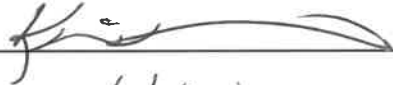


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Karin A.R. Goulian
Title or Position:	Appointed member of the Plymouth Airport Commission
Agency/Department:	Plymouth Municipal Airport
Agency address:	246 S Meadow Road, Plymouth, MA 02360
Office Phone:	(508) 746-2020
Office E-mail:	bnordahl@plymouth-ma.gov
	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. I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.
APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	From time to time, I am asked to vote on matters within the scope of the jurisdiction of the Plymouth Airport Commission. I am a co-owner and manager of Mike Goulian Aviation, LLC, which operates a flight school and performs aircraft maintenance, and a director of Mike Goulian Airshows, Inc., a sport aviation company. Both companies are tenants at Plymouth Municipal Airport. I also serve on the Board of Directors of the Plymouth Aero Club, a 501(c)(3) organization that supports the Plymouth Municipal Airport and the Airport Commission. (This has been previously disclosed to the Town of Plymouth via a disclosure form.) Additionally, my husband and I obtained a building loan for a hangar at Plymouth Airport through Cape Cod 5 Savings Bank. An employee of Cape Cod 5 Savings Bank also serves as a fellow appointed member of the Plymouth Airport Commission. I am filing this disclosure proactively and out of an abundance of caution to dispel any appearance that this banking relationship could improperly influence my actions as a Commissioner. No matter currently pending before the Commission involves Cape Cod 5 Savings Bank or its employees in any official capacity.
What responsibility do you have for taking action or making a decision?	As an appointed member of the Plymouth Airport Commission, I participate in Commission meetings and vote on matters affecting Plymouth Municipal Airport. This includes, but is not limited to, votes on land lease rates, changes to airport master leases, sub-leases, notices of lease, leasehold mortgages, and other similar documents, as well as general policy and operational decisions affecting all airport tenants and users. Where a vote directly implicates a financial interest of either of my affiliated companies, I have consistently abstained and will continue to do so.
Explain your relationship or affiliation to the person or organization.	My husband and I obtained a private building loan through Cape Cod 5 Savings Bank for a hangar at Plymouth Municipal Airport. Cape Cod 5 Savings Bank is one of very few regional lenders with experience in building loans on leased land, making it a practical and appropriate choice for this type of financing. Neither of my other two local banks, Salem

	Five Bank and Citizens Bank, who I also do business with, offer airport hangar loans. A separate employee of Cape Cod 5 Savings Bank also serves as an appointed member of the Plymouth Airport Commission alongside me. My relationship to Cape Cod 5 Savings Bank is solely that of a private banking customer. I have no employment, ownership, or governance relationship with the bank. Our loan with Cape Cod 5 is under the same terms and conditions as any other commercial customer of theirs.
How do your official actions or decision matter to the person or organization?	Cape Cod 5 Savings Bank is not a tenant, vendor, contractor, or party to any matter currently before the Plymouth Airport Commission. My Commission votes do not directly affect Cape Cod 5 Savings Bank's business interests. The fellow Commissioner who is employed by Cape Cod 5 Savings Bank participates in Commission decisions in his own capacity as an appointed Commissioner, independently of his employer. My votes as a Commissioner have no bearing on the existing private loan with the bank.
Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I believe the risk of undue favoritism or improper influence is very low for the following reasons: 1. Cape Cod 5 Savings Bank has no business relationship with Plymouth Municipal Airport. It is not a tenant, vendor, or party to any Commission matter. The loan is a private financial arrangement between my businesses and the bank that is entirely separate from airport operations or governance. 2. My prior disclosure under G.L. c. 268A, § 19 (filed December 11, 2022) already established my consistent practice of abstaining from any Commission vote in which my affiliated companies—Mike Goulian Aviation, LLC and Mike Goulian Airshows, Inc.—have a direct financial interest, including votes on land lease rates, airport master leases, sub-leases, notices of lease, leasehold mortgages, and similar instruments. That practice continues unchanged. 3. The airport does not restrict the nature or type of uses provided they are aviation-related, leasing is long-term, and policy decisions are applied uniformly to all airport users. The Commission's decisions are not made to benefit any individual tenant. 4. I bring substantial aviation and airport operations expertise to the Commission, and I believe I can and do serve the public interest objectively and fairly. I am filing this disclosure proactively to ensure full transparency and to address any appearance concern before it arises.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. x Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	
Date:	6/30/24

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.

