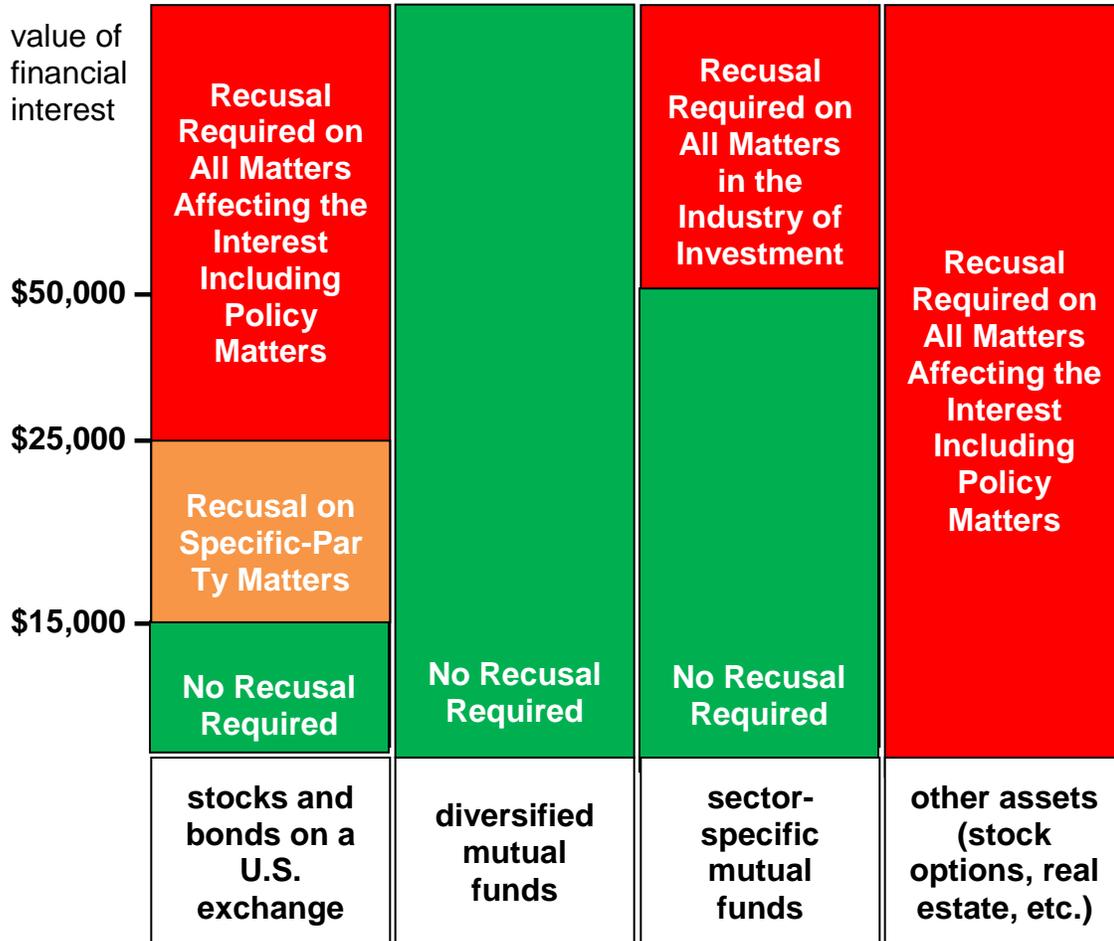


**ETHICS AT A GLANCE**

**CONFLICTS OF INTEREST AND DISQUALIFICATIONS**

**DISQUALIFICATIONS BASED ON FINANCIAL HOLDINGS**

Commerce employees must disqualify themselves from working as a Government official on matters that will affect their personal financial interests (or that of a spouse or minor child or outside employer).



**DISQUALIFICATIONS BASED ON PERSONAL RELATIONSHIPS**

Disqualification is also required regarding a matter in which one of the parties is (or is represented by) a close relative; an organization in which the employee is active; a recent former employer; someone with which the employee has a business or financial relationship; or the employer or client of a parent, spouse, or minor child.