

! " # \$ % & ' () * + \$ (, - & &
. , / 0 * % , & 1 ") * + % 2 * % , & 3 \$ \$ " 4 (5 , (" %

! " " # \$ % & ' () *) & + , ' % - , . & /) " 0 ,
1 ' % - (# # 2

!

!"#\$%&'()*+,-./:;<=>@

Article I General Expectations

Article II Accountability Procedures

Article III Code of Conduct

Article IV Code of Ethics

Article V Executive Branch

Article VI Legislative Branch

Article VII Judicial Branch

" #\$\$&'(!)*!+(, (#-'!. /O(&\$-\$%1, 2!

3(&\$%1, !4, (!5!6(201, 2%7%\$\$%(2!

!" !##\$%&!\$(')(*+\$,*(\$*(-./*(0\$12\$' ((1\$13(\$42##25/67\$(89(:1,1/26+,\$

\$% &\$'()\$(")*+",+-. ',+/"0. 1. 2\$)'3+"456"78"#9@

:% 6)))/"\$(/": +"; ,78+<<'7(\$2\$)\$22"; ,+=1++)'(><"\$(/"4+(+,\$2'6<<+1:2?'1++)'(><@

0% A71; 2+)+)*+"07(<')'.)'7(\$22?"+-.' ,+/"\$17. ()"78"788'0+"*7. ,<"87,"?7. ,; 7<)'7(@

/% 6)))/"\$22"B('3+,<)'?A71 1 1'))++"1++)'(><"C'8"?7. "<+,3+"7("\$071 1 1'))++0"\$(/"

071; '2+"\$"+,; 7,)"\$8)+,"+\$0*"1++)'(>)7": +<. : 1'))+/"7)"*+"6))7, (+?'4+(+,\$2"(7"2\$)+,"

)*\$("\$"E++F"\$8)+,")*+"1++)'(>@

+% 6)))/"\$22"\$<<'>(+/"\$/"*70"071 1 1'))++<@

8% 6(<E+,"\$22"G46"+,2\$)+/"1+'2<"E')*'"("HI ""*7. ,<"78",+0+;)'7(@

>% J7"(7)"071 1. ('0\$)+"E')*")*+"; ,+<<"C'K7E+,L'>*)M'(+E<-<)\$)'7(<M'<70'\$2'1+/'\$0"7("

: +*\$28"78)*+"G46"E')*7.): +'(>"02+\$,+/"?: ?)*+"J',+0)7,"78"A71 1. ('0\$)'7(<"7,")*+"

G46"5,+<' /+()@

% 5\$,)0'; \$)+""('\$): 2'(>"+3+()<M'\$<?7. ,<0+/. 2+; +, 1')<M')7""(87, 1")*+"<). /+()": 7/?"

\$: 7.)"G46"+3+()<"\$(/"(')\$)'3+<@

'% N+<; +0)"*+"G). /+()"473+, (1+()"6<<70'\$)'7("788'0+"\$(/"F++; ")*+"788'0+"ALO6P"

\$(/"QN46PRSOJ @

T% K*+,+"E'22": +"(7"<2++; '(>""(')*+"788'0+@)*'<""(02. /+<")*+"+()'+,"G46"788'0+@

F% U+,"<; +0)8. 2)"7"?7. ,; ++,"\$(/"\$\$. /'+(0+1+1: +<"/. ,'(>"4+(+,\$2'6<<+1: 2'+<%K* '<

'(02. /+<"(7"<' /+"07(3+,<\$)'7(M'07(/+<0+(/'(>)"7(+<M'; ,78\$(')?'+)0%@

2% V727E)*,7. >*"7("\$22"+3+()<")*\$)'?7. "1\$?"0*77<+)7"372. ()++)7"*+2; W<. ; ; 7,)"\$<

)*+"?+\$,; ; 7>,+<<+<%K* '<""(02. /+<)"\$: 2'(>"+3+()<@

1% N+<; +0)"*+"G). /+()"473+, (1+()"6<<70'\$)'7("788'0+<)"\$88"\$(/"QG6"CQ88'0+"78"

