

It is the policy of The Omaha Home for Boys that no financial conflict of interest, or apparent or potential conflict of interest, exist between any employee, paid consultant, contractor, vendor or governing board member in the operation of the Home.

A detailed Conflict of Interest Policy has been included in the Restated Bylaws of the Corporation, Article VIII.

It is the practice of The Omaha Home for Boys to annually disclose the names of any employee, paid consultant or governing board member whom individually or as a part of a business or professional firm was involved in a financial transaction with the agency.

Exceptions as outlined by the Conflict of Interest Policy are reviewed and approved by the governing Board of Directors on a transaction basis.

Conflict of interest disclosure is presented to the Leadership Team; the Executive Committee; the Board of Directors; and to charity evaluation and rating organizations and individual donors upon request.

From the Amended and Restated Bylaws approved on January 8, 2013:

ARTICLE VIII. CONFLICTS OF INTEREST

Section 8.1 General.

- a) The following Conflicts of Interest Policy shall apply, to any transaction or arrangement between this Corporation and an "Interested Person."
- b) An Interested Person is a Director, an officer, an Active Member, an Emeritus Member any staff member, or a member of a committee with Board delegated powers who has a direct or indirect "Financial Interest", as defined below.
- c) A person has a Financial Interest if the person has, directly or indirectly, through business, investment, or family:
 - (i) An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement; or
 - (ii) A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement; or
 - (iii) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.
- d) Compensation includes direct or indirect remuneration and gifts or favors which are substantial in nature.

Section 8.2 Disclosure.

Interested Persons shall in no way permit their positions, in relation to their personal business, to conflict with the Corporation's activities. In furtherance of the foregoing, each Interested Person shall sign a statement, in a form to be adopted by the Board of Directors, whereby he/she shall agree to disclose, at any time and from time to time, all Financial Interests and all material facts relating thereto.

**DIRECTOR, TRUSTEE & OFFICER
STATEMENT OF UNDERSTANDING AND DISCLOSURE**

This questionnaire is submitted to you for purposes of disclosure of information necessary for compliance with the Corporate Bylaws' Conflicts of Interest Policy and the disclosure requirements of the Omaha Home for Boys as a provider of human care services.

1. Name: _____ Date: _____

2. Position:

Are you a voting Director or Trustee?

Are you an Officer? Yes No

If you are an Officer, which Officer position do you hold? _____

Are you a Community Volunteer? Yes No

3. I affirm the following:

I have received a copy of the Omaha Home for Boys Conflicts of Interest Policy. _____ (initial)

I have read and understand the policy. _____ (initial)

I agree to comply with the policy. _____ (initial)

4. Disclosures:

a. Do you have a financial interest (current or potential and directly or indirectly), including a compensation arrangement, with any outside concern which you have reason to believe provides or sells any goods or services to the Omaha Home for Boys?

Yes No

i. If yes, please list the name of the company or entity: _____

ii. If yes, what is your position or financial interest in the entity? _____

b. Does any member of your family have a financial interest (current or potential and directly or indirectly), including a compensation arrangement, with any outside concern which you have reason to believe provides or sells any goods or services to the Omaha Home for Boys?

Yes No

i. If yes, please list the family member's name and relationship to you:

ii. If yes, please list the name of the company or entity: _____

iii. If yes, what is the family member's position or financial interest in the entity?

c. Are you engaged in any activities or circumstances, not referred to in your previous answers, from which it might be inferred that there is a potential conflict of interest? Yes No

i. If yes, please provide a brief explanation: _____

To the best of my ability, I hereby assert that my answers are true and complete.

Dated: _____ Signature: _____

Date of Review by Executive Committee: _____