footprint of Habitat Montana is much larger than the total acres directly impacted by the program. This greatly benefits wildlife, hunters, anglers and recreationists.

Habitat Montana also benefits farmers and ranchers. It provides working capital to help them secure their financial futures, whether through paying off debt or expanding their operations. And it has provided essential winter range for wildlife, which gives them alternatives to raiding haystacks, damaging crops and tearing down fences.

Support for this program is crucial because of its significance to our cherished wildlife, our agricultural economy and our incredible quality of life.

Nick Gevock, conservation director for Montana Wildlife Federation, and Bob Sanders, Ducks Unlimited's manager of conservation programs for Montana

The late Jim Daugherty put the miles on for DU

Jim Daugherty had a passion for Ducks Unlimited that kept him on the road. Jim traveled across the state to Montana's hotel lobbies, restaurants, sporting goods stores and other businesses to raise money through DU's Sealed Bid Auction (SBA) program. He led the nation four straight years as the top SBA fundraiser. In 2017 he raised $84,000.

"I run this SBA program like I would my own business," he said. "I work at it very hard."

Jim passed away peacefully among family and friends at his home in August 2018. In addition to his SBA work, Jim and his wife, Linda, served as state chair, at separate times, and are recognized as Diamond Heritage major sponsors. He first got involved with DU in 1974 while living in California, when a local businessman asked him to help underwrite the cost of a gun for a DU dinner. The next year, he was given tickets to the dinner as thanks.

"It was Jim's dogged determination to see DU succeed. That was his greatest contribution," said Bruce Posey, DU state council chair in Montana.

For the SBA program, which Jim affectionately referred to as his trapline, Jim set up easels with framed wildlife pictures and small bidding boxes. Passersby would bid on the prints, and every two weeks, he collected the boxes to determine the winners and call each one to congratulate them and coordinate payment and delivery of the winnings. Jim started working with the SBA program in November 2013 with three easels. He eventually had 75 and with plans to add even more. Since 2013, Jim raised nearly $250,000 through SBAs.

Jim also used SBA as a chance to recruit new volunteers. He tried to deliver the art work in person to the successful bidder. That way, he could see if they were interested in becoming a volunteer.

"This also lets me see if enough volunteers can be generated to start a new event in the area," he said. "The SBA program is the gift that keeps on giving, all you need to do is ask."

"Jim was a tremendous salesman and a giving person. He loved talking with people and he was always looking for opportunities to connect people to DU. We will all miss him," said Bob Sanders, DU manager of conservation programs for Montana.

Jim Daugherty (right) and Dan Lerum, the owner of Bushwakers Steakhouse and Saloon in Lincoln, which hosts sealed bid auctions.

Pintail Flat property conserves wetlands and ranching

With a combination of word-of-mouth advertising, attractive conservation programs, and hard work by Ducks Unlimited and partners, a nearly 9,000-acre complex of protected Prairie Pothole Region wetlands and grasslands emerged in Phillips County.

"The vision was to create and protect an area with high waterfowl productivity," said Bob Sanders, DU manager of conservation programs for Montana. "We restored several wetlands that were lost under row crops."

DU first purchased the 1,760-acre Pintail Flat property with DU's Revolving Habitat Program (RHP), which protects habitat at risk for conversion to cropland. DU worked with Montana Fish, Wildlife and Parks (MFWP) to make sure the grassland was protected and public access for hunting was maintained. The FWP easement requires the landowner to allow public access for 100 days a year. A sale to a local rancher is pending. "We want to help new ranchers get started. This partnership with MFWP on the Pintail Flat property does that and maintains hunting access," Sanders said.

The rancher will set up a rotational grazing system on 858 acres of expiring Conservation Reserve Program land. With MFWP, DU can share the rancher's costs of putting in water tanks and pipelines to bring water to the cattle.

"A clean water supply can mean a 100-pound or heavier weight gain for your cattle," Sanders said. "Plus, if you can get good water on a ranch, you can keep the cattle out of the wetlands."

From left, Michaela, Dakota, Rachel and Shawn Hystad completing an archery course.

Volunteer would like to see more young women involved

Michaela Hystad's first hunt did not go well. She was handed a gun she wasn't familiar with on a cold morning and basically told to go hunt.

"It was a kind of bad first experience that led to better opportunities, along with slower and more communications. I got hooked after that," Michaela said.

She also became hooked on the guy who got her started. Today, Michaela and husband, Shawn, are avid hunters, chasing birds and big game in their home state of Montana and around the world. Shawn was also the one to suggest they volunteer for their local Ducks Unlimited chapter.

Shawn and Michaela now co-chair the Great Falls, Montana, event. The Hystads are also major donors and have earned Ducks Unlimited's Grand Slam Award, which requires major gifts to DU Inc., DU-Canada and DU-Mexico.

"I am a believer in giving something back," Michaela said. "I like the opportunity to volunteer for something I believe in and has a purpose. Ducks Unlimited just fits us, personality wise, both the people and what DU does."

