



## Welcome to the 2014 National Government Ethics Summit

I am privileged to welcome you to the 2014 National Government Ethics Summit on behalf of the U.S. Office of Government Ethics.

This year, the Summit is presented not only by the U.S. Office of Government Ethics, but also by a collection of federal agencies that have signaled their strong commitment to government ethics by becoming cosponsors of this exciting event: the Federal Housing Finance Agency; the National Institute on Aging, National Institutes of Health; the U.S. Department of Health and Human Services; the Pension Benefit Guaranty Corporation; and the Transportation Security Administration.

This Summit is designed to strengthen the executive branch ethics program by providing the members of our government ethics community with opportunities to deepen their knowledge of the ethics rules, share lessons learned through extensive practical experience, listen to viewpoints from outside government, and build connections with ethics officials who can lend a hand in resolving even the most complex ethics issue. Toward these ends, we bring together leaders from the executive branch ethics community, representatives from the legislative and judicial branches, members of the press, advocates from good government groups, noted thinkers from academia, officials from state and local governments, and members of the international community.

Our approach to this Summit is an innovative departure from ethics conferences of the past. We are convening the Summit at local federal facilities in the Washington, D.C. area. Holding the Summit locally affords us the flexibility to schedule seven full days of presentations non-consecutively over the month of September without disrupting the important work of agency ethics offices. By using only federal facilities – thanks to our partner agencies – we avoid costs associated with renting a venue and traveling to a remote location. We are leveraging technology for streaming video in order to open many presentations to ethics officials outside the local area and interested members of the public. We are also delivering several additional sessions solely via streaming video on other dates in September.

This guide provides detailed information about all of these Summit events, organized chronologically. Throughout September, we will also post additional information about the Summit on our website at [www.oge.gov](http://www.oge.gov). By going to the “Summits and Conferences” section under the “Education” tab on our website, you can read updates, access online content, and watch the streaming video feed: <http://www.oge.gov/Education/National-Government-Ethics-Conference/OGE-Summits---Conferences/>.

I look forward to sharing this valuable training and community-building Summit with you.

Walter M. Shaub, Jr.  
Director, U.S. Office of Government Ethics

# Thank You to Our Partners

*This event is made possible through the generous support of our partners, who have graciously provided space for Summit events: the Federal Housing Finance Agency; the National Institute on Aging, National Institutes of Health; the U.S. Department of Health and Human Services; the Pension Benefit Guaranty Corporation; and the Transportation Security Administration.*



NATIONAL GOVERNMENT ETHICS SUMMIT, SEPTEMBER 2014  
Washington, D.C. Metropolitan Area

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**GENERAL INFORMATION**

*This PDF version of the Summit Guide includes the following information, which the print version does not: speaker [biographies](#) and hyperlinks to Summit materials, including slide presentations, handouts, and reference materials. The titles of sessions for which we have posted electronic presentation materials will be blue hyperlinks. (Updated 10/09/14)*

**HOSTED BY:** U.S. Office of Government Ethics (OGE)

**OGE WEBSITE:** [www.oge.gov](http://www.oge.gov)

**SUMMIT WEBPAGE:** <http://www.oge.gov/Education/National-Government-Ethics-Conference/National-Government-Ethics-Summit/>

**TWITTER:** @OfficeGovEthics  
#EthicsSummit

**VIRTUAL EVENTS:** Visit our “Watch Now” page on OGE’s Summit webpage to learn how you can watch live broadcasts of select events from the Summit and watch special virtual-only sessions. We are calling this online collection of broadcasts our “Virtual Summit.” No registration or fee is required to watch the Virtual Summit and all are welcome. Want to learn more? Watch our Virtual Summit Preview event live on August 28<sup>th</sup> at 2:00 p.m. EDT or archived thereafter: <http://youtu.be/bTXn3LAFWUs>.

See pages 6 and 7 of this Summit Guide for a handy National Government Ethics Virtual Summit schedule.

**PRESENTATION MATERIALS:** All Summit materials, including slide presentations, handouts, and reference materials, will be posted on the Summit pages of OGE’s website. We will not provide printed copies of slide presentations at the Summit, so attendees may wish to print the slide presentations ahead of time and bring them to the Summit.

**DRESS CODE:** Business casual. Attendees are encouraged to wear layered clothing to allow for varying weather and meeting room temperatures.

**REGISTRATION:** There is no on-site registration. All participants should have registered online in advance. All substitutions should also have been made in advance. We cannot make substitutions on the day of an event.

**LUNCH:** Lunch is on your own at all locations. Cafeterias are available at NIH and FHFA, and several lunch options are located near TSA and PBGC.

**SUMMIT LOCATIONS:** FORUM DAY 1  
Tuesday, September 9, 2014  
National Institutes of Health  
9000 Rockville Pike  
Bethesda, MD 20892

LARGE AGENCY INVITATIONAL  
Wednesday, September 10, 2014  
Federal Housing Finance Agency  
Constitution Center  
400 7<sup>th</sup> Street, SW  
Washington, DC 20024

SMALL AGENCY INVITATIONAL  
Monday, September 15, 2014  
Transportation Security Administration  
601 12<sup>th</sup> Street S  
Arlington, VA 22202

MIDSIZE AGENCY INVITATIONAL  
Thursday, September 18, 2014  
Pension Benefit Guaranty Corporation  
1200 K Street, NW  
Washington, DC 20005

FINANCIAL DISCLOSURE INVITATIONAL (FINANCIAL  
DISCLOSURE FUNDAMENTALS AND ADVANCED PAS NOMINEE  
FINANCIAL DISCLOSURE)  
Friday, September 19, 2014  
Pension Benefit Guaranty Corporation  
1200 K Street, NW  
Washington, DC 20005

FORUM DAY 2  
Friday, September 19, 2014  
National Institutes of Health  
9000 Rockville Pike  
Bethesda, MD 20892

FORUM DAY 3  
Tuesday, September 23, 2014  
Federal Housing Finance Agency  
Constitution Center  
400 7<sup>th</sup> Street, SW  
Washington, DC 20024

# National Government Ethics Summit

## September 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 LABOR DAY	2	3	4	5	6
7	8	9 Forum Day 1 (NIH)	10 Large Agency Invitational Day (FHFA)	11 Virtual Sessions	12 Virtual Sessions	13
14	15 Small Agency Invitational Day (TSA)	16 Virtual Sessions	17 Virtual Sessions	18 Midsize Agency Invitational Day (PBGC)	19 Forum Day 2 (NIH)  Financial Disclosure Invitational Day (PBGC)	20
21	22 Virtual Sessions	23 Forum Day 3 (FHFA)	24	25	26	27
28	29	30				

# National Government Ethics Summit *Virtual*

## LIVE from National Government Ethics Forum

Below is the schedule of sessions that will be live streamed from the Summit at [www.YouTube.com/OGEinstitute](http://www.YouTube.com/OGEinstitute).

### September 9, 2014

- 10:00-10:30:** Welcome Remarks
- 10:45-11:45:** Office of Government Ethics: Year in Review
- 1:45-2:45:** Perspectives on the Revolving Door
- 3:00-3:45:** Keynote Speaker: Max Stier, President of the Partnership for Public Service

### September 19, 2014

- 9:00-10:30:** Gearing up for the 2014 Election Season: What Every Federal Employee Needs to Know About the Hatch Act
- 10:45-11:45:** The Nettlesome Question of Particular Matters of General Applicability
- 1:15-2:15:** Do We Have the Right Ethics Rules to Protect the Public's Trust?
- 2:30-3:30:** Compliance Convergence
- 3:45-5:00:** Government Travel and Related Ethics, Appropriations, and Gift Authorities

### September 23, 2014

- 10:00-10:30:** Opening Remarks
- 10:30-11:00:** The Executive Branch Ethics Program From 50,000 Feet
- 11:15-12:15:** Ethics Across the Three Branches: Hot Topics and Issues of Common Interest
- 2:15-3:30:** Whistleblower Protection: Why It's Important to Good Government and How It Works
- 3:45-4:45:** Ethics Community Stakeholders: How the Press, Good Government Groups, and Others Work Toward Common Goals
- 4:45-5:15:** Keynote Speaker: The Honorable Donna Edwards, U.S. House of Representatives
- 5:15-5:30:** Closing Remarks

# National Government Ethics Summit *Virtual*

## LIVE Virtual-Only Sessions

Below is the schedule of virtual-only sessions that will be available at [www.YouTube.com/OGEinstitute](http://www.YouTube.com/OGEinstitute).

### September 11, 2014

- 11:00-12:00: Elements of 18 U.S.C. § 208: The Conflict of Interest Statute (Part 1)
- 1:00-2:00: Elements of 18 U.S.C. § 208: The Conflict of Interest Statute (Part 2)

### September 12, 2014

- 11:00-12:00: Elements of 5 C.F.R. § 2635.502: The Impartiality Regulation (Part 1)
- 1:00-2:00: Elements of 5 C.F.R. § 2635.502: The Impartiality Regulation (Part 2)

### September 16, 2014

- 11:00-12:00: Understanding Gifts Exceptions (Part 1)
- 1:00-2:00: Understanding Gifts Exceptions (Part 2)

### September 17, 2014

- 11:00-12:00: Understanding Gifts Exceptions (Part 3)
- 1:00-2:00: Understanding Gifts Exceptions (Part 4)

### September 22, 2014

- 11:00-12:00: Preparing Ethics Briefings for Agency Leaders
- 1:00-2:00: Authorities Applicable to Noncareer Employees

# **FORUM DAY 1**

*Tuesday, September 9, 2014*

National Institutes of Health  
9000 Rockville Pike  
Bethesda, MD 20892

The Three-Day Forum brings together leaders from the executive branch ethics community, representatives from the legislative and judicial branches, members of the press, advocates from good government groups, noted thinkers from academia, officials from state and local governments, and members of the international community. It consists of plenary and breakout sessions geared toward advanced ethics law and policy issues, as well as ethics-related authorities.

## **Metro Directions**

The NIH campus is located at the Medical Center Metro Station (Red Line). The station's escalators exit onto the campus immediately in front of the NIH Gateway Center, which Summit attendees will enter for security processing. Once you receive your badge, Summit staff will be available to direct you to the Natcher Building, which is a five-minute walk from the Gateway Center. Shuttle bus service is also provided.

A map of the campus is available at <http://www.ors.od.nih.gov/maps/Pages/NIH-Visitor-Map.aspx>.

## **Parking**

Because visitor parking is extremely difficult to find at NIH, we strongly recommend that attendees take public transportation. A map of the campus, as well as information on parking, is available at <http://www.ors.od.nih.gov/maps/Pages/NIH-Visitor-Map.aspx>. Driving directions are available at <http://www.nih.gov/about/drivingdirections.htm>.

## **Check-in and Pre-sessions**

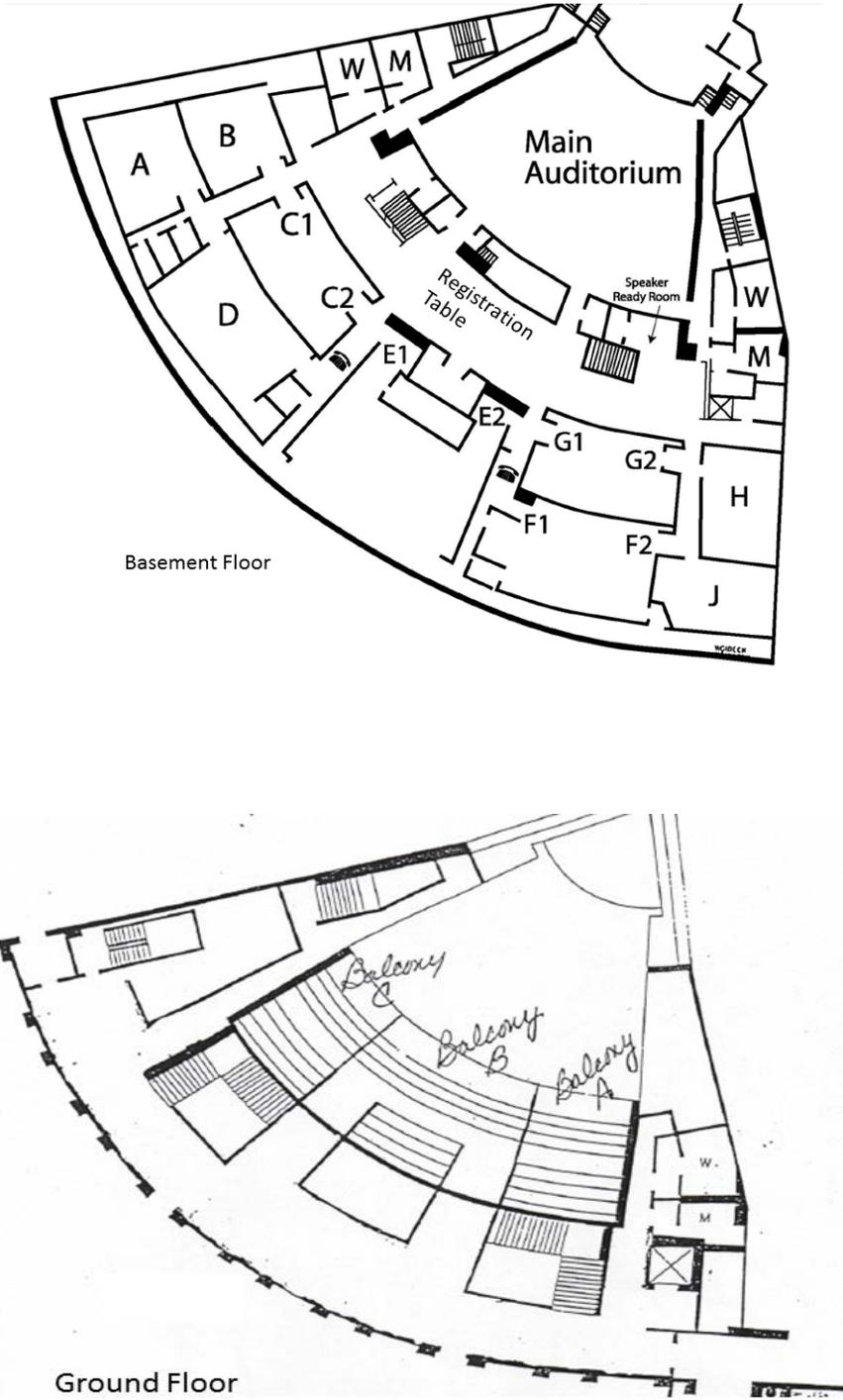
There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:00 a.m.

The pre-sessions will start shortly after 8:00 a.m. They are designed as informal events, so attendees should feel free to enter pre-session venues at any time after they've checked in.

## **Lunch**

Lunch is on your own. Attendees have the option to take lunch during any combination of the sessions that take place between 12:00 p.m. and 1:30 p.m. (marked with asterisks on the agenda-at-a-glance). The NIH cafeteria is open for lunch from 11:00 a.m. to 2:30 p.m. Food is not allowed in meeting rooms.

# Map of Meeting Rooms at NIH



## FORUM DAY 1 AT NIH

### Tuesday, September 9, 2014

	Kirschstein Auditorium	Balcony B	Balcony C	Room D
8:00 – 8:45 Check-in Open/ Pre-session		Answers to Your Electronic Filing Questions on <i>Integrity</i>		
9:00 – 9:45 Pre-sessions	Introducing <i>Integrity</i> , OGE's New Electronic Filing System	Overview of OGE's Resources on MAX.gov		
10:00 – 10:30	Welcome Remarks			
10:45 – 11:45	Office of Government Ethics: Year in Review	Electronic Filing for Filers: <i>Integrity</i> Demonstrated		
12:00 – 12:30 *	Electronic Filing for Reviewers: <i>Integrity</i> Demonstrated (12:00 – 12:40)	A Primer on Certificates of Divestiture	Emoluments Clause for DoD Civilian Employees & Military Personnel	Resolving Impartiality Concerns – Which Door Will You Choose?
12:30 – 1:00 *	Electronic Filing for Reviewers: <i>Integrity</i> Demonstrated (12:50 – 1:30)			
1:00 – 1:30 *		A Primer on Certificates of Divestiture	Financial Disclosure Question and Answer Session	Identifying 450 Filers
1:45 – 2:45	Perspectives on the Revolving Door			
3:00 – 3:45	Keynote Speaker: Max Stier, President of the Partnership for Public Service			
4:00 – 5:00	Working With Your Office of Inspector General	2640 Exemptions That All Nominee Reviewers Should Know	Government Ethics and the Use of Social Media	What Does a Program Review Team Look For?

\* Lunch is on your own. Attendees have the option to take lunch during any combination of the sessions marked with asterisks. The NIH cafeteria is open for lunch from 11:00 a.m. to 2:30 p.m. Food is not allowed in meeting rooms.

