



Conflict of Interest Policy and Disclosure Statement

Approved November 21, 2005

Policy Statement

Because of the public service mission of ICON Community Services, Inc., it is particularly important the community have confidence in its management and administration. If a member of the Board of Directors will derive any financial gain or otherwise profit directly or indirectly by reason of membership on the Board of Directors or through service provided to the agency, the objectivity or loyalty of that member or employee could be questioned, and a charge of self-dealing could be made because of a possible or perceived conflict of interest.

In order to establish a procedure for dealing with the issue and to encourage disclosure, all Board members will be required to submit a disclosure statement at the beginning of their term of office. If a matter arises in which a member of the Board has, or may be perceived as having, a conflict of interest, the member shall promptly disclose this to the President of the Board of Directors.

Individual Disclosure Statement

This statement shall be completed by each member of the Board of Directors in compliance with the policy statement set forth above, which has been adopted by the board.

I have read and am fully familiar with the above Policy Statement Regarding Conflict of Interest. I am not presently involved in any transaction, investment, or other matter in which I would derive any profit or gain directly or indirectly as a result of my membership on ICON Community Services, Inc.'s Board. Furthermore, I agree to disclose any such interest which may occur in accordance with the requirements of the Policy Statement.

Signature: _____

Date: _____