

Form 1023 Checklist

(Revised June 2006)

Application for Recognition of Exemption under Section 501(c)(3) of the Internal Revenue Code

Note. Retain a copy of the completed Form 1023 in your permanent records. Refer to the General Instructions regarding Public Inspection of approved applications.

Check each box to finish your application (Form 1023). Send this completed Checklist with your filled-in application. If you have not answered all the items below, your application may be returned to you as incomplete.

- Assemble the application and materials in this order:
 - Form 1023 Checklist
 - Form 2848, *Power of Attorney and Declaration of Representative* (if filing)
 - Form 8821, *Tax Information Authorization* (if filing)
 - Expedite request (if requesting)
 - Application (Form 1023 and Schedules A through H, as required)
 - Articles of organization
 - Amendments to articles of organization in chronological order
 - Bylaws or other rules of operation and amendments
 - Documentation of nondiscriminatory policy for schools, as required by Schedule B
 - Form 5768, *Election/Revocation of Election by an Eligible Section 501(c)(3) Organization To Make Expenditures To Influence Legislation* (if filing)
 - All other attachments, including explanations, financial data, and printed materials or publications. Label each page with name and EIN.
- User fee payment placed in envelope on top of checklist. DO NOT STAPLE or otherwise attach your check or money order to your application. Instead, just place it in the envelope.
- Employer Identification Number (EIN)
- Completed Parts I through XI of the application, including any requested information and any required Schedules A through H.
 - You must provide specific details about your past, present, and planned activities.
 - Generalizations or failure to answer questions in the Form 1023 application will prevent us from recognizing you as tax exempt.
 - Describe your purposes and proposed activities in specific easily understood terms.
 - Financial information should correspond with proposed activities.
- Schedules. Submit only those schedules that apply to you and check either "Yes" or "No" below.

Schedule A	Yes ___ No <input checked="" type="checkbox"/>	Schedule E	Yes ___ No <input checked="" type="checkbox"/>
Schedule B	Yes ___ No <input checked="" type="checkbox"/>	Schedule F	Yes ___ No <input checked="" type="checkbox"/>
Schedule C	Yes ___ No <input checked="" type="checkbox"/>	Schedule G	Yes ___ No <input checked="" type="checkbox"/>
Schedule D	Yes ___ No <input checked="" type="checkbox"/>	Schedule H	Yes ___ No <input checked="" type="checkbox"/>

- An exact copy of your complete articles of organization (creating document). Absence of the proper purpose and dissolution clauses is the number one reason for delays in the issuance of determination letters.
 - Location of Purpose Clause from Part III, line 1 (Page, Article and Paragraph Number) *Articles, page 1, paragraph 2*
 - Location of Dissolution Clause from Part III, line 2b or 2c (Page, Article and Paragraph Number) or by operation of state law *Articles, page 1, paragraph 4*
- Signature of an officer, director, trustee, or other official who is authorized to sign the application.
 - Signature at Part XI of Form 1023.
- Your name on the application must be the same as your legal name as it appears in your articles of organization.

Send completed Form 1023, user fee payment, and all other required information, to:

Internal Revenue Service
P.O. Box 192
Covington, KY 41012-0192

If you are using express mail or a delivery service, send Form 1023, user fee payment, and attachments to:

Internal Revenue Service
201 West Rivercenter Blvd.
Attn: Extracting Stop 312
Covington, KY 41011

Application for Recognition of Exemption (99)
Under Section 501(c)(3) of the Internal Revenue Code

OMB No. 1545-0056

Note: If exempt status is approved, this application will be open for public inspection.

Use the instructions to complete this application and for a definition of all **bold** items. For additional help, call IRS Exempt Organizations Customer Account Services toll-free at 1-877-829-5500. Visit our website at www.irs.gov for forms and publications. If the required information and documents are not submitted with payment of the appropriate user fee, the application may be returned to you.

Attach additional sheets to this application if you need more space to answer fully. Put your name and EIN on each sheet and identify each answer by Part and line number. Complete Parts I - XI of Form 1023 and submit only those Schedules (A through H) that apply to you.

Part I Identification of Applicant

1 Full name of organization (exactly as it appears in your organizing document)		2 c/o Name (if applicable)	
Deaf Dogs Rock, Inc.			
3 Mailing address (Number and street) (see instructions)	Room/Suite	4 Employer Identification Number (EIN)	
3962 Bluebird Ln		45-5509970	
City or town, state or country, and ZIP + 4		5 Month the annual accounting period ends (01-12)	
Salem, VA 24153-8060		12	
6 Primary contact (officer, director, trustee, or authorized representative)		b Phone: 540-353-XXXX	
a Name: Christina Lee		c Fax: (optional)	
7 Are you represented by an authorized representative, such as an attorney or accountant? If "Yes," provide the authorized representative's name, and the name and address of the authorized representative's firm. Include a completed Form 2848, <i>Power of Attorney and Declaration of Representative</i> , with your application if you would like us to communicate with your representative.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
8 Was a person who is not one of your officers, directors, trustees, employees, or an authorized representative listed in line 7, paid, or promised payment, to help plan, manage, or advise you about the structure or activities of your organization, or about your financial or tax matters? If "Yes," provide the person's name, the name and address of the person's firm, the amounts paid or promised to be paid, and describe that person's role.		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
9a Organization's website: http://deafdogsrock.com			
b Organization's email: (optional) christina@deafdogsrock.com			
10 Certain organizations are not required to file an information return (Form 990 or Form 990-EZ). If you are granted tax-exemption, are you claiming to be excused from filing Form 990 or Form 990-EZ? If "Yes," explain. See the instructions for a description of organizations not required to file Form 990 or Form 990-EZ.		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
11 Date incorporated if a corporation, or formed, if other than a corporation. (MM/DD/YYYY)		6 / 19 / 2012	
12 Were you formed under the laws of a foreign country ? If "Yes," state the country.		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

Part II Organizational Structure

You must be a corporation (including a limited liability corporation), an unincorporated association, or a trust to be tax exempt. (See instructions). **DO NOT file this form unless you can check "Yes" on lines 1, 2, 3, or 4.**

- 1 Are you a **corporation**? If "Yes," attach a copy of your articles of incorporation showing **certification of filing** with the appropriate state agency. Include copies of any amendments to your articles and be sure they also show state filing certification. Yes No
- 2 Are you a **limited liability company (LLC)**? If "Yes," attach a copy of your articles of organization showing certification of filing with the appropriate state agency. Also, if you adopted an operating agreement, attach a copy. Include copies of any amendments to your articles and be sure they show state filing certification. Refer to the instructions for circumstances when an LLC should not file its own exemption application. Yes No
- 3 Are you an **unincorporated association**? If "Yes," attach a copy of your articles of association, constitution, or other similar organizing document that is dated and includes at least two signatures. Include signed and dated copies of any amendments. Yes No
- 4a Are you a **trust**? If "Yes," attach a signed and dated copy of your trust agreement. Include signed and dated copies of any amendments. Yes No
- b Have you been funded? If "No," explain how you are formed without anything of value placed in trust. Yes No
- 5 Have you adopted **bylaws**? If "Yes," attach a current copy showing date of adoption. If "No," explain how your officers, directors, or trustees are selected. Yes No

Part III Required Provisions in Your Organizing Document

The following questions are designed to ensure that when you file this application, your organizing document contains the required provisions to meet the organizational test under Section 501(c)(3). Unless you can check the boxes in both lines 1 and 2, your organizing document does not meet the organizational test. **DO NOT file this application until you have amended your organizing document.** Submit your original and amended organizing documents (showing state filing certification if you are a corporation or an LLC) with your application.

- 1 Section 501(c)(3) requires that your organizing document state your exempt purpose(s), such as charitable, religious, educational, and/or scientific purposes. Check the box to confirm that your organizing document meets this requirement. Describe specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document. Refer to the instructions for exempt purpose language. Location of Purpose Clause (Page, Article, and Paragraph): Articles, page 1, paragraph 2
- 2a Section 501(c)(3) requires that upon dissolution of your organization, your remaining assets must be used exclusively for exempt purposes, such as charitable, religious, educational, and/or scientific purposes. Check the box on line 2a to confirm that your organizing document meets this requirement by express provision for the distribution of assets upon dissolution. If you rely on state law for your dissolution provision, do not check the box on line 2a and go to line 2c.
- 2b If you checked the box on line 2a, specify the location of your dissolution clause (Page, Article, and Paragraph). Do not complete line 2c if you checked box 2a. Articles, page 1, paragraph 4
- 2c See the instructions for information about the operation of state law in your particular state. Check this box if you rely on operation of state law for your dissolution provision and indicate the state: _____

Part IV Narrative Description of Your Activities

Using an attachment, describe your *past, present, and planned* activities in a narrative. If you believe that you have already provided some of this information in response to other parts of this application, you may summarize that information here and refer to the specific parts of the application for supporting details. You may also attach representative copies of newsletters, brochures, or similar documents for supporting details to this narrative. Remember that if this application is approved, it will be open for public inspection. Therefore, your narrative description of activities should be thorough and accurate. Refer to the instructions for information that must be included in your description.

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

- 1a List the names, titles, and mailing addresses of all of your officers, directors, and trustees. For each person listed, state their total annual **compensation**, or proposed compensation, for all services to the organization, whether as an officer, employee, or other position. Use actual figures, if available. Enter "none" if no compensation is or will be paid. If additional space is needed, attach a separate sheet. Refer to the instructions for information on what to include as compensation.

Name	Title	Mailing address	Compensation amount (annual actual or estimated)
Christina Lee	President	3962 Bluebird Ln Salem, VA 24153	\$0.00
Rebecca Custer	Vice-President	3811 Hawley Dr. Salem, VA 24253	\$0.00
David Lang	Treasurer	57 Blue Ridge Ct. Rocky Mount, VA 24151	\$0.00
Kim Rutherford	Secretary	4348 Woodbridge Ave. Roanoke, VA 24019	\$0.00
Bernard Adams	Director	706 N 27th St. Richmond, VA 23223	\$0.00

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

b List the names, titles, and mailing addresses of each of your five highest compensated employees who receive or will receive compensation of more than \$50,000 per year. Use the actual figure, if available. Refer to the instructions for information on what to include as compensation. Do not include officers, directors, or trustees listed in line 1a.

Name	Title	Mailing address	Compensation amount (annual actual or estimated)

c List the names, names of businesses, and mailing addresses of your five highest compensated independent contractors that receive or will receive compensation of more than \$50,000 per year. Use the actual figure, if available. Refer to the instructions for information on what to include as compensation.

Name	Title	Mailing address	Compensation amount (annual actual or estimated)

The following "Yes" or "No" questions relate to *past, present, or planned* relationships, transactions, or agreements with your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in lines 1a, 1b, and 1c.

- 2a** Are any of your officers, directors, or trustees **related** to each other through **family or business relationships**? Yes No
If "Yes," identify the individuals and explain the relationship.
- b** Do you have a business relationship with any of your officers, directors, or trustees other than through their position as an officer, director, or trustee? If "Yes," identify the individuals and describe the business relationship with each of your officers, directors, or trustees. Yes No
- c** Are any of your officers, directors, or trustees related to your highest compensated employees or highest compensated independent contractors listed on lines 1b or 1c through family or business relationships? If "Yes," identify the individuals and explain the relationship. Yes No

3a For each of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, or 1c, attach a list showing their name, qualifications, average hours worked, and duties.

b Do any of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, or 1c receive compensation from any other organizations, whether tax exempt or taxable, that are related to you through **common control**? If "Yes," identify the individuals, explain the relationship between you and the other organization, and describe the compensation arrangement. Yes No

4 In establishing the compensation for your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, and 1c, the following practices are recommended, although they are not required to obtain exemption. Answer "Yes" to all the practices you use.

- a** Do you or will the individuals that approve compensation arrangements follow a conflict of interest policy? Yes No
- b** Do you or will you approve compensation arrangements in advance of paying compensation? Yes No
- c** Do you or will you document in writing the date and terms of approved compensation arrangements? Yes No

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

d Do you or will you record in writing the decision made by each individual who decided or voted on compensation arrangements? Yes No

e Do you or will you approve compensation arrangements based on information about compensation paid by **similarly situated** taxable or tax-exempt organizations for similar services, current compensation surveys compiled by independent firms, or actual written offers from similarly situated organizations? Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

f Do you or will you record in writing both the information on which you relied to base your decision and its source? Yes No

g If you answered "No" to any item on lines 4a through 4f, describe how you set compensation that is **reasonable** for your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in Part V, lines 1a, 1b, and 1c.

5a Have you adopted a **conflict of interest policy** consistent with the sample conflict of interest policy in Appendix A to the instructions? If "Yes," provide a copy of the policy and explain how the policy has been adopted, such as by resolution of your governing board. If "No," answer lines 5b and 5c. Yes No

b What procedures will you follow to assure that persons who have a conflict of interest will not have influence over you for setting their own compensation?

c What procedures will you follow to assure that persons who have a conflict of interest will not have influence over you regarding business deals with themselves?

Note: A conflict of interest policy is recommended though it is not required to obtain exemption. Hospitals, see Schedule C, Section I, line 14.

