



**International Women's Insolvency and Restructuring Confederation
Network Annual Report**

January 1, 2021- December 31, 2021

DUE DATE APRIL 16, 2022

Networks who fail to submit this form in a timely manner will forfeit their annual rebate checks.

Rebates are \$50 per year, per member, paid in two installments of \$25 each.

1. Please provide a list of the Network's Board of Directors using the template on the following page. *A Network Board should consist of no less than three officers and no individual may maintain the same position for more than six years. In addition, no individual may serve on the Board for more than six years, however Networks may waive or modify this requirement.*
2. How many Board meetings were held this year? _____
Networks must hold at least 6 Board meetings per year.
3. When were the last Board elections held? _____
Network elections are to be held no less than bi-annually.
4. Please attach a list of events held using the template on the following page. *Networks must hold at least three events, two of which are to be open to non-members and one which is specifically designed to recruit new members. Networks are to participate in at least one regional event or, if the Network is a regional Network, participate in a program with another Network every four years. A Network shall obtain prior written Board approval for Network "Special Events" as defined in the handbook. See attached.*
5. Please attach a list of sponsors using the template on the following page. See attached
6. How many articles have been contributed to the IWIRC eNewsletter this year? 0
Networks are to submit at least one article to the IWIRC eNewsletter each year.
7. How many members does the Network have? _____
8. Please attach the Network's financial statement for 2021 (revenues and expenses).
Networks are to provide an accounting of income and expenses on an annual basis.
9. Has the Network filed the yearly IRS tax form (U.S. Networks only)? ___Yes ___No
Networks with gross receipts less than \$50,000 need to file a 990-N; U.S. Networks with greater than \$50,000 in gross receipts should file a 990-EZ or 990. Both options are due by May 15th.
10. Please note that you have reviewed the Network's Rules of Operation in 2021? ___Yes ___No
If Network Rules of Operation were amended in 2021, please attach. Network By-Laws amended 2-10-22 (Attached)
11. Please note other information that would be helpful to the International Board, including challenges faced by the Network and /or other suggestions/comments.
12. Please note whether all Network Board Members have signed the Code of Conduct. ___Yes ___No
All board members previously signed - new board member (Allison Carr)
code of conduct is attached.

Network Board of Directors

Name	Firm	Board Position	Current Term Expires	Years on Board	Prior Network Positions

Network Events

Date of Event	Type of Event	Regional Event (Y/N) If yes, First Time or Repeat? (F/R)	Co-Host Organization (if any)	Open to Non-Members (Y/N)	Intended Specifically to Recruit New Members (Y/N)	Number of Members in Attendance (if available)	Number of Non-Members in Attendance (if available)

Network Sponsors

Name of Sponsor	Amount of Sponsorship	Annual or Event Sponsorship (if event, please list the event)

**An IWIRC Regional Event mean either: (i) an event developed and hosted by two or more IWIRC networks or (ii) an event held in conjunction with another national or international organization's event (eg. TMA, ABI) where the event is developed and hosted by the IWIRC network and the focus of the event is on promoting IWIRC and its members.*

IWIRC (WESTERN PA CHAPTER)
P&L by Category
For the Period of January 1, 2021 to December 31, 2021

Beginning Balance, 1/1/21 **\$9,280.86**

2021 ACTIVITY

Network Rebate Deposits	550.00
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Miscellaneous:	
Check #3020 5/8/21, IWIRC Ontario Network - Payment for Regional Event	(382.66)
Check #3026 10/4/21, ACBA Symposium Donation	(1,000.00)

Tennis Event - 8/13/21	
<i>Deposits:</i>	
Deposit - Alexis Leventhal, Tennis Event Donation 7/30/21	500.00
9/15 - #21360 BIRC Tennis Event Sponsorship	250.00
9/15 - Whiteford , Taylor & Preston Tennis Event Sponsorship	250.00
11/4 - #58957 Bernstein Tennis Event Sponsorship	250.00
11/4 - AER Check for Compass Tennis Event Sponsorship	250.00
<i>Expenses:</i>	
Check #1021 8/25/21, Katie Harrison for Tennis Event	(1,180.00)
Tennis Event Net Income (Loss)	\$320.00

Beginning Cash Balance, 1/1/21	\$9,280.86
2021 YTD Deposits	2,050.00
2021 YTD Expenses	(2,562.66)
Ending Cash Balance, 12/31/21	<u>\$8,768.20</u>

