

**JEWISH FEDERATION OF DETROIT
UNITED JEWISH FOUNDATION
CONFLICT OF INTEREST POLICY**

The leadership of the Jewish Federation of Detroit and United Jewish Foundation (“JFD/UJF”) believes in an ethic of avoiding situations in which Board members, officers, or the executive management team (collectively referred to herein as “Key Individuals”) may unduly influence or show favoritism in their decision-making process. (See Attachment I for a current listing of the executive management team.) JFD/UJF depends upon Key Individuals who give of their time for the benefit of the organizations and recognizes that, because of the varied interests and involvement, this service may at certain times result in situations involving real or apparent conflicts of interest.

A potential conflict of interest situation may arise where Key Individuals have a direct or indirect financial interest, or appear to have a financial interest, in the transaction. This includes, but is not limited to, providing professional or other services or products in the normal course of business to JFD/UJF.

Key Individuals shall not use their positions or knowledge gained therefrom, directly or indirectly, to cause a conflict to arise between JFD/UJF and:

- The Key Individuals’ personal interests
- The personal interest of a spouse or other family member of key individuals (“Family Members”)
- The interest of any corporation, partnership, proprietorship, firm, association or other entity in which the Key Individual or Family Member is a director, trustee, officer or employee with significant administrative responsibilities, and in which the person has a financial interest as a shareholder, partner or owner (“Related Entities”). There is no conflict merely by reason of affiliation with an organization receiving grants or allocations from JFD/UJF and involving no personal or Family Member financial interest.

Believing that service should not be rendered impossible solely by reason of these conflicts, JFD/UJF hereby adopts a policy of requiring full disclosure of any such interests and non-involvement by Key Individuals in any decision in which a potential or actual conflict is involved, as follows:

- The Key Individual shall disclose, in writing, the relationship or interest to the Chairman of any Committee acting on a contract or transaction, prior to discussion or action, with a copy to the JFD President and Chief Executive Officer.
- Each member of the Executive Management Team shall disclose, in writing to the Chief Executive Officer, with a copy to the President, any possible or actual conflict of interest relating to such person and/or any Family Member.

The Key Individual having the conflict shall not participate in any stage of the discussions, deliberations or decisions regarding the matter. In addition, any JFD/UJF Committee Member

having a conflict shall not be allowed to vote on any procurement issues brought to that Committee. The minutes of the meeting shall reflect the conflict disclosure was made, the vote taken and, where applicable, the abstention from voting and participation of the Key Individual.

A Conflict of Interest Policy and Disclosure Statement shall be furnished annually to each Key Individual following the Annual Meeting. Any new Key Individuals shall be provided with a copy of the policy upon commencement of their position.

Disclosure

Key Individuals shall annually file a Conflict of Interest Disclosure Statement with the JFD/UJF Audit Committee Chairman, disclosing any conflict situations.

The Audit Committee shall review the annual Conflict of Interest Disclosure Statements and address any potential conflicts.

**JEWISH FEDERATION OF DETROIT
UNITED JEWISH FOUNDATION
EXECUTIVE MANAGEMENT TEAM
2025 to 2026**

Dorothy Benyas
Ted Cohen
Lisa Cutler
Jennifer Forest
Steven Ingber
David Kurzman
Jennifer Levine
Lisa Meyer
Brian Rothenberg
Becky Stasch
Julie Tepperman
Rabbi Ari Witkin
Joseph Zammitta