State Archers of California Board of Directors Nomination Form

Summary: The State Archers of California (SAC) Board of Directors shall consist of nine members who are elected by the membership. Effort should be taken to have a mix of representative members from each of the three regions (throughout the state and archery disciplines such as coaches, judges, club leaders, athletes, and other independents. See Appendix A – SAC Regional Map to determine your region:

Region 1 – North.
Region 2 – Central.
Region 3 – South.

Directors Attendance: Board of Directors are expected to attend, in person, all regularly scheduled Board meetings, though for exceptional circumstances and with approval from the President, a Director may participate in a meeting by telephone or internet. Directors shall be required to attend no less than 2/3 of all regularly scheduled board meetings.

Function of the Board. The SAC Board of Directors shall represent the interests of the archery community in the State of California by providing SAC with policy, guidance, and strategic direction. The Board shall oversee the management of SAC and its affairs.

The Board shall focus on long-term objectives and impacts rather than on day-to-day management, empowering the President to manage a staff-driven organization with effective Board oversight.

In addition, the Board performs the following specific functions, among others:

- implements procedures to orient new Board Directors, to educate all Directors on the business and governance affairs of SAC;
- sets policy and provides guidance and strategic direction to membership on significant issues facing SAC;
- oversees the financial reporting process, communications with Board Members;
- reviews and approves the strategic plan and operating plans
- approves capital structure, financial strategies, borrowing commitments, and long-range financial planning;

- reviews and approves financial statements, annual reports, audit and control policies, and selects independent auditors;
- monitors to determine whether SAC assets are being properly protected;
- oversees effective governance;
- monitors SAC compliance with laws and regulations and the performance of its broader responsibilities; and
- ensures that the Board are properly structured and prepared to act in case of an unforeseen corporate crisis.

Qualifications. Each Director of the Board of Directors must:

- be twenty-one (21) years of age or older;
- a resident of the state of California;
- be a current USA Archery member in good standing
- have a current USA Archery Background Screening
- have a current U.S. Center for SafeSport training
- submit a current conflict of interest form (See Appendix B)
- The Board of Directors may not be related by blood, marriage or domestic partnership

A Director shall:

- have the highest personal and professional integrity;
- have demonstrated exceptional ability and judgment;
- possess an understanding of athletic competition;
- have a diverse experience in key business, financial, and other challenges that face S.A.C;
- be effective, in conjunction with the other members of the Board, in collectively serving the long-term interests of SAC

Number of Board of Directors and Composition of the Board.

No more than 3 SAC members may serve as Directors at the same time whose residence and club affiliations are in the same region, as defined below and referenced in Appendix A:

- Region 1 – North.
- Region 2 – Central.
- Region 3 – South.

Exceptions:

Should the situation arise where there are insufficient candidates from the defined regions, the membership may elect a Director to fill a vacancy utilizing official SAC board applicants from a current election cycle from another region.

Upon election of each new Board of Directors by the members, the Board shall decide which Directors shall hold the following offices:

- President/Vice President/Secretary/Treasurer/Director(s) at Large

Term. The term of office for the Board of Directors shall be three (3) years. A Director may not serve more than two consecutive terms. The Board shall have the discretion to modify at any time the term of any director by no more than two years as necessary to maintain the staggered nature of the Board of Directors as required by the bylaws. When a director is elected to fill a vacancy because of resignation, removal, incapacity, disability or death of a director, and the remaining term is 2 years or more, such term shall constitute a full term. Thus, if the vacancy being filled is for two or more years, and the maximum term is three years, the director may serve one additional three-year term following completion of the filled vacancy term. If the vacancy being filled is for less than one half of the maximum term, the term shall not be a full term and the director shall be able to serve one additional full-term following completion of the filled vacancy term. The terms of the officers of the board shall be three years. No individual shall serve as President for more than two consecutive terms.