- 8:00 – 8:45      **Answers to Your Electronic Filing Questions on *Integrity***      Balcony B
- OGE’s electronic filing Program Manager and staff will answer questions about OGE’s new electronic filing system.
- George Hancock, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics
- 9:00 – 9:45      **Introducing *Integrity*, OGE’s New Electronic Filing System**      Ruth L. Kirschstein Auditorium
- Learn about *Integrity*, OGE’s new electronic filing system. The presentation will show how officials in various roles will use the system, its key features, improvements in electronic filing, key management reports, and more.
- Dale Christopher, Office of Government Ethics  
George Hancock, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics
- 9:00 – 9:45      **[Overview of OGE’s Resources on MAX.gov](#)**      Balcony B
- New to MAX.gov? This session will introduce you to the resources that OGE has created on that site for the executive branch ethics community. It will also provide a tutorial on how to use some of the site’s key features, so that you can get the most out of your experience with MAX.gov.
- Monica Ashar, Office of Government Ethics
- 10:00 – 10:30      **Welcome Remarks by NIH’s Principal Deputy Director and OGE’s Director**      Ruth L. Kirschstein Auditorium
- Lawrence A. Tabak, D.D.S., Ph.D., National Institutes of Health  
Walter M. Shaub, Jr., Office of Government Ethics
- 10:45 – 11:45      **[Office of Government Ethics: Year in Review](#)**      Ruth L. Kirschstein Auditorium
- Representatives of OGE’s General Counsel and Legal Policy Division, Program Counsel Division, and Compliance Division will present on recent developments in government ethics.
- Representatives of the Office of Government Ethics

Forum Day 1  
Tuesday, September 9

10:45 – 11:45

**Electronic Filing for Filers: *Integrity* Demonstrated**

Balcony B

This interactive session will focus on how filers will interface with *Integrity*, OGE’s new electronic filing system. Members of the *Integrity* team will address questions that ethics officials will likely receive from their filers and will answer your questions as well.

George Hancock, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics

12:00 – 12:40

**Electronic Filing for Reviewers: *Integrity* Demonstrated**

Ruth L. Kirschstein Auditorium

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.

Diana Veilleux, Office of Government Ethics  
George Hancock, Office of Government Ethics

12:00 – 12:30

**[A Primer on Certificates of Divestiture](#)**

Balcony B

A certificate of divestiture (CD) allows executive branch employees, if they meet certain criteria, to defer capital gains that are incurred because they are required to sell assets in order to comply with the conflict of interest laws. In this session, you will learn: 1) the criteria that an employee must meet in order to be eligible for a CD and 2) what information the agency must include in its CD request to OGE.

Amy Braud, Office of Government Ethics

12:00 – 12:30

**[Application of the Emoluments Clause to DoD Civilian Employees and Military Personnel](#)**

Balcony C

This brief session includes instruction on the applicability of the U.S. Constitution’s Emoluments Clause to DoD personnel. After discussing the clause and what a “foreign state” is, the speaker will discuss how retiring and retired military personnel may obtain advance approval to accept a foreign emolument. The speaker will also address the remedy for violating the Emoluments Clause.

Jeff Green, Department of Defense

- 12:00 – 12:30      **Resolving Impartiality Concerns – Which Door Will You Choose?**      Room D
- This short lunchtime session will help participants visualize the conceptual framework for resolving impartiality concerns under Subpart E of the Standards of Conduct.
- Kim Kaplan, Office of Government Ethics
- 12:50 – 1:30      **Electronic Filing for Reviewers: *Integrity* Demonstrated**      Ruth L. Kirschstein Auditorium
- This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.
- Dale Christopher, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics
- 1:00 – 1:30      **[A Primer on Certificates of Divestiture](#)**      Balcony B
- A certificate of divestiture (CD) allows executive branch employees, if they meet certain criteria, to defer capital gains that are incurred because they are required to sell assets in order to comply with the conflict of interest laws. In this session, you will learn: 1) the criteria that an employee must meet in order to be eligible for a CD and 2) what information the agency must include in its CD request to OGE.
- Amy Braud, Office of Government Ethics
- 1:00 – 1:30      **Financial Disclosure Question and Answer Session**      Balcony C
- Join OGE’s Deputy Director for Financial Disclosure for an informal question-and-answer session on ethics agreements and financial disclosure reporting issues. Bring your questions on any burning financial disclosure reporting issues you have in the current filing cycle or have had in the past.
- Barbara Mullen-Roth, Office of Government Ethics

*Forum Day 1*  
*Tuesday, September 9*

1:00 – 1:30

**Identifying 450 filers**

Room D

OGE's Compliance Division is in a unique position to observe the various ways agencies go about identifying their OGE Form 450 filers. In this session, we will share some of our experiences with you, including some model practices and common problem areas.

Michelle MaGee, Office of Government Ethics

1:45 – 2:45

**Perspectives on the Revolving Door**

Ruth L. Kirschstein Auditorium

Join David Zaring, Associate Professor of Legal Studies and Business Ethics at the Wharton School, and Michael Smallberg, Investigator at the Project on Government Oversight, to hear their perspectives on the revolving door.

David Zaring, The Wharton School  
Michael Smallberg, Project on Government Oversight

3:00 – 3:45

**Keynote Speaker: Max Stier, President of the Partnership for Public Service**

Ruth L. Kirschstein Auditorium

Max Stier, President of the Partnership for Public Service, will deliver a keynote address.

Max Stier, Partnership for Public Service

4:00 – 5:00

**Working With Your Office of Inspector General**

Ruth L. Kirschstein Auditorium

Learn more about the working relationship between the ethics office and the Office of Inspector General and the sometimes overlapping responsibilities of IGs and ethics officials.

Justina Fugh, Environmental Protection Agency  
Mary Kendall, Department of the Interior  
Seth Jaffe, Office of Government Ethics  
J. Anthony Ogden, Federal Reserve System Board of Governors

4:00 – 5:00

**2640 Exemptions That All Nominee Reviewers Should Know**

Balcony B

The speakers in this session will discuss some of the most common exemptions to 18 U.S.C. § 208 issued by OGE in its regulations at 5 C.F.R. part 2640. Emphasis will be placed on exemptions that frequently come up with nominees to Presidentially appointed, Senate-confirmed (PAS) positions. Some of the exemptions discussed will include the diversified and sector mutual funds exemptions, exemptions for interests in securities, and the employee benefit plan exemptions. Participants will review real-life scenarios to determine whether the exemptions might apply.

Deborah Bortot, Office of Government Ethics  
Lorna Syme, Office of Government Ethics

4:00 – 5:00

**Government Ethics and the Use of Social Media**

Balcony C

This session will introduce attendees to the terminology and background of social media software; discuss how government ethics principles are implicated in official and personal use of social media tools; provide insight into best practices, recommendations, and lessons learned from other ethics officials; and provide resources for the practitioner's reference.

\*DISCLAIMER: Reference to any commercial products or services in this presentation is not an endorsement or government sanction of non-federal entities, their services, or products.

Erica Dornburg, Department of Defense  
Jodi Cramer, Department of the Air Force  
Nancy Eyl, Department of Homeland Security

*Forum Day 1*  
*Tuesday, September 9*

4:00 – 5:00

**What Does a Program Review Team Look For?**

Room D

Want to know what OGE looks for when it comes out to review or inspect your ethics program? This session will explain what OGE examines as part of its review and inspection processes, because knowing is half the battle. Discussion will include the scope of the review, the types of documents OGE requests, the officials who will be interviewed, and how OGE uses the information it collects to determine whether an ethics program is in compliance with applicable requirements. Participants will be encouraged to ask questions.

Dan Skalla, Office of Government Ethics  
Doug Chapman, Office of Government Ethics

# **LARGE AGENCY INVITATIONAL**

*Wednesday, September 10, 2014*

Federal Housing Finance Agency  
Constitution Center  
400 7<sup>th</sup> Street, SW  
Washington, DC 20024

The Large Agency Invitational Day is an opportunity for ethics officials from large agencies, i.e., those with more than 4,000 employees, and cabinet-level agencies to learn from their peers in similarly situated agencies.

## **Metro Directions**

FHFA is located at the L'Enfant Plaza Metro Station (Blue/Yellow/Orange/Green/Silver lines). Once in the station, follow the signs for the 7<sup>th</sup> & D Street exit. Upon exiting the station, turn left on D Street. At the corner, turn left on 7<sup>th</sup> Street. The entrance to Constitution Center is halfway down the block on the left.

## **Parking**

Public parking garages are located nearby at 480 L'Enfant Plaza, SW (Ace Parking) and Federal Center Plaza, 500 C Street, SW (Colonial Parking). There is no public parking available at Constitution Center.

