

EXHIBIT A

CODE OF ETHICS HUTCHERSON FLYING QUEENS FOUNDATION

The following Code of Ethics for The Hutcherson Flying Queens Foundation (the "Foundation") is intended to guide ethical decision-making by its Board of Directors, Officers, Members and Associates. It is based on the following key values:

- Respect for all persons
- Transparency for our actions
- Responsibility for our decisions and their consequences
- Accountability to our donors, our grantees, the Flying Queens' team and Wayland Baptist University

We are committed to being responsible, transparent, and accountable for all our actions.

We are committed to avoiding conflicts of interest.

We are committed to complying with the spirit and the letter of all applicable laws.

We are committed to treating our grantees fairly and making all decisions regarding grants fairly and based on careful analysis of the merits.

We are committed to treating our Members and Associates with respect and fairness.

We are committed to take actions related to our athletic and university community that are transparent and accountable and accordance with all rules and regulations of any appropriate athletic or intercollegiate association.

Policies and Procedures Supporting the Code of Ethics

The Foundation has policies and practices in place to assure ethical conduct.

1. Each member of the board of directors will at all times obey all applicable federal, state and local laws and regulations and will provide or cause to provide the full cooperation of the Foundation when requested to do so by those institutions and their persons set in authority as are required to uphold the law.
2. Members of the board of directors will conduct the business affairs of the Foundation in good faith and with honesty, integrity, due diligence, and reasonable competence.
3. Except as the board of directors may otherwise require or as otherwise required by law, no board member shall share, copy, reproduce, transmit, divulge or

otherwise disclose any confidential information related to the affairs of the Foundation and each member of the board will uphold the strict confidentiality of all meetings and other deliberations and communications of the board of directors.

4. Members of the board of directors will exercise proper authority and good judgment in their dealings with Foundation's members, associates, grantees, suppliers, and the general public and will respond to the needs of the Foundation's members in a responsible, respectful, and professional manner.
5. No member of the board of directors will use any information provided by the Foundation or acquired as a consequence of the board member's service to the Foundation in any manner other than in furtherance of his or her board duties. Further, no member of the board of directors will misuse Foundation property or resources and will at all times keep the Foundation's property secure and not allow any person not authorized by the board of directors to have or use such property.
6. Each member of the board of directors will use his or her best efforts to perform his or her assigned duties in a professional and timely manner pursuant to the board's direction and oversight.
7. Upon termination of service, a retiring board member will promptly return to the Foundation all documents, electronic and hard files, reference materials, and other property entrusted to the board member for the purpose of fulfilling his or her job responsibilities. Such return will not abrogate the retiring board member from his or her continuing obligations of confidentiality with respect to information acquired as a consequence of his or her tenure on the board of directors.

No Conflicts of Interests

1. Any director or officer of the Foundation, who has a direct or indirect financial interest is an interested person. A financial interest, directly or indirectly, is through business, investment or family ownership or investment in any entity or with any person with whom the Foundation has a transaction, arrangement or donation.
2. Each member of the Board of Directors is required to provide information to the Secretary regarding any direct or indirect financial interest or any affiliations with recommended grantees before the grants are discussed or a vote is taken. The Secretary informs the full board of these financial interests or affiliations before a vote is taken.
3. If there is an interest or affiliation, the board member must abstain from discussing the item with any board member and from voting on the particular proposed grant and the abstaining board members is not counted toward a quorum for a grant vote.