



CONFLICT OF INTEREST POLICY

for Board Members of the
Montana Conservation Corps

Members of the MCC Board of Directors should possess uncompromised loyalty to the Corporation, discharging their duties as Directors with the highest standard of care and obedience to applicable federal and state statutes.

The standard of behavior at the Montana Conservation Corps is that all staff, volunteers, and board members scrupulously avoid any conflict of interest between the interests of the Montana Conservation Corps on one hand, and personal, professional, or business interests on the other. This includes avoiding actual conflicts of interest as well as perceptions of any sort of self-dealing involving MCC resources. Under no circumstances shall MCC assets be used to benefit directors directly or indirectly.

I understand that the purposes of this policy are:

1. to protect the integrity of the Montana Conservation Corps's decision-making process;
2. to enable the public and our constituencies to have confidence in our leadership and governance; and
3. to protect the integrity and reputation of volunteers, staff and board members.

I understand that, if upon or before my election or appointment, a conflict of interest exists:

- I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate. A written disclosure is not needed if the board member is not aware of a potential conflict of interest.

In the course of meetings or activities, I will:

- Clearly state if I have a conflict or perceived conflict of interest before speaking to any issue.
- Disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliation), my family and/or my significant other, employer, or close associates will receive a benefit or gain. Abstain from making motions, seconding motions and voting on any such issue.
- After disclosure, I understand that I may be asked to leave the room for the discussion and will not be permitted to vote on the question.
- Conflicts will be noted in the minutes to ensure that this policy is being addressed as required.

I understand that this policy is meant to be a supplement to good judgment, and I will respect its spirit as well as its wording.

Signed:

Date:
