

ARKANSAS PEST MANAGEMENT ASSOCIATION
ANTITRUST POLICY STATEMENT

The Arkansas Pest Management Association ("APMA") is a non-profit corporation consisting of active and allied members. The objective of APMA is to support its members in being professional, knowledgeable, and profitable through education, industry leadership, public policy initiatives, and market development resources.

Through its committee, board meetings, and other activities, APMA brings together representatives of competitors in many areas. Although the principal activities of APMA and its committees are to support its members in being professional, knowledgeable, and profitable through education, industry leadership, public policy initiatives, and market development resources, with no intent to restrain competition in any manner, APMA nevertheless recognizes the possibility that APMA and its activities are subject to the antitrust laws. For this reason, the Board of Directors seek to emphasize, through this Antitrust Policy Statement (the "Statement"), its unequivocal support for the policy of competition served by the antitrust laws and APMA's uncompromising intent to comply strictly in all respects with these laws.

In addition to APMA's firm commitment to the principle of competition served by the antitrust laws, the penalties which may be imposed upon both APMA and its individual and corporate members involved in any violation of the antitrust laws are so severe that good business judgment demands that every effort be made to avoid any such violation. Criminal violations of the Sherman Act, such as price-fixing, are felonies for which individuals may be imprisoned for up to three (3) years, fined up to \$350,000 or both. Additionally, under the Sherman Act corporations are also subject to criminal charges that may result in fines up to \$10,000,000 for each offense. Finally, the Clayton Act authorizes the recovery of treble damages by private parties (including class actions) for anti-trust violations. Such treble damage claims are extremely expensive to litigate and can result in judgments of a magnitude which could destroy APMA and seriously affect the financial interest of its members.

It shall be the responsibility of every member of APMA to be guided by APMA's policy of strict compliance with the antitrust laws in all APMA activities. It shall be the special responsibility of committee chairpersons and APMA officers to insure that this policy is known and adhered to in the course of activities pursued under their leadership.

To assist APMA officers, directors, and committee chairpersons in recognizing situations which may present antitrust issues, the Board will as a matter of policy furnish each such person this Policy Statement and APMA's General Rules of Antitrust Compliance. The Rules of Antitrust Compliance are addressed primarily to activities of APMA and its members that impact the business of individual member firms. Such activities are subject to strict antitrust scrutiny and pose a substantial risk of legal liability. On the other hand, where APMA and its members conduct activities that are related to the purposes of APMA and not the interests of individual member firms, these activities are less suspect under the antitrust laws. The determination of whether APMA activities create antitrust risks, however, requires detailed legal analysis. Should questions arise as to the manner in which the antitrust laws may apply to the activities of APMA or any committee thereof, such questions shall be directed to APMA's Chairperson or President.

Antitrust compliance is the responsibility of every APMA member. Any knowing violation by an APMA member of APMA's General Rules of Antitrust Compliance or this Statement will result in that person's immediate suspension from membership in APMA and removal from any APMA office held. If any individual APMA member believes that the topic of discussion during an APMA meeting raises antitrust concerns, the member should immediately state that concern and either insist that the discussion be discontinued until advice of Legal Counsel is provided or, leave the room.

Adopted 12/12/2014

GENERAL RULES OF ANTITRUST COMPLIANCE

The following rules are applicable to all Arkansas Pest Management Association (“APMA”) activities that may relate to the business of individual member firms, and must be observed in all situations and under all circumstances without exception or qualification other than as noted below:

1. Neither APMA nor any committee or activity of APMA shall be used for the purpose of bringing about or attempting to bring about any understanding or agreement, oral or written, formal or informal, expressed or implied, among the members with regard to prices, terms or conditions of sale, distribution, volume of production, territories, or customers.
2. No APMA activity or communication shall include discussions for any purpose or in any fashion of: (a) pricing methods; (b) production quotas or other limitations on either the timing, costs or volume of production or sale; or (c) allocations of territories or customers.
3. No APMA activity or communication shall include any discussion which might be construed as an attempt to prevent any person or business entity from gaining access to any market or customer for goods or services or to prevent any business entity from obtaining a supply of goods or otherwise purchasing goods or services freely in the market.
4. Neither APMA nor any committee shall make any effort to bring about the standardization of any product for the purpose or with the effect of preventing the manufacture, sale, or use of any product not conforming to a specific standard.
5. No APMA activity or communication shall include any discussion of what might be construed as an agreement or understanding to refrain from purchasing or selling any raw materials, equipment, services, products or other supplies from any supplier or to any purchaser.
6. Non-member speakers at Board of Directors and committee meetings shall be informed of the need to comply with APMA's Antitrust Policy Statement (the “Statement”) in the preparation and presentation of their talks.
7. During informal discussions at the site of an APMA meeting, but beyond the control of its chairperson, all members are expected to observe the same standards of personal conduct as are required of APMA in its compliance with these antitrust guidelines.