

Kevcai Lijchoj Ntxiv Rua Vaaj XauvKaub Foundation, Inc.

Vaaj XauvKaub Foundation, Inc. tsimtsaa tav lug ntawm kev suamnpe muaj lub homphaj rawsle xeev Wisconsin kevcai tsocai ua koomhum kev sis paabcuam nyob huvqaab (Chapter 181) Wisconsin txuj kevcai, tau thautawm hab tsim dlua tshab xyoo 1997; hab xeev Wisconsin tsaab ntawv leegpaub (Wisconsin Act 79). Yogle, txhaj tau tsim muaj cov Kevcai lawv le huvqaab nuav.

Npe

Koomhum lub npe yog “Vaaj XauvKaub Foundation, Inc.” “VXKFI” lossis “Koomhum Vaaj XauvKaub,” “KVXK”

Homphaj

Lub homphaj ntawm Vaaj XauvKaub Foundation, Inc, yog tsimtsaa lug ua lub hauvpaug qobqaws tsoom kwvtij ntawm Vaaj XauvKaub kuas suavdlawg nyob uake hab muab kev paabcuam rua Vaaj XauvKaub cov tsevneeg tubki xeebntxwv txug yaam kws puab tuncua cheemtsuam tau txais kev paab. Xwsle, kev kawmntaub kawmntawv, kev txomnyem nojhaus, kev txomnyem, hab txhawb ntxwv txug kev paabcuam lwmyaam rua puab lubneej kuas zoo nyob rua tebchaws Ameslivkas hab lwmqhov. Lub Koomhum kev cheemtsuam yog:

- a. Muab kev paabcuam nyajtxag rua Vaaj XauvKaub cov tubki xeebntxwv tsevneeg kws muaj kev txomnyem tuncua nyajtxag.
- b. Muab kev paabcuam nyajtxag hab lwm yaam kev paab rua Vaaj XauvKaub cov tubki xeebntxwv tsevneeg kws txomnyem tuncua nyob rua tebchaws Ameslivkas hab lwmqhov.
- c. Muab kev paabcuam rua Vaaj XauvKaub cov tubki xeebntxwv tsevneeg kws moog kawm ntawv ntxiv rua qebsab.
- d. Muab kev paabcuam txug kev ceev Vaaj XauvKaub ceebkwm kev cojnoj cojua lub sijhawm kws suavdlawg uaneej nyob nrug rua ob paab tuabneeg kev cojnoj cojua.
- e. Nrhav kev txuas ntsuabnraab Vaaj XauvKaub cov tubki xeebntxwv thawjtam tuabneeg kws tuaj nyob rua tebchaws nuav hab rua cov tam yaav tomntej.
- f. Muab kev paabcuam lug tuav Vaaj XauvKaub ceejceg kuas nyob uake hab ceev puab txujkev cojnoj cojua.

Phaaj I
Kev Feem Muajcai

- Feem 1. Txhua yig(tug) tswvcuab kws yog caajceg xeebntxwv ntawm Vaaj XauvKaub kws zwm tswvcuab rua Vaaj XauvKaub Foundation, Inc muaj feem sistxig sisluag tau txais kev paabcuam lug ntawm Koomhum. Txawm le ntawd los, cov kws muaj feem rua kev txavtxim sab txug rua lub Koomhum yog cov kws tau raug taw lossis xaiv lug tuav lub Koomhum. Cov nuav yog cov raug tsocai lug ntawm cov tswvcuab puvnpo rua lug muaj feem xyuam tswj, nrhav zeemmuag, cojkev, hab ua cov txavtxim sab xaus txhua yaam dlejnum rua Vaaj XauvKaub Foundation, Inc.
- Feem 2. Cov tubki xeebntxwv ntawm Vaaj XauvKaub kws yog tau tsivtawm nrug nam lawm, kws yog lug ntawm kev sisnrauj, sisfaib nyag nyob nyag, txiv tuag nam coj moog ua nam rua lwmxeem, lossis tau laam tswv tawm ntawm cov kwvtij lawm xwb, puab nrug muaj feem tau txais kev paab sistxig sisluag lug ntawm Koomhum tuab yaam nkaus yog nwg nkaag ua tswvcuab.

