

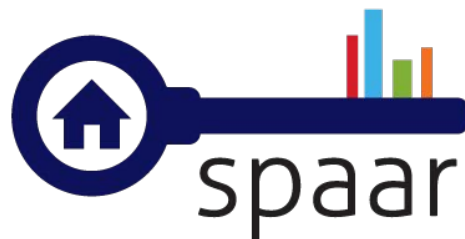
Policy Statement

The Saint Paul Area Association of Realtors (SPAAR) is a 501 ©(6) trade association dedicated to providing products and services to Realtors throughout the Twin Cities area. Supporting member business success and protection of property rights are core values of the association. As members by definition are competitors in the market place, but simultaneously cooperate with other agents and brokerages to serve the best interests of consumers, it is critical that licensees can join together to advance the overall interests of the industry in a secure, neutral and comfortable environment. SPAAR facilities and events, therefore, must be a meeting ground that is industry-centric and company-neutral.

To that end, the following will apply to SPAAR facilities and events:

- Any action or discussion that may be perceived as in violation of applicable antitrust laws is strictly prohibited. Any offenders will be immediately expelled.
- All actions and conduct of members must be consistent with the Realtor Code of Ethics, Minnesota license laws and Department of Commerce regulations.
- Professional demeanor and a respectful attitude must be exhibited at all times.
- SPAAR encourages use of our facilities by other industry partners and expects them to also comply with these standards.
- Likewise, on a space available basis SPAAR facilities are available for brokerage classes, events and meetings.
- However, there shall be no solicitation, recruiting of agents, discussion of differing company benefits or other suggestions of re-affiliation directed toward new agents or agents licensed to a competing brokerage.

Note: The Board of Directors shall periodically direct the Management Team to suggest what fees, if any, will be charged for use of SPAAR facilities by non-SPAAR groups.



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SAINT PAUL AREA ASSOCIATION OF REALTORS®