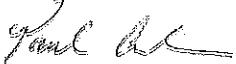
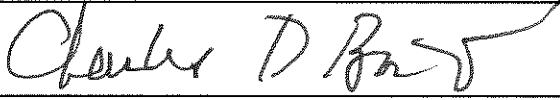


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

STATE EMPLOYEE INFORMATION	
Name:	Paul P. Andrews
Title or Position:	Member, Board of Registration of Massage Therapy
State Agency:	Division of Professional Licensure
Agency Address:	1000 Washington St., Suite 710 Boston, MA 02118
Office Phone:	617-701-8630
Office E-mail:	massagetherapy@mass.gov
<p>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.</p>	
PARTICULAR MATTER	
Particular matter 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. As an appointed member of the Board, I will be participating in the Board's discussion of, deliberation upon, and vote to approve promulgation of new regulations, creating a continuing education requirement for all individual licensees.
Your required participation in the particular matter: 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. As an appointed member of the Board, I am required to review and vote to approve regulations changes establishing a continuing education requirement for all individual licensees, beginning at the regularly-scheduled Board meeting of May 11, 2020 and continuing thereafter until the task is complete. My participation is required, along with two other similarly situated Board members, because the Board cannot achieve a quorum if the three members with financial conflicts recuse themselves from the matter.
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter. <input type="checkbox"/> My immediate family member has a financial interest in the matter. <input checked="" type="checkbox"/> My business partner has a financial interest in the matter. <input checked="" 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. <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.
Financial interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>I stand to benefit financially by the establishment of a continuing education requirement because I intend to provide continuing education services for a fee. I am the 50% owner of two separate Massachusetts corporations that may offer CE courses. One of these corporations currently offers courses for chiropractors and physical therapists. Any fees generated from possible massage therapy CEs would go to the corporation. We do not have any definitive plans on number of courses, fees or structure. It is difficult to quantify what financial benefit I would ultimately gain but do want to note that it would be a possibility if massage therapy CEs were required in Massachusetts.</p>
Employee signature:	
Date:	04/28/2020

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Charles D. Baker
Title or Position:	Governor of the Commonwealth of Massachusetts
Agency/Department:	Office of the Governor
Agency Address:	State House Room 360 Boston, MA 02133
Office Phone:	(617) 725-4000
Office E-mail	
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	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. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <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:	5/7/10
Comment:	

Attach additional pages if necessary.

File copy with:

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

Form Revised February, 2012

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

STATE EMPLOYEE INFORMATION	
Name:	Alexel Levine
Title or Position:	Member and Vice Chair, Board of Registration of Massage Therapy
State Agency:	Division of Professional Licensure
Agency Address:	1000 Washington St., Suite 710 Boston, MA 02118
Office Phone:	617-701-8630
Office E-mail:	massagetherapy@mass.gov
	<p>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.</p>
PARTICULAR MATTER	
Particular matter 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.	<p>Please describe the particular matter.</p> <p>As an appointed member of the Board, I will be participating in the Board's discussion of, deliberation upon, and vote to approve promulgation of new regulations, creating a continuing education requirement for all individual licensees.</p>
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	<p>Please describe the task you are required to perform with respect to the particular matter.</p> <p>As an appointed member of the Board, I am required to review and vote to approve regulations changes establishing a continuing education requirement for all individual licensees, beginning at the regularly-scheduled Board meeting of May 11, 2020 and continuing thereafter until the task is complete. My participation is required, along with two other similarly situated Board members, because the Board cannot achieve a quorum if the three members with financial conflicts recuse themselves from the matter.</p>
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
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 checked="" type="checkbox"/> My business partner has a financial interest in the matter.</p> <p><input checked="" 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>

Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. I stand to benefit financially by the establishment of a continuing education requirement because I may provide continuing education services for a fee. I am the 50% owner of a massage school. My seat on the Massage Board is the School Director position. At the moment my school does not currently have any plans to offer CEs even if the regulation change were to occur. It is difficult to quantify what financial benefit I would ultimately gain but do want to note that it would be a possibility if CEs were required in Massachusetts.
Employee signature:	
Date:	4/28/2020

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Charles D. Baker
Title or Position:	Governor of the Commonwealth of Massachusetts
Agency/Department:	Office of the Governor
Agency Address:	State House Room 360 Boston, MA 02133
Office Phone:	(617) 725-4000
Office E-mail	
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	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. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <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:	5/7/20
Comment:	

Attach additional pages if necessary.

File copy with:

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

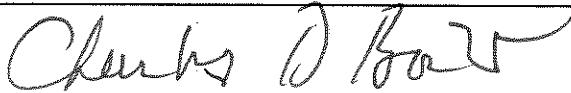
Form Revised February, 2012

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

STATE EMPLOYEE INFORMATION	
Name:	Saskia Côté
Title or Position:	Member and Chair, Board of Registration of Massage Therapy
State Agency:	Division of Professional Licensure
Agency Address:	1000 Washington St., Suite 710 Boston, MA 02118
Office Phone:	617-701-8630
Office E-mail:	massagetherapy@mass.gov
<p>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.</p>	
PARTICULAR MATTER	
Particular matter 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.	<p>Please describe the particular matter. As an appointed member of the Board, I will be participating in the Board's discussion of, deliberation upon, and vote to approve promulgation of new regulations, creating a continuing education requirement for all individual licensees.</p>
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	<p>Please describe the task you are required to perform with respect to the particular matter. As an appointed member of the Board, I am required to review and vote to approve regulations changes establishing a continuing education requirement for all individual licensees, beginning at the regularly-scheduled Board meeting of May 11, 2020 and continuing thereafter until the task is complete. My participation is required, along with two other similarly situated Board members, because the Board cannot achieve a quorum if the three members with financial conflicts recuse themselves from the matter.</p>
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
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>

Financial Interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>I stand to benefit financially by the establishment of a continuing education requirement because I intend to provide continuing education services for a fee. I currently teach CE in Massachusetts and 3 other states as an independent contractor. My compensation for teaching CEs has been both as a flat fee or per student rate and ranges from \$10 to \$20 thousand annually. If the regulation requires CEs I anticipate some increase in income but it is difficult to quantify and I will continue to teach in other states.</p>
Employee signature:	
Date:	4/23/2020

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Charles D. Baker
Title or Position:	Governor of the Commonwealth of Massachusetts
Agency/Department:	Office of the Governor
Agency Address:	State House Room 360 Boston, MA 02133
Office Phone:	(617) 725-4000
Office E-mail	
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	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. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <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:	5/2/10
Comment:	

Attach additional pages if necessary.

File copy with:

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Form Revised February, 2012