

# **Exhibit 5**

# Conflicts of Interest

- General principle: Shall not use public office for private gain
- Employees may not:
  - Personally and substantially participate in
  - Particular matters that have a
  - Direct and Predictable Effect on the
  - Employee's personal financial interests and those financial interests imputed to the employee

- Imputed Financial Interests
  - Spouse
  - Members of household who reside with you
  - Organizations with which you are affiliated

