

**MON HEALTH SYSTEM**  
**Nondisclosure of Confidential Information**

Access to the health care setting allows Medical Staff and Advanced Practice Provider Staff members to use or be exposed to information concerning patients, their families, hospital business, and employees all of which may be confidential and/or proprietary. Confidential and/or proprietary information includes, but is not limited to information pertaining to patient care, risk management, the Medical Staff, quality improvement, utilization review, budgets, revenues, debts, real estate developments, investments, financial statements, medical records, business plans, employee benefit programs, retirement plans, disciplinary actions, human resource issues, physician recruitment, business acquisitions, collaborative activities, mergers, and joint ventures activities.

For the purposes of this agreement, "Confidential Information" shall mean all such confidential and proprietary information that is not in the public domain to which the undersigned has access or exposure during the course of his/her affiliation with any entity of Mon Health.

**Accordingly, I agree during the course of my affiliation and thereafter, I will not:**

- A. Use or disclose any confidential information to any person or entity except in the course of normal duties as described in the Medical Staff bylaws and Medical Staff rules and regulations and departmental policies and procedures.
- B. Make any unauthorized copies of Confidential Information.
- C. Encourage any past, present or future affiliated staff member for employee of Mon Health to violate the restrictions of this agreement.
- D. Disclose any passwords for gaining access to any Mon Health computer system to any other person or use any other employee's or affiliated staff member's passwords to gain access for myself.

**Violation of this Agreement while affiliated with Mon Health will result in disciplinary action.**

**Disclosure after affiliation has been severed may result in legal actions.**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

**Medical Staff Disclosure of Interests and Statement of Compliance with  
the Mon Health Conflict of Interest Policy**

The Mon Health Conflict of Interest Policy requires each member of Mon Health Hospitals' Medical Staff and Advanced Practice Provider Staff to disclose in writing upon appointment and reappointment his or her material financial and personal interests, and to execute a statement confirming, to his or her knowledge, compliance with the Mon Health Conflict of Interest Policy.

Conflicts of interest are not completely avoidable. The presence of outside interests, even a conflict of interest, is often indicative of the broad experience, accomplishments and diversity of institutional decision-makers. It follows that the goal of a conflict of interest policy is to identify potential conflicts of interest and manage those conflicts of interest which are actual and material. Nonetheless, the potential consequences of conflicts of interest shall be kept in mind by those charged with making decisions, and, in case of doubt, interests that may potentially lead to a conflict shall be disclosed.

Written disclosure of potential conflict of interest shall be made at the earliest appropriate time, and, specifically, prior to each appointment and reappointment to any Mon Health Hospital's Medical Staff. Mon Health Medical Staff members have an obligation to verbally disclose potential and actual conflicts of interest as appropriate for the remainder of their term thereafter.

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**"Material financial interest"** means:

- an employment, consulting or other financial arrangement, or
- an ownership interest of more than 5%, or
- an interest which contributes more than 5% to your annual income, or
- a position as director, trustee, managing partner, officer or key employee.

Individually held financial interests of a spouse, or domestic partner, if known by the Medical Staff member, must be disclosed, if material when aggregated. In addition, material financial interests held by the Medical Staff member and a parent or child must also be disclosed.

**"Personal interest"** means those interests that arise out of your relevant personal activities, or the personal activities of your immediate family.

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1. Do you/your spouse/domestic partner individually, or do you and your child/parent, have a "material financial interest" in:

- (i) the Mon Health including its subsidiaries and affiliates (collectively, "Entity")
- (ii) another hospital, but excluding your individual or group practice
- (iii) any organization providing products or services to or which is engaged in an existing or proposed business relationship with the Entity or another hospital?

No: \_\_\_\_\_ Yes: \_\_\_\_\_ If yes, please specify in detail:

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