

**POLICIES OF THE BOARD OF TRUSTEES
JOB'S DAUGHTERS INTERNATIONAL**

**POL-BOT-1
INSURANCE**

1. All GGCs, JGCs and Bethels under their respective jurisdictions and Bethels under Supreme located in the United States of America and Canada shall be covered under a nation-wide program of insurance outlined as follows:
 - (a) Comprehensive Public Liability for a single limit of two million dollars (\$2,000,000.00), Bodily Injury and Property Damage.
 - (b) Medical Payments for limits of five thousand dollars (\$5,000.00) per person, ten thousand dollars (\$10,000.00) aggregate per accident.
 - (c) Fidelity Bond and Depositors Forgery for a limit of ten thousand dollars (\$10,000.00).
 - (d) Sexual Misconduct Liability Insurance.
2. The insurances listed in paragraph 1. (a) (b) (c) and (d) above are to be written in a Master Contract. Each jurisdiction and Bethel shall receive a self-explanatory Memorandum of Insurance.
3. See SOP-SGC-11 for method of payment.
4. All Bethels of JDI not located in the United States of America or Canada and not covered by the National Insurance program adopted by the SGC may carry insurance coverage approved by the Board of Trustees of the SGC. This coverage must be limited to those items applicable in each Country. Copies of such policies shall be on file in the office of the Executive Manager.

**POL-BOT-2
MASTER MASON**

1. Whenever the words MASTER MASON or MASON are used in these Constitutions and Bylaws, it shall be interpreted to refer to a man who is a member in good standing, or who was in good standing at the time of his death, in a Regular Lodge operating under the jurisdiction of a Grand Lodge which is:
 - (a) recognized by the Grand Lodge of the State, Province or Territory in which Job's Daughters has been established or is being promoted, or
 - (b) recognized by any Grand Lodge that recognizes the Grand Lodge of the State, Province or Territory in which Job's Daughters has been established or is being promoted.
2. MASONIC is an adjective used to describe an organization, principle, or object related or pertaining to Freemasonry, a fraternity of Masons.
3. GOOD STANDING (in Masonry) is a technical term indicating that the Mason owes no money to the lodge; that he is not under charges; that he has not been censored, suspended, or expelled; and, in the case of an unaffiliated Mason, that he is still a member of the Fraternity although he belongs to no Masonic Lodge.
4. An UNAFFILIATED Mason is one who has been granted a demit from a lodge(s) and has yet to affiliate with another lodge within the time limit specified by the Grand Lodge law governing the Blue Lodge from which he demitted.
5. A NON-AFFILIATE is a Mason who, having been a member in good standing of a lodge(s), has been granted a demit from such lodge(s) and who fails to obtain membership in another lodge within the time specified by the Grand Lodge law governing the Blue Lodge from which he demitted.

NOTE: The above definitions are generalized; exact definitions should be verified with the appropriate Grand Lodge.

Copy of the LIST OF LODGES (Masonic) may be obtained with fee from Pantagraph Printing & Stationery Co., PO Box 1406, Bloomington, Illinois 61702, and may be used as a source of information.

**POL-BOT-3
OFFICIAL JEWELRY**

1. Members of the SGC, GGC, JGC, BGC, or Bethels of JDI shall buy official Job's Daughters Jewelry available online through the official jeweler. The purchase of unofficial jewelry and other items bearing an imitation of our official Trademark is not allowed or authorized. (See POL-BOT-4)
2. Jewelry sold in any other manner is unauthorized jewelry and shall not be purchased.

POL-BOT-4

OFFICIAL TRADEMARKS, THEIR USAGE AND ONLINE SALES

This policy outlines the overall requirements, guidance and procedures relating to the use of Registered and Other Trademarks throughout the organization of Job's Daughters International including guidance and requirements relating to online sales. There are currently three (3) Registered Trademarks and seven (7) Other Trademarks approved for usage.

Section 1: Registered Trademarks

(a)



The Three Point emblem: This Trademark consists of a double triangle enclosing a replica of three girls wearing robes, capes, and crowns holding a cornucopia, dove, and urn within the inner triangle, and the words "IYOB FILIAE®" at the base between the inner and outer triangle. This is a registered trademark of Job's Daughters International. Its use is mainly found on jewelry and official documents.



Variations of the Three Point emblem include the Registered Trademark superimposed on a background that has SEVEN POINTS which attach the Trademark to a circular band inscribed Supreme Guardian Council JDI. The use of this mark is restricted to stationary and other printed matter distributed by the SGC or as directed by the Trademark Liaison of the Board of Trustees or the Executive Manager.



The second variation of the Three Point emblem includes the Registered Trademark superimposed on a back ground that has FIVE POINTS which attach the Trademark to a circular band inscribed Grand Guardian Council. The use of this mark is restricted to stationary and other printed matter distributed by the GGC or sanctioned by the Grand Guardian.

(b)



Filhas de Jó®

The name "Job's Daughters International®" is a Registered Trademark of Job's Daughters International. This includes the Portuguese translation "Filhas de Jó®".