## **Check-in and Pre-session**

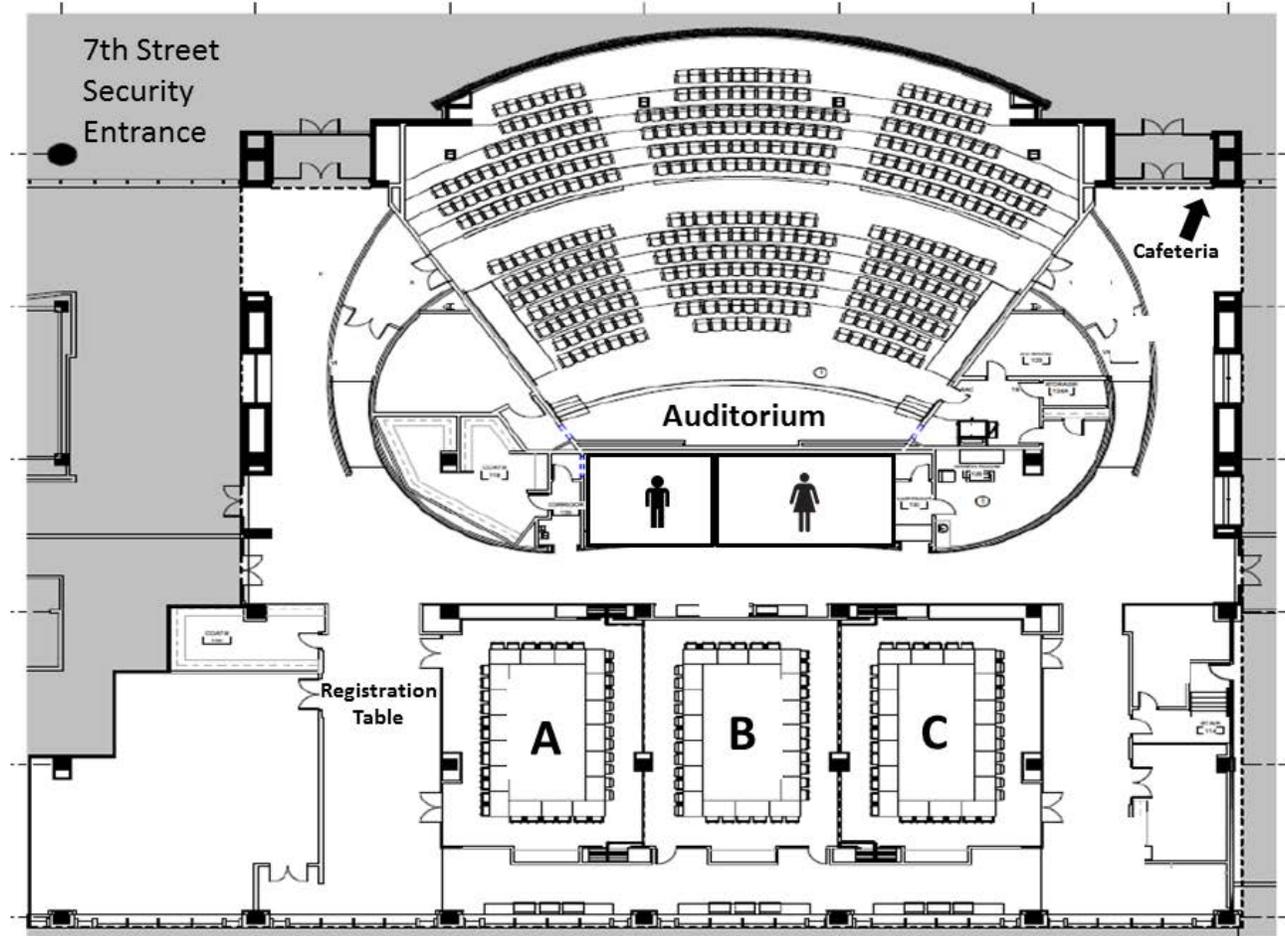
There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:45 a.m.

The pre-session will start shortly after 8:45 a.m. It is designed as an informal event, so attendees should feel free to enter the pre-session venue at any time after they've checked in.

## **Lunch**

Lunch is on your own. The FHFA cafeteria is open for lunch from 11:30 a.m. to 2:00 p.m. Food is allowed in Rooms A, B, and C, but not in the Auditorium.

## Map of Meeting Rooms at FHFA



# LARGE AGENCY INVITATIONAL DAY AT FHFA

## Wednesday, September 10, 2014

	Room A	Room B	Room C
8:45 – 9:30 Check-in Open/ Pre-session	Answers to your Electronic Filing Questions on <i>Integrity</i>		
9:30 – 10:45	Whose Ethics Program Is It?	Understanding Core Elements of the Post-Employment Restrictions	Where Seeking, Negotiating, and the STOCK Act Merge
11:00 – 12:15	18 U.S.C. § 207: Senior Employees and Exceptions	Outside Boards: A Discussion	Issues Associated with Using the Service of Special Government Employees (SGEs)
12:15 – 1:15 Lunch*			
1:15 – 2:00	Civil Penalty Enforcement of the Ethics in Government Act	Lunch & Learn: Unlock Your MAX Potential	Lunch & Learn: Electronic Filing for Reviewers: <i>Integrity Demonstrated</i>
2:15 – 3:30	Understanding Complex Investment Funds and Executive Compensation Arrangements	How to Brief Employees on 18 U.S.C. § 207	WAG Determinations – Panel Discussion
3:45 – 5:00	The Ethics Pledge: Post-Employment Restrictions	Standards of Conduct: Can We Do Better?	The Motley World of Travel-Related Gifts

\* Lunch is on your own. The FHFA cafeteria is open for lunch from 11:30 a.m. to 2:00 p.m. Food is allowed in Rooms A, B, and C.

8:45 – 9:30

**Answers to Your Electronic Filing Questions on *Integrity***

Room A

OGE's electronic filing Program Manager and staff will answer questions about *Integrity*, OGE's new electronic filing system.

George Hancock, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics

9:30 – 10:45

**Whose Ethics Program Is It?**

Room A

In this session, panelists will discuss ways that agency ethics officials can help leaders take responsibility for their agencies' ethics programs and lead those programs to success.

Doug Chapman, Office of Government Ethics  
Robert M. Sadler, Department of Labor  
Stuart Bender, Department of Agriculture

9:30 – 10:45

**Understanding Core Elements of the Post-Employment Restrictions**

Room B

A tidal wave of federal workers will retire from the federal government in the near future. Some of these workers will continue to work after leaving the government. This interactive session will help sharpen your skills on several of the important elements that you must analyze in applying the post-employment provisions in 18 U.S.C. § 207 to former federal workers. In particular, the session will address issues including: 1) when a particular matter involves specific parties, 2) when a matter does or does not continue to be the same particular matter, 3) what constitutes a communication, 4) what does "with the intent to influence" mean and 5) when is a communication "on behalf of another." The session will provide valuable insight into how to analyze these basic core elements by using case studies involving hypothetical former employees.

Jeff Green, Department of Defense  
Vincent Salamone, Office of Government Ethics

9:30 – 10:45

**Where Seeking, Negotiating, and the STOCK Act Merge**

Room C

This session will discuss where seeking employment, negotiating for employment, and section 17 of the STOCK Act merge, and the guidance ethics officials can provide employees.

Elaine Newton, Office of Government Ethics  
Gaye Williams, Department of Commerce  
Wade Plunkett, Office of Personnel Management

11:00 – 12:15

**18 U.S.C. § 207: Senior Employees and Exceptions**

Room A

In this session, Chris Swartz and Rachel Dowell from OGE's Ethics Law and Policy Branch will go beyond the basic provisions of 18 U.S.C. § 207 to review the provisions of the post-employment law concerning senior employees, including the representation of foreign entities. Chris and Rachel will also discuss various exceptions to the rule.

Chris Swartz, Office of Government Ethics  
Rachel Dowell, Office of Government Ethics

11:00 – 12:15

**Outside Boards: A Discussion**

Room B

Gretchen Weaver and Adam Greenstone engage on new challenges they face concerning outside boards.

Adam Greenstone, National Aeronautics and Space Administration  
Gretchen Weaver, National Institutes of Health

11:00 – 12:15

**Issues Associated With Using the Services of Special Government Employees (SGEs)**

Room C

This session will take a look at some of the challenging issues that arise when using the services of special government employees (SGEs), primarily in conjunction with advisory committees, boards, and commissions. The topics to be covered include the appointment and designation of SGEs and representatives of industry; financial disclosure and the use of alternative forms of disclosure; effective training of SGEs; lobbying and political activity concerns; conflict-of-interest and appearance issues; Emoluments Clause issues; and the ethics office's involvement with the management of advisory committees, boards, and commissions. The session's aim is that attendees take away some tools and best practices that will help them improve their ethics management of SGEs.