6a Do you or will you compensate any of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in lines 1a, 1b, or 1c through **non-fixed payments**, such as discretionary bonuses or revenue-based payments? If "Yes," describe all non-fixed compensation arrangements, including how the amounts are determined, who is eligible for such arrangements, whether you place a limitation on total compensation, and how you determine or will determine that you pay no more than reasonable compensation for services. Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

b Do you or will you compensate any of your employees, other than your officers, directors, trustees, or your five highest compensated employees who receive or will receive compensation of more than \$50,000 per year, through non-fixed payments, such as discretionary bonuses or revenue-based payments? If "Yes," describe all non-fixed compensation arrangements, including how the amounts are or will be determined, who is or will be eligible for such arrangements, whether you place or will place a limitation on total compensation, and how you determine or will determine that you pay no more than reasonable compensation for services. Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

7a Do you or will you purchase any goods, services, or assets from any of your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," describe any such purchase that you made or intend to make, from whom you make or will make such purchases, how the terms are or will be negotiated at **arm's length**, and explain how you determine or will determine that you pay no more than **fair market value**. Attach copies of any written contracts or other agreements relating to such purchases. Yes No

b Do you or will you sell any goods, services, or assets to any of your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," describe any such sales that you made or intend to make, to whom you make or will make such sales, how the terms are or will be negotiated at arm's length, and explain how you determine or will determine you are or will be paid at least fair market value. Attach copies of any written contracts or other agreements relating to such sales. Yes No

8a Do you or will you have any leases, contracts, loans, or other agreements with your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," provide the information requested in lines 8b through 8f. Yes No

b Describe any written or oral arrangements that you made or intend to make.

c Identify with whom you have or will have such arrangements.

d Explain how the terms are or will be negotiated at arm's length.

e Explain how you determine you pay no more than fair market value or you are paid at least fair market value.

f Attach copies of any signed leases, contracts, loans, or other agreements relating to such arrangements.

9a Do you or will you have any leases, contracts, loans, or other agreements with any organization in which any of your officers, directors, or trustees are also officers, directors, or trustees, or in which any individual officer, director, or trustee owns more than a 35% interest? If "Yes," provide the information requested in lines 9b through 9f. Yes No

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

- b Describe any written or oral arrangements that you made or intend to make.
- c Identify with whom you have or will have such arrangements.
- d Explain how the terms are or will be negotiated at arm's length.
- e Explain how you determine or will determine you pay no more than fair market value or that you are paid at least fair market value.
- f Attach a copy of any signed leases, contracts, loans, or other agreements relating to such arrangements.

Part VI Your Members and Other Individuals and Organizations That receive Benefits From You

The following "Yes" or "No" questions relate to goods, services, and funds you provide to individuals and organizations as part of your activities. Your answers should pertain to *past*, *present*, and *planned* activities. (See instructions.)

- 1a** In carrying out your exempt purposes, do you provide goods, services, or funds to individuals? Yes No
If "Yes," describe each program that provides goods, services, or funds to individuals.
- b** In carrying out your exempt purposes, do you provide goods, services, or funds to organizations? Yes No
If "Yes," describe each program that provides goods, services, or funds to organizations.
- 2** Do any of your programs limit the provision of goods, services, or funds to a specific individual or group of specific individuals? For example, answer "Yes," if goods, services, or funds are provided only for a particular individual, your members, individuals who work for a particular employer, or graduates of a particular school. If "Yes," explain the limitation and how recipients are selected for each program. Yes No
- 3** Do any individuals who receive goods, services, or funds through your programs have a family or business relationship with any officer, director, trustee, or with any of your highest compensated employees or highest compensated independent contractors listed in Part V, lines 1a, 1b, and 1c? If "Yes," explain how these related individuals are eligible for goods, services, or funds. Yes No

Part VII Your History

The following "Yes" or "No" questions relate to your history. (See instructions.)

- 1** Are you a **successor** to another organization? Answer "Yes," if you have taken or will take over the activities of another organization; you took over 25% or more of the fair market value of the net assets of another organization; or you were established upon the conversion of an organization from for-profit to non-profit status. If "Yes," complete Schedule G. Yes No
- 2** Are you submitting this application more than 27 months after the end of the month in which you were legally formed? If "Yes," complete Schedule E. Yes No

Part VIII Your Specific Activities

The following "Yes" or "No" questions relate to specific activities that you may conduct. Check the appropriate box. Your answers should pertain to *past*, *present*, and *planned* activities. (See instructions.)

- 1** Do you support or oppose candidates in **political campaigns** in any way? If "Yes," explain. Yes No
- 2a** Do you attempt to **influence legislation**? If "Yes," explain how you attempt to influence legislation and complete line 2b. If "No," go to line 3a. Yes No
- b** Have you made or are you making an **election** to have your legislative activities measured by expenditures by filing Form 5768? If "Yes," attach a copy of the Form 5768 that was already filed or attach a completed Form 5768 that you are filing with this application. If "No," describe whether your attempts to influence legislation are a substantial part of your activities. Include the time and money spent on your attempts to influence legislation as compared to your total activities. Yes No
- 3a** Do you or will you operate bingo or **gaming** activities? If "Yes," describe who conducts them, and list all revenue received or expected to be received and expenses paid or expected to be paid in operating these activities. **Revenue and expenses** should be provided for the time periods specified in Part IX, Financial Data. Yes No
- b** Do you or will you enter into contracts or other agreements with individuals or organizations to conduct bingo or gaming for you? If "Yes," describe any written or oral arrangements that you made or intend to make, identify with whom you have or will have such arrangements, explain how the terms are or will be negotiated at arm's length, and explain how you determine or will determine you pay no more than fair market value or you will be paid at least fair market value. Attach copies or any written contracts or other agreements relating to such arrangements. Yes No
- c** List the states and local jurisdictions, including Indian Reservations, in which you conduct or will conduct gaming or bingo.

Part VIII Your Specific Activities (Continued)

4a Do you or will you undertake **fundraising**? If "Yes," check all the fundraising programs you do or will conduct. Yes No
(See instructions.)

- | | |
|---|--|
| <input type="checkbox"/> mail solicitations | <input type="checkbox"/> phone solicitations |
| <input checked="" type="checkbox"/> email solicitations | <input checked="" type="checkbox"/> accept donations on your website |
| <input checked="" type="checkbox"/> personal solicitations | <input type="checkbox"/> receive donations from another organization's website |
| <input type="checkbox"/> vehicle, boat, plane, or similar donations | <input type="checkbox"/> government grant solicitations |
| <input type="checkbox"/> foundation grant solicitations | <input checked="" type="checkbox"/> Other |

Attach a description of each fundraising program.

b Do you or will you have written or oral contracts with any individuals or organizations to raise funds for you? If "Yes," describe these activities. Include all revenue and expenses from these activities and state who conducts them. Revenue and expenses should be provided for the time periods specified in Part IX, Financial Data. Also, attach a copy of any contracts or agreements. Yes No

c Do you or will you engage in fundraising activities for other organizations? If "Yes," describe these arrangements. Include a description of the organizations for which you raise funds and attach copies of all contracts or agreements. Yes No

d List all states and local jurisdictions in which you conduct fundraising. For each state or local jurisdiction listed, specify whether you fundraise for your own organization, you fundraise for another organization, or another organization fundraises for you.

e Do you or will you maintain separate accounts for any contributor under which the contributor has the right to advise on the use or distribution of funds? Answer "Yes" if the donor may provide advice on the types of investments, distributions from the types of investments, or the distribution from the donor's contribution account. If "Yes," describe this program, including the type of advice that may be provided and submit copies of any written materials provided to donors. Yes No

5 Are you **affiliated** with a governmental unit? If "Yes," explain. Yes No

6a Do you or will you engage in **economic development**? If "Yes," describe your program. Yes No

b Describe in full who benefits from your economic development activities and how the activities promote exempt purposes.

7a Do or will persons other than your employees or volunteers **develop** your facilities? If "Yes," describe each facility, the role of the developer, and any business or family relationship(s) between the developer and your officers, directors, or trustees. Yes No

b Do or will persons other than your employees or volunteers **manage** your activities or facilities? If "Yes," describe each activity and facility, the role of the manager, and any business or family relationship(s) between the manager and your officers, directors, or trustees. Yes No

c If there is a business or family relationship between any manager or developer and your officers, directors, or trustees, identify the individuals, explain the relationship, describe how contracts are negotiated at arm's length so that you pay no more than fair market value, and submit a copy of any contracts or other agreements.

8 Do you or will you enter into **joint ventures**, including partnerships or **limited liability companies** treated as partnerships, in which you share profits and losses with partners other than section 501(c)(3) organizations? If "Yes," describe the activities of these joint ventures in which you participate. Yes No

9a Are you applying for exemption as a childcare organization under section 501(k)? If "Yes," answer lines 9b through 9d. If "No," go to line 10. Yes No

b Do you provide child care so that parents or caretakers of children you care for can be **gainfully employed** (see instructions)? If "No," explain how you qualify as a childcare organization described in section 501(k). Yes No

c Of the children for whom you provide child care, are 85% or more of them cared for by you to enable their parents or caretakers to be gainfully employed (see instructions)? If "No," explain how you qualify as a childcare organization described in section 501(k). Yes No

d Are your services available to the general public? If "No," describe the specific group of people for whom your activities are available. Also, see the instructions and explain how you qualify as a childcare organization described in section 501(k). Yes No

10 Do you or will you publish, own, or have rights in music, literature, tapes, artworks, choreography, scientific discoveries, or other **intellectual property**? If "Yes," explain. Describe who owns or will own any copyrights, patents, or trademarks, whether fees are or will be charged, how the fees are determined, and how any items are or will be produced, distributed, and marketed. Yes No

Part VIII Your Specific Activities (Continued)

- 11** Do you or will you accept contributions of: real property; conservation easements; closely held securities; intellectual property such as patents, trademarks, and copyrights; works of music or art; licenses; royalties; automobiles, boats, planes, or other vehicles; or collectibles of any type? If "Yes," describe each type of contribution, any conditions imposed by the donor on the contribution, and any agreements with the donor regarding the contribution. Yes No
-
- 12a** Do you or will you operate in a **foreign country** or **countries**? If "Yes," answer lines 12b through 12d. If "No," go to line 13a. Yes No
- b** Name the foreign countries and regions within the countries in which you operate.
- c** Describe your operations in each country and region in which you operate.
- d** Describe how your operations in each country and region further your exempt purposes.
-
- 13a** Do you or will you make grants, loans, or other distributions to organization(s)? If "Yes," answer lines 13b through 13g. If "No," go to line 14a. Yes No
- b** Describe how your grants, loans, or other distributions to organizations further your exempt purposes.
- c** Do you have written contracts with each of these organizations? If "Yes," attach a copy of each contract. Yes No
- d** Identify each recipient organization and any **relationship** between you and the recipient organization.
- e** Describe the records you keep with respect to the grants, loans, or other distributions you make.
- f** Describe your selection process, including whether you do any of the following:
- (i)** Do you require an application form? If "Yes," attach a copy of the form. Yes No
- (ii)** Do you require a grant proposal? If "Yes," describe whether the grant proposal specifies your responsibilities and those of the grantee, obligates the grantee to use the grant funds only for the purposes for which the grant was made, provides for periodic written reports concerning the use of grant funds, requires a final written report and an accounting of how grant funds were used, and acknowledges your authority to withhold and/or recover grant funds in case such funds are, or appear to be, misused. Yes No
- g** Describe your procedures for oversight of distributions that assure you the resources are used to further your exempt purposes, including whether you require periodic and final reports on the use of resources.
-
- 14a** Do you or will you make grants, loans, or other distributions to foreign organizations? If "Yes," answer lines 14b through 14f. If "No," go to line 15. Yes No
- b** Provide the name of each foreign organization, the country and regions within a country in which each foreign organization operates, and describe any relationship you have with each foreign organization.
- c** Does any foreign organization listed in line 14b accept contributions earmarked for a specific country or specific organization? If "Yes," list all earmarked organizations or countries. Yes No
- d** Do your contributors know that you have ultimate authority to use contributions made to you at your discretion for purposes consistent with your exempt purposes? If "Yes," describe how you relay this information to contributors. Yes No
- e** Do you or will you make pre-grant inquiries about the recipient organization? If "Yes," describe these inquiries, including whether you inquire about the recipient's financial status, its tax-exempt status under the Internal Revenue Code, its ability to accomplish the purpose for which the resources are provided, and other relevant information. Yes No
- f** Do you or will you use any additional procedures to ensure that your distributions to foreign organizations are used in furtherance of your exempt purposes? If "Yes," describe these procedures, including site visits by your employees or compliance checks by impartial experts, to verify that grant funds are being used appropriately. Yes No

Part VIII Your Specific Activities (Continued)

- | | | | |
|----|--|------------------------------|--|
| 15 | Do you have a close connection with any organizations? If "Yes," explain. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 16 | Are you applying for exemption as a cooperative hospital service organization under section 501(e)? If "Yes," explain. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 17 | Are you applying for exemption as a cooperative service organization of operating educational organizations under section 501(f)? If "Yes," explain. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 18 | Are you applying for exemption as a charitable risk pool under section 501(n)? If "Yes," explain. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 19 | Do you or will you operate a school ? If "Yes," complete Schedule B. Answer "Yes," whether you operate a school as your main function or as a secondary activity. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 20 | Is your main function to provide hospital or medical care ? If "Yes," complete Schedule C. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 21 | Do you or will you provide low-income housing or housing for the elderly or handicapped ? If "Yes," complete Schedule F. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| 22 | Do you or will you provide scholarships, fellowships, educational loans, or other educational grants to individuals, including grants for travel, study, or other similar purposes? If "Yes," complete Schedule H. | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |

Note: Private foundations may use Schedule H to request advance approval of individual grant procedures.

