



COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION

CONFLICT OF INTEREST POLICY

EFFECTIVE DATE: 14 November, 2025

POLICY STATEMENT:

The Council for Advancement and Support of Education has adopted this Conflict of Interest Policy (“COI Policy”) for itself and its subsidiaries and affiliates (collectively, “CASE”) to ensure that the affairs of CASE will be conducted in a manner that merits the trust and confidence of our members institutions, and their staff and benefits the important mission we serve. It is the goal of this COI Policy that all CASE Representatives (defined below) conduct themselves with the highest level of integrity and use their best efforts to act in the best interests of CASE.

This COI Policy is intended to be a policy that is compliant with the standards for conflict-of-interest policies referenced in the United States Internal Revenue Service Form 990 and the United Kingdom Charity Commission, as well as relevant rules in Singapore. This COI Policy is designed to supplement, but not replace, any applicable national, federal, provincial, and/or state laws governing conflicts of interest applicable to CASE, including but not limited to excess benefit transaction standards under Section 4958 of the Internal Revenue Code and Treasury Regulations and the recommendations of the UK Charity Commission.

GUIDELINES

Section 1. Why does CASE need this COI Policy?

CASE is a well-known public charity. Charities regulators and tax officials view the operations of CASE as a public trust that is subject to scrutiny by and accountability to government entities, donors, the media, and the public. CASE understands that conflicts of interest are not uncommon, and that not all actual or potential conflicts of interest are harmful to CASE. However, it is essential that CASE can identify actual or potential conflicts of interest and manage them fairly and appropriately.

Section 2. Who is covered by this COI Policy?

All CASE trustees, officers, employees, volunteers, and others who act on behalf of the CASE and its subsidiaries including, without limitation, members of the CASE Board of Trustees, the CASE Europe Trust, and the CASE Asia-Pacific Board (collectively, “CASE Representatives” and, individually, each an “CASE Representative”) are subject to this COI Policy.

Trustees, officers, and key employees of CASE (collectively, “CASE Key Persons” and, individually, each a “CASE Key Person”) are additionally required to complete an annual disclosure questionnaire described in Section 6 of this COI Policy during the period(s) in which they serve and to timely report changes to their disclosures.¹

Section 3. What is a Conflict of Interest?

A “conflict of interest” may arise when a CASE Representative has some other interest that might impair, or appear to impair, their independence and objectivity in the discharge of their responsibilities and duties to CASE or when they stand to obtain a benefit from CASE. The interest that gives rise to a conflict may be direct or indirect. A conflict may therefore relate to the interests of someone who is connected to a CASE Representative as well as to their own personal interests. Such circumstances may involve, without limitation, romantic or personal relationships, family relationships, outside business or financial transactions, outside employment relationships, professional activities, or personal affiliations with other nonprofit or for-profit third-party entities.

Because the existence of conflicts of interest is evaluated on a case-by-case basis, this COI Policy does not include a comprehensive or exhaustive list of conflict-of-interest situations. But several examples are provided throughout to help you identify scenarios that may generate actual or potential conflicts of interest.

Section 4: Types of Conflicts of Interests

A. Financial Conflicts

A financial conflict of interest occurs when a CASE Representative’s personal financial interests could improperly influence their actions, decisions, or responsibilities within CASE, potentially affecting their ability to act in the best interest of CASE. This could involve situations where a CASE Representative stands to gain financially from their role, creating a conflict between their personal interests and their duty to CASE.

¹ CASE Key Persons that are required to fill out an annual disclosure questionnaire include all trustees, officers, members of the executive leadership team, and employees who are reported as “key employees” on CASE’s United States Internal Revenue Service Form 990. CASE’s Chief Financial Officer will identify any adjustments that may be required from time to time regarding which CASE Representatives are considered CASE Key Persons.

Some examples of Financial Conflicts of Interest include:

1. When a CASE Representative or their Family Member² owns a business or has a material³ investment in a business that has or may have a contract with CASE, such as to supply goods or services to CASE.

For example, if a CASE employee's family owns a consulting business that provides consulting services to CASE, the CASE employee has a conflict of interest because their family will directly benefit financially from CASE's consulting contract with that business. If the interested CASE employee has a decision-making role for CASE or the consulting business regarding the contract, their decision might be influenced by the potential financial gain they would receive from the contract rather than simply determining most beneficial outcome for CASE.

