

# Bylaws of Boulder County Workforce Development Board

*(Revised 08.22.2022)*

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## **ARTICLE I** **Authority**

The Boulder County Workforce Development Board, a Colorado nonprofit corporation, (“Corporation”) is created pursuant to the authority granted in 29 U.S.C. §2832, the Workforce Development Act, (“the Act”) and as amended by Title I of the Workforce Innovation and Opportunity Act (WIOA) PL 113-128-July 22, 2014.

## **ARTICLE II** **Offices**

2.1 Offices. The principal office and all other offices of the Corporation shall be maintained, as designated from time to time by the Board of Directors, within Boulder County, Colorado, which is the geographical service delivery area for the Corporation.

2.2 Registered Office and Agent. As required by the Colorado Nonprofit Corporation Act, the Corporation shall have and continuously maintain in Boulder County, Colorado, a registered office, which may be the same as its principal office, and a registered agent, whose business office is identical with such registered office. The initial registered office and the initial registered agent are specified in Articles of Incorporation. The Board of Directors may change the registered office or change the registered agent, or both, upon filing a statement as specified by law in the office of the Secretary of the State of Colorado.

## **ARTICLE III** **Members/Directors**

3.1 Definition. The requirements of Board membership under the Act and the requirements for directors of the Corporation pursuant to the Colorado Revised Nonprofit Corporation Act shall be satisfied by appointment of persons who shall constitute both members and directors of the Board of the Corporation. For purposes of these Bylaws, the term “director” shall be synonymous with term “member”, and all requirements of membership pursuant to the Act shall apply to the directors of the Corporation. Hereafter, these Bylaws shall refer exclusively to directors with the intent that directors are the same as members under the Act. All members and directors shall meet the requirements of membership as established by the Governor of the State of Colorado and the State of Colorado Workforce Development Board pursuant to the 29 U.S.C. 2832 (a) (1).

3.2 General Powers of the Board of Directors. The business and affairs of the Corporation shall be managed by the Board of Directors which shall exercise all the powers of the Corporation, except as otherwise provided by WIOA, Colorado law, or the Articles of Incorporation of the Corporation.

3.3 Number. The initial number of Directors shall be determined by the Boulder County commissioners as the chief elected officials of the Boulder Workforce area pursuant to their authority under WIOA. Thereafter, the number of directors shall be fixed by resolution of the Board of Directors, and may be increased or decreased by resolution of the Board of Directors but no decrease shall have the effect of shortening the term of any incumbent director or reducing the number of directors below that required by WIOA.

As of January 2005, by amendment the number of Directors shall be no more than 29 and no less than 15.

3.4 Director Non-Liability. To the fullest extent permitted by the Colorado Revised Nonprofit Corporation Act, as the same exists or may hereafter be amended, subject to such exceptions as specified in C.R.S. 7-128-402, 403, & 502 (2), a director of this Corporation shall not be liable to the Corporation or its members for monetary damages for breach of fiduciary duty as a director.

3.5 Selection of Directors. The Boulder County Commissioners as the chief elected officials of the Boulder Workforce area pursuant to their authority under WIOA shall appoint directors to serve on the local Workforce Development Board, pursuant to the qualifications for such directors required by 29 U.S.C. §2832 and PL 113-128-July 22, 2014. Potential applicants may be nominated by the Executive Director, by current board members, and by the BOCC. All new and renewing applicants shall apply online through the Board of County Commissioners (BOCC) website during posted recruitment periods. The BOCC will approve applicants based on qualifications and board composition requirements and may request advice from the Executive Director.

