

**WORKFORCE DEVELOPMENT BOARD of SOUTHEAST MISSOURI  
MEMBER AND EMPLOYEE POTENTIAL CONFLICT OF INTEREST DISCLOSURE**

The Code of Conduct adopted by the Workforce Development Board of Southeast Missouri (WDB) as part of these by-laws requires board members and employees to publicly declare and make known to the WDB Chairperson all potential conflicts of interest prior to the awarding of funds by contracts or subcontracts or addenda to contracts or subcontracts.

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- the individual's business partner.
- an organization which employs, or is about to employ, any of the above,

has a material financial or other interest in the firm or organization selected for the award. A material financial or other interest is defined as "any ownership singularly or collectively, directly or indirectly, of ten percent or more of any business entity, or the receipt, singularly or collectively, of a salary, gratuity, or other compensation or remuneration.

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Please sign below as acknowledgement that you have read and received this Document entitled Code of Conduct / Conflict of Interest / Confidentiality, even if there is no potential conflict of interest listed.

Signature Stan Beel

Printed Name Stan Beel Date 2/12/25

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Signature

Lisa McCook

Printed Name

Lisa McCook

Date

February 12, 2025

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Signature Matt Crabtree

Printed Name Matt Crabtree

Date 10/28/2024

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None at this time

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Signature

Mark Halshof

Printed Name

Mark Halshof

Date

2/14/25

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Signature Kristen Daniel

Printed Name Kristen Daniel Date 2/11/25

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*None*

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Signature

*Stephen Gray*

Printed Name

STEPHEN GRAY

Date

7-15-24

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Signature \_\_\_\_\_

Printed Name \_\_\_\_\_

Scott Sattler

Date \_\_\_\_\_

10/7/24

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Ste. Genevieve County Memorial Hospital

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Signature

Sherry Vance

Printed Name

Sherry Hamby-Vance

Date

2/11/2025



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Printed Name Timothy Earnheart Date 11/13/24

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Printed Name Ken Rinehart Date 02/12/2025

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Please sign below as acknowledgement that you have read and received this Document entitled Code of Conduct / Conflict of Interest / Confidentiality, even if there is no potential conflict of interest listed.

Signature Diana L. Salazar

Printed Name Diana L. Salazar Date 2/14/2025

**WORKFORCE DEVELOPMENT BOARD of SOUTHEAST MISSOURI  
MEMBER AND EMPLOYEE POTENTIAL CONFLICT OF INTEREST DISCLOSURE**

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- the individual's business partner.
- an organization which employs, or is about to employ, any of the above,

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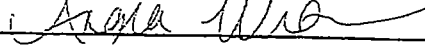
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Signature 

Printed Name Angela Wilson Date 2-26-24

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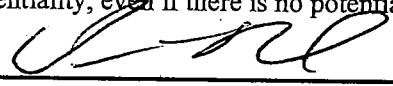
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Signature  RSB

Printed Name VANCE READ Date 02/13/25

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Signature

*Krystal McLane*

Printed Name Krystal McLane

Date 01/13/2025

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*[Handwritten Signature]*

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Signature \_\_\_\_\_

Printed Name \_\_\_\_\_

Date \_\_\_\_\_

*2-11-2015*

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Printed Name \_\_\_\_\_ Date 5/4/24



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Signature

Stacy Snider

Printed Name

Stacy Snider

Date

02/13/2025

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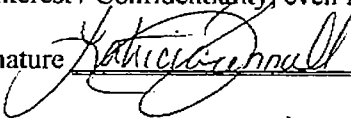
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Printed Name LATRICA FENNEL

Date 10/13/2024

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Signature

*Sandika S. Cabot*

Printed Name

SANDIKA S. CABOT

Date

10-10-21

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Printed Name Jonathan Brock Crowley Date 5-4-24

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Signature Valerie Moore

Printed Name Valerie Moore Date 5/30/2024

**WORKFORCE DEVELOPMENT BOARD of SOUTHEAST MISSOURI  
MEMBER AND EMPLOYEE POTENTIAL CONFLICT OF INTEREST DISCLOSURE**

The Code of Conduct adopted by the Workforce Development Board of Southeast Missouri (WDB) as part of these by-laws requires board members and employees to publicly declare and make known to the WDB Chairperson all potential conflicts of interest prior to the awarding of funds by contracts or subcontracts or addenda to contracts or subcontracts.

No individual subject to this policy in a decision-making capacity may participate in the selection or award of a contract or subcontract supported by WDB funds if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when:

- the individual,
- any member of the individual's family (or step-family), either by blood or marriage, which includes the employee's spouse, children, grandchildren, nephews, nieces, brothers, sisters, parents, grandparents, uncles, and aunts,
- the individual's business partner.
- an organization which employs, or is about to employ, any of the above,

has a material financial or other interest in the firm or organization selected for the award. A material financial or other interest is defined as "any ownership singularly or collectively, directly or indirectly, of ten percent or more of any business entity, or the receipt, singularly or collectively, of a salary, gratuity, or other compensation or remuneration.

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"Vended" purchases from those governed by this policy as defined above using public funds administered through the WDB are discouraged. Such purchases may be made, but only after competitively advertising the purchase in the manner directed by the WDB's procurement procedures.

**SIGNATURE**

I, in my capacity as a WDB member or employee of the Workforce Development Board of Southeast Missouri, hereby publicly declare and make known the following potential conflicts of interests, real, apparent, or perceived, known by me. By signing this statement, I am indicating that I have read and understand the WDB's Code of Conduct as it applies to the conditions described below. Each member of the Board, by signing prior to taking Board seat and then annually, acknowledges that they have read and understand the Code of Conduct and Confidentiality Agreement.

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Please sign below as acknowledgement that you have read and received this Document entitled Code of Conduct / Conflict of Interest / Confidentiality, even if there is no potential conflict of interest listed.

Signature

**Jerri Bowles**

Digitally signed by Jerri Bowles

Date: 2025.11.13 10:19:57

Printed Name

-06'00'

Date

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*Danise Clay*

Printed Name

Danise Clay

Date

02/11/2025

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Printed Name Allysia Long Date 2/11/25



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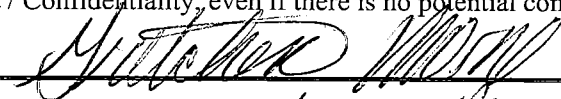
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Signature



Printed Name

Gretchen Morse

Date

2/10/25

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Printed Name CATHY TRENTNAM Date 2/11/2025

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Signature Sarah Wilson

Printed Name Sarah Wilson

Date 2/11/25