

RESOLUTION NO. 10-2-8-3

A RESOLUTION OF THE UTE CONFERENCE, INC ADOPTING A POLICY REGARDING REPORTING IRREGULARITIES

WHEREAS, the Ute Conference, Inc (hereinafter “Conference”) is a not-for-profit corporation organized under the laws of the State of Utah; and

WHEREAS, among other things, the purpose of the Ute Conference is to provide the opportunity for youth players to enjoy and participate in the active competition of the game of football (See Ute Conference, By-Laws p.1); and

WHEREAS, the Conference is desirous to protect its tax-exempt status, the assets of the Conference, encourage people to come forward and report violations of the law, and preserve and protect the good name and integrity of the Conference; and

WHEREAS, the Board of Directors of the Conference now desires to adopt, by written resolution, a reporting or “Whistle Blower” policy.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Ute Conference, Inc as follows:

1. Generally

The Conference requires directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees, volunteers, and representatives of the Conference, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

2. Reporting Responsibility

It is the responsibility of all directors, officers, volunteers, and employees to report ethics violations or suspected violations in accordance with this Whistleblower Policy.

3. No Retaliation

No director, officer, volunteer, or employee who in good faith reports an ethics violation shall suffer harassment, retaliation, or adverse consequences. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of his or her involvement with the Conference. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Conference via self reporting prior to seeking resolution outside the Conference.

4. Reporting Violations

The Conference has an open door policy and suggests that people associated with the Conference share his or her questions, concerns, suggestions, or complaints with someone who can address them properly. In most cases, the President of each individual league is in the best position to address such areas of concern. However, if a person is not comfortable speaking with the President of the league, or is not satisfied with the President's resolution, individuals are encouraged to speak with someone on the Executive Committee or with legal counsel for the Conference. Presidents and Coaches are required to report suspected ethics violations to the Conference's Compliance Officer, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when a person is not satisfied or uncomfortable with following Conference's open door policy, individuals should contact Conference's Compliance Officer or legal counsel directly.

5. Compliance Officer

The Conference's Compliance Officer is the Commissioner. With assistance of counsel, the Commissioner is responsible for investigating and resolving all reported complaints and allegations concerning violations. The Compliance Officer has direct access to the Executive Committee of the board of directors and is required to report to the Executive Committee at least annually on compliance activity. The Conference's Compliance Officer is the chair of the Executive Committee.

6. Accounting and Auditing Matters

The Executive Committee as a subcommittee of the board, shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify the Executive Committee of any such complaint and work with the committee until the matter is resolved.

7. Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly false will be viewed as a serious disciplinary offense.

8. Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

9. Handling of Reported Violations

The Compliance Officer will notify the sender and acknowledge receipt of the reported violation or suspected violation within ten (10) business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

IT IS FURTHER RESOLVED, that all Board Members, Board Members, and employees of the Conference are hereby directed to take all actions necessary and appropriate to effectuate the provisions of this Resolution.

APPROVED AND ADOPTED this ___ day of _____, 2010.

UTE CONFERENCE INCORPORATED

By: _____
MICHAEL MATICH, COMMISSIONER

Attest:

CORPORATE SECRETARY