INTERNATIONAL ASSOCIATION OF ELECTRICAL INSPECTORS
ANTITRUST COMPLIANCE GUIDELINES

The International Association of Electrical Inspectors (IAEI) is a not-for-profit organization. IAEI is not organized to, and may not play any role in the competitive decisions of, its members or their employees, nor in any way restrict competition among members or potential members. Rather, it serves as a forum for a free and open discussion of diverse opinions without in any way attempting to encourage or sanction any particular business practice.

IAEI provides a forum for exchange of ideas in a variety of settings, including its annual meeting, educational programs, committee meetings and Board meetings. Antitrust laws are designed to protect and promote competition. They do this by making it illegal for competitors and associations of competitors to fix prices or unreasonably restrain competition. The Board of Directors recognizes the possibility that IAEI and its activities could be viewed by some as creating an environment or opportunity for anti-competitive conduct. Therefore, this policy statement is intended to clearly and unequivocally support the policy of open competition served by the antitrust laws and to communicate IAEI’s uncompromising policy to comply strictly in all respects with those laws. IAEI will make reasonable efforts to inform members and any other attendees of IAEI meetings and activities of these Antitrust Compliance Guidelines. In addition, these Antitrust Compliance Guidelines will be available on IAEI’s website and at other publicly available locations selected by IAEI. IAEI will also provide a copy of these Antitrust Compliance Guidelines upon request.

The antitrust laws prohibit joint activity or agreements between persons and businesses that unreasonably restrain trade. Such agreements may be written, unwritten, informal or even unspoken. You should be aware that violation of the antitrust laws may occur through active participation or through implied acquiescence by attending a meeting where others engage in illegal discussion concerning price-fixing or other prohibited subject matter, even if one says nothing during the discussion.

Violations of the antitrust laws may be felonies, which (1) can subject an individual to imprisonment, and (2) can subject companies and individuals to substantial monetary fines, civil liability for damages and injunctions.

IAEI members, as well as every individual and company that participates in IAEI meetings and activities (i.e., a speaker, panelist, attendee or guest), should avoid discussing certain subjects when they are together both at formal IAEI membership, Board of Directors, committee and other meetings, and in informal contacts with other industry members – and should otherwise adhere strictly to the following guidelines:
• DO NOT exchange or discuss prices, fees or rates, or features that can impact (e.g., raise, lower or stabilize) prices such as discounts, costs, salaries, terms and conditions of sale, warranties or profit margins;

• DO NOT agree with competitors as to uniform terms of sale, warranties or contract provisions;

• DO NOT agree with competitors to divide up customers, markets or territories;

• DO NOT agree with competitors to refrain from dealing with certain suppliers or others;

• DO NOT discuss or make agreements which restrict the volume of goods that will be produced or made available for sale;

• DO NOT try to prevent a supplier from selling to your competitors;

• DO NOT discuss your customers with your competitors;

• DO NOT disclose to others any competitively sensitive information, such as, without limitation, individual internal company statistics, inventories or merchandising methods;

• DO NOT agree to any association membership restrictions, standard-setting, certification, accreditation or self-regulation programs without the restrictions or programs having been pre-approved in a signed writing by IAEI’s CEO;

• DO confer with legal counsel and IAEI before bringing up any topic or making any statement with competitive ramifications;

• DO speak up at any meeting or activity to prevent a violation of these guidelines;

• DO leave any meeting (formal or informal) where improper subjects are being discussed; and

• DO inform IAEI’s CEO, in a prompt and expedient manner, of any violation (or suspected violation) of these guidelines, whether by you or any third party.

The above list is not exhaustive. Other types of activity on the part of members may comprise antitrust violations. General questions regarding these guidelines should be addressed to IAEI’s CEO. However, members should seek the advice of their own legal counsel with respect to specific questions and incidents.

IAEI will promptly investigate any violation or suspected violation of these guidelines of which it is notified or becomes aware. Your violation of these guidelines will result in IAEI taking
appropriate disciplinary action against you, which may include being banned from IAEI meetings and activities and termination of IAEI membership.

The following statement should be recited at the commencement of, any IAEI-sponsored educational session, discussion group, or similar forum of IAEI members:

IAEI has a policy of strict compliance with antitrust laws. All attendees and participants in IAEI meetings and activities are expected to be familiar with, and to comply with, the IAEI Antitrust Compliance Guidelines. It is important to bear in mind that those in attendance at this meeting may be your competitors. As a result, IAEI meetings and activities must be conducted in a manner consistent with the IAEI Antitrust Compliance Guidelines.

If at any time during the course of the meeting IAEI representatives believe that a sensitive topic under the antitrust laws is being discussed, or is about to be discussed, they will so advise the meeting and halt further discussion of that topic. As an attendee at this meeting, you likewise should not hesitate to voice any concerns you may have in this regard because you also have an obligation to terminate any discussion if that discussion might be construed to raise any antitrust issues. If your antitrust concerns are left unaddressed, you should announce that you are leaving, explain why and walk out of the meeting.

If you need to review a copy of the IAEI Antitrust Compliance Guidelines today, please let an IAEI representative know right now and we will get you a copy to review. You can also find those guidelines on IAEI’s website. Again, IAEI is fully committed to complying with the antitrust laws.