



KING'S HOME
Where Hope Lives

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CONFLICT OF INTEREST POLICY

Purpose -

King's Home strives in all respects to conduct its business and operational activities with integrity, fairness and in accordance with highest ethical standards. The "Conflict of Interest" policy outlines how transactions are handled if benefiting the private interest of a director, officer or key employee.

Conflict of Interest -

A conflict of interest may exist when a director, officer or key employee or member of his or her immediate family has a financial interest in a decision by or on behalf of King's Home.

Policy -

King's Home policy is that no director, officer or key employee shall derive personal profit, or gain, directly or indirectly, by reason of his or her serving on the Board of Directors or employment by King's Home, except as authorized by the Board.

Each director, officer and key employee shall disclose to the Board "material" personal interest or possible conflict of interest which he or she may have in any matter pending before the Board or any action taken or to be taken by or on behalf of King's Home.

Each individual covered by this policy agrees that such individual, except as authorized by the Board, will not participate in any decision by or on behalf of King's Home that materially benefits (a) such individual, (b) a member of such individual's immediate family, or (c) any organization with which such individual has a formal relationship (regardless as to whether the organization in question is for profit or nonprofit).

Note - King's Home has a more extensive Conflict of Interest policy in the employee handbook that applies to all employees.

Procedures -

Each new director or newly hired officer or key employee is furnished a disclosure statement. It is the responsibility of the director, officer or key employee to disclose any existing conflicts of interest or make known any potential conflicts of interest that may arise during their service on the following Conflict of Policy Disclosure Statement.

When any conflict of interest requires action by the Board of Directors, the directors will determine whether a more advantageous transaction or arrangement from a person or entity that would not give rise to the conflict of interest can be obtained. If this is not possible, then the Board of Directors will vote (excluding the interested parties) to decide if the transaction or arrangement is in the best interest of King's Home. The minutes of the meeting shall reflect that the conflict of interest was disclosed and whether the interested person was or was not present during the final discussion or vote.



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When any conflict of interest may be involved in a matter involving an officer or key employee, such employee shall notify the President of King's Home, which shall constitute notice to the Board, and if the conflicted person is the President, he/she shall notify the Chairman of the Board.

Definitions

Director – Active member of the Board of Directors.

Officer – Employee of King's Home who holds the position of President, CEO, COO or CFO.

Key Employee – Employee of King's Home who holds a director level position.

Members of the immediate family – This includes spouse, descendants, parents and siblings.



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Conflict of Interest Disclosure Statement

To: President of King's Home

I have reviewed the King's Home Conflict of Interest Policy statement and hereby advise as follows:

- During my term of service as a member of the Board of Directors or as an employee, I agree to disclose to the Board any personal interest I may have in any matter pending before the Board or in any action taken or to be taken by or on behalf of King's Home.
- The following is a list of companies and/or organizations in which I have an interest, which will or may be expected to engage in transactions with King's Home.

Company/Organization	Title/Affiliation

Name (print)

Signature

Date