For example, if a CASE employee owns stock in a publicly traded telecommunications company that provides internet and network services to CASE on similar terms available to the public, the CASE employee does not necessarily have a conflict of interest even if they have a decision-making role for CASE regarding the telecommunications company's retention. The services transaction is available to CASE on the same or similar terms offered to others in the ordinary course of business, and the employee's investment interest is unlikely to exceed the materiality threshold of 35% or more ownership of the company. In this case, there would be no conflict of interest, and a potential conflict relating to their investment interest would not need not be reported by the employee on the Conflict of Interest Disclosure Statement submitted to CASE.

2. When CASE is considering a contract with an entity or vendor in which a CASE Representative or their Family Member is a current or former officer, director, trustee, employee, consultant,

² "Family Members" that should be considered include a CASE Representative's:

- (1) spouse or domestic partner;
- (2) children, grandchildren, and great grandchildren (whether natural or adopted);
- (3) siblings (whole- or half-blood);
- (4) parents, grandparents, great-grandparents (whether natural or stepparent) and ancestors; and
- (5) the spouses or domestic partners of siblings, children, grandchildren, great-grandchildren, parents, grandparents, or great-grandparents.

Additional family and personal relationships should be considered if pertinent facts surrounding a given transaction or arrangement indicate that those relationships may give rise to an actual or potential conflict for a CASE Representative.

³ What constitutes a material investment or interest should be examined considering the pertinent facts, but a best practices threshold at which scrutiny at 35% or greater ownership or beneficial interest in any entity (corporation, limited liability company, trust, etc.), or more than 5% of a direct or indirect ownership interest in a partnership or professional corporation.

or person with substantial influence (such as a founder), or otherwise has a compensation arrangement with the entity or vendor.

For example, an employee of CASE was previously an employee for a for-profit company that provides marketing and communications services. CASE is considering purchasing marketing services from that company. While the CASE employee no longer holds a position with the other company, if the CASE employee is in a decision-making role for CASE regarding CASE's contract, the former employment relationship could inappropriately influence the employee's decision. Even if the CASE employee is not in a decision-making role, there may still be the appearance of favoritism or impropriety if CASE contracts with the for-profit company.

Consider the same example, with the additional fact that the CASE Representative also has a financial interest in the former employer due to their prior employment relationship (such as stock ownership or deferred compensation arrangement). The financial interest presents a similar concern to that described above.

3. When a CASE Representative may personally benefit from their CASE position or their own relationship with persons and entities supplying goods, services, equipment, or facilities to CASE, or otherwise seeking to secure a financial commitment or rights from CASE.

For example, a member of CASE's Board of Trustees has a former colleague that provides freelance fundraising consulting services for nonprofits. The board member's former colleague provides services to the board member's company, and the board member recommends that CASE also retain their former colleague to provide consulting services because the board member's company will receive a referral discount or other similar perk. Additionally, the board member's position within CASE could give their former colleague an unfair advantage in securing consulting work (whether real or perceived) if they bid on a contract with CASE for such consulting services and the board member is involved in decision-making concerning CASE's engagement of their former colleague.

B. Conflicts of Loyalty

Another type of a conflict of interest not involving financial gain, called a conflict of loyalty, sometimes arises. A conflict of loyalty occurs when a CASE Representative's personal interests, relationships, or obligations to another entity interfere with their duty to act in the best interest of CASE or otherwise create divided loyalties between CASE and the other entity.

For example, an employee of CASE serves on the board of a competing non-profit entity. While the CASE employee may not have a personal financial interest in the other non-profit entity, as a board member of the other non-profit entity, the CASE employee owes the other non-profit entity a fiduciary duty of loyalty and thus has conflicting priorities between benefiting the other non-profit and making sure that CASE's best interests are served. If the CASE employee is involved in fundraising activities for both

CASE and the other entity, and the employee advances the interests or goals of the competing entity over CASE, this could create a conflict of loyalty.

Relationships and affiliations that might result in a future conflict of loyalty should be disclosed (such as serving on other nonprofit boards or for-profit boards). Open disclosure of such situations allows for informed and thoughtful evaluation of the potential conflict of interest.

E. Loans from CASE

No CASE Representative is eligible to receive a loan or other similar kind of financial assistance from CASE.