Asim Akbari, Department of Health and Human Services  
Chris Runkel, National Archives and Records Administration  
Karen Santoro, National Science Foundation

1:15 – 2:00

**Civil Penalty Enforcement of the Ethics in Government Act**

Room A

This session will cover the legal and factual requirements for initiating a civil penalty action against government officials who are required to file public financial disclosure reports under the Ethics in Government Act. The violations discussed include failure to file such reports, false statements, and omissions from those reports, as well as penalties for individuals who exceed the limitations on outside income provided by the Act.

Arthur Goldberg, Department of Justice

1:15 – 2:00

**Lunch & Learn: Unlock Your MAX Potential for Collaboration, Data Collection, Analytics, and Knowledge Management**

Room B

With more than 100,000 users, MAX.gov is used throughout the government to securely collaborate and share information, schedule interagency meetings, perform data collections, create dashboards with real-time charts and graphs, and publish fully indexed “camera-ready” documents directly from collected data. This session will provide an overview of MAX’s capabilities and demonstrate how OGE is using MAX to serve the ethics community.

Andrew Schoenbach, Office of Management and Budget  
Heidi Fischer, Office of Government Ethics  
Monica Ashar, Office of Government Ethics  
Othni Jones, Office of Management and Budget

1:15 – 2:00

**Lunch & Learn: Electronic Filing for Reviewers: *Integrity* Demonstrated**

Room C

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.

Dale Christopher, Office of Government Ethics  
George Hancock, Office of Government Ethics

2:15 – 3:30

**Understanding Complex Investment Funds and Executive Compensation Arrangements**

Room A

Knowing what information a filer needs to disclose for a particular type of financial interest does not tell you how to find that information. In this session, panelists will discuss how to approach basic questions regarding complex investment funds and executive compensation arrangements that are often difficult to answer in practice, such as how to determine the type of interest, how to find the value, and how to identify the underlying holdings.

Deborah Bortot, Office of Government Ethics  
Keith Labeledz, Office of Government Ethics  
Robert Rizzi, Steptoe & Johnson LLP

2:15 – 3:30

**How to Brief Employees on 18 U.S.C. § 207**

Room B

Justina Fugh and Shira Minton join forces to present the art of briefing employees on the post-employment restrictions of 18 U.S.C. § 207.

Brad Khaner, Office of Government Ethics  
Justina Fugh, Environmental Protection Agency  
Shira Minton, Securities and Exchange Commission

2:15 – 3:30

**WAG Determinations – Panel Discussion**

Room C

This panel presentation is for ethics officials interested in expanding their knowledge of how cabinet-level agencies approach the exception to the gift rule for widely attended gatherings (WAG) at 5 C.F.R. § 2635.204(g)(2). Beyond the challenge of knowing the exception is the challenge of knowing how the executive branch has applied it, and in this session seasoned ethics officials will share their experiences with the exception's application.

Christina Hymer, Department of Energy  
Edward McDonnell, Department of the Interior  
Elizabeth Fischmann, Department of Health and Human Services  
Hannah Lobel, Department of State  
Jeff Green, Department of Defense  
Rebecca Hermanowicz, Department of Commerce

3:45 – 5:00

**The Ethics Pledge: Post-Employment Restrictions**

Room A

This session will review paragraphs 4 and 5 of the Ethics Pledge concerning post-employment activities. Presenters will discuss the OGE guidance issued on February 22, 2010 (DO-10-004), how an agency's standard post-employment guidance will merge with the Pledge restrictions, and recent advice given regarding these paragraphs.

Elaine Newton, Office of Government Ethics  
Heather Gottry, Commodity Futures Trading Commission

3:45 – 5:00

**Standards of Conduct: Can We Do Better?**

Room B

In this interactive session, OGE General Counsel Dave Apol will lead a discussion and solicit feedback on OGE's continuing effort to update and modernize the Standards of Conduct. In particular, Dave will lead a discussion on Subparts B and F with a focus on how we in the ethics community can improve the rules, increase the public's trust in government, and more effectively support employees' ability to achieve the missions of their agencies. Bring your questions, your concerns, and your very best suggestions for improving the Standards of Conduct.

David Apol, Office of Government Ethics  
Seth Jaffe, Office of Government Ethics

3:45 – 5:00

**[The Motley World of Travel-Related Gifts](#)**

Room C

Panelists will introduce various authorities that can or should be used in connection with travel-related gifts and will walk participants through scenarios to analyze and explain the differences and interplay among those authorities.

Cheryl Kane-Piasecki, Office of Government Ethics  
Kelly Selesnick, Department of Health and Human Services  
Megan Snyder, U.S. Customs and Border Protection

*Small Agency Invitational*  
*Monday, September 15*

# **SMALL AGENCY INVITATIONAL**

*Monday, September 15, 2014*

Transportation Security Administration  
601 12<sup>th</sup> Street S.  
Arlington, VA 22202

The Small Agency Invitational Day is an opportunity for ethics officials from small agencies, i.e., those with fewer than 300 employees, to learn from their peers in similarly situated agencies.

## **Metro Directions**

TSA is located across the street from the Pentagon City Metro Station (Blue/Yellow lines). After exiting the faregate in the station, turn right and go up the escalators. At the top of the escalators, make a hard left (180 degrees) and cross 12<sup>th</sup> Street. TSA is located in the two tan buildings on the corner of 12<sup>th</sup> Street and South Hayes Street. The building on the right is 601 12<sup>th</sup> Street. Enter through the employee entrance, rather than the visitor's center.

## **Parking**

A public parking garage is located across the street from TSA at 1200 South Hayes Street (Federal Parking Inc.).

## **Check-in and Pre-session**

There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:45 a.m.

The pre-session will start shortly after 8:45 a.m. It is designed as an informal event, so attendees should feel free to enter the pre-session venue at any time after they've checked in.

## **Lunch**

Lunch is on your own. There are several dining establishments located near TSA. Attendees are encouraged to attend any part of the Lunch & Learn session taking place from 12:15 p.m. to 1:45 p.m. Food is allowed in meeting rooms.

## SMALL AGENCY INVITATIONAL DAY AT TSA Monday, September 15, 2014

	Town Hall	1 <sup>st</sup> Floor, Room E1-001S	12 <sup>th</sup> Floor, Room E12-001N
8:45 – 9:30 Check-in Open/ Pre-session	Recordkeeping		
9:30 – 9:45	Opening Remarks		
9:45 – 10:45	Building an Ethics Program From the Ground Up	Ethics Authorities Specific to Noncareer Employees	<b>* ROOM CHANGE *</b> Criminal and Non-Criminal “Conflicts” – Distinguishing 18 U.S.C. § 208 From 5 C.F.R. § 2635.502
11:00 – 12:15	<b>* NEW SESSION *</b> Standards of Conduct: Can We Do Better?	Education and Engagement	Managing the Challenges of Agency Staff Turnover
12:15 – 1:45 Lunch*		Lunch & Learn: Electronic Filing for Reviewers: <i>Integrity</i> Demonstrated	
1:45 – 3:00	How To Determine What Ethics Information Is Subject to Release Under FOIA	Succession Planning and the Small-Agency Ethics Program	Making Ethics Make Sense: Translating the Rules for Rank-and-File Employees
3:15 – 4:30	How to Get on Your Leader’s Speed Dial		

\* Lunch is on your own. There are several dining establishments located near TSA. Attendees are encouraged to attend any part of the Lunch & Learn session taking place from 12:15 p.m. to 1:45 p.m. Food is allowed in meeting rooms.

8:45 – 9:30

**Recordkeeping**

Town Hall (1<sup>st</sup> Floor)

Members of OGE’s Compliance Division share their experiences with how ethics records are maintained at different agencies, including successful systems, common problem areas, and some of the tools used in the recordkeeping process. Please note: this session focuses on general workflow and does not intend to address specific statutory or regulatory record retention requirements.

Dan Skalla, Office of Government Ethics  
Jaideep Mathai, Office of Government Ethics

9:30 – 9:45

**Opening Remarks**

Town Hall (1<sup>st</sup> Floor)

Walter M. Shaub, Jr., Office of Government Ethics

9:45 – 10:45

**Building an Ethics Program From the Ground Up**

Town Hall (1<sup>st</sup> Floor)

If you had to create an ethics program from scratch, where would you begin? What issues would you address first? How would you allocate your time and other resources? What are your greatest risks, and how would you mitigate them? This session features a discussion among ethics officials who have had to answer those questions in the course of developing ethics programs at newly established agencies. It is designed to encourage attendees to reflect on the fundamental purpose and essential elements of an agency ethics program.

