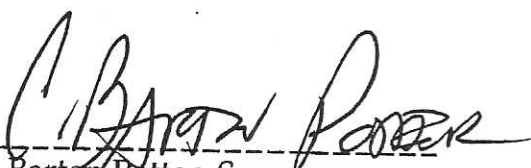


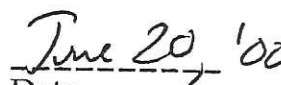
Amendment to HFIA Bylaws
16 May 2000

The following amendment to the Bylaws of the Hawai'i Forest Industry Association was adopted by a majority vote of the Board of Directors at its regularly-scheduled meeting, held May 16, 2000. The amendment adds Section 9.7 to Article IX:

Section 9.7 Executive Director. The executive director shall serve as the principle staff of the board of directors and of the Corporation, and shall also serve as assistant secretary and assistant treasurer of the Corporation. The executive director shall be a non-voting member of the board and shall assist in the development, implementation and communication of the board's policies and programs. The executive director shall advise and assist the members of the board in all matters concerning the program and management of the affairs of the Corporation. The executive director, under the direction of the president and the board of directors, shall perform the administrative work of the Corporation and shall communicate matters and suggestions to promote the prosperity and increase the usefulness of the Corporation. The board may delegate to its executive director those functions and powers that the board deems necessary and appropriate, including but not limited to the oversight and supervision of employees of the Corporation.



C. Barton Potter, Secretary



Date