

## Potential conflict of interest

Conflict of Interest is covered by the FOTCL Clause which was written and approved in conjunction with The California Corporate Code and our Bylaws. The policy states, under Article V, paragraph 6:

"A voting member of any committee whose jurisdiction includes compensation matters, and who receives compensation, directly or indirectly, from FOTCL for services is precluded from voting on matters pertaining to that member's compensation".

In the instance at hand, we need only to have our members being compensated for the Writer's Workshops (through the Sand Scribes organization) abstain from any "voting" regarding compensation services paid to the Sand Scribes or to themselves directly.