Elections shall be staggered to maintain consistency in transition, such that one member from the North, Central and South region shall be elected annually. To bring the Board of Directors into compliance in 2021, each region shall have a member elected with a one-year term, a two-year term and a three-year term. The terms for each board member for each region for this specific election will be randomly assigned by USA Archery via a video conference directly following the election. Thereafter terms will be staged based on a three-year term. Those initially elected to a one-year term will be permitted to run for two more three-year terms.

SAC BOARD OF DIRECTORS NOMINEE APPLICATION FORM:

Nominee's Full Name: Click or tap here to enter text.
Region:

Address: City: County: Zip:

Phone: Email Address:

USA Archery Membership Number:

Date of USA Archery Background Screen Expiration:

Date of U.S. Center for SafeSport Training Expiration:

If nominated and elected to serve in the above---referenced position, I hereby certify that:

1. I am willing and able to serve, and I have the time available to serve in this position;
2. I will agree to be bound by the Bylaws of the State Archers of California in my service in this position, including signing the Conflict of Interest policy as part of the application process;
3. The statements and other representations made by me in my nomination materials are true, accurate, and correct, and that I will update my information with the USA Archery as any changes occur;
4. Nothing in my past history or current representations would present any conflict with my duties as a member of the above-named council or present a potential embarrassment to USA Archery;
5. I agree to exercise due care in exercising my duties as a member of the board listed above if selected and to otherwise follow the standards of conduct set forth in the Bylaws of the State Archers of California for such service.

Signature_____

Date_____

PLEASE ATTACH A COMPLETED CONFLICT OF INTEREST FORM, PICTURE AND BIO DETAILING THE EDUCATION OR EXPERIENCE IN YOUR BACKGROUND THAT QUALIFIES YOU FOR THIS POSITION.

APPLICATION DEADLINE: Please submit your application form, conflict of interest form, bio and picture electronically to melanie.mel4law@gmail.com

STATE ARCHERY OF CALIFORNIA REGIONAL MAP

REGION 1

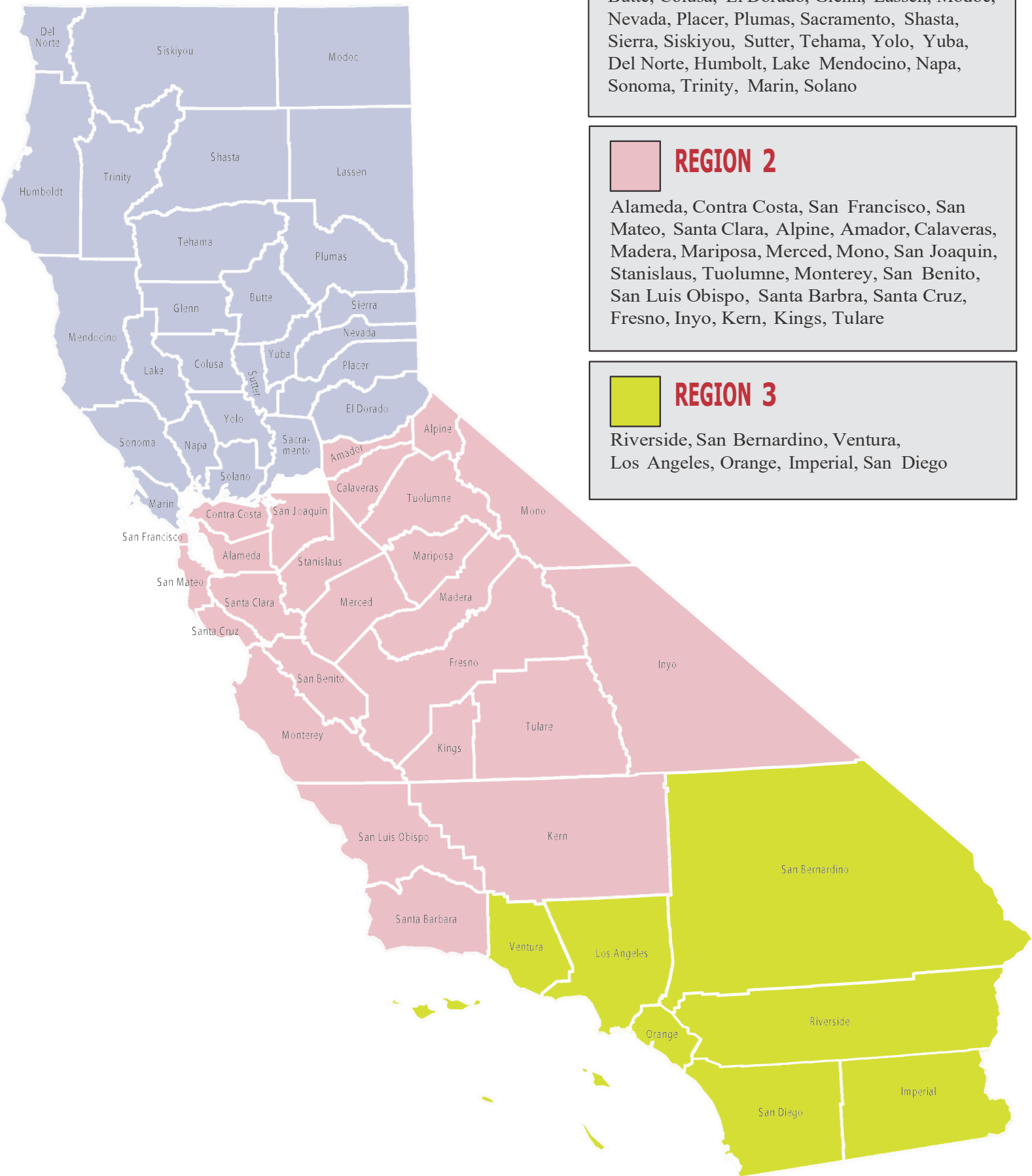
Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Yolo, Yuba, Del Norte, Humbolt, Lake Mendocino, Napa, Sonoma, Trinity, Marin, Solano