Section 5. Acceptance of Gifts, Meals & Entertainment, Honoraria, External Activities, Donor Activities

A. Gifts

A potential conflict of interest may arise when a CASE Representative accepts gifts, meals, entertainment, or other favors from persons or entities who do business with CASE, when it might be inferred that such person or entity intended to influence the CASE Representative in the performance of his or her duties to CASE. CASE Representatives should not solicit or accept gifts, awards, payments, services, investment opportunities, loans (except from a bank), discounts, and any other thing. If a gift is offered that exceeds the thresholds of nominal value (currently \$100 per occurrence and \$500 per year, the recipient should first contact the Executive Leadership Team designee⁴ for approval prior to accepting the gift.

Prohibited gifts do not include unsolicited items that are generally meant to be shared among a large group of individuals on an equal basis or other modest presents that are given on special occasions, such as perishable items (e.g., chocolates, fruit baskets, or flowers). Participation in customary business meals and entertainment is allowed if the meals and entertainment accepted are (i) reasonable, proportionate, and promote a legitimate business purpose and (ii) the actual or prospective business partner or customer is present at the meal or event.

B. Honoraria

CASE acknowledges that, due to the level of expertise and reputation of many CASE Representatives, outside entities may award CASE Representatives honoraria in connection with their official CASE roles. Prior to participating in any activity for which an honorarium is offered, a CASE Representative must obtain approval from the CFO. In general, CASE will not approve an honorarium if the person or entity offering the honorarium is seeking or reasonably expected to seek to sell goods or services to CASE.

If an honorarium is approved, the recipient may use approved CASE resources to prepare for and/or attend the approved activity. Any honoraria received in connection with a CASE Representative's role at CASE must (i) note the recipient's CASE affiliation and (ii) be accepted on behalf of both the

⁴ CASE staff members should disclose to their respective Executive Leadership Team member; in all other cases, disclosures should be made to the Chief Financial Officer.

recipient and CASE. An honorarium received in connection with a CASE Representative's role at CASE should be remitted directly to CASE.

C. External Activities

CASE encourages involvement in civic, philanthropic, business, political, and professional activities by its CASE Representatives, staff, and volunteers. However, CASE Representatives should be alert to outside activities which create, or have the appearance of creating, interests which conflict with their responsibilities to CASE. To this end, CASE Representatives should not engage in outside employment or affiliation that might (i) affect the objectivity and independence of their judgment or conduct in carrying out their duties and responsibilities to CASE or (ii) conflict with scheduled hours, overtime hours (when required), or the proper performance of their CASE functions. Any employment with, or appointment to serve as an officer or trustee of, a voluntary education-related association, or an entity that has an existing or prospective business or other relationship with CASE must be disclosed in accordance with this COI Policy.

D. Donor Activities

To avoid the possibility that a donor to CASE might attempt, or appear to attempt, to influence CASE transactions or activities through quid pro quo or other arrangements relating to donations to CASE, all business relationships with donors unrelated to a CASE Representative's role with CASE, including past employment or trusteeship at a donor, must be disclosed for review and evaluation in accordance with this COI Policy.

For example, it could present a conflict of interest if an actual or potential donor to CASE tries to improperly influence key decisions regarding programming, hiring, or fundraising efforts by offering (or withholding) a donation in exchange for performing the requested decision.

Section 6. When and how should a Conflict of Interest be disclosed?

CASE requires all CASE Representatives to affirmatively disclose to the Executive Leadership Team or its designee the actual and potential conflict of interest throughout the year whenever they become aware of any such conflict. In addition, CASE screens for actual and potential conflicts of interest through an annual conflict of interest disclosure statement which all CASE Key Persons are required to complete.

This disclosure includes but is not limited to the following:

- (a)** Listing any personal **interests**, business **interests** or other direct or indirect **interests** that might potentially give rise to a **conflict of interests**;
- (b)** listing any **interests** of people connected to them that may potentially give rise to a **conflict of interest**;
- (c)** declaring any gifts or hospitality received or offered to them in their capacity as **charity** trustee;
- (d)** confirming that they are not aware of any **conflict**, other than those already disclosed, that exists between their role and their personal circumstances or other **interests**;
- (e)** confirming that they will update the form annually, or sooner if any changes occur; and
- (f)** confirming that they will declare any **conflict** that arises in the future.

A. Annual COI Disclosure Statements

Each CASE Key Person must complete a Conflict-of-Interest Disclosure Statement (the “Disclosure Statement”) in the form provided by CASE prior to their initial election or appointment as a trustee or officer, upon employment at CASE, or otherwise upon becoming a CASE Key Person.

