



Setting the Standards for  
Home Energy Efficiency

## Results of RESNET Board Electronic Ballot on Board Member Conflict of Interest Disclosures

August 9, 2019

Previous to the balloting RESNET Board of Directors submitted Conflict of Interest Disclosures and were reviewed by Board members. The disclosures that were submitted are included in the Attachment A.

The results of the ballots of the RESNET Board are:

- Shall the RESNET Board accept that there is no disclosed conflict of interest in Jim Amarin's Conflict of Interest Disclosure?***

Yes - 18	No - 0	Abstain - 0	Not Voting - 2
Jacob Atalla			Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Jim Amarin's Conflict of Interest Disclosure

- Shall the RESNET Board accept that there is no disclosed conflict of interest in Jacob Attala's Conflict of Interest Disclosure?***

Yes - 17	No - 0	Abstain - 1	Not Voting - 2
David Beam		Jacob Atalla	Jim Amarin
Dave Bell			Emelie Glitch

Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Jacob Atalla's Conflict of Interest Disclosure

**3. *Shall the RESNET Board accept that there is no disclosed conflict of interest in David Beam's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 1</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		David Beam	Jim Amarin
Dave Bell			Emelie Glitch
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in David Beam's Conflict of Interest Disclosure

**4. Shall the RESNET Board accept that there is no disclosed conflict of interest in Dave Bell's Conflict of Interest Disclosure?**

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Dave Bell	Jim Amarin
David Beam			Emelie Glitch
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Dave Bell's Conflict of Interest Disclosure

**5. Shall the RESNET Board accept that there is no disclosed conflict of interest in Theil Butner's Conflict of Interest Disclosure?**

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Theil Butner	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Theil Butner's Conflict of Interest Disclosure

6. ***Shall the RESNET Board accept that there is no disclosed conflict of interest in Philip Fairey's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Philip Fairey	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Philip Fairey's Conflict of Interest Disclosure

7. ***Shall the RESNET Board accept that there is no disclosed conflict of interest in Matt Gingrich's Conflict of Interest Disclosure?***

<b>Yes - 16</b>	<b>No - 0</b>	<b>Abstain - 2</b>	<b>Not Voting - 2</b>
Jacob Atalla		Matt Gingrich	Jim Amarin
David Beam		Abe Kruger	Emelie Glitch
Dave Bell			
Philip Fairey			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Matt Gingrich's Conflict of Interest Disclosure

**8. *Shall the RESNET Board accept that there is no disclosed conflict of interest in Emelie Glitch's Conflict of Interest Disclosure?***

<b>Yes - 18</b>	<b>No - 0</b>	<b>Abstain - 0</b>	<b>Not Voting - 2</b>
Jacob Atalla			Jim Amorin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Emelie Glitch's Conflict of Interest Disclosure

**9. *Shall the RESNET Board accept that there is no disclosed conflict of interest in David Goldstein's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		David Goldstein	Jim Amorin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			

Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in David Goldstein's Conflict of Interest Disclosure

**10. *Shall the RESNET Board accept that there is no disclosed conflict of interest in Andrew Harris' Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Andrew Harris	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Andrew Harris' Conflict of Interest Disclosure

**11. *Shall the RESNET Board accept that there is no disclosed conflict of interest in John Hensley's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		John Hensley	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
Roy Honican			

Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in John Hensley's Conflict of Interest Disclosure

**12. Shall the RESNET Board accept that there is no disclosed conflict of interest in Roy Honican's Conflict of Interest Disclosure?**

Yes - 17	No - 0	Abstain - 1	Not Voting - 2
Jacob Atalla		Roy Honican	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Roy Honican's Conflict of Interest Disclosure

**13. Shall the RESNET Board accept that there is no disclosed conflict of interest in Mark Johnson's Conflict of Interest Disclosure?**

Yes - 17	No - 0	Abstain - 1	Not Voting - 2
Jacob Atalla		Mark Johnson	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			

Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Mark Johnson's Conflict of Interest Disclosure

14. ***Shall the RESNET Board accept that there is no disclosed conflict of interest in Cy Kilbourn's Conflict of Interest Disclosure?***

Yes - 17	No	Abstain - 1	Not Voting - 2
Jacob Atalla		Cy Kilbourn	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Cy Kilbourn's Conflict of Interest Disclosure

15. ***Shall the RESNET Board accept that there is no disclosed conflict of interest in Abe Kruger's Conflict of Interest Disclosure?***

