CONFLICTS OF INTEREST POLICIES

Prepared July 5, 2021

Draft for Board Approval

CONFIDENTIALITY

In connection with Bridges’ performance of services, the Independent Contractor or Employee may be exposed to confidential and proprietary information of the Company, whether or not so identified. All such confidential and proprietary information shall be subject to the terms and conditions of a standard Non‐Disclosure Agreement. Confidential and proprietary information shall not be shared outside the company without prior written consent from the Executive Director of Bridges.

NONCOMPETE WHILE WORKING FOR THE COMPANY

Employee and/or Independent Contractor agrees not to offer the same services provided by the Company to any Client, Partner, Bridge Leader or Bridges Community of the company while under contract to work with the company.

LIMITS ON BORROWING FUNDS FROM BRIDGES PARTNERS AND TEAM MEMBERS

While under contract with Bridges, Employee and/or Independent Contractor agrees not to borrow privately in excess of $250 from any person relationally connected to Bridges as a Bridge Leader, Community Member, Financial Partner, Contractor, or in any other capacity. For borrowing $250 or less cumulatively, no permission is required.

LIMITS ON SOLICITATION

While under contract with Bridges, Employee and/or Independent Contractor agrees not to solicit funds for another purpose outside of Bridges in excess of $70 from any person relationally connected to Bridges as a Bridge Leader, Community Member, Financial Partner, Contractor, or in any other capacity. For solicitations of $70 or less cumulatively, no permission is required.