After completing the initial Disclosure Statement, CASE Key Persons must submit an updated Disclosure Statement annually. Additionally, CASE Key Persons must promptly submit an updated Disclosure Statement in between annual reporting cycles as actual or potential conflicts of interest arise or information in previously submitted Disclosure Statements changes. In conjunction with completing the Disclosure Statement, each CASE Key Person will receive a copy of this COI Policy and be required to sign a written affirmation acknowledging that he or she has read, understood, and agrees to comply with this COI Policy.

Disclosure Statements and updates to Disclosure Statements need to be submitted to designees of the Executive Leadership Team for initial screening. After initial screening they⁵ will review Disclosure Statements that indicate that there may be an actual or potential conflict of interest with the Audit and Enterprise Risk Management Committee (the “AERM Committee”).

The information provided by CASE Representatives must be recorded in a register of CASE Representatives' interests. At least once in every 12-month period, all CASE Representatives must review the information relating to them contained in the register of interests and declare that the information is correct or make a further declaration if necessary.

It is for the individual to decide which matters to declare but, if in doubt, they should make a declaration. If an individual would like to discuss the issue, they may contact the Executive Leadership Team designees, the Secretary of the Board of Trustees, and/or the AERM Chair for confidential guidance.

Before a prospective CASE Representative is appointed, they must be asked to declare any direct or indirect interests they have that might give rise to a conflict of interests.

If the CASE Representatives consider it likely that the prospective CASE Representative will be subject to serious or frequent conflicts of interest, the CASE Representatives should consider whether it is appropriate to proceed with the appointment.

B. Continuing Disclosure

While CASE Representatives who are not CASE Key Persons need not ordinarily complete an annual COI Disclosure Statement, all CASE Representatives are encouraged to err on the side of disclosure and take precautions to acknowledge potential conflicts of interest on an ongoing basis. The failure

⁵ The Executive Leadership Team designates a subgroup consisting of the President and CEO, the Executive Vice-President and Chief Operating Officer, and the Chief Financial Officer for this review.

to identify and appropriately manage actual or potential conflicts of interest may expose CASE and CASE Representatives to legal or reputational risk.

Any CASE Representative (i) involved in approving procurement or vendor contracts, or (ii) who is aware of any familial relationship with another current or prospective CASE Representative or CASE vendor, must affirmatively disclose any relationship or interest that might give rise to an actual or perceived conflict of interest as outlined in this COI Policy. Such disclosure should be made directly to the CASE Executive Leadership Team designee, who may request the CASE Representative complete a Disclosure Statement.

C. Role-Specific Disclosure

Additional conflict disclosure procedures may apply to certain CASE Key Persons or CASE Representatives who are not Key Persons depending on their position function or access to competitively sensitive nonpublic information.

Section 7. How will CASE evaluate a disclosed Conflict of Interest?

A. Process for declaring conflicts.

The first item on the agenda of each CASE Board of Trustees meeting, CASE Europe Trust Meeting, and CASE Asia-Pacific Board Meeting will be a standing item requiring all CASE Representatives attending the meeting to declare any conflicts of interest relating to the matters to be discussed at the meeting.

If a CASE Representative considers that they have an actual or potential conflict, they must inform the chair as soon as possible and always before any discussion of the relevant matter. The declaration must specify the nature and extent of any direct or indirect interest that gives rise to the conflict.

Outside of those governance meetings, any CASE Representative who has a direct or indirect interest in any proposed transaction or arrangement with CASE must declare the nature and extent of that interest before the transaction or arrangement is entered into by CASE.

If a CASE Representative has a direct or indirect interest in a transaction or arrangement that has already been entered into by CASE but has not declared that interest, they must declare the nature and extent of that interest as soon as is reasonably practicable.

If a declaration made under the previous two paragraphs proves to be or becomes inaccurate or incomplete, the conflicted CASE Representative must make a further declaration giving correct information about the nature and extent of their interest.

A CASE Representative may give general notice that they or a person connected to them has an interest in a specified company, business or organisation and is to be regarded as interested in any transaction or arrangement with that company, business or organisation that may be entered into by CASE, after the date of the notice. Such notice must be given at a meeting of the CASE Representatives, or the relevant CASE Representative must take reasonable steps to ensure that it is

brought up and read at the next meeting of the CASE Representatives after it is given. The notice must state the nature and extent of the interest that the CASE Representative or a person connected to them has in the company, business, or organisation.

