

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

Conflicts of interest are defined as situations in which an individual may receive financial or material gain and/or non-monetary gain, or business advantage from a decision made on behalf of another or from information gained through his/her responsibilities as an ADEC staff member.

Further detail is provided in ADEC Policy 1.2.3 Summary Statement of Ethics Adhered to by ADEC and ADEC Policy 1.1.9 Corporate Compliance Program Policy. Should a conflict of interest arise after submitting this form, you have the obligation to contact the Corporate Compliance Officer to identify and discuss the conflict. As a member of the ADEC staff, I have read and understand the importance of this policy.

By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Chris Kingsley
Printed Name

1/3/2023
Date


Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

Donna L.
Belusar, Ph.D.

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Chris Kingsley

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?	✓	

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration


It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

These values and ethics are further identified in ADEC policy 1.2.3 *Summary of ADEC Ethics Adhered to by ADEC* and policy 1.1.9 *Corporate Compliance Program Policy*.

As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Chris Kingsley
Print Name

1/3/2023
Date


Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

It is the policy of ADEC to ensure the confidentiality of all individuals served and staff/personnel records maintained by the agency. Personally identifiable information is not shared in any form, verbal, written or electronic with persons who have no need to know. ADEC policies 5.1.3 Confidentiality, 9.1 Policies for the Protection of the Privacy of Protected Health Information and 9.2 Policies for the Security of Electronic Protected Health Information describe in further detail the agency practices regarding the safeguard and disclosure of protected information. Questions should be directed to ADEC's HIPAA Privacy Officer, Evan Hoover.

The work of the ADEC Program Service Leadership Team may require staff to have access to individuals served or staff protected health information (PHI) or other confidential information. Information is property of ADEC as service provider. Violation and misuse of information for personal use and benefit may lead to termination of employment.

As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Chris Kingsley
Print Name

Chris Kingsley
Signature

1/7/2023
Date

Responsible: Chief Privacy Officer
Latest Rev: 3/15/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L.
Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com,
c=US
Date: 2022.03.15 12:30:44 -04'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

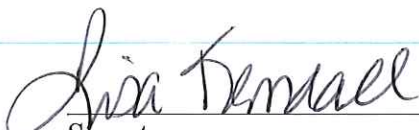
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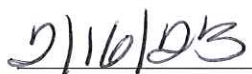
As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.



Print Name



Signature



Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Lisa Kendall
Printed Name

2/16/23
Date

[Signature]
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.

DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: LISA Kendall

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

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As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Lisa Tindall
Print Name

5/16/23
Date

Donna L. Belusar
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Laura Zalas

Print Name

Laura Zalas

Signature

2/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Laura Zalas
Printed Name

2/15/23
Date

Laura Zalas
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.

DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Laura Zalas

In the last five years have you:

OK Done

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?	✓	
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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Laura Zalas
Print Name

2/15/23
Date

Laura Zalas
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

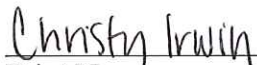
ADEC Program Service Leadership Team

Confidentiality Agreement

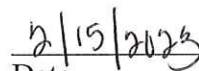
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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.


Print Name


Signature


Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Christy Irwin
Printed Name

2/15/2023
Date

Christy Irwin
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.

DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Christy Irwin

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration


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As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Christy Irwin
Print Name

2/15/2023
Date


Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Mary Janis

Print Name

MS

Signature

02/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

**Chris
Kingsley**

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Mary Jamis
Printed Name

02/15/23
Date

MJ
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer
Latest Review Date: 3/2/2022
Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Mary Janis

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

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ADEC Program/Service Leadership Team

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Mary Janis
Print Name

02/15/23
Date

msj
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

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ADEC Program Service Leadership Team

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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Michael Cummings

Print Name

[Signature]

Signature

2/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

**Chris
Kingsley**

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
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Michael Cummins

Printed Name

2/15/23

Date

[Signature]

Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Michael Cummings

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee, partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC? <i>Unpaid Treasurer for Religious Non Profit - unrelated industry.</i>	X	

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

These values and ethics are further identified in ADEC policy 1.2.3 *Summary of ADEC Ethics Adhered to by ADEC* and policy 1.1.9 *Corporate Compliance Program Policy*.

