

**CENTER FOR EPIDEMIOLOGICAL RESEARCH FOR INDIVIDUALS WITH  
INTELLECTUAL AND DEVELOPMENTAL DISABILITIES**

**Secretary's Certificate**

The undersigned hereby certifies that I am the duly elected, qualified and acting Secretary of the Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities, an Ohio nonprofit corporation (the "Corporation"), and that, as such, I am authorized to execute this Certificate on behalf of the Corporation, and further certify that:

The following resolutions were duly adopted by the Directors of the Corporation at a meeting held on \_\_\_\_\_, 2016 at which a quorum existed, by the affirmative vote of a majority of a such quorum:

**RESOLVED**, that the Conflict of Interest Policy attached as Exhibit A be, and the same hereby is, ratified, approved, adopted and confirmed as the Conflict of Interest Policy of the Corporation;

**FURTHER RESOLVED**, that the Whistleblower Policy attached as Exhibit B be, and the same hereby is, ratified, approved, adopted and confirmed as the Whistleblower Policy of the Corporation;

**FURTHER RESOLVED**, that the Document Retention and Destruction Policy attached as Exhibit C be, and the same hereby is, ratified, approved, adopted and confirmed as the Document Retention and Destruction Policy of the Corporation;

**FURTHER RESOLVED**, that the Joint Venture Policy attached as Exhibit D be, and the same hereby is, ratified, approved, adopted and confirmed as the Joint Venture Policy of the Corporation;

**FURTHER RESOLVED**, that the Mission Statement attached as Exhibit E be, and the same hereby is, ratified, approved, adopted and confirmed as the Mission Statement of the Corporation;

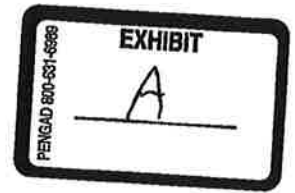
**FURTHER RESOLVED**, that any one or more of the Officers of the Corporation be, and they hereby are, authorized and directed to take all such actions and to execute all such documents as they shall deem necessary, appropriate or convenient to obtain an exemption from federal income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, and that any actions taken in this regard prior to the date hereof are hereby ratified, approved, adopted and confirmed; and

**FURTHER RESOLVED**, that any one or more of the Officers of the Corporation be, and they hereby are, authorized and directed to take all such actions and to execute all such documents as they shall deem necessary, appropriate or convenient to register the Corporation with the Ohio Attorney General as a charitable trust and as a charitable organization that intends to solicit contributions in the State of Ohio, and that any actions taken in this regard prior to the date hereof are hereby ratified, approved, adopted and confirmed.

IN WITNESS WHEREOF, I have executed this Certificate the \_\_\_\_ day of \_\_\_\_\_, 2016.

---

Robert Heinzerling, Secretary



**Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

**Article I**  
**Purpose**

The purpose of the conflict of interest policy is to protect the interest of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Organization") when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization 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 conflict of interest applicable to nonprofit and charitable organizations.

**Article II**  
**Definitions**

**1. Interested Person**

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

**2. Financial Interest**

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

### **Article III** **Procedures**

#### **1. Duty to Disclose**

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

#### **2. Determining Whether a Conflict of Interest Exists**

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

#### **3. Procedures for Addressing the Conflict of Interest**

- a. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

#### **4. Violations of the Conflicts of Interest Policy**

- a. If the governing board or committee has reasonable cause to believe an interested person has failed to disclose actual or possible conflicts of interest, it shall inform the interested person of the basis for such belief and afford the interested person an opportunity to explain the alleged failure to disclose.

- b. If, after hearing the interested person's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

#### **Article IV** **Records of Proceedings**

The minutes of the governing board and all committees with board delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

#### **Article V** **Compensation**

- a. A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

#### **Article VI** **Annual Statements**

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflict of interest policy,
- b. Has read and understands the policy,

- c. Has agreed to comply with the policy, and
- d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

#### **Article VII** **Periodic Reviews**

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

#### **Article VIII** **Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.



**Whistleblower Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

This Whistleblower Policy (this "Policy") of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Organization") applies to all members of the Organization's Board of Directors (the "Board") and all of the Organization's officers, employees and volunteers. The Board reserves the right to modify or amend this Policy at any time as it may deem necessary. In the event this Policy conflicts with any contractual obligation of the Organization, existing law or regulation, the Organization, its Board members, officers, employees and volunteers shall comply with such obligation, law or regulation.