NET INCREASE(DECREASE) IN CASH FOR 2021	<i>(\$512.66)</i>
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Notes: This is 2021 Activity that will be incurred in 2022 (See 1-31-22 worksheet)	
Deposit - Network Rebate, 12/7/21	550.00
AER will deposit 1/27/22	
Check #3027 12/15/21, Kelly Neal, Holiday Toast @ Sullivan's (Reimbursement)	(536.03)
AER Mailed to Kelly 1/25/22	

BY-LAWS
THE WESTERN PENNSYLVANIA NETWORK OF THE INTERNATIONAL
WOMEN'S INSOLVENCY AND RESTRUCTURING CONFEDERATION

ARTICLE 1 - NAME AND PURPOSES

Section 1.1 - *Name*. The name of the International Women's Insolvency and Restructuring Confederation network shall be "IWIRC – Western Pennsylvania Network." (the “Network” or “WPN”)

Section 1.2 - *Network Postal Address*. The principal postal address of the Network shall be Campbell & Levine, LLC, 310 Grant Street, Suite 1700 Pittsburgh, PA 15219, Attn: Kathryn L. Harrison. The Network may establish other postal addresses as the Board of Directors may designate or as the affairs of the Network may require from time to time.

Section 1.3 - *Goals and Purposes*. The Network is organized for all purposes permitted for an association of a non-profit entity (IWIRC) exempt from federal taxation under Section 501(c)(6) of the Internal Revenue Code of 1986, as amended. The goals and purposes of the Network shall be to:

- A. develop a network of professionals and businesspersons in the Western Pennsylvania region;
- B. promote women in insolvency-related professions;
- C. afford professional, social and educational opportunities for members, including networking and business development;
- D. enable IWIRC members to share interests, experience, expertise and business opportunities with one another;
- E. facilitate regional links among IWIRC networks in the tri-state area and between IWIRC members;
- F. promote members' ascension to positions of influence within existing insolvency related organizations, within their professional institutions, and with opinion leaders; and
- G. promote public awareness of issues relating to women and insolvencies and restructurings, particularly: i) the status of women in these professions; ii) the effective participation of women in the business of insolvency and restructurings and in insolvency related business and professional organizations; and iii) the impact of insolvency and insolvency laws on women and families.

Section 1.4 - *International IWIRC Network Rules*. The Network shall comply in all respects with the Network Rules established by the International IWIRC organization, as amended from time to time.

ARTICLE II - MEMBERSHIP

Section 2.1 - *General*. The Network shall have individual members who shall have ultimate authority over the affairs of the Network. However, the Board of Directors shall have authority to operate the Network within a structure sanctioned by the members.

Section 2.2 - *Individual Members of the Network*. Any person interested in and committed to the Network's purposes as set forth in Article I may become a member upon payment of applicable dues. A Network member in good standing is one whose dues are paid timely and in full, who has fully abided by the By-laws of the Network, and who has not acted in contravention of the goals and purposes of the Network.

Section 2.3 - *Membership in the International IWIRC Organization* - "International Members". Membership in the international IWIRC organization is required, and a member who is both a member of the international IWIRC organization and the Network is an "International Member".

ARTICLE III - POWERS AND DUTIES OF MEMBERS

Section 3.1 - *Powers*. International Members shall have the power to (1) amend the By-laws of the Network; (2) elect the members of the Board of Directors; (3) elect the officers of the Network, and (4) such other powers and rights as are vested in them by law or these Bylaws.

Section 3.2 - *Annual Meeting*. The Annual Meeting of the members shall be held once a year at such time as shall be determined from time to time by a majority vote of the Board of Directors.

Section 3.3 - *Special Meetings*. Special Meetings of the members may be held at any time when called by the Network Chair. Special Meetings of the members may be called by the Secretary upon written application of at least five International Members.

Section 3.4 - *Place of Meetings*. All meetings of the members shall be held at such place within Western Pennsylvania region as shall be fixed by the Board of Directors. Meetings may be held virtually, including by telephone conference and/or video conference.

Section 3.5 - *Notice of Meetings*. Notice of the time and place of each meeting of the members stating the purpose of the meeting shall be given to each member by mail or e-mail at least seven (7) days before the meeting addressed to the member's last known place of business, or if delivered by e-mail, to the member's last known e-mail address. Whenever notice of a meeting is required, such notice need not be given to any member if a written waiver of notice, executed by the member before or after the meeting, is filed with the

records of the meeting or to any member who attends the meeting without protesting the lack of notice prior thereto or at the commencement thereof.