3.5.1 Pursuant to WIOA, the Board of Directors shall consist of:

3.5.1.1 Representatives of business in the local area who are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policymaking or hiring authority; represent businesses with employment opportunities that reflect the employment opportunities of the local area; and are appointed from among individuals nominated by local business organizations and business trade associations;

3.5.1.2 Representatives of local educational entities, including representatives of local educational agencies, local school boards, entities providing adult education and literacy activities, and postsecondary educational institutions (including representatives of community colleges, where such entities exist), selected from among individuals nominated by regional or local educational agencies, institutions, or organizations representing such local educational entities;

3.5.1.3 Representatives of labor organizations (for a local area in which employees are represented by labor organizations), nominated by local labor federations, or (for a local area in which no employees are represented by such

organizations), other representatives of employees; representatives of apprenticeship programs;

3.5.1.4 Representatives of community-based organizations (including organizations representing individuals with disabilities and veterans, for a local area in which such organizations are present);

3.5.1.5 Representatives of economic development agencies, including private sector economic development entities; and

3.5.1.6 Representatives of each of the one-stop partners; and

3.5.1.7 May include such other individuals or representatives of entities as the chief elected officials in the local area may determine to be appropriate.

3.5.1.8 Selection of representatives shall also be subject to the Membership Policy for the Workforce Development Board for Workforce Boulder County as may be separately adopted or amended by the Board of Directors of this corporation.

**3.6 Stakeholder Engagement.** This board is made up a variety of stakeholders and employers representing different industries and community partners. Directors actively engage in the development of registered apprenticeships, work-based learning opportunities, and other innovative projects and programs. The board supports the Workforce Center in connecting our clients to these various opportunities and workforce development activities. Furthermore, Directors help connect us to the broader community. The Chamber works to connect us with local businesses, the schools connect us with their students, and we continually receive feedback from other stakeholders and community partners on our processes, such as the Interest Form.

3.7 Term. Directors shall be appointed for two-year staggered terms with one-half of the membership appointed each year. Each director shall hold office until his or her successor is appointed and qualified. Any member may be reappointed upon expiration of his or her term. Reappointments constitute continuous membership and do not require re-nomination. The term of the reappointed or continuing directors shall nonetheless still be subject to the requirement of recertification of the entire board by the Governor of the State of Colorado as required under the Act.

In order to effectuate the staggering of director terms, the initial Board of Directors shall consist of approximately one-third of the directors with one-year terms and approximately two-thirds of the directors with two-year terms. A list of the initial directors serving one-year terms from the date of the inception of the Corporation is attached hereto as Exhibit A. All initial directors whose names do not appear on the attached Exhibit A will serve two-year terms from the date of the inception of the Corporation.

Directors shall be limited to five (5) consecutive two-year terms or ten (10) years. The Executive Director may request an exception to the term limit for any member by applying to the BOCC for such an exception.

3.8 Regular Meetings. The Board of Directors shall provide by resolution, the time and place for the holding of regular meetings, no less frequently than once every year, without other notice than such resolution. The President or Vice President shall preside at all meetings of the Board of Directors.

3.9 Annual Meeting. An annual meeting shall be held by the Board of Directors of the Corporation, each year as may be called by Board of Directors. The business conducted at the annual meeting shall include the election of the Chair, Vice-Chair, Secretary, and Treasurer of the Corporation if the terms for any and all of those officers will terminate prior to or concurrent with the annual meeting.

3.10 Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the President or written request of any five directors. The person or persons authorized to call special meetings of the Board of Directors may fix the place and time for holding any special meeting of the Board of Directors called by them.

3.11 Notice. Written notice of any special meeting of directors shall be given as follows:

3.11.1 By email to each director at his or her email address at least three days prior to the meeting; or

**3.12 Quorum. One-half of the number of directors fixed by and then serving pursuant to Section 3.3 of this Article III shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, but if less than such number is present at a meeting, a majority of the directors present may adjourn the meeting from time to time without further notice.**

3.12.1 Proxy designation. A proxy may be designated by a member who is unable to attend a planned meeting. The proxy may vote in the member's stead on consent items or any motions requiring a quorum. A member may not send a proxy to more than two meetings in a calendar year.

3.13 Manner of Acting. Except as otherwise required by law or by the Articles of Incorporation, the act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

3.14 Conflict of Interest. No member of the Board of Directors shall cast a vote on the provision of services by that member (or any organization which that member directly represents) or vote on any matter which would provide direct financial benefit to that member or the organization which that member directly represents.

