

**Conflict of Interest**

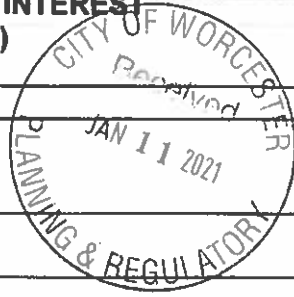
**Russell Karlstad**

**Vice Chair of the Zoning Board of Appeals**

**City of Worcester**

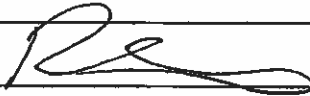
**January 11, 2021**

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



2021 JAN 11 AM 10:16  
Worcester City Hall

<b>PUBLIC EMPLOYEE INFORMATION</b>	
Name of public employee:	Russell Karlstad
Title or Position:	Vice Chair
Agency/Department:	ZBA
Agency address:	Worcester City Hall 455 Main St
Office Phone:	508-799-1400
Office E-mail:	planning@worcesterma.gov
	<p>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.</p> <p>I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.</p>
<b>APPEARANCE OF FAVORITISM OR INFLUENCE</b>	
Describe the issue that is coming before you for action or decision.	Items # 2&3 on the ZBA agenda for 01/11/2021 under Hampton Properties LLC
What responsibility do you have for taking action or making a decision?	Member of the board to approve or not approve a ZBA request
Explain your relationship or affiliation to the person or organization.	I know and have done small projects in the past with the designer hired by Hampton Properties - AA Design Services located 43 Monroe Ave in Worcester
How do your official actions or decision matter to the person or organization?	No direct matter, this is a second level contact I felt the need to bring to the boards attention before moving forward.

<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	
If you cannot confirm this statement, you should recuse yourself.	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b> <input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	Russell Karlstad 
Date:	01/11/2021

**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.**