



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND  
9301 CHAPEK ROAD  
FORT BELVOIR, VA 22060-5527

AMCCC (600-50a)

5 March 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Statement on Ethics

1. I began my 16 November 2001 Statement on Ethics by quoting the first of the 14 Standards of Ethical Conduct: "Public service is a public trust . . . place loyalty to the Constitution, the laws, and ethical principles above private gain." The private sector scandals over the last few years—Enron, mutual fund management, insider trading—illustrate clearly how an organizational culture that places personal gain before one's fiduciary duties can shake our confidence in an entire business sector. Proudly, I can say that AMC's steadfast adherence to the highest ethical standards has made it an example that other organizations follow.
2. To prevent the scandals that have plagued others we must know the rules. The conflict of interest laws such as the *Standards of Ethical Conduct for Employees of the Executive Branch* and the *DOD Joint Ethics Regulation* set the minimum requirements. All of us must have a working knowledge of these basics. That is why Annual Ethics Training is so important. This year, DA Office of General Counsel has mandated that all Army employees receive in-person ethics training. While interactive online programs and reviewing written materials are informative, those media are no substitute for personal interaction with the Ethics Counselor that in-person training provides. I expect my commanders, directors, and supervisors to ensure that everyone, including themselves, attend in-person ethics training sessions. Ethics is not for some—it's for everyone.
3. Attending ethics training, however, is not the ultimate goal. Rather, it is a vehicle for attaining ethical decision-making, so that AMC can maintain the high level of respect it has earned by strict adherence to ethical principles.
4. Finally, besides using Annual Ethics Training to "do the right thing," remember what you don't know. The standards of ethical conduct are detailed, subtle, and complex. Don't pretend to know all the rules. Confer with your Ethics Counselor before you act. Your Ethics Counselor is there to answer your questions and assist you in resolving ethics issues.

A handwritten signature in black ink, appearing to read "Paul J. Kern".

PAUL J. KERN  
General, USA  
Commanding

DISTRIBUTION: H, B