

SELF DEALING POLICY

Self-Dealing is when individuals with influence over a foundation use the foundation's assets for personal gain. It is illegal and carries serious tax penalties for those involved.

Self-Dealing takes place between a "Disqualified Person" and the Krier Foundation. Disqualified persons are Krier Foundation:

- Board members.
- Employees.
- Independent contractors.
- Contributors.
- Family members of board members, employees, independent contractors or contributors.
- Corporations owned by board members, employees, independent contractors or contributors.

Disqualified Persons may not have the Krier Foundation:

- Give them loans from Foundation assets.
- Pay for their attendance at fundraising events.
- Pay rent to them, even at below market rates.
- Use the Krier Foundation credit card on their behalf for any reason.
- Pay for their personal charitable pledges.
- Pay for spouse travel if the spouse joins them on official Foundation business.

TRANSACTIONS THAT ARE ALLOWED

Disqualified Persons may interact with the Krier Foundation in financial ways that do not count as Self-Dealing. Specifically, Disqualified Persons may:

- Make charitable gifts to the Krier Foundation.
- Receive reimbursement for food, travel and lodging that is reasonable and required for the operation of the Krier Foundation.
- Provide compensation that is reasonable for services rendered.