

Baker Industries Conflict of Interest Policy

Updated 12/18/07

Baker Industries and its Officers, Directors, Staff Members, and Volunteers scrupulously shall avoid any conflict between their respective personal, professional or business interests and the interests of the Organization, in any and all actions taken by them on behalf of the Organization in their respective capacities.

If any Officer, Director, Staff Member or Volunteer has any direct or indirect interest in, or relationship with, any individual or organization that proposes to enter into any transaction with the Organization, including but not limited to transactions involving:

- a. the sale, purchase, lease or rental of any property or other asset;
- b. employment, or rendition of services, personal or otherwise;
- c. the award of any grant, contract, or subcontract;
- d. the investment or deposit of any funds of the Association;

such person shall give notice of such interest or relationship and shall thereafter refrain from voting on the particular transaction in which he has an interest, or otherwise attempting to exert any influence on the Organization to affect a decision to participate or not participate in such transaction.

All officers, board members and key employees shall disclose annually to the President any interests that could give rise to conflicts. The President will then report the results of the annual disclosure statements to the board.