NOMINATING COMMITTEE CONFLICT OF INTEREST POLICY

The primary duty of each member of the Nominating Committee for the NC AWWA-WEA is to select, in a fair and unbiased way, the candidates to be nominated for each office being filled by the Association. The nominations by this committee are to be made pursuant to the detailed guidance specified in the Constitution of the North Carolina Water Environment Association and the By-laws of the North Carolina Section American Water Works Association.

To accomplish these responsibilities, each member of the Nominating Committee is to be free of any conflict of interest. If, as a Nominating Committee member you (or your associates) stand to gain from a particular nomination to be made by the committee, you have an affirmative obligation to notify the Chair of the Committee and you are not to participate in the discussion or vote on that nomination. Furthermore, you must not use your influence to sway the view of any committee member in arriving at his or her personal decision in voting on that nomination.

A committee member who ignores these requirements may be committing an illegal act and may not be entitled to any protection pursuant to the indemnification By-law. Additionally, you may not be entitled to the protection provided committee members of not-for-profit organizations under applicable state laws.

\textit{Annually all members of the Nominating Committee are required to review, agree, and acknowledge this policy by signature. The signed document is maintained in the records of NC AWWA-WEA according to record retention guidelines.}