

INDEMNIFICATION

The NABL By-Laws recognize that its Directors are volunteers, and provide indemnification from potential or actual legal actions, when Directors act in good faith, to the maximum extent provided by law. The following is an extract from Article 14 of the Association By-Laws:

Section 14.01. BASIC INDEMNIFICATION. The corporation shall, to the fullest extent to which it is empowered to do so by, and in accordance with the requirements of, the General Not For Profit Corporation Act of the State of Illinois (the "Act") or any other applicable laws, as may from time to time be in effect, indemnify any person who was or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the corporation), by reason of the fact that he or she is or was a director or officer of the corporation, or is or was serving at the request of the corporation as a director or officer of another corporation, partnership, joint venture, trust or other enterprise, against all expenses, including attorneys' fees, judgments, fines and amounts incurred by him or her in connection with such action, suit or proceeding.

Section 14.02. INDEMNIFICATION OF EMPLOYEES AND AGENTS. Persons who are not covered by the foregoing provisions of this Article and who are or were employees or agents of the corporation, or are or were serving at the request of the corporation as employees or agents of another corporation, joint venture, partnership, trust or other enterprise, may be indemnified to the extent the corporation is empowered to do so by the Act or any other applicable laws, when and as authorized at any time from time to time by the board of directors in its sole discretion.