

Attachment A

Examples of Potential Conflicts of Interest

You may have a conflict of interest if your personal interests or outside activities influence or appear to influence your ability to make objective decisions in the course of your job, your professional or contractual responsibilities to The MetroHealth System (MetroHealth). The following examples provide a non-exhaustive list of situations that can commonly involve a conflict of interest.

Financial Interest in Vendors. You or your immediate family member have an ownership interest in, or are employed by or have a consulting relationship with, a business or entity that a MetroHealth entity currently purchases or is planning to purchase any goods or services from (e.g., medical device manufacturers, pharmaceutical manufacturers, accounting firms, law firms).

Financial Interest in Competitors. You or your immediate family member have an ownership in, are employed by or have a consulting relationship with a business or entity with which MetroHealth competes (e.g., a health system, hospital, specialty hospital, ambulatory surgical center, diagnostic imaging center, healthcare insurer).

Financial Interest in Intellectual Property. You or your immediate family member have an interest in intellectual property that could be impacted by decisions made by MetroHealth (e.g., developed new health care software, created a patent on a medical device).

Board and Committee Memberships. Membership on a governing body of a business or entity, including a non-profit entity, that competes with a MetroHealth entity or from which a MetroHealth entity currently purchases or is planning to purchase any goods or services.

Other Outside Employment. Employment by another entity if:

- It conflicts with your MetroHealth work schedule;
- It appears to conflict, or conflicts, with your responsibilities to MetroHealth ;
- You solicit business from MetroHealth employees, patients or medical staff on behalf of your other employer; or
- You solicit MetroHealth employees for employment by your other employer.

Business Courtesies. Business gifts, gratuities, honoraria, meals, entertainment and travel and other business courtesies received from MetroHealth vendors and other business associates or a MetroHealth competitor.