

Dolphin South End Running Club (DSE)

Conflict of Interest Policy

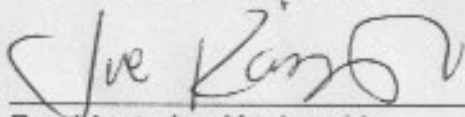
Board Approved:

The board officers/directors owe a duty of loyalty to the DSE which requires that in serving the DSE they act, not in their personal interests or in the interest of others, but rather solely in the interests of the DSE. Officers and directors must have undivided allegiance to DSE's mission and may not use their positions, information they have about DSE, or DSE's property, in a manner that allows them to secure a pecuniary benefit for themselves or their relatives. The conduct of personal business between any board officer/director and DSE is prohibited. Business transactions of the DSE in which a board officer/director has an interest shall not be prohibited, but they shall be subject to close scrutiny. Such proposed transactions shall be reviewed carefully to determine that they are in the best interests of DSE and that they will not lead to conflict of interest. For the purposes of this policy, a board officer/director has an interest in a proposed transaction if he/she has a substantial financial interest in it, or has a substantial financial interest in any organization involved in the proposed transaction, or holds a position as trustee, director, general manager, principal officer, or employee in any such organization. Prior to the start of any negotiations, or consideration of a grant request by the DSE, board officers/directors are expected to make full disclosure to the best of their knowledge of any dual interest in a proposed transaction by submitting a report to the President or other officer designated by the Board to handle such matters, supplying any reasons why the transaction might not be in the best interest of DSE. In matters requiring prior approval of the Board of Directors, the President or other officer shall forward copies of this disclosure report to the Board before its approval. A board officer/director with a dual interest in a proposed transaction shall not vote on the matter and, depending upon the circumstances, may be excluded from any discussion of the matter.

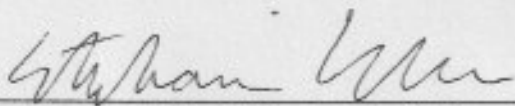
A board officer/director shall not use inside information of the DSE for his/her personal benefit, or use such inside information or his/her position as board officer/director to the detriment of DSE. Inside information is information obtained through the officer's or director's position that has not become public information. Each officer and director has a duty to place the interests of DSE foremost in any dealings involving the DSE and has a continuing responsibility to comply with the requirements of this Policy. On an annual basis, each officer and director is required to complete a Conflict of interest Disclosure Statement.

The undersigned board officers acknowledge that they have read and understood the DSE Conflict of Interest Policy.

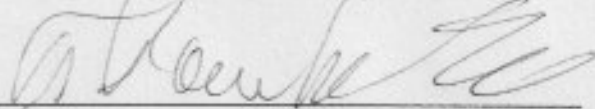
DSE Board Members 2023 (year)



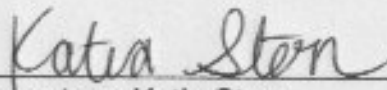
President: Joe Kaniewski



Senior Vice President: Stephanie Soler



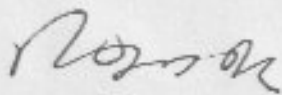
Second Vice President: Terri Rourke



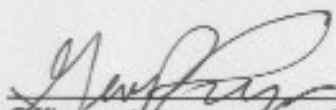
Secretary: Katia Stern




Treasurer: Rebecca Teichmann



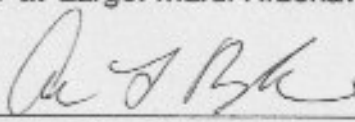
Officer-at-Large: Kevin Lee



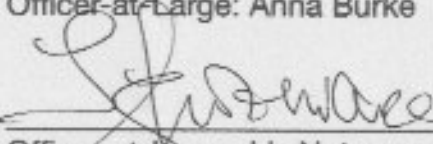
Officer-at-Large: Jerry Flanagan



Officer-at-Large: Marsi Hidekawa



Officer-at-Large: Anna Burke



Officer-at-Large: Liz Noteware