



Conflicts of Interest Seminar

Ethics Counselor Course



Scenarios

- **You just started your new position as the ethics counselor for your organization – congratulations!**
- **Do any of the following situations present a conflict of interest or impartiality concern?**
- **Why or why not?**
- **If there is a conflict of interest, what options are available to address the conflict?**



Scenario

Jim is a member of the Senior Executive Service (SES) and has been assigned to serve on an interagency task force examining the current SES compensation and benefits system. The task force will be asked to draft legislative proposals to implement their recommendations.



Scenario

Rich is the General Counsel for the agency. His spouse is a partner in a law firm that is representing Company A on a bid protest filed with the agency. Rich is planning to review and comment on the agency's proposed response to the General Accountability Office. He is also tasked with reviewing and commenting on a proposed regulation that will impact Company B, another of his spouse's clients. His spouses' firm is not representing Company B on the matter that is the subject of the regulation.



Scenario

Mary is the head of the Information Technology (IT) branch. In her personal capacity she serves as the Treasurer for a local homeless shelter, an unpaid position. The shelter has submitted a grant application to the agency requesting funding for a new computer system. As the IT branch head, Mary is requested to review the shelter's application.



Scenario

Dave is Chairman of the membership committee for the Parent Teacher Association (PTA) at his daughter's elementary school. This is an unpaid position. The President of the PTA has requested to use the agency's auditorium to host its Talent Show, the PTA's annual fundraising event. As the agency's facilities manager, Dave is asked to review the request and to make a recommendation to the agency Director who will approve or disapprove the request.



Scenario

Steve recently joined the agency from Company A, a private company that provides logistic support to the agency. He was given a severance payment when he left the Company and will receive a monthly pension payment when he reaches age 65. The agency assigns Steve to manage the contract with Company A.



Scenario

Joanna's elderly neighbor is having a problem getting the Social Security Administration (SSA) to correct the amount of her monthly payment. She knows that Joanna works for the Federal Government and asks her whether she would be willing to contact SSA on her behalf. Joanna would like to help her out. She would, of course, not accept any compensation for doing so.



Scenario

Dan's 35 year old daughter is seeking employment with Company C, the agency's Information Technology (IT) contractor. Dan's daughter is married and lives with her husband in another state. Dan is asked to provide his recommendations on the merits of the agency's investigation of Company C.



Scenario

Elaine, Mark and Pam are assigned to be members of the Source Selection Evaluation Team that will make a recommendation as to which of several competing contractors will receive the award for the agency's new computer system.

- **Elaine owns \$20K in stock in Company B, one of the competing contractors. Her net worth is \$500K.**
- **Mark's 17 year old son is a part-time employee with Company C, one of the competing contractors.**
- **Pam owns \$75K in a mutual fund that concentrates its investment in the computer industry. Company D, a competing contractor, is one of the companies held in the mutual fund. Her net worth is \$200K.**



Scenario

Grace's neighbor runs a landscaping business. She is not particularly close with her neighbor but their sons do play on the same youth soccer team and the neighbor is always invited to and attends Grace's Labor Day neighborhood barbeque. The neighbor's company has submitted a proposal for the agency's new grounds maintenance contract. Grace is asked to sit on the technical evaluation team that will review and rank the proposals based on their technical merit.



Scenario

Joe started working at the agency 11 months ago. He came to the agency from the private sector and intends to return to the private sector after he completes a 2-3 year stint with the Federal government. His former employer, recognizing that Joe would take a significant pay cut in his new position, agreed to give him a one-time payment of \$30,000 on the one-year anniversary of his departure. Joe is assigned to work on a claim filed with his agency by his former employer.