G). /+()"60)'3)'<0"01 ; 27?++<@

(%

9% P7"07\$)<M7\$0F+)<M7,"7.)+,E+\$,%&+1: +,<"1\$?"E+\$,"0\$,/'>\$(<"7,"
 /,+<<"07\$)<"1\$)0*'(>)*+"0727,"78")*+"; \$(<W<F',)*)*\$)"*+"1+1: +,"<"
 E+\$,'(>%"

'% N+; 7,)<"
 !% N+; 7,)<">'3+("\$)"4+(+,\$2"6<<+1: 2?"1++)'(><"\$,+)7": +"\$<"07(0'<+"\$<"
 ; 7<<': 2+"\$ (/ "07()\$' ("7(2?" (87, 1\$)'7(")*\$)"<"; +,)'(+())%K*+"
 A*\$',; +,<7("78")*+"4+(+,\$2"6<<+1: 2?"1++)'(>,"+<+,3+<")*+,">*)"7"
 2'1'))*+)'1+"78",+; 7,)<"8")'1'(>": +071+<"\$(" <<. +%"

''% K+0*(727>?"B<+"
 !% K+0*(727>?"<*7. 2/"(7)": +". <+/" / . , '(>"4+(+,\$2"6<<+1: 2?"] "5,+
 &+)'(><M. (2+<<"7)*+,E'<+"<; +0'8'+/" : ?)*+"Z'0+"5,+<' / +()%"

'3% N+<; +0)"
 !% 62"1+1: +,<"\$,+"X; +0)+/"\$ (/ ,+- . ', +/")7": +",+<; +0)8. 2"87,")*+"

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" #&' (!)!*!" &&1A, \$-7%\$<!B#1&(; A#(2!

3(&\$%1, !4, (5!" &&1A, \$-7%\$<!6(?%(!B#1&(22!

6% 5,78+<<'7(\$2"J+3+27; 1+()"N+3'+E"05JND""

a. U+87,+ "\$"1+1: +, "1\$?: +<. : 1'))/"87, "\$"5,78+<<'7(\$2"J+3+27; 1+()"N+3'+E"05JNDM"

""% K*'"<")*+"1+1: +, <a"7; ; 7,). ('?)7">'3+)"*+"6))7, (+?"4+(+, \$2"8++/: \$0F"7("E*\$)")*+?"(++)7"<. 00++/"(')*+', "; 7<)'7(M\$(/)"7", +0+'3+"8++/: \$0F"8,71")*+"64"7("7E")7""1; , 73+"87,")*+"8.). ,+%""

:% 5JN"L+3+2" _#["N+-.' ,+/"&++)' (>""

""% K*+"OX+0.)'3+"U7\$,"L'\$<7("1.<)"\$2<7";,73'/'+"3'/(0+"78";,78+<<'7(\$2
 /+3+27; 1+()"7;;7,). (')+'<W7)*+,"7;;7,). (')+'<";,73'/'/"?:?)"*+"X+0.)'3+"
 :7\$,"/)"*\$)"*+"('3'/. \$2'/'/"(7)"\$F+"\$/3\$()\$>+"78%
 . K*+"A*'+8"^. <)'0+"E'22"/+0'/'+"8")+, 1'(\$)'7("7,""1; +\$0* 1+()" "<)"*+"17<)"
 \$;;,7;,\$)"07.,<+"78"\$0)'7(%R8"")""<"1; +\$0* 1+()M)*+(")*+"A*'+8"^. <)'0+"E'22"
 07. ()" * "<"\$<"\$"; ,+2' 1' (\$,?*+\$, '(>"87,""1; +\$0* 1+()%R1; +\$0* 1+()"0\$((7)"
 \$; ;+(". (2+<<"\$<"+0'\$2",+<72.)'7(" "<"8'2+/%K+"A*'+8"^. <)'0+"<"(7)"\$227E+/"7"
 :,'(>.";\$(?)*'(>)*\$)"E\$<"/'<0.<<+/"(")*+"; ,+2' 1' (\$,?"; ,70+++'(><%
 C7E+3+,M)*+"6))7,(+?"4+(+,\$2"<"(")*+";,7; +(('>"\$,>. 1+()<%"
 . !"#\$: ""#5\$67(/*,#\$,0.\$- '1#'\$/'"#\$,0(#\$/-&#\$1'-; ;#1\$5-'\$) "0/#<#'\$'#0(-. 9\$-5\$/'"\$(\$
 1-. #\$/''#\$,0(#\$0. 1\$/'"#?\$@A\$) *+&#\$1'-; ;#19\$! ""#3//-' . #2\$4#. #'0+*(\$0+-) #1\$/- \$
 0; ;#0+\$/''#\$,0(#\$/-/'"#57+\$,-7'/9\$! ""#\$1#,*(-.\$-5\$/'"#\$. /' '#\$

!% K\$: 2' (>"
#% 6//)'7(\$2"372. ()++),'(>W071 1. (')?<+,3'0+*"7. ,<"
\% J 70F' (>"78"; \$?"