Special Municipal Employee (SME) Designation Request from Select Board

In general, the provisions of Massachusetts General Laws Chapter 268A, Section 17 prohibit a municipal employee from receiving compensation from or acting as agent or attorney for anyone other than the Town in a matter in which the Town has a direct and substantial interest. The State Ethics Commission defines "municipal employee" as any person that provides services to the Town, regardless of how that person was hired, elected or appointed, or whether the person receives compensation for his/her services. The Board understands that the State Ethics Commission would find that virtually any matter which comes before a particular Board or Official which requires official action is a matter in which the Town has a direct and substantial interest. The provisions of Massachusetts General Laws Chapter 268A, Section 17 are intended to prevent divided loyalties and any appearance of unfair or special advantage.

The Select Board strongly believes that to promote public confidence in the administration of the Town Government, a Municipal Employee's loyalty must lie first with the Town and that Special Municipal Employee status should be granted only in very limited circumstances. The Board is of the opinion that in general, positions, committees and boards that set public policy, have regulatory authority or have appointing authority should not be granted Special Municipal Employee status. The Select Board also believes that there are occasional circumstances that can arise where a position, board or committee may benefit from a person's expertise or knowledge in a particular field or profession. In those limited circumstances, Special Municipal Employee status may be warranted.

If Special Municipal Employee status is granted, it is the municipal position that is designated as having Special Municipal Employee status, not the person holding the position. Therefore, all members of a board or committee holding the same office are considered Special Municipal Employees if the designation is granted by the Select Board.

First Name	Karin
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Last Name	Gouliau
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Address	
City	Plymouth
State	MA
Zip Code	02360
Phone Number	
Email Address	
Board / Committee You are Interested in	Plymouth Airport Commission
Please describe the conflict requiring SME designation	I believe a Special Municipal Employee designation is warranted for my position because of the legal framework governing tenancy at the Plymouth Airport. Anyone with an aircraft or business based at the airport must have either a lease directly with the Airport, or a sublease with an existing hangar/land leaseholder — that is a structural requirement of being based there, not something particular to my situation. My husband, [Chief Pilot of Mike Goulian Aviation], holds our business's land lease with the Airport, and I hold no lease or contract with the Airport in my own name. Under the state's conflict of interest law, a municipal employee's spouse's contract with their own municipal department can be treated as a conflict, though exemptions exist. One relevant exemption permits a person serving on a municipal board pursuant to a legal requirement that the board include members with a specified affiliation to participate fully in the board's general policy determinations, even where the affiliated

entity has a financial interest in the matter at hand. The Airport Commission is structured to include members with exactly this kind of specified affiliation to the airport.

Because an Airport Commission seat isn't specifically listed as an exempt position on the State Ethics Commission's website, I'm seeking an SME designation to remove any ambiguity about how this rule applies to my position, rather than relying on my own interpretation of the exemption.

Personal /
Professional
Experience

I have been a pilot since 2006 and have been based at several different types of airports in Massachusetts: Lawrence Municipal Airport (as a hangar owner and employee of an aviation business), Hanscom Field (as an aviation business owner and hangar sub-lessee), and Plymouth Municipal Airport (as an aircraft owner, aviation business owner, and hangar sub-lessee). That range of experience gives me a broad, practical understanding of airport operations and best practices that I bring to the Commission's work.

I hold a Bachelor's degree in Economics and am currently completing a Master's in Finance at Harvard Extension School, which has deepened my understanding of the financial and economic dimensions of airport and aviation-business operations — relevant to the Commission's oversight of the Airport's finances and long-term planning.

Professional and/or
Educational
Credentials or Skills

Please refer to my resume, which is attached here.

Do you have previous
Town service
experience?

Been on the Plymouth Airport Commission since 2019.

Is there anything else
you would like for us
to know?

As an appointed member of the Plymouth Airport Commission, I have consistently disclosed all of my aviation-business affiliations — including on my resume provided to the Select Board — and have filed written disclosures with my appointing authority, the Town of Plymouth. I recuse myself from any vote in which my business, or my husband's, has a direct financial interest. I'm requesting this designation proactively, to formalize and clarify a distinction I've already been observing in practice. I'm honored to serve on the Plymouth Airport Commission and want to continue doing so in a way that's fully transparent to the Town and the community.

