



Conflict of Interest Policy

The conflict of interest policy is designed to help 100 Black Men of Southwest Florida, when it is entering into a transaction or arrangement that might benefit the private interest of one of its officers or directors, or might result in a possible excess benefit transaction. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflicts of interest.

- **Outside Interests**- An agreement or transaction between 100 Black Men of Southwest Florida and responsible person or family member, or has a material financial interest
 - **Outside Activities**- A responsible person competing with 100 Black Men of Southwest Florida in rendering of services or in any other agreement or transaction with a third party, or has a material financial interest
 - **Gifts, Gratuities and Entertainment**-A responsible person accepting gifts, entertainment, or favors from any individual or entity that: does or is seeking to do business with; is a competitor; has received, is receiving or seeking to receive a loan or grant; to secure other financial commitments; is a charitable organization
1. Are you an officer of an organization that conducts business or has a relationship with 100 Black Men of Southwest Florida Nonprofit? Yes _____ No _____
 2. Have you ever served on the board of a business in which 100 Black Men of Southwest Florida Nonprofit invests? Yes _____ No _____
 3. Do you have a family relationship with anyone who has a noted relationship with 100 Black Men of Southwest Florida Nonprofit? Family connections include an individual's spouse, parent, child, grandparent, grandchild, great-grandchild, and sibling. The spouses of any children, grandchildren, great-grandchildren, and siblings are considered family relationships as well. Yes _____ No _____
 4. Have you participated, directly or indirectly, in any employment agreement, compensation relationship, or any other arrangement/investment opportunity with a third-party vendor doing business with 100 Black Men of Southwest Florida Nonprofit that has resulted or could result in personal benefit to you? Yes _____ No _____
 5. Have you received, directly or indirectly, any salary payments, loans, or gifts of any kind or any free service, discounts, or other fees from any person/organization engaged in any transaction with 100 Black Men of Southwest Florida Nonprofit? Yes _____ No _____
 6. Do you share ownership of a business that does business with 100 Black Men of Southwest Florida Nonprofit? Ownership means voting power in a corporation, profits interest in a partnership, or beneficial interest in a trust. Yes _____ No _____

If the 100 Black Men of Southwest Florida organization has reason to believe a conflict of interest exists after the explanation, to any **Yes** answer it will take corrective action.

Signature _____ Print _____ Date _____

Mailing Address: P.O. Box 152643, Cape Coral, Florida 33915;

Telephone: 239-464-5762

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