**PURPOSE**

The Board is committed to the highest possible standards of fiduciary conduct and ethics while ensuring a workplace environment that promotes openness, fairness, respect, integrity, productivity and teamwork. This Policy furthers such commitment by articulating procedures for the Organization's Board members, officers, employees and volunteers to proactively provide information pertaining to accounting, auditing or financial reporting activities, ethical violations or other practices or policies related to the Organization that are illegal, fraudulent, and/or violate the Organization's policies. This Policy also provides assurance that the Organization's Board members, officers, employees and volunteers will be protected from reprisals, retaliation or victimization for conveying such information appropriately and in good faith. The goal of this Policy is to discourage illegal activity and business conduct that damages or could damage the Organization's good name, interests, reputation or relationship with its members, vendors and sponsors, or the general public. All of the Organization's Board members, officers, employees and volunteers shall act with honesty, integrity and openness in all of their dealings as representatives of the Organization.

This Policy is intended to supplement, but not replace, the administrative chain of command, the personnel policies, and routine operating procedures of the Organization. All of the Organization's Board members, officers, employees and volunteers are expected, in the normal course of business, to bring information regarding fraudulent or dishonest conduct and financial errors or omissions, as well as suggestions for improving internal controls and financial reporting, to their supervisor, or, if appropriate, to the President or Treasurer of the Organization.

**PROCEDURE**

***Reporting***

Complaints or information regarding illegal, fraudulent, dishonest or other unethical conduct (a "Violation") by the Organization's Board members, officers, employees or volunteers that is not appropriate for handling by the Organization through the Organization's normal administrative

channels should be reported in writing, with or without identity of the reporting person, to the President or the Treasurer of the Organization. Verbal contact alone is not acceptable.

A "Violation" includes, but is not limited to:

- ☐ a deliberate act or failure to act with the intention of obtaining an unauthorized benefit;
- ☐ forgery or unauthorized alteration of documents;
- ☐ unauthorized alteration or manipulation of computer files;
- ☐ fraudulent financial reporting;
- ☐ pursuit of a benefit or advantage in violation of the Organization's Conflict of Interest Policy;
- ☐ misappropriation or misuse of the Organization's resources, such as funds, supplies or other assets;
- ☐ authorizing or receiving compensation for goods not received or services not performed;
- ☐ authorizing or receiving compensation for hours not worked;
- ☐ intentional violation of federal law or regulation, or the laws or regulations of any state or other jurisdiction in which the Organization operates;
- ☐ violation of the Organization's policies and procedures;
- ☐ improper accounting entries or violation of internal accounting controls;
- ☐ any other matter, which in the good faith belief of the person reporting such matter, could cause harm to the business, public image or reputation of the Organization;
- ☐ any attempt to conceal a Violation or evidence of a potential Violation; and
- ☐ any retaliation against a reporting person for any report, complaint, allegation or other disclosure made by such person pursuant to this Policy.

### ***Proof of Claim***

Although a reporting person is not expected to prove the truth of an allegation or claim, the reporting person needs to demonstrate that there are reasonable grounds for concern on his or her part that a Violation has occurred, may have occurred or is about to occur and that such concern is most appropriately handled through the procedure provided for under this Policy. Persons who make allegations with reckless disregard as to their truth or falsity may be subject to disciplinary action by the Organization and/or legal claims by persons accused of such conduct.

### ***Investigation***

After receipt of a complaint or information regarding an alleged Violation, initial inquiries shall be made by the President or the Treasurer, as the case may be, to determine whether an investigation is appropriate and, if so, the form that it should take. Concerns may be resolved through the initial inquiry by agreed action without the need for further investigation. The President or the Treasurer, as the case may be, shall provide to the Board a report summarizing each complaint or information regarding an alleged Violation and a follow-up report on actions taken in response to the complaint or information regarding the alleged Violation.

### ***Contact With and Information to Reporting Person***

The amount of contact between the reporting person and the President or the Treasurer, as the case may be, will depend on the nature of the issue and the clarity of information provided. Further information may be sought from the reporting person, if he or she is known. The



reporting person, if known, shall be given the opportunity to receive follow-up on his or her concern within two weeks after submitting a complaint or information regarding an alleged Violation. This follow-up shall include:

- Acknowledgement that the complaint or information was received;
- Indication as to how the matter will be dealt with; and
- An estimate of the time that it will take for a final response.

Subject to legal constraints and/or what is determined to be in the best interests of the Organization, the reporting person also shall receive information from the President or the Treasurer, as the case may be, about the outcome of any investigation in response to information submitted by such person.

### **SAFEGUARDS**

#### ***Anonymous Allegations***

The Organization's Board members, officers, employees and volunteers are encouraged to include their respective names with complaints or allegations made pursuant to this Policy because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be investigated, but consideration will be given to:

- The seriousness of the issue raised;
- The credibility of the person who is the subject of the complaint or concern; and
- The likelihood of confirming the allegation from documentation and/or other sources available.

