

USWCA/USCA Liaison Conflict of Interest Policy

The United States Women's Curling Association ("USWCA") appoints a Liaison to participate in the United States Curling Association ("USCA") meetings to enhance the effectiveness of both organizations, per Article VIII Section 10(e) of the USWCA Bylaws. It is the duty of the USWCA/USCA Liaison to represent the USWCA as a Director on the Board of the USCA and on the USCA Executive Committee.

The USCA has a formal Ethics and Conflict of Interest Policy for the guidance of its directors, officers, volunteers and employees in order to promote adherence to its ethical standards and to avoid conflicts of interest. The USWCA is adopting this USWCA/USCA Liaison Conflict of Interest Policy to ensure that the USWCA candidate for USWCA/USCA Liaison will not have a conflict of interest when serving as a Director on the USCA Board.

The USWCA/USCA Liaison must avoid any real conflict of interest as well as avoid the appearance of any conflict of interest. Other volunteer work, business interests, government activity and/or family relationships may create potentially conflicting interests. The USWCA/USCA Liaison shall have no material relationship with the USCA, either directly or through an organization that has a material relationship with the USCA. If a relationship is "material", it would interfere with the USWCA/USCA Liaison's independent judgment.

The following set of considerations is to be used by the USWCA Nominating Committee in evaluating the independence of any potential candidate for USWCA/USCA Liaison. For the purposes of the independence evaluation, these considerations are to be applied to the twelve (12) months preceding the election of the USWCA/USCA Liaison at the USWCA Board of Directors Winter Meeting:

1. The candidate was employed by or held any Governance (Board of Directors) Position (whether a paid or volunteer position) with USCA, regional or state curling associations, the United States Olympic and Paralympic Committee, or the World Curling Federation.
2. An immediate family member of the candidate was employed by or held any Governance (BOD) Position (whether a paid or volunteer position) with USCA, regional or state curling associations, the United States Olympic and Paralympic Committee, or the World Curling Federation.
3. The candidate was affiliated with or employed by USCA's outside auditor or outside counsel.
4. An immediate family member of the candidate was affiliated with or employed by the USCA's outside auditor or outside counsel as a partner, principal, or manager.
5. The candidate or an immediate family member of a candidate was a member of USCA's Athletes' Advisory Council.
6. The candidate received or will be receiving any substantial compensation from USCA, directly or indirectly.
7. The candidate is an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does substantial business with USCA.

Candidates for the USWCA/USCA Liaison role are required to complete and sign the USWCA/USCA Liaison Conflict of Interest Disclosure Statement in advance of the elections at the USWCA Board of Directors Winter Meeting. The completed Disclosure Statements will be used by the Nominating Committee to evaluate the independence of the nominees and determine if a potential conflict of interest exists.

Once elected to the position of USWCA/USCA Liaison, the Liaison is obligated to resign any position that she holds as an officer or board member of a curling club or state or regional curling association immediately. As an independent director of the USCA, she will not, subsequent to her election as an independent director and while serving as an independent director, take a position as an officer or board member of a curling club or state or regional curling association.

If during a USWCA/USCA Liaison's term she has a change in her status such that a question arises as to his/her continued independence as provided for in this Conflict of Interest policy, the USWCA/USCA Liaison will inform both the USWCA President and USCA Board of Directors of said changes in a timely manner such that the USCA Board of Directors may determine whether it is appropriate for the USWCA/USCA Liaison to continue to have USCA Board of Directors voting privileges.