

SOCIETY FOR PEDIATRIC SEDATION

ANTI-TRUST AVOIDANCE POLICY

It shall be the policy of the Society for Pediatric Sedation (SPS) to be in strict compliance with all Federal and State Antitrust laws, rules and regulations. Therefore:

- I. This policy applies to all membership, board, committee and other meetings of the SPS, and all meetings attended by representatives of the SPS.
- II. Discussions of prices or price levels are prohibited as they relate to industry related products and services. In addition, no discussion is permitted of any elements of an entity's operations which might influence price such as:
 - a. Cost of operations, supplies, labor or services;
 - b. Allowance for discounts;
 - c. Terms of sale including credit arrangements; and,
 - d. Profit margins and mark ups, provided this limitation shall not extend to discussions of methods of operation, maintenance, and similar matters in which cost or efficiency is merely incidental.
- III. It is a violation of Antitrust laws to agree not to compete, therefore, discussions of division of territories or customers or limitations on the nature of business carried on or products sold are not permitted.
- IV. Boycotts in any form are unlawful. Discussion relating to boycotts is prohibited, including discussions about blacklisting or unfavorable reports about particular companies including their financial situation.
- V. It is the SPS's policy that all meetings attended by representatives of the organization where discussion can border on an area of antitrust sensitivity, the SPS's representative requests that the discussion be stopped and asks that the request be made a part of the minutes of the meeting being attended. If others continue such discussion, the SPS's representative should excuse himself/herself from the meeting and request that the minutes show that he/she left the meeting at that point and why he/she left. Any such instances should be reported immediately to the President and staff of the SPS.
- VI. It is the SPS's policy that a copy of these Antitrust Compliance Policies and Procedures be given to each officer, director, committee member, official representative of member companies and Chapter employees annually and that the same be read, or understood at all meetings of the membership of the Chapter.