Every effort will be made to protect the reporting person's identity; however, all individuals considering such a report should be advised that anonymity cannot be assured, particularly if an external investigation or criminal proceedings related to the report occur.

#### ***Harassment or Victimization***

This Policy and related procedures offer protection from retaliation to any person who makes any disclosure with respect to matters that are, or could give rise to, a Violation, provided that the disclosure is made in ***good faith*** and in the reasonable belief of the person making the disclosure that the conduct or matter related to the disclosure constitutes or could give rise to a Violation. Harassment or victimization of the reporting person for providing appropriate information in accordance with this Policy by anyone affiliated with the Organization will not be tolerated. In addition, the provision of such information shall not in any way influence, positively or negatively, the carrying out of routine disciplinary procedures by the Organization's management or its outcomes. Any acts of retaliation against a person who makes disclosures pursuant to this Policy in ***good faith*** shall be treated by the Organization as a Violation and could result in disciplinary action against the person(s) performing such acts.

***Malicious Allegations***

The Board recognizes that intentionally untruthful, malicious, erroneous or harassing allegations would be damaging to the mission, integrity and morale of the Organization, as well as to the reputations of the Organization, its Board members, officers, employees and volunteers. The safeguards stated in this Policy do not apply to individuals who make such allegations. Such allegations may result in disciplinary action against such individuals.



**Document Retention and Destruction Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

**PURPOSE**

This Document Retention and Destruction Policy (this "Policy") of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Organization") provides for the systematic review, retention, and destruction of documents received or created by the Organization in connection with the transaction of the Organization's business. This Policy covers all records and documents, regardless of physical form, contains guidelines for how long certain documents should be kept, and how records should be destroyed. The Board of Directors (the "Board") of the Organization reserves the right to modify or amend this Policy at any time as it may deem necessary.

**DOCUMENT RETENTION**

The Organization follows the document retention procedures outlined below. Documents that are not listed, but are substantially similar to those listed in the schedule, will be retained for the appropriate length of time.

***Corporate Records***

Annual Reports to Secretary of State/Attorney General	Permanent
Articles of Incorporation	Permanent
Board Meeting and Board Committee Minutes	Permanent
Board Policies/Resolutions	Permanent
Code of Regulations	Permanent
Construction Documents	Permanent
Fixed Asset Records	Permanent
IRS Application for Tax-Exempt Status (Form 1023)	Permanent
IRS Determination Letter	Permanent
State Sales Tax Exemption Letter	Permanent
Contracts (after expiration)	7 years
Correspondence (general)	2 years

***Accounting and Corporate Tax Records***

Annual Audits and Financial Statements	Permanent
Depreciation Schedules	Permanent
IRS Form 990 Tax Returns	Permanent
General Ledgers	Permanent
Business Expense Records	7 years

IRS Form 1099	7 years
Journal Entries	7 years
Invoices	7 years
Sales Records	5 years
Petty Cash Vouchers	3 years
Cash Receipts	3 years
Credit Card Receipts	3 years

***Bank Records***

Check Registers	7 years
Bank Deposit Slips	7 years
Bank Statement and Reconciliation	7 years
Electronic Fund Transfer Documents	7 years

***Payroll and Employment Tax Records***

Payroll Registers	Permanent
State Unemployment Tax Records	Permanent
Earnings Records	7 years
Garnishment Records	7 years
Payroll Tax Returns	7 years
W-2 Statements	7 years

***Employee Records***

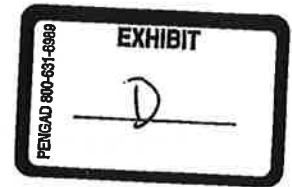
Employment and Termination Agreements	Permanent
Retirement and Pension Plan Documents	Permanent
Records Relating to Promotion, Demotion or Discharge	7 years after termination
Accident Reports and Worker's Compensation Records	5 years
Salary Schedules	5 years
Employment Applications	3 years
I-9 Forms	3 years after termination
Time Cards	2 years

***Donor and Grant Records***

Donor Records and Acknowledgment Letters	7 years
Grant Applications and Contracts	7 years after completion

***Legal, Insurance, and Safety Records***

Appraisals	Permanent
Copyright Registrations	Permanent
Environmental Studies	Permanent
Insurance Policies	Permanent
Real Estate Documents	Permanent



**Joint Venture Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

This Joint Venture Policy (this “Policy”) of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the “Organization”) requires that the Organization evaluate its participation in joint ventures or similar arrangements under federal tax law and take steps to safeguard the Organization’s exempt status with respect to such arrangements. It applies to any joint ownership or contractual arrangement through which there is an agreement to jointly undertake a specific business enterprise, investment, or exempt-purpose activity as further defined in this Policy.