REGION 2

Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, Alpine, Amador, Calaveras, Madera, Mariposa, Merced, Mono, San Joaquin, Stanislaus, Tuolumne, Monterey, San Benito, San Luis Obispo, Santa Barbra, Santa Cruz, Fresno, Inyo, Kern, Kings, Tulare

REGION 3

Riverside, San Bernardino, Ventura, Los Angeles, Orange, Imperial, San Diego



APPENDIX B

Conflict of Interest Policy

SECTION 1. POLICY STATEMENT

State Archers of California (SAC) is committed to sustaining a State Association free of conflicts of interest and perceived conflicts of interest. Each Decision Maker (as defined below) has the responsibility to administer the affairs of **SAC** honestly and prudently, and to exercise their best care, skill, and judgment for the sole benefit of **SAC**. Those persons shall exercise the utmost good faith in all transactions involved in their duties, and they shall not use their positions with **SAC** or knowledge gained there from for their personal benefit. The interests of the organization must be the first priority in all decisions and actions. **SAC** requires that any of its Decision Makers recognize, attempt to avoid activities or investments that involve, might appear to involve, or could result in a potential conflict of interest.

A **"Conflict of Interest"** or **"Conflict"** exists when a Decision Maker acts on behalf of **SAC** in connection with a transaction to which **SAC** is a party, where the Decision Maker's actions or relationships present the potential for improper personal gain or advantage, or for an adverse effect on the interests of **SAC**, or where the Decision Maker's actions or relationships create the appearance that the Decision Maker will not be able to put **SAC's** interests first. A **"conflict of interest"** also exists in the context of athlete or team selection when a Decision Maker participates in a selection decision that involves or impacts an athlete with whom the Decision Maker has a direct or indirect relationship, or when a Decision Maker participates in a benefits or services allocation decision that directly impacts the Decision Maker.

This policy does not attempt to provide an exhaustive list of every possible circumstance that might give rise to a conflict of interest, but provides examples of situations that create conflicts of interest as a guide to the types of transactions (a **"transaction"** is any contract, transaction, agreement or relationship involving the sale or purchase of goods, services, event rights or rights of any kind, the providing or receipt of a grant or loan, or the establishment of any other financial relationship with **SAC**) and/or relationships that can create conflicts of interest.

