

PUBLIC INSPECTION COPY

Name of the organization Memorial Assistance Ministries	Employer identification number 76-0044172
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The President and CEO review the 990 in draft form along with the Chairman of the Board and the Treasurer. The completed Form 990 is distributed to all board members before filing with the IRS.

Form 990, Part VI, Section B, Line 12c:

A conflict of interest questionnaire is reviewed annually to indicate compliance by all officers, directors, and employees.

When a conflict of interest comes before the board, the board may seek information from the director, officer, or key person about the conflict before beginning deliberation and deciding on the matter. However, a conflicted person shall not be present during the discussion or vote on the matter and must not attempt to influence the deliberation or vote improperly.

Form 990, Part VI, Section B, Line 15a:

The board of directors retained a compensation consultant to assist in the compensation package for the President and CEO using a salary survey from the local United Way. The United Way salary survey and the Alliance of Community Assistance Ministries survey are used to determine compensation levels for other employees.

Form 990, Part VI, Section C, Line 19:

The documents are available on request.