I've attached my resume, which documents this background in full.

Additional Information
/ Resume



Karin Goulian



Profile

Experienced business owner with a demonstrated history of working in the aviation industry and international sales. Skilled in Finance, Operations, Negotiation, Marketing Management, Website development, Business Planning, Project Management and Corporate Hospitality.

Experience

Owner/Manager - Mike Goulian Aviation, LLC – 2017 - Present

Plymouth, MA

Chief executive for growing aviation management company and training center for Cirrus pilots and aircraft owners. Managing finances, operations, hiring, pilot training coordination, customer engagement, website development, and corporate strategy. Locations: Plymouth, MA; Bedford, MA.

Finance and Sponsorship Director - Mike Goulian Airshows, Inc. – 2003 - Present

Plymouth, MA

Mike Goulian Airshows is a professional air show team that performs at air shows in North America. Managing finances, sponsorship coordination and communication, event planning, logistics, human resources, website design and updates.

E-Commerce Advisor and Accounts Manager, The Complete Website – 2006 - 2018

Virtual

Website development coordinator for clients nationwide. Project coordination and implementation of new websites on the Wordpress platform. Consultant and educated clients to maintain their website in-house.

Marketing & Customer Development Manager, Executive Flyers Aviation – 2005 - 2007

Bedford, MA

Managed all marketing resources for the flight school, including website development, brochures, syllabi, and materials. Future customer/lead communication and customer service.

Various Positions, Seeley's Ceramic Service, Inc. – 1990 - 2005

Oneonta, NY

Seeley's was a New York based manufacturer and exporter of low and high fire ceramics and porcelains for the hobby and school markets. Managerial positions were in international sales, marketing, editor for two of its magazines, educational development and management of its international school and its 90+ instructors. Organized and managed conventions and its school's competitions in Europe, South Africa, Australia, New Zealand, Japan, Canada and the USA.

Education

Finance Degree Candidate, Harvard Extension School, est. grad 2028

Lehigh University, Bethlehem, PA – B.S. in Economics & Music, 1990, high honors

Kent School, Kent, CT - high school diploma

Skills

Fluent in Swedish. Basic Spanish.

Skills in the Adobe Product Suite, website management, Wordpress, basic HTML, Apple platform, Microsoft Office Suite, QuickBooks and many other web based platforms.

Private Pilot since 2006

Other Work**Plymouth North High School Girl's Tennis Parent Volunteer & Booster Club Representative 2020-2024**

For four years I have served as a Booster Club member to assist with the coordination of all fund raising for the Girl's Tennis team. These funds have helped the tennis team purchase additional team uniforms and equipment.

Board of Directors - Secretary, Plymouth Aero Club - 2016 - Present

Non-profit aero club created help promote aviation safety and education for local pilots. The club organizes aviation and charity events each year not only to create a strong community of pilots but to also offer scholarships for future pilots and mechanics. Acted as Plymouth Airshow Director in 2018, an event to showcase the Plymouth Airport to the community and surrounding areas and to raise funds for its scholarship programs. Director of Plymouth Props & Hops open house and fundraiser at the Plymouth Airport in 2023 and 2024.

Parent Teachers Association, Nathaniel Morton Elementary School - 2014 - 2017

Active member of the elementary school's PTA. Implemented a Fall and Spring Cleanup program for the school's grounds. Managed teacher appreciation events annually. Assisted in a multitude of other programs to support students and teachers.

Board of Directors, International Council of Airshows Foundation - 2010 - 2013

Non-profit foundation created to support and promote the history of the air show industry and to provide scholarships to help aspiring pilots. The Foundation also provided resources and financial assistance to members of the air show community that face hardships.

Soprano, The Masterworks Chorale - 1992 - 1997

Professional singer in one of the leading choruses in the Boston Area. Served on their Board of Directors for 2 years.

Current Affiliations

Aero Club of New England

Experiment Aircraft Association (EAA), lifetime member

Aircraft Owners and Pilots Association (AOPA)

International Council of Airshows (ICAS)

Plymouth Aero Club

Women in Aviation International

Interests

Music, piano, flying, tennis, skiing, general fitness, travel