B. Who reviews disclosures and determines if a conflict of interest exists?

The Executive Leadership Team designees will intake all CASE Key Person annual Disclosure Statements as well as any additional disclosures made throughout the year and prepare contemporaneous reports for any potential conflicts that require AERM Committee review.

The determination as to whether a particular transaction or relationship may constitute an actual or potential conflict of interest will be made by Executive Leadership Team designees. In the case of a trustee or other fiduciary board member, the AERM Committee of the Board of Trustees (with the assistance of Executive Leadership Team, and legal counsel, as needed) will make the determination when a credible potential for a conflict of interest is identified by a CASE Representative (via self-disclosure) or by a third party. The AERM Committee will (i) review all Disclosure Statements that suggest the presence of an actual or potential conflict of interest, (ii) assess whether the disclosed relationships present a conflict of interest, and (iii) if so, to determine appropriate steps to manage or resolve such conflicts.

The CASE Representative whose involvement in such transaction or relationship is under consideration must not be present at or participate in the AERM Committee's deliberation (and must be recused from any discussion or vote), although the individual may present relevant facts and answer questions.

C. What happens if a conflict of interest is determined to exist?

If the Executive Leadership Team designees and/or the AERM Committee determines, at any time, that a particular relationship or transaction represents an actual or potential conflict of interest, they must resolve such actual or potential conflict in one of the following manners:

1. **Waiver:** Find the actual or potential conflict is unlikely to affect the CASE Representative's ability to act in the best interests of CASE and that awareness of the conflict through disclosure is sufficient;
2. **Screening or Recusal:** Determine that the CASE Representative should be **screened or recused** from all deliberations and decision-making related to the particular matter (both at the outset and on an ongoing basis) which gives rise to the actual or potential conflict;
3. **Resignation:** Determine that the CASE Representative must **resign** from their service to CASE or relinquish their outside interest because the actual or potential conflict is so pervasive that the CASE Representative would seldom, if ever, likely be able to act in the best interests of CASE; or
4. **Take other appropriate action:** In order to ensure the conflict of interest is managed in a way that acceptably reduces the associated risks adverse to the best interests of CASE, CASE may take other appropriate action considering the relevant circumstances, including but not

limited to considering alternative transactions to the extent available and whether a transaction that would be more advantageous to CASE is reasonably attainable which does not give rise to a conflict of interest.

D. How will CASE document and maintain records of a conflict of interest?

CASE will maintain all Disclosure Statements for a minimum of three (3) years after the individual to whom it pertains ceases to be affiliated with CASE.

Actions taken in response to actual or potential conflicts identified in Disclosure Statements must be documented and maintained permanently by CASE, which shall include the minutes of any Board or AERM Committee meeting at which an actual or potential conflict of interest was discussed and/or voted upon.

At minimum, the minutes of any applicable AERM Committee meeting shall reflect:

1. the name of the CASE Representative who made the disclosure and a description of the actual or potential conflict;
2. the names of the people who were present for discussions and votes and a summary of the discussions relating to the determination of whether a conflict exists;
3. that the CASE Representative having such actual or potential conflict of interest did not participate in the discussion (other than presenting and answering questions about the conflict prior to deliberations by the Reviewing Body), did not vote and was not counted for purposes of a quorum; and
4. the determination of how CASE decided to address the conflict, including the information relied upon and the basis for any decision to enter into a proposed transaction despite a conflict of interest and the consideration of any alternative transactions.

Section 8. Who will implement this COI Policy?

With the assistance of the Executive Leadership Team designees, the AERM Committee will periodically review this COI Policy and accompanying template Disclosure Statement to determine if any changes should be recommended to the Board of Trustees for consideration. This COI Policy may be amended at any time by the Board of Trustees. The Disclosure Form may be updated by the AERM Committee as necessary or desirable to effectuate the intention of this COI Policy.

If the AERM Committee has reasonable cause to believe that a CASE Representative has failed to properly disclose an actual or potential conflict of interest, the CASE Representative should be informed of the basis for such suspected belief and given an opportunity to remedy the inadequate disclosure. If the AERM Committee determines that failure to disclose was not inadvertent, the AERM Committee may consider recommending or taking appropriate corrective action, up to and including removal.

In the case of CASE Representatives who are employees, compliance with the COI Policy is a condition of employment. Failure to comply with this COI Policy, as determined by CASE's management, constitutes grounds for disciplinary action, up to and including termination of employment.