Phaaj II
Tswvcuab

- Feem 1. Tswvcuab txhua yig(tug) kws yog caajceg tubki xeebntxwv ntawm Vaaj XauvKaub, tsi has nyob tebchaws Ameslivkas lossis lwm lub tebchaws muaj feem lug nkaag ua tswvcuab tau.
- Feem 2. Tswvcuab Kubsab – yog yig(tug) tswvcuab kws suamnpe paab nyaj rua Koomhum txhua lub xyoo tsi ncu le.
- Feem 3. Tswvcuab Tsi Kubsab – yog yig(tug) tswvcuab kws suamnpe paab nyaj rua Koomhum tuncaab tuncua tsi txhua txhua lub xyoo.

Phaaj III
Kev Paabcuam

- Feem 1. Cov Tswvcuab Kubsab;
- a. Koomhum kev pub nyajtxag rua cov tswvcuab kawm ntaub ntawv tav muaj lawv le huvqaab nuav:
 1. Cov kawm tav qeb kaumob(12) (High School); yog \$50.00 rua ib leeg.
 2. Cov kawm tav ob xyoo kev ua dlejnum huv tsev kawm ntawv (Technical College); yog \$100.00 rua ib leeg.
 3. Cov kawm tav ntu (College) plaub xyoo; yog \$200.00 rua ib leeg.
 4. Cov kawm tav ntu (Master Degree); yog \$1,000.00 rua ib leeg.
 5. Cov kawm tav ntu (Doctorate Degree/Ph. D.); yog \$2,000.00 rua ib leeg.
 - b. Koomhum kev kom nyajtxag pub rua phaab kev kawmntaub kawmntawv, Koomhum kom pub txug le; tabsis tsi pub pub tshaaj le kws tau kom teev tseg ntawm tej ntu kawm.

- Feem 2. Kev paab nyajtxag rua kev txomnyem nojhaus kws yog: tsev raug suavtawg kub, tsev raug cuadlaaj cuadlub ntaus, tsev raug dlejnyaab, Koomhum kom paab txug le \$500.00 ua nyaj paabdlawb rua ib yig(tug) ntawm ib lub xyoo, tsi pub tshaaj.
- Feem 3. Kev paab nyajtxag rua kev npaajcuab tsaayim, Koomhum paab txug le \$500.00 ua nyaj paabdlawb rua ib yig(tug) ntawm ib lub xyoo, tsi pub tshaaj. (Kev npaajcuab tsaayim: yog tub yuav nyaab/ntxhais yuav vauv)
- Feem 4. Kev paab nyajtxag rua cov tswvcuab tsevneeg kws thaus muaj tug puv ibpuas neegnkaum(120) xyoo. Koomhum kom paab txug le \$1000.00 ua nyaj paabdlawb rua, tsi pub tshaaj.
- Feem 5. Thaus Koomhum muaj \$10,000.00 lossis ntau tshaaj maam le pub muab rhu tawm moog siv paab rua Koomhum cov tswvcuab rua yaam kev paabcuam kws Koomhum tau kom tseg hab tej yaam kws cov tsaavxwm tau thaam pumzoo tsimnyog paab.
- Feem 6. Cov Tswvcuab Tsi kubsab hab lwmtug, yig kws tsi yog tswvcuab; cov kev tuncua txhua yaam kws cheemtsum tau txais kev paabcuam lug ntawm lub Koomhum kws yog lub Koomhum tau txais kev thov tuaj; Koomhum lub Rooj Tsaavxwm maam lug thaam txug kev paab rua. Hab zagtwg tsuas zag ntawd xwb.
- Feem 7. Kev rhu Koomhum peev nyajtxag tawm moog paab rua cov tswvcuab kwvtij, hab txhua yaam kev siv; Koomhum tsocai punnpoo rua cov “Tsaavxwm” huv Koomhum lug thaam txug kev paab/siv zag ntawd lawv cov tsaavxwm pumzoo rhu siv.