3.15 Rules of Order. All meetings of the Board of Directors shall be governed by the procedural rules set forth in the most recent edition of Roberts' Rules of Order.

3.16 Action by Directors Without a Meeting. Any action required to or which may be taken at a meeting of the Board of Directors, executive committee, or other committee of the directors may be taken without a meeting if a consent in writing, setting for the action so taken, shall be approved by all of the officers, to the proposed action. Such consent may be executed in counterparts and shall be effective as of the date of the last signature thereon. Action so taken shall be as valid as though it had been authorized at a meeting of the Board.

~~3.16 — Participation by Electronic Means. No member of the Board of Directors or any committee designated by such Board may participate in a meeting of the Board of Directors or committee by means of telephone conference or similar communications equipment, and all members must vote in person and have their vote recorded. The provisions of this paragraph may be waived when necessary by majority approval of the Board of Directors, or during a local, regional, or national emergency where to protect the health and safety of members and/or the public, electronic meetings may be required. In such an instance the Board Chair (or whichever board officer is chairing the meeting) shall do a roll call and record votes on consent items or other actions as required.~~

3.17 Participation by Electronic Means. The Board of Directors and any committee designated by such Board may participate in a meeting of the Board of Directors or any committee either through in-person meetings or by means of telephone conference or similar communications equipment. Members may vote in person or remotely by roll call, and have their vote recorded. During a local, regional, or national emergency where to protect the health and safety of members and/or the public, electronic-only meetings may be required. In such an instance the Board President (or whichever board officer is chairing the meeting) shall do a roll call and record votes on consent items or other actions as required.

3.18 Vacancies. Any vacancy occurring on the Board of Directors and any directorship to be filled by reason of any increase in the size of the Board of Directors shall be filled by appointment in accordance with the provisions of the Act and Section 3.5 of these Bylaws. A director appointed to fill a vacancy shall hold office for the unexpired term of his or her predecessor in office. A director elected to fill a position resulting from an increase in the Board of Directors shall hold office for such term as is set forth in the resolution increasing the number of directors.

3.19 Removal. Any director or directors of the Corporation may be removed at any time, with or without cause, in the manner provided in the Colorado Revised Nonprofit Corporation Act upon a vote of two-thirds of the directors. Cause for removal shall include but not be limited to:

3.19.1 Ceasing to represent the sector from which the director was originally appointed.

3.19.2 Unexcused absence from two successive regularly scheduled meetings of the Board of Directors.

Notice of such action of removal of a director by the Board of Directors shall be sent to the director so removed and such removal by the Board shall not be effective until fifteen days after

the two-thirds vote of removal by the Board. The notice of removal shall afford the director so removed to state his or her objection to such removal in writing and the Executive Committee may stay such removal to the following regularly scheduled meeting of the Board upon the agreement of the majority of the Executive Committee to do so. Upon the return of the issue of the removal of the director back to the full Board of Directors at the next regular meeting of the Board, the Board may take such final action as it may deem fit regarding the removal of such director.

3.20 Resignation. Any director of the Corporation may resign at any time by giving written notice to the President or the Secretary of the Corporation and the chief elected officials (BOCC). The resignation of any director shall be effective upon receipt of the notice thereof or at such later time as shall be specified in such notice; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

3.21 Compensation. Directors as such shall not receive any salaries or other compensation for their services, except reimbursement of expenses in accordance with Boulder County Workforce Development Board policy and upon authorization by the Director of Workforce Boulder County. Nothing herein shall preclude any director from serving the Corporation in any other capacity and receiving compensation therefore.

3.22 Presumption of Assent. A director of the Corporation who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless the director's dissent is entered in the minutes of the meeting or unless the director shall file a written dissent to the action with the person acting as the secretary of the meeting before the adjournment thereof or forward the dissent by registered mail to the secretary of the Corporation immediately after the adjournment of the meeting. The right to dissent shall not apply to a director who voted in favor of the action.

