

Board of Trustees Recusal Policy:

Whenever an issue comes before the Board such that an individual Board member would likely benefit materially from decisions made by the Board in a way that would not benefit equally the general membership of the Company, that Board member must recuse him or herself from the discussion and vote. If at least two Board members believe that there are grounds to force the recusal of another member, that recusal shall be binding.

Adopted unanimously 7/30/12