Section 3.6 - *Quorum*. At any meeting of the members, a majority of the International Members present (or by proxy or otherwise duly represented) and entitled to vote on any action proposed at the meeting shall constitute a quorum, except when a larger quorum is required by law, or by these By-laws.

Section 3.7 - *Action by Vote*. Each International Member in good standing at the time of the vote is entitled to vote and shall have one vote. When a quorum is present at any meeting, a majority of the votes properly cast by International Members present (whether in person, telephonic, or virtual as the circumstances permit) or duly represented shall decide any question, including election to any office, unless otherwise provided by law or these By-laws.

Section 3.8 - *Action by Writing*. Any action required or permitted to be taken at any meeting of the members may be taken without a meeting if two-thirds of all International Members entitled to vote on the matter consent to the action in writing, including consent by e-mail, and the written consents are filed with the records of the meetings of the members. Such consents shall be treated for all purposes as a vote at a meeting.

Section 3.9 - *Proxies*. International Members may vote either in person or by written proxy dated not more than three (3) months before the meeting named herein, which proxies shall be filed before being voted with the Secretary or other person responsible for recording the proceedings of the meeting. Unless otherwise specifically limited by their terms, such proxies shall entitle the holders thereof to vote at any adjournment of the meeting but the proxy shall terminate after the final adjournment of such meeting.

ARTICLE IV - DUES

Section 4.1 - *Dues*. Network dues, if any, shall be set by a majority vote of the Board of Directors, but shall not exceed the maximum set by the International IWIRC organization. Dues are payable upon acceptance to membership and thereafter annually at the beginning of the fiscal year.

Section 4.2 - *Failure to Pay Dues*. Failure to pay dues or any other financial obligation within sixty (60) days of the billing date shall result in termination of membership. Membership can be reinstated when all financial obligations have been paid in full.

ARTICLE V - OFFICERS

Section 5.1 - *Enumeration*. The Officers of the Network shall consist of the two (2) Co-Chairs, the Secretary, the Treasurer and the Immediate Past Chair. The Board of Directors will include the Officers listed above. The Board of Directors shall make an affirmative effort

to ensure that the composition of the Board of Directors is representative of the membership in the proportion of attorney and non-attorney Directors as well as the diversity of the membership.

Section 5.2 - *Powers and Duties*. The Officers shall have the powers and perform the duties customarily belonging to their respective offices, including the powers and duties listed below:

A. Co-Chairs.

The Co-Chairs shall be responsible to the Board of Directors for the administration of its affairs. Except as otherwise provided by the Board of Directors or these By-laws, the Co-Chairs shall share responsibility for signing, on behalf of the Network, all agreements, and other formal instruments. In addition the Co-Chairs shall share the responsibilities of the office including:

- 1) Presiding at all meetings of the Network and the Board of Directors;
- 2) Appointing committee chairs upon consultation with the Board of Directors;
- 3) Appointing committee members whose selection is not otherwise provided for in these By-laws;
- 4) Sharing the responsibility of co-signer of checks prepared and signed by the Treasurer; and
- 5) Taking such actions as necessary and proper to implement the purposes of the Network.
- 6) Act as a liaison between the officers and the Committee Chairs.
- 7) Proposing a slate of Officers to be considered by the membership at the Annual Meeting. Such proposal does not prohibit or otherwise prevent any International Member from seeking an Officer position at the Annual Meeting.

B. Secretary.

The Secretary shall:

- 1) Keep records of all meetings of the Board of Directors and of the Network, and make a report thereon;
- 2) Issue calls and notices of Special Meetings of the Board of Directors and the Network;
- 3) Tally and record all votes; and
- 4) Perform such duties as may be delegated or assigned to her by the Chair or the Board of Directors.