Part IX Financial Data

For purposes of this schedule, years in existence refer to completed tax years. If in existence 4 or more years, complete the schedule for the most recent 4 tax years. If in existence more than 1 year but less than 4 years, complete the statements for each year in existence and provide projections of your likely revenues and expenses based on a reasonable and good faith estimate of your future finances for a total of 3 years of financial information. If in existence less than 1 year, provide projections of your likely revenues and expenses for the current year and the 2 following years, based on a reasonable and good faith estimate of your future finances for a total of 3 years of financial information. (See instructions.)

A. Statement of Revenues and Expenses

	Type of revenue or expense	3 prior tax years or 2 succeeding tax years				(e) Provide Total for (a) through (d)
		Current tax year	(a) From 11/1/12 To 10/31/13	(b) From 1/1/14 To 12/31/14	(c) From 1/1/15 To 12/31/15	
Revenues	1 Gifts, grants, and contributions received (do not include unusual grants)	5,254	6,305	7,566		19,125
	2 Membership fees received	0	0	0		0
	3 Gross investment income	0	0	0		0
	4 Net unrelated business income	0	0	0		0
	5 Taxes levied for your benefit	0	0	0		0
	6 Value of services or facilities furnished by a governmental unit without charge (not including the value of services generally furnished to the public without charge)	0	0	0		0
	7 Any revenue not otherwise listed above or in lines 9–12 below (attach an itemized list)	0	0	0		0
	8 Total of lines 1 through 7	5,254	6,305	7,566		19,125
	9 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to your exempt purposes (attach itemized list)	0	0	0		0
	10 Total of lines 8 and 9	5,254	6,305	7,566		19,125
11 Net gain or loss on sale of capital assets (attach schedule and see instructions)	0	0	0		0	
12 Unusual grants	0	0	0		0	
13 Total Revenue Add lines 10 through 12	5,254	6,305	7,566		19,125	
Expenses	14 Fundraising expenses					
	15 Contributions, gifts, grants, and similar amounts paid out (attach an itemized list)	3,213	3,854	4,625		
	16 Disbursements to or for the benefit of members (attach an itemized list)	0	0	0		
	17 Compensation of officers, directors, and trustees	0	0	0		
	18 Other salaries and wages	0	0	0		
	19 Interest expense	0	0	0		
	20 Occupancy (rent, utilities, etc.)	0	0	0		
	21 Depreciation and depletion	0	0	0		
	22 Professional fees	100	600	600		
	23 Any expense not otherwise classified, such as program services (attach itemized list)	401	481	577		
	24 Total Expenses Add lines 14 through 23	3,714	4,935	5,802		

Part IX Financial Data (Continued)

B. Balance Sheet (for your most recently completed tax year)

Assets			
1	Cash	1	1,540.83
2	Accounts receivable, net	2	0
3	Inventories	3	0
4	Bonds and notes receivable (attach an itemized list)	4	0
5	Corporate stocks (attach an itemized list)	5	0
6	Loans receivable (attach an itemized list)	6	0
7	Other investments (attach an itemized list)	7	0
8	Depreciable and depletable assets (attach an itemized list)	8	0
9	Land	9	0
10	Other assets (attach an itemized list)	10	0
11	Total Assets (add lines 1 through 10)	11	1,540.83
Liabilities			
12	Accounts payable	12	0
13	Contributions, gifts, grants, etc. payable	13	0
14	Mortgages and notes payable (attach an itemized list)	14	0
15	Other liabilities (attach an itemized list)	15	0
16	Total Liabilities (add lines 12 through 15)	16	0
Fund Balances or Net Assets			
17	Total fund balances or net assets	17	0
18	Total Liabilities and Fund Balances or Net Assets (add lines 16 and 17)	18	0
19	Have there been any substantial changes in your assets or liabilities since the end of the period shown above? If "Yes," explain.		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Part X Public Charity Status

Part X is designed to classify you as an organization that is either a **private foundation** or a **public charity**. Public charity status is a more favorable tax status than private foundation status. If you are a private foundation, Part X is designed to further determine whether you are a **private operating foundation**. (See instructions.)

- 1a Are you a private foundation? If "Yes," go to line 1b. If "No," go to line 5 and proceed as instructed. If you are unsure, see the instructions. Yes No
- b As a private foundation, section 508(e) requires special provisions in your organizing document in addition to those that apply to all organizations described in section 501(c)(3). Check the box to confirm that your organizing document meets this requirement, whether by express provision or by reliance on operation of state law. Attach a statement that describes specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document or by operation of state law. See the instructions, including Appendix B, for information about the special provisions that need to be contained in your organizing document. Go to line 2.
-
- 2 Are you a private operating foundation? To be a private operating foundation you must engage directly in the active conduct of charitable, religious, educational, and similar activities, as opposed to indirectly carrying out these activities by providing grants to individuals or other organizations. If "Yes," go to line 3. If "No," go to the signature section of Part XI. Yes No
-
- 3 Have you existed for one or more years? If "Yes," attach financial information showing that you are a private operating foundation; go to the signature section of Part XI. If "No," continue to line 4. Yes No
-
- 4 Have you attached either (1) an affidavit or opinion of counsel, (including a written affidavit or opinion from a certified public accountant or accounting firm with expertise regarding this tax law matter), that sets forth facts concerning your operations and support to demonstrate that you are likely to satisfy the requirements to be classified as a private operating foundation; or (2) a statement describing your proposed operations as a private operating foundation? Yes No
-
- 5 If you answered "No" to line 1a, indicate the type of public charity status you are requesting by checking one of the choices below. You may check only one box.
The organization is not a private foundation because it is:
- a 509(a)(1) and 170(b)(1)(A)(i)—a church or a convention or association of churches. Complete and attach Schedule A.
 - b 509(a)(1) and 170(b)(1)(A)(ii)—a **school**. Complete and attach Schedule B.
 - c 509(a)(1) and 170(b)(1)(A)(iii)—a **hospital**, a cooperative hospital service organization, or a medical research organization operated in conjunction with a hospital. Complete and attach Schedule C.
 - d 509(a)(3)—an organization supporting either one or more organizations described in line 5a through c, f, g, or h.

Part X Public Charity Status (Continued)

- e 509(a)(4)—an organization organized and operated exclusively for testing for public safety.
- f 509(a)(1) and 170(b)(1)(A)(iv)—an organization operated for the benefit of a college or university that is owned or operated by a governmental unit.
- g 509(a)(1) and 170(b)(1)(A)(vi)—an organization that receives a substantial part of its financial support in the form of contributions from publicly supported organizations, from a governmental unit, or from the general public.
- h 509(a)(2)—an organization that normally receives not more than one-third of its financial support from gross **investment income** and receives more than one-third of its financial support from contributions, membership fees, and gross receipts from activities related to its exempt functions (subject to certain exceptions).
- i A publicly supported organization, but unsure if it is described in 5g or 5h. The organization would like the IRS to decide the correct status.

6 If you checked box g, h, or i in question 5 above, you must request either an **advance** or a **definitive ruling** by selecting one of the boxes below. Refer to the instructions to determine which type of ruling you are eligible to receive.

- a **Request for Advance Ruling:** By checking this box and signing the consent, pursuant to section 6501(c)(4) of the Code you request an advance ruling and agree to extend the statute of limitations on the assessment of excise tax under section 4940 of the Code. The tax will apply only if you do not establish public support status at the end of the 5-year advance ruling period. The assessment period will be extended for the 5 advance ruling years to 8 years, 4 months, and 15 days beyond the end of the first year. You have the right to refuse or limit the extension to a mutually agreed-upon period of time or issue(s). Publication 1035, *Extending the Tax Assessment Period*, provides a more detailed explanation of your rights and the consequences of the choices you make. You may obtain Publication 1035 free of charge from the IRS web site at *www.irs.gov* or by calling toll-free 1-800-829-3676. Signing this consent will not deprive you of any appeal rights to which you would otherwise be entitled. If you decide not to extend the statute of limitations, you are not eligible for an advance ruling.

Consent Fixing Period of Limitations Upon Assessment of Tax Under Section 4940 of the Internal Revenue Code

For Organization

.....
(Signature of Officer, Director, Trustee, or other authorized official)

.....
(Type or print name of signer)

.....
(Date)

.....
(Type or print title or authority of signer)

For IRS Use Only

.....
IRS Director, Exempt Organizations

.....
(Date)

- b **Request for Definitive Ruling:** Check this box if you have completed one tax year of at least 8 full months and you are requesting a definitive ruling. To confirm your public support status, answer line 6b(i) if you checked box g in line 5 above. Answer line 6b(ii) if you checked box h in line 5 above. If you checked box i in line 5 above, answer both lines 6b(i) and (ii).

(i) (a) Enter 2% of line 8, column (e) on Part IX-A. Statement of Revenues and Expenses. 382

(b) Attach a list showing the name and amount contributed by each person, company, or organization whose gifts totaled more than the 2% amount. If the answer is "None," check this box.

(ii) (a) For each year amounts are included on lines 1, 2, and 9 of Part IX-A. Statement of Revenues and Expenses, attach a list showing the name of and amount received from each **disqualified person**. If the answer is "None," check this box.

(b) For each year amounts are included on line 9 of Part IX-A. Statement of Revenues and Expenses, attach a list showing the name of and amount received from each payer, other than a disqualified person, whose payments were more than the larger of (1) 1% of line 10, Part IX-A. Statement of Revenues and Expenses, or (2) \$5,000. If the answer is "None," check this box.

- 7 Did you receive any unusual grants during any of the years shown on Part IX-A. Statement of Revenues and Expenses? If "Yes," attach a list including the name of the contributor, the date and amount of the grant, a brief description of the grant, and explain why it is unusual. Yes No

Part XI User Fee Information

You must include a user fee payment with this application. It will not be processed without your paid user fee. If your average annual gross receipts have exceeded or will exceed \$10,000 annually over a 4-year period, you must submit payment of \$750. . If your gross receipts have not exceeded or will not exceed \$10,000 annually over a 4-year period, the required user fee payment is \$300. . See instructions for Part XI, for a definition of **gross receipts** over a 4-year period. Your check or money order must be made payable to the United States Treasury. *User fees are subject to change. Check our website at www.irs.gov and type "User Fee" in the keyword box, or call Customer Account Services at 1-877-829-5500 for current information.*

- 1 Have your annual gross receipts averaged or are they expected to average not more than \$10,000? Yes No
 If "Yes," check the box on line 2 and enclose a user fee payment of \$300 (Subject to change—see above).
 If "No," check the box on line 3 and enclose a user fee payment of \$750 (Subject to change—see above).
- 2 Check the box if you have enclosed the reduced user fee payment of \$300 (Subject to change).
- 3 Check the box if you have enclosed the user fee payment of \$750 (Subject to change).

I declare under the penalties of perjury that I am authorized to sign this application on behalf of the above organization and that I have examined this application, including the accompanying schedules and attachments, and to the best of my knowledge it is true, correct, and complete.

Please Sign Here ▶

Christina M Lee
 (Signature of Officer, Director, Trustee, or other authorized official)

Christina M Lee
 (Type or print name of signer)
President
 (Type or print title or authority of signer)

12/17/13
 (Date)

Reminder: Send the completed Form 1023 Checklist with your filled-in-application.

Part I Identification of Applicant

7. If "Yes," provide the authorized representative's name, and the name and address of the authorized representative's firm. Include a completed Form 2848, *Power of Attorney and Declaration of Representative*, with your application if you would like us to communicate with your representative.

Greg Harrel (Accountant)

Paychecks Plus

3716 Colonial Avenue, SW

P.O. Box 20938

Roanoke, VA 24018

(no form 2848, please communicate directly with applicant Christina Lee)

Part IV Narrative Description of Your Activities

Using an attachment, describe your *past*, *present*, and *planned* activities in a narrative. If you believe that you have already provided some of this information in response to other parts of this application, you may summarize that information here and refer to the specific parts of the application for supporting details. You may also attach representative copies of newsletters, brochures, or similar documents for supporting details to this narrative. Remember that if this application is approved, it will be open for public inspection. Therefore, your narrative description of activities should be thorough and accurate. Refer to the instructions for information that must be included in your description.

Deaf Dogs Rock, Inc is a non-profit corporation formed in 2012 in the state of Virginia. Deaf Dogs Rock, Inc. also does business as Deaf Dogs Rock.

The mission of Deaf Dogs Rock is to promote the care and well being of deaf dogs. This charitable and educational purpose is done through the education of the public regarding the adoption, care, and training of deaf dogs, and through financial support of the shelter, medical, and transportation needs of deaf dogs. Additionally, Deaf Dogs Rock is a national resource for information serving perspective and current deaf dog owners, and the shelters and rescues that have deaf dogs available for adoption.

To further these purposes Deaf Dogs Rock undertakes activities including education, networking of available deaf dogs, community building, and financial support for the needs of deaf dogs. All of the following activities are currently underway and will continue for the foreseeable future. At this time these activities are done year round by members of the board of directors and other organization volunteers.

