

## Summary of Conflicts of Interest Policy

This summary is not intended to replace the four-page conflicts of interest policy document, but is merely intended to provide an overview of the document. For complete details, read the entire document. The Foundation for Movement Intelligence (FMI) will comply with all conflicts of interest requirements under federal and state law for non-profit organizations, and its conflicts policy is a supplement to those laws, which are not covered in this summary.

In general, any compensation paid to an officer, director, or member of any committee of FMI is subject to these provisions, and such persons are required to disclose their interest. Payments for services, whether direct as salary or payments for services within the scope of an officer's duties, or indirect through an independent contract for services, are governed. In all such cases the officer or board member is required to disclose any connection they have with any individual or organization that will receive compensation for services from FMI. The affected member is prohibited from voting on matters pertaining to agreements, which they have an interest in.

Where an officer or member of a committee has a financial interest, the governing board or committee involved must determine the transaction is fair and reasonable in the circumstances. The board/committee must keep a written record of who was present at any vote, a record of the vote, and a record of any discussions held, or evidence considered, in connection with the vote. The committee may, but is not required to, consider alternatives to a proposed transaction, or consider compensation surveys when setting compensation for officers or directors. The documents do not prohibit paid officers from sitting on the advisory board or committees. They do not prohibit officers and committee members from entering into contracts to provide outside services, so long as payments will not result in payments which are excessive. Periodic reviews of all such transactions must be conducted to insure that the policies stated in the conflicts documents are being complied with.

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