C. Treasurer.

The Treasurer shall be in charge of all funds of any type. She shall render to the Board of Directors at the Annual Meeting and whenever else it so requests an accurate account of all sums received and disbursed during the preceding fiscal year and of all sums and funds which are not expended. In addition, the Treasurer shall:

- 1) Approve payment of all verified bills;
- 2) Maintain records of all dues;
- 3) Maintain an itemized record in a permanent file of all receipts and expenditures and provide a written report of the same at each regular meeting of the Board of Directors.
- 4) Provide an annual report of receipts and expenditures, and an annual budget once per year at the Annual Meeting;
- 5) Comply with the duties and obligations assigned by the international IWIRC organization including, but not limited to, preparing and providing the international IWIRC organization with an accounting of income and costs on an annual basis;
- 6) Prepare and provide the international IWIRC organization with an accounting of income and costs for Network Special Events within thirty (30) days after each Network Special Event; and
- 7) Establish and maintain a fiduciary bank account in the name of the Network or for the benefit of the Network at other such financial institution as shall be decided upon by the Board of Directors;

Section 5.3 - *Election and Term.* Officers shall be elected by a majority vote of the International Members at the Annual Meeting of members and will serve in that role for that fiscal year. Each officer, with the exception of the Co-Chairs, shall hold office until her successor is elected and qualified or until she sooner resigns or is removed from office. No officer shall hold a specific office for more than two (2) consecutive years.

Section 5.4 - *Resignation.* Any Officer may resign at any time by giving written notice of such resignation to the Board of Directors. Such resignation shall be effective at the time specified therein, or if no time is specified, upon receipt by the Board of Directors.

Section 5.5 - *Removal.* An Officer may be removed or suspended for cause by an affirmative vote of a majority of the Board of Directors then in office at a regularly scheduled Board of Directors' meeting or at a special meeting called for that purpose, provided that such officer is given at least thirty (30) days' notice of the proposed removal and the reasons therefore, and an opportunity to be heard at the meeting, and that notice of the proposed removal is given in the notice of meeting. In the absence of good cause shown, failure regularly to attend Board of Directors' meetings or failure to carry out the functions of the office shall constitute cause for removal. Except as excused for good cause shown, two absences from regular Board of Directors' meetings during any one term shall constitute failure to regularly attend Board of Directors' meetings.

Section 5.6 - *Vacancies*. The Board of Directors shall elect a successor if the offices of the Co-Chairs, Secretary or Treasurer become vacant and may elect a successor if any other office becomes vacant. Each such successor shall hold office for the unexpired term and in the case of the Co-Chairs, Secretary or Treasurer, until her successor is chosen and qualified, or in each case until she sooner dies, resigns, or is removed from office.

Section 5.7 - *General Powers*. The business and affairs of the Network shall be managed by its Officers.

ARTICLE VI - COMPENSATION; PERSONAL LIABILITY; DISCLOSURE OF INTEREST

Section 6.1 - *Compensation*. Subject to Section 8.3 below, members and members of the Board of Directors shall not be precluded from serving the Network in any other capacity and receiving compensation for any such services.

Section 6.2 - *No Personal Liability*. The members, Officers and Directors of the Network shall not be personally liable for any debt, liability or obligation of the Network. All persons, corporations or other entities extending credit to, contracting with, or having any claim against, the Network, may look only to the funds and property of the Network for the payment of any such contract or claim, or for the payment of any debt, damages, judgment or decree, or of any money that may otherwise become due or payable to them for the Network.

Section 6.3 - *Disclosure of Interest*. No members of the Network, Director, officer or employee of the Network shall have any personal financial interest, direct or indirect, in any contract relating to the business conducted by the Network, or the furnishing of supplies to the Network, unless authorized by a concurring vote of two-thirds of the disinterested members of the Board of Directors, even though the disinterested members of the Board of Directors be less than a quorum, and provided that the material facts as to her interest in such transaction are disclosed or are known to the Board of Directors.

ARTICLE VII – STANDING COMMITTEES

Standing Committees shall be determined and formed on a needs basis.

ARTICLE VIII - INDEMNIFICATION

Section 8.1 - *General*. The Network shall, to the extent legally permissible, indemnify each of its present and former officers, directors, employees and agents against all expenses and liabilities which said persons have reasonably incurred in connection with or arising out of any action or threatened action, suit or proceeding in which said person may be

involved by reason of being or having been an officer, director, employee or agent of the Network, such expenses and liabilities to include, but not limited to, judgments, court costs and attorney's fees and the cost of reasonable settlements, provided no such indemnification shall be made in relation to matters as to which such persons shall be finally adjudged in any such action, suit or proceeding not to have acted in good faith in the reasonable belief that her action was in the best interests of the Network. The Network may reimburse said person for expenses incurred in defending a civil or criminal action or proceeding after conclusion of the action or proceeding and only to the extent that there are funds available to pay said costs and expenses. In the event that a settlement or compromise of such action, suit or proceeding is effected, indemnification may be had but only if the Board of Directors shall have been furnished with an opinion of counsel for the Network to the effect that such settlement or compromise is in the best interest of the Network, and if the Board of Directors (not including the vote of any person seeking indemnification hereunder) shall have adopted a resolution approving such settlement or compromise.

