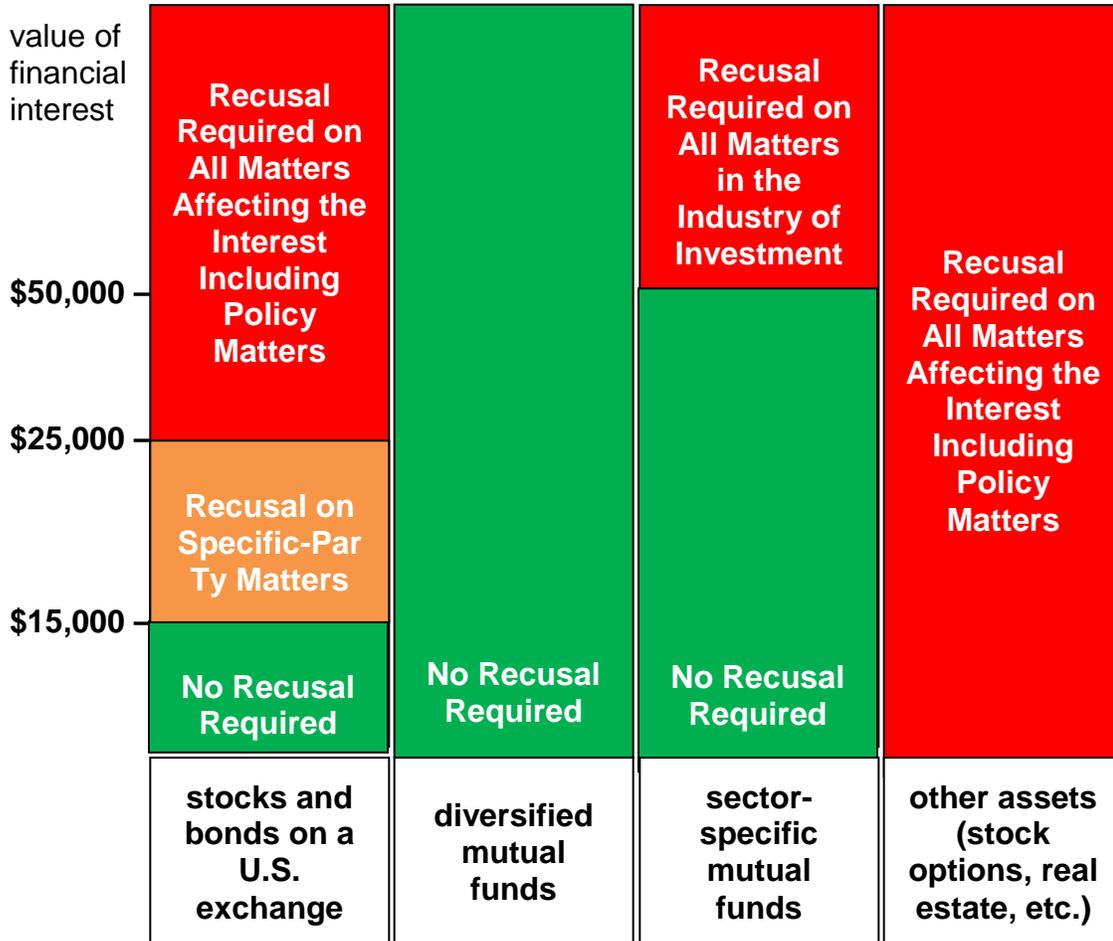


## ETHICS AT A GLANCE

### 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.

Ethics Law and Programs Division – Office of the General Counsel – United States  
Department of Commerce

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