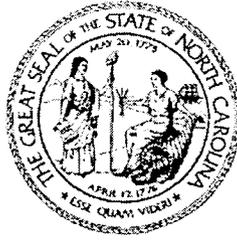


Pat McCrory, Governor



Bernadine S. Ballance, Commissioner  
Linda Cheatham, Commissioner  
Danny L. McDonald, Commissioner  
Staci Meyer, Commissioner  
Tammy R. Nance, Commissioner  
Pamela T. Young, Commissioner

## North Carolina Industrial Commission

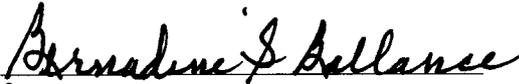
### MINUTES

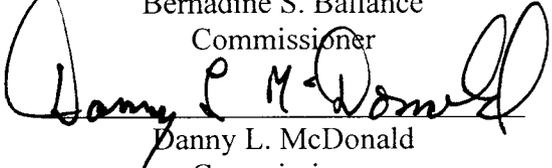
Pursuant to N.C. Gen. Stat. § 138A-15(c), it is hereby recorded that the following potential conflicts of interest exist, having been duly brought to the attention of the membership of the Industrial Commission by the Chair of the Commission.

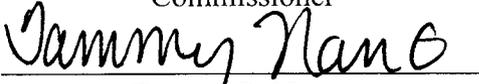
Commissioner Tammy Nance was a partner at the law firm of Teague, Campbell, Dennis & Gorham.

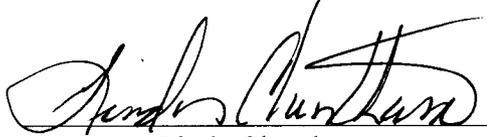
The Commissioners shall continue to review in advance all cases to be set for hearing and other matters brought before the Full Commission to avoid these and any other potential conflicts of interest. Further, the Chair of the Commission shall periodically remind the Commissioners of their duties to the public under the ethical standards and rules of conduct of Chapter 138A, including their duty to continually monitor, evaluate, and manage their personal, financial, and professional affairs to ensure the absence of conflicts of interest. At the beginning of any meeting of the Commissioners, the Chair shall remind all members of their duty to avoid conflicts of interest under Chapter 138A. The Chair also shall inquire as to whether there is any known conflict of interest with respect to any matters coming before the Commissioners at that time.

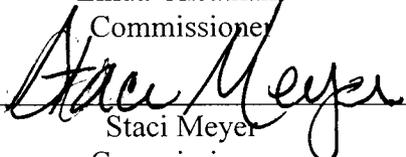
This the 31 day of January 2013.

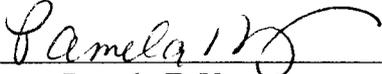
  
Bernadine S. Ballance  
Commissioner

  
Danny L. McDonald  
Commissioner

  
Tammy R. Nance  
Commissioner

  
Linda Cheatham  
Commissioner

  
Staci Meyer  
Commissioner

  
Pamela T. Young  
Commissioner