The foregoing right of indemnification shall not be exclusive of other rights to which any director, officer, or employee may be entitled as a matter of law.

ARTICLE IX - DISSOLUTION

Section 9.1 - *General*. The Network may, subject to applicable provisions of law, be dissolved by the affirmative vote of a majority of the members. Upon such vote, a petition for dissolution may be filed in the appropriate state court, applying for the authority to dissolve the Network and to distribute its funds. On liquidation or dissolution of the Network, all properties and assets remaining, after providing for all debts and obligations, shall be distributed to an organization(s) established for the benefit of women which engages in activities substantially similar to those of the Network, or consistent with Network's goals, and which are not organized primarily for profit and which shall at the time qualify as a exempt organization under Section 501(c) of the Internal Revenue Code, or the corresponding provision of any future Internal Revenue Law, as the Board of Directors or a court may determine.

ARTICLE X - MISCELLANEOUS

Section 10.1 - *Fiscal Year*. The fiscal year of the Network shall begin on October 1 and end on September 30, unless otherwise determined by the Board of Directors.

Section 10.2 - *Receipt and Disbursement of Funds*. Funds of the Network shall be deposited in such bank or banks or with such other corporations, firms, or individuals, as the Board of Directors may from time to time designate.

Section 10.3 - *Compliance with Charter*. The Network, its Officers and members of the Board of Directors will comply with and adhere to the duties and obligations set forth by the international IWIRC organization regarding the conduct of its Networks.

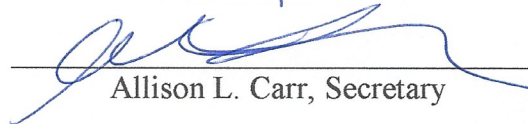
ARTICLE XI - AMENDMENTS

Section 11. - *General*. These By-laws may be amended at any Meeting of the members by a two-thirds majority vote of the members present and voting, provided that the proposed amendments have received prior approval by a two-thirds majority vote of the Board of Directors, and further provided that notice describing the proposed amendments has been given in writing or by e-mail to all members at least 30 days in advance of meeting at which the vote will be taken. Amendments shall be effective immediately upon adoption.

CERTIFICATE OF SECRETARY

I, the undersigned, certify that I am the presently elected and acting Secretary of the International Women's Insolvency Confederation, Western Pennsylvania Network, and the above Bylaws, consisting of eight (8) pages, are the Bylaws of this Network as adopted by the members of this Network on February 10, 2022.

Dated: February 23, 2022


Allison L. Carr, Secretary

IWIRC CODE OF CONDUCT AND ETHICS

IWIRC is the premier networking organization devoted to enhancing the professional status of women in insolvency and restructuring. The promise of IWIRC's brand includes networking and connections between members, high value events, personal and professional development opportunities, and the women-centered perspective of IWIRC. The following Code of Conduct and Ethics ("**Code**") is designed to allow IWIRC to preserve its long tradition of integrity and credibility with its members, the public and within the insolvency community. The Code applies to all members of the IWIRC board of directors (the "**Board**"), members of the advisory council (the "**Advisory Council**"), the Administrative Director and all its employees (permanent full-time, hourly, fixed term contract, permanent part-time, etc.)(the "**Contact**or").

Violations of the Code and relevant policies can result in disciplinary action up to and including termination or removal from the Board. In some cases, IWIRC may report a violation to the relevant authorities.

The Code is organized into categories, as follows:

Conduct

1. Always act with fairness, honesty, integrity and openness; respect the opinions of other and treat all with equality and dignity without regard to gender, gender identity, gender expression, family status, source of income, race, color, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexualorientation.
2. Promote the mission and objectives of IWIRC in all dealings with members, the public, or other insolvency organizations on behalf of IWIRC.
3. Provide a positive and valued experience for those participating in events within and outside IWIRC.

Accountability

1. Act with honesty and integrity and in accordance with any professional standards and/or governing laws and legislation that have application to the responsibilities you perform for or on behalf of IWIRC.
2. Comply with both the letter and the spirit of any training and orientation provided to you by IWIRC in connection with those responsibilities.
3. Adhere to the policies and procedures of IWIRC and support the decisions and directions of the executive committee of the Board ("**Executive**") and its delegated authority.
4. Take responsibility for your actions and decisions. Follow reporting lines to facilitate the effective resolution of problems. Ensure that you do not exceed the authority of your position.

