



**CONFLICT OF INTEREST DISCLOSURE AND CERTIFICATION FORM FOR
USA NORDIC SPORT**

Name (please print):

Date:

Area/Level: Board__ Committee__ Staff__ Other (specify)__

Position/Title:

This disclosure questionnaire and certification form is based on the USA Nordic Sport 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 USA Nordic Sport. You should promptly disclose any potential conflicts of interest, whether actual or apparent. Please respond to all questions.

Questions (Please complete all)	Yes	No
<p>Do you have a financial or investment interest, direct or indirect, in a ski jumping or Nordic combined related business or any other business that conducts business or is likely to conduct business with the USA Nordic Sport? (This includes situations such as employment by a national ski association, any other international skiing organizations, pool suppliers, agency for USA Nordic Sport athletes/members, and design work for venues.)</p> <p>If yes, list the organization's name and explain fully below:</p>		
<p>Do you have any family members with a financial or investment interest, direct or indirect, in a ski jumping and Nordic combined sports related business or any other business that conducts business with USA Nordic Sport?</p> <p>If yes, list the family members and organization's name and explain fully below:</p>		



<p>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)?</p> <p>If yes, fully explain the interest or arrangement below:</p>		
<p>Are you a key employee of a ski jumping or Nordic combined sports related business or any other business that conducts business with USA Nordic Sport?</p> <p>If yes, list the organization's name and explain fully below:</p>		
<p>Do you have any family members that are key employees of a ski jumping or Nordic combined sports related business or any other business that conducts business with USA Nordic Sport?</p> <p>If yes, list the family members and organization's name and explain fully below:</p>		
<p>Have you or any immediate family member received gifts of greater than token value (\$25) from any current or prospective vendor or event site or other organization that does or might seek to do business with USA Nordic Sport?</p> <p>If yes, list the family members and organization's name and explain fully 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 USA Nordic Sport).</p>		
<p>Do you in combination with other decision-makers have a financial or investment interest in a ski jumping and Nordic combined sports related business or any other business that conducts business with USA Nordic Sport?</p>		



<p>If yes, list the other decision-maker(s) and organization's names and explain fully below:</p>		
<p>Do you have a family member that in combination with other decision-makers has a financial or investment interest in a ski jumping and Nordic combined sports related business or any other business that conducts business with USA Nordic Sport?</p> <p>If yes, list the family member, other decision-maker(s) and organization's name and explain fully below:</p>		

<p>Do you serve as an officer, director, or trustee of an entity (or a shareholder of a professional corporation) that does business with USA Nordic Sport?</p> <p>If yes, list the organization's name and explain fully below:</p>		
<p>Do you have a family member that serves as an officer, director, or trustee of an entity (or a shareholder of a professional corporation) that does business with USA Nordic Sport?</p> <p>If yes, list the family member and organization's name and explain fully below:</p>		
<p>Are you or a family member a substantial contributor to USA Nordic Sport?</p> <p>If yes, indicate whether it is you or name the family member, and fully explain below:</p>		



<p>Are you a Director, Officer or influential staff member, or influential committee member of any other outdoor organizations that have a primary or major interest in ski jumping and Nordic combined sports?</p> <p>If yes, list the organization's name and explain fully below:</p>		
<p>Is a member of your family a Director, Officer or influential staff member, or influential committee member of any other outdoor organizations that have a primary or major interest in ski jumping and Nordic combined sports?</p> <p>If yes, list the organization's name and explain fully below:</p>		
<p>Are you or a family member part of a selection committee for an entity that grants money to USA Nordic Sport?</p> <p>If yes, indicate if it is you or name the family member, list the organization's name, and explain fully below:</p>		
<p>Are you aware of any excess benefit transactions to report?</p> <p>If yes, fully explain below:</p>		
<p>Do you have any personal commitments that might interfere or otherwise compromise your ability to fully and loyally discharge the duties of your position with USA Nordic Sport?</p> <p>If yes, list the personal commitments and fully explain below:</p>		



<p>If there is any relationship or matter not disclosed above which might be perceived to compromise your obligations to USA Nordic Sport under its Policy Governing Conflict of Interest and Ethical Practices or which may raise questions of a conflict between your duty and loyalty to USA Nordic Sport and your economic self-interest, please indicate here what that relationship or matter is.</p>		
<p>If yes, please list the relationship(s) and/or matter(s) and fully explain below:</p>		

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 the chair of the Governance and Nominating Committee of the change. The disclosure of a conflict or potential conflict will not necessarily prohibit involvement in the disclosed activity or with USA Nordic Sport; rather, each disclosure will be reviewed by the Governance and Nominating Committee. The Governance and Nominating 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.

I certify that the information I have provided above is complete and accurate and that I have received a copy of the conflict of interest policy and will comply with the policy.

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. 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 provided.