



## Conflict-Of-Interest Questionnaire

The following questionnaire must be completed annually by all members of the Board of Directors of USA Climbing and by all members of USA Climbing Committees and Task Forces. Answers to this questionnaire should relate to relationships that occurred from September 1, 2017 through the present. Once you have completed this questionnaire, please sign and date in the space provided and return it to: Kyle Jablon, email: [Kyle@usacimbing.org](mailto:Kyle@usacimbing.org)

1. Are you an officer of an organization that conducts business or has a relationship with USA Climbing?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please define.

\_\_\_\_\_

2. Do you have a family relationship with anyone who has a noted relationship with USA Climbing? Family connections include an individual's spouse, parent, child, grandparent, grandchild, great-grandchild, and sibling. The spouses of any children, grandchildren, great-grandchildren, and siblings are considered family relationships as well. You do *not* need to indicate a family member serving as an uncompensated volunteer for USAC or USAC events except if such family member serves in a position as a USAC board member or member of a USAC committee, task force or hearing panel pool.

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please define.

\_\_\_\_\_

3. Have you participated, directly or indirectly, in any employment agreement, compensation relationship, or any other arrangement/investment opportunity with a third-party vendor doing business with USA Climbing that has resulted or could result in personal benefit to you?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please define.

\_\_\_\_\_

4. Have you received, directly or indirectly, any salary payments, loans, or gifts of any kind or any free service, discounts, or other fees from any person/organization engaged in any transaction with USA Climbing? You do not need to disclose immaterial free items (such as promotional shirts or other logo items) or passes for events or services (such as climbing gym access passes) given to you as a volunteer as long as it is a common policy to compensate volunteers with such goods or services.

Yes

No

\_\_\_\_\_

\_\_\_\_\_

If yes, please define.

\_\_\_\_\_

5. Do you share ownership of a business that does business with USA Climbing? Ownership means voting power in a corporation, profits interest in a partnership, or beneficial interest in a trust. If so, what is your percentage of ownership in this business.

Yes

No

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If yes, please define.

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