3(&\$%1, !8C#((5!D1E0'-%, \$2!

6% V'2' (>"\$071 ; 2\$'())"\$>\$'(<)"\$(7)*+, "1+1 : +, "

\$% 62" 1+1 : +, < , + < , 3 +) * + , ' > *) " 7 " . < +) * + " 7 (2' (+ ! 6007 . () \$: ' 2') ? " N + 3' + E " N + - . + <) " 87 , 1 " 7) , + ; 7 ,) " \$(7) * + , " 1 + 1 : + , % 6 (" < < . + " 0 \$ ((7) : + , + < 723 + / " " 8) * + + X + 0 .) ' 3 + : 7 \$, / " " (7) " 1 \$ / + " \$ E \$, + " 78 ") % "

'% N + - . + <) < " E ' 2 " : + , + 3' + E + / " : ? ") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " E * 7 " E ' 2 " , + \$ 0 * " 7 .) " 7) * + ' (/ ' 3' / . \$ 2 " E * 7 " < . : 1 ') + / ") * + " 87 , 1 " 87 , " \$ " 1 + +) ' (>) 7 " > \$) * + , " 1 7 , + " " (87 , 1 \$) ' 7 (% " " % K * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " E ' 2 ") * + (" 1 + +) " E ') * +) * + " \$ 00 . < + / " " (/ ' 3' / . \$ 2) 7 " " (3 + <) ' > \$) + " 8 . ,) * + , % " " " % K * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " E ' 2 " 071 ; 2 +) * + " " (3 + <) ' > \$) ' 7 (" \$ (/ " E ' 2 " / + 0' / + " E * \$) " CR8 " \$ (? D " \$ 0) ' 7 (" < * 7 . 2 / " : +) \$ F + (% " " " "

U% V'2' (>"\$071 ; 2\$'())"\$>\$'(<)"6))7, (+?" 4+(+, \$2"

\$% G*7.2/") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " : + " < . : 1 ') + / ") 7) * + " 6 N 5 " 6007 . () \$: ' 2') ? " N + 3' + E " 5 , 70 + < < DM) * + " G 72' 0') 7 , " 4 + (+ , \$ 2 " E ' 2 " \$ < < . 1 +) * + , 72 + " 78 ") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 M \$ (/ ") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " E ' 2 " , + 0 . < +) * + 1 < + 23 + < " 8 , 7 1 ") * + " " (3 + <) ' > \$) ' 7 (% K * + " G 72' 0') 7 , " 4 + (+ , \$ 2 " E ' 2 " 07 (/ . 0) " \$ (" " (3 + <) ' > \$) ' 7 (" \$ (/ " 1 \$ F + " \$, + 071 1 + (/ \$) ' 7 (") 7) * + " 5 , + < / + () " \$ <) 7 " E * \$) " C' 8 " \$ (? D " 07 . , < + " 78 " \$ 0) ' 7 (" < * 7 . 2 / " : +) \$ F + (% " " " "

A% V'2' (>"\$071 ; 2\$'())"\$>\$'(<)"OX+0.)'3+U7\$, /"

\$% ` * + (" \$ " 071 ; 2\$' () " < " 8' 2 + / " \$ > \$ ' (<) " \$ (? " 7) * + , " 1 + 1 : + , " 78 ") * + " OX + 0 .) ' 3 + " U 7 \$, / M) * + ' (3 + <) ' > \$) ' 7 (" E ' 2 " : + " * \$ (/ 2 + / " : ? ") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " \$ (/ ") * + " G 72' 0') 7 , " 4 + (+ , \$ 2 % K * + " G 72' 0') 7 , " 4 + (+ , \$ 2 " E ' 2 " \$ ' / ") * + " 6)) 7 , (+ ? " 4 + (+ , \$ 2 " (") * + " ' (3 + <) ' > \$) ' 7 (") 7 " + (< . , +) * \$) " 1 + 1 : + , < " 78 ") * + " OX + 0 .) ' 3 + " U 7 \$, / " \$, + " * + 2 / ") 7) * + < \$ 1 + <) \$ (/ \$, / < " \$ < " \$ 22 " 7) * + , " 1 + 1 : + , < % "

