

Conflict of Interest Policy

For Officers, Directors, Staff Members, Committee Members and certain Consultants

No member of the Board of Directors, or any of its Committees, will derive any personal profit or gain, directly or indirectly, due to their participation with Animal Place. Each individual will mention to Animal Place any personal interest that they may have in any matter pending before Animal Place and will refrain from participation in any decision on such matter.

Any member of the Board, any Committee, or Staff who is an officer, board member, a committee member, or a staff member of a client organization or vendor of Animal Place will identify their affiliation with such agency or agencies. Concerning any committee or board action specifically directed to that agency, they will not participate in the decision affecting that agency. The full board must make or ratify the decision.

Any member of the Board, any Committee, Staff, and certain Consultants will refrain from obtaining any list of clients for personal or private solicitation purposes during the term of their affiliation.

At this time, I am a board member, committee member, or an employee of the following organizations:

This is to certify that I, except as described below, and to the best of my knowledge, am not now nor at any time during the past year have been:

1. A participant, directly or indirectly, in any arrangement, agreement, investment, or other activity with any vendor, supplier, or other party doing business with Animal Place that has resulted or could result in person benefit to me.
2. A recipient, directly or indirectly, of any salary payments, loans, gifts, free service, discounts, or other fees from or for any person or organization engaged in any transaction with Animal Place

Any exceptions to 1 or 2 above are stated below with a full description of the transactions and of the interest, whether direct or indirect, which I have (or have had during the past year) in the persons or organizations having transactions with Animal Place.

Date _____ Signature _____ Printed _____