Yes - 15	No - 0	Abstain - 3	Not Voting - 2
Jacob Atalla		Dave Bell	Jim Amarin
David Beam		Matt Gingrich	Emelie Glitch



Philip Fairey		Abe Kruger	
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Abe Kruger's Conflict of Interest Disclosure

**16. *Shall the RESNET Board accept that there is no disclosed conflict of interest in Paulette McGhie's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain</b>	<b>Not Voting - 2</b>
Jacob Atalla		Paulette McGhie	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Chris McTaggart			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Paulette McGhie's Conflict of Interest Disclosure

**17. *Shall the RESNET Board accept that there is no disclosed conflict of interest in Chris McTaggart's Conflict of Interest Disclosure?***

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Chris McTaggart	Jim Amarin
David Beam			Emelie Glitch

Dave Bell			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Clayton Morris			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Chris McTaggart's Conflict of Interest Disclosure

**18. Shall the RESNET Board accept that there is no disclosed conflict of interest in Clayton Morris' Conflict of Interest Disclosure?**

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Clayton Morris	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Curt Rich			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Clayton Morris' Conflict of Interest Disclosure

**19. Shall the RESNET Board accept that there is no disclosed conflict of interest in Curt Rich's Conflict of Interest Disclosure?**

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain - 1</b>	<b>Not Voting - 2</b>
Jacob Atalla		Curt Rich	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Clayton Traylor			

The RESNET Board voted to there is no conflict of interest in Curt Rich's Conflict of Interest Disclosure

**20. Shall the RESNET Board accept that there is no disclosed conflict of interest in Clayton Traylor's Conflict of Interest Disclosure?**

<b>Yes - 17</b>	<b>No - 0</b>	<b>Abstain</b>	<b>Not Voting - 2</b>
Jacob Atalla		Clayton Traylor	Jim Amarin
David Beam			Emelie Glitch
Dave Bell			
Theil Butner			
Philip Fairey			
Matt Gingrich			
David Goldstein			
Andrew Harris			
John Hensley			
Roy Honican			
Mark Johnson			
Cy Kilbourn			
Abe Kruger			
Paulette McGhie			
Chris McTaggart			
Clayton Morris			
Curt Rich			

The RESNET Board voted to there is no conflict of interest in Clayton Traylor's Conflict of Interest Disclosure

## **Attachment A**

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited to, the Conflict of Interest Policy of the Company.

This conflict of interest questionnaire is designed to help directors, officers, and employees of RESNET identify situations that present potential conflicts of interest and to provide RESNET with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures of RESNET's Conflict of Interest Policy, and those in federal or state law, the law shall control.

Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

- (i) A Contract or Transaction between RESNET and a Responsible Person or Family Member.
- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

Jim Amarin

Name of Employer:

Appraisal Institute

Title with Employer:

CEO

---

Address:

200 West Madison, Suite 200, Chicago IL 60601

---

Telephone Number (circle primary):

Home \_\_\_\_\_ Work: 312-335-4100  
Cell: 512-413-4098

Email Address:

jamorin@appraisalinstitute.org

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**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

---

Description of interest in which you have:

---

Address of Entity:

---

Principal Type of Business/Organization:

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed:  \_\_\_\_\_

Date: 4/29/19 \_\_\_\_\_

Name: Jim Amarin \_\_\_\_\_



**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited to, the Conflict of Interest Policy of the Company.

This conflict of interest questionnaire is designed to help directors, officers, and employees of RESNET identify situations that present potential conflicts of interest and to provide RESNET with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures of RESNET's Conflict of Interest Policy, and those in federal or state law, the law shall control.

Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

- (i) A Contract or Transaction between RESNET and a Responsible Person or Family Member.
- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

Jacob Atalla

Name of Employer:

KB Home

Title with Employer:

VP, Sustainability

Address:

Los Angeles, CA

Telephone Number (circle primary):

Home \_\_\_\_\_ Work: \_\_\_\_\_  
Cell: V14-588-3232 \_\_\_\_\_

Email Address:

jatalla@kbhome.com

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

---

Description of interest in which you have:

---

Address of Entity:

---

Principal Type of Business/Organization:

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: J. Atalla

Date: 6-10-2019

Name: Jacob Atalla

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

DAVID BEAM

Name of Employer:

INSULATE AMERICA

Title with Employer:

PRESIDENT & CEO

Address:

222 NORTH LAFAYETTE ST SUITE 22

5 HELBY NC 28150

Telephone Number (circle primary):

Home \_\_\_\_\_

Work: 704 487 4900

Cell: \_\_\_\_\_

Email Address:

david@insulateamerica.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**



Name of Organization or transaction in which you have an interest ("Entity"):

Description of interest in which you have:

Address of Entity:

Principal Type of Business/Organization:

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed:  Date: 4/26/19

Name: DAVID BEAM

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

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Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

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- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name: DAVID R. BELL

Name of Employer: TOP BUILD HOME SERVICES



Title with Employer:

VP - BUILDING SCIENCE

Address:

475 N. WILKINSON BLVD. DAYTONA BEACH FL 32114

Telephone Number (circle primary):

Home

Cell: (726) 234-3265

Work:

(386) 763-4955

Email Address:

dave.bell@topbuild.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

Description of interest in which you have:

Top Build is a member of the Leading Raters of America

Address of Entity:

226 S Nova Rd, Ormand Beach, FL

Principal Type of Business/Organization:

Trade association of HERS companies. Supports RESNET's mission

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☒

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☒

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: David R. Bell

Date: 4/23/19

Name: DAVID R. BELL

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:  
Thiel Butner

---

Name of Employer:  
Pando Alliance

---

Title with Employer:  
Principal

---

Address:  
3525-K Ellicott Mills Drive, Ellicott City, MD 21043

---

Telephone Number (circle primary):

Home N/A  
Cell: 703-517-4345

Work: N/A

Email Address:  
thiel@pandoalliance.com

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
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- e) Who is a donor or other supporter of the Company; and
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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

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Description of interest in which you have:

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Address of Entity:

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Principal Type of Business/Organization:

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Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: Thiel Butner

Date: 5/6/2019

Name: Thiel Butner



**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name:

Emelie Glitch

Name of Employer:

Performance Systems Development

Title with Employer:

Manager, Provider Services

Address:

124 Brindley Street, suite 4 Ithaca, NY 14850

Telephone Number (circle primary):

Home \_\_\_\_\_

Work: \_\_\_\_\_

Cell: 315-515-8161

Email Address:

ecuppernell@psdconsulting.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☐

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**



Name of Organization or transaction in which you have an interest ("Entity"):

Northeast HERS Alliance

Description of interest in which you have:

Member of organization and standards committee which reviews and comments on standards and may take actions that are aimed to influence RESNET actions, policies or standards.

Address of Entity:

Principal Type of Business/Organization:

Not for profit alliance/trade association

Are you a director, officer, partner, trustee, or employee of the Entity?

YES ☐ NO ☒

Do you have an investment of \$1,000 or more in the Entity? If so, how much?

YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_

YES ☐ NO ☒

Do you receive contingent compensation from the Entity? If so, please describe:

YES ☐ NO ☒

Have you received a loan from the Entity for which the amount is outstanding?

YES ☐ NO ☒

Do you have an interest in any intellectual property rights?

YES ☐ NO ☒

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: 

Date: 4/23/19

Name: Emelie Glitch



**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name: Philip Fairey

---

Name of Employer: Florida Solar Energy Center, University of Central Florida

---

Title with Employer: Deputy Director

---

Address: 1679 Clearlake Road, Cocoa, FL 32922

---

Telephone Number (circle primary):

Home \_\_\_\_\_

Work: (321) 638-1005

Cell: (321) 537-6233

Email Address: philip.fairey@fsec.ucf.edu

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE** ☐

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE)

Description of interest in which you have:

Voting Member SSPC 90.2, *Energy Efficient Design of Low-Rise Residential Buildings*

Voting Member SSPC 62.2, *Ventilation and Acceptable Indoor Air Quality in Residential Buildings*

Address of Entity:

1791 Tullie Circle Northeast, Atlanta, Georgia 30329 US

Principal Type of Business/Organization:

Professional Society

Are you a director, officer, partner, trustee, or employee of the Entity?

YES ☐ NO

☒ X

Do you have an investment of \$1,000 or more in the Entity? If so, how much?

YES ☐ NO

☒ X

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_

YES ☐ NO

☒ X

Do you receive contingent compensation from the Entity? If so, please describe:

YES ☐ NO

☒ X

---

Have you received a loan from the Entity for which the amount is outstanding?

YES ☐ NO

☒ X

Do you have an interest in any intellectual property rights?

YES ☐

NO ☒ X

Certification:

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.

- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: 

Date: April 26, 2019

Name: Philip Fairey

Name of Organization or transaction in which you have an interest ("Entity"):

Residential Energy Services Network (RESNET)

Description of interest in which you have:

Pending research agreement to provide professional technical support services

Address of Entity:

14280 N. Cedarpine Lane, Moorpark, CA 93021

Principal Type of Business/Organization:

Non-profit service organization

Are you a director, officer, partner, trustee, or employee of the Entity?

YES ☐ NO

☒ X

Do you have an investment of \$1,000 or more in the Entity? If so, how much?

YES ☐ NO

☒ X

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_

YES ☐ NO

☒ X

Do you receive contingent compensation from the Entity? If so, please describe:

YES ☐ NO

☒ X

---

Have you received a loan from the Entity for which the amount is outstanding?

YES ☐ NO

☒ X

Do you have an interest in any intellectual property rights?

YES ☐

NO ☒ X

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Signed: \_\_\_\_\_

Date: April 26, 2019

Name: Philip Fairey

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name:

Matt Gingrich

Name of Employer:

Energy Diagnostics INC

Title with Employer:

Director

Address:

405 Archerway Valparaiso IN 46383

Telephone Number (circle primary):

Home

Cell: 219-263-8667

Work: 219-464-4457

Email Address:

mattg@energydiagnostics.net

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☐

OR

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- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**



Name of Organization or transaction in which you have an interest ("Entity"):

EPX

Description of interest in which you have:

I am a member of this group of Raters and Providers

Address of Entity:

P.O. BOX N Berthoud, CO 80513

Principal Type of Business/Organization:

EPX is a National collaboration of Building consultants and HERS Companies. EPX has no competitive intentions towards RESNET. They support RESNET'S mission.

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☒

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☒

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: Matt Gingrich Date: 4-23-14

Name: Matt Gingrich

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited, to the Conflict of Interest Policy of the Company.

This conflict of interest questionnaire is designed to help directors, officers, and employees of RESNET identify situations that present potential conflicts of interest and to provide RESNET with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures of RESNET's Conflict of Interest Policy, and those in federal or state law, the law shall control.

Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

- (i) A Contract or Transaction between RESNET and a Responsible Person or Family Member.
- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

David B. Goldstein

---

Name of Employer:

Natural Resources Defense Council

---

Title with Employer:

Energy Director, C&CE Program

---

Address:

111 Sutter St. 21F, San Francisco, CA 94104

---

Telephone Number (circle primary):

Home 415 771 7959 \_\_\_\_\_ Work: \_\_\_\_\_ 415 875 6100  
\_\_\_\_\_ Cell: \_\_\_\_\_ 415 264 4433 \_\_\_\_\_

Email Address:

[Dgoldstein.nrdc@gmail.com](mailto:Dgoldstein.nrdc@gmail.com)

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☐**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

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- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

New Buildings Institute

---

Description of interest in which you have:

Board Member

---

Address of Entity:

Portland, OR

---

Principal Type of Business/Organization:

Nonprofit research and advocacy organization

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? N/A YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.

- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Name of Organization or transaction in which you have an interest ("Entity"):

Institute for Market Transformation

---

Description of interest in which you have:

Board Chair

---

Address of Entity:

Washington DC

---

Principal Type of Business/Organization:

Nonprofit research and advocacy organization

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? N/A YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

Certification:

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Name of Organization or transaction in which you have an interest ("Entity"):

Consortium for Energy Efficiency

---

Description of interest in which you have:

Board Member

---

Address of Entity:

Boston, MA

---

Principal Type of Business/Organization:

Nonprofit research and advocacy organization

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? N/A YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

Certification:

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Name of Organization or transaction in which you have an interest ("Entity"):

David B. Goldstein and Associates, Inc.

---

Description of interest in which you have:

Half ownership; principal

---

Address of Entity:

San Francisco, CA

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Principal Type of Business/Organization:

Consulting Firm

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Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? ~\$2000 YES x NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? 49% YES x NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO x

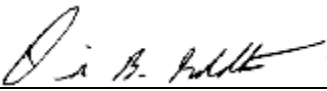
---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO x

Do you have an interest in any intellectual property rights? (not yet) YES ☐ NO x

Certification:

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed:   
\_\_\_\_\_

Date: 23 May 2019

Name: David B. Goldstein



**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:                      Andrew E. Harris

---

Name of Employer:        M.D.C. Holdings, Inc.

---

Title with Employer: S.V.P., Richmond American Homes

---

Address: 4350 S. Monaco St., Denver, CO 80237

---

Telephone Number (circle primary):

Home \_\_\_\_\_ Work: (720) 977-3681 Cell: (303) 916-9569

Email Address: aharris@mdch.com

---

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

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- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

Description of interest in which you have:

Address of Entity:

Principal Type of Business/Organization:

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: \_\_\_\_\_ Date: 5.27.19

Name: Andrew Lebrun

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited to, the Conflict of Interest Policy of the Company.

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Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

- (i) A Contract or Transaction between RESNET and a Responsible Person or Family Member.
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**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
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Name: John Hensley

Name of Employer: Building Performance Solutions, LLC

Title with Employer:      Quality Assurance Designee

---

Address:    1934 Old Gallows Road Vienna, VA. 22182

---

Telephone Number (circle primary):

Home 540-622-4503                      Work: 877-831-5061  
Cell: 540-683-6936

Email Address:    johnh@bpsconsultant.com

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

---

Description of interest in which you have:

---

Address of Entity:

---

Principal Type of Business/Organization:

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: John Hensley

Date: 5/23/2019

Name: John Hensley

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name:

Roy Honizan

Name of Employer:

Blue Grass Energy

Title with Employer:

Residential Services Coordinator

Address:

PO Box 990 Nicholasville KY 40340

Telephone Number (circle primary):

Home same

Cell: 859-621-3022

Work: 859-585-2162

Email Address:

royh@bgenenergy.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**



Name of Organization or transaction in which you have an interest ("Entity"):

Description of interest in which you have:

Address of Entity:

Principal Type of Business/Organization:

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



Setting the Standards for  
Home Energy Efficiency

**Potential Sources of Bias / Conflict of Interest**  
**Statement of Affiliations and Interests for Candidates for the RESNET Board of Directors**

August 22, 2017

This form must be submitted with all applications to be a candidate for the RESNET Board of Directors. It is intended to ensure that relevant information is submitted to the RESNET Board Nominations Committee and the RESNET membership.

**The responsibility for determining the information to be reported rests with the individual completing this form. Failure to fully disclose relationships is grounds for removal from consideration for or removal from the RESNET Board of Directors.**

Send a signed digital copy of the completed form to Steve Baden, RESNET Executive Director at [sbaden@resnet.us](mailto:sbaden@resnet.us).

A statement of affiliations and interests does not prevent a person from being nominated as a candidate for the RESNET Board, but is for the purpose of notifying the RESNET Board Nominations Committee and RESNET members of any bias or potential bias.

## Potential Sources of Bias / Conflict of Interest Statement of Affiliations and Interests Form

<b>RESNET Board of Directors</b>		
Name: Mark A. Johnson	Title: Executive Vice President & Director of Business Development	
Employer: International Code Council	Telephone: (888) 422-7233, Ext. 3248	
Address incl. City, State, Zip: 3060 Saturn Street, Suite 100, Brea CA 92821	Email: mjohnson@iccsafe.org	
RESNET Membership Category:	Today's Date: 5/08/2019	
<b>All sections of this form must be completed. The use of "None", N/A, or no response to answer these inquiries is not acceptable. Incomplete forms will be rejected and the terms for application for nomination to the RESNET Board of Directors e will not have been met.</b>		
<p><b>1. ORGANIZATIONAL AFFILIATIONS.</b> Enter information as requested below.</p> <p><b>A.</b> Report any business relationships (such as an employee, owner, officer, director, consultant, etc.) in the fields of home energy ratings, building performance and/or other areas that RESNET provides services within the last two years.</p> <p><i>I currently am employed by the International Code Council (ICC) whose membership develops the International Energy Code which once adopted, regulates energy requirements for residential and commercial construction.</i></p> <p><i>ICC currently collaborates with RESNET in the development of Standards which our referenced in the International Codes. In the last two years ICC has published two such standards (301 and 380). An additional standard is in development with RESNET (STD 1100)</i></p> <p><i>ICC also is copublisher with ASHRAE in the International Green Construction Code which is also cobranded with USGBC. ICC is also copublisher with ASHRAE and NAHB is the ICC 700 (National Green Building Standard).</i></p> <p><b>B.</b> Report any memberships or volunteer non-business relationships that your company/organization has with such groups such as BPI, ACCA, NAHB, ASHRAE, USGBC, RESNET, etc. within the last two years.</p> <p><i>ICC has had a membership in ASHRAE.</i></p> <p><b>C.</b> List all your organization's employees that serve on the board of directors, advisory groups or working committees with such groups such as BPI, ACCA, BPI, NAHB, ASHRAE, USGBC, RESNET, etc. within the last two years.</p> <p><i>Dave Walls, ICC's Executive Director of Sustainability Programs currently serves on the RESNET Standards Council and Standards Committee.. ICC's Allan Bilka serves as Staff Liaison to the Consensus Committee on the National Green Building Standard. ICC's Greg Gress is a voting member of ASHRAE's SSPC 189.1.</i></p> <p><b>D.</b> Disclose any direct sources of funding for your time and/or expenses to participate on the RESNET Board of Directors. If you currently pay for your own expenses, please enter 'self-funded'.</p>		

*Self-Funded.*

- E. Disclose sources of funding, the amount of funding received and services provided that your organization has received from such federal agencies as Environmental Protection Agency, Department of Housing and Urban Development, Department of Energy, etc. and such groups such as BPI, ACCA, NAHB, ASHRAE, USGBC, RESNET, etc. within the last two years.

*None at this time. However, ICC has responded to a RESNET RFP for training on the H<sub>2</sub>O Standard.*

2. **PUBLIC STATEMENTS AND POSITIONS.** List articles, testimony, speeches, etc., by date, title and publication (if any) in which they appeared that you provided about RESNET and home energy ratings. Attach additional sheets if necessary. Please mark the box below only if applicable.

☒ I have no relevant public statements or positions (double-click box to mark).

  
SIGNATURE

5/08/2019  
DATE

*The completed and signed form must be sent to RESNET Executive Director as indicated in the instructions accompanying this form.*

**Residential Energy Services Network, RESNET**

Kathy Spigarelli, Deputy Director  
[kspig@resnet.us](mailto:kspig@resnet.us)

# **Attachment**

## **Guidelines and Definitions**

### **Defining "Bias" and "Conflict of Interest"**

**Bias:** The question of potential sources of "bias" ordinarily relates to views stated or positions taken that are largely intellectually motivated or that arise from the close identification or association of an individual with a particular point of view or the positions or perspectives of a particular group. Such potential sources of bias are not disqualifying for purposes of RESNET Board service. It is necessary, in order to ensure that the board is fully competent, to elect members in such a way as to represent a balance of potentially biasing backgrounds or professional or organizational perspectives.

**Conflict of Interest:** It is essential that the work of the RESNET Board of Directors not be compromised by any significant conflict of interest, or in some circumstances the significant appearance of conflict of interest, on the part of any member of the board. For this purpose, the term "conflict of interest" means any financial or other interest which conflicts with the service of an individual because it (1) could impair the individual's objectivity or (2) could create an unfair competitive advantage for any person or organization. The existence of a significant conflict of interest ordinarily disqualifies an individual from service.

### **How can conflicts of interest arise?**

Conflicts of interest can occur when:

When a board member as a strong personal, financial, or professional interests in seeing that a project/policy produce a particular outcome; and

An agency, a sponsor, or a private organization or company attempts either to influence individual board member or to skew the body of information reviewed by the board.

### **What is done to avoid conflicts of interest?**

Submittal and evaluation of the statement of affiliations and interests that lists professional connections and indicates any positions taken in relevant public statements at the time of nomination and disclosures during board meetings are fundamental to ensuring conflicts of interest and appearances of conflicts of interest are avoided.

*Note: This form and the definitions, included here are derived from forms and considerations as presented by ASHRAE.*

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited to, the Conflict of Interest Policy of the Company.

This conflict of interest questionnaire is designed to help directors, officers, and employees of RESNET identify situations that present potential conflicts of interest and to provide RESNET with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures of RESNET's Conflict of Interest Policy, and those in federal or state law, the law shall control.

Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

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- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

Cy Kilbourn

Name of Employer:

Ekotrope, Inc

Title with Employer:

Vice President of Engineering

---

Address:

711 Atlantic Ave, Lower Level, Boston, MA 02110

---

Telephone Number (circle primary):

Home \_\_\_\_\_

Work: 617 453 8043 \_\_\_\_\_

Cell: \_\_\_\_\_

Email Address:

cy@ekotrope.com

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

---

Description of interest in which you have:

---

Address of Entity:

---

Principal Type of Business/Organization:

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed:  \_\_\_\_\_

Date: 5/6/19 \_\_\_\_\_

Name: Cy Kilbourn \_\_\_\_\_



**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name:

Abraham (Abe) Kruger

Name of Employer:

SK Collaborative

Title with Employer:

Principal

---

Address:

333 Adams St, Decatur, GA 30030

---

Telephone Number (circle primary):

Home \_\_\_\_\_  
Cell: (215)385-6891

Work: (404)480-4600

Email Address:

abe@skcollaborative.com

---

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE** ☐

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

EnergyPro Exchange (EPX)

Description of interest in which you have:

SK Collaborative is a member of EPX.

Address of Entity:

PO Box N, Berthoud, CO 80513, US

Principal Type of Business/Organization:

EPX is a national collaboration of some of the country's top Building Consulting and Home Energy Rating System (HERS) companies, and serves as a resource to multi-family and single-family builders throughout the country. EPX has no competitive intentions toward RESNET and in fact, fully supports the RESNET mission.

Are you a director, officer, partner, trustee, or employee of the Entity?

YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much?

YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_

YES ☐ NO ☒

Do you receive contingent compensation from the Entity? If so, please describe:

YES ☐ NO ☒

Have you received a loan from the Entity for which the amount is outstanding?

YES ☐ NO ☒

Do you have an interest in any intellectual property rights?

YES ☐ NO ☒

Certification:

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: Abraham Jonas Kruger

Date: 04/23/2019

Name: Abraham (Abe) Kruger

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
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Name:

Paulette McGhie

Name of Employer:

Energy Inspectors

Title with Employer:

Vice President of Utah Division

Address:

212 E Crossroads Blvd #176, Saratoga Springs, Utah , 84045

Telephone Number (circle primary):

Work: 801-455-6912

Cell: 801-203-0807

Email Address:

pmcghie@eicompanies.com

□

**AT THIS TIME, I HAVE NOTHING TO DISCLOSE**

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

Leading Raters of America

---

Description of interest in which you have:

Energy Inspectors is a member

---

Address of Entity:

226 S. Nova Rd, Ormand Beach, FL 43174

---

Principal Type of Business/Organization:

Trade association of HERS companies. Supports mission of RESNET

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☒

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☒

Do you hold an equity position of 5% in the Entity? If so, what percentage? \_ YES ☐ NO ☒

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

**Certification:**

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: *Paulette McGhie*

Date: 5/23/19

Name: Paulette MCGhie

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

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Name:

Chris McTaggart

Name of Employer:

Building Efficiency Resources

Title with Employer:

Co-Owner

Address:

PO Box 1769 Brevard, NC 28712

Telephone Number (circle primary):

Home \_\_\_\_\_

Work: 800-399-9620x7

Cell: \_\_\_\_\_

Email Address:

cmctaggart@theber.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☐

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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Name of Organization or transaction in which you have an interest ("Entity"):

---

Description of interest in which you have:

---

Address of Entity:

---

Principal Type of Business/Organization:

---

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

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---

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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: 

Date: 4/23/19

Name: Chris McTaggart

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**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

Clayton Morris

Name of Employer:

DPI Engineering, LLC

Title with Employer:

VP Operations

Address:

1600 East Hufsmith Road Tomball TX 77375

Telephone Number (circle primary):

Home \_\_\_\_\_

Cell: \_\_\_\_\_

Work: 281-351-0048

Email Address:

Clayton@dps.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

Description of interest in which you have:

Address of Entity:

Principal Type of Business/Organization:

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: 

Date: 04-24-19

Name: Clayton Morris

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited, to the Conflict of Interest Policy of the Company.

This conflict of interest questionnaire is designed to help directors, officers, and employees of RESNET identify situations that present potential conflicts of interest and to provide RESNET with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures of RESNET's Conflict of Interest Policy, and those in federal or state law, the law shall control.

Conflict of Interest Defined. For purposes of this questionnaire, the following circumstances shall be deemed to create Conflicts of Interest:

**A. Outside Interests.**

- (i) A Contract or Transaction between RESNET and a Responsible Person or Family Member.
- (ii) A Contract or Transaction between RESNET and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

**B. Outside Activities.**

- (i) A Responsible Person competing with RESNET in the rendering of services or in any other Contract or Transaction with a third party.
- (ii) A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with RESNET in the provision of services or in any other Contract or Transaction with a third party.

Name:

Carl Rich

Name of Employer:

North America Insulation Manufacturers Assoc.

Title with Employer:

President & CEO

Address:

11 Canal Center Plaza, Alexandria VA 22314

Telephone Number (circle primary):

Home \_\_\_\_\_

Cell: \_\_\_\_\_

Work: 202-257-4831

Email Address:

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

\*RESNET's Conflict of interest policy defines interests as:

Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

Finally, any person who is related by blood or marriage, including by adoption, to any such person, or any person or persons who in the aggregate own more than 35% of the profit, voting or beneficial interest of any such entity, are Interested Persons. (Responses should include interests of the individual, his/her spouse, and/or any dependent children.)

