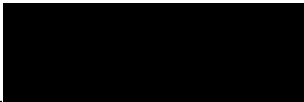


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

	PUBLIC EMPLOYEE INFORMATION
Name of public employee:	Layla Palmer
Title or Position:	Multimedia Communications Coordinator
Agency/Department:	Operational Services Division
Agency address:	1 Ashburton Place Room 1608 Boston, MA 02108
Office Phone:	617-720-3171
Office E-mail:	Layla.Palmer@mass.gov
	In my capacity as a state, county or municipal employee, I am expected to take certain actions in the performance of my official duties. Under the circumstances, a reasonable person could conclude that a person or organization could unduly enjoy my favor or improperly influence me when I perform my official duties, or that I am likely to act or fail to act as a result of kinship, rank, position or undue influence of a party or person. I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.
	APPEARANCE OF FAVORITISM OR INFLUENCE
Describe the issue that is coming before you for action or decision.	As Multimedia Communications Coordinator, I develop and produce multimedia and marketing content for the Operational Services Division (OSD), including podcasts, which may involve contact with Statewide Contract vendors and other businesses, nonprofit organizations, and state entities.
What responsibility do you have for taking action or making a decision?	I am responsible for developing and producing multimedia and marketing content for the OSD, highlighting its employees and departments, and relationships with Statewide Contract vendors and other businesses, nonprofit organizations, and state entities.
Explain your relationship or affiliation to the person or organization.	I provide podcast production services through sole proprietorship Audio Anthology Studios to brands, businesses, and creators.
How do your official actions or decision matter to the person or organization?	I currently do not have any business relationships in connection with my services through Audio Anthology Studios related to my podcast production work with OSD.

	If a future business relationship is established or a situation arises that may impact my marketing work performed at OSD or there is a situation in which recusal or reassignment may be merited, I will notify my appointing authority, who will review the situation and determine whether recusal or reassignment is necessary.
Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	My outside podcast production work is limited to carefully selected projects with independent creators, small brands, and organizations that have no affiliation with OSD or other Massachusetts state agencies or public entities. I do not solicit or provide production services to Statewide Contract vendors or other entities with which I interact in my full-time role. Audio Anthology Studios is the name and brand under which I independently provide freelance podcast production services outside of my full-time state employment; it is not a separate business entity that I own. My outside work is performed independently from my state responsibilities and using my own time, equipment, and resources. These distinctions help maintain a clear separation between my official duties at OSD and my outside podcast production activities. Should a potential overlap or conflict arise in the future, I will disclose the circumstances to my appointing authority so that appropriate action, including recusal or reassignment if necessary, can be determined.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <u> x </u> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	
Date:	9/14/26

Attach additional pages if necessary.

Not elected to your public position – file with your appointing authority.

Elected state or county employees – file with the State Ethics Commission.

Members of the General Court – file with the House or Senate clerk or the State Ethics Commission.

Elected municipal employee – file with the City Clerk or Town Clerk.

Elected regional school committee member – file with the clerk or secretary of the committee.