



STATE OF NORTH CAROLINA  
DEPARTMENT OF TRANSPORTATION

BEVERLY EAVES PERDUE  
GOVERNOR

1501 MAIL SERVICE CENTER, RALEIGH, N.C. 27699-1501

EUGENE A. CONTI, JR.  
SECRETARY

November 23, 2009

– MEMORANDUM –

**TO:** Contractors, Consultants and Vendors  
**FROM:** Gene Conti  
**RE:** DOT Ethics Policy and the Holidays

As we pause to give thanks for our blessings, I want to thank all of you in advance for helping NCDOT employees comply with the DOT Ethics Policy and Governor Perdue's EO 24.

NCDOT thanks you for helping us get our work done on time and at reasonable cost to the taxpayers. Your work – on schedule and at the lowest cost possible – is the only gift DOT employees need and expect.

I understand that it is natural to want to give a small token of appreciation to DOT employees who have been helpful to you – particularly during this time of year. The DOT Ethics Policy, however, requires all employees to comply with the Gifts statute contained in the State Ethics Act, G.S. §138A-32.

I hope you can all understand that tokens – aside from a small, inexpensive Christmas card – cannot be accepted by DOT employees. I ask that you not send or deliver anything more than cards so as not to put our front line employees in the awkward position of having to say no to a gift that cannot be accepted. If something is dropped off when no one is around, the staff must try to return it. If that's not possible, the staff can either pay for it or donate it to a non-profit with a note saying that you donated it. The staff then will write you a letter, with a copy of the letter to the non-profit, explaining that DOT employees cannot accept anything. The process is time-consuming and takes away from our employees' work for the Department.

The gift ban also applies to the practice some companies have started where they donate money to a charity in the DOT employee's name. Although it is an admirable gesture, if you want to donate to a charity, please donate in your own names.

Your partnership with the department is invaluable. Thank you for complying with this Memorandum.