

EXTRACORPOREAL LIFE SUPPORT ORGANIZATION



Phone: 1-734-293-2101

Extracorporeal Life Support Organization (ELSO) Conflict of Interest Policy

Article I

Purpose

The purpose of the conflict of interest policy is to protect ELSO's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of ELSO or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II

Definitions

1. Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which ELSO ("ELSO" includes its affiliates and subsidiary organizations) has a transaction or arrangement,
- b. A compensation arrangement with ELSO or with any entity or individual with which ELSO has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which ELSO is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the Board of Directors or designated subcommittee decides that a conflict of interest exists.

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Article III Procedures

1. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Directors and designated subcommittee members with governing board delegated powers considering the proposed transaction or arrangement.

2. Recusal of Self

Any director or member of the designate subcommittee may recuse himself or herself at any time from involvement in any decision or discussion in which the director believes he or she has or may have a conflict of interest, without going through the process for determining whether a conflict of interest exists.

3. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Board or designated subcommittee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Board or committee members shall decide if a conflict of interest exists.

4. Procedures for Addressing the Conflict of Interest

- a. An interested person may make a presentation at the Board or designated subcommittee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the Board or designated subcommittee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the Board or designated subcommittee shall determine whether ELSO can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or designated subcommittee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the ELSO's best

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interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

5. Violations of the Conflicts of Interest Policy

- a. If the Board or designated subcommittee has reasonable cause to believe a person who is required to make a disclosure hereunder has failed to disclose actual or possible conflicts of interest or has not complied with Board directions regarding the elimination, mitigation, or management of a disclosed conflict of interest, it shall inform the person of the basis for such belief and afford the person an opportunity to explain the alleged failure to disclose or comply.
- b. If, after hearing the person's response and after making further investigation as warranted by the circumstances, the Board or designated subcommittee determines the person has failed to disclose an actual or possible conflict of interest, or comply with the Board's directions related to a disclosed conflict of interest it shall take appropriate disciplinary and corrective action.

Article IV

Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Board's or designated subcommittee's decision as to whether a conflict of interest, in fact, existed.
- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V

Compensation

- a. A voting member of the Board who receives compensation, directly or indirectly, from ELSO for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from ELSO for services is precluded from voting on matters pertaining to that member's compensation.

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- c. No voting member of the Board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from ELSO, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI Annual Statements

1 Annual Disclosures

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands ELSO is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

2. Independent Director

In addition, each voting director of the Board shall annually sign a statement which declares whether such person is an independent director. A director shall be considered “independent” for the purposes of this policy if he or she is “independent” as defined in the instructions for the IRS 990 form, that is, the director:

- a. is not, and has not been for a period of at least three years, an employee of ELSO or any entity in which ELSO has a financial interest;
- b. does not directly or indirectly have a significant business relationship with ELSO, which might affect independence in decision-making;
- c. is not employed as an executive of another corporation where any of ELSO’s officers or employees serve on that corporation’s compensation committee; and
- d. does not have an immediate family member who is an officer or employee of ELSO or who holds a position that has a significant financial relationship with ELSO.

3. Changes in and Review of Annual Disclosures

- a. If at any time during the year, the information in the annual statement changes materially, the discloser shall disclose such changes and revise the annual disclosure form.
- b. The Board shall regularly and consistently monitor and enforce compliance with this policy by reviewing annual statements and taking such other actions as are necessary for effective oversight.

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Article VII **Periodic Reviews**

To ensure ELSO operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on reasonably available competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the ELSO's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII **Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VII, ELSO may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Board of its responsibility for ensuring periodic reviews are conducted.