1. Educational Activities.

Deaf Dogs Rock has and will continue to fill a substantial void in regards to information available for care and training of deaf dogs. Due to this lack of information and persistent stereotypes, the welfare of deaf dogs was often put in jeopardy. Shelters are more likely to euthanize a deaf dog, adopting families often pass over consideration of a deaf dog, and many breed organizations encourage culling of all deaf puppies. Without information resources for the training of deaf dogs, owners were more likely to give up on a deaf dog and bring it to a shelter. A December 2013 comment from a Deaf Dogs Rock follower sums this up nicely: "This is our new addition to our family, Cesar. He is a 9 week old white pit, and he is deaf. We didn't know when we adopted him that he was deaf. After realizing he was I got on the web and came across your website, Deaf Dogs Rock. With the tips and advice I can say in just a few short days Cesar has already learn some hand signals. These dogs don't hear you say you love them, they FEEL it!!!! I just want to say THANK YOU for being there for our family!!!!"

Our website DeafDogsRock.com has multiple sections dedicated to education. Creation and maintenance of these resources constitutes a major portion of the work done by Deaf Dogs Rock. These web resources are available 24/7. Educational sections include:

- You've decided to adopt a deaf dog, now what?
- Training tips and videos
- Why are dogs deaf? (background information on deafness in canines)
- Canine Good Citizen, Service Dog, and Therapy Dog Wall of Fame (sharing of positive success stories)
- Happy Tails (sharing of stories of successful deaf dog adoptions)
- Products We Love (recommendations for products that are specifically beneficial to deaf dogs and their owners. Deaf Dogs Rock receives no financial gain from these endorsements.)

While the primary consumers of the educational materials mentioned above are individual members of the public, there is also significant interaction and benefit to rescues and shelters that find themselves with a deaf dog in their care. With the educational materials we have created shelters are better able to discuss the adoption of a deaf dog with perspective families and help them set aside their concerns. As an example of this, a few months ago Animal Control and Care Team of Philadelphia (city animal control and shelter) put up a listing for a deaf dog that was in their care – in this listing they noted “If you don’t believe that deaf dogs rock, click here” and linked to our site.

The education activities of Deaf Dogs Rock will continue to be a primary focus, furthering our purpose by improving and developing the capabilities of individuals to provide a home and ensure care for deaf dogs.

2. Networking of Available Deaf Dogs – Animal Welfare and Prevention of Cruelty

Deaf Dogs Rock has become a national resource for the networking of deaf dogs that are in need of a home. Currently there are between 100 and 200 deaf dogs listed on our site. Our national exposure has been such that shelters all over the country now reach out to us for help when they take in a deaf dog. Our website is currently averaging 500 unique visitors per day, leading to our involvement in the adoption of an average of one dog per day. This activity has significantly contributed to our purpose of addressing the welfare of deaf dogs around the country. Through the sharing of our posts and biographies of these dogs their chances of finding an adoptive owner are increased dramatically.

This success has been noted and furthered by attention in national publications like Dog Fancy Magazine and the USA Today 2013 Pet Guide (see attached), and coverage from such sources as ABC News, Dog Talk Radio, PetMD, Animal Fair, and others. (A more comprehensive list of coverage can be found at deafdogsrock.com/in-the-news)

As a daily activity of the involved board members the upkeep of our networking sections of the site constitute roughly one-third of time spent of Deaf Dogs Rock activities.

3. Community Building - Education

Deaf Dogs Rock has leveraged Facebook successfully to develop an open forum for deaf dog owners and advocates to come together. As of December 2013 there were over 25,000 followers of the page with measured reach of many posts reaching 300,000 people. The question and answer format of posting through social media sites greatly improves the capabilities of people around the country with regard to caring for deaf dogs. It is not uncommon for a question asked by a follower to generate more than 100 responses from others in the community.

The administration of such an open discussion forum environment will remain a fundamental activity of Deaf Dogs Rock, currently consuming one to two hours of daily activity.

4. Support of Deaf Dog Expenses – Charitable Activities

To further its purposes as a charitable organization, Deaf Dogs Rock is involved in providing financial support for the welfare of deaf dogs in a variety of ways that can be grouped in to three broad categories:

- Shelter. Frequently there are needs such as short term boarding while a deaf dog is waiting for adoption or for crates, blankets, and other shelter expenses to help facilitate the adoption of a deaf dog. As a recent example of this financial support, Deaf Dogs Rock paid the boarding expenses of a deaf dog for two weeks while it was awaiting placement in a long term foster home.
- Transport. A current problem for deaf dogs in a shelter is that an individual may be interested in adopting, but they are geographically more than a couple hundred miles from the shelter. To help facilitate this adoption Deaf Dogs Rock has paid the expenses incurred with transporting the dog to the new owner. A very recent example had a group of four individuals each driving a leg to transport a deaf dog on the euthanasia list at a shelter in Tennessee to a permanent home with a family in Maryland.
- Medical Costs – Spay/Neuter. Key to improving the welfare of deaf dogs (and rescue dogs in general) is that all be neutered before being placed in a home. Deaf Dogs Rock will not list any dog for adoption that is intact. So that this is not a barrier for low funded shelters and rescues, Deaf Dogs Rock has on many occasions paid for the needed spay/neuter surgery. Other types of medical procedures may also be needed to help facilitate adoption. As an example – a local shelter took in a deaf dog with a badly split tail. The dog was in a great deal of pain and his odds of being adopted while needing a

\$400 surgery were very slim. Deaf Dogs Rock promoted his cause on our site, and the call was answered by a group of students in an ASL class at the Watkinson School in Hartford, CT. They donated the proceeds of a recent fundraiser to pay for this dogs needed surgery. This "happy tail" ended wonderfully with the dog Dozer finding a forever home with a family in Washington State.

Itemized financial contributions made by Deaf Dogs Rock can be found in the budget attachments. Broad public support of these types of financial contributions has been demonstrated by the fact that a substantial portion of the financial support for Deaf Dogs Rock is in the form of contributions from the general public.

Please Note:

Decisions regarding educational, charitable, and animal welfare activities are overseen and at the discretion of the Board of Directors. The Board of directors is constituted of individuals with experience in and dedication to charitable and educational purposes as described in Section 1.501(c)(3).

Section 1.501(c)(3)-1(d)(2) of the Income Tax Regulations states that the term "charitable" is used in section 501(c)(3) of the Code in its generally accepted legal sense and includes the advancement of education and the prevention of cruelty to animals.

Section 1.501(c)(3)-1(d)(3)(i)(a) of the regulations states that the term educational, as used in IRC 501(c)(3), relates to the instruction or training of the individual for the purpose of improving or developing his capabilities or the instruction of the public on subjects useful to the individual and beneficial to the community.

Example 2 in Section 1.501(c)(3)-1(d)(3)(ii) of the regulations, makes it clear that "An organization whose activities consist of presenting public discussion groups, forums, panels, lectures, or other similar programs," is educational. Section 501(c)(3) of the Internal Revenue Code provides tax exemption for organizations organized and operated exclusively for charitable purposes, educational purposes, and/or the prevention of cruelty to animals.

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

2a. Are any of your officers, directors, or trustees **related** to each other through **family** or **business relationships**?
If "Yes," identify the individuals and explain the relationship.

None. While spouses Christina Lee and Christopher Lee were both involved in the initial incorporation at the state level, Christopher Lee has since resigned from his position as initial director / incorporator.

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

3a. For each of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, or 1c, attach a list showing their name, qualifications, average hours worked, and duties.

Christina M. Lee - President

Qualifications: 12 years professional experience in marketing, hundreds of hours volunteered helping local animal shelters.
Duties: Day to day operation of website and Facebook page. Networking with shelters across the country to list available dogs. Screening of and decisions regarding donations to shelters and veterinarians. Primary author of all organizational content.

Average Hours Worked: 35 hours per week.

Rebecca Custer - Vice President

Qualifications: 10 years experience as the manager of the City of Salem Animal Shelter. Board of Directors member of the City of Salem Dog Park, Owner/Operator of digital marketing business.

Duties: Board member, fill in when President unavailable. Experience used in help vetting organizations receiving donations.
Average Hours Worked: 1 per week.

David Lang - Treasurer

Qualifications: 20 years experience as a network engineer and Owner/Operator of a network consulting company. Long-time advocate in volunteer in regional Humane Centers. Involved in rescue and transport.

Duties: Board member, as Treasurer responsible for organizing and putting in play quarterly reviews of all financial

Average Hours Worked: 1 per week.

Kim Rutherford - Secretary.

Qualifications: Extensive experience in the raising and training of deaf dogs - ensuring their disability becomes an attribute.

Duties: Board member, as Secretary responsible for the recording of all board meetings and activities.

Average Hours Worked: 1 per week.

Bernard (Mac) Adams - Director

Qualifications: Long-time advocate of deaf dogs, current owner of 5. Extensive experience in the raising and training of deaf dogs, specifically including their socialization with other dogs.

Duties: Board member.

Average Hours Worked: 1 per week.

Part V

Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

5a. Have you adopted a **conflict of interest policy** consistent with the sample conflict of interest policy in Appendix A to the instructions? If "Yes," provide a copy of the policy and explain how the policy has been adopted, such as by resolution of your governing board. If "No," answer lines 5b and 5c.

Please see attached conflict of interest policy which was adopted by unanimous resolution of the board.

Part VI

Your Members and Other Individuals and Organizations That receive Benefits From You

1a. In carrying out your exempt purposes, do you provide goods, services, or funds to individuals?

If "Yes," describe each program that provides goods, services, or funds to individuals.

While we never provides funds directly to individuals, we do have programs that directly benefit individuals. These include paying veterinary bills for owners of deaf dogs, paying adoption fees for deaf dogs, purchase of goods like crates for owners, and costs incurred while providing transportation of deaf dogs.

Payments are always made to the organization/business providing the service. For example, for donated veterinary services we pay the veterinarian directly rather than the individual dog owner.

Part VI

Your Members and Other Individuals and Organizations That receive Benefits From You

1b. In carrying out your exempt purposes, do you provide goods, services, or funds to organizations?

If "Yes," describe each program that provides goods, services, or funds to organizations.

We do provide funds directly to animal shelters and rescues in support of deaf dogs they have taken in. This is in the form of "sponsorship", when we help facilitate a shelter or rescue taking in a dog we make a donation to help cover their expenses.

Goods are also provided to animal rescues and shelters. Two examples of this are our recent program to provide blankets to local shelters as winter approaches, and an ongoing program to donate food to shelters for deaf dogs in their care.

Detailed examples of those we have helped can be found on our support/fundraising page at <http://deafdogsrock.com/support-deaf-dogs-rock>

Part VIII

Your Specific Activities

4a. Do you or will you undertake **fundraising**? Attach a description of each fundraising program.

Other (describe):

Deaf Dogs Rock raises funds through the following activities:

1. Email solicitations sent to social media followers, donors, and other organizations involved in dog welfare and rescue.
2. Personal solicitations while participating in events and providing educational seminars.

3. Website donations directly through www.deafdogsrock.com

4. Other fundraising efforts will occur. They include but may not be limited to: sale of merchandise and revenue from activities like a kissing booth at dog-themed festivals and expos.

Part VIII Your Specific Activities

4c. Do you or will you engage in fundraising activities for other organizations? If "Yes," describe these arrangements. Include a description of the organizations for which you raise funds and attach copies of all contracts or agreements.

On occasion we hold fundraisers for a specific organization. An example would be when we set up a Deaf Dogs Rock kissing booth at the community event Woofstock - all proceeds from which were donated to Angels of Assisi Rescue. All such benefiting organizations are 501(c)(3). There are no contracts or agreements.

More detail can be found on our support/fundraising page at <http://deafdogsrock.com/support-deaf-dogs-rock>

Part VIII Your Specific Activities

4d. List all states and local jurisdictions in which you conduct fundraising. For each state or local jurisdiction listed, specify whether you fundraise for your own organization, you fundraise for another organization, or another organization fundraises for you.

Fundraising may occur in all 50 states. An overwhelming majority of this fundraising will be for our own organization, but on some occasions it may be for other organizations in a situation similar to that described in Part VIII 4c.

Part VIII Your Specific Activities

10. Do you or will you publish, own, or have rights in music, literature, tapes, artworks, choreography, scientific discoveries, or other **intellectual property**? If "Yes," explain. Describe who owns or will own any copyrights, patents, or trademarks, whether fees are or will be charged, how the fees are determined, and how any items are or will be produced, distributed, and marketed.

Deaf Dogs Rock, Inc. does not currently own any intellectual property. Any and all future copyright, patents, or trademarks will be owned by Deaf Dogs Rock, Inc.

Two different types of copyrighted brochures are in development. The first are information brochures that will describe our organization and fundraising efforts. The second are brochures designed for distribution at animal shelters and rescues that will help educate those considering the adoption of a deaf dog. There will be no charges to the recipients of these brochures.

A second category of copyrighted materials in development involves literature. This includes a children's book describing the life and partnership of a child with a deaf dog, and the second will be a series of training manuals for owners of deaf dogs. The copyright for all such works shall be retained by Deaf Dogs Rock, Inc. and they will be sold at fair market value with all proceeds going directly to our organization's fundraising efforts.

Part X Public Charity Status

6b(i)(b) Attach a list showing the name and amount contributed by each person, company, or organization whose gifts totaled more than the 2% amount. If the answer is "None," check this box.