3.23 Committees. By resolution adopted by a majority of the Board of Directors, the directors may designate two or more directors to constitute a committee, any of whom shall have such authority in the management of the Corporation as the Board of Directors shall designate and as shall be prescribed by the Colorado Nonprofit Corporation Act.

#### **ARTICLE IV** **Officers**

4.1 Number. The officers of the corporation shall be Chair, Vice Chair, Secretary and Treasurer. Such other officers or assistant officers as may be deemed necessary may be elected or appointed by the Board of Directors. Any two or more offices may be held by the same person, except the offices of Chair and Secretary.

4.2 Qualifications. **The President and Vice President shall be selected from the members of the Board representing the private sector as defined in Section 3.5.1.1 of these Bylaws. The Vice President shall succeed to the position of President, provided he or she shall have served on the Board.**

4.3 Election and Term of Office. The President, Vice President, Secretary and Treasurer of the Corporation shall be elected by the Board of Directors for one calendar year. Each officer shall hold office until his or her successor shall have been duly elected and shall have qualified or until his or her death or until he or she shall resign or shall have been removed in the manner hereinafter provided.

4.4 Removal. Any officer or agent may be removed by a two-third vote of the Board of Directors whenever in its judgment the best interests of the Corporation will be served thereby.

4.5 Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

4.6 President. The President shall be the chief executive officer of the Corporation and, subject to the control of the Board of Directors, shall in general supervise and control all of the business and affairs of the Corporation. He or she shall, when present, preside at all meetings of the members and the Board of Directors. He or she may sign, with the Secretary or any other proper officer of the Corporation thereunto authorized by the Board of Directors, deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors from time to time.

4.7 Vice President. The Vice President shall, in the absence of the President or in the event of his or her death, inability or refusal to act, perform all duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Any Vice President shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

4.8 Secretary. The Secretary shall: (a) keep the minutes of the proceedings of the members and the Board of Directors in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; (c) be custodian of the corporate records and of the seal of the Corporation, if any, and see that the seal of the Corporation is affixed to any documents as necessary, the execution of which on behalf of the Corporation under its seal is duly authorized; (d) keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and (e) in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

4.9 Treasurer. The Treasurer shall: (a) have charge and custody of and be responsible for all funds and securities of the Corporation; (b) receive and give receipts for moneys due and payable to the Corporation from any source whatsoever, and deposit all such moneys in the name of the Corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of Article VII of these Bylaws; and (c) in

general perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

4.10 Bonds. If the Board of Directors by resolution shall so require, any officer or agent of the Corporation shall give bond to the Corporation in such amount and with such surety as the Board of Directors may deem sufficient, conditioned upon the faithful performance of their respective duties and offices.

4.11 Salaries. The officers shall serve without salary.

4.12 Loans to Officers. No loans shall be made by the Corporation to any officer or director of the Corporation.

## **ARTICLE V**

### **Executive Committee**

5.1 Appointment. The President of the Boulder County Workforce Development Board shall serve as Chair of the Executive Committee. The Executive Committee shall be the Chairs of the working committees and other individuals appointed by the President and approved by the members of the Executive Committee. The immediate past President of the Boulder County Workforce Development Board shall be designated an ex-officio member of the Executive Committee. Members present at the scheduled meetings constitute a quorum.

5.2 Responsibilities. The Executive Committee shall be responsible for assigning issues to the committees, ensuring adequate and timely flow of information to and between Board appointed committees, setting the agenda for Board of Director meetings, acting to support motions and resolutions of the Board between full Board meetings, working with the staff on Board mandates where the full Board may be too cumbersome, and may represent the Board of Directors as necessary between Board meetings.

5.3 Authority. The Executive Committee, when the Board of Directors is not in session, shall have and may exercise all of the authority of the Board of Directors except to the extent, if any, that such authority shall be limited by the resolution appointing the Executive Committee and except also that the Executive Committee shall not have the authority of the Board of Directors in reference to amending the Articles of Incorporation, adopting a plan of merger or consolidation, recommending to the members the sale, lease or other disposition of all or substantially all of the property and assets of the Corporation otherwise than in the usual and regular course of its business, recommending to the members a voluntary dissolution of the Corporation or a revocation thereof, or amending the Bylaws of the Corporation.

