CONFLICT OF INTEREST AMONG FOUNDATION STAFF MEMBERS

DISCLOSURE FORM

As spelled out in "*Conflicts Of Interest Among Foundation Staff Members: Policy Framework,"* the success of the Foundation depends on programs and operations that, *in all cases*, advance the interests of the Foundation absent biases caused by conflicts of interest among Foundation staff members.

The purpose of this form is to identify actual, potential, or apparent conflicts between a staff member's duty to the Foundation and: (i) financial self interest; (ii) loyalty to another organization; (iii) competing personal or professional agendas; or (iv) personal or professional relationships.

I. Adherence to the Policy: I understand the Foundation's conflict of interest policy and the procedures put in place to implement that policy, and agree to comply with them in good faith.

II. For-Profit Organizations: I, or a close relative (as defined in the policy), serve the following business enterprises as an owner, director, employee, advisor, counsel, or other capacity, or as a holder of sufficient financial interest as to potentially benefit materially from transactions with the organization (please continue on additional pages, as necessary):

Organization	Role in Organization (Staff Member/Relative)

III. Non-Profit Organizations: I, or a close relative as defined in the policy, serve the following non-profit organizations as a director, trustee, employee, advisor, or volunteer (please continue on additional pages, as necessary):

Organization	Role in Organization (Staff Member/Relative)

IV. Other Potential Conflicts of Interest. The following personal biases, affiliations, or relationships have the potential to represent conflicts with my responsibilities to the Foundation. I will further disclose these potential sources of conflicts when, in my opinion, they jeopardize my ability to act only in the best interest of the Foundation.

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V. Certification: I understand that full compliance with this policy requires that, in addition to filing this form annually: (i) I will identify conflict situations at the time of discussion, deliberation, or voting; and (ii) I will recuse myself from such discussion, deliberation, or voting.

_____ _____
Name Signature

_____
Date