As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Michael Cummings
Print Name

2/15/23
Date

[Signature]
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

It is the policy of ADEC to ensure the confidentiality of all individuals served and staff/personnel records maintained by the agency. Personally, identifiable information is not shared in any form, verbal, written or electronic with persons who have no need to know. ADEC policies 5.1.3 Confidentiality, 9.1 Policies for the Protection of the Privacy of Protected Health Information and 9.2 Policies for the Security of Electronic Protected Health Information describe in further detail the agency practices regarding the safeguard and disclosure of protected information. Questions should be directed to ADEC's HIPAA Privacy Officer, Lisa Snyder.

The work of the ADEC Program Service Leadership Team may require staff to have access to individuals served or staff protected health information (PHI) or other confidential information. Information is property of ADEC as service provider. Violation and misuse of information for personal use and benefit may lead to termination of employment.

As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Allie Dobski
Print Name

Allie Dobski
Signature

2/15/2023
Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

Conflicts of interest are defined as situations in which an individual may receive financial or material gain and/or non-monetary gain, or business advantage from a decision made on behalf of another or from information gained through his/her responsibilities as an ADEC staff member.

Further detail is provided in ADEC Policy 1.2.3 Summary Statement of Ethics Adhered to by ADEC and ADEC Policy 1.1.9 Corporate Compliance Program Policy. Should a conflict of interest arise after submitting this form, you have the obligation to contact the Corporate Compliance Officer to identify and discuss the conflict. As a member of the ADEC staff, I have read and understand the importance of this policy.

By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Allie Dobson
Printed Name

2/15/2023
Date

Allie Dobson
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

Please answer the following questions.

Print Name: Allie Dobski

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Allie Dobski
Print Name

2/15/2023
Date

Allie Dobski
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

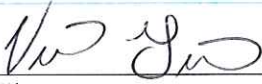
Confidentiality Agreement

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The work of the ADEC Program Service Leadership Team may require staff to have access to individuals served or staff protected health information (PHI) or other confidential information. Information is property of ADEC as service provider. Violation and misuse of information for personal use and benefit may lead to termination of employment.

As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Victoria Finlay
Print Name


Signature

2/15/23
Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

**Chris
Kingsley**

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

Conflicts of interest are defined as situations in which an individual may receive financial or material gain and/or non-monetary gain, or business advantage from a decision made on behalf of another or from information gained through his/her responsibilities as an ADEC staff member.

Further detail is provided in ADEC Policy 1.2.3 Summary Statement of Ethics Adhered to by ADEC and ADEC Policy 1.1.9 Corporate Compliance Program Policy. Should a conflict of interest arise after submitting this form, you have the obligation to contact the Corporate Compliance Officer to identify and discuss the conflict. As a member of the ADEC staff, I have read and understand the importance of this policy.

By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Victoria Finlay
Printed Name

2/15/23
Date


Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

Please answer the following questions.

Print Name: Victoria Finlay

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

These values and ethics are further identified in ADEC policy 1.2.3 *Summary of ADEC Ethics Adhered to by ADEC* and policy 1.1.9 *Corporate Compliance Program Policy*.

As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Victoria Finlay
Print Name

2/15/23
Date

[Signature]
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'


ADEC Program Service Leadership Team

Confidentiality Agreement

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The work of the ADEC Program Service Leadership Team may require staff to have access to individuals served or staff protected health information (PHI) or other confidential information. Information is property of ADEC as service provider. Violation and misuse of information for personal use and benefit may lead to termination of employment.

As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.


Print Name


Signature


Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration


It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

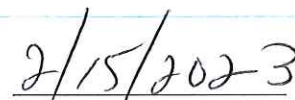
Conflicts of interest are defined as situations in which an individual may receive financial or material gain and/or non-monetary gain, or business advantage from a decision made on behalf of another or from information gained through his/her responsibilities as an ADEC staff member.


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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.


Printed Name


Date


Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: _____

Jennifer Casen

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

These values and ethics are further identified in ADEC policy 1.2.3 *Summary of ADEC Ethics Adhered to by ADEC* and policy 1.1.9 *Corporate Compliance Program Policy*.

As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Jennifer Caner
Print Name

2/15/2023
Date

Jennifer Caner
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

It is the policy of ADEC to ensure the confidentiality of all individuals served and staff/personnel records maintained by the agency. Personally, identifiable information is not shared in any form, verbal, written or electronic with persons who have no need to know. ADEC policies 5.1.3 Confidentiality, 9.1 Policies for the Protection of the Privacy of Protected Health Information and 9.2 Policies for the Security of Electronic Protected Health Information describe in further detail the agency practices regarding the safeguard and disclosure of protected information. Questions should be directed to ADEC's HIPAA Privacy Officer, Lisa Snyder.

