

SKIPJACK HERITAGE, INC.

Conflict of Interest Statement

Skipjack Heritage, Inc. (SHI), is a nonprofit, charitable corporation with an IRS(c)3 tax deductible designation. SHI's primary mission is to support and promote the education and appreciation of the Skipjack, their owners, captains, crew and families, the seafood industry and, in general, the waterman's way of life, in order to assist and preserve the social and cultural heritage for current and future generations. SHI also provides support to local watermen, civic organizations an events that have similar goals and/or other means approved by the Trustees.

In view of the mission of SHI and the nature of it's activities, the trustees, directors, employees and volunteers may find themselves in situations where their outside business, or personal interest conflicts with their fiduciary duties to SHI.

NOW, THEREFORE, SHI adopts the following with respect to participation by it's trustees, directors, employees and volunteers in matters coming before the Board, it's actions and Committees in which they may have a potential conflict of interest:

- 1. No trustee, director, employee, or volunteer shall knowingly participate in any decisions of the Board of Directors, or any Committee thereof, or otherwise attempt to influence the conduct, or actions of SHI where such decision, or conduct would directly, or indirectly confer any material, or financial benefit to such person(s), or on any firm, or organization in which such person(s) has a material, or financial interest.**
- 2. In the event there is a matter for consideration, or decision that raises a potential conflict of interest for any trustee, director, employee, or volunteer, that person shall immediately disclose the potential conflict of interest to the Board, or to the Committee considering the matter, as the case may be, and shall not cast a vote on the matter under consideration.**
- 3. This policy shall not be construed as preventing, or discouraging any trustee, director, employee, or volunteer from participating in the discussion of a matter with respect to which that person(s) has a potential conflict of interest, provided such person(s) complies with all of the above.**
- 4. If the Board, or Committee has reasonable cause to believe that a trustee, director, employee, or volunteer has failed to disclose actual, or possible conflicts of interest, it shall inform that person(s) of the basis for such belief and afford that person(s) an**

opportunity to explain the alleged failure to disclose. If, after hearing the response of the person(s) and making such further investigation as may be warranted by the circumstances, the Board, or Committee determines that the person(s) has in fact failed to disclose an actual, or possible conflict of interest, it shall take disciplinary, or corrective action as may be deemed appropriate by a majority vote of the Board of Directors.

5. Each trustee, director, employee and volunteer shall sign a statement, which affirms that he/she has:
- a. Received a copy of SHI's conflict of interest policy.
 - b. Read and understands the SHI's conflict of interest policy.
 - c. Agrees to comply with all conditions of SHI's conflict of interest policy.

AFFIDAVIT:

I, _____ (print name) affirm that I have read the above conflict of interest policy and agree to comply with all requirements thereof. If applicable, I also agree to attach to this statement a list of one, or more know material, or financial interests which I, or a member of my immediate family have in any business entity which transacts business with SHI.

Signature

Date