



MASSACHUSETTS HOCKEY, INC.



CONFLICT OF INTEREST QUESTIONNAIRE AND ACKNOWLEDGEMENT

(To be completed by all Massachusetts Hockey, Inc. Officers, Directors, Employees and all members of Committees and Sections)

NAME: _____

POSITION: _____

In accordance with the purposes and intent of the Conflict of Interest Policy adopted by the Board of Directors of Massachusetts Hockey, a copy of which has been furnished to me. I hereby disclose that I or my Family Members have the following affiliations, interests or relationships, and/or have taken part of the following transactions:

I. BACKGROUND

A. What position(s) do you hold and what relationship(s) do you maintain with respect to the Organization (*e.g.*, Officer, Director, Committee or Section member, Employee, executive professional advisor, vendor, etc.)?

II. OUTSIDE INTERESTS

A. Do you or any Family member (as defined in the Massachusetts Hockey Conflicts policy attached herein) hold, directly or indirectly, through business, investment or immediate family, any of the following:

i. An ownership or investment interest in a company* that does or may do business with, or that competes with Massachusetts Hockey, Inc., regardless of the percentage of ownership or value of the ownership interest?

() No () Yes – Explain below



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ii. A compensation arrangement with any company that does or may do business with, or that competes with, Massachusetts Hockey, Inc. (such as compensation for employment or independent contractor services, consulting fees, board stipends or fees, advisory committee fees, honoraria and the like)?

No Yes – Explain below

iii. A director, trustee, officer or board committee position with any other company that does or may do business with, or that competes with Massachusetts Hockey, Inc. (including competition for grants or donations)?

No Yes – Explain below



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iv. Any personal loans, advances or other borrowing from, or indebtedness to, any customer or supplier who also does or may do business with Massachusetts Hockey, Inc.? You may exclude charge cards, and personal or mortgage loans at market rates at financial institutions such as banks, finance companies, insurance companies, and savings and loan associations.)

No Yes – Explain below

B. Do you or any Family Member compete, directly or indirectly, with Massachusetts Hockey, Inc. in the purchase or sale of property rights, interests or services?

No Yes – Explain below

C. Do you or any Family Member provide directive, managerial, consultative or other services to or on behalf of any other company that does or may do business with. or that competes with, the services of Massachusetts Hockey, Inc.?

No Yes-Explain below



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D. Do you or any Family Member employ or otherwise retain any Massachusetts Hockey personnel for work on non-Massachusetts Hockey, Inc. business done outside of Massachusetts Hockey, Inc. ?

No Yes – Explain below

E. Have you or any Family Member used Massachusetts Hockey, Inc. property to conduct business that is not Massachusetts Hockey, Inc. business, with prior approval of an executive of Massachusetts Hockey, Inc.?

No Yes – Explain below

F. If you are employed by Massachusetts Hockey, Inc., have you or any Family Member accepted assignments outside of Massachusetts Hockey, Inc. either as an employee or as an independent contractor, over and *above* your primary or full-time assignment with Massachusetts Hockey, Inc.?

No Yes – Explain below



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G. Do you or any Family Member hold an elected or appointed office or other position of public responsibility that serves residents in any of Massachusetts Hockey's service areas?

No Yes – Explain below

H. Have you or any Family Member been a party to any action, suit or proceeding during the past five years that might be deemed material to evaluating your ability, your integrity or your interests with respect to Massachusetts Hockey, Inc.?

No Yes – Explain below

I. Do you or any Family Member know of any recent or pending actions, suits or proceeding in which you have an interest adverse to the interests of, or are a party adverse to Massachusetts Hockey, Inc.?

No Yes – Explain below



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III. INSIDE ACTIVITIES

A. In your arena of direct responsibility within Massachusetts Hockey, Inc. do you employ or otherwise retain any Family Member or other individual with whom you have a business or personal relationship? Have you or any Family Member attempted to influence Massachusetts Hockey, Inc. concerning the employment or retention of any immediate family member or other individual with whom you have a business or personal relationship?

() No () Yes – Explain below

B. Attached to this form is a complete list of the Directors, Officers, key employees and significant service providers for Massachusetts Hockey, Inc. In order to complete the annual Form 990 tax return for Massachusetts Hockey, Inc. we are required to ask the following questions:

1. Is any person on the list a Family Member?

If yes, please specify name and relationship:

2. Are you an employee of any person or entity on the list?

If yes, please specify employer(s):



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C. Do you (PERSONALLY, and not through any business interests) have a written contract with any person or entity on the list?

If yes, please specify name and relationship:

D. Do you (PERSONALLY, and not through any business interests), together with any person or persons on the list, have more than a 35 % ownership interest in any corporation, partnership or trust?

If yes, please specify name and relationship:

IV. GIFTS, GRATUITIES AND ENTERTAINMENT

A. Have you or any Family Member accepted gifts, entertainment, benefits, discounts or other favors from any outside entity that does, or is seeking to do business with, or is a competitor of. Massachusetts Hockey, Inc. under circumstances from which someone might think that such action was intended to influence or possibly would influence you in the performance of your duties on behalf of Massachusetts Hockey, Inc.? This does not prohibit the acceptance of reasonable entertainment by suppliers or prospective suppliers or items of nominal value that are clearly tokens of respect or friendship and not related to any particular transaction or activity when the value of such entertainment or items does not exceed One Hundred Dollars (\$100.00).

() No () Yes – Explain below



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B. Have you or any Family Member accepted any gifts, honoraria, perquisites, favors or benefits valued in excess of One Hundred Dollars (\$100.00) from customers, suppliers or agents of Massachusetts Hockey, Inc.?

() No () Yes – Explain below

V. OTHER

In the space below, please disclose any other interest, activities, investments or involvement that you think might be relevant for full disclosure of all actual, apparent or possible conflicts of interest. If none, indicate "none." [Use additional pages as necessary.]



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VI. AFFIRMATION

I hereby state that:

- A. I have received a copy of Massachusetts Hockey's Conflict of Interest Policy;
- B. I have read and understand the Policy;
- C. I agree to comply with the Policy;
- D. I understand that Massachusetts Hockey, Inc. is a nonprofit organization and that, to maintain its federal tax- exempt status, it must engage primarily in activities that accomplish one or more of its tax-exempt purposes;
- E. I agree to immediately identify and report, if not already identified or reported in any of my responses to the inquiries in this questionnaire, any potential conflict of interest or any relationship of any nature whatsoever which may impair, or which may reasonably appear to impair, my objectivity in being a Director of Massachusetts Hockey, Inc. This requirement shall apply to all companies in which the Director is an officer, director or employee;
- F. I agree to report to the appropriate person (1) any change in the responses to each of the foregoing questions that may result from changes in circumstances or (2) any further financial interest, situation, activity, interest or conduct that may develop before completion of my next annual Questionnaire;and
- F. The information contained in this Questionnaire is true and accurate to the best of my knowledge and belief as of the date below.

Signed/Date: _____

Print Name and Position: _____

***NB. For purposes of this questionnaire, the term "company" shall mean any organization, association, program, league and the like, either for profit or not for profit, incorporated or unincorporated, that is involved in the administration, organization, conduct and carrying out of any and all aspects of the sport of ice hockey in the Commonwealth of Massachusetts and other jurisdictions, if such a "company" from another jurisdiction does business in the Commonwealth of Massachusetts, including all members, Affiliate organizations and Districts of USA Hockey, Inc.**

w/3 Attachments: Massachusetts Hockey, Inc.'s Conflict of Interest Policy, List of Board Members of Massachusetts Hockey, Inc. and List of Significant Service Providers