5.4 Tenure and Qualifications. Each member of the Executive Committee shall hold office until the next regular annual meeting of the Board of Directors following his or her designation and until his or her successor is designated as a member of the Executive Committee and is elected and qualified.

5.5 Meetings. Regular meetings of the Executive Committee may be held without notice at such time and places as the Executive Committee may fix from time to time by resolution. Special meetings of the Executive Committee may be called by any member thereof upon not



less than one day's notice by any member thereof upon not less than one day's notice stating the place, date and hour of the meeting, which notice may be written or oral, and if mailed, shall be deemed to be delivered when deposited in the United States mail addressed to the member of the Executive Committee at his or her business address. Any member of the Executive Committee may waive notice of any meeting and no notice of any meeting need be given to any member thereof who attends in person. The notice of the meeting of the Executive Committee need not state the business proposed to be transacted at the meeting.

5.6 Quorum. A majority of the members of the Executive Committee shall constitute a quorum for the transaction of business at any meeting thereof, and action of the Executive Committee must be authorized by the affirmative vote of a majority of the members present at a meeting at which a quorum is present.

5.7 Informal Action by Executive Committee. Any action required or permitted to be taken by the Executive Committee at a meeting may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the directors entitled to vote with respect to the subject matter thereof.

5.8 Vacancies. Any vacancy in the Executive Committee may be filled by appointment by the President of the Boulder County Workforce Investment Board.

5.9 Resignation and Removal. Any member of the Executive Committee may be removed at any time with or without cause by resolution adopted by a majority of the full Board of Directors. Any member of the Executive Committee may resign from the Executive Committee at any time by giving written notice to the President or Secretary of the Corporation, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

5.10 Procedure. The Executive Committee may fix its own rules of procedure which shall not be inconsistent with these Bylaws. It shall keep regular minutes of its proceedings and report the same to the Board of Directors for its information at the meeting thereof held next after the proceedings shall have taken place.

5.11 Other Committees. Other committees not having and exercising the authority of the Board of Directors in the management of the Corporation may be appointed in such manner as may be designated by a resolution adopted by a majority of the Directors present at a meeting at which a quorum is present. Except as otherwise provided in such resolution, members of each such committee shall be members of the Corporation, and the President of the Corporation shall appoint the members thereof. Any member thereof may be removed by the person or persons authorized to appoint such member whenever in their judgment and best interests of the Corporation shall be served by such removal. Each such committee shall be chaired by a member of the Executive Committee.

**ARTICLE VI**  
**Staff**

6.1 The Directors may employ an Executive Director who shall be an ex-officio, non-voting member of the Board and of all standing and special committees. The Executive Director shall be the day-to-day chief operating officer of the Board and shall be responsible to the Board for the administration of Board affairs within the policies adopted by the Board/Council as required by the Act. The specific duties of the Executive Director are to be outlined in a job description prepared by the Executive Committee and approved by the Board.

6.2 The Board may authorize the Executive Director to hire additional staff upon the recommendation of the Executive Director and as approved by the Board. Salary ranges and job descriptions shall be approved by the Board prior to actual hiring of additional staff.

**ARTICLE VII**  
**Contracts, Loans, Checks and Deposits**

7.1 Contracts. The Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.

7.2 Loans. No loans shall be contracted on behalf of the Corporation, and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

7.3 Checks, Drafts, Etc. All checks, drafts, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation shall be signed by the President or Treasurer of the Corporation and the Executive Director of the Boulder County Workforce Development Board.

7.4 Deposits. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may select.

7.5 Grants/Gifts. The Board of Directors may accept on behalf of the Corporation any grant, contribution, gift, bequest or devise for the general purposes of or for any special purposes of the Corporation.

**ARTICLE VIII**  
**Books and Records**

The Corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of the Board of Directors and committees having any of the authority of the Board of Directors.