0% K*+^./'0'\$2"U7\$,"1.<)"*+\$,"\$("\$; ; +\$2"E')*("8'3+": .<'(+<<"/\$?<"78")*+"\$; ; +\$2": +'(>"
8'2+/" / . , '>)*+"V\$22"\$(/"G; , '>"+1 +<)+, <%6; ; +\$2<"(7)"8'2+/"E')*("+")*+, "V\$22"7,"G; , '>"
<+1 +<)+, "E'22": +"*+\$, /"\$")*+^./'0'\$2"U7\$,"/a<"\$,"2'+<)"07(3+('+ (0+%"
/% K*+^./'0'\$2"U7\$,"/a<"7; '('7("<*\$22": +)*+"8'(\$2"/+0'<'7("\$(/"0\$((7)": +"\$; ; +\$2+/%"

3(&\$%1, !F%?(5!B(#G1#E-, &!6(?%(92!

6% OX+0.)'3+"U,\$(0*"

\$% J',+0)7,<"

'% J',+0)7,<"\$," ,+-.',+/")7" <.: 1')" \$ ` ++F2?" 5,7>,+<<" N+; 7,) % K*'+<" ,+; 7,)"

+(<.,+<)*\$)J',+0)7,<"\$,"/7'(>"1+\$('(>8.2"\$(/"; ,7/.0)'3+\$,/a\$,\$82521 4+\$0)'3.'0.3] 2(&)]

: % 6))+(/"\$)2+\$<)"7(+78"?7., "<). /+()"7,>\$('Y\$)'7(<a"+3+()<W1++)'(><"E++F\$("/7(+
1++)'(>"78"+\$0*"78"?7., "<). /+()"7,>\$('Y\$)'7(<a"; +,"<+1+<)+,"c<). /+()">,7.; "87,1"
<'>(+/0@
0% G.: 1)"\$E++F2?"; ,7>,+<<"+,; 7,;)@
/% A71 1. ('0\$)+7)"*+"Z'0+"5,+<'/+()"\$(/"J',+0)7,"78"G). /+()"Q,>\$('Y\$)'7(<"8"(7"
07()\$0)"E\$<"1\$/+"E')*" "\$<). /+()"7,>\$('Y\$)'7("\$("/"8"?7. ". (\$: 2+)7"<): 2'<*" "\$
07((+0)'7(" ("*+"8',<))E7"C#0"E++F<"78")*+"8\$22'<+1+<)+, @
+% "O(<., +)"*\$")*+,+"<"\$)2+\$<)"7(+07()\$0)" ("071 1. ('0\$)'7("E')**"?7., "(/'3'/. \$2"
\$<<'>(+/"<). /+()"7,>\$('Y\$)'7(<"; +,"E++F@
8% G+(\$)+"L+\$/+,<*"; "1.<)"\$))+("/+3+,"?E++F2?G+(\$)+"L+\$/+,<*"; "&++)'(>"E')**)*+"
Z'0+"5,+<'/+()@
>% &\$'()\$'('07()\$0)"E')*" "\$<<'>(+/"<). /+()">,7.; <"\$("/\$<<'<)"*+1"E')**"\$22)"*('>"G46"
,+2\$)+/%
U% Q88'0+"c7.,<"
\$% A71 ; 2+)+9"788'0+*"7.,<"; +,"E++F"CG+(\$)+"L+\$/+,<*"; "1.<)"071 ; 2+)+!"i"*7.,<D@

3(&\$%1, !8915! : #- , &C530(&%&=&! = ((% , >2!

