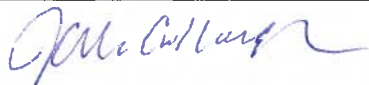


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

	STATE EMPLOYEE INFORMATION
Name:	Jennifer C. McCullough
Title or Position:	Government Affairs Officer
State Agency:	Massachusetts State Ethics Commission
Agency Address:	One Ashburton Place, Rm. 619 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.
	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. 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 2025 (FY25) state appropriation, to be effective in said fiscal year. I would receive a COLI under this proposal.
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. I work with the Commission's Executive Director, David A. Wilson, and the CFO, Alice Wu, on the financial calculations/affordability of the proposed salary increases within the constraints of the Commission's FY25 budget.
	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	Please explain the financial interest and include a dollar amount if you know it. My salary will be among those that will realize a percentage-based COLI (<5%) following the approval of the FY25 COLI by the Executive Director.
Employee signature:	
Date:	April 23, 2025

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
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 Boston, MA 02108
Office Phone:	617-371-9500
Office E-mail	David.A.Wilson@mass.gov
	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:	4/23/25
Comment:	

Attach additional pages if necessary.

File copy with:

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