



TRI-COUNTY ELECTRIC COOPERATIVE, INC.

VENDOR CONFLICT OF INTEREST & ETHICAL CONDUCT CERTIFICATION

Tri-County Electric Cooperative, Inc. ("TCEC") conducts business based on integrity, transparency, and fairness. As a condition of doing business with TCEC, all vendors, contractors, suppliers, and service providers ("Vendor") must comply with TCEC's ethical standards and conflict-of-interest expectations.

Vendor Certification

The undersigned Vendor certifies, represents, and agrees that neither Vendor nor any of its owners, officers, employees, agents, or subcontractors has, or will:

- 1. Improperly Influence TCEC Personnel**
Promise, offer, give, or extend — directly or indirectly — any personal benefit, favor, gift, payment, loan, service, use of equipment, entertainment, employment opportunity, side work, or other thing of value to any TCEC employee, officer, or director for the purpose of influencing or rewarding business decisions, or in any manner that could reasonably be perceived as a kickback, inducement, or quid-pro-quo.
- 2. Circumvent TCEC Controls**
Bypass or attempt to bypass TCEC procurement, bidding, approval, authorization, or documentation requirements, including through job splitting, recharacterizing services, informal work, or unauthorized side arrangements.
- 3. Withhold Required Disclosures**
Fail to disclose any actual or potential conflict of interest, including personal, familial, financial, employment, consulting, or business relationships with TCEC employees, officers, directors, or their immediate family members, or any circumstance that could reasonably appear to impair objectivity or independence.
- 4. Ignore Ongoing Disclosure Obligations**
Fail to promptly disclose any new or changed circumstances that may create an actual or perceived conflict of interest during the course of Vendor's relationship with TCEC.

Acknowledgment of Reporting Expectations

Vendor acknowledges that TCEC employees are required to report any attempted or actual improper offers, benefits, favors, or inducements, and that such disclosures may be made to a supervisor, department head, Human Resources, or escalated further if appropriate, including when a supervisor or manager may be involved. Vendor agrees not to retaliate against, discourage, or attempt to influence any TCEC employee regarding such disclosures.

Cooperation and Enforcement

Vendor agrees to cooperate fully with any reasonable inquiry related to this certification and understands that failure to comply may result in corrective action, contract termination, disqualification from future business with TCEC, or other remedies available under law or contract.

This certification does not limit or replace any other legal, contractual, or ethical obligations applicable to Vendor.



Certification

By signing below, the undersigned certifies that the information provided is true and accurate to the best of their knowledge and that they are authorized to bind the Vendor.

Vendor Legal Name: _____

Authorized Representative (Printed Name): _____

Title: _____

Signature: _____

Date: _____