



PISE Directors' Conflict of Interest Policy

POLICY:

The Directors take care to separate the interests of PISE from the specific needs of a particular client, relative or constituency. The Directors of PISE (the "Directors") ensure that a Conflict of Interest disclosure is signed annually by all Directors.

Full Disclosure:

Directors in decision-making roles have an ongoing responsibility to make their connections known relative to groups they are associated with doing business with the organization.

Directors' abstention or recusal from voting or discussion:

Board members who have an actual or potential conflict of interest should not participate in discussions or vote on matters affecting transactions between the organization and the other group and may be asked to recuse themselves during such discussions and voting.

Employment:

Board members should not use their positions to obtain employment within the organization for themselves or family members.

DISCLOSURE

Pursuant to the Conflict of Interest Policy of the Directors of PISE requiring disclosure of certain interests, and consistent with the purposes and intentions of the policy, I hereby state that I or members of my immediate family have or have had within the past twenty four months, the following affiliations or interests and have within the past twenty four months taken part in or are now taking part in the following transactions that, considered in conjunction with my position with or relation to the PISE might possibly constitute a conflict of interest or an apparent conflict of interest.

Please state any conflict, if applicable:

1. Business Affiliations. There must be no self-dealing or any conduct of private business or personal services for personal gain between any Board member and the PISE except as procedurally controlled to assure openness, competitive opportunity and equal access to "inside" information. If you or any members of your Immediate Family have or have had as an owner, director, officer, partner, employee, consultant, debtor, creditor, agent or advisor of or to any person, firm or organization which to the best of your knowledge and belief, is a supplier of goods, or services to the PISE and briefly describe the type of goods or services so supplied. If your affiliation or the affiliation of your family is attributable in an ownership or partnership interest in any of the entities



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described above, please specify the percentage of that interest. Ownership of not more than 5% of the outstanding share of any publicly listed corporation need not be disclosed. If none, so state.

2. Governmental Affiliations. Please list below any elected or appointed office or position you or any member of your Immediate Family hold in any branch of government or in any regulatory agency having authority or jurisdiction over the PISE. If none, so state:

3. Other Foundation or Society Affiliations. Please list below the name and address of any other Not for Profit or Charity, other than PISE, which you or any member of your immediate family serves as director, officer, employee, or consultant, and the capacity in which you serve. If none, so state:

3.a Individuals appointed or elected to the Board of Directors must disclose any previous service on the board of another organization whose charitable status was revoked or whose registration as a charitable organization was terminated by the applicable regulatory authority.



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4. Outside Interests. Identify any purchase or sale of property or service, made by you or any member of your immediate family to or from PiSE for more than \$500.00. If none, so state:

5. Personal Affiliations. List any personal affiliations that you have which might be regarded as constituting a potential conflict of interest. If none, so state:

6. Other. List any other activities which you or your Immediate Family are or have engaged in that might be regarded as constituting a potential conflict of interest. If none, so state:

I hereby certify that the information disclosed herein is, to the best of my knowledge, complete and accurate. I hereby agree to report promptly to the Chair of the Board or his or her designee any situation or transaction that may arise during the forthcoming year that constitutes a conflict of interest or any apparent conflict of interest and report the same on an amended Disclosure Form.

I have reviewed the six points listed herein and, as related to my position as Director of PiSE, to the best of my knowledge, I have completed this form and complied with the Conflict of Interest Policy and I will in the best of my efforts comply with Conflict of Interest Policy in the future.



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Director's Name: _____

Signature: _____

Date: _____