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

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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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Mike Sauer

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 Mike Sauer Date 2/9/2026

Vice CEO

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Signature Charles J. Herbst

Printed Name Charles J. Herbst Date 02/09/2026

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Signature Stan Beel

Printed Name Stan Beel Date 02/20/2026

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Signature Lisa M Cook

Printed Name Lisa M Cook Date February 16, 2026

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Signature Matt Crabtree

Printed Name Matt Crabtree Date 02/09/2026

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Signature  _____

Printed Name Mark Hulshof Date 2/24/2026

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Signature Kristen Daniel

Printed Name Kristen Daniel Date 2/9/2026

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Signature

Steph Gray

Printed Name

Stephen Gray

Date

02/09/26

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Member: William Vance
 Friend Name: Sherry Hanky-Vance on 11/11/2016

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Signature
Signed by:
 Scott Sattler

Printed Name Scott Sattler Date 2/9/2026

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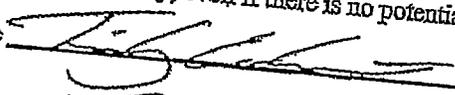
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NA

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Signature 

Printed Name Timothy Farnheart

Date 2/10/26

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

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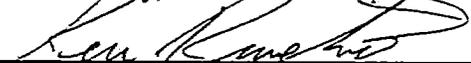
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Printed Name Ken Linehart Date 02/20/2026

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Signature Diana L. Salazar

Printed Name Diana L. Salazar Date 02/09/2026

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Signature Angela Wilson

Printed Name Angela Wilson Date 2/19/2026

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Signature Genny Asher

Printed Name Genny Asher Date 02/10/2026

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Signature Krystal McLane

Printed Name Krystal McLane Date 02-09-2026

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Printed Name James J (JJ) Lang Date 2-19-2025

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Signature Stephen C Pinkley

Printed Name Stephen C Pinkley Date 02/10/2024

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Signature Stacy Snider

Printed Name Stacy Snider Date 02/10/2026

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Signature *Laticia Fennell*

Printed Name LATICIA FENNEL Date 2/19/2020

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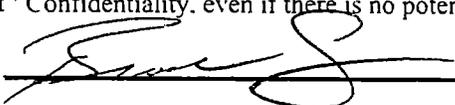
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Printed Name Brock Crowley Date 2-19-26

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Signature

Jerri Bowles

Digitally signed by Jerri Bowles

Date: 2025.11.13 10:19:57

Printed Name

-06'00'

Date

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

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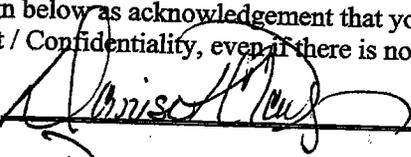
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Printed Name

DANISE K. CLAY

Date

02/09/2026

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Signature _____

Allysia Long

Printed Name _____

Allysia Long

Date _____

02.09.26

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Signature *Gretchen Morse*

Printed Name Gretchen Morse Date 2/9/26

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Signature Sarah Wilson

Printed Name Sarah Wilson Date 2/9/2026