**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**



Name of Organization or transaction in which you have an interest ("Entity"):

None

Description of interest in which you have:

Address of Entity:

Principal Type of Business/Organization:

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☐ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☐ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? YES ☐ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
- I agree to comply with any conditions or restrictions imposed by RESNET to manage, reduce, or eliminate actual or potential conflicts of interest or forfeit the award. I further understand and agree that my violation of the Conflict of Interest Policy of the Company is grounds for disciplinary and corrective action.
- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: 

Date: 6-10-19

Name: Curt Rich

**CONFLICT OF INTEREST POLICY AND CODE OF ETHICAL CONDUCT**  
**SCHEDULE 1: CONFLICT OF INTEREST DISCLOSURE FORM 2019**  
**Revised April 17, 2019**

***Notice to RESNET directors, officers and employees.***

This form is to initially be submitted upon your acceptance of election/appointment as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc. (the "Company"). You are further required to re-submit this form each year thereafter that you serve as a director, officer or employee of the Company as well as each time you or an immediate family member receives a personal financial benefit or has any other interest in a transaction resulting from your position as a member or officer of the Board of Directors or as an employee of the Company. Further, by signing this Disclosure Form, you are warranting and representing that you have received and have read, reviewed and understood the Bylaws and policies of the Company, including, but not limited to, the Conflict of Interest Policy of the Company.

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**B. Outside Activities.**

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Name:

Nancy St. Hiliare

Name of Employer:

St. Somewhere Consulting, LLC



Title with Employer:

Owner

Address:

3520 Henrietta Hartford Road, Mt Pleasant, SC 29466

Telephone Number (circle primary):

Home \_\_\_\_\_  
906-8668 \_\_\_\_\_

Work: \_\_\_\_\_

Cell: \_843-

Email Address: nancy.stsomewhere@gmail.com

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☐

**OR**

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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Any director, officer or employee of the Company who has a direct or indirect financial interest in any transaction of the Company is an Interested Person. Also, Interested Persons are any third party, whether or not a contractor to the Company, and whether a person or entity:

- a) That supplies goods or services to the Company;
- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

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**USE ADDITIONAL SHEETS FOR EACH ENTITY IN WHICH YOU HAVE A DISCLOSABLE INTEREST**

Name of Organization or transaction in which you have an interest ("Entity"):

51% owner of St. Somewhere Consulting, LLC.

Description of interest in which you have:

---

Address of Entity:

above

---

Principal Type of Business/Organization:

Consulting – residential energy efficiency

Are you a director, officer, partner, trustee, or employee of the Entity? YES ☒ NO ☐

Do you have an investment of \$1,000 or more in the Entity? If so, how much? YES ☒ NO ☐

Do you hold an equity position of 5% in the Entity? If so, what percentage? 51% YES ☒ NO ☐

Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☒

---

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☒

Do you have an interest in any intellectual property rights? YES ☐ NO ☒

**Certification:**

- I agree to update this disclosure to RESNET either on an annual basis, or as new reportable significant financial interests are obtained.
- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed: \_\_\_\_\_ Date: 4/24/19

Name: Nancy St. Hilaire \_\_\_\_\_

Title with Employer:

Vice President

Address:

1455 Penn. Ave N.W. Washington, DC 20004

Telephone Number (circle primary):

Home

Cell: 972 955 2500

Work:

Email Address:

clayton.fraylor@leadingbuildersofamerica.org

AT THIS TIME, I HAVE NOTHING TO DISCLOSE ☒

OR

I am disclosing the following ongoing relationships and interests that may present a conflict of interest related to my position as a member or officer of the Board of Directors or as an employee of Residential Energy Services Network, Inc.\*

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- b) From whom the company leases property or equipment;
- c) With whom the company is dealing or planning to deal in connection the gift, purchase or sale of real estate, securities, or other property;
- d) That is a competitor or affinity organization to the Company;
- e) Who is a donor or other supporter of the Company; and
- f) That is an agency, organization or association that affects the operations of the Company.

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Do you receive contingent compensation from the Entity? If so, please describe: YES ☐ NO ☐

Have you received a loan from the Entity for which the amount is outstanding? YES ☐ NO ☐

Do you have an interest in any intellectual property rights? YES ☐ NO ☐

**Certification:**

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- I agree to cooperate in the development of a plan to address any actual or potential conflict of interest identified with RESNET via this Disclosure Form.
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- I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signed:  Date: 7-31-19

Name: Eric H. Traynor