5/31/13, contribution of \$400.00 from a group of students at the Watkinson School in Hartford, CT. This donation was made by a group of high school students in an American Sign Language class. They had recently completed a fundraiser and decided to donate all proceeds to Deaf Dogs Rock. We were thrilled to use their funds to provide a much-needed surgery for a deaf dog waiting for adoption. The students followed the story that can be found here <http://deafdogsrock.com/watkinson-students-rock>

Part IX

15. Itemized list of contributions

Expense by Payee for the period of 2012-11-01 - 2013-10-31

Name	Date	Description	Amount
Acredale Animal Hospital	7/2/2013	donated veterinary expenses	\$200.00
Total: Acredale Animal Hospital			<u>\$200.00</u>
Alabama Animal Alliance	5/2/2013	donation to rescue	\$70.00
Total: Alabama Animal Alliance			<u>\$70.00</u>
Angel Dogs Foundation	6/17/2013	donation to rescue	\$100.00
Angel Dogs Foundation	9/3/2013	donation to rescue	\$100.00
Total: Angel Dogs Foundation			<u>\$200.00</u>
Angels Of Assisi	5/15/2013	donation to rescue	\$25.00
Angels Of Assisi	8/2/2013	donation to rescue	\$30.00
Angels Of Assisi	10/24/2013	donation - sponsor of Alitoi	\$100.00
Total: Angels Of Assisi			<u>\$155.00</u>
Augusta Dog Adoption	9/12/2013	donated to rescue	\$25.00
Total: Augusta Dog Adoption			<u>\$25.00</u>
Bayleaf Veterinary Hospital	10/25/2013	donated veterinary expenses	\$200.00
Total: Bayleaf Veterinary Hospital			<u>\$200.00</u>
Big Lots	10/8/2013	purchase of goods to donate	\$111.20
Total: Big Lots			<u>\$111.20</u>
Blue Ridge Border Collie Rescue	9/30/2013	donation to rescue	\$100.00
Total: Blue Ridge Border Collie Rescue			<u>\$100.00</u>
Cafe Press	3/12/2013	purchase of goods for donation	\$38.98
Total: Cafe Press			<u>\$38.98</u>
Cracker Barrel	3/4/2013	purchase of donated goods	\$10.94
Total: Cracker Barrel			<u>\$10.94</u>
Deaf Dog Project	9/3/2013	purchase of goods for donation	\$63.00
Total: Deaf Dog Project			<u>\$63.00</u>
Dollar Tree	9/19/2013	purchase of goods for donation	\$20.54
Total: Dollar Tree			<u>\$20.54</u>

Part IX

15. Itemized list of contributions

Elizabethton Veterinary Clinic	10/15/2013	donation of veterinary services	\$100.00
Total: Elizabethton Veterinary Clinic			\$100.00
Erie County Dog Warden	6/18/2013	donation to rescue	\$50.00
Erie County Dog Warden	10/18/2013	donation to shelter	\$100.00
Total: Erie County Dog Warden			\$150.00
Franklin County Humane Society	3/7/2013	donation to rescue	\$100.00
Franklin County Humane Society	3/7/2013	donation to rescue	\$100.00
Franklin County Humane Society	5/9/2013	donation to rescue	\$300.00
Franklin County Humane Society	10/3/2013	donation to rescue	\$50.00
Total: Franklin County Humane Society			\$550.00
Gill Gurnam DVM	7/5/2013	donated veterinary expenses	\$95.00
Total: Gill Gurnam DVM			\$95.00
Kentucky Humane Society	8/13/2013	donated to rescue	\$52.00
Total: Kentucky Humane Society			\$52.00
McConnell Publishing	7/15/2013	purchase of goods for donation	\$11.90
Total: McConnell Publishing			\$11.90
North Mecklenburg Animal Rescue	9/23/2013	donation to rescue	\$100.00
Total: North Mecklenburg Animal Rescue			\$100.00
Ollies	9/25/2013	purchase of goods to donate	\$38.94
Total: Ollies			\$38.94
PetCo	9/18/2013	purchase of goods for donation	\$65.96
Total: PetCo			\$65.96
Poets Vision Aussie Rescue	3/27/2013	donation to rescue	\$38.72
Poets Vision Aussie Rescue	6/24/2013	donation to rescue	\$98.22
Total: Poets Vision Aussie Rescue			\$136.94
Walmart	5/3/2013	purchase of donated goods	\$19.44
Walmart	9/4/2013	purchase of goods for donation	\$82.13
Walmart	10/3/2013	purchase of goods to donate	\$124.51
Walmart	10/4/2013	purchase of goods to donate	\$29.95
Walmart	10/7/2013	purchase of goods to donate	\$309.54
Walmart	10/15/2013	purchase of goods to donate	\$151.63
Total: Walmart			\$717.20
			\$3,212.60

Part IX

23. Itemized list of non classified expenses

Expense by Payee for the period of 2012-11-01 - 2013-10-31

Name	Date	Description	Amount
Baxter Boo	3/13/2013	conference supplies - Nitro	\$52.94
Total: Baxter Boo			\$52.94
BB & T	9/25/2013	checks	\$34.23
Total: BB & T			\$34.23
Kroger	8/26/2013	fuel - delivery of donated goods	\$30.17
Total: Kroger			\$30.17
Paypal	2/19/2013	bank fees	\$1.95
Total: Paypal			\$1.95
Royal Mart	10/15/2013	fuel - delivery of donations	\$22.88
Total: Royal Mart			\$22.88
Sheetz	3/4/2013	fuel - transfer of deaf dog	\$11.66
Sheetz	3/6/2013	fuel - transfer of deaf dog	\$40.30
Sheetz	5/7/2013	fuel - delivery of donations	\$39.38
Sheetz	8/26/2013	fuel - delivery of donated goods	\$23.14
Total: Sheetz			\$114.48
Shell Oil	3/4/2013	fuel - transfer of deaf dog	\$27.04
Total: Shell Oil			\$27.04
State Corp. Commission	4/26/2013		\$25.00
Total: State Corp. Commission			\$25.00
USPS	10/4/2013	shipping of donated goods	\$58.56
USPS	10/16/2013	shipping - cards	\$7.36
USPS	10/21/2013	shipping - cards	\$4.48
USPS	10/31/2013	shipping - thank you cards	\$22.08
Total: USPS			\$92.48
			\$401.17

Commonwealth of Virginia



STATE CORPORATION COMMISSION

Richmond, June 19, 2012

This is to certify that the certificate of incorporation of

DEAF Dogs Rock, Inc.

was this day issued and admitted to record in this office and that the said corporation is authorized to transact its business subject to all Virginia laws applicable to the corporation and its business. Effective date: June 19, 2012



State Corporation Commission

Attest:

Joel H. Beck
Clerk of the Commission

**ARTICLES OF INCORPORATION
OF DEAF DOGS ROCK, INC.**

We the undersigned, desiring to form a non-stock corporation under the Virginia Non-Stock Corporation Act, do hereby certify:

FIRST: The name of this corporation shall be Deaf Dogs Rock, Inc.

SECOND: Said corporation is organized exclusively for charitable and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. To this end, Deaf Dogs Rock, Inc.'s mission as a non-profit organization is to educate the public regarding the adoption, care, and training of deaf dogs, and to promote the adoption of deaf dogs through networking of their availability and support of their shelter, medical, and transportation needs.

THIRD: No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article Third hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

FOURTH: Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation 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.

FIFTH: The corporation shall not be operated for the primary purpose of carrying on a trade or business for profit.

SIXTH: The corporation shall have no members. The management of the affairs of the corporation shall be vested in a board of directors, as defined in the corporation's bylaws.

SEVENTH: References to provision of the Internal Revenue code of 1986 shall be deemed to include corresponding provisions of any statutes which succeed such provisions.

EIGHTH: The address of the corporation's initial registered office is 3962 Bluebird Ln., Salem, Virginia. The registered office is located in county of Roanoke.

NINTH: The name of the initial registered agent is Christopher Lee who is a resident of Virginia and whose address is identical with the registered office.

TENTH: The directors of said corporation shall elect their successors as defined in the corporation's bylaws. The initial directors/incorporators are:

Christina Lee
3962 Bluebird Ln
Salem, VA 24153

Christopher Lee
3962 Bluebird Ln
Salem, VA 24153

IN WITNESS WHEREOF the undersigned incorporator has subscribed his name this 15th day of June, 2012.



Incorporator

**BYLAWS
OF
DEAF DOGS ROCK, INC.**

**ARTICLE I
NAME**

1.01 Name

The name of this corporation shall be Deaf Dogs Rock, Inc. The business of the corporation may be conducted as Deaf Dogs Rock, Inc. or Deaf Dogs Rock.

**ARTICLE II
PURPOSES AND POWERS**

2.01 Purpose

Deaf Dogs Rock, Inc. is a non-profit corporation and shall be operated exclusively for educational and charitable purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

Deaf Dogs Rock, Inc.'s mission as a non-profit organization is to educate the public regarding the adoption, care, and training of deaf dogs, and to promote the adoption of deaf dogs through networking of their availability and support of their shelter, medical, and transportation needs.

2.02 Powers

The corporation shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the corporation is organized, and to aid or assist other organizations or persons whose activities further accomplish, foster, or attain such purposes. The powers of the corporation may include, but not be limited to, the acceptance of contributions from the public and private sectors, whether financial or in-kind contributions.

2.03 Nonprofit Status and Exempt Activities Limitation.

(a) Nonprofit Legal Status. Deaf Dogs Rock, Inc. is a Virginia non-profit public benefit corporation, to be recognized as tax exempt under Section 501(c)(3) of the United States Internal Revenue Code.

(b) Exempt Activities Limitation. Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of this corporation shall take any action or carry on any activity by or on behalf of the corporation not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended. No part of the net earnings of the corporation shall inure to the benefit or be distributable to any director, officer, member, or other private person, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation and these Bylaws.

(c) Distribution Upon Dissolution. Upon termination or dissolution of the Deaf Dogs Rock, Inc., any assets lawfully available for distribution shall be distributed to one (1) or more qualifying organizations described in Section 501(c)(3) of the 1986 Internal Revenue Code (or described in any corresponding provision of any successor statute) which organization or organizations have a charitable purpose which, at least generally, includes a purpose similar to the terminating or dissolving corporation.

The organization to receive the assets of the Deaf Dogs Rock, Inc. hereunder shall be selected in the discretion of a majority of the managing body of the corporation, and if its members cannot so agree, then the recipient organization shall be selected pursuant to a verified petition in equity filed in a court of proper jurisdiction against the Deaf Dogs Rock, Inc., by one (1) or more of its managing body which verified petition shall contain such statements as reasonably indicate the applicability of this section. The court upon a finding that this section is applicable shall select the qualifying organization or organizations to receive the assets to be distributed, giving preference if practicable to organizations located within the State of Virginia.

In the event that the court shall find that this section is applicable but that there is no qualifying organization known to it which has a charitable purpose, which, at least generally, includes a purpose similar to the Deaf Dogs Rock, Inc., then the court shall direct the distribution of its assets lawfully available for distribution to the Treasurer of the State of Virginia to be added to the general fund.

ARTICLE III **MEMBERSHIP**

3.01 No Membership Classes

The corporation shall have no members who have any right to vote or title or interest in or to the corporation, its properties and franchises.

3.02 Non-Voting Affiliates

The board of directors may approve classes of non-voting affiliates with rights, privileges, and obligations established by the board. Affiliates may be individuals, businesses, and other organizations that seek to support the mission of the corporation. The board, a designated committee of the board, or any duly elected officer in accordance with board policy, shall have authority to admit any individual or organization as an affiliate, to recognize representatives of affiliates, and to make determinations as to affiliates' rights, privileges, and obligations. At no time shall affiliate information be shared with or sold to other organizations or groups without the affiliate's consent. At the discretion of the board of directors, affiliates may be given endorsement, recognition and media coverage at fundraising activities, clinics, other events or at the corporation website. Affiliates have no voting rights, and are not members of the corporation.

3.03 Dues

Any dues for affiliates shall be determined by the board of directors.

ARTICLE IV **BOARD OF DIRECTORS**

4.01 Number of Directors

Deaf Dogs Rock, Inc. shall have a board of directors consisting of at least 5 and no more than 10 directors. Within these limits, the board may increase or decrease the number of directors serving on the board, including for the purpose of staggering the terms of directors.

4.02 Powers

All corporate powers shall be exercised by or under the authority of the board and the affairs of the Deaf Dogs Rock, Inc. shall be managed under the direction of the board, except as otherwise provided by law.

4.03 Terms

- (a) All directors shall be elected to serve a three-year term, however the term may be extended until a successor has been elected.
- (b) Director terms shall be staggered so that approximately one-third the number of directors will end their terms in any given year.
- (c) Directors may serve terms in succession.
- (d) Terms of office shall be considered to begin August 1 and end July 31 of a given year, unless the term is extended until such time as a successor has been elected.

4.04 Qualifications and Election of Directors

In order to be eligible to serve as a director on the board of directors, the individual must be 18 years of age. Directors may be elected at any board meeting by the majority vote of the existing board of directors. The election of directors to replace those who have fulfilled their term of office shall take place in August of each year.

4.05 Vacancies

The board of directors may fill vacancies due to the expiration of a director's term of office, resignation, death, or removal of a director or may appoint new directors to fill a previously unfilled board position, subject to the maximum number of directors under these Bylaws.