Conflict of Interest

Conflict of interest arises when a person participates in a decision about a matter (including any contract or arrangement of employment, or provision of goods and services) which may benefit or *be seen to* benefit that person because of his/her direct or indirect monetary or financial interests affected by or involved in that matter. IWIRC has developed a comprehensive Conflict of Interest Policy, which is incorporated by reference into this Code.

Confidentiality

1. Respect and maintain the confidentiality of information gained as a member of the Board, Advisory Council, Executive or Contractor, including, but not limited to, all computer software and files, IWIRC financial information, business documents and printouts, and all membership, sponsor and supporter records.
2. Respect and maintain the confidentiality of individual personal information about individuals gained through your role with IWIRC.

Whistleblower

IWIRC wishes to enable and encourage members of the Board and the Advisory Council, Contractor, members and others to raise serious concerns internally so that IWIRC can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, the Executive, Contractor and members to report concerns about violations of IWIRC's Code or suspected violations of law or regulations that govern IWIRC's operations.

It is contrary to the values of IWIRC for anyone to retaliate against any member of the Board or Advisory Council, Executive, Contractor or member who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of IWIRC. A member of the Board or Advisory Council, Executive, Contractor or member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

IWIRC has an open-door policy and suggests that members share their questions, concerns, suggestions or complaints with their Network Chair. If you are not comfortable speaking with your Network Chair or you are not satisfied with their response, you are encouraged to speak with the Vice Chair of IWIRC, the Administrative Director, or a Board member. IWIRC members are required to report complaints or concerns about suspected ethical and legal violations in writing to IWIRC's Vice Chair, who has the responsibility to investigate all reported complaints. The Current Vice Chair of IWIRC will be the Compliance Officer, who is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Administrative Director and/or the Board of all complaints and their resolution and will report at least annually to the Finance Director and Vice Finance Director on compliance activity relating to accounting or alleged financial improprieties.

Respectful Conduct

IWIRC recognizes that people are most productive in an atmosphere of mutual trust, support and respect. IWIRC strives to maintain a respectful environment by promoting a common understanding of conduct considered appropriate in a workplace or professional setting. Bullying, harassment (in all its forms) and discrimination are examples of inappropriate conduct and will not be tolerated. If inappropriate conduct is allowed to persist, over time, an unhealthy environment

may be created.

Following are some examples of behaviors that help maintain a respectful environment:

- Being polite, courteous and respectful of others
- Treating others equitably and fairly
- Listening to what others have to say
- Being open-minded to others' ideas, comments and suggestions
- Involving the appropriate people in planning, decision-making and implementing initiatives
- Valuing diversity among members of your work group and those with whom you interact in the workplace
- If you think something you said or did may have offended someone, approaching them and apologizing

The Administrative Director and Compliance Officer will provide internal direction on the order of escalation for concerns relating to inappropriate conduct. Complaints about inappropriate conduct as between employees of the Contractor shall be reported to the Compliance Officer. Complaints about inappropriate conduct involving the Administrative Director shall be reported to the Chair of the Board.

Implementation

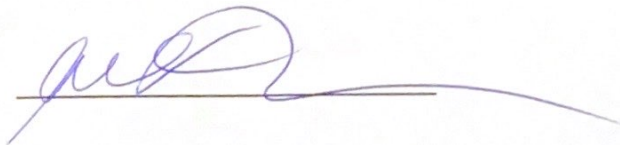
Strict observance of the Code is fundamental to the activity and reputation of IWIRC. It is essential that all Board members, Advisory Council members, and Contractors adhere to this Code. They will certify this by signing a Declaration that they have read and will abide by this Code for the duration of their role with IWIRC.

Code of Conduct and Ethics declaration

I, Contractor/Board Member/ Advisory Council Member - please print, have read, understand and agree to abide by the Code of Conduct and Ethics and I understand that such adherence is a condition of Board membership or Advisory Council membership, or my role as a Contractor. I understand that a violation of the Code of Conduct and Ethics may be grounds for termination as a Board member, Advisory Council member or in the case of the Contractor or an employee thereof, immediate dismissal for just cause without notice or pay in lieu of notice, or termination of the Contractor's contract, as the case may be.

Signed this 10th day of April, 2022.

Allison L. Carr
(Board member /Advisory Council member/ Contractor)



Approved October 13, 2020 effective as of January 1, 2021