

POLICY STATEMENT ON CONFLICT OF INTEREST

FL Soccer SRC, Inc.

Preface

In order for the FL Soccer SRC, Inc. ("FLSRC") to complete its mission(s) in the promotion, development, mentoring, training and supporting referees for the game of soccer at all skill levels, in addition to public service with unquestionable credibility, it is mandatory that its elected and appointed officers, directors, office staff, administrators at all levels, designated committee or task force chairpersons, and consultants ("officers and staff") maintain the highest level of integrity and credibility in the performance of their duties and responsibilities. Therefore, it is the purpose of this policy to ensure integrity and objectivity and to provide an understanding and awareness of conflicts of interest, whether real or perceived. The very perception of a conflict of interest may reflect adversely on FLSRC, irrespective of the actual behavior of the individual. Actual or perceived conflicts of interest may cause FLSRC officers and staff to lose credibility and may result in FLSRC members and outside observers believing that the FLSRC officers and staff acted out of self-interest rather than for the benefit of the membership of the organization as a whole.

Application

This policy shall apply to all FLSRC officers and staff in accordance with the definition under "Preface."

Policy

FLSRC Officers and staff shall make every effort and take every precaution to avoid any actual or perceived conflict of interest in relation to their FLSRC activities and duties and their personal and professional interests. Generally, a conflict of interest exists whenever:

1. The interest of officers and staff outside the scope of their work with FLSRC may interfere with or compromise their judgment and objectivity with respect to their duties and responsibilities to FLSRC.
2. Officers and staff whose decisions or actions may influence FLSRC decisions or use FLSRC resources in a manner that results in:
 - a. Personal financial gain or for financial gain of their immediate family members or business associates and/or
 - b. an unfair business advantage to a third party.

CONFLICT OF INTEREST STATEMENT

No officer or staff member of FLSRC shall attempt to derive any personal profit or gain, either directly or indirectly, by reason of his/her participation with FLSRC. Each individual shall disclose to FLSRC any personal interest that he/she may have in any matter pending before FLSRC and shall refrain from participation in any discussion and or decision of such matter.

Any officer or staff member who is an officer, board member, committee member, appointee, stockholder, stakeholder, employee or relative of an employee of a client organization, vendor or affiliate organization of

FLSRC shall identify his/her affiliation with such entity or entities. Further, in connection with any committee or board action specifically directed to that entity, he/she shall not participate in the discussion and/or decision affecting the entity, and the decision must be made and/or ratified by the full FLSRC board of directors.

Any officer or staff member shall refrain from obtaining any list of members for personal or private solicitation purposes at any time during the term of their affiliation except through prior written approval by FLSRC.

At this time, I am a board member, officer, committee member, appointee, stockholder, stakeholder, employee or relative of an employee of the following organizations:

Now this is to certify that I, except as described above, am not now, nor at any time during the past year have been:

1. A participant, directly or indirectly, in any arrangement, agreement, investment, or other activity with any vendor, supplier, or other party doing business with FLSRC that has resulted in or could result in personal benefit to me.
2. A recipient, either directly or indirectly, of any salary payments, loans, gifts of any kind, free service, discounts or other fees from or on behalf of any person or organization engaged in any transaction with FLSRC.

Any exceptions to numbers one and two above are stated below with a full description of the transactions and of the interest, whether direct or indirect, that I have (or have had during the past year) in the person or organizations having transactions:

I understand that any violation of the aforementioned policy will result in my immediate suspension or removal from my elected office, appointment, or employment with FLSRC, as appropriate based on my position within FLSRC. In the case of elected or appointed officers, a hearing before the executive committee will be convened to determine any appropriate disciplinary action to be taken. Affirmation of the executive committee decision will then be made by the full board of directors.

Date: _____

Signature: _____

Printed: _____

Title: _____