

SALEM UNITED, INC.

CONFIDENTIALITY AND CONFLICT OF INTEREST POLICY AND DISCLOSURE FORM

Confidentiality

As a member of Salem United Inc. in the capacity I hold, I recognize that I owe a fiduciary duty of care to Salem United, Inc. This includes a duty of confidentiality. All information and documentation that I receive from Salem United, Inc. and others in connection with my service will be treated with strict confidentiality. Neither the contents nor the existence of this or other information or documentation will be shared with anyone other than the Executive Officers or Executive Director. If I attend any meetings with any Executive Officers or Executive Director or another board member this information and documentations must not be shared with anyone outside or within the membership. I will direct any questions regarding my confidentiality obligations to Salem United, Inc. President. If that information is shared I have breached that confidentiality.

Conflicts of Interest

As a member of Salem United, Inc. I recognize that I owe a fiduciary duty of loyalty to Salem United. This duty requires me to avoid conflicts of interest and to act at all times in the best interests of Salem United, Inc. The purpose of the conflicts of interest policy (set forth below) is to help inform the all levels of the Executive Board and membership about what constitutes a conflict of interest, assist all levels of the Board in identifying and disclosing actual and potential conflicts, and help ensure the avoidance of conflicts of interest where necessary. This policy may be enforced against individual Board members as described below:

1. Board and members have a fiduciary duty to conduct themselves without conflict to the interests of Salem United, Inc. In their capacity as Board or members, they must subordinate personal, individual business, third-party, and other interests to the welfare and best interests of Salem United, Inc.
2. A conflict of interest is conduct, a transaction or relationship that presents or might conflict with a Board or member's obligations owed to Salem United, Inc. and the Board or members personal, business or other interests.
3. All conflicts of interest are not necessarily prohibited or harmful to Salem United, Inc. However, full disclosure of all actual and potential conflicts, and a determination by the disinterested Board (or Salem United Executive) – with the interested Board or member(s) recused from participating in debates and voting on the matter – are required.
4. All actual and potential conflicts of interests shall be disclosed by Board or members to Salem United Executive Board whenever a conflict arises. Disinterested members of Salem United Executive Board shall make a determination as to whether a prohibited conflict exists and what subsequent action is appropriate (if any). Salem United Executive Board shall inform the President of such determination and action. The President shall retain the right to modify or reverse such determination and action, and shall retain the ultimate enforcement authority with respect to the interpretation and application of this policy.

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5. On an annual basis, all Board or members shall be provided with a copy of this policy and required to complete and sign the acknowledgment and disclosure form below. All completed forms shall be provided to and reviewed by Executive Board, as well as all other conflict information, if any, provided by Board members.

6. All actual and potential conflicts of interests by Board or members with the President of Salem United, Inc. should be directed to the Executive Board. Anyone who intentionally attack, the President or any Executive Board member will be immediately removed from the Organization.

Conflict of Fundraising

As a Board or member, I recognize that I am responsible annually for 10% fundraising participation to Salem United, Inc. This duty requires me to avoid having a conflict in participating in fundraising and sponsorship interest and to act at all times in the best interests of Salem United, Inc. This policy may be enforced against individual Board or members. The President can release Board or members from this obligation

CONFLICTS OF INTEREST ACKNOWLEDGMENT AND DISLOSURE FORM

I have read the conflicts of interest policy set forth above and agree to comply fully with its terms and conditions at all times during my service as a Salem United, Inc. Board or membership. If at any time following the submission of this form I become aware of any actual or potential conflicts of interest, or if the information provided below becomes inaccurate or incomplete, I will promptly notify Salem United, Inc. Executive Board in writing.

Disclosure of Actual or Potential Conflicts of Interest:

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I acknowledge and agree that my selection for service as a Board or member and the opportunities made available to me by serving as a Board or member constitute good and valuable consideration for entering into this agreement, the receipt and sufficiency of which I hereby acknowledge.

In my individual capacity:

Signature: _____

Name: _____