Phaaj IV

Cov Hluas Kevcai Yuav Quaspuj

Kev npaajcuab tsaayim, tsi has nyob rua tamtwg, tshwjxees nyob rua peb haiv Hmoob, nwg yog ib teg dlejnum muaj feemxyuam luj, hab yog ib lub nraa nyaav heev ua txujkev txhawj rua cov kws yog ua nam ua txiv, kws muaj tubki coob. Nwg kuj yog ib yaam kws raug nqe ntau, yog rua muab pev rua khoom siv nplajteb, mas nwg kuj tsi yog ib yaam kws raug nqe ntau ualua twg. Cov tsevneeg kws tubki muaj kev kawm zoo hab tau dlejnum zoo ua uantej nwg yuav quaspuj tes kuj tsi txug txijtwg, tabsis cov kws tsi muaj kev kawm zoo hab tsi muaj dlejnum zoo ua kuj yog ib teg dlejnum tsi yoojyim. Hab yog cov tsevneeg kws tubki tsawg tes kuj tsi ualua twg, tabsis cov tsevneeg kws tubki coob tes yeej txug txijtwg kawg le hab. Yogle, Vaaj XauvKaub Foundation, Inc. txhaj le lug tsim muaj chaav zauv myajtxag paabcuam rua cov hluas kev yuav quaspuj rua Koomhum cov tswvcuab kws zwm ua tswvcuab rua Koomhum hab muaj npe paab rua peev nyaj yuav quaspuj nuav. Vaaj XauvKaub Foundation, Inc. cov nqai Kevcai yog:

- Feem 1. Tswvcuab;
Txhua yig(tug) tswvcuab kws zwm ua tswvcuab rua Vaaj XauvKaub Foundation, Inc. kws muaj tubki(tub/ntxhais) noobnyoog kaurau(16) xyoo rovsau, muaj feemxyuam nkaag tau.
- Feem 2. Nyaj Zwm Ua Tswvcuab;
Txhua yig(tug) tswvcuab kws zwm ua tswvcuab rua Vaaj XauvKaub Foundation, Inc. kws muaj tubki noobnyoog kaumrau(16) xyoo rovsau, nyaj zwm ua tswvcuab

thawj zag yog \$100.00 tuaj ib tug (tub/ntxhais) hluas. Dlua le ntawd, nyaj txuas npe ua tswvcuab ib lub xyoo twg yog \$100.00 tuaj ib tug hluas.

Feem 3.

Kev Paab;

- a. Koomhum Vaaj XauvKaub Foundation, Inc. paab \$2,500.00 rua ib tug hluas kws yuav txwjnkawm. Yog nwg yuav txwjnkawm tomqaab kws peev nyajtxag npaajcuab tsaayim nuav txwmnkaws le Koomhum tau komtseg tsocai rhu tawm tau.
- b. Koomhum Vaaj XauvKaub Foundation, Inc. yuav rhu tug tswvcuab kws muaj npe zwm rua Koomhum kev npaajcuab tsaayim nuav cov nyajtxag kws nwg tau tso tuaj rua Koomhum taagnrho rov rua nwg; yog nwg yuav txwjnkawm uantej Koomhum peev nyajtxag nuav muaj txwmnkaws le tau komtseg tsocai rhu tawm tau.

Feem 4.

Kev Txwv;

- a. Koomhum peev nyaj yuav txwjnkawm rua cov hluas nuav, uantej muab rhu tawm moog paab rua ib yig(tug hluas), yuavtsum muaj ntau tshaaj le \$15,000.00 nyob rua huv Koomhum.
- b. Koomhum peev nyaj nuav, tsi pub rhu tawm ntau tshaaj le ob zag tuaj rua ib yig ntawm ib lub xyoo.
- c. Koomhum peev nyaj yuav txwjnkawm nuav, tsi pub rhu tawm ntau tshaaj le peb(3) zag tuaj rua ib lub xyoo.
- d. Yog yig(tug hluas) kws muaj npe tswvcuab rua lub Koomhum yuav txwjnkawm nuav, rhu peev nyaj nuav moog yuav txwjnkawm rua nwg uantej tsib(5) lub xyoo tomqaab kws nwg suamnpe ua tswvcuab, tes nwg yuavtsum tau txuas npe ntxiv ua tswvcuab hab tso nyaj rua peev nyaj nuav peb(3) lub xyoo ntxiv. Yog nwg tsi yeem suamnpe txuas ntxiv ua tswvcuab hab tso nyaj paab rua Koomhum peev nyaj nuav, Koomhum yuavtsum rhu \$300.00 tawm ntawm \$2,500.00 kws Koomhum kom tseg paab rua nwg yuav txwjnkawm tawm hab tsuas muab \$2,200.00 rua nwg xwb.
- e. Koomhum peev nyaj paab yuav txwjnkawm nuav, tsuas paab rua tug (tub/ntxhais) kws yuav quaspui quasyawg, yog tug kws sisyuav lawm le kevcai Moob tshoobku lossis nrug rua lwm haiv tuabneeg lawm tag. Lossis yog tug kws tau txais ntaubntawv sisyuav lug ntawm numtswv nroog lossis xeev ntawm lub nroog lossis xeev kws nwg nyob ntawd lawm.
- f. Yog yig(tug hluas) kws muaj npe tswvcuab rua lub Koomhum yuav txwjnkawm nuav, rhu peev nyaj nuav moog yuav txwjnkawm tomqaab tsib(5) xyoo kws nwg suamnpe ua tswvcuab lawm, tes nwg tsi suamnpe txuas ua tswvcuab hab tso nyaj paab rua Koomhum peev nyaj nuav lawm los tau.
- g. Tomqaab peev nyaj nuav pib rhu tawm moog siv paab rua cov hluas txuj kev npaajcuab tsaayim lawm, tsi pub muab ncuav tseg lossis hlaa cov