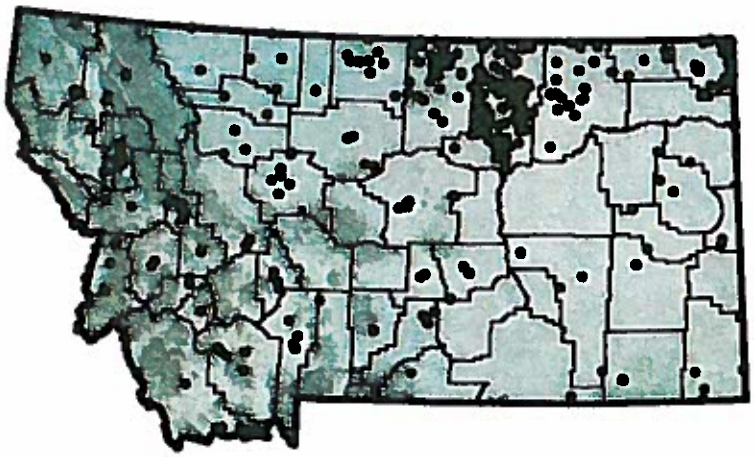
Michaela says she would like to see more women in their 20s and 30s get involved in DU, including women who didn't grow up in the organization.

"Montana does have a lot of women involved, but I would like to see more women around my age," she said. "It would help if they better understood the level of involvement. Banquet week is busy, but the rest of the year we have more breathing room."

ducks unlimited
MT PROJECTS
1984 - Present

● Completed projects

Note: Project points may represent more than one project.



2018 Accomplishments

79,726 acres protected, restored or enhanced • $1,295,962 invested

Major Sponsor information:
Chris Hildebrandt
Dir. of Development - MT, ND, WY
childebrandt@ducks.org • (406)203-2503

Event fundraising information:
Scott Johnson, State Chair, MT
montanastatedu@gmail.com • (406) 370-6346

Barry Allen, Regional Director, MT
ballen@ducks.org • (406) 780-0523

Conservation program information:
Bob Sanders
Mgr. of Conservation Programs, MT
rsanders@ducks.org • (406) 492-2002

Great Plains Regional Office
ducks.org/montana
2525 River Road
Bismarck, ND • 58503-9011
(701) 355-3500

FACT SHEET

MONTANA

(Based on numbers available 01/01/19)

MEMBERSHIP
GRAND TOTAL: 7,722
- **Members: 7,605**
  General Members: 6,360
  Greenwings: 548
  Legacy Greenwing Members: 339
  Sponsor Members: 358
- **Major Sponsors: 117**
  Life Sponsor: 65
  Diamond Life Sponsor: 18
  Sponsor in Perpetuity: 12
  Diamond Sponsor in Perpetuity: 0
  Heritage Sponsor: 6
  Diamond Heritage Sponsor: 4
  Benefactor Roll of Honor: 7
  Gold Benefactor Sponsor: 1
  Diamond Benefactor Sponsor: 1
  Legacy Sponsor: 2
  Gold Legacy Sponsor: 0
  Platinum Legacy Sponsor: 1
  Diamond Legacy Sponsor: 0
  Conservation Pioneer Sponsor: 0
  Waterfowl Patron Sponsor: 0
  Wetland Guardian Sponsor: 0

FEATHER SOCIETY MEMBERS: 70
- Silver: 59
- Gold: 5
- Emerald: 5
- Platinum: 0
- Diamond: 1
- Legacy Conservation Pioneer: 0
- Legacy Waterfowl Patron: 0
- Legacy Wetlands Guardian: 0

U.S. CONSERVATION PROGRAMS (Central / Pacific Flyways)
- Total acres conserved in flyways: C) 2,222,335 P) 1,129,522
- Total acres conserved in this state: C) 257,937 P) 532
- Amount spent to date on projects in flyways: C) $398,637,638 P) $514,319,507
- Amount spent to date on projects in state: C) $26,969,390 P) $789,159
- Primary waterfowl species that benefit from DU's efforts include:
- Mallard; Northern Pintail; Canada Goose; Blue-Winged Teal; Green-Winged Teal; Cinnamon Teal; Lesser Snow Goose; Gadwall and American Wigeon

STATE FUND-RAISING EFFORTS
- Total event income dollars raised: $829,648
- Number of committees: 32
- Number of fund-raising events: 49
- Local chapter volunteers: 700

YOUR STATE GOVERNMENT'S CONTRIBUTION TO DU FOR CANADIAN PROJECTS:
- Total contributions granted: $108,000
- Location of projects: Alberta: Pine, Buffalo, Sullivan Lakes Landscape

MONTANA STATE CHAIRMAN
Scott Johnson
State Chairman
209 Lakeside Drive
Lolo, MT 59847
B (406) 327-7711 C (406) 370-6346
ScottJhnsn746@icloud.com

FOR INFORMATION ON DUCKS UNLIMITED EVENTS CONTACT:
Barry Allen
Senior Regional Director
2 Vigilante Trail
Reed Point, MT 59069
(406) 326-2113
ballen@ducks.org