6% A71 1 '))++"&++)'(><"

\$% &+1 : +,<*"; "

'% 6<"7.)2'(+/" ("*+"A7 (<').)'7(M+\$0*"1+1 : +,"78")*+"L+>'<2\$)'3+U,\$(0*" "<
,+-.' ,+/"7"<)"7("\$"071 1 '))++%"

: % G0*+/. 2'(>"

'% K*+"A*\$',"78"+\$0*"071 1 '))++"<*\$22'<+)"'1+<"87,"1++)'(><)"*\$)"\$,+8+\$<': 2+"87,"
\$22'1+1 : +,<)"7"\$))+(/%"

0% &'(.)+<"

'% V727E'(>)*+"071 ; 2+)'7("78"+\$0*"071 1 '))++"1++)'(>M)*+"A*\$',"E'22": +
,+-.' ,+/"7"<.: 1')"\$))+(/\$(0+,"+07,/<"\$("/"1'(.)+<"78"+\$0*"1++)'(>)"7)*+"
Z'0+"5,+<'/+()E')*("HI "7.,<"78")*+"1++)'(>8'<+(/%"

'% R8)*+"A*\$'," /7+<"(7)"<.: 1'))*+"\$))+(/\$(0+,"+07,/<"\$("/"1'(.)+<"78")*+"
1++)'(>)"7)*+"Z'0+"5,+<'/+()E')*(")*+<,+0'8'+/"'1+2'1'<M)*+?'<*\$22": +
<.: 1')+/)"7)*+"(,"(\$2"\$007. ()\$: '2')?"; ,70+<<M*\$ (/2+/" : ?)*+"6))7, (+?"
4+(+,\$2%

/% OX0. <+/"6: <+(0+<"

'%

" #\$\$%&'(!H))!*!KA; %&%-'!: #-, &C!

3(&\$\$%1, !4, (5!. /O(&\$-\$%1, 2!

6% N+<; 7(<': '2)'+<"

\$% A*'+8"^. <)'0+"1 . <)" ,+; 7,)"\$("gQ; '('7("78")*+"A7. ,)h")7")*+"G46" ,+>\$, /' (>"/+0'<'7(<"

1 \$/ +@

: % A*'+8"^. <)'0+"1 . <)"\$/3'<+"G). /+()"Q, >\$('Y\$)'7(<"7(")*+"; ,70+<(")*\$)"8727E<": +' (>"

0*\$, >+/"E')*" "\$3'72\$)'7 (@

0% ^ . <)'0+<"1 . <)" /+0' /+ "E *+)*+, "7, ("7")7"73+,). , ("\$/+0'<'7("1 \$/ +": ?"G+ (\$) + "C#W\ "78"

^ . /'0'\$2"U7\$, /"1 . <)"\$>, ++D@

/ % J +3+27; "\$<?<)+1")7"" (87, 1")*+"G72'0)'7, "4+(+, \$2"E *+ (" \$; ; +\$2<* \$3+": ++ ("8'2+/"<7"

) *\$)" *+"G72'0)'7, "4+(+, \$2"0\$ (" \$<<'<)" *+"\$; ; +\$2' (>">, 7. ; "E') *") *+ ', "0\$<+@

+ % &\$F+ /+0'<'7 (<"7("G). /+()"Q, >\$('Y\$)'7 (" \$; ; +\$2<"

3(&\$\$%1, !8915!: #-, &C530(&%%&! = (((\$%, >2!

6% 6; ; +\$2"&++)' (><"

\$% O\$0*"^ . <)'0+"1 . <)" : +"; , +<+ ()"87, "+3+, ?"\$; ; +\$2"1 ++)' (>M. (2+<<"7)*+, E'<+ "<; +0'8'+ /": ?"

) *+ "A*'+8"^. <)'0+%6"1' ('1 . 1 "78")* , ++ ^ . <)'0+<"1 . <)" : +"" (" \$)) + (/ \$ (0+"" ("7, /+, ")7"

*+ \$, "\$ (/ "37)+ "7 (" \$ (" \$; ; +\$2""

"

" #\$\$%&'(!H))!*!

U% G+,3'0+"c7. ,<"

\$% K*7<+" ("071 ; +(<\$)+/" ; 7<)'7(<"E*7"8\$'2")7"1++)"*+', "071 1. (!)?"<+,3'0+"
,+- . ',+1+(<+" ("V\$2"7,"G; , '>"1\$?"*\$3+)"*+', "2\$<"); \$?0*+0F"E')**+2/"7,"/70F+/" ; \$?"
'8"\$; ; 2'0\$: 2+%"

! "#\$%&'()*+, "-'./0102