tswvcuab txuj kev cheemtsuam tau txais kev paab rua txuj kev yuav txwjnkawm.

- h. Hab tomqaab peev nyaj npaajcuab tsaayim nuav pib rhu tawm moog siv lawm, nwg tsi pub cheem ncuat tseg lossi tsum tsi pub rhu vim peev nyajtxag nuav tshuav tsawg tshaaj le Koomhum tau komtseg thaus pib.

Phaaj V Tej Phaab Pawg

- Feem 1. Txhua phaab pawg kws ua dlejnum nyob rua huv Vaaj XauvKaub Foundation, Inc. yuavtsum nyob huvqaab kev tswjfwam ntawm lub Rooj Tsaavxwm, tsuas tshwj paab kaavxwm xaivtsaa kws yog puab tshaabxu moog rua koomhum xwb.
- Feem 2. Txhua tug Tsaavxwm hab cov tsaavxwm ntawm tej phaab pawg kws tuav dlejnum rua Vaaj XauvKaub Foundation, Inc., koomhum yuav tsi them nyaj-teev lossis nyaj-hlis rua. Tshwj yog has tas, thaus lub Koomhum luj hlab dlejnum ntau ua rua cov tsaavxwm lug siv sijhawm seem lug dlha dlejnum tsi tav lawm, lub Rooj Saablaaj Txwm Xyoo maam le lug thaam saib puas tsimnyog lug kom nyajtxag them ib lossis ob tug lug dlha dlejnum rua lub Koomhum.

Phaaj VI Kev Txwv

- Feem 1. Txhua yaam nyajtxag khoom siv kws Vaaj XauvKaub Foundation, Inc. tau txais, Koomhum txais zoole yog ib yaam paabdlawb xwb. Koomhum txaussab yuav muab dlaim ntawv povthawj yog tug tau paab xaav tau.
- Feem 2. Kev thim – Vaaj XauvKaub Foundation, Inc. yuav tsi thim cov nyajtxag, khoom siv kws Koomhum tau txais rov rua ibleeg tug twg kws tau paab.
- Feem 3. Kev qevnyaj tawm – Vaaj XauvKaub Foundation, Inc. txwv tsi pub muab cov nyajtxag txhua yaam kws Koomhum muaj qev tawm.
- Feem 4. Kev txais nyajtxag lug - Vaaj XauvKaub Foundation, Inc. txwv tsi pub moog txais nyajtxag lwmqhov lug siv es yuav ua nujnqes them rovqaab rua.

Phaaj VII Kev Hloov

Tsaab Kevcai Lijchoj Ntxiv nuav yuav ntxiv, rhu, ntxiv lug rua, rhu lug tawm, los hloov tau; yuavtsum yog ob fem peb(2/3) ntawm Vaaj XauvKaub Foundation, Inc. lub Rooj Saablaaj Txwm Xyoo pumzoo txhaj tau. Hab thaus txhimkhu taag lawm yuavtsum koj moog tshaajtawm rua cov tswvcuab huv Koomhum paub.