

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

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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

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Printed Name Matt Crabtree

Date 10/28/2024

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None at this time

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Signature Mark Hulshof

Printed Name Mark Hulshof

Date 2/14/25

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Signature Kristen Daniel

Printed Name Kristen Daniel Date 2/11/25

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Signature Stephen Gray

Printed Name STEPHEN GRAY

Date 7-15-24

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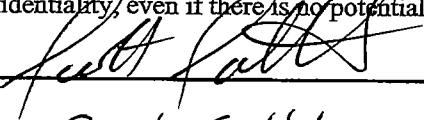
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Printed Name Scott Sattler

Date 10/7/24

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Sherry Hamby-Vance

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Signature Sherry Hamby-Vance

Printed Name Sherry Hamby-Vance, Date 2/11/2025

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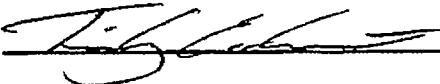
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Printed Name Timothy Farnheart

Date 11/13/24

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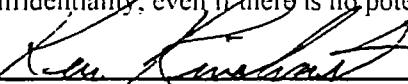
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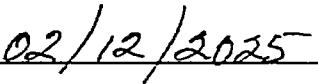
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has a material financial or other interest in the firm or organization selected for the award. A material financial or other interest is defined as "any ownership singularly or collectively, directly or indirectly, of ten percent or more of any business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

WDB members having a potential real, apparent, or perceived conflict of interest in any contract or subcontract or addendum awarded by the WDB must (i) absent themselves physically from the committee or board meeting during the discussion and voting process in which their perceived real or apparent conflict of interest could influence decision making, and (ii) abstain from voting on any and all such issues. All such absences and abstentions will be noted in the meeting minutes. The meeting chairperson shall have the right and responsibility to require such members to absent themselves from the meeting.

"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.

The following potential conflicts of interests, real, apparent, or perceived, described as to their nature and conditions, may exist, I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

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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**

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.

WDB members having a potential real, apparent, or perceived conflict of interest in any contract or subcontract or addendum awarded by the WDB must (i) absent themselves physically from the committee or board meeting during the discussion and voting process in which their perceived real or apparent conflict of interest could influence decision making, and (ii) abstain from voting on any and all such issues. All such absences and abstentions will be noted in the meeting minutes. The meeting chairperson will have the right and responsibility to require such members to absent themselves from the meeting.

"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.

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The following potential conflicts of interests, real, apparent, or perceived, described as to their nature and conditions, may exist. I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

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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 Angela Wilcox

Printed Name Angela Wilcox Date 2-26-24

**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.

WDB members having a potential real, apparent, or perceived conflict of interest in any contract or subcontract or addendum awarded by the WDB must (i) absent themselves physically from the committee or board meeting during the discussion and voting process in which their perceived real or apparent conflict of interest could influence decision making, and (ii) abstain from voting on any and all such issues. All such absences and abstentions will be noted in the meeting minutes. The meeting chairperson shall have the right and responsibility to require such members to absent themselves from the meeting.

"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.

The following potential conflicts of interests, real, apparent, or perceived, described as to their nature and conditions, may exist, I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

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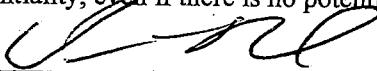
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Please sign below as acknowledgement that you have read and received this Document entitled Code of Conduct / Conflict of Interest / Confidentiality, even if there is no potential conflict of interest listed.

Signature



RSB

Printed Name

VANCE READ

Date

02/13/25



## 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 stepfamily) or other by blood or marriage, who also 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 interest is defined as any ownership singularly or collectively, directly or indirectly, of ten percent or more of any individual entity, or the receipt, singularly or collectively, of a salary, gratuity, or other compensation or remuneration.

WDB members having a potential real, apparent, or perceived conflict of interest in any contract or subcontract or addenda or awarded by the WDB must recuse themselves physically from the committee or board meeting during the decision-making and voting process in which their perceived real or apparent conflict of interest could influence decision making, and recuse themselves from voting on any and all such issues. All such absences and recusals will be noted in the meeting minutes. The meeting chairperson shall have the right and responsibility to require such members to do so if it is in the interest.