(a) Unexpected Vacancies. Vacancies in the board of directors due to resignation, death, or removal shall be filled by the board for the balance of the term of the director being replaced.

4.06 Removal of Directors

A director may be removed by two-thirds vote of the board of directors then in office, if:

(a) the director is absent and unexcused from two or more meetings of the board of directors in a twelve month period. The board president is empowered to excuse directors from attendance for a reason deemed adequate by the board president. The president shall not have the power to excuse him/herself from the board meeting attendance and in that case, the board vice president shall excuse the president. Or:

(b) for cause or no cause, if before any meeting of the board at which a vote on removal will be made the director in question is given electronic or written notification of the board's intention to discuss her/his case and is given the opportunity to be heard at a meeting of the board.

4.07 Board of Directors Meetings.

(a) Regular Meetings. The board of directors shall have a minimum of one (1) regular meeting each calendar year at times and places fixed by the board. Board meetings shall be held upon fourteen (14) days notice by first-class mail or electronic mail. Notice of meetings shall specify the place, day, and hour of meeting. The purpose of the meeting need not be specified.

(b) Special Meetings. Special meetings of the board may be called by the president, vice president, secretary, treasurer, or any two (2) other directors of the board of directors. A special meeting must be preceded by at least seven (7) days notice to each director of the date, time, and place, but not the purpose, of the meeting.

(c) Waiver of Notice. Any director may waive notice of any meeting, in accordance with Virginia law.

4.08 Manner of Acting.

(a) Quorum. A majority of the directors in office immediately before a meeting shall constitute a quorum for the transaction of business at that meeting of the board. No business shall be considered by the board at any meeting at which a quorum is not present.

(b) Majority Vote. 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.

(c) Hung Board Decisions. On the occasion that directors of the board are unable to make a decision based on a tied number of votes, the president or treasurer in the order of presence shall have the power to swing the vote based on his/her discretion.

(d) Participation. Except as required otherwise by law, the Articles of Incorporation, or these Bylaws, directors may participate in a regular or special meeting through the use of any means of communication by which all directors participating may simultaneously hear each other during the meeting, including in person, internet video meeting or by telephonic conference call.

4.09 Compensation for Board Service

Directors shall receive no compensation for carrying out their duties as directors. The board may adopt policies providing for reasonable reimbursement of directors for expenses incurred in conjunction with carrying out board responsibilities, such as travel expenses to attend board meetings.

4.10 Compensation for Professional Services by Directors

Directors are not restricted from being remunerated for professional services provided to the corporation. Such remuneration shall be reasonable and fair to the corporation and must be reviewed and approved in accordance with the board Conflict of Interest policy and state law.

ARTICLE V

COMMITTEES

5.01 Committees

The board of directors may, by the resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Any committee, to the extent provided in the resolution of the board, shall have all the authority of the board, except that no committee, regardless of board resolution, may:

- (a) take any final action on matters which also requires board members' approval or approval of a majority of all members;
- (b) fill vacancies on the board of directors or in any committee which has the authority of the board;
- (c) amend or repeal Bylaws or adopt new Bylaws;
- (d) amend or repeal any resolution of the board of directors which by its express terms is not so amendable or repealable;
- (e) appoint any other committees of the board of directors or the members of these committees;
- (f) expend corporate funds to support a nominee for director; or
- (g) approve any transaction;
- (i) to which the corporation is a party and one or more directors have a material financial interest; or
- (ii) between the corporation and one or more of its directors or between the corporation or any person in which one or more of its directors have a material financial interest.

5.2 Meetings and Action of Committees

Meetings and action of the committees shall be governed by and held and taken in accordance with, the provisions of Article IV of these Bylaws concerning meetings of the directors, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except that the time for regular meetings of committees may be determined either by resolution of the board of directors or by resolution of the committee. Special meetings of the committee may also be called by resolution of the board of directors. Notice of special meetings of committees shall also be given to any and all alternate members, who shall have the right to attend all meetings of the committee. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The board of directors may adopt rules for the governing of the committee not inconsistent with the provision of these Bylaws.

5.3 Informal Action By The Board of Directors

Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if consent in writing, setting forth the action so taken, shall be agreed by the consensus of a quorum. For purposes of this section an e-mail transmission from an e-mail address on record constitutes a valid writing. The intent of this provision is to allow the board of directors to use email to approve actions, as long as a quorum of board members gives consent.

ARTICLE VI

OFFICERS

6.01 Board Officers

The officers of the corporation shall be a board president, vice-president, secretary, and treasurer, all of whom shall be chosen by, and serve at the pleasure of, the board of directors. Each board officer shall have the authority and shall perform the duties set forth in these Bylaws or by resolution of the board or by direction of an officer authorized by the board to prescribe the duties and authority of other officers. The board may also appoint additional vice-presidents and such other officers as it deems expedient for the proper conduct of the business of the corporation, each of whom shall have such authority and shall perform such duties as the board of directors may determine. One person may hold two or more board offices, but no board officer may act in more than one capacity where action of two or more officers is required.

6.02 Term of Office

Each officer shall serve a one-year term of office and may serve terms in succession. Each board officer's term of office shall begin upon the adjournment of the board meeting at which elected and shall end upon the adjournment of the board meeting during which a successor is elected.

6.03 Removal and Resignation

The board of directors may remove an officer at any time, with or without cause. Any officer may resign at any time by giving written notice to the corporation without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified in the notice, unless otherwise specified in the notice. The acceptance of the resignation shall not be necessary to make it effective.

6.04 Board President

The board president shall be the chief volunteer officer of the corporation. The board president shall lead the board of directors in performing its duties and responsibilities, including, if present, presiding at all meetings of the board of directors, and shall perform all other duties incident to the office or properly required by the board of directors.

6.05 Vice President

In the absence or disability of the board president, the ranking vice-president or vice-president designated by the board of directors shall perform the duties of the board president. When so acting, the vice-president shall have all the powers of and be subject to all the restrictions upon the board president. The vice-president shall have such other powers and perform such other duties prescribed for them by the board of directors or the board president.

6.06 Secretary

The secretary shall keep or cause to be kept a book of minutes of all meetings and actions of directors and committees of directors. The minutes of each meeting shall state the time and place that it was held and such other information as shall be necessary to determine the actions taken and whether the meeting was held in accordance with the law and these Bylaws. The secretary shall cause notice to be given of all meetings of directors and committees as required by the Bylaws. The secretary shall have such other powers and perform such other duties as may be prescribed by the board of directors or the board president. The secretary may appoint, with approval of the board, a director to assist in performance of all or part of the duties of the secretary.

6.07 Treasurer

The treasurer shall be the lead director for oversight of the financial condition and affairs of the corporation. The treasurer shall oversee and keep the board informed of the financial condition of the corporation and of audit or financial review results. In conjunction with other directors or officers, the treasurer shall oversee budget preparation and shall ensure that appropriate financial reports, including an account of major transactions and the financial condition of the corporation, are made available to the board of directors on a timely basis or as may be required by the board of directors. The treasurer shall perform all duties properly required by the board of directors or the board president. The treasurer may appoint, with approval of the board a qualified fiscal agent or member of the staff to assist in performance of all or part of the duties of the treasurer.

6.08 Non-Director Officers

The board of directors may designate additional officer positions of the corporation and may appoint and assign duties to other non-director officers of the corporation.

ARTICLE VII

CONTRACTS, CHECKS, LOANS, INDEMNIFICATION AND RELATED MATTERS

7.01 Contracts and other Writings

Except as otherwise provided by resolution of the board or board policy, all contracts, deeds, leases, mortgages, grants, and other agreements of the corporation shall be executed on its behalf by the treasurer or other persons to whom the corporation has delegated authority to execute such documents in accordance with policies approved by the board.

7.02 Checks, Drafts

All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents, of the corporation and in such manner as shall from time to time be determined by resolution of the board.

7.03 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 depository as the board or a designated committee of the board may select.

7.04 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 resolution of the board. Such authority may be general or confined to specific instances.

7.05 Indemnification

(a) Mandatory Indemnification. The corporation shall indemnify a director or former director, who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which he or she was a party because he or she is or was a director of the corporation against reasonable expenses incurred by him or her in connection with the proceedings.

(b) Permissible Indemnification. The corporation shall indemnify a director or former director made a party to a proceeding because he or she is or was a director of the corporation, against liability incurred in the proceeding, if the determination to indemnify him or her has been made in the manner prescribed by the law and payment has been authorized in the manner prescribed by law.

(c) Advance for Expenses. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the board of directors in the specific case, upon receipt of (I) a written affirmation from the director, officer, employee or agent of his or her good faith belief that he or she is entitled to indemnification as authorized in this article, and (II) an undertaking by or on behalf of the director, officer, employee or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the corporation in these Bylaws.

(d) Indemnification of Officers, Agents and Employees. An officer of the corporation who is not a director is entitled to mandatory indemnification under this article to the same extent as a director. The corporation may also indemnify and advance expenses to an employee or agent of the corporation who is not a director, consistent with Virginia Law and public policy, provided that such indemnification, and the scope of such indemnification, is set forth by the general or specific action of the board or by contract.

ARTICLE VIII

MISCELLANEOUS

8.01 Books and Records

The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of all meetings of its board of directors, a record of all actions taken by board of directors without a meeting, and a record of all actions taken by committees of the board. In addition, the corporation shall keep a copy of the corporation's Articles of Incorporation and Bylaws as amended to date.

8.02 Fiscal Year

The fiscal year of the corporation shall be from January 1 to December 31 of each year.

8.03 Conflict of Interest

The board shall adopt and periodically review a conflict of interest policy to protect the corporation's interest when it is contemplating any transaction or arrangement which may benefit any director, officer, employee, affiliate, or member of a committee with board-delegated powers.

8.04 Nondiscrimination Policy

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. It is the policy of Deaf Dogs Rock, Inc. not to discriminate on the basis of race, creed, ancestry, marital status, gender, sexual orientation, age, physical disability, veteran's status, political service or affiliation, color, religion, or national origin.

8.05 Bylaw Amendment

These Bylaws may be amended, altered, repealed, or restated by a vote of the majority of the board of directors then in office at a meeting of the Board, provided, however,

- (a) that no amendment shall be made to these Bylaws which would cause the corporation to cease to qualify as an exempt corporation under Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code; and,
- (b) that an amendment does not affect the voting rights of directors. An amendment that does affect the voting rights of directors further requires ratification by a two-thirds vote of a quorum of directors at a Board meeting.
- (c) that all amendments be consistent with the Articles of Incorporation.

ARTICLE IX

COUNTERTERRORISM AND DUE DILIGENCE POLICY

In furtherance of its exemption by contributions to other organizations, domestic or foreign, Deaf Dogs Rock, Inc. shall stipulate how the funds will be used and shall require the recipient to provide the corporation with detailed records and financial proof of how the funds were utilized.

Although adherence and compliance with the US Department of the Treasury's publication the "Voluntary Best Practice for US. Based Charities" is not mandatory, Deaf Dogs Rock, Inc. willfully and voluntarily recognizes and puts to practice these guidelines and suggestions to reduce, develop, re-evaluate and strengthen a risk-based approach to guard against the threat of diversion of charitable funds or exploitation of charitable activity by terrorist organizations and their support networks.

Deaf Dogs Rock, Inc. shall also comply and put into practice the federal guidelines, suggestion, laws and limitation set forth by pre-existing U.S. legal requirements related to combating terrorist financing, which include, but are not limited to, various sanctions programs administered by the Office of Foreign Assets Control (OFAC) in regard to its foreign activities.

ARTICLE X

DOCUMENT RETENTION POLICY

10.01 Purpose

The purpose of this document retention policy is establishing standards for document integrity, retention, and destruction and to promote the proper treatment of Deaf Dogs Rock, Inc. records.

10.02 Policy

Section 1. General Guidelines. Records should not be kept if they are no longer needed for the operation of the business or required by law. Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense which can grow unreasonably if good housekeeping is not performed. A mass of records also makes it more difficult to find pertinent records.

From time to time, Deaf Dogs Rock, Inc. may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that warrant special consideration are identified below. While minimum retention periods are established, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention, as well as the exception for litigation relevant documents and any other pertinent factors.

Section 2. Exception for Litigation Relevant Documents. Deaf Dogs Rock, Inc. expects all officers, directors, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, directors, and employees should note the following general exception to any stated destruction schedule: If you believe, or Deaf Dogs Rock, Inc. informs you, that corporate records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then you must preserve those records until it is determined that the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records.

Section 3. Minimum Retention Periods for Specific Categories

(a) Corporate Documents. Corporate records include the corporation's Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Exemption. Corporate records should be retained permanently. IRS regulations require that the Form 1023 be available for public inspection upon request.

(b) Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents concerning the corporation's revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.

(c) Employment Records/Personnel Records. State and federal statutes require the corporation to keep certain recruitment, employment and personnel information. The corporation should also keep personnel files that reflect performance reviews and any complaints brought against the corporation or individual employees under applicable state and federal statutes. The corporation should also keep in the employee's personnel file all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel. Employment applications should be retained for three years. Retirement and pension records should be kept permanently. Other employment and personnel records should be retained for seven years.

(d) Board and Board Committee Materials. Meeting minutes should be retained in perpetuity in the corporation's minute book. A clean copy of all other Board and Board Committee materials should be kept for no less than three years by the corporation.

(e) Press Releases/Public Filings. The corporation should retain permanent copies of all press releases and publicly filed documents under the theory that the corporation should have its own copy to test the accuracy of any document a member of the public can theoretically produce against the corporation.

