

Leadership Education for Asian Pacifics, Inc.

Document Retention Policy

Adopted March 9, 2010

The corporate records of Leadership Education for Asian Pacifics, Inc. (LEAP) are important assets. Corporate records include essentially all records you produce as an employee, whether paper or electronic. A record may be as obvious as a memorandum, an e-mail, a contract or a case study, or something not as obvious, such as a computerized desk calendar, an appointment book or an expense record.

The law requires LEAP to maintain certain type of corporate records, usually for a specified period of time. Failure to retain those records for those minimum periods could subject you and LEAP to penalties and fines, cause the loss of rights, obstruct justice, spoil potential evidence in a lawsuit, place LEAP in contempt of court, or seriously disadvantage LEAP in litigation.

LEAP expects all employees to fully comply with any published records retention or destruction policies and schedules, provided that all employees should note the following general exception to any stated destruction schedule: If you believe, or LEAP informs you, the company records are relevant to litigation, or potential litigation (i.e., a dispute that could result in litigation), then you must preserve those records until legal counsel determines the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records. If you believe that exception may apply, or have any question regarding the possible applicability of that exception, please contact Grace Toy, SVP of Administration and CFO.

From time to time, LEAP establishes retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that bear special consideration are identified below. While minimum retention periods are suggested, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention identified above, as well as any other pertinent factors.

- a. Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of deductions, business costs, accounting procedures, and other documents concerning LEAP's revenues. Tax records should be retained for at least six years from the date of filing the applicable return.
- b. Employment Records/Personnel Records. State and federal statutes require the organization to keep certain recruitment, employment and personnel information. LEAP should also keep personnel files that reflect performance reviews and any complaints brought against the organization or individual employees under applicable state and federal statutes. LEAP

should also keep all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel in the employee's personnel file. Employment and personnel records should be retained for six years.

- c. General Accounting Records – See Exhibit A for detail.
- d. Board and Board Committee Materials. Meeting minutes should be retained in perpetuity in LEAP's minute book. An original of all Board and Board Committee materials should be kept for no less than three years by the organization.
- e. Press Releases/Public Filings. LEAP should retain permanent copies of all press releases and publicly filed documents under the theory that the organization should have its own copy to test the accuracy of any document a member of the public can theoretically produce against the organization.
- f. Legal Files. Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.
- g. Marketing and Sales Documents. LEAP should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years.
- h. Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the organization and are protected as a trade secret where LEAP:
 - i. derive independent economic value from the secrecy of the information; and
 - ii. LEAP has taken affirmative steps to keep the information confidential.

LEAP should keep all documents designated as containing trade secret information for at least the life of the trade secret.

- i. Contracts. Final, execution copies of all contracts entered into by LEAP should be retained. LEAP should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.
- j. Electronic Mail. E-mail that needs to be saved should be either:
 - i. Printed in hard copy and kept in the appropriate file; or
 - ii. Downloaded to a computer file and kept electronically or on disk as a separate file.

The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy

Failure to comply with the Document Retention Policy may result in disciplinary action against the employee, include suspension or termination. Questions about this policy should be referred to Grace Toy, SVP of Administration and CFO, who is in charge of administering, enforcing and updating this policy.

Exhibit A

Accounting documents and support should be retained as follows:

- Accounts payable ledgers and schedules – 10 years
- Accounts receivable ledger and schedules – 10 years
- Audit reports of accountants – Permanently
- Bank statements – 10 years
- Cancelled checks – 10 years
- Contracts and leases still in effect – Permanently
- Contracts and leases, expired – 10 years
- Depreciation schedules – 10 years
- Donation records of endowment funds and of significant restricted funds – Permanently
- Donation records, other – 10 years
- Duplicate deposit slips – 10 years
- Financial statements (end of year) – Permanently
- General ledgers and end-of-year statements: Permanently
- Invoices to customers and invoices from vendors – 10 years
- Journals – 10 years
- Time sheets – 10 years