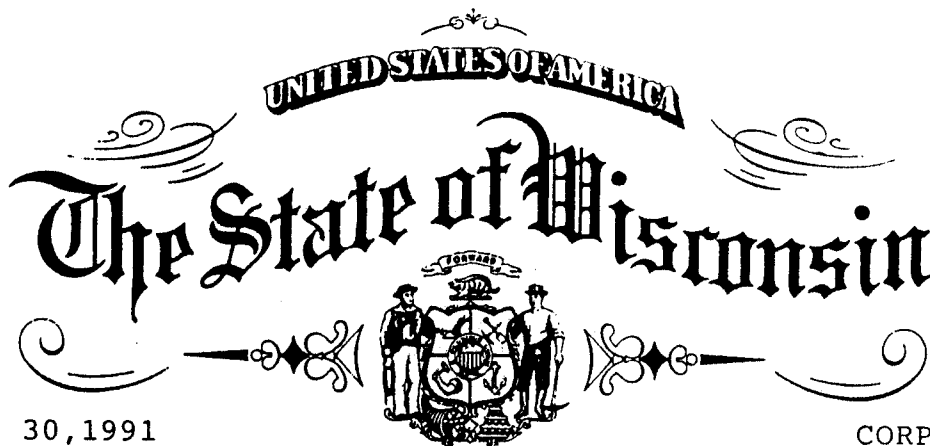


PENINSULA SYMPHONIC BAND INC  
JOHN B STANGEL  
1230 MICHIGAN ST  
STURGEON BAY WI 54235



DATE: December 30, 1991

CORP. I.D. P028078



TO ALL TO WHOM THESE PRESENTS SHALL COME:

The undersigned, as Secretary of State of the State of Wisconsin, hereby certifies that, on the date above written, Articles of Incorporation (or Association) of

PENINSULA SYMPHONIC BAND, INC.

were filed in my office under the provisions of the Wisconsin Statutes, and in particular under CHAPTER 181 - THE WISCONSIN NONSTOCK CORPORATION LAW

THE STATE OF WISCONSIN does hereby grant unto said organization the powers and privileges conferred upon such organization by the Wisconsin Statutes for the pursuit of any purposes lawful under the chapter or section, of the Wisconsin Statutes, of its organization except as such purposes may be further limited in said Articles. IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my official seal, at Madison, on 12/30/1991



*Douglas La Follette*

DOUGLAS La FOLLETTE  
Secretary of State

SEE REVERSE FOR MORE INFORMATION

*Articles of Incorporation of the*  
**PENINSULA SYMPHONIC BAND, INC.**  
*A Wisconsin Non-Profit Charitable Public Benefit Corporation*  
*December 18, 1991*

Executed by the undersigned for the purpose of forming a Wisconsin corporation under Chapter 181 of the Wisconsin Statutes, without stock and not for profit.

*Article One*

The name of the corporation is Peninsula Symphonic Band, Inc.

*Article Two*

The period of existence shall be perpetual.

*Article Three*

The purposes shall be to engage in any lawful activities authorized by Chapter 181 of the Wisconsin Statutes. The purpose of the Band is to increase appreciation for fine music, to foster a cultural awareness of music, and to educate Door Peninsula residents about different forms of music. Participation in rehearsals and performances will be the primary avenue for learning. No part of the earnings of the Band shall inure to the benefit of any private individual, and no part of the activities of the Band shall consist of carrying on propaganda or otherwise attempting to influence legislation, of participating or intervening in (including the plication of distribution of statements) any political campaign on behalf of any candidate for public office.

*Article Four*

The principal office is located in Door County, Wisconsin. The address of the principal office is 1230 Michigan Street, Sturgeon Bay, Wisconsin 54235.

*Article Five*

The name of the initial registered agent is Tony A. Sebranek.

*Article Six*

The address of the initial registered agent is 302 S. Fulton Avenue, Sturgeon Bay, Wisconsin 54235.

*Article Seven*

These articles may be amended in the manner authorized by law at the time of amendment.

*Article Eight*

The number of directors shall be fixed by Bylaw but shall not be less than three (3).

