

CODE OF CONDUCT FOR REDHILL FOREST POMWACA BOARD OF MANAGERS

Whereas the Board of Managers of Redhill Forest Property Owners, Mutual Water and Cattle Association (the "Association") has the obligation and duty to manage the Association for the benefit of the membership and to preserve the quality and value of Redhill Forest using the Board of Manager's best business judgment.

Therefore, this Code of Conduct is hereby adopted to guide this and future Members of the Board in order to set a standard and a tone for behavior that is conducive to the best interests of the entire community.

1. Board Members will use their best efforts at all times to make decisions that are consistent with high principles, and to protect and enhance the health, safety, welfare and property values of the members of the Association.
2. No favors or gifts of any type worth \$25.00 or more will be accepted by any Board Member from any member, contractor, employee or supplier.
3. No contributions will be made to any political party or political Candidate on behalf of the Association or by the Association without approval of a simple majority vote of the Association membership at a membership meeting with a proper quorum.
4. The Board Members will take reasonable steps to protect the confidentiality of other Board Members' personal information, as well as all members' personal information.
5. No drugs, alcohol or substance abuse will be tolerated while conducting official Association business.
6. Any Board Member convicted of a felony will voluntarily resign from his/her position.
7. All Board Members must remain in good standing with the Association, meaning no more than 30 days behind on assessments, special assessments, USAF, water bills, and not in violation of the covenants, bylaws, regulations/rules, or involved in any adverse legal action against the Association. Any Board Member not in good standing will voluntarily recuse themselves of performing any official duty including but not limited, any duties associated with an office or chair of a committee, and will refrain from voting on all issues until they are in good standing. Any Board Member who is not in good standing for more than 90 days will voluntarily resign from his/her position.

8. Association business meetings will be conducted in a professional manner. Abusive language and personal attacks against individual members, Board Members, contractors or employees are not consistent with the best interest of the community and are prohibited.
9. It is understood that differences of opinion will exist. They should be stated in a clear, succinct and professional business-like manner. These opinions shall be recorded in the Association's meeting minutes.
10. The Board shall conduct business in a democratic manner in accordance with the Association's covenants and bylaws. Each Board Member is expected to work toward executing the will of the majority of the Board of Managers. Differing opinions shall be stated clearly in the meeting minutes.
11. A Board Member shall not knowingly misrepresent any material facts about the Association.
12. A Board Member shall not represent, or give the impression of representing the Board or Association to any outside organization without the consent of the Board of Managers.
13. No Board Member shall use his/her position for personal financial gain. No insider information may be used in the buying or selling of Redhill Forest Property.
14. The Board of Managers has adopted a Conflict of Interest Policy. Each Board Manager is expected to be familiar with and comply with the terms of that policy.
15. The Board of Managers shall follow equal employment opportunity conduct when hiring vendors, contractors, etc. without discrimination or harassment on the basis of race, color, national origin, religion, gender, age, disability, marital status, creed, sexual orientation or any other characteristics protected by law. The Association prohibits and will not tolerate any such discrimination or harassment.