

**HELI-SKI US, ASSOCIATION, Inc.**  
**CODE OF BUSINESS CONDUCT**

**A. Rules Applicable to the Association's Conduct of Business.**

1. Non Discrimination. The Association shall provide all benefits and privileges of membership to its members even-handedly and without discrimination.
2. No Forum. The Association shall not act as a forum for disputes between members, except as to matters of Association membership and Association business.
3. No Conflict. The Association shall not take a position for or against any member in any form of dispute or public process where the interests of another member are in conflict.

**B. Rules Applicable to Members.**

1. Payment of Dues. Members shall pay Association dues as they become due. Members who are not current in payment of dues cannot vote on Association matters and cannot place items on the agenda for Association Meetings.
2. Attendance of Meetings. Members shall designate an officer or other designated individual to attend each Association meeting. Except for good cause shown, the membership of any Member may be suspended for failure to attend Association meetings.
3. Decorum. Members shall treat each other with respect and civility at all meetings and Association functions. Communications between Members and to the general Association membership shall be conveyed with respect and civility.
4. Processes. Members shall utilize processes established by the Association for raising issues and placing them on meeting agendas. Members shall not seek resolution of personal and business disputes with other Members through the Association.
5. Representation of Status. Members shall not represent their membership in the Association as an endorsement beyond adherence to the standards required for membership. Except for duly authorized Officers, Members shall not purport to represent the Association to third parties and/or governmental agencies.
6. Compliance with Policies. Members shall strictly observe the Association's Policy on Compliance with Laws Governing Competition. From time-to-time, the Association may adopt additional policies governing the Association and its Members and each Member will be expected to comply with same.
7. Except where the circumstances suggest otherwise, matters raised in Association meetings shall be treated as confidential.

**C. Administration.**

1. Business Conduct Committee. The Association's Officers (President, Vice-President, Secretary and Treasurer) shall act as the Business Conduct Committee with authority to enforce this Code of Business Conduct. The Business Conduct Committee may, upon affirmative vote of at least three of its members, suspend the membership of any Member for violation of one or more provisions of this Code of Business Conduct or violation of any other formal Policy adopted by the Board of Directors.
2. Right of Appeal. Any Member suspended by the Business Conduct Committee shall have a right to appeal its suspension to the Board of Directors at the next regular meeting of the Board. The effect of any suspension shall be in abeyance pending the outcome of the suspended Member's appeal.