



## CONFLICT OF INTEREST DISCLOSURE AND CERTIFICATION FORM FOR U.S. SKI & SNOWBOARD AND OTHER AFFILIATES

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Name (please print): \_\_\_\_\_

This disclosure questionnaire and certification form is based on the U.S. Ski & Snowboard Policy Governing Conflict of Interest and Ethical Practices. Forms must be completed at least once annually and completed forms will be on file at the offices of U.S. Ski & Snowboard. You should promptly disclose any potential conflicts of interest, whether actual or apparent.

1. Currently or in the last year have you or any immediate family member had a direct or indirect financial interest in companies and/or in transactions with companies that are currently or likely to be engaged in business with U.S. Ski & Snowboard? (This includes situations such as employment by a national ski association, any other international skiing and snowboarding organizations, pool suppliers, agency for U.S. Ski & Snowboard athletes/members, and design work for ski areas.)

Yes \_\_\_\_\_ No \_\_\_\_\_ (If yes, fully explain below)

2. Currently or in the last year have you been aware of any other interests or arrangements about which you may have a question as to whether a conflict of interest may be involved (whether actual or apparent)?

Yes \_\_\_\_\_ No \_\_\_\_\_ (If yes, fully explain below)

3. Have you or any immediate family member received gifts of greater than token value from any current or prospective vendor or event site or other organization that does or might seek to do business with U.S. Ski & Snowboard? (Note: The U.S. Ski & Snowboard Board has authorized acceptance of ski equipment and ski passes for individual use – see definition of “gifts.” These do not have to be declared).

Yes \_\_\_\_\_ No \_\_\_\_\_ (If yes, fully explain below. If a gift of greater than token or authorized value was accepted due to protocol reasons, please explain how the gift was disposed of, i.e. given to the Foundation or U.S. Ski & Snowboard.)

4. If there is any relationship or matter not disclosed above which might be perceived to compromise your obligations to U.S. Ski & Snowboard under its Policy Governing Conflict of Interest and Ethical Practices or which may raise questions of a conflict between your duty and loyalty to U.S. Ski & Snowboard and your economic self-interest, please indicate here what that relationship or matter is. If none, please state "none."

Yes \_\_\_\_\_ None \_\_\_\_\_ (If yes, fully explain below)

If you have a change in a relationship or business opportunity that changes your response to any of the above questions, you have a duty to promptly notify U.S. Ski & Snowboard's general counsel of the change. The disclosure of a conflict or potential conflict will not necessarily prohibit involvement in the disclosed activity or with U.S. Ski & Snowboard; rather, each disclosure will be reviewed by the Ethics Committee. The Ethics Committee may recommend action to be taken which may include limitation of involvement, separation from certain activities or roles, or requests to cease the activity.

**Conflict of Interest Disclosure and Certification Form  
for U.S. Ski & Snowboard and other affiliates**

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Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Definitions:

1. Immediate family includes a person's spouse, domestic partner, parents, children, stepchildren, siblings, mothers- & fathers-in-law, sons- & daughters-in-law.
2. U.S. Ski & Snowboard includes all affiliates and subsidiaries.
3. Gifts of token value include a) specially logoed hats, shirts, bags, and similar items that are customarily distributed by event sites, sponsors, and suppliers; b) books, posters, and similar printed materials that are customarily distributed by event sites, sponsors, and suppliers; and c) entertainment, meals, or social invitations of nominal value which are customary and proper under the circumstances in the normal course of business which do not place or appear to place the recipient under obligation to the provider. In addition, the U.S. Ski & Snowboard board has specifically authorized directors and staff to accept ski-related equipment and ski passes for individual use as long as it does not place or appear to place the recipient under obligation to the provider.