CASE has implemented this policy to monitor and manage conflicts of interest. Any failure to comply with the terms of this policy will not, in itself, result in a decision of the CASE Representatives being invalidated or in any liability to the Charity's beneficiaries.

Section 9 Training

All newly appointed CASE Representative must receive training on this policy and on identifying situations that may result in a conflict and ways in which conflicts can be managed in practice. In addition, CASE Representatives must be familiar with the principles contained in both the United States' IRS guidance and the UK Charity Commission's guidance on conflicts.

CONTACT: In the event of any questions or concerns regarding this COI Policy, contact any member of the Executive Leadership Team.

FREQUENCY OF REVIEW: Every 3 years.

**Council for Advancement and Support of Education
Conflict of Interest Policy Acknowledgement and Disclosure Statement**

Every “Key Person”¹ of Council for Advancement and Support of Education and its subsidiaries and affiliates (“CASE”) must complete, sign and submit this Conflict-of-Interest Disclosure Statement in accordance with CASE’s Conflict of Interest Policy (the “Policy”). At least annually thereafter, or upon any relevant change of circumstances, each CASE Representative shall promptly submit a revised Conflict of Interest Disclosure Statement. Non-key employees and volunteers of CASE need only complete this Disclosure Statement when specifically requested by the Executive Leadership Team or the AERM Committee of the Board of Trustees of CASE.

Please answer the following questions to the best of your knowledge. If additional space is needed, please attach a separate sheet. If no information is required to answer a question, please answer “no,” “none,” “not applicable” or “NA.” If yes, please describe as called for by the question.

You are encouraged to err on the side of disclosure and to report any set of circumstances that may appear to pose a conflict of interest, even if there is uncertainty as to whether such circumstances should be disclosed.

1. Please list your employer(s), as well as any entities other than CASE for which you are an officer, director, independent contractor, or volunteer.

2. Are you aware of any current, anticipated, or proposed business relationship between CASE and (i) you or (ii) an association or entity in which you serve as a trustee, officer, employee, consultant, or volunteer, or have or anticipate having any ownership or investment interest. If so, please describe. [For Example: Do you also own or work for any vendor that provides good or services to CASE?]

YES NO

3. Do you have reason to believe that there is any current, anticipated, or proposed business relationship between CASE and (i) any member of your immediate family or (ii) an association or entity in which any member of your immediate family serves as a trustee, officer, employee, consultant, or volunteer, or has

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or anticipates having any ownership or investment interest? If so, please describe. [For Example: Does your spouse, child, or sibling own or work for any company or nonprofit with which you know CASE has an agreement or is currently negotiating an agreement?]

YES NO

4. Are you aware of any other relationships, arrangements, transactions, or matters involving CASE which could create a conflict of interest or an appearance of a conflict of interest, including relationships with donors or vendors to CASE? If so, please describe. [For Example: Did you previously work or volunteer for an entity that donates to CASE or will possibly be awarded a CASE contract?] (To assist in your response to this question, please review the enclosed list of current substantial vendors of CASE, however, you should also include any relevant information of which you are aware for CASE vendors that may not be included on this list.)

YES NO

5. Do you, or any immediate Family Member, currently hold a paid or unpaid position with any non-profit or for-profit third-party entity that competes with CASE, or that takes a public position contrary to those of CASE? [For example: Are you in any way affiliated with other advancement-related or higher-education associations?] If so, please provide the name of the entity and describe in detail the nature of the position held.

YES NO

6. Are you currently, or do you anticipate that you will during your term of service to CASE, hold or seek selection to any national, federal, state, or local elected or politically appointed government position? If so, please describe the role and jurisdiction.

YES NO

7. Do you agree that so long as you are a CASE Representative you will promptly disclose the nature of any interest or affiliation asked about above which you may later acquire, which is in or is likely to come into conflict with your official duties with CASE?

YES NO

Certification

To the best of my knowledge and belief, the information provided in this Disclosure Statement is true and complete. I have read CASE's Conflict of Interest Policy and agree to comply with its terms and conditions for so long as I remain an officer, trustee, or key person of Council for Advancement and Support of Education or any of its subsidiaries and affiliates.

If I become aware of any actual or potential conflicts of interest at any time following the submission of this form, or if the information provided below becomes inaccurate or incomplete, I will promptly notify the person or persons to whom I am required to disclose pursuant to the Policy, and promptly submit a revised Conflict of Interest Disclosure Statement.

By: _____

Date: _____

Name: _____

Title: _____