



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 24, 2010

– MEMORANDUM –

**TO:** Users of NCDOT and NCDMV Services  
**FROM:** Gene Conti  
**RE:** **DOT Ethics Policy and the Holidays**

At this holiday time, I want to thank you for your support of the North Carolina Department of Transportation, including the Division of Motor Vehicles. We are working diligently to improve our service to you.

I understand that it is natural to want to give a small token of appreciation to DOT employees who have been helpful to you. The DOT Ethics Policy, however, requires that all employees 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 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 satisfaction with NCDOT and NCDMV services is the gift we want. Thank you for complying with this Memorandum.