

## USA CYCLING CONFLICT OF INTEREST DISCLOSURE STATEMENT

I, \_\_\_\_\_, am a member of USA Cycling I attest to the following:

- ☐ I have received the USA Cycling Conflict of Interest Policy (the "Policy").
- ☐ I have read and understand the Policy.
- ☐ I agree to comply with the Policy.

**Affiliated Persons** include your family and other people or organizations close to you. *Affiliated persons can include:*

- *Your spouse, domestic partner, child, mother, father, brother, sister, grandparent, cousin or other blood relative;*
- *Any corporation or organization which you are a board member, an officer, a partner, of which you participate in management, or are employed by, or of which you are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities; and*
- *Any trust or other estate in which you have a substantial beneficial interest or as to which you serve as a trustee or in a similar capacity.*

### Cycling and Community Involvement

*Please note all cycling and USA Cycling community involvement. Please state what you might consider to be obvious – even if your involvement is widely known, be sure to note it here to be certain that any conflicts are up front and easier to deal with.*

- ☐ I own, operate or work at a business that is involved in our sport
- ☐ My family members or **affiliated persons** own, operate or work in a business that is involved in cycling
- ☐ I am actively participating in cycling as a competitor, official, coach or other type of participant
- ☐ My family member(s) or **affiliated person(s)** actively participate in cycling as a competitor, official, or other type of participant.

### Policy History

Policy Approver	Approved Date	Publication Date	Revision Summary
Board of Directors	July 14, 2023	August 1, 2023	Initial Publication

Do you or an Affiliated Person own stock or hold debt or other proprietary interests in any third party dealing or who may potentially deal with USA Cycling?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who holds, or may hold the stock, debt or other proprietary interest?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an Affiliated Person, who is that person/organization?

If an Affiliated Person, how is this person or organization related to you?

What is the stock, debt or other proprietary interest(s) held or that may be held?

Have you or an Affiliated Person provided services or been associated with a third party that has provided services or property to USA Cycling the past year?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who provided goods or services to USA Cycling in the past year?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an Affiliated Person or both, who is that person or organization?

What goods or services were provided to USA Cycling in the past year?

Do you or an Affiliated Person own a business, or maintain a primary or secondary job that directly or indirectly provides goods or services to USA Cycling the USOPC, or another NGB?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who provided goods or services to the NGB in the past year?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What goods and services have been or are to be provided?

Have you or any of your Affiliated Persons purchased services or property from USA Cycling in the past year?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who purchased goods or services to USA Cycling in the past year?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What goods and services have been purchased from USA Cycling?

Do you or an Affiliated Person hold office, serve on the board of, participate in management of, or are otherwise employed (or formerly employed) by a third party dealing with USA Cycling?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who held office, served on the board of, participated in management of, or was otherwise employed (or formerly employed) by a third party dealing with USA Cycling?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What role(s) and/or organization(s) were you and/or your **Affiliated Persons** involved with?

What dealing(s) did the organization(s) noted above have with USA Cycling?

Did you or any of your Affiliated Persons have any direct or indirect interest in any business transaction(s) in the past year to which USA Cycling was or is a party?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in the business transaction(s) dealing with USA Cycling?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What direct or indirect interest in a business transaction did you or the **Affiliated Person** have?

Do you or an **Affiliated Person** act as an agent, representative, or consultant to a person or business whose interests may conflict with the interests of USA Cycling?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who has an interest that may conflict with the interests of USA Cycling?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization and for what person or business did the person act as agent, representative, or consultant?

What potentially conflicting interest do you or the **Affiliated Person** have?

Were you or any of your affiliated persons indebted to pay money to USA Cycling at any time in the past year (other than travel advances or the like)?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who was indebted to USA Cycling in the past year?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What debt did you or your **Affiliated Person** owe to USA Cycling in the past year?

Other than direct employment income, did you or an **Affiliated Person** make more than \$1000 from USA Cycling in the past year?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who was paid \$1000 or more by USA Cycling in the past year?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

Please describe the benefit and/or income paid to you or the **Affiliated Person**:

Are you or any of your **Affiliated Person** a party to or do you or your **Affiliated Person** have an interest in any pending legal proceedings involving USA Cycling?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who is involved in a legal proceeding involving USA Cycling?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person or organization?

What is the nature of the legal proceeding involving USA Cycling you and/or an **Affiliated Person**? (Please include in what court(s) the legal proceeding is/are pending, the case name(s) and numbers(s) and date commenced.)

Are you an athlete competing for a spot on a USA Cycling national team, do you coach an athlete who is competing for a spot on a USA Cycling national team, or do you have an immediate family member, employee, or colleague who is otherwise participating in the competition for which a selection committee has been convened?

- ☐ Yes  
☐ No  
☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the athlete competing for a spot on a national team, or the coach of an athlete competing for a spot on a national team?

- ☐ Me  
☐ An **Affiliated Person**, such as a family member or organization I am a part of  
☐ Both

If an **Affiliated Person** or both, who is that person(s)?

What role do you or the **Affiliated Person** play?

- ☐ Competing Athlete  
☐ Coach of a Competing Athlete

Do you or an Affiliated Person have a business relationship with a sponsor, supplier, licensee or vendor of USA Cycling?

- ☐ Yes  
☐ No  
☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the person or organization with a business relationship with a sponsor, supplier, licensee or vendor?

- ☐ Me  
☐ An **Affiliated Person**, such as a family member or organization I am a part of  
☐ Both

If an **Affiliated Person** or both, who is that person?

What is the nature of the relationship you or the **Affiliated Person** has with the sponsor, supplier, licensee or vendor?

Is there any other relationship or matter not disclosed above that might be perceived to compromise your obligations to USA Cycling or that may raise questions of a conflict between your duty and loyalty to USA Cycling and your economic self-interest?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the person or organization that you believe there may give rise to a conflict of interest?

- ☐ Me
- ☐ An **Affiliated Person**, such as a family member or organization I am a part of
- ☐ Both

If an **Affiliated Person** or both, who is that person?

What is the nature of the potential conflict you or the **Affiliated Person** may have?

Would you like to be contacted by USA Cycling's General Counsel or Ethics Committee to discuss questions or comments about this declaration or to discuss the Conflict of Interest policy further?

- ☐ Yes
- ☐ No

I HERBY CONFIRM that my responses to the above questions are complete and correct to the best of my information and belief. I agree that if I become aware of any information that might indicate that this disclosure is inaccurate or that I have not complied with this policy, I will notify the Chief Administrative Officer & General Counsel or Ethics Committee immediately.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date