POD CONFLICT OF INTEREST DISCLOSURE STATEMENT

I, ______________________, am a member of a sport(s) managed by the POD or on staff with the POD attest to the following:

☐ I have received the POD’s Conflict of Interest Policy (the “Policy”).
☐ I have read and understand the Policy.
☐ I agree to comply with the Policy.

**Affiliated Persons** include your family and other people or organizations close to you. Affiliated persons can include:

- Your spouse, domestic partner, child, mother, father, brother, sister, grandparent, cousin or other blood relative;
- Any corporation or organization of which you are a board member, an officer, a partner, participate in management or are employed by, or are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities; and
- Any trust or other estate in which you have a substantial beneficial interest or as to which you serve as a trustee or in a similar capacity.

**Sport and Community Involvement**

Please note all sport and POD community involvement. Please state the obvious – even if your involvement is widely known, be sure to note it here to be certain that any conflicts up front and easier to deal with.

☐ I own, operate or work at a business that is involved in our sport
☐ My family members or **affiliated persons** own, operate or work in a business that is involved in our sport
☐ I am actively participating in our sport as a competitor, official, coach or other type of participant
☐ My family member(s) or **affiliated person(s)** actively participate in our sport as a competitor, official, or other type of participant.
DETAILED DECLARATION(S)

Do you or a Family Member own stock or hold debt or other proprietary interests in any third party dealing or who may potentially deal with the POD?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who Holds, or May Hold the Proprietary Interest?

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both

If someone else, who is that person/organization?

If someone else, how is this person or organization related to you?

What is the Proprietary Interest(s) held or that may be held?

Have you or a Family Member any of your affiliated persons provided services or been associated with a third party that has provided services or property to the POD in the past year?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to the NGB in the past year?

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both

If an affiliated person or both, who is that person or organization?
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<th>What goods or services were provided to the POD in the past year?</th>
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Do you or an **Affiliated Person** own a business, maintain a primary or secondary job, or provide goods or services under an agreement by which the outside business provides goods or services to the POD, the USOPC, or another NGB/PSO?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to the POD in the past year?

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both

If an **affiliated person** or both, who is that person or organization?

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<th>What goods and services have been or are to be provided to the POD?</th>
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Have you or any of your **affiliated persons** purchased services or property from the POD in the past year?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that purchased goods or services to the POD in the past year?

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both

If an **affiliated person** or both, who is that person or organization?
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<th>Question</th>
<th>Options</th>
<th>Details</th>
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<tr>
<td>What goods and services have been or are to be purchased from the POD?</td>
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<td>Do you or an <strong>Affiliated Person</strong> hold office, serve on the board, participate in management, or are otherwise employed (or formerly employed) with a third party dealing with the POD?</td>
<td>☐ Yes</td>
<td></td>
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<td>☐ No</td>
<td></td>
<td></td>
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<tr>
<td>☐ Not Sure</td>
<td></td>
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<tr>
<td>If yes, or if you are not sure, please provide the following information:</td>
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<tr>
<td>Who held office, served on the Board, participated in management or was otherwise employed (for formerly employed) with a third party dealing with the POD?</td>
<td>☐ Me</td>
<td></td>
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<td>☐ An <strong>Affiliated Person</strong>, such as a family member or organization I am a part of</td>
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<td>☐ Both</td>
<td></td>
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<td>If an <strong>affiliated person</strong> or both, who is that person or organization?</td>
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<td>What role(s) and/or organization(s) were you or your <strong>affiliated persons</strong> involved with?</td>
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<td>What dealing(s) did the organization(s) noted above have with the POD?</td>
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<td>Did you or any of your affiliated persons had any direct or indirect interest in any business transaction(s) in the past year to which the POD was or is a party.</td>
<td>☐ Yes</td>
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<td>☐ No</td>
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<td>☐ Not Sure</td>
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<td>If yes, or if you are not sure, please provide the following information:</td>
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<td>Who had a direct or indirect interest in dealing with the POD?</td>
<td>☐ Me</td>
<td></td>
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<tr>
<td>☐ An <strong>Affiliated Person</strong>, such as a family member or organization I am a part of</td>
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<td>☐ Both</td>
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If an **affiliated person** or both, who is that person or organization?

