

**SOUTHBURY YOUTH BASEBALL, INC.**  
**POLICY ON CONFLICTS OF INTEREST**  
**AND DISCLOSURE OF CERTAIN INTERESTS**

WHEREAS, the relationships of the President, members of the Board of Directors, volunteers, and all other persons having administrative responsibilities with Southbury Youth Baseball, Inc. (hereinafter "SYB") carry with them a requirement of loyalty and fidelity; and

WHEREAS, it is the responsibility of such persons to administer SYB affairs honestly and economically, exercising their best care, skill, and judgment for the benefit of SYB; and

WHEREAS, it is also the responsibility of the President to make full disclosure of any interest that might result in a conflict on his/her part, and the Board of Directors makes a like requirement of all persons with administrative responsibilities, and forbids any material conflict of interest on the part of such persons except that the provisions of this paragraph shall not apply to services rendered to patients by physicians in the regular and ordinary course of the private practice of medicine;

WHEREAS, it is deemed to be timely and appropriate to adopt a policy on conflicts of interest for the guidance of all person so as to ensure adherence to the aforementioned policy and avoidance of conflicts of interest;

NOW, THEREFORE, BE IT RESOLVED: That the following policy on conflicts of interest is hereby adopted and agreed upon by the Board of Directors:

1. The President, members of the Board of Directors and all persons with the administrative responsibilities shall exercise the utmost good faith in all transactions touching upon their duties to SYB and its property. In their dealings with and on behalf of SYB, they shall be held to a strict rule of honest and fair dealing between themselves and SYB. They shall not use their positions or knowledge gained there from, so that a conflict might arise between the interest of SYB and that of the individual.
2. All acts of such persons shall be for the best interest of SYB.
3. Such persons shall not accept any gifts, favors, or hospitality that might influence their decision-making or actions affecting SYB.
4. Although it is recognized that a degree of duality of interest (financial or participation in a competing organization) may exist from time to time, such duality shall not be permitted to influence adversely the decision-making process of SYB. To this end, any person subject to this policy shall promptly report the possible existence of a conflict of interest for him/her self or any other person subject to this policy. The report shall be made to the Board of Directors.

A full disclosure of all facts pertaining to any transaction that is subject to any doubt concerning the possible existence of a conflict of interest shall be made before consummating the transaction.

Pursuant to this resolution, please inform the SYB President if you have any conflict of interest as herein described. Please be assured that the disclosure requirements are intended to provide us with a systematic and ongoing method of disclosing and ethically resolving potential conflicts of interest.

To assist in your review, we wish to point out that a conflict of interest can be considered to exist in any instance where the actions or activities of an individual on behalf of the institution also involve the obtaining of an improper gain or advantage, or an adverse effect on SYB's interests. Conflicts of interest also can arise in other instances. Although it is impossible to list every circumstance giving rise to possible conflict of interest, the following will serve as a guide to the types of activities that might cause conflicts and that should be fully reported to

**1. Gifts, Gratuities and Entertainment**

To accept gifts, excessive entertainment, or other favors from any outside concern that does, or is seeking to do, business with, or is a competitor of, SYB under circumstances from which it might be inferred that such action was intended to influence or possibly would influence the individual in the performance of his/her duties. This does not include the acceptance of items of nominal or minor value that are clearly tokens of respect or friendship and not related to any particular transaction or activity of SYB.

**2. Inside Information**

To disclose or use information relating to SYB business for the personal profit or advantage of the individual or his/her immediate family.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that the disclosure relates not only to yourself, but also to your immediate family.

I have read the above statements and I agree with the Conflict of Interest policy.

Approved:

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Board of Directors

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Date