Variations of the name “Job’s Daughters International®” (English or Portuguese) include the three daughters silhouette brand adopted in 2017. When the word “International” is combined with this mark (i.e. “Job’s Daughters International ®” or “Filhas de Jo ®”) it becomes a Registered Trademark. When the mark is used with the three Daughters and the words “Job’s Daughters” it is still regarded as an Other Trademark.

Instructions for Usage of Registered Trademarks (a) (b) and (c) above:

Committees of the SGC, GGCs, JGCs and Bethels may use the Registered Trademarks listed in (a), (b) and (c) above without requesting permission on stationary, programs, invitations, napkins, Bylaws, forms, promotion banners, event flyers, business cards, web and social media pages.

Using the Registered Trademarks on any item, other than those listed in the above paragraph, will require permission from the Trademark Liaison of the Board of Trustees using Form 280. The information supplied on Form 280 must include details of all items where it is intended to use the Registered Trademark under the application and the approval (if given) will only be for the usage so detailed.

Supreme Session Arrangement Committees (SACs) may use Registered Trademarks of Job’s Daughters International without requesting permission.

When requesting permission to use the Registered Trademarks on jewelry items or items already produced by Doc Morgan Inc. (DMI), you must give DMI first right of refusal by requesting a bid from them.

If the GGC, JGCs and Bethels wish to use the Registered Trademarks on items that will be sold for profit, they will pay a trademark usage fee to the SGC, unless these items are ordered through Doc Morgan Inc. (DMI). Approval of the Form 280 is contingent on the receipt of the trademark usage fee. If the items are being used to promote Job’s Daughters and not sold for profit, you will still need to use Form 280 to request permission, however the trademark usage fee will be waived.

When you use DMI for your items, you will not need to seek permission from the Trademark Liaison of the Board of Trustees.

Once the trademark usage fee has been paid, and Form 280 approval given, the GGC, JGC or Bethel may contract with a vendor to produce the items. Please note that the vendor is limited to that usage only. Trademark usage is granted for one year from the date of approval. Reapplication may be made from year to year.

Usage of the three (3) Registered Trademarks must contain the ® symbol.

Requests from individuals, organizations outside JDI or vendors to use JDI Registered Trademarks for their fundraising and/or profit purposes will not be approved/authorized. Requests from individuals, organizations outside JDI or vendors to use JDI Registered Trademarks for fundraising or promotional (non-profit) events directly supporting Job’s Daughters International will be accepted and reviewed for approval. Such requests must be in writing using a signed Form 280 with specific wording confirming that their use will be totally promotional (non-profit) and/or that all sales revenues will go directly to Job’s Daughters International.

Items using Registered Trademarks will not be listed, displayed, ordered, advertised, marketed, and/or sold online (website, social media, auction sales, etc.) except by SGC, DMI or SACs unless authorized/approved in advance by the Board of Trustees. See Section 3 that outlines the minimum requirements for online sales authorization/approval.

Section 2: Other Trademarks

(a) The names “Job’s Daughters”, “IYOB FILIAE”, “Daughters of Job”, “International Order of Job’s Daughters”, “IOJD”, “JDI” and “JD International” are all Other Trademarks of Job’s Daughters International.

In addition to the names listed in (a) above, variations of these Other Trademarks include:



Instructions for Usage of the Other Trademarks:

Committees of the SGC, GGCs, JGCs and Bethels may use the seven Other Trademarks, listed in (a) above, without requesting permission.

GGCs, JGCs or Bethels may contract with a vendor to produce items with these seven Other Trademarks, however that vendor is limited to that usage only.

Requests from individuals, organizations outside JDI or vendors to use JDI Other Trademarks for their fundraising and/or profit purposes will not be approved/authorized. Requests from individuals, organizations outside JDI or vendors to use JDI Other Trademarks for fundraising or promotional (non-profit) events directly supporting Job’s Daughters International will be accepted and reviewed for approval. Such requests must be in writing using a signed Form 280 with specific wording confirming that their use will be totally promotional (non-profit) and/or that all sales revenues will go directly to Job’s Daughters International.

Online sales of items using Other Trademarks require advance written approval of the Board of Trustees. See Section 3 below for minimum requirements.

Supreme Session Arrangement Committees (SACs) may use the Other Trademarks of Job’s Daughters International without requesting permission.

Section 3. Online Sales

Items using Registered or Other Trademarks will not be listed, displayed, ordered, advertised, marketed, and/or sold online (website, social media, auction sales, etc.) except by SGC, DMI or SACs unless authorized by the Board of Trustees.

Board of Trustees authorization to advertise, market, and/or sell approved items online must be requested via letter or email to the Trademark Liaison of the Board of Trustees or the Executive Manager. Online marketing, advertising, ordering, and/or selling approval is contingent on the following minimum criteria:

- Site must be a secure site with controlled access and membership limited to a specific jurisdiction or geographic area.
- Site access must be granted to the Trademark Liaison of the Board of Trustees and the Executive Manager for periodic reviews.
- All funds pertaining to these sales must be collected by the specific JDI recognized entity (GGC, JGC, Bethel, etc.) and not an individual.