

Schedule 'A'

HOUSTON JUNIOR AEROS HOCKEY ASSOCIATION, INC.
Conflict of Interest Policy

The Houston Junior Aeros Hockey Association, Inc. (the "Association") recognizes that its responsibilities to the Members, sponsors, and volunteers include the efficient and effective utilization of resources to fulfill the Association's mission. The Association's ability to provide the best forum for youth hockey in Houston depends upon the perception of its General Members, sponsors, and volunteers with respect to integrity of its Board. Thus, all Directors must fully disclose their personal or business interests, or those of any member of his family or the employer of such Director, which could give rise to situations that would conflict or appear to conflict with the interests of the Association ("Conflicts of Interest").

Potential Conflicts of Interest arise when a proposed or actual business transaction, or any action involving the Association (including, without limitation, a grievance or protest), could compromise the judgement of the Director. The judgement of a Director is compromised if, because of his interest in such action or transaction, the Director's primary motivation is not to further the best interests of the Association, or if an objective third person could perceive that the primary motivation of the Director is not to further the best interests of the Association.

The Association recognizes that it may be difficult, given the scope of the Houston hockey community, to avoid all Conflicts of Interests between a Director and the Association when conducting Association business. Each Director, by agreeing to abide by this Conflict of Interest Policy, undertakes that he will make no decision upon matters in which he has an actual or perceived Conflict of Interest. If such decision falls under the scope of his Directorship duties, such decision will be yielded to the President or, if the President also has an actual or perceived Conflict of Interest in the matter, another suitable Director.

Each Director shall annually affirm, in writing, to be bound by this Conflict of Interest Policy. The failure of a Director to comply with the spirit or literal meaning of this Conflict of Interest Policy could result in the immediate removal of the Director if deemed appropriate by the Board.

Name of Director: _____

Signature: _____

Date: _____

Description of Potential Conflicts of Interest, if any:

