

The Nature Conservancy

CONFLICT OF INTEREST DISCLOSURE FORM

Entity Name (Municipality or Non-Government Organization): \_

It is the policy of The Nature Conservancy ("TNC") to identify actual, potential or perceived conflicts of interest in any situation in which TNC has a significant business interest. To assist TNC in complying with this policy, we request that all individuals and/or organizations that will be involved in a proposed transaction with TNC complete this form.

TRANSACTION

Describe services provided (e.g., appraisal, baseline documentation report, environmental hazard assessment, land survey, legal fees, recording fees, title expenses).

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Total dollar value of transaction: \$ \_\_\_\_\_

STEP 1: ORGANIZATION TYPE

Please check the box to indicate the type of party for which this form is being completed, list all individuals and/or organizations that will be involved in this transaction. An "organization" includes a for profit corporation, partnership, trust, estate, joint venture, limited liability corporation, professional corporation or unincorporated entity of any kind, a foundation, public board, commission, and a 501(c)(3) or other charitable organization.

Individuals (list all, then complete Section 1): \_\_\_\_\_

For Profit Organizations (list all, then complete Section 2): \_\_\_\_\_

Not for Profit Organizations (list all, then complete Section 3): \_\_\_\_\_

STEP 2: QUESTIONS

Complete the applicable section of questions below. Individuals complete Section 1. For Profit Organizations complete Section 2. Not for Profit Organizations complete Section 3. Note: Please refer to the attached list of TNC key employees and current and prior members of TNC's Board of Directors when completing the rest of this form.

Section 1. INDIVIDUALS: Please check all that apply and attach an explanation for any "Yes" answers.

Table with 3 columns: Question, Yes, No. Rows include questions about TNC key employee status, TNC employee status, contributions to TNC, and family member status.

Section 2. FOR PROFIT ORGANIZATIONS:

Please check all that apply and attach an explanation for any "Yes" answers.

	Yes	No
a. Has the organization made total aggregate contributions to TNC (i) U.S. 5 million or more during the current fiscal year (July 1 – June 30), or (ii) U.S. \$25 million or more, cumulatively, during the current fiscal year and the prior four fiscal years?		
b. Now or at the time of the proposed transaction, does or will any <b>Substantial Contributor</b> (as defined in 1.c.); <b>TNC employee (includes former TNC employee who left within the last 12 months); member of TNC’s Board of Directors or key employees (see list attached); or TNC Chapter Trustee or Advisory Council member (includes former ones who served within the last 12 months)</b> , individually or collectively with other such persons (including <b>Family Members</b> of such persons; see Section 1(d) above for definition of Family Members), <b>own more than 35% of the stock or value of the organization</b> (directly or indirectly), or have the legal or <i>de facto</i> <b>power to exercise a controlling influence over the organization’s management or policies</b> , e.g., as an officer, key management employee, board member or partner?		
c. Now, or at the time of the proposed transaction, have or will any members of <b>TNC’s current Executive Team or Board of Directors</b> (see attached list) serve as: <ul style="list-style-type: none"> <li>• an officer, director, trustee, key employee, or partner; or</li> <li>• if the entity is a limited liability corporation, a member; or</li> <li>• if the entity is a professional corporation, a shareholder?</li> </ul>		

**Section 3. NOT FOR PROFIT ORGANIZATIONS**

Please check all that apply and attach an explanation for any “Yes” Answers.

	Yes	No
a. Now or at the time of the proposed transaction, have or will any <b>Substantial Contributor</b> (as defined in 1.c.); <b>TNC employee (includes former TNC employee who left within the last 12 months); member of TNC’s Board of Directors or key employees (see list attached); Chapter Trustee or Advisory Council member (includes former ones who served within the last 12 months)</b> , or <b>Family Members</b> of any of these, individually or collectively, <b>have the ability to control management of the entity?</b> See Section 1(d) above for definition of Family Members.		

**STEP 3: COMMENTS**

Please explain any “Yes” answers checked above.

Individuals who in the current fiscal year (FY19) are or during the preceding five fiscal years have been a Conservancy “key employee” or a member of the Board of Directors:

**Key Employees**

**Current Executive Team**

Justin Adams  
 Kacky Andrews  
 James Asp  
 David Banks  
 Charles Bedford  
 Giulio Boccaletti  
 Mark Burget  
 Maria Damanaki  
 Santiago Gowland  
 Wisla Heneghan  
 Joe Keenan  
 Marianne Kleiberg  
 Richard Loomis  
 Joyce Ma  
 Brian McPeek  
 Pascal Mittermaier  
 Hugh Possingham  
 Glenn Prickett  
 Aurelio Ramos  
 Lynn Scarlett  
 Heather Tallis  
 Mark Tercek  
 Michael Tetreault  
 Marc Touitou  
 Peter Wheeler  
 Leonard Williams  
 Heather Wishik  
 Heather Zichal

Angela Sosdian  
 Michael Sweeney  
 Philip Tabas  
 Janine Wilkin

**Current Board of Directors (FY ‘18)**

Shona L. Brown  
 Gretchen C. Daily  
 Laurence Fink  
 Joseph H. Gleberman  
 William Frist  
 Harry Hagey  
 Sally Jewell  
 Andrew Liveris  
 Jack Ma  
 Claudia Madrazo  
 Craig McCaw  
 Thomas J. Meredith  
 Ana M. Parma  
 Douglas Petno  
 Stephen Polasky  
 James E. Rogers  
 Vincent Ryan  
 Rajiv Shah  
 Brenda Shapiro  
 Mark Tercek  
 Thomas J. Tierney  
 Moses Tsang  
 Frances A. Ulmer  
 Margaret C. Whitman  
 Ying Wu

**Other/Former Key Employees**

Karen Berky  
 Rebecca Bowen  
 John Cook  
 Mario D’Amico  
 Addison Dana  
 William Ginn  
 Steve Howell  
 Peter Kareiva  
 Michelle Lakly  
 Robert McKim  
 Catherine Nardone  
 Lois Quam  
 Geof Rochester

**Prior Board Members (FYs ’14-’18)**

Teresa Beck  
 David Blood  
 Steven A. Denning  
 Jeremy Grantham  
 Frank E. Loy  
 Jane Lubchenco  
 Thomas Middleton  
 James C. Morgan  
 Roberto Hernández Ramirez  
 Muneer A. Satter  
 P. Roy Vagelos

**STEP 4: SIGNATURES**

The undersigned certifies that the information in the disclosure form is true and correct to the best of his/her knowledge.

**Signatures for For Profit or Not for Profit Organizations:**

Name of Organization: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Printed name of person: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Date: \_\_\_\_\_

**Signatures for Individuals:**

Signature: \_\_\_\_\_  
 Printed name: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Printed name: \_\_\_\_\_