

**Killingworth Volunteer Fire and Ambulance Association Service Recognition Plan**

**Board of Trustees**

**Conflict of Interest Policy**

A trustee of the Killingworth Volunteer Fire and Ambulance Association Service Recognition Plan has a fiduciary duty toward the Town of Killingworth, which is committed to providing eligible retirees and employees with pensions as set forth in the plan document. The trustees have the responsibility to administer the pension fund honestly and prudently, and to exercise their best care, skill, and judgment for the Town of Killingworth. The trustees shall exercise the utmost good faith in all transactions involved in their duties, and they shall not use their position as trustee or knowledge gained therefrom for their personal benefit. The interests of the Town of Killingworth must be the first priority in all decisions and actions.

Among the circumstances that might create a conflict of interest are:

1. Receiving remuneration for services with respect to individual transactions of the KVFC Service Recognition Plan;
2. Receiving personal gifts or loans from persons or agencies who have an interest in investments by the KVFC Service Recognition Plan;
3. KVFC Service Recognition Plan investments in entities over which a trustee, or an associate of a trustee, has control;
4. KVFC Service Recognition Plan investments that could substantially affect the investments of the trustee or the trustee's associates.

Associates include employers or employees, family members, and friends. Whenever there is a potential conflict of interest, the trustee shall make known to the Town any substantial interest of the employee or his or her associates upon which the actions of the Board of Trustees could have an impact. At the decision of the remaining members of the Board of Trustees, the trustee shall recuse him- or herself from discussions and votes of the Board of Trustees on the investment or policy in question.

  
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Trustee – Eric Couture

  
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Date

  
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Trustee – Todd Hajek

  
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Date

  
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Trustee – Dan O'Sullivan

  
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Date

July 24, 2025