SECTION 2. PERSONS CONCERNED

This Conflict of Interest Policy is applicable to all **SAC** Decision Makers. **"Decision Makers"** include, but are not limited to, members of **SAC**'s Board of Directors (the Board of **SAC**), officers, committee members, contractors and volunteers. Failure to sign the Conflict of Interest Policy shall result in not being seated on the board or a committee.

SECTION 3. AREAS IN WHICH CONFLICTS MAY ARISE

Conflicts of interest may arise in the relations of Decision Makers with any of the following third parties: (1) Persons and firms supplying goods and services to **SAC**; (2) Persons and firms from whom **SAC** leases property and equipment; (3) Persons and firms with whom **SAC** is dealing or planning to deal in connection with the gift, purchase or sale of real estate, securities or other property; (4) Competing or affinity organizations; (5) Donors and others supporting **SAC**; (6) Agencies, organizations, and associations which affect the operations of **SAC**; or (7) Family members, friends, and other employees. A **"Family Member"** is defined as a spouse, parent, child or a spouse of a child, brother, sister, or spouse of a brother or sister, of a Decision Maker.

A conflicting interest may be defined as an interest, direct or indirect, with any persons or firms mentioned above. The list below is not intended to be an all-inclusive list of every instance that may create a conflict of interest, but, rather, is simply a sample of the types of relationships and activities that could create a conflict of interest. If a Decision Maker or other disclosing individual has any question as to whether a relationship or activity may create a conflict of interest, a disclosure must be made. A potential conflict of interest might exist in the following circumstances:

1) Owning stock or holding debt or other proprietary interests in any third party dealing or potentially dealing with **SAC**.

   EXAMPLE: When a **SAC** board member owns an interest in a company or club seeking to enter into a contract to provide consulting or event services to **SAC**.

2) Owning a business, maintaining a second job, or providing goods or services under a provider, contractor, or consulting agreement, whereby the outside business provides goods or services to **SAC**.

   EXAMPLE: When **SAC** is contemplating entering into an agreement for the provision of consulting services by a board member of **SAC**.

3) Holding office, serving on the board, participating in management, or being otherwise employed (or formerly employed) with any third party dealing with **SAC**.

   EXAMPLE: When a **SAC** board member is the CEO of a company or club negotiating a contract to provide services to **SAC**.

4) Receiving remuneration for services with respect to individual transactions involving **SAC**.

> **EXAMPLE:** When a **SAC** board member gets paid a commission if **SAC** enters into a particular contract with a third party.

5) Using **SAC**'s time, personnel, equipment, supplies, information or data (including member data), assets, resources or goodwill for anything other than **SAC**-approved activities, programs, and purposes.

> **EXAMPLE:** When a **SAC** board member uses **SAC** equipment for a club shoot.

6) Soliciting or receiving personal gifts, loans, gratuities, or discounts from third parties in violation of **SAC's** Gift & Entertainment Policy. No personal gift of money should ever be accepted.

> **EXAMPLE:** When a company trying to obtain a contract to provide services to **SAC** provides a $100 gift certificate to a **SAC** board member who would be voting on whether **SAC** should execute the contract in question.
> **EXAMPLE:** Asking for box seats of field of play access to a sporting event because of your position on **SAC's** board of directors.
> **EXAMPLE:** Accepting tickets to an NFL game worth $250 from a business seeking to obtain a contract to provide IT services for **SAC** events.

7) Acting (or having a family member act) as an agent, representative, or consultant to a business whose interests may conflict with the interests of **SAC**.

> **EXAMPLE:** when a **SAC** board member agrees to promote another Club in negotiations with potential sponsors or licensees.
> **EXAMPLE:** when the spouse of an **SAC** board member works for or is an investor in a company that competes with **SAC** or that provides services to a company that competes with **SAC**.

8) Having (or having a family member with) a business relationship with a sponsor, supplier, licensee, or vendor of **SAC**.