**ARTICLE IX**  
**Fiscal Year**

The fiscal year of the Corporation shall end on the last day of June in each calendar year.

**ARTICLE X**  
**Nondiscrimination**

The officers, directors, committee members, employees and persons served by this Corporation shall be selected entirely on a nondiscriminatory basis with respect to age, sex, race, religion, national origin and sexual orientation.

**ARTICLE XI**  
**Dissolution**

Upon the dissolution of the corporation, any assets remaining after payment of the Corporation's obligations and liabilities shall be distributed to one or more organizations similar or analogous in character or purpose which qualify as an exempt organization or organizations under Section 501©(3) of the Internal Revenue Code and is also a "publicly supported organization" under Section 509 (a)(1) or (2) of the Internal Revenue Code, or corresponding sections of any future federal tax code. Any such assets not so disposed of shall be disposed of by the Boulder County District Court exclusively for such purposes stated herein or to such organization or organizations, as said Court shall determine which are organized and operated exclusively for such purposes.

**ARTICLE XII**  
**Corporate Seal**

The Board of Directors may provide a corporate seal which shall be circular in form and shall have inscribed thereon the name of the Corporation and the state of incorporation and the words "CORPORATE SEAL."

**ARTICLE XIII**  
**Waiver of Notice**

Whenever any notice is required to be given under the provisions of these Bylaws or under the provisions of the Articles of Incorporation or under the provisions of the Colorado Revised Nonprofit Corporation Act, or otherwise, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the event or other circumstance requiring such notice, shall be deemed equivalent to the giving of such notice.

**ARTICLE XIV**  
**Indemnity**

The Corporation shall, to the fullest extent provided in the Articles of Incorporation, and as permitted by the Colorado Revised Nonprofit Corporation Act in Section 7-129-101, et seq. and elsewhere, as the same now exists or may hereafter be amended, indemnify any person who was or is a party or threatened to be made a party to any threatened, pending or

completed action, suit or proceeding, whether civil, criminal, administrative or investigative, by reason of the fact that he or she is or was a director, officer, employee, fiduciary or agent of the Corporation or is or was serving at the request of the Corporation in any such capacity of or for any other corporation, partnership, joint venture, trust or other enterprise. As required under C.R.S. 7-129-106, the Board of Directors shall consider the specific factors set forth in C.R.S. 7-129-102 in making its determination prior to adopting any specific resolution regarding the indemnity of a director of the Corporation. The right of indemnification shall inure to the benefit of the heirs, executors, administrators and personal representatives of such person. The Corporation may purchase such nonprofit corporation indemnity insurance as it determines is reasonably necessary for this indemnification.

**ARTICLE XV**  
**Amendments**

These Bylaws may be amended, altered or repealed from time to time by action of a majority of the Board of Directors. The Bylaws may contain any provisions for the regulation and management affairs of the Corporation not inconsistent with Colorado law or the Articles of Incorporation.

We, the undersigned, being the Directors of BOULDER COUNTY WORKFORCE DEVELOPMENT BOARD, do hereby certify that we have on this 22 day of August 2022, pursuant to the authority contained in the Articles of Incorporation, adopted the updates to the within Bylaws as and for the Bylaws of this Corporation.

Becky Virkus  
Bernadette Stewart  
Bernadine Mao  
Brittany Gratton  
Chris Aguilar-Garcia  
Cindy Scurry  
Cindy Sepucha  
Claire Cronin  
Corine Waldau  
Darlene Bushue  
David Lopez  
Geof Cahoon  
Kelly Folks  
Erik Cornell  
Kristen Moorefield  
Marta Loachamin  
Tracy Knick  
Janel Highfil  
Marco Better  
Clif Pacaro  
Jonathan Galindo  
Nicole Martin

**CERTIFICATE**

I hereby certify that the foregoing Bylaws, consisting of 13 pages, including this page, constitute the Bylaws of BOULDER COUNTY WORKFORCE DEVELOPMENT BOARD, adopted by the Board of Directors of the Corporation as of August 26th, 2022.

*Corine Waldau*

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Corine Waldau, President

