

## **CONFLICT OF INTEREST POLICY**

As stated in “Confidentiality and Restrictive Covenants Agreement”, page 2, #3 – “Duty of Loyalty”: During employment with J103, employee covenants and agrees that employee will not: (1) perform any services, directly or indirectly, for any person or entity (including any client of J103) that is engaged in competition with the Business; (2) compete, directly or indirectly, with any products or services marketed or offered by J103; or (3) engage in any activities which could be deemed to be a conflict of interest with J103 or otherwise detrimental (either monetarily or reputationally) to J103.

Source: Partners for Christian Media, Inc. Associate Manual