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What direct or indirect interest in a transaction did you or the **affiliated person** have?

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**Do you or a Family Member act as an agent, representative, or consultant to a business whose interests may conflict with the interests of the POD?**

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

**Who has an interest that may conflict with the interests of the POD?**

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both

**If an **affiliated person** or both, who is that person or organization?**

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What potentially conflicting interest do you or the **affiliated person** have?

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**Were you or any of your affiliated persons indebted to pay money to the POD at any time in the past year (other than travel advances or the like)?**

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

**Who was indebted to the POD in the past year?**

- Me
- An **Affiliated Person**, such as a family member or organization I am a part of
- Both
If an **affiliated person** or both, who is that person or organization?

What debt did you or your **affiliated person** owe to [NGB] in the past year?

Other than direct employment income, did you or an affiliated person make more than $1000 from [NGB] in the past year?

- [ ] Yes
- [ ] No
- [ ] Not Sure

If yes, or if you are not sure, please provide the following information:

Who was paid $1000 or more by the POD in the past year?

- [ ] Me
- [ ] An **Affiliated Person**, such as a family member or organization I am a part of
- [ ] Both

If an **affiliated person** or both, who is that person or organization?

Please describe the benefit and/or income paid to you or the **affiliated person**:

Are you or any of your **affiliated person(s)** a party to or do you or your affiliated person have an interest in any pending legal proceedings involving the POD?

- [ ] Yes
- [ ] No
- [ ] Not Sure

If yes, or if you are not sure, please provide the following information:

Who is involved in a legal proceeding involving the POD?

- [ ] Me
- [ ] An **Affiliated Person**, such as a family member or organization I am a part of
- [ ] Both

If an **affiliated person** or both, who is that person or organization?
What is the nature of the legal proceeding involving [NGB], you and/or an affiliated person?

Are you affiliated with an person who is an athlete competing for a spot on the team(s) managed by the POD national team, are you an athlete competing for a spot on the team, do you coach an athlete who is competing for a spot on the team, or do you have an immediate family member, employee, or colleague who is otherwise participating in the competition for which the selection committee has been convened?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the athlete competing for a spot on a national team, or the coach of an athlete competing for a spot on a national team?

- Me
- An Affiliated Person, such as a family member or organization I am a part of
- Both

If an affiliated person or both, who is that person?

What role do you or the affiliated person play?

- Competing Athlete
- Coach of a Competing Athlete

Do you or a Family Member have a business relationship with a sponsor, supplier, licensee or vendor of to the POD?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the person or organization with a business relationship with a sponsor, supplier, licensee or vendor with?
If an **affiliated person** or both, who is that person?

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What is the nature of the relationship you or the **affiliated person** has with the sponsor, supplier, licensee or vendor?

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Are you aware of any other events, transactions, arrangements or other situations that have occurred or may occur in the future that you believe should be and/or would prefer be examined by the POD’s Advisory Council’s Ethics Committee in accordance with the terms and intent of the POD Conflict of Interest Policy?

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If yes, or if you are not sure, please provide the following information:

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Who is the person or organization that you believe there may give rise to a conflict of interest?

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Would you like to be contacted by a member of the POD’s Ethics Committee to discuss questions or comments about this declaration or to discuss the Conflict of Interest policy further?

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**I HERBY CONFIRM** that my responses to the above questions are complete and correct to the best of my information and belief. I agree that if I become aware of any information that might indicate that this disclosure is inaccurate or that I have not complied with this policy, I will notify the [board or committee Chairperson or General Counsel/Ethics Committee (as applicable)] immediately.

|__________________________|__________________________|
| **Signature**             | **Date** |

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