(f) Legal Files. Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.

(g) Marketing and Sales Documents. The corporation should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other legal documentation. These documents should be kept for at least three years beyond the life of the agreement.

(h) Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the corporation and are protected as a trade secret where the corporation:

(i) derives independent economic value from the secrecy of the information; and

(ii) has taken affirmative steps to keep the information confidential.

The corporation should keep all documents designated as containing trade secret information for at least the life of the trade secret.

(i) Contracts. Final, execution copies of all contracts entered into by the corporation should be retained. The corporation should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.

(j) Correspondence. Unless correspondence falls under another category listed elsewhere in this policy, correspondence should generally be saved for two years.

(k) Banking and Accounting. Accounts payable ledgers and schedules should be kept for seven years. Bank reconciliations, bank statements, deposit slips and checks (unless for important payments and purchases) should be kept for three years. Any inventories of products, materials, and supplies and any invoices should be kept for seven years.

(l) Insurance. Expired insurance policies, insurance records, accident reports, claims, etc. should be kept permanently.

(m) Audit Records. External audit reports should be kept permanently. Internal audit reports should be kept for three years.

Section 4. Electronic Mail. E-mail that needs to be saved should be either:

(i) printed in hard copy and kept in the appropriate file; or

(ii) downloaded to a computer file and kept electronically or on disk as a separate file. The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy.

ARTICLE XI
Transparency and Accountability
Disclosure of Financial Information With The General Public

11.01 Purpose

By making full and accurate information about its mission, activities, finances, and governance publicly available, Deaf Dogs Rock, Inc. practices and encourages transparency and accountability to the general public. This policy will:

- (a) indicate which documents and materials produced by the corporation are presumptively open to staff and/or the public
- (b) indicate which documents and materials produced by the corporation are presumptively closed to staff and/or the public
- (c) specify the procedures whereby the open/closed status of documents and materials can be altered.

The details of this policy are as follow:

11.02 Financial and IRS documents (The form 1023 and the form 990)

Deaf Dogs Rock, Inc. shall provide its Internal Revenue forms 990, 990-T, 1023 and 5227, bylaws, conflict of interest policy, and financial statements to the general public for inspection free of charge.

11.03 Means and Conditions of Disclosure

Deaf Dogs Rock, Inc. shall make "Widely Available" the aforementioned documents on its internet website: www.deafdogsrock.com to be viewed and inspected by the general public.

- (a) The documents shall be posted in a format that allows an individual using the Internet to access, download, view and print them in a manner that exactly reproduces the image of the original document filed with the IRS (except information exempt from public disclosure requirements, such as contributor lists).
- (b) The website shall clearly inform readers that the document is available and provide instructions for downloading it.
- (c) Deaf Dogs Rock, Inc. shall not charge a fee for downloading the information. Documents shall not be posted in a format that would require special computer hardware or software (other than software readily available to the public free of charge).
- (d) Deaf Dogs Rock, Inc. shall inform anyone requesting the information where this information can be found, including the web address. This information must be provided immediately for in-person requests and within 7 days for mailed requests.

11.04 IRS Annual Information Returns (Form 990)

Deaf Dogs Rock, Inc. shall submit the Form 990 to its board of directors prior to the filing of the Form 990. While neither the approval of the Form 990 or a review of the 990 is required under Federal law, the corporation's Form 990 shall be submitted to each member of the board of director's via (hard copy or email) at least 10 days before the Form 990 is filed with the IRS.

11.05 Board

- (a) All board deliberations shall be open to the public except where the board passes a motion to make any specific portion confidential.
- (b) All board minutes shall be open to the public once accepted by the board, except where the board passes a motion to make any specific portion confidential.
- (c) All papers and materials considered by the board shall be open to the public following the meeting at which they are considered, except where the board passes a motion to make any specific paper or material confidential.

11.06 Staff Records

- (a) All staff records shall be available for consultation by the staff member concerned or by their legal representatives.
- (b) No staff records shall be made available to any person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, staff records shall be made available only to those persons with managerial or personnel responsibilities for that staff member, except that
- (d) Staff records shall be made available to the board when requested.

11.07 Donor Records

- (a) All donor records shall be available for consultation by the members and donors concerned or by their legal representatives.
- (b) No donor records shall be made available to any other person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, donor records shall be made available only to those persons with managerial or personnel responsibilities for dealing with those donors, except that ;
- (d) donor records shall be made available to the board when requested.

ARTICLE XII

CODES OF ETHICS AND WHISTLEBLOWER POLICY

12.01 Purpose

Deaf Dogs Rock, Inc. requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The employees and representatives of the corporation must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of Deaf Dogs Rock, Inc. to adhere to all laws and regulations that apply to the corporation and the underlying purpose of this policy is to support the corporation's goal of legal compliance. The support of all corporate staff is necessary to achieving compliance with various laws and regulations.

12.02 Reporting Violations

If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of Deaf Dogs Rock, Inc. is in violation of law, a written complaint must be filed by that person with the vice president or the board president.

12.03 Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be viewed as a serious disciplinary offense.

12.04 Retaliation

Said person is protected from retaliation only if she/he brings the alleged unlawful activity, policy, or practice to the attention of Deaf Dogs Rock, Inc. and provides the Deaf Dogs Rock, Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

Deaf Dogs Rock, Inc. shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practice of Deaf Dogs Rock, Inc. or of another individual or entity with whom Deaf Dogs Rock, Inc. has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Deaf Dogs Rock, Inc. shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Deaf Dogs Rock, Inc. that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

12.05 Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

12.06 Handling of Reported Violations

The board president or vice president shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports shall be promptly investigated by the board and its appointed committee and appropriate corrective action shall be taken if warranted by the investigation.

This policy shall be made available to all directors, officers, staffs or employees and they shall have the opportunity to ask questions about the policy.

ARTICLE XIII
AMENDMENT OF Articles of Incorporation

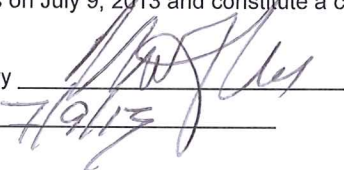
13.01 Amendment

Any amendment to the Articles of Incorporation may be adopted by approval of two-thirds (2/3) of the board of directors.

The End

CERTIFICATE OF ADOPTION OF BYLAWS

I do hereby certify that the above stated Bylaws of Deaf Dogs Rock, Inc. were approved by the Deaf Dogs Rock board of directors on July 9, 2013 and constitute a complete copy of the Bylaws of the corporation.

Secretary 

Date: 7/9/13

**CONFLICT OF INTEREST POLICY
DEAF DOGS ROCK, INC.**

**Article I
Purpose**

The purpose of the conflict of interest policy is to protect this tax-exempt organization's (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

**Article II
Definitions**

1. Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

**Article III
Procedures**

1. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the

directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

- a. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy

- a. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV

Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V
Compensation

- a. A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI
Annual Statements

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII
Periodic Reviews

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII
Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Certificate of Adoption

I do hereby certify that the above stated Conflict of Interest Policy and Agreement for Deaf Dogs Rock, Inc. were approved and adopted by the board of directors on July 9, 2013 and constitute a complete copy of the Conflict of Interest Policy of the corporation.

Secretary 

Date: 7/9/13



PET GUIDE

SPRING/SUMMER 2013

USA TODAY Pet Guide – Spring/Summer 2013

Dogs

SIGNS of Success

Christina Lee has come a long way from the day she and her husband adopted a deaf puppy they named Nitro. Today, their award-winning website, **DeafDogsRock.com**, advocates for dogs who can't hear. And as Lee is happy to explain, they can make wonderful pets.



Shortly after his rescue, Nitro, above, wears a "Deaf Dog" tag. He's grown up to become a Canine Good Citizen with the help of owner Christina Lee.



INSPIRED TO HELP

Christina and Chris Lee adopted Nitro, a white boxer puppy, after he was found by a river in Salem, Va., in November 2010. Frustrated by the lack of information available about deaf dogs, they formed the nonprofit Deaf Dogs Rock, which provides information and training resources. The website facilitates an average of one deaf-dog adoption per day, Christina says. The Lees live with two deaf boxers and three hearing dogs on a farm in Virginia.

While there are some differences and challenges associated with owning a deaf dog, as long as you're willing to learn a bit and be his advocate, the two of you can have a great partnership.

Deaf dogs come from animal shelters, rescues and even purebred breeders, and there is a higher likelihood that a deaf dog will be abandoned or given up. But dogs who can't hear can excel in many ways, and they teach us that deafness is not a disability.

On our website, deafdogsrock.com, we share dozens of stories about deaf dogs who have become amazing family additions, therapy dogs and agility competitors.

These dogs aren't harder to train—just different. Instead of using voice commands or clickers, we use sign language. The training can be easier at times because deaf dogs aren't distracted by noise. Nitro excelled in obedience class, wonderfully ignoring the barking going on all around him. This is one of the reasons deaf dogs "rock." (Nitro has since passed the American Kennel Club Canine Good Citizen test).

Successful training begins with positive reinforcement to get your dog to look at you. Continuous eye contact is important, and by using treats and visual markers such as a thumbs-up, you can condition your deaf dog to check in with you often.

Owning a deaf dog is a huge responsibility, so here are a few things to consider:

- 1** Be sure you have time for training and socialization every day.
- 2** Deaf dogs tend to develop separation anxiety; it's crucial to successfully crate train a deaf dog so the crate becomes a safe zone.
- 3** Deaf dogs need to live indoors with access to a secure fenced yard—they should never be allowed to roam free unless they are properly trained to stay on their own property.
- 4** Build trust and never use your hands to punish. Redirect with a toy or a treat.
- 5** Be your dog's advocate. If you go to the dog park, stay close—a deaf dog can't hear a warning growl from another dog.

FROM TOP: CHRISTINA LEE; KRISTIN GUFFEY

CHAMPIONS FOR DEAF DOGS

→ In 2010, when Christina Lee of Salem, Va., received an urgent phone call from the City of Salem Animal Shelter about a malnourished, special-needs white Boxer puppy in need of help, she knew only one choice existed: to adopt him.

But she didn't know that by making Nitro, this totally deaf pup, her own, she would open her world to the joys of deaf dogs and create one of the most successful deaf-dog rescue resources in the nation.

In August 2011, Lee and husband Chris founded DeafDogsRock.com. It's difficult to classify this multifaceted website as purely a database or even a rescue source. It's so much more. It's a constantly updated learning resource for all things related to deaf dogs, an orphan-dog data bank, and a networking tool for deaf dogs needing homes.

At any given time, upwards of 500 homeless deaf dogs from all over the nation are listed on the website. The group works closely with shelters, breeders, and private individuals across the United States to locate these dogs and find them great homes.

Lee spends hours glued to her computer, constantly updating the listings, networking with rescuers and potential adopters of the dogs, and making sure things operate smoothly.

"I get emails daily from rescues and shelters saying, 'We have tried for months to find this deaf dog a home with no interest at all, and the day it was featured on DeafDogsRock.com, we got 20 emails and five adoption applications,'" Lee says.

She also tirelessly updates DeafDogsRock.com's Facebook page, where the simple act of sharing photos and information can often lead to quick action by adopters and rescuers. The page has more than 10,000 likes, and Lee estimates she reaches upwards of 115,000 viewers through social media networking alone.

"If I get photos of a cute puppy, I know everyone on Facebook will share them," Lee says. "We can (usually) find a home or a rescue within 12 to 24 hours."

After Lee adopted Nitro as a 10-week-old



Christina Lee, founder of DeafDogsRock.com, and her deaf dog Nitro, inspiration for building the rescue organization.

puppy, she felt overwhelmed with the amount of information she didn't know about raising a deaf dog, despite her experience as a seasoned dog owner and rescuer. But she learned. The night before bringing Nitro home, Lee and her husband stayed up until the early hours of the morning studying websites about sign language and how to train deaf dogs. And the studying hasn't stopped.

When it came time to create DeafDogsRock.com, Lee wanted to put as much information as possible on the website, enabling others to have a one-stop shop of knowledge at their fingertips. She even included training videos, happy ending stories, as well as an American Kennel Club Canine Good Citizen and Therapy Dog Wall of Fame to further show the world that hearing-

impaired dogs really do rock.

Her work has been so successful that DeafDogsRock.com was named the 2012 Best Cause Blog by BlogPaws, a leading online community of pet bloggers and enthusiasts.

Lee, husband Chris, and volunteer Laurie Metzger work tirelessly on DeafDogsRock.com. Lee herself responds to nearly 50 emails a day and works eight hours on the site's content, taking photos, networking for the dogs, and publicizing others.

"The main goal is to always keep our mission of saving deaf dogs and educating people," Lee says. "(We) never lose sight of why we are here."

For more information, check out DeafDogsRock.com and its Facebook page, www.facebook.com/deafdogsrock

— Kyra Kirkwood

SPONSORED BY

Halo Pets & FreeKibble.com

The efforts of DeafDogsRock.com to aid and rescue dogs inspired FreeKibble.com, a website dedicated to providing nutritious food to shelter animals, to donate 5,000 meals of Halo Spot's Stew to a shelter designated by DeafDogsRock.com: the AngelDogs Foundation Deaf Dog Ranch in Acton, Calif.



