

DeLaSalle Conflict of Interest Policy

Purpose:

The purpose of this policy is to ensure that all directors, officers, and employees act in the best interest of DeLaSalle (DLS), avoiding actual or perceived conflicts of interest, and to maintain the organization's integrity and tax-exempt status.

1. Duty to Disclose

- **Disclosure of Conflicts:**

- Any individual with a potential or actual conflict of interest must promptly file a written disclosure statement with the President of the Board.
 - Board members aware of potential conflicts involving other members must also file a written disclosure.
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2. Determining a Conflict of Interest

The President of the Board will review disclosed information, discuss material facts with the relevant parties or committees, and determine whether a conflict of interest exists.

3. Addressing a Conflict of Interest

- **Participation Restrictions:**

- Interested individuals may present their case but must leave the meeting during related discussions and voting.

- **Alternatives and Decision-Making:**

- The Board or a designated committee will explore alternatives to the proposed transaction.
- A majority vote of disinterested members will determine whether the transaction is in DLS's best interest, fair, and reasonable.

- **Documentation:**

- All disclosures and resolutions will be documented and retained for a minimum of four years (or longer, as required by grants or contracts).
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4. Violations of the Policy

- **Failure to Disclose:**

- If an individual fails to disclose a conflict, the Board will investigate and may take corrective action.
 - **Retaliation and False Claims:**
 - Retaliation against individuals raising conflicts is prohibited. False conflict claims will result in disciplinary action.
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5. Records of Proceedings

Meeting minutes will document:

- Names of individuals with disclosed conflicts.
 - The nature of the conflict and actions taken.
 - Discussions, alternatives considered, and voting outcomes.
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6. Compensation

- Voting members receiving compensation from DLS cannot vote on matters related to their compensation but may provide information.
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7. Annual Statements

All directors and key individuals must sign an annual acknowledgment confirming:

- Receipt and understanding of the conflict of interest policy.
 - Agreement to comply with the policy.
 - Awareness of DLS's charitable purpose and its compliance with tax-exempt requirements.
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8. Periodic Reviews

To safeguard DLS's tax-exempt status, regular reviews will evaluate:

- Reasonableness of compensation and benefits.
 - Compliance with the organization's charitable mission and federal regulations.
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Acknowledgment

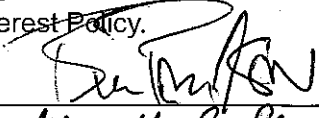
I, the undersigned, affirm that I have read, understand, and agree to comply with DeLaSalle's Conflict of Interest Policy.

Signature: 
Printed Name: Steven Anthony
Date: 1/15/25

Reviewed and Approved by the Board on: 1/15/25

Acknowledgment

I, the undersigned, affirm that I have read, understand, and agree to comply with DeLaSalle's Conflict of Interest Policy.

Signature: 

Printed Name: WILLIAM R. PATTERSON

Date: 1-15-2025

Reviewed and Approved by the Board on: 1/15/25

Acknowledgment

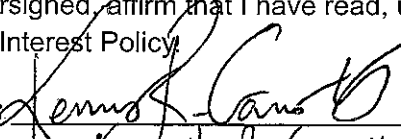
I, the undersigned, affirm that I have read, understand, and agree to comply with DeLaSalle's Conflict of Interest Policy.

Signature: David F. Oliver
Printed Name: DAVID F. OLIVER
Date: 1.14.25

Reviewed and Approved by the Board on: 1/15/25

Acknowledgment

I, the undersigned, affirm that I have read, understand, and agree to comply with DeLaSalle's Conflict of Interest Policy.

Signature: 

Printed Name: Kenneth R. Casutt

Date: 1/15/2025

Reviewed and Approved by the Board on: 1/15/25

Acknowledgment

I, the undersigned, affirm that I have read, understand, and agree to comply with DeLaSalle's Conflict of Interest Policy.

Signature: SGO

Printed Name: Steven Gering

Date: 1/15/25

Reviewed and Approved by the Board on: 1/15/25