

MT. PLEASANT USBC ASSOCIATION, INC.

CONFIDENTIALITY AGREEMENT

Confidential information, written, oral or contained on a computer/disc, shall not be disclosed outside of the board meeting or committee meeting without approval of the board, president or chairman.

Various documents may be made public at the request of any member if in accordance with Iowa state law or USBC requirements.

Confidentiality is required of all Officers, Directors, Association Manager and committee members.

Acts of the Board must be reported at the annual meeting of the Mt. Pleasant USBC to those members attending and upon request of any member. These actions are those that impact the membership and finances.

Board policies are confidential and the board may determine which policies are internal and which are external. Board and committee minutes are internal, confidential documents.

Breaking of the Confidentiality Agreement will be dealt with in a timely manner as deemed appropriate by the Mt. Pleasant USBC Board of Directors

Signature

Date

**CONFLICT OF INTEREST
MT. PLEASANT USBC ASSOCIATION, INC.**

The purpose of this conflict of interest statement is to clarify the several obligations of each Officer, Director, employee and committee member of the Mt. Pleasant USBC Association, Inc. (MT P USBC) this statement imposes obligations in addition to those that arise under applicable law.

1. Each Officer, Director, employee or committee member of the MT P USBC (hereafter "Affiliate) agrees to discharge his/her responsibilities acting as a fiduciary, in good faith, in a manner that is in the best interest of the MT P USBC and with the highest standards of personal conduct.
2. Any business transactions between the MT P USBC and each Affiliate or any entity in which such Affiliate possesses a personal, financial, management, or employment interest, direct or indirect, shall avoid self-dealing, impropriety, or conflict of interest and the appearance thereof.
3. An Affiliate shall not permit his/her interests to interfere with independence of judgment or action nor compromise the Affiliate's duty to act in the best interests of the MT P USBC.
4. This statement shall not preclude the MT P USBC Board of Directors or members from approving, in accordance with Iowa law, any transaction or matter in which the Affiliate possesses an interest.

Signature

Date