

Lauer Foundation for Paleontology, Science and Education, NFP Succession Plan (“Plan”)

Introduction and Need for Plan

The Board of Directors of the **Lauer Foundation for Paleontology, Science and Education, NFP** (the “**Lauer Foundation**”) recognizes that the Lauer Foundation should adopt a succession plan (the “**Plan**”) for contingencies due to the disability, death or departure of the President and/or Vice President (the “**Key Officers**”) of the Lauer Foundation. If the Lauer Foundation is faced with the unlikely event of an untimely vacancy of one or both of the Key Officers of the Lauer Foundation, this Plan facilitates the transition in leadership of the Lauer Foundation. The Board of Directors has a clear understanding of the Key Officers’ role in organizational leadership, program development, program administration, operations, board of directors’ relationships, financial operations, resource development and community presence.

Unplanned Absences.

An unplanned absence (“**Unplanned Absence**”) is one that arises unexpectedly, in contrast to a planned leave, such as a vacation or a planned leave of absence. The Board of Directors shall implement the terms of this Plan in the event of the unplanned absence of one or both of the Key Officers.

In the event of an unplanned absence of the President, the Vice President shall serve as acting President (the “**Acting President**”), in accordance with the Lauer Foundation’s bylaws attached as **Exhibit A**. If the Vice President is unwilling or unable to serve, then director Michael Lauer shall serve as the Acting President. If Michael Lauer is unwilling or unable to serve, then Robert Lauer shall serve as the Acting President. If Robert Lauer is unwilling or unable to serve, then Brian Lauer shall serve as the Acting President. The person appointed as Acting President shall serve for a minimum of six (6) months, or as otherwise determined by the Board of Directors from time to time. The Acting President shall have the same authority for decision-making and independent action as the regular President.

The Board recognizes that individuals other than the Key Officers and Directors are not as familiar with the mission and purposes of the Lauer Foundation as the Key Officers and Directors. If an individual other than a Key Officer or Director is appointed Acting President of the Lauer Foundation in accordance with this Plan, he or she shall use all reasonable efforts to serve a term of at least six months following his appointment in accordance with the terms of this Plan (the “**Transition Period**”) to determine if the Lauer Foundation can continue to operate consistent with its mission and purpose. If the Acting President determines during the Transition Period that the Lauer Foundation will be unable to continue to operate consistent with its mission and purposes, then the Acting President shall arrange for the transfer of the fossil collections owned by the Lauer Foundation to the institution designated by the Directors from time to time in a resolution approved by the Directors.

Communications Plan

As soon as possible after the Acting President has assumed his or her duties following an Unplanned Absence, the Acting President shall advise key external supporters of the Lauer Foundation, including, but not be limited to foundation program officers, civic leaders, major donors educational institutions and museums about the leadership succession in accordance with the terms of this Plan.

Approved:

**LAUER FOUNDATION FOR PALEONTOLOGY,
SCIENCE AND EDUCATION, NFP**

By: Bruce H Lauer
Name: Bruce H Lauer
Title: President

Dated: January 28, 2020

Bruce Lauer
Bruce Lauer, President and Director

Rene Lauer
Rene Lauer, Secretary and Director

Michael Lauer
Michael Lauer, Director