

September 1, 2026

Legal Division  
State Ethics Commission  
One Ashburton Place  
Boston, MA 02108

RE: Disclosure under M.G.L. Chapter 268A, Section 6

Dear Sir/Madam:

Pursuant to M.G.L. Chapter 268A, Section 6, I enclose the following documents for filing with the Ethics Commission as required under the statute:

1. Disclosure of Interest form and letter of support, both dated July 15, 2026, from Dr. Leonid Pobezinsky, Assistant Professor and Primary Investigator, College of Natural Sciences, Department of Veterinary and Animal Sciences, relative to his request for permission to continue to employ his spouse, Dr. Elena Pobezinskaya, as a Research Assistant Professor in his lab from September 1, 2026 through August 31, 2027.
2. My letter of determination, dated September 1, 2026, which permits Dr. Leonid Pobezinsky to continue to employ his spouse, Dr. Elena Pobezinskaya, as a Research Assistant Professor in his lab through August 31, 2027.

Very truly yours,

Signed by:

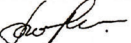
*Javier A. Reyes*

E2C62B100CB8443...  
Javier A. Reyes  
Chancellor

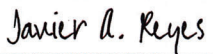
Enclosures

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

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|                                                                                                                                                                                                                                     | <b>STATE EMPLOYEE INFORMATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Name:                                                                                                                                                                                                                               | Dr. Leonid Pobezinsky                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Title or Position:                                                                                                                                                                                                                  | Assistant Professor U of M                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| State Agency:                                                                                                                                                                                                                       | University of Massachusetts Amherst                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Agency Address:                                                                                                                                                                                                                     | 661N. Pleasant St.<br>Amherst, MA. 01003                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Office Phone:                                                                                                                                                                                                                       | 413-545-2393                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Office E-mail:                                                                                                                                                                                                                      | lpobezinsky@umass.edu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                                                                                                                                                                                                                     | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                                                                                                                                                                                                                     | <b>PARTICULAR MATTER</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Particular matter<br><br>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>I received a determination that allowed me to continue the appointment of my wife, Dr. Elena Pobezinskaya as a Research Assistant Professor in my lab through 8/31/2026. I am writing to update you on our progress since my last disclosure, and request a determination from 9/1/2026-8/31/2027. We have been conducting successful research using my NIH RO1 grant entitled "Defining post-transcriptional mechanisms that control CD8 T cell longevity, proliferation and differentiation" effective 11/31/2019. I will need to reappoint my wife, Dr. Elena Pobezinskaya, effective 9/01/2026 at 30%FTE (split between my RTF and Dr. Alfandari NIH R24 grant) and her salary will be \$31,087.576. I received a notice of award for the new NIH R03 grant and I am actively applying for additional grants. If I receive more funding, this will allow me to increase her effort to 100%FTE/annual salary \$103,625.258.</p> <p>The overall interest of my lab lies in understanding the microRNA- mediated (miRNAs) molecular mechanisms that control immune responses. Currently, <b><i>my laboratory is working to understand how we can harness these mechanisms to fight cancers.</i></b> Killer T Lymphocytes are the most potent killer-cells among all immune cell types involved in anti- tumor responses. Unfortunately, tumors very often evade the attack of the immune system by creating an immunosuppressive environment. Thus, an important question is: How can we enhance anti-tumor immune responses? Specifically, in this project I am focusing on the roles of tumor suppressor miRNAs that control differentiation of T-killer cells during anti-tumor immune responses. The strength of my research program is in the interdisciplinary approach.</p> <p>My wife is fully engaged in the research, and she possesses vast experience and numerous critical skills that are essential to the success of our research program. Specifically, she has specialized extensively in tumor biology, immunology, and molecular genetics (generation of conditional knockout, knockin and BAC- transgenic mice, genome-wide screens based on CRISPR/CAS9 technology). She independently developed aim-1 (2 total) of NIH R21 grant and substantially helped with writing an RO1 grant. Based on the data obtained under my and her supervision we published 8 papers where Dr. Pobezinskaya is a first author (1 publication), co-author (3), corresponding author (3) or last author (1). This year, we published 2 new manuscripts in "Frontiers in immunology" and "Science Advances", where Dr. Pobezinskaya is a corresponding author. Dr. Pobezinskaya is indispensable in training graduate and undergraduate students in the lab. Finding another individual who possesses these unique and essential qualifications is very difficult. In addition to possessing the expertise, experience, knowledge of my research, and the unique skills required for successful research in the lab, this reappointment will allow me to successfully continue to be competitive in applying for NIH and other funding, which is essential to the long-term strength and success of my lab.</p> |

|                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Your required participation in the particular matter:<br><br>E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other. | As Primary Investigator in this lab, my immediate duties are to secure grant funding, direct the research performed in the lab, and train and supervise undergraduate and graduate students. As Research Assistant Professor, Dr. Pobezinskaya will share these responsibilities.                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Write an X by all that apply.</b>                                                                                                                        | <input checked="" type="checkbox"/> I have a financial interest in the matter.<br><input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter.<br><input type="checkbox"/> My business partner has a financial interest in the matter.<br><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.<br><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                                                                                                                            | Dr. Elena Pobezinskaya's salary will be derived from my RTF and Dr. Alfandari NIH R24 grant to fund her \$31,087.576 salary (30% effort). The salary is based on the minimum threshold defined by the MSPUnion Contract for Calendar Year Research Assistant Professors.                                                                                                                                                                                                                                                                                                                                                                                                           |
| Employee signature:                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Date:                                                                                                                                                       | 7/15/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

