

# Vermont River Conservancy, Inc.

## Conflict of Interest Policy

(To be signed by all Officers and Directors)

Updated by the Board of Directors on October 22, 2014

No member of the Vermont River Conservancy, Inc. (VRC) Board of Directors shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation in the organization. Each individual shall disclose to the VRC Board any personal interest, that he or she may have in any matter pending before VRC and shall refrain from participation in any decision on such matter. Any member of VRC's Board of Directors or Staff shall refrain from obtaining any list of organization's clients for personal or private solicitation purposes at any time during the term of their affiliation.

In addition to my service for the Vermont River Conservancy, Inc. at this time I am a Board member or an employee of the following organizations:

- 1.
- 2.
- 3.
- 4.
- 5.

This is to certify that I, except with regard to carrying out my duties as an officer, director or staff member of the Vermont River Conservancy, Inc. or as described below, am not now nor at any time during the past year have been:

- 1) A participant, directly or indirectly, in any arrangement, agreement, investment, or other activity with any vendor, supplier, or other party; doing business with the Vermont River Conservancy, Inc. which has resulted or could result in personal benefit to me.
- 2) A recipient, directly or indirectly, of any salary payments or loans or gifts of any kind or any free service or discounts or other fees from or on behalf of any person or organization engaged in any transaction with the Vermont River Conservancy, Inc.

Any exceptions to 1 or 2 above are stated below with a full description of the transactions and of the interest, whether direct or indirect, which I have (or have had during the past year) in the persons or organizations having transactions with the organization.

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Signature: \_\_\_\_\_

Date \_\_\_\_\_

Printed name: \_\_\_\_\_