> **EXAMPLE:** when a family member provides legal services to one of **SAC's** sponsors or donors.

9) Awarding **SAC** business to, or provide favorable treatment to, a business owned or controlled by a volunteer, family member, or personal friend.

> **EXAMPLE:** Awarding an event security contract to your family member's business.

10) Having activities or interests, whether direct or indirect, that interfere with or

influence, or have the potential to interfere with or influence, a Decision Maker's responsibilities on behalf of **SAC** or to undermine the interests of **SAC**.

EXAMPLE: A **SAC** board member has a significant client who owns or operates a facility being considered as the host of a **SAC** event.

EXAMPLE: A Decision Maker serves on a hearing panel or appeal panel involving discipline against a member of the Decision Maker's club / team / family.

EXAMPLE: An athlete is the potential recipient of benefits or services that are being allocated by **SAC** and participates in the allocation decision.

SECTION 4. INTERPRETATION OF THIS CONFLICT OF INTEREST POLICY

The areas of conflicting interest and relations in those areas which may give rise to a conflict, as listed in Section 3, are not exhaustive. Decision Makers should, in the first instance, attempt to avoid all relationships and activities which may give rise to a potential conflict of interest, whether or not listed expressly in Section 3.

However, the fact that one of the interests described in Section 3 exists does not necessarily mean that a conflict exists, or that the conflict, if it exists, is material enough to be of practical importance, or if material, that upon full disclosure of all relevant facts and circumstances it is necessarily adverse to the interests of **SAC**. However, it is **SAC's** policy that the existence of any of the interests described or similar in nature to those described in Section 3 shall be disclosed before any transaction is consummated or any vote taken on an action, contract, relationship, or decision that would give rise to the potential conflict of interest. It shall be the continuing responsibility of each Decision Maker to scrutinize his/her transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

For Athletes With Questions Regarding This Conflict of Interest Policy:

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

SECTION 5. DISCLOSURE POLICY AND PROCEDURE

In addition to the mandatory disclosures required from each Decision Maker under Section 10 and Section 11 of this policy, any individual with a good faith belief that a Decision Maker has a conflict of interest may notify **SAC** of such perceived conflict pursuant to the procedures set forth below. Such notice may be provided anonymously. Furthermore, should any Decision Maker become aware of any undisclosed conflict of interest, or any conflict of interest not fully disclosed, such person should make full disclosure of their knowledge of the conflict of interest involved to **the SAC Board of Directors**.

Disclosure should be made to the SAC Board of Directors, which shall bring the matter to the attention of any other relevant party as necessary.

After disclosure of the conflict or potential conflict of interest and all material facts, and after any discussion with the interested person, the SAC Board of Directors shall decide if a conflict of interest exists pursuant to the procedures set forth in Section 6 below, as applicable, and if there are mitigating measures that could be implemented to permit **SAC** to move forward with the transaction or activity.

Transactions with parties with whom a conflicting interest exists may be undertaken only if all of the following, at a minimum, are observed:

1) The conflicting interest is fully disclosed;
2) The person with the conflict of interest is excluded from the discussion and approval of such transaction;
3) A competitive bid or comparable valuation exists; and
4) The SAC Board of Directors has determined that the transaction is in the best interest of the organization pursuant to Section 6 below.

SECTION 6. PROCEDURES FOR ADDRESSING POSSIBLE CONFLICTS OF INTEREST WITH RESPECT TO TRANSACTIONS OR BUSINESS OF SAC

In the event a possible conflict of interest exists with respect to a proposed transaction, promptly and before any decision is made regarding the proposed transaction, the proposed transaction shall be addressed as follows:

1) The interested person may make a presentation to the SAC Board of Directors, which may be convened telephonically, regarding the transaction or arrangement involving the possible conflict of interest.
2) The SAC Board of Directors shall review alternatives to the proposed transaction or arrangement as presented to the SAC Board of Directors by the board, staff, or relevant committee.
3) After exercising due diligence, the SAC Board of Directors shall determine whether **SAC** can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a

conflict of interest.

4) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the SAC Board of Directors shall determine by a majority vote whether the transaction or arrangement is in **SAC's** best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, the SAC Board of Directors shall inform the board or committee whether there is a conflict of interest precluding **SAC** from entering into the transaction or arrangement, or if there are mitigating measures that may be implemented to alleviate concerns regarding thepotential conflict of interest.
5) The person with the conflict of interest is excluded from the discussion and approval of such transaction;

6) A competitive bid or comparable valuation exists; and

7) The SAC Board of Directors has determined that the transaction is in the best interest of the organization pursuant to Section 6 below.
8) The person with the conflict of interest is excluded from the discussion and approval of such transaction;

9) A competitive bid or comparable valuation exists; and

10) The SAC Board of Directors has determined that the transaction is in the best interest of the organization pursuant to Section 6 below.

SECTION 7. VIOLATIONS OF THE CONFLICTS OF INTEREST POLICY

1) If the SAC Board of Directors has reasonable cause to believe a Decision Maker has failed to disclose actual or possible conflicts of interest, it shall promptly inform the Decision Maker of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the SAC Board of Directors determines the Decision Maker has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action. The SAC Board of Directors decision shall be final.

3) While any such failure to disclose an actual or possible conflict of interest is under investigation, the Decision Maker shall be precluded from engaging in further decisions of **SAC** that bear any relation whatsoever to the matter that is the subject of the actual or possible conflict of interest.

SECTION 8. RECORDS OF PROCEEDINGS:

The minutes of the SAC Board of Directors meetings shall contain:

1) The names of the persons who disclosed or otherwise were found to have a connection with an actual or possible conflict of interest, the nature of the conflict of interest, any action taken to determine whether a conflict of interest was present, and the SAC Board of Directors decision as to whether a conflict of interest in fact existed; and

2) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, or selection process, the content of the discussion (including, but not limited to, an analysis of the fairness and reasonableness of the transaction or arrangement in question, or the fairness of having the individual participate in the selection process), including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 9. FALSE AND MALICIOUS ACCUSATIONS:

Any person who makes a false or malicious allegation of a violation of this policy (as opposed to allegations made in good faith, even if erroneous) will be subject to disciplinary action.

SECTION 10. ANNUAL STATEMENTS

Each Decision Maker shall annually sign and submit to the SAC President a statement, using the form attached hereto, which affirms such person:

1) Has received a copy of the conflicts of interest policy;

2) Has read and understands the policy;

3) Has agreed to comply with the policy, and

4) Understands that **SAC** is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes. Each annual disclosure shall be reviewed and addressed by the SAC Board.

5) Any actual, perceived, or potential conflict of interest should be disclosed in the annual statement.

6) Any new **SAC** board or committee member shall submit a conflict of interest disclosure statement within 14 days of his or her appointment by **SAC**. Any other new Decision Maker shall submit a conflict of interest disclosure statement by the earlier of 14 days after his or her appointment or his or her first board, committee, or task force meeting. In no event shall a Decision Maker participate in any decisions to commit **SAC** to a proposed transaction or in event hosting decisions or awards processes prior to submission of his or her conflict of interest disclosure statement.

7) **SAC** shall maintain copies of all Annual Statements submitted under this

Section 10.

SECTION 11. PERIODIC STATEMENTS / UPDATES

1) On an annual basis SAC shall send out and collect Conflict of Interest forms. Except as set forth below, all forms will be submitted to the President of the SAC Board of Directors. The SAC Board of Directors shall review all forms to determine if any conflict exists. If no conflict of interest exists, the President of the SAC Board of Directors will sign and date the forms. If there is a conflict, he or she will escalate the issue to the Board of Directors. The SAC Board of Directors will keep minutes of the Conflict of Interest determination meeting(s), and return all completed forms to the SAC Secretary for safekeeping. With regard to a President's conflict of interest forms, they may be reviewed by the Board of Directors. The Board of Directors will review the forms to determine if any conflict exists. If no conflict of interest, the Vide President will sign and date the form. The Vice President will return all completed forms to the SAC Secretary for safekeeping.
2) Each director, officer, committee member, task force member, hearing panel member, and contractor shall submit to SAC a signed statement as necessary describing: (a) any groups such person is affiliated with as board members (even if appointed by SAC), and (b) any new potential conflicts of interest as and when such potential conflicts of interest arises. SAC shall maintain copies of all Periodic Statements or updates submitted under this Section 11 and refer applicable statement updates to the President of the SAC Board of Directors for review to determine if any conflict exists.

