

Frontrunners and Frontwalkers Phoenix Conflicts-of-Interest Policy

The Officers, Directors, and employees of the Frontrunners and Frontwalkers Phoenix (FFP) owe a duty of loyalty to the FFP, which requires that in serving FFP they act, not in their personal interests or in the interests of others, but rather solely in the interests of the FFP. Officers, Directors, and employees must have undivided allegiance to FFP's mission and may not use their positions, information they have about FFP, or FFP's property, in a manner that allows them to secure a pecuniary benefit for themselves or their relatives.

The conduct of personal business between any Officer, Director, and employee and FFP is prohibited according to the FFP Bylaws. Business transactions of the FFP in which an Officer, Director, or employee has an interest is prohibited in accordance with the FFP Bylaws. Proposed transactions shall be reviewed carefully to determine that they are in the best interests of FFP, and that they will not lead to a conflict of interest.

For the purposes of this policy, an Officer, Director, or employee has an interest in a proposed transaction if he/she has a substantial financial interest in it, or has a substantial financial interest in any organization involved in the proposed transaction, or holds a position as trustee, director, general manager, principal officer, or employee in any such organization. Prior to the start of any negotiations, or consideration of a grant request by the FFP, Officers, Directors, and employees are expected to make full disclosure, to the best of their knowledge, of any dual interest in a proposed transaction by submitting a report to the President or other officer designated by the Board to handle such matters, supplying any reasons why the transaction might not be in the best interest of FFP. In matters requiring prior approval of the Board of Directors, the President or other officer shall forward copies of this disclosure report to the Board before its approval.

An Officer, Director, or employee with a dual interest in a proposed transaction shall not vote on the matter and, depending upon the circumstances, may be excluded from any discussion of the matter.

An Officer, Director, or employee shall not use inside information of the FFP for his/her personal benefit, or use such inside information or his/her position as Officer, Director, or employee to the detriment of FFP. Inside information is information obtained through the Officer's, Director's, or employee's position that has not become public information.

Each Officer, Director, and employee has a duty to place the interests of FFP foremost in any dealings involving the FFP and has a continuing responsibility to comply with the requirements of this Policy. On an annual basis, each Officer and Director is required to complete a Conflict of Interest Disclosure Statement.