

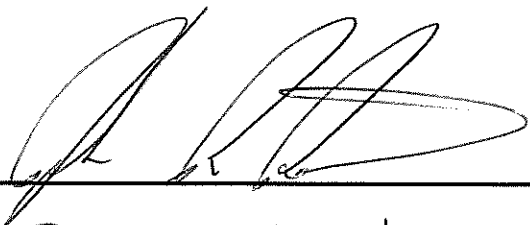
**CODE OF ETHICS AND RULES OF CONDUCT  
TALL FIRS EMPLOYEES  
TALL FIRS COMMUNITY ASSOCIATION**

Employees of the Tall Firs Community Association have the obligation and duty to set a standard and a tone for behavior that is conducive to the best interests of the entire community. Tall Firs employees of the Tall Firs Community Association hereby adopt the following code of ethics and code of conduct in serving the community:

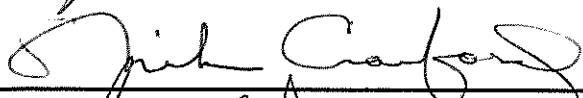
1. Tall Firs employees will use their best efforts at all times protect, preserve and enhance the safety and property value of the residents.
2. No gifts of any type will be accepted by any Tall Firs employee from any homeowner/resident, contractor or supplier.
3. Tall Firs employees will protect confidentiality of Board Members personal lives, as well as all homeowners/residents' personal lives.
4. No promise of anything can be made to any subcontractor, supplier, or contractor during negotiations, unless approved by the Board of Directors.
5. No drugs, alcohol or substance abuse will be tolerated.
6. Any Tall Firs employee convicted of a felony will be terminated.
7. It is understood that differences of opinion will exist. They should be expressed in a clear and business-like fashion.
8. Tall Firs employees may not knowingly misrepresent any facts while involved in any community transaction that would benefit him/her in any way.
9. Tall Firs employees may not use his/her position for enhancing his/her financial status through the use of certain contractors or suppliers. Any potential or actual conflict of interest must be disclosed to the Board of Directors.

This resolution was adopted on the \_\_\_\_\_ at an open Board meeting where a quorum of the Board was present and will become effective immediately. Upon approval, each new employee will be required to agree to this code of ethics and rules of conduct.

**TALL FIRS EMPLOYEES:**



John R Roundtree



MICK CRAWFORD



Mac e Gill

Robb White - TARGA REAL ESTATE SERVICES.