*Article Nine*

The names and addresses of the initial Board of Directors are:

John B. Stangel, 8171 Highway 57, Baileys Harbor, Wisconsin 54202

Cheryl M. Kaster, 510 Kentucky Street, Sturgeon Bay, Wisconsin 54235

Tony A. Sebranek, 302 S. Fulton Avenue, Sturgeon Bay, Wisconsin 54235

*Article Ten*

Membership provisions shall be set forth in the Bylaws.

*Article Eleven*

Upon the termination of the Band, the Band shall, after paying or making provisions for the payment of all the liabilities of the Band, dispose of all assets of the Band exclusively for the purposes of the Band in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the Band is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

*Article Twelve*

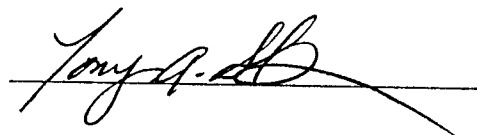
The name and address of the incorporator is:

Tony A. Sebranek, 302 S. Fulton Avenue, Sturgeon Bay, Wisconsin 54235

\* \* \* \* \*

Executed in duplicate on the 18th day of December, 1991.

INCORPORATOR

A handwritten signature in black ink, appearing to read "Tony A. Sebranek", is written over a horizontal line.

*Bylaws of the*  
**PENINSULA SYMPHONIC BAND, INC.**  
*A Wisconsin Non-Profit Charitable Public Benefit Corporation*  
*December 1, 1991*

*Article One*

Offices

Section 1: Principal Office. The corporation's principal office shall be fixed and located at such place as the Board of Directors ("Board") shall determine. The Board is granted full power and authority to change said principal office from one location to another.

Section 2: Other Offices. Branch or subordinate offices may be established at any time by the Board at any place or places.

*Article Two*

Membership

Section 1: Members. The corporation shall have no members. Any action which would otherwise require approval by a majority of all members or approval by the members shall require only approval of the Board. All rights which would otherwise vest in the members shall vest in the Board.

Section 2: Associates. Nothing in this Article Two shall be considered as limiting the right of the corporation to refer to persons associated with it as "members" even though such persons are not members, and no such reference shall constitute anyone a member, within the meaning of Section 181 Wisconsin Statutes. The corporation may confer by amendment of its Articles or of these Bylaws some or all of the rights of a member, as set forth in the Chapter 181 Wisconsin Statutes, upon any person or persons who do not have the right to vote for the election of directors or on a disposition of substantially all of the assets of the corporation or on a merger or on a dissolution or on changes to the corporation's Articles or Bylaws, but no such person shall be a member within the meaning of said Section 181.

*Article Three*

Directors

Section 1: Powers. Subject to limitations of the Articles and these Bylaws, the activities and affairs of the corporation shall be conducted and all corporate powers shall be exercised by or under the direction of the Board. The Board may delegate the management of the activities of the corporation to any person or persons, a management company, or committees however composed, provided that the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised under ultimate direction of the Board. Without prejudice to such general powers,

but subject to the same limitations, it is hereby expressly declared that the Board shall have the following powers in addition to the other powers enumerated in these By-laws:

- A. To select and remove all the other officers, agents, and employees of the corporation, prescribe powers and duties for them as may not be inconsistent with law, and Articles, or these Bylaws, fix their compensation, and require from them security for faithful service.
- B. To conduct, manage, and control the affairs and activities of the corporation and to make such rules and regulations therefore not inconsistent with law, the Articles, or these Bylaws as they may deem best.
- C. To adopt, make, and use a corporate seal and to alter the form of such seal from time to time as they may deem best.
- D. To borrow money and incur indebtedness for the proposes of the corporation, and to cause to be executed and delivered, therefore, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidence of debt and securities therefore.

Section 2: Number of Directors. The authorized number of directors shall be five (5) until change by amendment of the Articles or by a Bylaw.

Section 3: Selection and Term of Office. Directors shall be elected at each annual meeting of the Board. Each director shall serve until the next annual meeting of the Board and until a successor has been elected and qualified.