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How Some Dogs Hear with Their Hearts

By Vladimir Negron

After surveying the available dogs at the animal shelter, you come across what might be the one. She's sleek, spry, and just the right mix of cute and cuddly.

"Oh, that one," the shelter employee says, "she's deaf." Suddenly you're thinking, "I don't know anything about deaf dogs. I wouldn't know how to train them," and you decide to pass.

That was the initial reaction of Christina Lee — before her husband calmed her down and convinced her to adopt an 8-week-old deaf [boxer](#) named Nitro from the local shelter. She went on to found Deaf Dogs Rock, a non-profit organization bent on educating people on deaf dogs and finding them homes,

[Deaf Dogs Rock](#) began humbly in August 2011 with Lee working tireless hours updating the website with training resources and listings of adoptable deaf dogs at local shelters, as well as occasionally transporting deaf dogs from one shelter to another so they could have a chance for adoption. Today the hours haven't changed much, but her listings and audience sure has grown. DeafDogsRock.com has had as many as 600 deaf dog listings on the website at one time and can boast over 15,000 fans on its [Facebook page](#).

Why deaf dogs?

"We launched DeafDogsRock.com to talk people off the edge of the cliff," Lee says. "There just wasn't that much information out there [about deaf dogs] and now we truly can say we have a great community... Someone, for example, can put up a question [about their deaf dog] on our Facebook page and there'll be 150 answers from the community. It's wonderful to see."



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What do you use to prevent ticks from feeding on your pet?

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Tick collars	6% (41 votes)
Other	5% (34 votes)
N/A (I do not use tick preventives)	9% (65 votes)
Total votes: 708	



'Velcro-Dogs' and Deaf Dog Training

As Lee puts it, the connection you make with a deaf dog is like none other. In fact, the community commonly refers to them as "Velcro-dogs" because they are most comfortable stuck to your side. Once you are their out of range of sight or smell, it's as if you have completely disappeared. Lee says this bond is both a comfort and a caveat, as some deaf dogs develop separation anxiety. Fortunately, there are training methods to condition them to not fear being alone.

"Nitro had [separation anxiety]," said Lee, "but he could care less now."

"It just takes time. You do things in mini sessions. Each time you leave [the deaf dog] at the house a little bit longer and a little bit longer. Teach them that good things happen in the crate. They get fed in the crate; they get treats in the crate. The crate is their best friend."

And while Lee stresses the importance of training, she also wants people to know that training a deaf dog isn't much different than training any other dog.

"You train them exactly the same: positive reinforcement clicker training. Except that instead of a clicker you use a quick flash, an open flash of the hand 'marks' the behavior. So really you're just tweaking their training just a little bit (Here's a [YouTube video](#) from a member of the Deaf Dogs Rock community).

"Of course you're going to want and condition [deaf dogs] to look at you. My first two days with [Nitro] he received a treat every time he looked at me. I made sure he made eye contact with me. When I'm walking and he made eye contact with me, he got a treat. Nitro is conditioned that no matter where he's at he always checks in with me."

Lee uses a variation American Sign Language to communicate with her deaf dog and stresses the importance of signing.

"As soon as you get a deaf dog you start signing right away," says Lee. "And it's amazing how fast they learn. It's pretty scary actually."

What else is scary is that many animal shelters around the country don't even spend the time to find homes for these amazing dogs.

"If you're in a shelter and you're deaf, you're gone," says Lee. "So if I can change them from putting that dog in a gas chamber and really reconsider and start making adopting [deaf] dogs cool, then it has all been worth it."

Deaf Dogs Rock looks to continue fighting common misconceptions about deaf dogs and educating anyone who will listen — school children, animal shelters, would-be adopters. Lisa, well, she's recently adopted another deaf dog named Bud.

If you would like to join in on the adoption fun or read deaf dog training tips, visit [DeafDogsRock.com](#).

Image: Kristin Guffey

MORE FOR YOU TO EXPLORE:

- [Adopting a Deaf Dog](#)
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BlogPaws hosts the largest national annual pet blogging and social media conference in the country. Deaf Dogs Rock was honored to win the award for **Best Cause Blog** in 2012.

First Annual BlogPaws Nose-to-Nose Pet Blogging and Social Media Awards

[2013 Nose-to-Nose Winners](#)

[2013 Finalists](#)

[Nose-to-Nose Winners 2012](#)

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Announcing: the WINNERS!

Emcee Wendy Diamond added to the glam as twelve winners were announced and recognized during our red carpet gala awards ceremony at BlogPaws 2012, on Saturday evening, June 23.

We're all grateful to [Halo](#), [Purely for Pets](#) and [Freekibble.com](#), the official sponsors of the 2012 BlogPaws Nose-to-Nose Pet Blogging and Social Media Awards, who generously provided prizes for the winners, along with donations of 5,000 meals EACH to the shelter/rescue organization of the winner's choice. Count 'em up and see where they're going below!



Plus, the winners voted for [World Vets](#) to receive \$100 each from BlogPaws, and to honor our wonderful #BlogPawty staff we "rounded up" to \$2,000. ;-D

That was one of the six donations announced at our now-traditional closing of every BlogPaws conference, for a total this year of \$12,120 in cash and another boatload of left-over pet products (a/k/a swag) for this year's local pet welfare organization, [Friends of Animals Utah](#).



Here are your WINNERS!

Winner for Best Cause Blog:

Christina Lee for
[Deaf Dogs Rock](#)

Christina's choice to receive 5,000 meals from Halo and Freekibble:

[Angels of Assisi](#)



A sampling of recent comments from members of the Deaf Dogs Rock Community

From Erik Zinger 11-24-2013

Hi guys,

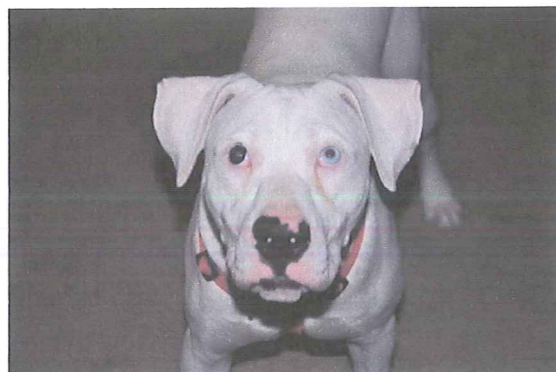
Just want to say I appreciate everything y'all do. I wanted to share a picture of my best friend Gunner. He's an 8 month old deaf Aussie. I picked him out when he was only a few weeks old and found out a month or so later that he was deaf. I was a little worried about how he was going to adapt (I had no previous experience with deaf dogs) but your website really helped me educate myself and alleviate my concerns. I'm so happy that he's part of my life now, he's definitely still naughty sometimes, but he's learning signs quickly and follows me everywhere I go. His momma and I love him so much and I can't imagine my life without him. Just wanted to say thank you for bringing all these resources together so that people, like me, can have somewhere to go for information.

-Erik



Melissa from Precious Paws Rescue 12- 08-2013

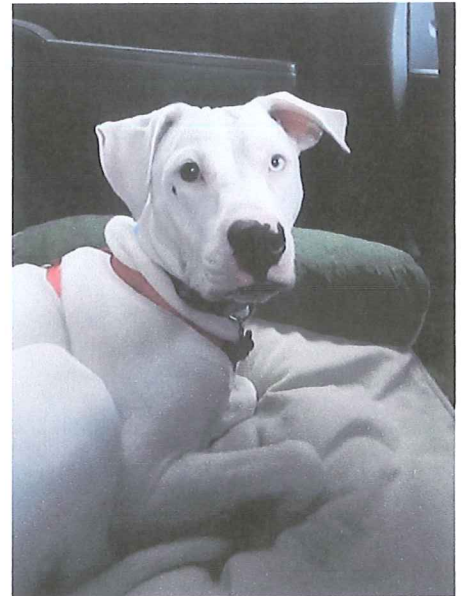
Hi Christina. Just wanted to say thank you for everything. Hoss went to his forever home today after a long process of getting all details together. Hoss was seen by a family on your website and fell in love with Hoss. It was hard finding the perfect family but I did. They recently lost their deaf bulldog and wanted to save another deaf dog. They are kind and patient people and all know sign language as she teaches it. Was a heartbreaking day for me and I miss him very much but I know I found the right family. Thank you so much.



From Hoss' adoptive family Traci Ruiz: want to thank Deaf Dogs Rock for connecting us with our new amazing puppy! I saw him on your site and we were able to adopt him yesterday and bring him to his forever home. He is amazing and we LOVE him very much! We lost our deaf american bulldog recently and we wanted to be sure to save another deaf precious pup. I have been an interpreter for the deaf for 25 years and he is in good hands with my family! I wanted to thank Melissa Millier and Precious Paws of the Panhandle. She was an amazing foster mother, she saved his life and was wonderful to him. Deaf Dogs DO Rock! THANK YOU FOR ALL YOU DO!

From Debbie Nelson Miles Dyer 12-06-2013

Thank you so much for posting Bright Eyes for me. You are definitely an answer to prayer. Bright Eyes has found a wonderful home on 500 acres and has another deaf dog for a companion. And I have gotten many messages offering to adopt or foster here. I can never thank you enough. If it is not too much trouble, can you please remove the post so that people will know she is safe.





Deaf Dogs Rock

Sharing our passion for the love and care of deaf dogs.

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Another Success Story!

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60
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I love getting emails everyday reminding us why we do what we do when it comes to Deaf Dogs Rock and getting the word out on how wonderful owning a deaf dog can be. Also by networking the available deaf dogs on our site, we also reach a lot of experienced deaf dog owners who many times will step up to the plate to foster or adopt another deaf dog. According to my deaf dogs Nitro and Bud, you all totally Rock!

I got a message this morning from Mollie Blackburn of Heaven Can Wait Animal Rescue about Darby a deafie we had listed on our website. Here is what Mollie wrote:

We cannot thank Deaf Dogs Rock enough for the successful adoption of Darby! Darby is now living in Baltimore, MD with a very experienced deaf dog owner. Without the tool of your website they would have never found each other but now Darby couldn't ask for a better life.

Again, from everyone at Heaven Can Wait Animal Rescue and Darby we are all very grateful. Here is Darby pictured with his new mommy Merrie and uncle Ray!

Thank you for all you do for deaf dogs everywhere! Mollie Blackburn



Mollie it is our pleasure to help deaf dogs all over the country find loving homes and we also want to thank all of you rescues out there for taking in the deaf dogs with hopes of finding them new homes. ~ Christina Lee - Deaf Dogs Rock



Click above for information on how to support Deaf Dogs Rock.

Available Dogs

Click a region to view available dogs



Tag Cloud

Adoptable American American Bulldog Aussie Boxer boxer mix bulldog CA catahoula dalmatian DDR Deaf Deaf Dog deaf dogs Deaf Dogs Rock Deaf Dogs Rock Star dog dogs FL GA Happy Tail IL IN KY MI Mix MO NC Nitro NJ NY OH PA pit Pit Bull Pit Mix puppy Rescue rescued Training TX VA Wednesday white Wordless

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What Started It All



On April 16, 2013 / Support / 1 Comment

1 Comment



MARI

9:06 pm on April 16, 2013

Thank you for posting successful adoptions.... I try to repost everything that DDR sends out. I appreciate EVERYTHING you do and know that without loving hearts like yours, deaf dogs all over would be put to an early death. Stories like Darby's gives me an extra shot to continue my efforts to help you... albeit... small as they are! Thank you again....

Mari
Teacher of Deaf students

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Beginning Sign Training

On December 16, 2013 / News, Training Tips, Training Videos / 21 Comments



Lately I've been getting so many questions on our Deaf Dogs Rock Facebook page asking about how to tell or train a deaf puppy "no", "sit" or "laydown". The video below shot by Alisha McGraw pretty much covers many of the basic deaf dog commands

[Read more](#) →

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What Started It All

The Double Fail System

On November 29, 2013 / News, Training Tips / 2 Comments



It seems like everywhere I go folks with my two deaf dogs, people will stop and ask me about Nitro and Bud's Puppia Soft Harness (also known as a Wonder Vest). Because both of my white boxer boys are deaf, I decided I would be more comfortable

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Tips To Pet Proof Your Home

On November 18, 2013 / News, Training Tips / 6 Comments



I can honestly say I have never had a dog like my deaf dog Nitro who constantly has to get into absolutely everything. He loves to counter surf and until recently he would get into any garbage can in the house, that is until I

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Potty Training

On October 16, 2013 / News, Training Tips / 1 Comment



I get so many emails like the following concerning potty training: "We have been try to potty train our deaf dog and as soon as he comes back in the house he pees everywhere! Even when we leave him outside for 30 minutes in our

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Dog Park Etiquette – Be Your Deaf Dog's Advocate

On September 5, 2013 / News, Training Tips / 2 Comments



Update September 2013: This is a post I did last year when Chris, Nitro and I were fairly new to dog parks. We have since become very dog park savvy since this incident last year. Now we sit in the car for a while when

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Deaf Dogs Can Learn As Well As Hearing Dogs Do

On August 20, 2013 / News, Training Tips / 4 Comments



When it comes to training deaf dogs, they can learn just like hearing dogs with just a slight tweak in the training program. With a hearing dog a person training a hearing dog would use verbal and visual commands and a person training a deaf

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Vibration Collars for Deaf Dogs

On July 17, 2013 / News, Training Tips, Training Videos / 2 Comments

16

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