



CONFLICTS OF INTEREST CERTIFICATION

CONFLICT OF INTEREST

The following is a complete list of all business activities, investments, and other interest that I (and those who will be working for me in performing my contract with HRL, and members of our immediate families) have that could be construed as possibly conflicting with HRLs' interests:

(List possible conflicts; if none, write "none")

If any other potential or actual conflicts arise during the term of my contract with HRL, I will promptly notify HRL in writing. I understand that my contract with HRL may be terminated if any such activities arise and I have failed to notify HRL, or if any such activities, reported or not, are deemed to be in conflict with HRLs' interests.

I agree that during the term of my contract with HRL, neither I, nor anyone working for me will take any action which would be a violation of any obligation owed to any former employer or organization for whom we have performed services; nor will I (we) use any nonpublic information in any way that would violate the rights of HRL or others.

(Name Typed or Printed)

(Company Name)

(Signature)

(Date)