Section 4: Vacancies. Subject to the provisions of Chapter 181 of the Wisconsin Statutes, and director may resign effective upon giving written notice to the Chairman of the Board, the President, the Secretary, or the Board, unless the notice specifies a later time for the effectiveness of such resignation. If the resignation is effective at a future time, a successor may be selected before such time, to take office when the resignation becomes effective.

Vacancies in the Board shall be filled in the same manner as the director(s) whose office is vacant was selected, provided that vacancies to be filled by election by directors may be filled by a majority of the remaining directors, although less than a quorum, or by a sole remaining director. Each director so selected shall hold office until the expiration of the term of the replaced director and until a successor has been selected and qualified.

A vacancy or vacancies in the Board shall be deemed to exist in case of the death, resignation, or removal of any director, or if the authorized number of directors is increased.

The Board may declare vacant the office of a director who has been declared of unsound mind by a final order of court, or convicted of a felony, or found by a final order of judgement of any court to have breached any duty arising under Chapter 181 of the Wisconsin Statutes.

No reduction of the authorized number of directors shall have the effect of removing any director prior to the expiration of the director's term of office.

Section 5: Place of Meeting. Meetings of the Board shall be held at any place within or without the State of Wisconsin which has been designated from time to time by the Board. In the absence of such designation, regular meetings shall be held at the principal office of the corporation.

Section 6: Annual Meetings. The Board shall hold an annual meeting for the purpose of organization, selection of directors and officers, and the transaction of other business. Annual meetings of the Board shall be held without call or notice on the second Monday of September at 6:30 p.m., local time.

Section 7: Regular Meetings. Regular meetings of the Board shall be held without call or notice on such dates and at such times as may be fixed by the Board.

Section 8: Special Meetings. Special meetings of the Board for any purpose or purposes may be called at any time by the Chairman of the Board, the President, any Vice President, the Secretary, the Treasurer, or any two directors.

Special meetings of the Board shall be held upon six days' notice by first-class mail or seventy-two hours notice given personally or by telephone, telegraph, telex, facsimile, or other similar means of communication. Any such notice shall be addressed or delivered to each director at such director's address as it is shown upon the records of the corporation or as may have been given to the corporation by the director for purposes of notice, or if such address is not shown on such records or is not readily ascertainable, at the place in which the meetings of the directors are regularly held.

Notice by mail shall be deemed to have been given at the time a written notice is deposited in the United States mails, postage prepaid. Any other written notice shall be deemed to have been given at the time it is personally delivered to the recipient or is delivered to a common carrier for transmission or actually transmitted by the person giving the notice by electronic means to the recipient. Oral notice shall be deemed to have been given at the time it is communicated, in person or by telephone or wireless, to the recipient or to a person at the office of the recipient who the person giving the notice has reason to believe will promptly communicate it to the receiver.

Section 9: Quorum. Three (3) directors constitute a quorum of the Board for the transaction of business, except to adjourn as provided in Section 12 of this Article Three. Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present shall be regarded as the act of the Board, unless a greater number is required by law, or by the Articles, except as provided in the next sentence. A meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal of directors, if any action taken is approved by a least a majority of the required quorum for such meeting.

Section 10: Participation in Meetings by Conference Telephone. Members of the Board may participate in a meeting through use of conference telephone or similar communications equipment, so long as all members participating in such meeting can hear one another.

Section 11: Waiver of Notice. Notice of a meeting need not be given to any director who signs a waiver of notice or a written consent to holding the meeting or an approval of the minutes thereof, whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to such director. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings.

Section 12: Adjournment. A majority of the directors present, whether or not a quorum is present, may adjourn any directors' meeting to another time and place. Notice of the time and place of holding an adjourned meeting need not be given to absent directors if the time and place is fixed at the meeting adjourned, except as provided in the next sentence. If the meeting is adjourned for more than twenty-four hours, notice of any adjournment to another time or place shall be given prior to the time of the adjourned meeting to the directors who were not present at the time of the adjournment.

Section 13: Action Without Meeting. Any action required or permitted to be taken by the Board may be taken without a meeting if all members of the Board shall individually or collectively consent in writing to such action. Such consent or consents shall have the same effect as a unanimous vote of the Board and shall be filed with the minutes of the proceedings of the Board.