The work of the ADEC Program Service Leadership Team may require staff to have access to individuals served or staff protected health information (PHI) or other confidential information. Information is property of ADEC as service provider. Violation and misuse of information for personal use and benefit may lead to termination of employment.

As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Tobi Weirich

Print Name

Tobi Weirich

Signature

2/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Tobi Weirich
Printed Name

2/15/23
Date

[Signature]
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.

DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Tobi Weirich

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		<input checked="" type="checkbox"/>
2. Had/have a business relationship with any other person in ADEC?		<input checked="" type="checkbox"/>
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		<input checked="" type="checkbox"/>
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		<input checked="" type="checkbox"/>
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		<input checked="" type="checkbox"/>

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Tobi Weirich
Print Name

2/15/23
Date

Tobi Weirich

Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Gale LeCount

Print Name

Gale LeCount

Signature

2/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Gale L. Count

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?	X	
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

My Cousin works in Supportive Living

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Gale LeCount
Printed Name

2/15/23
Date

Gale LeCount
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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Gale L. Count
Print Name

2/15/23
Date

Gale L. Count
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

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DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
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ADEC Program Service Leadership Team

Confidentiality Agreement

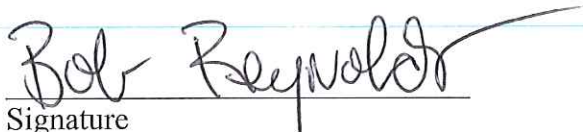
It is the policy of ADEC to ensure the confidentiality of all individuals served and staff/personnel records maintained by the agency. Personally, identifiable information is not shared in any form, verbal, written or electronic with persons who have no need to know. ADEC policies 5.1.3 Confidentiality, 9.1 Policies for the Protection of the Privacy of Protected Health Information and 9.2 Policies for the Security of Electronic Protected Health Information describe in further detail the agency practices regarding the safeguard and disclosure of protected information. Questions should be directed to ADEC's HIPAA Privacy Officer, Lisa Snyder.

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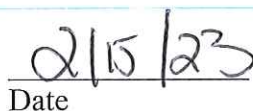
As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.



Print Name



Signature



Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

It is the policy of ADEC that members of the Program / Service Leadership Team shall discourage professional, financial, personal, or legal conflicts of interest regarding their decision-making role and service as defined in Policy 1.2.4.

Declaration

It is the policy of ADEC that staff members shall have no professional, financial, personal, or legal conflicts of interest regarding their employment with ADEC.

Conflicts of interest are defined as situations in which an individual may receive financial or material gain and/or non-monetary gain, or business advantage from a decision made on behalf of another or from information gained through his/her responsibilities as an ADEC staff member.

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Bob Reynolds
Printed Name

2/15/23
Date

Bob Reynolds
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer
Latest Review Date: 3/2/2022
Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Bob Reynolds

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

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As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

Bob Reynolds
Print Name

2/15/23
Date

Bob Reynolds
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

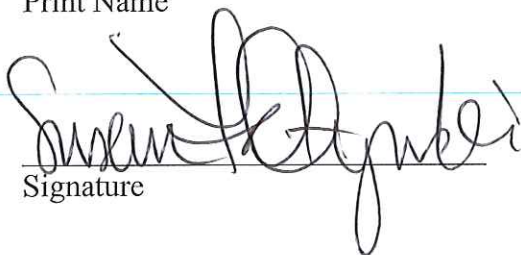
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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Susan Faltynski

Print Name



Signature

2/15/23

Date

Responsible: Chief Privacy Officer

Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
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**CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team**

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Susan Faltynski
Printed Name

2/15/23
Date

Susan Faltynski
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Susan Faltynski

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

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Susan Faltynski
Print Name

2/15/23
Date

Susan Faltynski
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement

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As a member of the ADEC Program Service Leadership Team I understand the importance of keeping individuals served and or staff information made known to me confidential. By my signature below I agree to honor ADEC's confidentiality policies and practices.

Tim Donlon
Print Name


Signature

2/15/23
Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

**Chris
Kingsley**

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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By my signature below I agree to honor the agency's policy on Conflicts of Interest.

Conformance to these policies is a condition of employment at ADEC.

