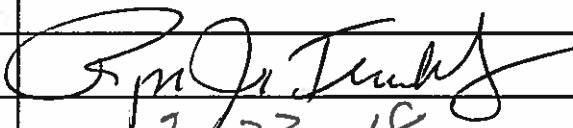


**DISCLOSURE BY SPECIAL STATE EMPLOYEE
OF FINANCIAL INTEREST IN A STATE CONTRACT
AS REQUIRED BY G. L. c. 268A, § 7(d)**

RECEIVED
STATE ETHICS COMMISSION

	SPECIAL STATE EMPLOYEE INFORMATION	2018 FEB 26 PM 3:20
Name of special state employee:	Roger J. Tremblay	
Put an X beside one statement.	<p>I am a special state employee because:</p> <p><input type="checkbox"/> I serve in a state position for which no compensation is provided.</p> <p><input checked="" type="checkbox"/> I am not an elected official, and I earned compensation for fewer than 800 hours in the preceding 365-day period.</p> <p><input type="checkbox"/> By the classification of my position by my state agency or by the terms of a contract or my conditions of employment, I am permitted to have personal or private employment during normal business hours.</p> <p><input type="checkbox"/> I work for a company or organization which has a contract with a state agency, and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the state is contracting for my services in particular, and the contract states that I am a special state employee or indicates that I meet one of the three requirements listed above.</p>	
Title/ Position	training specialist	
Fill in this box if it applies to you.	If you are a special state employee because a state agency has contracted with your company or organization, please provide the name and address of the company or organization.	
State Agency/ Department:	This is "my State Agency."	
	Executive Office of Health and Human Services	
Agency Address:	7th floor 600 Washington Street Boston, MA 02111	
Office phone:	781-631-3987(my home phone number - I do not have an office, email or phone number at this agency - I am contacted when needed as retired 120 day employee)	
Office e-mail:	roger65tremblay@gmail.com (this is my personal email address)	
	Check one: <input type="checkbox"/> Elected or <input checked="" type="checkbox"/> Non-elected	
Starting date as a special state employee.	2/12/2013	
BOX # 1	ELECTED SPECIAL STATE EMPLOYEE	
Select either STATEMENT #1 or STATEMENT #2 .	<p>I am an elected special state employee.</p> <p><input type="checkbox"/> STATEMENT #1: I had a financial interest in a contract made by a state agency before I was elected to a compensated special state employee position. I will continue to have this financial interest in a state contract.</p>	

<p>Write an X by your financial interest.</p>	<p><input type="checkbox"/> STATEMENT #2: I will have a new financial interest in a contract made by a state agency.</p> <p>My financial interest in a contract made by a state agency is:</p> <p><input type="checkbox"/> A compensated, non-elected position with a state agency.</p> <p><input type="checkbox"/> A contract between a state agency and myself.</p> <p><input type="checkbox"/> A financial benefit or obligation because of a contract that a state agency has with another person or with a company or organization.</p> <p><input type="checkbox"/> Other work because a state agency has a contract with my company or organization and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the state is contracting for my services in particular.</p>
<p>BOX #2</p> <p>Select either STATEMENT #1 or STATEMENT #2.</p> <p>Write an X by your financial interest.</p>	<p>NON-ELECTED SPECIAL STATE EMPLOYEE</p> <p>I am a non-elected special state employee (compensated or uncompensated).</p> <p><input type="checkbox"/> STATEMENT #1: I had a financial interest in a contract made by a state agency, other than an employment contract, before I took a non-elected, compensated special state employee position. I will continue to have this financial interest in a state contract.</p> <p>My financial interest in a contract made by a state agency is:</p> <p><input type="checkbox"/> A contract between a state agency and myself, but not an employment contract.</p> <p><input checked="" type="checkbox"/> A financial benefit or obligation because of a contract that a state agency has with another person or with a company or organization.</p> <p>OR</p> <p><input type="checkbox"/> STATEMENT #2: I will have a new financial interest in a contract made by a state agency.</p> <p>My financial interest in a contract made by a state agency is:</p> <p><input type="checkbox"/> A compensated, non-elected position with a state agency.</p> <p><input type="checkbox"/> A contract between a state agency and myself.</p> <p><input type="checkbox"/> A financial benefit or obligation because of a contract that a state agency has with another person or with a company or organization.</p> <p><input type="checkbox"/> Other work because a state agency has a contract with my company or organization and I am a "key employee" because the contract identifies me by name or it is otherwise clear that the state is contracting for my services in particular.</p>
<p>Name and address of state agency that made the contract</p>	<p>FINANCIAL INTEREST IN A STATE CONTRACT</p> <p>Operational Services Division Room 1017 One Ashburton Place Boston, MA 02108</p>
<p>Write an X to confirm this statement.</p>	
<p>FILL IN THIS BOX OR THE NEXT BOX</p>	<p>ANSWER THE QUESTION IN THIS BOX IF THE CONTRACT IS BETWEEN THE STATE AGENCY AND YOU.</p> <p>Please explain what the contract is for.</p>
	<p>ANSWER THE QUESTIONS IN THIS BOX</p>

	<p>IF THE CONTRACT IS BETWEEN THE STATE AGENCY AND ANOTHER PERSON OR ENTITY</p> <ul style="list-style-type: none"> Please identify the person or entity that has the contract with the state agency. Casey Associates is owned by Michael Gillen, 15 Sanborn Road, Hampton NH 03842 What is your relationship to the person or entity? I am a subcontractor when needed What is the contract for? Training, management consultations, analytics, and organizational development Since 2017 I have conducted training sessions for the Office of the Inspector General's Office and the Office of the State Treasurer concerning diversity.
What is your financial interest in the state contract?	<p>Please explain the financial interest and include the dollar amount if you know it.</p> <p>I am a subcontractor which means that when an agency is looking for human resources type of training I may be contacted by Casey Associates to assist in conducting training sessions. Last year I made \$1305.00 and this year to date I have made \$2000. The amount of hourly rate is set between Casey Associates and the Operational Services Division through the RFP process.</p>
Date when you acquired the financial interest	6-19-2017
What is the financial interest of your immediate family?	<p>Please explain the financial interest and include the dollar amount if you know it.</p> <p>None other than what I make as a subcontractor as I stated above</p>
Date when your immediate family acquired the financial interest	not applicable
Employee signature:	
Date:	2-22-18

Attach additional pages if necessary.

**File your completed, signed Disclosure with:
State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108**

Hopefully, I was clear by completing the above form what my involvement is with Casey Associates and what my role is with the Executive Office of Health and Human Services. If not, please read the following. I retired from the Commonwealth in March of 2012. Prior to my retirement I was a Director of Human Resources in the Executive Office of Health and Human Service where I was responsible for human resources issues for six of the 17 human services agencies. After I retired I was asked by the training staff at the Executive Office of Health and Human Services to facilitate training sessions in the field of human resources and diversity. I started that employment as a 120 day retiree in February of 2013. I was and still am a state certified facilitator for diversity awareness training. In 2017 the Casey Associates, a company that won a contract with the state through the Operational Services Division to provide training, organizational development, analytics and management consultation to any state entity, contacted me to provide diversity training because of my certification in this training area to the Office of the Inspector General which I did in June of 2017. I have also provided

diversity training to the office of Treasurer beginning in January of this year through February. At this point I do not have any future training dates through the Casey Associates vendor.

Form Revised February, 2012