Section 14: Rights of Inspection. Every director shall have the absolute right at any reasonable time to inspect and copy all books, records, and documents of every kind and to inspect the physical properties of the corporation of which such person is a director.

Section 15: Committees. The Board may appoint one or more committees, each consisting of two or more directors, and delegate to such committees any of the authority of the Board except with respect to:

- A. The approval of any action for which the Chapter 181 Wisconsin Statutes also requires approval of the members or approval of a majority of all members;
- B. The filling of vacancies on the Board or on any committee;
- C. The fixing of compensation of the directors for serving on the Board or on any committee;
- D. The amendment or repeal of Bylaws or the adoption of new Bylaws;
- E. The amendment or repeal of any resolution of the Board which by its express terms is not so amendable or repealable;
- F. The appointment of other committees of the Board or the members thereof;
- G. The expenditure of corporate funds to support a nominee for director after there are more people nominated for director than can be elected.

Any such committee must be created, and the members thereof appointed, by resolution adopted by a majority of the authorized number of directors then in office, provided a quorum is present and any such committee may be designated an Executive Committee or by such other name as the Board shall specify. The Board may appoint, in the same manner, alternate members of any committee who may replace any absent member of any meeting of the committee. The Board shall have the power to prescribe the manner in which proceedings of any such committee shall be conducted. In the absence of any such prescription, such committee shall have the power to prescribe the manner in which its proceedings shall be conducted. Unless the Board or such committee shall provide, the regular and special meetings and other actions of any such committee shall be governed

by the provisions of this Article Three applicable to meetings and actions of the Board. Minutes shall be kept of each meeting of each committee.

Section 16: Fees and Compensation. No directors or members of any committee of this corporation shall receive any compensation for services rendered. Directors shall be entitled to receive reimbursement of out-of-pocket expenses actually incurred, as may be determined by the Board.

#### *Article Four*

##### *Officers*

Section 1: Officers. The officers of the corporation shall be a President, a Secretary, and a Treasurer. The corporation may also have, at the discretion of the Board, a Chairman of the Board, one or more Vice Presidents, one or more Assistant Secretaries, one or more Assistant Treasurers, and such other officers as may be elected or appointed in accordance with the provisions of Section 3 of this Article Four. Any number of offices may be held by the same person except that neither the Secretary nor the Treasurer may serve concurrently as the President or Chairman of the Board.

Section 2: Election. The officers of the corporation, except such officers as may be elected or appointed in accordance with the provisions of Section 3 or Section 5 or this Article Four, shall be chosen annually by, and shall serve at the pleasure of the Board, and shall hold their respective offices until their resignation, removal, or other disqualification from service, or until their respective successors shall be elected.

Section 3: Subordinate Officers. The Board may elect and may empower the President to appoint such other officers as the business of the corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in these Bylaws or as the Board may from time to time determine.

Section 4: Removal and Resignation. Any officer may be removed, either with or without cause, by the Board at any time or, except in the case of an officer chosen by the Board, by any officer upon whom such power of removal may be conferred by the Board. Any such removal shall be without prejudice to the rights, if any, of the officer under any contract of employment of the officer.

Any officer may resign at any time by giving written notice to the corporation, but without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party. Any such resignation shall take effect at the time of the receipt of such notice or at any later time specified therein, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5: Vacancies. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in these Bylaws for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and not on an annual basis.

Section 6: Chairman of the Board. The Chairman of the Board, if there is such an officer,



shall, if present, preside at all meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned by the Board.

Section 7: President. Subject to such powers, if any, as may be given by the Board to the Chairman of the Board, if there is such an officer, the President is the general manager and chief executive officer of the corporation and has, subject to the control of the Board, general supervision, direction, and control of the business and officers of the corporation. In the absence of the Chairman of the Board, or if there is none, the President shall preside at all meetings of the Board. The President has the general powers and duties of management usually vested in the office of President and General Manager of a corporation and such other powers and duties as may be prescribed by the Board.

