

EXHIBIT A

"Conflicts of Interest"

GUIDELINES FOR ATTENDANCE AT EVENTS OR FUNCTIONS

Promulgated by the Executive Commission on Ethical Standards

- A. ATTENDANCE AT AN EVENT OF AN ORGANIZATION SPECIFICALLY LICENSED OR SIGNIFICANTLY AND SUBSTANTIALLY REGULATED BY A STATE OFFICER'S OR EMPLOYEE'S AGENCY, OR AN ORGANIZATION A MAJORITY OF WHOSE MEMBERS ARE SPECIFICALLY LICENSED OR SIGNIFICANTLY OR SUBSTANTIALLY REGULATED BY SAID AGENCY:
1. A State officer or employee who wishes to attend an event sponsored by an organization specifically licensed or significantly and substantially regulated by a state officer's or employee's agency or an organization a majority of whose members are so licensed or regulated by said agency must submit a request to his Department head (or designee) for authorization to attend said event. Upon review of such a request, the Department head (or designee), if he determines that a legitimate State purpose will be served, may authorize, in an appropriate manner, the requested attendance.
 2. Upon proper approval from the Department Head (or designee), and in accordance with State travel regulation, the State will pay the reasonable expenses under its regulations, of the State officer or employee who shall not receive any reimbursement for expenses from any other source.
- B. ATTENDANCE AS A REPRESENTATIVE OF THE STATE AT AN EVENT OF AN ORGANIZATION NOT SPECIFICALLY LICENSED OR SIGNIFICANTLY AND SUBSTANTIALLY REGULATED BY A STATE OFFICER'S AGENCY, OR OF AN ORGANIZATION A MAJORITY OF WHOSE MEMBERS ARE NOT SPECIFICALLY LICENSED OR SIGNIFICANTLY AND SUBSTANTIALLY REGULATED BY SAID AGENCY:
1. A State officer or employee who, as a representative of the State, wishes to attend an event of an organization not specifically licensed or significantly and substantially regulated by a State officer's or employee's agency, or of an organization a majority of whose member are not so licensed or regulated by said agency, must submit a request to his Department head (or designee) for authorization to attend said event. Upon review of such a request, the Department head (or designee), if he determines that a legitimate State purpose will be served, may authorize, in an appropriate manner, the requested attendance.
 2. Upon proper approval from the Department head (or designee), and in accordance with State travel regulations, the State will pay the reasonable expenses of the State officer or employee who shall not receive any reimbursement for expenses from any other source. The State may itself receive reimbursement from the sponsoring organization.
- C. ATTENDANCE IN A PRIVATE CAPACITY AT AN EVENT OF AN ORGANIZATION NOT SPECIFICALLY LICENSED OR SIGNIFICANTLY AND SUBSTANTIALLY REGULATED BY A STATE OFFICER'S OR EMPLOYEE'S AGENCY OR OF AN ORGANIZATION A MAJORITY OF WHOSE MEMBERS ARE NOT LICENSED OR REGULATED BY SAID AGENCY:
1. A State officer or employee who, in his private capacity, wishes to attend an event of an organization not specifically licensed or significantly or substantially regulated by a State officer's or employee's agency or of an organization a majority of whose members are not so licensed or regulated by said agency may attend and be directly reimbursed for reasonable expenses by said organization.

D. ATTENDANCE AT AN EVENT SPONSORED BY A FEDERAL OR A NON-NEW JERSEY STATE, COUNTY OR MUNICIPAL GOVERNMENT AGENCY, INSTRUMENTALITY (INCLUDING A STATE SCHOOL DISTRICT) OR ORGANIZATION:

1. A State officer or employee may attend and be reimbursed by the sponsoring agency, instrumentality or organization for reasonable expenses incurred at an event sponsored by a Federal or a non-New Jersey State, county or municipal government agency, instrumentality (including a State school district), or organization.

E. ATTENDANCE AT AN EVENT SPONSORED BY A NEW JERSEY STATE, COUNTY OR MUNICIPAL GOVERNMENT AGENCY, INSTRUMENTALITY (INCLUDING A STATE SCHOOL DISTRICT) OR ORGANIZATION:

1. A State officer or employee who wishes to attend an event sponsored by a New Jersey State, county or municipal government agency, instrumentality (including a State school district), or organization, must submit a request to his Department head (or designee) for authorization to attend said event. Upon review of such a request, the Department head (or designee), if he determines that a legitimate State purpose will be served, may authorize, in an appropriated manner, the requested attendance.
2. Upon proper approval from the Department head (or designee) and in accordance with State travel regulations, the State will pay the reasonable expenses of the State officer or employee who shall not receive any reimbursement for expenses from any other source. The State may itself receive reimbursement from the sponsoring agency or instrumentality.

Major General Francis R. Gerard
Chairman
Executives Commission on Ethical Standards

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