

100% Participation Awards - Clubs

- A. 100% participation is \$10.00 per club member. Awards for clubs achieving more than 100% participation are as follows:
 - 1) 200% - Bronze Award
 - 2) 300% - Silver Award
 - 3) 400% - Gold Award
 - 4) 500% - Diamond Award
 - 5) 1,000% - Ambassador Award

- B. A plaque will be made available to any club that requests one. Otherwise, only a certificate will be mailed.

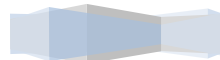
100% Participation Awards - Members

- A. A special lapel pin will be presented to the District Governor of any District obtaining 1) 100% of its clubs as 100% participation clubs **or** 2) a total of 200% or higher in donations to the 100% program, for the total number of members in that District during the Lions fiscal year (same as \$20.00 per member of the District involved in the 100% program).

- B. A "District Director Achievement Award" will be presented to one or both of the Elected Directors of each district, provided that the Director or Directors have met the criteria stated under Paragraph H. These awards are to be presented at the breakfast meeting of the Board of Directors in August.

- C. Criteria for Directors' awards:
 - a. First-year Directors - An Elected Director will be awarded a "District Director's Achievement Award" (lapel pin) after the end of the Director's first year, if the following have been accomplished during that year:
 - a) Have 50% of his or her district clubs as 100% Clubs or have at least a 10% annual increase in 100% Clubs over the previous years.
 - b) The Director attended the Director's orientation program provided by the camp;
 - c) The Director attended at least one meeting of the Board of Directors and Standing Committee to which the Director is assigned (*exception may be made for illness or weather conditions*);

- d) The Director presented at least fifteen camp programs to Lions clubs or other groups, and timely reported such presentations to the camp on the form prescribed; and
 - e) The district had camper participation during the Lions fiscal years; and
 - f) The Director established a Lions Camp information booth at either the Mid-Winter Conference or the District Convention, or presented a seminar on the Lions Camp at one of these meetings each year.
- 2) Second-year Directors - An elected Director will receive a "Second year Director's Achievement Award" (a plaque) if the following have been accomplished during the Director's two-year term:
- a) Have 50% of his/her District's Clubs as 100% Clubs or have at least a 10% annual increase in 100% Clubs over the previous year.
 - b) The Director attended the Directors' orientation program provided by the camp either the first or second year of the Director's term;
 - c) The Director attended at least three out of four Board Meetings (cumulative over the two year term) and Standing Committee Meetings to which the Director is assigned (*exception may be made for illness or weather conditions*);
 - d) The Director presented at least thirty camp programs (cumulative over the two year term) to Lions clubs or other groups, and timely reported such presentations to the camp on the form prescribed;
 - e) The district had camper participation during the Lions fiscal years; and
 - f) The Director established a Lions Camp information booth at either the Mid-Winter Conference or the District Convention, or presented a seminar on the Lions Camp at one of these meetings each year.



Summary: *Silver Lapel Pin*- Awarded to Directors who successfully complete the first year of their term, and who have met the above stated criteria for first year Directors.

Plaque-Awarded to Directors who successfully complete the second year of their term, and who have met the above stated criteria for second year Directors. (November 1996)

- D. The Camp's practice of issuing a plaque to be second year director in his 1st or 2nd term be discontinued, and that 100% directors be recognized initially with a pin, and a numbered rocker for each subsequent year they qualify as 100% under the Board's Criteria to be a 100% director. (Board - November 2001).

Conflict of Interest

- A. Members of the Board of Directors of the TLC, Inc. ("TLC"), officers, and key employees each have an affirmative obligation to act at all times in the best interests of TLC. This policy serves to define the term "conflict of interest," to assist members of the Board, officers, and key employees in identifying and disclosing such conflicts, and to minimize the impact of such conflicts on the actions of TLC whenever possible. (Collectively, this policy will refer to directors, officers, and key employees as "Covered Officials.")
- B. *Fiduciary duty.* Each Covered Official has a fiduciary duty to conduct himself or herself without conflict to the interests of TLC. When acting within his or her capacity as a Covered Official, he or she must subordinate personal, business, third-party, and other interests to the welfare and best interests of TLC.
- C. *Conflict of interest defined.* A "conflict of interest" is any transaction or relationship which presents, or may present, a conflict between a Covered Official's obligations to TLC and his or her personal, business, or other interests.
- D. *Disclosure.* The Board of Directors recognizes that conflicts of interest are not uncommon, and that not all conflicts of interest are necessarily harmful to TLC. However, the Board requires full disclosure of all actual and potential conflicts of interest. Each Covered official shall disclose any and all facts that may be construed as a conflict of interest, both through an annual disclosure process and whenever such actual or potential conflict occurs.
- E. *Process and remedy.* The Board of Directors will determine whether or not a conflict of interest exists, and whether or not such conflict materially and adversely affects the interests of TLC. A Covered Official whose potential conflict is under review may not debate, vote, or otherwise participate in