Allison George, Military Compensation and Retirement  
Modernization Commission  
Amy Mertz Brown, Consumer Financial Protection Bureau  
Barbara Mullen-Roth, Office of Government Ethics  
Richard Lepley, Consumer Financial Protection Bureau

9:45 – 10:45

**Ethics Authorities Specific to Noncareer Employees**

Room E1-001S (1st Floor)

When counseling your employees, it is essential to consider who is asking for advice, and whether any authorities apply uniquely to that particular class. This presentation will examine ethics authorities that are specific to noncareer employees, exploring topics such as the Ethics Pledge, 5 C.F.R. § 2636, the Outside Earned Income Ban, and 5 C.F.R. § 2635.807.

Monica Ashar, Office of Government Ethics

9:45 – 10:45

**Criminal and Non-Criminal “Conflicts” – Distinguishing  
18 U.S.C. § 208 From 5 C.F.R. § 2635.502**

Room E12-001N (12th Floor)

Black’s Law Dictionary defines a “conflict of interest” as “a real or seeming incompatibility between a person’s private interests and his or her public or fiduciary duties.” For executive branch employees, the consequence of a “real” versus a “seeming” conflict of interest is criminal liability versus administrative sanction. For government agencies, the consequences of each are the same, as an appearance of preferential treatment can be just as damaging to an agency’s reputation as an actual criminal conflict. As ethics officials we must correctly distinguish between “real” and “seeming” conflicts when advising employees, while adequately assessing the risks to the agency of both. This session will discuss the distinctions between 18 U.S.C. § 208 and the impartiality rules, and the consequences of each for both employees and government agencies.

Cheryl Kane-Piasecki, Office of Government Ethics

11:00 – 12:15

**Standards of Conduct: Can We Do Better?**

Town Hall (1st Floor)

In this interactive session, OGE General Counsel Dave Apol will lead a discussion and solicit feedback on OGE’s continuing effort to update and modernize the Standards of Conduct. In particular, Dave will lead a discussion on Subparts B and F with a focus on how we in the ethics community can improve the rules, increase the public’s trust in government, and more effectively support employees’ ability to achieve the missions of their agencies. Bring your questions, your concerns, and your very best suggestions for improving the Standards of Conduct.

David Apol, Office of Government Ethics

Seth Jaffe, Office of Government Ethics

*Small Agency Invitational*  
*Monday, September 15*

11:00 – 12:15

**Education and Engagement**

Room E1-001S (1st Floor)

This session features an interactive discussion on looking beyond the required training elements toward a more holistic concept of educating and engaging your employees. Although it will incorporate the regulatory training requirements, this session focuses on the larger context of creating an environment where ethics can flourish. Participants are encouraged to share their ideas, challenges, and successes related to communicating the importance of ethics and building an ethical culture.

Dale Christopher, Office of Government Ethics  
Shira Minton, Securities and Exchange Commission

11:00 – 12:15

**Managing the Challenges of Agency Staff Turnover**

Room E12-001N (12th Floor)

This session is a facilitated discussion in which OGE and attendees will work together to identify and address some of the challenges faced by small agencies when confronting staff turnover in the organization.

Ciara Guzman, Office of Government Ethics  
David Meyers, Office of Government Ethics  
Kim Kaplan, Office of Government Ethics

12:15 – 1:45

**Lunch & Learn: Electronic Filing for Reviewers: *Integrity* Demonstrated**

Room E1-001S (1st Floor)

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE's new electronic filing system.

George Hancock, Office of Government Ethics  
Gilbert Carlson, Office of Government Ethics

1:45 – 3:00

**How to Determine What Ethics Information Is Subject to Release Under FOIA**

Town Hall (1st Floor)

Under the Freedom of Information Act (FOIA), persons have the right to obtain copies of records from executive branch agencies, unless the records contain information that is exempt under the FOIA from mandatory disclosure. This session will focus on the most commonly used FOIA exemptions with respect to requests for ethics-related documents.

Vanessa Brinkmann, Department of Justice

1:45 – 3:00

**Succession Planning and the Small-Agency Ethics Program**

Room E1-001S (1st Floor)

Small agencies face unique challenges with regard to succession planning. One departing ethics official might represent half of the agency's entire ethics staff. This session will explore how small agencies can prepare for ethics program turnover – both expected and unexpected. Participants are encouraged to share their own experiences and learn from other ethics officials who have faced similar challenges.

David Meyers, Office of Government Ethics  
Jaideep Mathai, Office of Government Ethics  
Kim Kaplan, Office of Government Ethics

1:45 – 3:00

**Making Ethics Make Sense: Translating the Rules for Rank-and-File Employees**

Room E12-001N (12th Floor)

Have you ever had difficulty explaining key ethics concepts to non-practitioners? Would you like to be able to learn how your colleagues and OGE instructors meet this challenge?

In this session, OGE's Institute for Ethics in Government lead instructors will discuss techniques for communicating tough ethics ideas to regular employees. We will also discuss strategies to effectively communicate these concepts in ways accessible to non-practitioners through several exercises.

Cheryl Kane-Piasecki, Office of Government Ethics  
Patrick Shepherd, Office of Government Ethics  
Ryan Segrist, Office of Government Ethics

*Small Agency Invitational*  
*Monday, September 15*

3:15 – 4:30

**How to Get on Your Leader’s Speed Dial**

Town Hall (1st Floor)

Educating incoming employees and orienting them to federal ethics requirements is of fundamental importance, particularly when the employee has left the private sector to enter government service. However, when your new “employee” is your agency’s head, it is even more important to convey the importance of the ethics program and how it can support the agency’s mission. This session will present a discussion of best practices, as well as provide practical tips and advice.

David Apol, Office of Government Ethics  
Nancy Weiss, Institute of Museum and Library Services  
Wendy Laguarda, Farm Credit Administration

# **MIDSIZE AGENCY INVITATIONAL**

*Thursday, September 18, 2014*

Pension Benefit Guaranty Corporation  
1200 K Street, NW  
Washington, DC 20005

The Midsized Agency Invitational Day is an opportunity for ethics officials from midsized agencies, i.e., those with 300 to 4,000 employees, to learn from their peers in similarly situated agencies.

## **Metro Directions**

PBGC is located within walking distance of Metro Center (Red/Orange/Blue/Silver lines) and the McPherson Square Metro Station (Blue/Orange/Silver lines).

## **Parking**

Public parking garages are located near PBGC on 11<sup>th</sup> Street, 12<sup>th</sup> Street, and other nearby streets. PBGC itself does not have public parking. There is very limited street parking available.

## **Check-in and Pre-session**

There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:45 a.m.

The pre-session will start shortly after 8:45 a.m. It is designed as an informal event, so attendees should feel free to enter the pre-session venue at any time after they've checked in.

## **Lunch**

Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC.

# MIDSIZE AGENCY INVITATIONAL DAY AT PBGC

Thursday, September 18, 2014

	Classroom 2	Classroom 3	Classroom 4
8:45 – 9:30 Check-in Open/ Pre-session		Electronic Filing for Reviewers: <i>Integrity Demonstrated</i>	
9:30 – 10:45	OGE's New Inspection Methodology: What's in It for You?	18 U.S.C. § 207: Senior Employees and Exceptions	The Motley World of Travel-Related Gifts
11:00 – 12:15	Where Seeking, Negotiating, and the STOCK Act Merge	Understanding the Core Elements of the Post-Employment Restrictions	Official Duties vs. Outside Positions: Common Issues Ethics Officials Must Address
12:15 – 1:00 Lunch*			<b>* NEW SESSION *</b> Lunch & Learn: Standards of Conduct: Can We Do Better?
1:00 – 1:45	Lunch & Learn: Updates from OGE on Legislative Affairs, the 2014 Annual Questionnaire, and Policies on Financial Disclosure	Lunch & Learn: Identifying Particular Matters of General Applicability	Lunch & Learn: OGE's Institute for Ethics in Government: A Wealth of Resources
2:00 – 3:15	The Ethics Pledge: Post- Employment Restrictions	The WAG Exception and the Ethics Pledge: Analyzing Invitations Using Relevant Authorities	How to Determine What Ethics Information Is Subject to Release Under FOIA
3:30 – 4:45	Debriefing the Departing: Best Practices on How to Brief Departing Employees on 18 U.S.C. § 207	What Does a Program Review Team Look For?	Whose Ethics Program Is It?

\* Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC. Attendees may bring food to the Lunch & Learn sessions taking place from 12:15 p.m. to 1:45 p.m.

8:45 – 9:30

**Electronic Filing for Reviewers: *Integrity* Demonstrated**

Classroom 3

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

9:30 – 10:45

**OGE’s New Inspection Methodology: What’s in It for You?**

Classroom 2

Join the Acting Chief of OGE’s Program Review Branch for a robust discussion with ethics officials from two of the first round of agencies to undergo an ethics program inspection and one of the OGE “inspectors” assigned to conduct the inspections. The discussion will focus on both sides of the “inspection table” as panel members share their experiences with this new methodology.

Robert J. Fagan, Federal Deposit Insurance Corporation  
Cary Williams, Federal Reserve System Board of Governors  
Doug Chapman, Office of Government Ethics  
Michelle Walker, Office of Government Ethics

9:30 – 10:45

**18 U.S.C. § 207: Senior Employees and Exceptions**

Classroom 3

In this session, Chris Swartz and Rachel Dowell from OGE’s Ethics Law and Policy Branch will go beyond the basic provisions of 18 U.S.C. § 207 to review the provisions of the post-employment law concerning senior employees, including the representation of foreign entities. Chris and Rachel will also discuss various exceptions to the rule.

Chris Swartz, Office of Government Ethics  
Rachel Dowell, Office of Government Ethics

9:30 – 10:45

**The Motley World of Travel-Related Gifts**

Classroom 4

Panelists will introduce various authorities that can or should be used in connection with travel-related gifts and will walk participants through scenarios to analyze and explain the differences and interplay among those authorities.

Cheryl Kane-Piasecki, Office of Government Ethics  
Elana Cohen, U.S. Customs and Border Protection  
Kelly Selesnick, Department of Health and Human Services  
Megan Snyder, U.S. Customs and Border Protection

11:00 – 12:15

**Where Seeking, Negotiating, and the STOCK Act Merge**

Classroom 2

This session will discuss where seeking employment, negotiating for employment, and section 17 of the STOCK Act merge, and the guidance ethics officials can provide employees.

Elaine Newton, Office of Government Ethics  
Gaye Williams, Department of Commerce  
Wade Plunkett, Office of Personnel Management

11:00 – 12:15

**Understanding Core Elements of the Post-Employment Restrictions**

Classroom 3

A tidal wave of federal workers will retire from the federal government in the near future. Some of these workers will continue to work after leaving the government. This interactive session will help sharpen your skills on several of the important elements that you must analyze in applying the post-employment provisions in 18 U.S.C. § 207 to former federal workers. In particular, the session will address issues including: 1) when a particular matter involves specific parties, 2) when a matter does or does not continue to be the same particular matter, 3) what constitutes a communication, 4) what does “with the intent to influence” mean, and 5) when is a communication “on behalf of another.” The session will provide valuable insight into how to analyze these basic core elements by using case studies involving hypothetical former employees.

Jeff Green, Department of Defense  
Vincent Salamone, Office of Government Ethics

11:00 – 12:15

**Official Duties vs. Outside Positions: Common Issues Ethics Officials  
Must Address**

Classroom 4

Most ethics officials have been asked by employees if they can obtain outside employment or participate in certain activities with outside organizations to help make ends meet. Sometimes these activities appear to be related to the employees' duties. An ethics official needs to evaluate all of the relevant facts and legal authorities to decide how an employee can become involved in a particular activity.

This session will address the common issues ethics officials must address when evaluating employee participation with outside employment/activities.

Amy Mertz Brown, Consumer Financial Protection Bureau  
Andrea Bernardo, Export-Import Bank of the United States  
Mark Samburg, Consumer Financial Protection Bureau  
Patrick Carney, Federal Communications Commission

12:15 – 1:00

**Standards of Conduct: Can We Do Better?**

Classroom 4

In this interactive session, OGE General Counsel Dave Apol will lead a discussion and solicit feedback on OGE's continuing effort to update and modernize the Standards of Conduct. In particular, Dave will lead a discussion on Subparts B and F with a focus on how we in the ethics community can improve the rules, increase the public's trust in government, and more effectively support employees' ability to achieve the missions of their agencies. Bring your questions, your concerns, and your very best suggestions for improving the Standards of Conduct.

David Apol, Office of Government Ethics  
Seth Jaffe, Office of Government Ethics

1:00 – 1:45

**Lunch & Learn: Updates From OGE on Legislative Affairs, the 2014 Annual Agency Questionnaire and Policies on Financial Disclosure**

Classroom 2

Join three of OGE's staff for a lunchtime discussion about its Financial Disclosure and Legislative Affairs programs as well as the 2014 Annual Agency Questionnaire. Related to financial disclosure, part of this session will focus on transaction reporting and OGE's procedure for notifying agency heads at the end of the calendar year of their agency's report submission status. Also, learn about the tools and resources OGE makes available to agency ethics officials as part of its legislative affairs program and get the latest update on ethics legislation from the 113<sup>th</sup> Congress. Lastly, find out more about OGE's proposed changes to this year's Annual Agency Questionnaire.

Barbara Mullen-Roth, Office of Government Ethics  
Heidi Fischer, Office of Government Ethics  
Nicole Stein, Office of Government Ethics

1:00 – 1:45

**Lunch & Learn: Identifying Particular Matters of General Applicability**

Classroom 3

Have you ever run into difficulties analyzing matters of general applicability to which 18 U.S.C. § 208 may apply? If so, you are not alone. Have you ever wondered what other ethics officials at mid-sized regulatory agencies do to help deal with this challenge? If so, bring your lunch and join in on the discussion as ethics officials share their challenges and successes in analyzing matters of general applicability.

Bianca Gomez, Federal Election Commission  
Margaret Plank, Consumer Financial Protection Bureau  
Patrick Carney, Federal Communications Commission  
Sean Croston, Federal Reserve System Board of Governors

1:00 – 1:45

**Lunch & Learn: OGE's Institute for Ethics in Government: A  
Wealth of Resources**

Classroom 4

Bring your lunch to this informal session highlighting the many training resources available through OGE's Institute for Ethics in Government MAX Community and elsewhere. OGE lead instructors will briefly demonstrate how to access these resources and then ask for your opinions on how to improve the IEG's offerings.

Patrick Shepherd, Office of Government Ethics  
Ryan Segrist, Office of Government Ethics

2:00 – 3:15

**The Ethics Pledge: Post-Employment Restrictions**

Classroom 2

This session will review paragraphs 4 and 5 of the Ethics Pledge concerning post-employment activities. The session will discuss the OGE guidance issued on February 22, 2010 (DO-10-004), how an agency's standard post-employment guidance will merge with the Pledge restrictions, and recent advice given regarding these paragraphs.

Elaine Newton, Office of Government Ethics  
Heather Gottry, Commodity Futures Trading Commission  
Susan Beard, Department of Energy

2:00 – 3:15

**The WAG Exception and the Ethics Pledge: Analyzing Invitations Using  
Relevant Authorities**

Classroom 3

This panel session will discuss issues common to event analysis, including 1353 travel, use of the exception for widely attended gatherings (WAG) to the gift prohibitions, and the interaction of the WAG exception and the Ethics Pledge (E.O. 13490). It will focus specifically on the appropriate use of each authority when accepting free attendance at certain events.

Christine Conyers, Office of Government Ethics  
Hollie Beckerman Jaffe, National Institutes of Health  
Manisha Patel, Council on Environmental Quality  
Penelope Gilbertson, Social Security Administration

2:00 – 3:15

**[How to Determine What Ethics Information Is Subject to Release Under FOIA](#)**

Classroom 4

Under the Freedom of Information Act (FOIA), persons have the right to obtain copies of records from executive branch agencies, unless the records contain information that is exempt under the FOIA from mandatory disclosure. This session will focus on the most commonly used FOIA exemptions with respect to requests for ethics-related documents.

Vanessa Brinkmann, Department of Justice

3:30 – 4:45

**[Debriefing the Departing: Best Practices on How to Brief Departing Employees on 18 U.S.C. § 207](#)**

Classroom 2

This session will be presented by a panel of three experienced ethics officials from three different agencies. The panelists will share their insight and innovative approaches on how they brief departing employees on the post-employment restrictions of 18 U.S.C. § 207. Presenters will share both model practices and lessons learned.