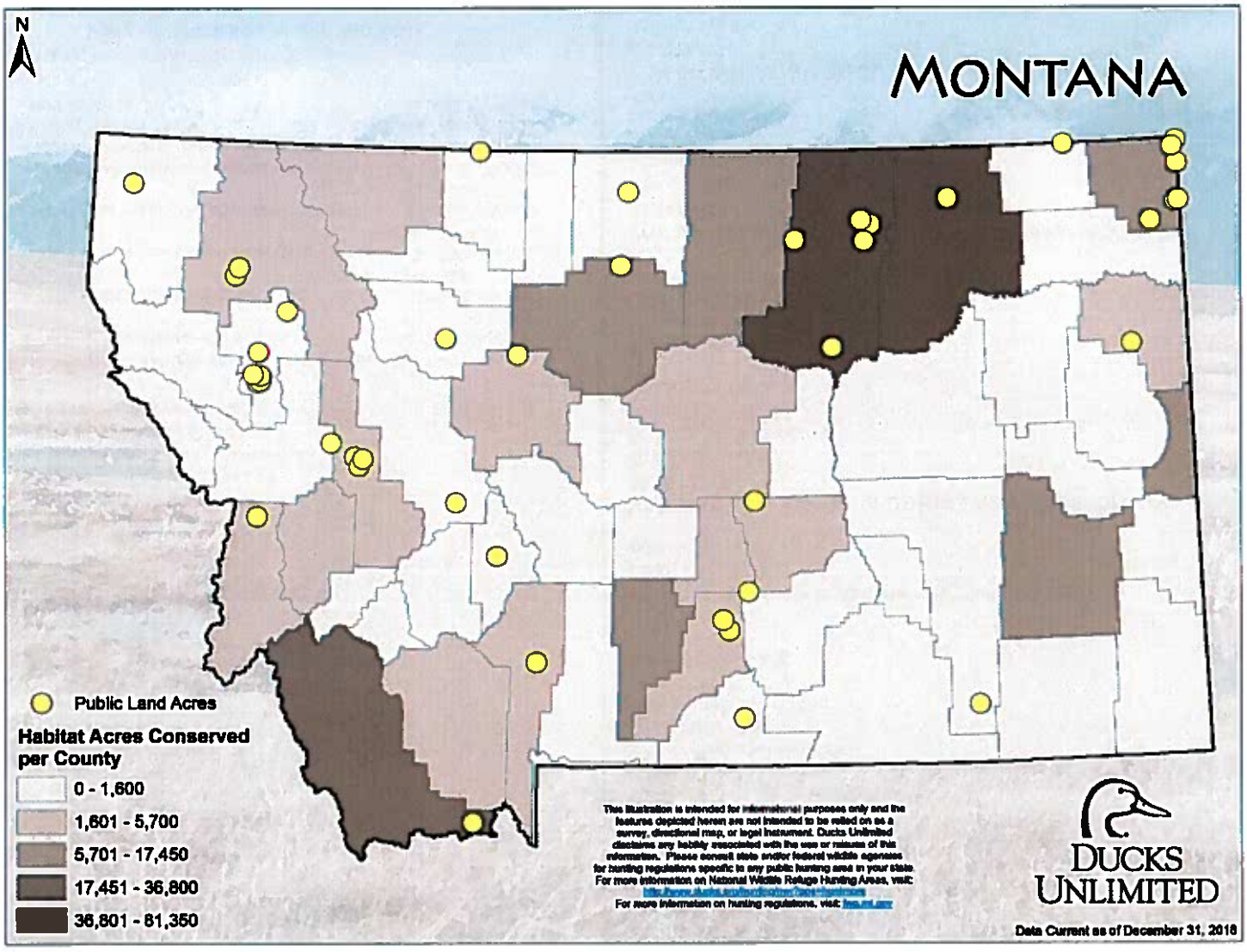
Greg Dinkel
Director Fundraising & Volunteer Relations- Region 2
(308) 237-2950
gdinkel@ducks.org

FOR INFORMATION ON BECOMING A MAJOR SPONSOR CONTACT:
Chris Hildebrandt
Director of Development
(406) 203-2503
childebrandt@ducks.org

Eric Lindstrom
Managing Director of Development
(701) 355-3503
elindstrom@ducks.org

FOR INFORMATION ON DU'S GIFT PLANNING PROGRAM CONTACT:
Chris Cole
Managing Director of Gift Planning
(901) 758-3763
ccole@ducks.org

FOR INFORMATION ON DU'S CONSERVATION PROGRAMS CONTACT:
Johann Walker
Director of Conservation Programs
(701) 355-3504
jwalker@ducks.org


N
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Public Land Acres
Habitat Acres Conserved per County
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This illustration is intended for informational purposes only and the features depicted herein are not intended to be relied on as a survey, directional map, or legal instrument. Ducks Unlimited disclaims any liability associated with the use or misuse of this information. Please consult state and/or federal wildlife agencies for hunting regulations specific to any public hunting area in your state. For more information on National Wildlife Refuge Hunting Areas, visit:
For more information on hunting regulations, visit:
DUCKS UNLIMITED
Data Current as of December 31, 2018