#### DETERMINATION BY APPOINTING OFFICIAL

|                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>APPOINTING AUTHORITY INFORMATION</b>                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Name of Appointing Authority:                                                      | Javier A. Reyes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Title or Position:                                                                 | Chancellor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Agency/Department:                                                                 | Chancellor's Office                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Agency Address:                                                                    | University of Massachusetts Amherst<br>374 Whitmore Administration Building<br>181 President's Drive<br>Amherst, MA. 01003                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Office Phone:                                                                      | (413) 545-2211                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Office E-mail                                                                      | chancellor@umass.edu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>DETERMINATION</b>                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Determination by appointing authority:<br><br><b>Write an X by your selection.</b> | 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.<br><br><input type="checkbox"/> I am assigning the particular matter to another employee, or<br><input type="checkbox"/> I am assuming responsibility for the particular matter, or<br><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:                                                    | <br><small>E2C62B100CBB443...</small>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

Attach additional pages if necessary.

File copy with:

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

Form Revised February, 2012

|       |            |
|-------|------------|
| Date: | 09/01/2020 |
|-------|------------|

**Attach additional pages if necessary.**

**File copy with:**

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

**Form Revised February, 2012**

July 15, 2026

Javier A. Reyes, Chancellor  
University of Massachusetts Amherst  
374 Whitmore Administration Building  
181 President's Dr.  
Amherst, MA. 01003

Dear Chancellor Reyes,

I am writing to update my Disclosure by Non-Elected State Employee of Financial Interest and Determination by Appointing Authority as required by G. L. c. 268A, § 6. I received an approved determination for appointment through 8/31/2026 and would like to request an extension from 9/1/2026-8/31/2027. Currently my wife is appointed at 30% effort, and her annual salary is \$31,087.576. The funding for this appointment has been coming from my RTF and Dr. Alfandari NIH R24 grant. Dr. Pobezinskaya has been instrumental in facilitating my move to UMass Amherst from the NIH, helping establish the research lab and providing outstanding leadership that has driven the lab's research through my time at UMass.

The set-up of the lab and research has paved the way for grant applications, and in 2017 I received NIH R21 grant and in 2019 I received an NIH RO1 grant. Both grants were written with substantial help from Dr. Pobezinskaya, and she was key personnel on both grants. I have recently received a notice of award for the new NIH RO3 grant, where Dr. Pobezinskaya is a co-PI. I will need to appoint Dr. Pobezinskaya effective 9/01/2026 at 30% effort (split between my RTF and Dr. Alfandari NIH R24 grant). Her annual salary will be \$31,087.576. I am actively applying for additional grants. If I receive more funding, this will allow me to increase her effort to 100%FTE with annual salary of \$103,625.258.

The overall interest of my lab lies in understanding the microRNA- mediated (miRNAs) molecular mechanisms that control immune responses. Currently, my laboratory is working to understand how we can harness these mechanisms to fight cancers. The research program of my lab is designed to address two outstanding questions: First, what are the oncogenic and tumor suppressive properties of miRNAs in cancers of hematopoietic origin? Second, what is the physiological role of miRNAs during development and differentiation of the immune system? The strength of my research program is in the interdisciplinary approach. My wife is familiar with my research, and she possesses vast experience and numerous unique and specialized critical skills that are essential to the current and future success of the lab's research program. She is actively involved in numerous projects in the lab.

Dr. Pobezinskaya has specific scholarly knowledge and technical skills necessary to continue our current research and for our lab to be competitive for funding from the NIH and other agencies. She received her MS degree from Moscow State University, Russia. Since then, she has acquired highly

specialized expertise and knowledge in the areas of molecular and cellular immunology and tumor biology during postgraduate training at the Cancer Research Center (Moscow, Russia) and at the Jackson Laboratory (Bar Harbor, ME.). She also pursued postdoctoral training at the National Cancer Institute (NCI), NIH, investigating the mechanisms of multiple signaling pathways that control inflammation and tumorigenesis. During her time at NCI she became an expert in molecular biology (sophisticated cloning including generation of conditional knockout, knock-in and BAC-transgenic mice, genome-wide screens using retroviral and lentiviral systems based on CRISPR/CAS9 technology, Q-PCRs) and biochemistry (Western Blot, immunoprecipitations and CHIP analyses) and acquired vast experience working with animals (maintaining a large mouse colony, breeding and genotyping, various manipulations with animals) and with multiple animal tumor models (skin, breast, lung, liver). Besides her extensive training, Dr. Pobezinskaya's publication record confirms her scientific caliber and expertise. Her pre- and post-doctoral training resulted in five first author publications in high impact scientific journals (J Virol 2000, JI 2004, Nature Immunol 2008, Mol Cell 2011, JI 2011) along with several co-authored publications, a review article (Cell Cycle 2012) and a book chapter (Methods in Mol Biol 2014). Since 2014, Dr. Pobezinskaya has already published 8 more papers: she is a co-author in 3 publications, a corresponding author in *eLife* 2017, *Frontiers in Immunology* 2020 and *Nature Communications* 2023, a first author in *Frontiers in Immunology* (2019), and a last author in *Frontiers in Immunology* (2023). Last year, we published two new manuscripts in *Frontiers in Immunology* and *Science Advances*, where Dr. Pobezinskaya is a corresponding author.

Dr. Pobezinskaya is an outstanding research and scientist with an extensive educational background and a unique skillset that compliments the research that we do in my lab. Her wide range of expertise in molecular and cellular biology, molecular immunology, mouse genetics and tumor biology set Dr. Pobezinskaya apart from other scientists, and make her uniquely qualified to do the type of highly specialized work we do in my lab. It would be extremely difficult, if not impossible to find another person with these specific skills and expertise. A less experienced person would require significant time to train and would result in substantial loss of productivity, including jeopardizing opportunities for early extramural funding. Please do not hesitate to contact me if you need additional information.

Sincerely,



Leonid Pobezinsky  
Assistant Professor and Primary Investigator

September 1, 2026

Dr. Leonid Pobezinsky, Associate Professor  
College of Natural Sciences  
Department of Veterinary and Animal Sciences  
University of Massachusetts Amherst  
Integrated Science Building  
661 North Pleasant Street  
Amherst, MA 01003-9301

Dear Dr. Pobezinsky:

I acknowledge receipt of your Disclosure of Financial Interest form and letter of support, both dated July 15, 2026. You request a determination to allow you to reappoint your spouse, Dr. Elena Pobezinskaya, as a Research Assistant Professor in your lab through August 31, 2027. I understand from your disclosure form and letter that Dr. Pobezinskaya's salary of \$30,087.576, at 30% FTE, will be paid from your RTF and Dr. Alfandari's NIH R24 grant, and that if you receive additional funding, her effort will increase to 100% FTE, with an anticipated salary of \$103,625.258.

As further detailed in your letter of support and disclosure form, you state that Dr. Pobezinskaya has an extensive educational background and unique skill set that compliments the research you do in your lab. You further indicate that her wide range of expertise in molecular and cellular immunology and tumor biology, molecular biology and immunology, biochemistry, mouse genetics and tumor biology, paired with her vast experience in working with animals and multiple animal tumor models, and her publication record makes her uniquely qualified for this role. You state that finding another individual who possesses Dr. Pobezinskaya's unique and essential qualifications would be extremely difficult, and that this reappointment will allow you to successfully continue to be competitive in applying for funding from the NIH and other organizations, which is essential to the long-term strength and success of your lab. Your request is supported by Michael Fox, Dean of the College of Natural Sciences and Lisa M. Minter, Professor and Department Head of the Department of Veterinary and Animal Sciences.

Massachusetts General Laws, Chapter 268A, Section 6, in part, prohibits a state employee from employing immediate family members and from compensating them for services rendered except when I "make a written determination that the interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from [ . . . you], in which case it shall not be a violation for [ . . . you] to participate in the particular matter." (M.G.L., Chapter 268A, Section 6.)

I determine that any personal interest you may have in this appointment is not so substantial as to be deemed likely to affect the integrity of your services to the Commonwealth and the Department of

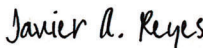
Veterinary and Animal Sciences.

This determination, which will allow you to re-appoint your spouse at 30% FTE and utilize her services through August 31, 2027, must be reviewed and re-evaluated prior to any further appointment or if there is an increase in your spouse FTE percentage. If you wish to retain Dr. Elena Pobezinskaya on your research projects beyond August 31, 2027, please submit your request to the Chancellor of the Amherst campus to make such a review and re-evaluation by July 1, 2027.

The statute requires you to advise the Ethics Commission of the nature and circumstances of the particular matter and make a full disclosure of the financial interest. As directed by statute, I am sending a copy of this written determination letter along with your memorandum and disclosure form, to the State Ethics Commission for filing.

Sincerely,

Signed by:



E2C62B100C8B443...  
Javier A. Reyes  
Chancellor

Enclosures

cc: Sophia A. Apostola, Associate Counsel  
Fouad Abd-El-Khalick, Provost