



Board Conflict of Interest Policy of True Soul Media Group

The purpose of this Conflict of Interest Statement is to protect the integrity and reputation of True Soul Media Group (and its state branches, Arkansas Soul Media and Georgia Soul Media) when it is contemplating entering into a transaction or arrangement that might benefit the private interest of a board member or might result in a possible excess benefit transaction.

Definition of Conflict of Interest: A conflict of interest occurs when a board member, or a family member of a board member, has a financial or other interest which has the potential to influence or appear to influence the individual's judgment in the execution of their responsibilities to True Soul Media Group.

Disclosure of Interests: Board members must disclose any personal, business, and financial interests they or their family members have with any third party dealing with True Soul Media Group. This includes any board member's ownership or investment interests in entities with which True Soul Media Group has a transaction or arrangement, or any other potential conflicts of interest.

Procedure for Addressing the Conflict of Interest:

1. Upon recognition of a potential conflict, the affected board member must disclose the conflict to the board chair and recuse themselves from any discussions or decision-making related to the matter.
2. The board chair will inform the rest of the board of the disclosed conflict.
3. The board, in the absence of the member with the conflict, shall discuss and determine if a conflict of interest exists.
4. If a conflict is determined, the board shall take appropriate action to ensure the decision is made in the best interest of True Soul Media Group, excluding the member with the conflict from any further participation.

Record of Proceedings: The minutes of the board meeting shall reflect the disclosure of the conflict of interest, the board's decision on the matter, and the abstention of the involved member from voting.

Annual Review: Each board member shall annually sign a statement which affirms they have received, read, understood, and agreed to comply with the conflict of interest policy.



Admin and Staff Conflict of Interest Policy of True Soul Media Group

This policy is designed to uphold the integrity and trustworthiness of True Soul Media Group's newsrooms and content productions, including films and other types of original content. It ensures that staff members' personal interests do not improperly influence their professional responsibilities or the interests of True Soul Media Group. Staff includes salaried, part-time and contracted individuals working for True Soul Media Group and those in our extended partner networks.

Definition of Conflict of Interest:

A conflict of interest occurs when a staff member's personal, financial, or other interests might compromise or influence their decision-making or professional obligations to True Soul Media Group.

Identification and Disclosure:

1. **Personal and Financial Interests:** Staff members must disclose any personal or financial interests that might conflict with their duties. This includes, but is not limited to, personal relationships, investments, or employment with entities that might have a stake in the content produced by True Soul Media Group.
2. **Third-Party Content:** Staff involved in content production must disclose any connections or interests they have with third-party content providers, subjects, or contributors.

Management of Conflicts:

1. **Review and Decision-Making:** Upon disclosure, the conflict will be reviewed by a designated supervisor or an ethics committee, who will decide the appropriate course of action. This may include reassignment of duties or modification of the project to mitigate the conflict.
2. **Abstention from Influence:** Staff members with a conflict must abstain from decision-making or influence in matters where their interests conflict with those of True Soul Media Group.
3. **Transparency in Content Production:** In cases where a conflict cannot be avoided, transparency is essential. Conflicts should be disclosed to the audience in the content when relevant and appropriate.

Training and Awareness:

All staff members will receive training on this policy and the importance of identifying and managing conflicts of interest. Regular reminders will be issued to ensure ongoing awareness.

Reporting Mechanism:

A clear mechanism for reporting potential conflicts of interest has been established for staff members and will be covered in all trainings during the onboarding process, ensuring confidentiality and protection from retaliation for those who report in good faith.

Enforcement:

Violations of this policy may result in disciplinary action, up to and including termination of employment.

Review and Update:

This policy will be reviewed annually and updated as necessary to ensure it continues to meet the needs of True Soul Media Group and reflects best practices in media ethics.