Code of Conduct

WHEREAS, the Board of Directors ("Board") of Thunder Mountain Ranch Property Owner's Association has the authority and responsibility to make decisions for the benefit of the entire community, and

WHEREAS, the Board wishes to ensure that it and its individual members ("Board Member") maintain a high standard of ethical conduct in the performance of the Association's members business, and to ensure that the Association's members maintain confidence in and respect for the entire Board,

At the Annual meeting, after the election of the Association Board of Directors, this Code of Conduct and Ethical Standards document will be reviewed and signed by each incoming Board member at the Association's organizational meeting. At the meeting of the Board of Directors at which the officers of the Association are elected, this Code of Conduct and Ethical Standards shall be reviewed and signed by each officer of the Association. Further, in the event a Director or an officer is appointed or elected to fill a vacancy, each person filling any such vacancy shall review and sign this Code of Conduct and Ethical Standards. A signed copy will be posted on the Association web page, if one exists, and a signed copy will be retained on file by the Association.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the Association hereby adopts the following rules of conduct, standards of behavior, ethical rules, and enforcement procedures that are applicable to all members of the Board:

1. **Board members shall act in the best interests of the Association as a whole.** Board Members serve for the benefit of the entire community, and shall, at all times, strive to do what is best for the Association as a whole. Board Members shall not use their position as such for private gain, for example:
   * No Board Member shall solicit or accept, directly or indirectly, any gift, gratuity, favor entertainment, loan or any other thing of monetary value from a person who is seeking financial relationship with the Association.
   * No Board Member shall seek preferential treatment by the Board, or any of its committees, or any contractors or suppliers.
   * No Board Member shall accept a gift or favor made with the intent of influencing a decision or action on any official matter.
   * No Board Member shall receive any compensation from the Association for serving on the Board.
   * No Board Member shall willingly misrepresent facts to advance a personal cause.
   * No Board Member shall use his/her position to enhance his/her financial status through the use of certain contractors or suppliers.

2. **Board Members shall comply with governing documents and relevant laws.** Board Members shall use their best efforts at all times to make reasonable decisions that are consistent with the Declaration, Bylaws, and other governing documents of the Association, and to be familiar with all such documents. Board Members shall likewise comply with and make decisions that are consistent with all applicable laws, including, but not limited to, refraining from discriminating against any person on the basis of race, color, religion, national origin, gender, family status, or mental or physical disability.

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3. **Board Members shall set high standards for themselves as Association members.** Board members shall hold themselves to the highest standards as members of the Association, and shall in all ways comply with the provisions of the Association's governing documents.

4. **Board Members shall work within the Association's framework and refrain from unilateral action.** Board Members shall at all times work within the Association's framework and abide by the system of management established by the Association's governing documents and the Board. The Board shall conduct business in accordance with state law and the Association's governing documents, and shall act upon decisions duly made, and no Board Member shall act unilaterally or contrary to such decisions. Toward that end, No Board member shall seek to have a contract implemented that has not been duly approved by the Board, nor promise anything not approved by the Board to any contractor, supplier, or otherwise.

5. **Board Members shall behave professionally at meetings.** Board Members shall conduct themselves at all meetings, including board meetings, annual meetings of the members, and committee meetings, in a professional and businesslike manner. Personal attacks against other Board Members, Association members, residents, officers, management, or guests are not consistent with the best interests of the community and will not be tolerated. Language at meetings shall be kept professional. Though differences of opinion are inevitable, they must be expressed in a professional and businesslike manner.

6. **Board Members shall maintain confidentiality when appropriate.** Board Members shall at all times maintain confidentiality of all legal, contractual, personnel, and management matters involving the Association. Board Members shall also maintain the confidentiality of the personal lives of other Board members, Association members, residents, and management staff.

7. **Board Members shall disclose conflicts of interests.** Board Members shall immediately disclose to the Board any perceived or potential conflict of interest regarding any aspect of the business operations of the Association.

8. **Board Members shall refrain from defaming anyone in the community.** Board Members shall not engage in defamation, by any means, of any other Board Member, Association member, resident, or management staff member. The Association shall deem any Board Member who engages in defamation to be acting outside the scope of his authority as a Board Member.

9. **Board Members shall refrain from harassing Association members or residents.** Board Members shall not in any way harass, threaten or otherwise attempt to intimidate any other Board Member, Association member, or resident. The Association shall deem any Board Member who harasses, threatens, or otherwise attempts to intimidate other Association members or residents to be acting outside the scope of his/her authority as a Board Member.

10. **Board Members shall refrain from interfering with management staff and contractors.** No Board member shall interfere with the duties of management staff or any contractor executing a contract in progress. All communications with contractors must go through one designated Board Member or management, or must otherwise be in accordance with Board policy.

Code of Conduct

VIOLATIONS OF CODE

Violations of the Code of Conduct shall be brought to the Hearing Board, which shall be comprised of designated Board Members. In addition, the Board may elect, at its sole discretion, to appoint as Advisory Hearing Board Members, other Board Members, as well as the Association attorney, manager, and/or accountant. Any Board Member who violates this Code of Conduct agrees that the Board may seek injunctive relief against him/her, following a hearing before the Hearing Board, unless circumstances necessitate the issuance of injunctive relief prior to such hearing. The Board Member also agrees that the Board shall be relieved of posting bond as a condition to its injunctive remedy. Such Board Member must pay the attorney's fees incurred by the Board in any enforcement effort.

ADOPTED BY BOARD RESOLUTION AS PART OF THE MEETING AGENDA ON June 6, 2025.

Donna A Foreman 6/6/25
Board Member **Date**

Patricia L. Cerral 6/6/25
Board Member **Date**

Kathy Sanders 6/6/25
Board Member **Date**

Glenn A. Mann 6/6/25
Board Member **Date**

RDS 6/6/25
Board Member **Date**

Randy D Smith

Code of Conduct

For the year commencing on March 2025 and closing on March 2026, the following Board Members and Officers of Thunder Mountain Ranch Property Owner's Association individually attest that they have read and agree to be bound by and abide by the provisions of the Code of Conduct adopted on June 8, 2013.

Donna Foreman 6/6/25
Board Member **Date**

Board Member **Date**

Board Member **Date**

RDS Randy D Smith 6/6/25
Board Member **Date**

Kathy Sanders 6/6/25
Board Member **Date**

Donna Foreman 6/6/25
President **Date**

Patricia S. Corral 6/6/25
Secretary **Date**

Glenn A. Mann 6/6/25
Treasurer **Date**