

NATIONAL REINING HORSE ASSOCIATION

Statement of Policy

DATE SUBMITTED	April 09, 2010	POLICY NUMBER	10-04-03
DATE APPROVED	April 09, 2010	CATEGORY	Administrative
DATE REVISED	February 8, 2014	DATE EFFECTIVE	April 09, 2010
SUPERSEDED BY		DATE REVIEWED	April 09, 2010

SUMMARY

Conflict of Interest Policy

Decisions and activities must be based on the best interests of NRHA and must not be motivated by, or appear to be motivated by, personal considerations or relationships. Any director, officer, committee member or employee should avoid any action, which may involve, or appears to involve, a conflict of interest with NRHA. Relationships with actual or potential suppliers, contractors or competitors must not affect, or appear to affect independent and sound judgment on behalf of NRHA. Directors, officers, committee chairs/members, employees and/or agents acting on behalf of the Association is required to disclose to the Board of Directors any situation that may be, or appears to be, a conflict of interest.

In particular, clear conflict of interest situations involving directors, officers, committee chairs/members, employees and/or agents acting on behalf of the Association who occupy supervisory positions or who have discretionary authority in dealing with any third party specified below may include the following:

- (1) Any significant ownership interest in any supplier, partner or competitor;
- (2) Any consulting or employment relationship with any supplier, partner, competitor or customer;
- (3) The receipt of non-nominal gifts or excess entertainment from any company with which NRHA has current or prospective dealings;
- (4) Being in the position of supervising, reviewing or having any influence on the job evaluation, pay or benefit of any immediate family member; and
- (5) Selling anything to NRHA or buying anything from NRHA, except on the same terms and conditions as others are permitted to so purchase or sell.

Any officer, director, committee member or employee that is involved in any litigation or protest concerning the NRHA, either as a party or a witness, shall recuse themselves and refrain from any open discussion or voting concerning said litigation or protest. Depending on the seriousness of the matter, a temporary leave of absence may be considered.

Such situations, if material, should always be discussed with the President in the case of an officer, director or committee member or the Commissioner in the case of an employee.

From time to time, NRHA may waive some provisions of this Policy. Any waiver of this Policy may be made only by the NRHA Board of Directors.

APPROVED BY BOARD OF DIRECTORS: April 09, 2010