



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

Name (please print): _____ Date: _____

Area/Level: ___ Board ___ Foundation ___ Committee ___ Staff ___ Other (specify) _____

Position/Title: _____

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. Please respond to all questions.

Question (please complete all)		Yes	No
1.	<p>Do you have a financial or investment interest, direct or indirect, in a ski or snowboard related business or any other business that conducts business or is likely to conduct business with the 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.)</p> <p>If yes, fully explain below:</p>		
2.	<p>Do you have any family members with a financial or investment interest, direct or indirect, in a ski and snowboard sports related business or any other business that conducts business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
3.	<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 below:</p>		

4.	<p>Are you a key employee of a ski or snowboard sports related business or any other business that conducts business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
5.	<p>Do you have any family members that are key employees of a ski or snowboard sports related business or any other business that conducts business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
6.	<p>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).</p> <p>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.)</p>		
7.	<p>Do you in combination with other decision-makers have a financial or investment Interest in a ski and snowboard sports related business or any other business that conducts business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
8.	<p>Do you have a family member that in combination with other decision-makers has a Financial or Investment Interest in a ski and snowboard sports related business or any other business that conducts business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		

9.	<p>Do you serve as an officer, director, or trustee of an entity (or a shareholder of a professional corporation) that does business with U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
10.	<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 U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
11.	<p>Are you or a family member a substantial contributor to U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
12.	<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 and snowboard sports?</p> <p>If yes, fully explain below:</p>		
13.	<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 and snowboard sports?</p> <p>If yes, fully explain below:</p>		
14.	<p>Are you or a family member part of a selection committee for an entity that grants money to U.S. Ski & Snowboard?</p> <p>If yes, fully explain below:</p>		
15.	<p>Are you aware of any excess benefit transactions to report?</p> <p>If yes, fully explain below:</p>		

16.	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 U.S. Ski & Snowboard? If yes, fully explain below:		
17,	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 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.

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. 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 provided. 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.