

12-4-10

CONFLICT OF INTEREST POLICY

The integrity and ethical standards of Groom Team USA sets industry standards in the competition ring and the pet styling industry. The integrity and perception of misconduct related to the relationship of the show management/judge/competitor is an important factor in maintaining GroomTeam's ethical standards and high moral character.

The GroomTeam Code of Ethics unequivocally states that the Board is expected to "Establish specific ethical standards to guide GroomTeam directors and members, as well as competitors, that are vying for a position as a GroomTeam USA member."

To avoid the perception of a conflict of interest, the following protocol must be followed:

GroomTeam Voting Board Members, Officers & Team Coordinator:

May not accept Judging assignments in Open Divisions or for Group Awards.

Competitors:

Competitors who are employed by Show Management or involved in the production of the show may not compete in GroomTeam Sanctioned Classes.

Competitors may not earn points under Judges with the following relationship:

- 1) Relative
- 2) Entry provided by Judge
- 3) Vested business relationship within the past 12 months.

A vested business relationship is defined as an involvement having the element of personal gain.

Examples of a vested business relationship:

- (a) Employee/Employer/Subcontractor of Judge
- (b) Salon or other business ownership with Judge
- (c) Consulting business relationship with Judge
- (d) Professional Handler services for/with Judge
- (e) Business Partnership with Judge

- 4) Competitor may not have engaged in a Mentoring Relationship Within Past 12

Months, defined as follows:

- (a) Private instruction with Judge
- (b) Instructor/Student/Apprentice relationship with Judge

Allowed:

- (a) Seminars from stage environment
- (b) Instruction to a class of ten or more attendees
- (c) Post Competition Critiques

Show Management

- 1) Should not offer advice or suggest placement of any Competitor to Judges.
- 2) May not utilize services of Judges who:
 - (a) Are employed by Show Management and/or involved in the production of the Competition
 - (b) Are relatives of Show Management
 - (c) Have a vested business relationship, defined as an involvement having the element of personal gain, with Show Management

Examples of a Vested Business Relationship:

- (a) Employee/Employer of Show Management
- (b) Salon or other business ownership with Show Management
- (c) Consulting business relationship with Show Management
- (d) Professional Handler services for/with Show Management
- (e) Business Partnership with Show Management
- (f) CEO, Owner, or Board Member of Organization offering Contest Management Service

The following are not considered as having a vested business relationship with Show Management:

- (a) Authors/Subcontractors who work on a free-lance basis with Show Management.
- (b) Judges under the supervision of a Competition Management Organization, such as International Judges Association or United ShowManagers Alliance.

If a judging assignment changes after a show catalog goes to print, the show manager will do everything in their power to notify all affected competitors. Groom

Team points will be accepted if a judging assignment changes within 24-48 hours of a show opening.

It is important to note that GroomTeam Sanctioned Shows do not award GroomTeam points for their competitions. That task falls to the GroomTeam Board of Directors.

Failure to adhere to above protocol could result in the loss of sanctioning of the show in violation.

Policy revised and accepted December 4, 2010, by the GroomTeam Board of Directors:

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