"Bidding" purchases from those governed by this policy as defined above using public funds administered through the WDB are discouraged. Such purchases may be made, however, 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 interest, real, apparent, or perceived, known to me. By signing this statement, I am indicating that I have read and understand the WDB's Code of Conduct and Agrees to the conditions described below. Each member of the Board, by signing prior to taking Board seat and their name, acknowledges that they have read and understand the Code of Conduct and Confidentiality Agreement.

The following potential conflicts of interest, real, apparent, or perceived, described as to their nature and conditions, may exist. I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

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

Signature

Printed Name

202

Date 2-11-2018

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

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The following potential conflicts of interests, real, apparent, or perceived, described as to their nature and conditions, may exist, I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

*NA*

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

*Stephen C. Pickley*

Printed Name

*Stephen C. Pickley*

Date

*5/4/24*

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

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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 Stacy Snider

Printed Name Stacy Snider

Date 02/13/2025

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

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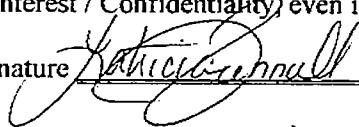
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Signature



Printed Name Patricia FENNEL

Date 10/13/2024

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

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**SIGNATURE**

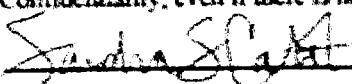
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NONE

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Signature



Printed Name

SANDRA S. CABOT

Date 10-10-21

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

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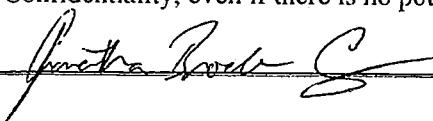
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Please sign below as acknowledgement that you have read and received this Document entitled Code of Conduct / Conflict of Interest / Confidentiality, even if there is no potential conflict of interest listed.

Signature



Printed Name Jonathan Brock Crowley

Date 5-4-24

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

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**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.

The following potential conflicts of interests, real, apparent, or perceived, described as to their nature and conditions, may exist, I hereby attest that this is true as of the date of my signature below. If there are no conflicts of interest, please write "none" in the spaces below.

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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 Valerie Moore Printed Name Valerie Moore Date 5/30/2024

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

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**SIGNATURE**

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Signature

**Jerri Bowles**

Printed Name

Digitally signed by Jerri Bowles

Date: 2025.11.13 10:19:57

-06'00'

Date

**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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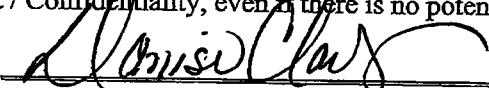
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Printed Name

Danise Clay

Date 02/11/2025

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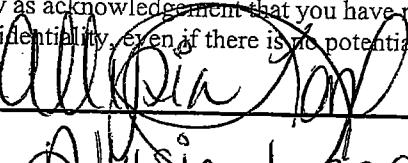
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Printed Name Allyson Long

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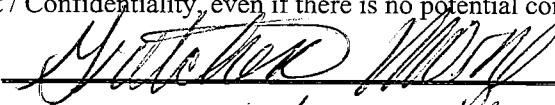
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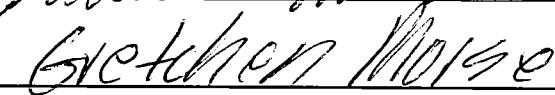
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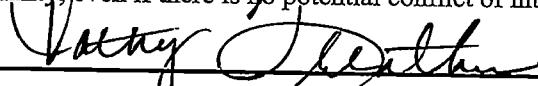
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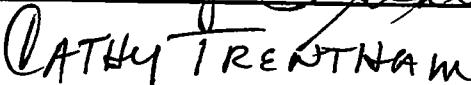
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Signature Sarah Wilson

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Printed Name Sarah Wilson

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