Section 8: Vice Presidents. In the absence or disability of the President, the Vice Presidents, if any are appointed, in order of their rank as fixed by the Board or, if not ranked, the Vice President designated by the Board shall perform all the duties of the President and, when so acting, shall have all the powers of, and be subject to all the restriction upon, the President. The Vice Presidents shall have such other powers and perform such other duties as from time to time may be prescribed for the respectively by the Board.

Section 9: Secretary. The Secretary shall keep or cause to be kept, at the principal office or such other place as the Board may order, a book of minutes of all meetings of the Board and its committees, with the time and place of holding, whether regular or special, and if special, how authorized, the notice thereof given, the names of those present at Board and committee meetings, and the proceedings thereof. The Secretary shall keep, or cause to be kept, at the principal office in the State of Wisconsin the original or a copy of the corporation's Articles and Bylaws or Bylaw to be given, shall keep the Seal of the corporation in safe custody, and shall keep such other powers and perform such other duties as may be prescribed by the Board.

Section 10: Treasurer. The Treasurer is the chief financial officer of the corporation and shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the properties and business transactions of the corporation. The books of account shall at all times be open to inspection by any director.

The Treasurer shall deposit all monies and other valuables in the name and to the credit of the corporation with such depositories as may be designated by the Board. The Treasurer shall disburse the funds of the corporation as may be order by the Board, shall render to the President and the directors, whenever they request it, and account of all transactions as Treasurer and of the financial condition of the corporation, and shall have such other powers and perform such other duties as may be prescribed by the Board.

#### *Article Five*

#### Other Provisions

Section 1: Endorsement of Documents; Contracts. Subject to the provisions of applicable law, any note, mortgage, evidence of indebtedness, contract, conveyance, or other instrument in writing and any assignment or endorsement thereof executed or entered into between the corporation and any other person, when signed by the Chairman of the Board, the President, or any Vice

President and the Secretary, any Assistant Secretary, the Treasurer or the Assistant Treasurer of the corporation shall be valid and binding on the corporation in the absence of actual knowledge on the part of the other person that the signing officers had no authority to execute the same. Any such instruments may be signed by any other person or persons and in such manner as from time to time shall be determined by the Board, and unless so authorized by the Board, no officer, agent, or employee shall have any power of authority to bind the corporation by any contract or engagement, or to pledge its' credit or to render it liable for any purpose or amount.

Section 2: Representation of Shares of other corporations. The President or any other officer or officers authorized by the Board or the President are each authorized to vote, represent, and exercise on behalf of the corporation all rights incident to any and all shares of any other corporation or corporations standing in the name of the corporation. The authority herein granted may be exercised either by any such officer in person or by any other person authorized so to do by proxy or power of attorney duly executed by said officer.

Section 3: Construction and Definitions. Unless the context otherwise requires, the general provisions, rules of construction and definitions contained in Section 181 Wisconsin Statutes shall govern the construction of these Bylaws.

Section 4: Amendments. These Bylaws may be amended or repealed by the approval of the Board.

Section 5: Limitation on Distributions. The corporation shall not distribute any gift, scholarship or other financial assistance to any ancestor, descendant, brother, or sister of any member of the Board.

## *Article Six*

### Indemnification

Section 1: Definitions. For the purpose of this Article Six, "agent" means any person who is or was a director, officer, employee, or other agent of the corporation, or is or was serving at the request of the corporation as a director, officer, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, or other enterprise, or was a director, officer, employee, or agent of a foreign or domestic corporation which was a predecessor corporation of the corporations of another enterprise at the request of such predecessor corporation; "proceeding" means any threatened, pending, or completed action or proceeding, whether civil, criminal, administrative or investigative; and "expenses" includes without limitation attorneys fees and any expenses or establishing a right to indemnification under Section 4 or 5(b) of this Article Six.

Section 2: Indemnification in Actions by Third Parties. The corporation shall have the power to indemnify any person who was or is a party or is threatened to be made a party to any proceeding (other than an action by or in the right of the corporation to procure a judgement in its' favor, an action brought under Chapter 181 of the Wisconsin Statutes, or an action brought by the Attorney General or a person granted relator status by the Attorney General for any breach of duty relating to assets held in charitable trust), by reason of the fact that such person is or was an agent of the corporation, against expenses, judgements, fines, settlements, and other amounts actually and reasonably incurred in connection with such proceeding if such person acted in good faith and in a

manner such person reasonably believed to be in the best interests of the corporation and, in the case of a criminal proceeding, had no reasonable cause to believe the conduct of such person was unlawful. The termination of any proceeding by judgement, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which person reasonably believed to be in the best interest of the corporation or that the person had reasonable cause to believe that the person's conduct was unlawful.

