



ANNUAL ETHICAL CONDUCT PLEDGE - 2014

The undersigned is a Director, officer or employee of JobsOhio, and certifies as follows:

I understand that it is my responsibility to perform my duties for JobsOhio at all times, including the duties as a member of any committee on which I serve, in good faith, in accordance with the highest ethical conduct and fundamental honesty, in a manner I reasonably believe to be in or not opposed to the best interests of JobsOhio, and with the care that an ordinarily prudent person in a like position would use under similar circumstances. As a part of the foregoing, I will not:

- Deceive, defraud, or mislead JobsOhio board members, officers, staff members, managers, supervisors, or other associates, or those with whom JobsOhio has business or other relationships.
- Misrepresent JobsOhio in any negotiations, dealings, contracts, or agreements.
- Divulge or release any information of a confidential or proprietary nature relating to JobsOhio's plans, mission, or operational activities without appropriate approval.
- Obtain, or seek to obtain, a personal advantage or benefit due to relationships established by my position with JobsOhio or by any use of the JobsOhio name.
- Fail to disclose, and will take steps consistent with the JobsOhio Conflict of Interest Policy to avoid, potential conflicts of interest that might directly benefit me in other than a *de minimis* manner.
- Withhold my best efforts to perform my duties to acceptable standards.
- Engage in unethical business practices of any type.
- Use JobsOhio property, financial resources, or services of JobsOhio personnel for my personal benefit.
- Violate any applicable laws or ordinances.

I acknowledge that any violation of the foregoing Standards of Conduct may be grounds for dismissal from my position for Misconduct as defined in Section 5.6 of the Corporation's Articles of Incorporation.

By: _____

Printed Name: _____