



e. After the initial signature on the Conflict of Interest Statement, the annual completion of Missouri's Ethics Commission survey shall meet this requirement for members of the Board of Directors.

Section 7. 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.

Section 8. Use of Outside Experts

When conducting the periodic reviews as provided for in Section 7, 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.

Hanley Chiang

Board Member Name

[Handwritten Signature]

Signature of Board Member

12/2/2024

Date



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Melissa Powers

Board Member Name

Melissa Powers

Signature of Board Member

11/26/2024

Date



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Kathy Kirk

Board Member Name

kathy kirk

Signature of Board Member

12/1/2024

Date

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.



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Nilesh Patel
Board Member Name

A handwritten signature in black ink, appearing to be 'Nilesh Patel', written over a horizontal line.

Signature of Board Member

11/26/2024
Date



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David Simmons

Board Member Name

A handwritten signature in blue ink, appearing to read "D. Simmons", written over a light blue rectangular background.

Signature of Board Member

11/26/2024

Date



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Brittany Kelleher

Board Member Name

Brittany Kelleher

Signature of Board Member
11/25/2024

Date



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Theresa Yoffie
Board Member Name

[Signature]
Signature of Board Member

11/26/24
Date

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Courtney D. Stevenson _____
Board Member Name

Courtney D. Stevenson _____
Signature of Board Member

12/03/2024 _____
Date