Section 3: Indemnification in Actions by or in the Right of the Corporation. The corporation shall have the power to indemnify any person who was or is a party of is threatened to be made a party to any threatened, pending, or completed action by or in the right of the corporation, or brought by the Attorney General or a person granted relator status by the Attorney General for breach of duty relating to assets held in charitable trust, to procure a judgement in its favor by reason of the fact that such person is or was an agent of the corporation, against expenses actually and reasonably incurred by such person in connection with the defense of settlement of such action if such person acted in good faith, in a manner such persons believed to be in the best interest of the corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. No indemnification shall be made under this Section 3:

A. In respect of any claim, issue, or matter as to which such person shall have been adjudged to be liable to the corporation in the performance of such person's duty to the corporation, unless and only to the extent that the court in which such proceeding is or was pending shall determine upon application that, in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for the expenses which such court shall determine;

B. Of amounts paid in settling or otherwise disposing of a threatened or pending action, with or without court approval; or

C. Of expenses incurred in defending a threatened or pending action which is settled or otherwise disposed of without court approval, unless it is settled with the approval of the Attorney General.

Section 4: Indemnification Against Expenses. To the extent that an agent of the corporation has been successful on the merits in defense of any proceeding referred to in Section 2 or 3 of this Article Six or in defense of any claim, issue, or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection therewith.

Section 5: Required Determinations. Except as provided in Section 4 of this Article Six any indemnification under this Article Six shall be made by the corporation only if authorized in the specific case, upon a determination that indemnification of the agent is proper in the circumstances because the agent had met the applicable standard of conduct set forth in Section 2 or 3 or this Article Six, by:

A. The majority vote of a quorum consisting of directors who are not parties to such proceeding; or

B. The court in which such proceeding is or was pending upon application made by the corporation or the agent of the attorney or other person rendering service in connection with the defense, whether or not such application by the agent, attorney, or other person opposed by the Corporation.

Section 6: Advance of Expenses. Expenses incurred in defending any proceeding may be advanced by the corporation prior to the final disposition of such proceeding upon receipt of an undertaking by or on behalf of the agent to repay such amount unless it shall be determined ultimately that the agent is entitled to be indemnified as authorized in this Article Six.

Section 7: Other Indemnification. No provisions made by the corporation to indemnify its, or its subsidiary's directors or officers for the defense of any proceeding, whether contained in the Article, Bylaws, a resolution of members or directors, an agreement, or otherwise, shall be valid unless consistent with this Article Six. Nothing contained in this Article Six shall affect any right to indemnification to which person other than such directors and officers may be entitled by contract or otherwise.

Section 8: Forms of Indemnification Not Permitted. No indemnification or advance shall be made under this Article Six, except as provided in Section 4 or 5(b), in any circumstances where it appears:

- A. That it would be inconsistent with a provision of the Articles, these Bylaws, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or
- B. That it would be inconsistent with any conditions expressly imposed by a court in approving a settlement.

Section 9: Insurance. The corporation shall have power to purchase and maintain insurance on behalf of any agent of the corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such whether or not the corporation would have the power to indemnify the agent against such liability under the provisions of this Article Six, provided, however, that a corporation shall have no power to purchase and maintain such insurance to indemnify any agent of the corporation for a violation of Chapter 181 of the Wisconsin Statutes.

Section 10: Nonapplicability to Fiduciaries of Employee Benefit Plans. This Article Six does not apply to any proceeding against any trustee, investment manager, or other fiduciary of an employee benefit plan in such person's capacity as such, even though such person may also be an agent of the corporation as defined in Section 1 of this Article Six. The corporation shall have power to indemnify such trustee, investment manager, or other fiduciary to the extent permitted by Chapter 181 of the Wisconsin Statutes.