

STATEMENT OF HCAM ANTITRUST POLICY

Before we begin, let me take the opportunity to remind you that it is the established policy of the Health Care Association of Michigan (HCAM) to comply with all laws, including antitrust laws. Because our group contains members that are or may be competitors, we must continue to be careful to confine our discussions, both formal and informal, to the topics described on our Agenda. As you all know and appreciate, in order to comply with our policy, we will not address, in the group or separately, any issues related to our respective companies' current or future pricing, terms of sale or costs, strategic plans or initiatives, bidding situations, sales to specific customers or in specific geographic areas. If you have any questions or concerns about these matters as we proceed, please raise them immediately.

STATEMENT OF HCAM CONFLICT OF INTEREST AND CONFIDENTIALITY POLICY

HCAM is dedicated to improving lives by delivering solutions for quality long term care. The integrity of HCAM, and the activities it undertakes, depends on the avoidance of conflicts of interest, or even the appearance of such conflicts, by the individuals involved in those activities.

Each volunteer should have reviewed the agenda for today's meeting and if a potential or actual conflict is noted on the agenda that was not disclosed earlier then the volunteer should immediately disclose the potential or actual conflict to the chair of the meeting. Further, any member with a conflict agrees to recuse himself/herself from discussion and/or voting on any topics since the conflict may interfere with the volunteer's ability to provide unbiased loyalty to HCAM.

It is understood that as volunteers we shall exercise care not to disclose confidential information acquired in connection with our role and will not disclose information which might be adverse to the intent of HCAM. Furthermore, we shall not disclose or use information relating to the business of HCAM for personal profit or advantage.