Tim Donlon
Printed Name

2/15/23
Date


Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Tim Donlin

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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Tim Donlin
Print Name

2/15/23
Date


Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

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DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

ADEC Program Service Leadership Team

Confidentiality Agreement


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Print Name



Signature

2-15-23
Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
-05'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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Conformance to these policies is a condition of employment at ADEC.

M. Beverly
Printed Name

2-15-23
Date

M. Belusar
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Miranda Beverly

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		✓
2. Had/have a business relationship with any other person in ADEC?		✓
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		✓
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		✓
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		✓

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Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

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M. Berry
Print Name

2-15-23
Date

[Signature]
Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
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ADEC Program Service Leadership Team

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Jeffrey L. Schreck

Print Name

[Signature]

Signature

2-15-23

Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

**Chris
Kingsley**

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
c=US
Date: 2023.02.13 10:18:10
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CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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Jeffrey Schrock
Printed Name

2-15-23
Date

[Signature]
Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
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email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: Jeff Schedt

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		<input checked="" type="checkbox"/>
2. Had/have a business relationship with any other person in ADEC?		<input checked="" type="checkbox"/>
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		<input checked="" type="checkbox"/>
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		<input checked="" type="checkbox"/>
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		<input checked="" type="checkbox"/>

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Ethical Code of Conduct

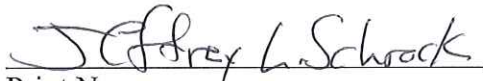
ADEC Program/Service Leadership Team


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Print Name


Date


Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusard, Ph.D.**

Digitally signed by Donna L. Belusard, Ph.D.
DN: cn=Donna L. Belusard, Ph.D., o=ADEC,
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email=Belusard@adecinc.com, c=US
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STEPHANIE WILMORE
Print Name

Chris Kingsley
Signature

02-16-2023
Date

Responsible: Chief Privacy Officer
Latest Rev: 2/13/2023

Approved:

Chris

Kingsley

Digitally signed by Chris
Kingsley
DN: cn=Chris Kingsley, o=ADEC,
Inc., ou,
email=kingsleyc@adecinc.com,
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CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

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STEPHANE WILMORE
Printed Name

02-16-2023
Date


Signature

Please complete the questions on the reverse side of this page.

Responsible: Compliance Officer

Latest Review Date: 3/2/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar,
Ph.D.
DN: cn=Donna L. Belusar, Ph.D.,
o=ADEC, Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.04.06 07:42:18 -04'00'

CONFLICTS OF INTEREST
ADEC Program/Service Leadership Team

Please answer the following questions.

Print Name: STEPHANIE WILMORE

In the last five years have you:

Question	Yes	No
1. Had/have a family relationship with anyone else in ADEC?		X
2. Had/have a business relationship with any other person in ADEC?		X
3. Had/have a business relationship or involvement in any outside business activity or industry peer or similar organization for which you receive compensation, either directly or indirectly, or material or non-material gain?		X
4. Had/have a business relationship with ADEC (other than as an employee) indirectly through a family member?		X
5. Served/serve as an officer, director, trustee, key employee partner or consultant member of an entity (or industry peer or similar) outside of your employment at ADEC?		X

If you answered yes to any of the above someone from ADEC maybe contacting, you for further discussion.

If circumstances change in the next 12 months and the answer to any of the above questions becomes "Yes" please notify the ADEC Compliance Officer immediately.

Ethical Code of Conduct

ADEC Program/Service Leadership Team

Declaration

It is the policy of ADEC for Program / Service Leadership Team members to observe a code of ethical behavior which represents the values of integrity, respect, responsibility, trust, honesty and citizenship.

These values and ethics are further identified in ADEC policy 1.2.3 *Summary of ADEC Ethics Adhered to by ADEC* and policy 1.1.9 *Corporate Compliance Program Policy*.

As a member of the ADEC, I have read and understand the importance of these policies. By my signature below I agree to honor the agency's Code of Ethics and Corporate Compliance Policy.

STEPHANIE WILMORE
Print Name

02-10-2023
Date


Signature

Responsible: Compliance Officer
Latest Rev: 1/24/2022

Approved:

**Donna L.
Belusar, Ph.D.**

Digitally signed by Donna L. Belusar, Ph.D.
DN: cn=Donna L. Belusar, Ph.D., o=ADEC,
Inc., ou=President / CEO,
email=Belusard@adecinc.com, c=US
Date: 2022.01.24 16:24:35 -05'00'

