

Electricities Antitrust Warning and Code of Conduct for Meetings

Antitrust Warning

Electricities of NC reminds all those attending the Annual Conference that various state and federal laws prohibit the exchange of information among competitors regarding matters pertaining to price, refusals to deal, markets division, tying relationships and other topics which might infringe upon antitrust laws and regulations. No such exchange or discussion will be permitted during the conference. A copy of the Antitrust Statement of Policy will be made available upon request.

Code of Conduct for Electricities Meetings

Attending Electricities of NC, Inc (Electricities) meetings, whether as an attendee, sponsor, or an Electricities staff member, should be a positive, productive, welcoming and safe experience for all. Electricities expects all meeting participants to display the highest level of personal and professional integrity. This applies to all Electricities events, including in-person meetings, virtual meetings, and online webinars and trainings.

Expected Behavior at All Times:

- Be considerate and respectful of others
- Be fair and honest and act in good faith
- Be aware of how language and images may be perceived by others, even if not so intended
- Follow the rules of the venue of the meeting
- Do not abuse alcohol or drugs
- Abide by all state and federal laws which prohibit the exchange of information among competitors regarding price, refusals to deal, markets division, tying relationships and other topics which might infringe upon antitrust laws and regulations

For more information, contact Electricities of North Carolina, Inc.

Jay Morrison, Chief Legal and External Affairs Officer | jmorrison@electricities.org | www.electricities.com

Unacceptable Behavior

ElectriCities will not tolerate any harassment, intimidation, exclusionary behavior, illegal discrimination, or actions by meeting attendees which lead to a less-than-welcoming community environment. The list below is not meant to be an exhaustive list, but is representative of unacceptable behaviors:

- Verbal or physical abuse or harassment
- Threats of violence
- Inappropriate verbal or written comments about a person's gender, sexual orientation, disability, race, religion, national origin, or any other characteristic protected by law
- Suggestive, derogatory, or inappropriate nicknames or terms
- Unwelcome sexual attention
- Personal attacks or other disparagement of the views of others
- Verbal disruptions

Violations of the Code of Conduct for ElectriCities Meetings

Anyone who feels unsafe or threatened should call 911 immediately. Those subjected to, or witnessing, possible violations of this code of conduct should report all such potential violations to a senior ElectriCities staff member on site or to ElectriCities Chief Legal and External Affairs Officer, Jay Morrison (jmorrison@electricities.org) and/or ElectriCities VP of Human Resources, Melissa Miranda (mmiranda@electricities.org). Any meeting attendee engaging in unacceptable behavior will be subject to disciplinary action, up to and including expulsion from the current and all future meetings, with no warning or refund.

For more information, contact ElectriCities of North Carolina, Inc.

Jay Morrison, Chief Legal and External Affairs Officer | jmorrison@electricities.org | www.electricities.com