1) **Joint ventures or similar arrangements with taxable entities.** For purposes of this Policy, a joint venture or similar arrangement (or a “venture or arrangement”) means any joint ownership or contractual arrangement through which there is an agreement to jointly undertake a specific business enterprise, investment, or exempt-purpose activity without regard to: (1) whether the Organization controls the venture or arrangement; (2) the legal structure of the venture or arrangement; or (3) whether the venture or arrangement is taxed as a partnership or as an association or corporation for federal income tax purposes. A venture or arrangement is disregarded if it meets both of the following conditions:

- a) 95% or more of the venture’s or arrangement’s income for its tax year ending within the Organization’s tax year is described in Section 512(b)(1) – (5) of the Internal Revenue Code of 1986, as amended; and
- b) The primary purpose of the Organization’s contribution to, or investment or participation in, the venture or arrangement is the production of income or appreciation of property.

2) **Safeguards to ensure exempt status protection.** The Organization will: (1) negotiate in its transactions and arrangements with other members of the venture or arrangement such terms and safeguards adequate to ensure that the Organization’s exempt status is protected; and (2) take steps to safeguard the Organization’s exempt status with respect to the venture or arrangement. Some examples of safeguards include:

- a) Control over the venture or arrangement sufficient to ensure that it furthers the exempt purpose of the Organization;

Stock and Bond Records	Permanent
Trademark Registrations	Permanent
Leases	6 years after expiration
OSHA Documents	5 years

### **DOCUMENT DESTRUCTION**

The President shall designate one or more individuals to be responsible for the ongoing process of identifying the Organization's records which have met the required retention period and overseeing their destruction. Destruction of financial and personnel-related documents will be accomplished by shredding.

### **COMPLIANCE**

In accordance with 18 U.S.C. §1519 and the Sarbanes-Oxley Act of 2002, the Organization shall not knowingly destroy a document with the intent to obstruct or influence an "investigation or proper administration of any matter within the jurisdiction of any department agency of the United States... or in relation to or contemplation of such matter or case." If an official investigation is underway or even suspected, document purging must stop in order to avoid criminal obstruction. Failure on the part of employees to follow this Policy can result in possible civil and criminal sanctions against the Organization and its employees, and possible disciplinary action against responsible individuals (up to and including termination of employment). Each employee has an obligation to report a potential or actual litigation, external audit, investigation or similar proceeding involving the Organization that may have an impact as well on the approved document retention schedule. Such matters should be reported promptly to the employee's immediate superior, the President or the Board.

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Martha Adams, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Martha Adams

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, James W. Steele, Director and Vice Chair of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

James W. Steele



**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Jennifer Meade, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Jennifer Meade

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Dennis Grant, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Dennis Grant

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, W. Thomas Weaver, Director and Chair of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

W. Thomas Weaver

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Jerri Elson, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Jerri Elson

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Lisa Reed, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the “Policy”),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Lisa Reed

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Roy Cherry, Director and Treasurer of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Roy Cherry

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Michael Malone, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Michael Malone

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Roger Fortener, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Roger Fortener



**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Anna Barrett, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Anna Barrett

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Bradley Vincent, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the “Policy”),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Bradley Vincent

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Melanie Kasten-Krause, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Melanie Kasten-Krause

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Adam Guinther, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Adam Guinther

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Rebecca Sharp, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Rebecca Sharp

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Robert Heinzerling, Director and Secretary of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Robert Heinzerling

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Diane Beastrom, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Diane Beastrom

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, Lynne Urbanski, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Lynne Urbanski



**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Patricia Otter, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Patricia Otter

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Than Johnson, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Than Johnson

**Statement Regarding the Conflict of Interest Policy**  
**of**  
**Center for Epidemiological Research for Individuals**  
**with Intellectual and Developmental Disabilities**

I, Matt Ottiger, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

Matt Ottiger

**Statement Regarding the Conflict of Interest Policy**

**of**

**Center for Epidemiological Research for Individuals**

**with Intellectual and Developmental Disabilities**

I, John Swanson, Director of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities hereby state and affirm the following:

1. I have received a copy of the Conflict of Interest Policy of Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities (the "Policy"),
2. I have read and understand the Policy,
3. I agree to comply with the Policy, and
4. I understand Center for Epidemiological Research for Individuals with Intellectual and Developmental Disabilities is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

---

Date

---

John Swanson