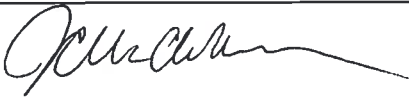


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST  
AND DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L. c. 268A, § 6**

|                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>STATE EMPLOYEE INFORMATION</b>                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Name:                                                                                                                                                                                                                               | Jennifer C. McCullough                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Title or Position:                                                                                                                                                                                                                  | Government Affairs Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| State Agency:                                                                                                                                                                                                                       | Massachusetts State Ethics Commission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Agency Address:                                                                                                                                                                                                                     | One Ashburton Place, Rm. 619<br>Boston, MA 02108                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Office Phone:                                                                                                                                                                                                                       | 617-371-9523                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Office E-mail:                                                                                                                                                                                                                      | Jennifer.McCullough@mass.gov                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                                                                                                                                                                                                                     | My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>PARTICULAR MATTER</b>                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Particular matter<br><br>E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding. | Please describe the particular matter.<br><br>The Commission will be considering salary/cost of living increases (COLI) for non-union personnel, to be paid for with funds from the Commission's fiscal year 2026 (FY26) state appropriation, to be effective in said fiscal year. I would receive a COLI under this proposal.                                                                                                                                                                                                                                                                                                                                                                 |
| Your required participation in the particular matter:<br><br>E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.                                                                         | Please describe the task you are required to perform with respect to the particular matter.<br><br>I work with the Commission's Executive Director, David A. Wilson, and the CFO, Benjamin Bloomenthal, on the financial calculations/affordability of the proposed salary increases within the constraints of the Commission's FY26 budget.                                                                                                                                                                                                                                                                                                                                                   |
| <b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Write an X by all that apply.                                                                                                                                                                                                       | <p><input checked="" type="checkbox"/> I have a financial interest in the matter.</p> <p><input type="checkbox"/> My immediate family member has a financial interest in the matter.</p> <p><input type="checkbox"/> My business partner has a financial interest in the matter.</p> <p><input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter.</p> <p><input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.</p> |

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|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Financial interest in the matter | Please explain the financial interest and include a dollar amount if you know it.<br><br>My salary will be among those that will realize a percentage-based COLI (<5%) following the approval of the FY26 staff COLIs by the Executive Director. |
| Employee signature:              |                                                                                                                                                                 |
| Date:                            | April 8, 2026                                                                                                                                                                                                                                    |

### DETERMINATION BY APPOINTING OFFICIAL

|                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                    | <b>APPOINTING AUTHORITY INFORMATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Name of Appointing Authority:                                                      | David A. Wilson                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Title or Position:                                                                 | Executive Director                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Agency/Department:                                                                 | Massachusetts State Ethics Commission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Agency Address:                                                                    | One Ashburton Place, Room 619<br>Boston, MA 02108                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Office Phone:                                                                      | 617-371-9500                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Office E-mail                                                                      | David.A.Wilson@mass.gov                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                                                                                    | <b>DETERMINATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Determination by appointing authority:<br><br><b>Write an X by your selection.</b> | As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee.<br><br><input type="checkbox"/> I am assigning the particular matter to another employee, or<br><input type="checkbox"/> I am assuming responsibility for the particular matter, or<br><input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee. |
| Appointing Authority signature:                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Date:                                                                              | 4/9/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Comment:                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108