SECTION 12. FURTHER INFORMATION

1) For questions regarding this Conflict of Interest Policy please contact the President of the SAC Board of Directors.

STATE ARCHERS OF CALIFORNIA CONFLICT OF INTEREST DISCLOSURE STATEMENT

I,_____, am a member of **SAC** and/or serve **SAC** in the following manner(s):

- □ Board of Directors
- □ Committee Member
  - Please specify which committee(s)_____
- □ Task Force Member
  - Please specify which task force(s)_____
- □ Hearing Panel Member
  - Please specify which hearing panel(s)_____
- □ Employee
- □ Volunteer
- □ Athlete Representative
- □ Contractor
- □ Other _____

I attest to the following:

- □ I have received the **SAC** Conflict of Interest Policy (the "Policy").
- □ I have read and understand the Policy.
- □ I agree to comply with the Policy.
- □ I understand that **SAC** is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Note: This disclosure statement also requires you to provide information with respect to certain other parties that are related to you. These persons are called "affiliated persons" and include, but are not limited to:

a) Your spouse, domestic partner, child, mother, father, brother, sister, grandparent, cousin or other blood relative;

b) Any corporation or organization of which you are a board member, an officer, a partner, participate in management or are employed by, or are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities; and

c) Any trust or other estate in which you have a substantial beneficial interest or as to which you serve as a trustee or in a similar capacity.

1. Have you or any of your affiliated persons provided services (other than board/committee/taskforce/hearingpanel/employee/contractor/volunteer service) or property to **SAC** in the past year?

YES NO

If yes, please describe the nature of the services or property, and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

2. Have you or any of your affiliated persons purchased services or property from **SAC** in the past year?

YES NO

If yes, please describe the purchased services or property, and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

3. Please indicate whether you or any of your affiliated persons had any direct or indirect interest in any business transaction(s) in the past year to which **SAC** was or is a party.

YES NO

If yes, please describe the transaction, and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

4. Were you or any of your affiliated persons indebted to pay money to **SAC** at any time in the past year (other than travel advances or the like)?

YES NO

If yes, please describe the indebtedness, and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

5. In the past year, did you or any of your affiliated persons receive, or become entitled to receive, directly or indirectly, any personal benefits from **SAC** or as a result of your relationship with **SAC**, that in the aggregate could be valued in excess of $1,000, that were not or will not be compensation directly related to your duties to **SAC**?

YES NO

If yes, please describe the benefit(s), and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

6. Are you or any of your affiliated persons a party to or do you or your affiliated persons have an interest in any pending legal proceedings involving **SAC**?

YES NO

If yes, please describe the proceeding(s), and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

7. Are you aware of any other events, transactions, arrangements or other situations that have occurred or may occur in the future that you believe should be examined by **SAC's** board in accordance with the terms and intent of **SAC's** Conflict of Interest Policy?

YES NO

If yes, please describe the situation(s), and, if an affiliated person is/was involved, the identity of the affiliated person and your relationship to that person:

If there is any relationship or matter not disclosed above, which might be perceived to compromise your obligations to SAC under USA Archery's Code of Ethics or which may raise questions of a conflict between your duty and loyalty to SAC and your economic self-interest, please indicate here what that relationship or matter is. If none, please state "none".

I HERBY CONFIRM that my responses to the above questions are complete and correct to the best of my information and belief. I agree that if I become aware of any information that might indicate that this disclosure is inaccurate or that I have not complied with this policy, I will notify the Board President or General Counsel (as applicable) immediately.

_____ _____

Signature Date

Reviewed by:_____ Date: _____