

DREAMS of Wilmington, Inc.

Conflict of Interest Policy

I, _____ (name), _____ (title) of DREAMS of Wilmington, Inc. (DREAMS) certify the following statements to be the Conflict of Interest Policy of DREAMS as adopted by the DREAMS Board of Directors:

It is the policy of DREAMS that management, employees and members of the Board of Directors of DREAMS shall avoid conflicts of interest and any conduct which may suggest the appearance of impropriety when exercising their responsibility with regard to the expenditure of disbursement of funds.

No Board member of DREAMS may receive compensation from DREAMS except that a Board member or Executive Committee Member may receive payment for normal travel, pursuant to DREAMS' travel reimbursement policy, and other out-of-pocket expenses required for the fulfillment of the obligation of Board membership.

In no event shall management staff or Board members or members of their families, directly or indirectly benefit except as employees or members of the Board or as normal recipients of program services, from the program's disbursing of funds.

No consultative contract for services shall be awarded to a Board member or a relative of a Board member.

In order to avoid conflicts of interest and the appearance of impropriety, all employees and Board members shall be informed of this policy and compliance with this policy shall be a matter of review in the annual independent audit of the program.

Name and Title

LaToia Brown, Board Chair

I, Amy E. Jeffrey, Notary Public for New Hanover County, North Carolina, do hereby certify that Kevin Blackburn and LaToia Brown personally appeared before me this day and acknowledged the due execution of the foregoing instrument.

Witness my hand and official seal this _____ day of _____, 2020.

Notary Public