Carol Verratti, International Trade Commission  
Kerri Cox, Office of the Director of National Intelligence  
Lisa Hayden, Pension Benefit Guaranty Corporation

3:30 – 4:45

**[What Does a Program Review Team Look For?](#)**

Classroom 3

Want to know what OGE looks for when it comes out to review or inspect your ethics program? This session will explain what OGE examines as part of its review and inspection processes, because knowing is half the battle. Discussion will include the scope of the review, the types of documents OGE requests, the officials that will be interviewed, and how OGE uses the information it collects to determine whether an ethics program is in compliance with applicable requirements. Participants will be encouraged to ask questions.

Dan Skalla, Office of Government Ethics  
Doug Chapman, Office of Government Ethics

3:30 – 4:45

**Whose Ethics Program Is It?**

Classroom 4

In this session, panelists will discuss ways that agency ethics officials can help leaders take responsibility for their agencies' ethics programs and lead those programs to success.

Sean C. Dent, Federal Housing Finance Agency  
Stuart Bender, Department of Agriculture

# **FINANCIAL DISCLOSURE FUNDAMENTALS INVITATIONAL**

*Friday, September 19, 2014*

Pension Benefit Guaranty Corporation  
1200 K Street, NW  
Washington, DC 20005

The Financial Disclosure Fundamentals Invitational Day is an entry-level course for individuals who are new to ethics and will be certifying financial disclosure forms. To maximize interaction and encourage discussion, this hands-on course has been limited to 30 participants.

## **Metro Directions**

PBGC is located within walking distance of Metro Center (Red/Orange/Blue/Silver lines) and the McPherson Square Metro Station (Blue/Orange/Silver lines).

## **Parking**

Public parking garages are located near PBGC on 11<sup>th</sup> Street, 12<sup>th</sup> Street, and other nearby streets. PBGC itself does not have public parking. There is very limited street parking available.

## **Check-in**

There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:30 a.m.

## **Lunch**

Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC.

# **FINANCIAL DISCLOSURE FUNDAMENTALS INVITATIONAL DAY AT PBGC**

**Friday, September 19, 2014**

	<b>Classroom 4</b>
<b>8:30 – 9:00</b> Check-in Open	
<b>9:00 – 10:45</b>	Fundamentals of Financial Disclosure (Part 1)
<b>11:00 – 12:30</b>	Fundamentals of Financial Disclosure (Part 1, continued)
<b>12:30 – 1:30</b> Lunch*	
<b>1:30 – 3:15</b>	Fundamentals of Financial Disclosure (Part 2)
<b>3:30 – 4:45</b>	Fundamentals of Financial Disclosure (Part 2, continued)

\* Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC.

9:00 – 10:45

**Fundamentals of Financial Disclosure (Part 1)**

Classroom 4

This is an entry-level course for officials who are new to ethics and will be certifying financial disclosure forms. The purpose of this two-part course is to provide new ethics officials with both an overview of the confidential (OGE Form 450) and public (OGE Form 278) financial disclosure forms and their reporting requirements, and also to provide general ethics guidance and resources for their agency ethics practice.

Part 1 of this course will consist of a brief overview of the executive branch financial disclosure rules and regulations, the financial disclosure system, and the requirements for the agency review and certification of the OGE Form 450.

Attendees will then review an example OGE Form 450 for both technical sufficiency and potential conflicts of interest.

Mark Stewart, Office of Government Ethics  
Michelle Walker, Office of Government Ethics

11:00 – 12:30

**Fundamentals of Financial Disclosure (Part 1, continued)**

Classroom 4

This is a continuation of Part 1 of Fundamentals of Financial Disclosure.

Mark Stewart, Office of Government Ethics  
Michelle Walker, Office of Government Ethics

1:30 – 3:15

**Fundamentals of Financial Disclosure (Part 2)**

Classroom 4

Part 2 of this course builds on the knowledge and skills attendees practiced applying in Part 1, which focused on the confidential financial disclosure form (OGE Form 450).

This part of the course will consist of an overview of the similarities and differences between the requirements for agency review and certification of confidential and public financial disclosure forms (OGE Form 278), and a specific review of the OGE Form 278 and its reporting requirements.

Attendees will then review an example OGE Form 278 and OGE Form 278-T for both technical sufficiency and potential conflicts of interest.

Emory Rounds, Office of Government Ethics  
Kim Kaplan, Office of Government Ethics  
Mark Stewart, Office of Government Ethics

3:30 – 4:45

**Fundamentals of Financial Disclosure (Part 2, continued)**

Classroom 4

This is a continuation of Fundamentals of Financial Disclosure Part 2.

Emory Rounds, Office of Government Ethics  
Kim Kaplan, Office of Government Ethics  
Mark Stewart, Office of Government Ethics

# **ADVANCED PAS NOMINEE FINANCIAL DISCLOSURE INVITATIONAL**

*Friday, September 19, 2014*

Pension Benefit Guaranty Corporation  
1200 K Street, NW  
Washington, DC 20005

The Advanced PAS Nominee Financial Disclosure Invitational Day is an advanced course for individuals who review financial disclosure reports filed by Presidential nominees requiring Senate confirmation (PAS). To maximize interaction and encourage discussion, this hands-on course has been limited to 30 participants.

## **Metro Directions**

PBGC is located within walking distance of Metro Center (Red/Orange/Blue/Silver lines) and the McPherson Square Metro Station (Blue/Orange/Silver lines).

## **Parking**

Public parking garages are located near PBGC on 11<sup>th</sup> Street, 12<sup>th</sup> Street, and other nearby streets. PBGC itself does not have public parking. There is very limited street parking available.

## **Check-in**

There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:30 a.m.

## **Lunch**

Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC.

**ADVANCED PAS NOMINEE FINANCIAL  
DISCLOSURE  
INVITATIONAL DAY AT PBGC  
Friday, September 19, 2014**

	Classroom 2
8:30 – 9:00 Check-in Open	
9:00 – 10:45	Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s (Part 1)
11:00 – 12:30	Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s (Part 1, continued)
12:30 – 1:30 Lunch*	
1:30 – 3:15	Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s (Part 2)
3:30 – 4:45	Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s (Part 2, continued)

\* Lunch is on your own. There are several lunch options within a radius of one to two blocks of PBGC.

9:00 – 10:45

**Advanced PAS Nominee Financial Disclosure: Reviewing  
Complex 278s (Part 1)**

Classroom 2

A full-day workshop for agency ethics officials who review public financial disclosure reports (OGE Form 278) for Presidentially appointed, Senate-confirmed positions (PAS nominees). The workshop includes a practical exercise in which participants will review an OGE Form 278 containing complex financial interests such as private equity partnerships, investment limited partnerships and limited liability companies, and a variety of family trusts. Participants will also analyze the report for technical completeness and conflicts, and draft an ethics agreement for the PAS nominee.

Part 1: Participants will complete a technical review of an OGE Form 278.

Jack MacDonald, Office of Government Ethics  
Keith Labeledz, Office of Government Ethics  
Megan Khaner, Office of Government Ethics  
Sandy Mabry, Office of Government Ethics  
Stephanie Nonluecha, Office of Government Ethics

11:00 – 12:30

**Advanced PAS Nominee Financial Disclosure: Reviewing  
Complex 278s (Part 1, continued)**

Classroom 2

This is a continuation of Part 1 of Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s.

Jack MacDonald, Office of Government Ethics  
Keith Labeledz, Office of Government Ethics  
Megan Khaner, Office of Government Ethics  
Sandy Mabry, Office of Government Ethics  
Stephanie Nonluecha, Office of Government Ethics

1:30 – 3:15

**Advanced PAS Nominee Financial Disclosure: Reviewing  
Complex 278s (Part 2)**

Classroom 2

Part 2: Participants will perform a conflicts analysis, identify remedies, and draft an ethics agreement.

Jack MacDonald, Office of Government Ethics  
Keith Labeledz, Office of Government Ethics  
Megan Khaner, Office of Government Ethics  
Sandy Mabry, Office of Government Ethics  
Stephanie Nonluecha, Office of Government Ethics

3:30 – 4:45

**Advanced PAS Nominee Financial Disclosure: Reviewing  
Complex 278s (Part 2, continued)**

Classroom 2

This is a continuation of Part 2 of Advanced PAS Nominee Financial Disclosure: Reviewing Complex 278s.

Jack MacDonald, Office of Government Ethics  
Keith Labeledz, Office of Government Ethics  
Megan Khaner, Office of Government Ethics  
Sandy Mabry, Office of Government Ethics  
Stephanie Nonluecha, Office of Government Ethics

# FORUM DAY 2

*Friday, September 19, 2014*

National Institutes of Health  
9000 Rockville Pike  
Bethesda, MD 20892

The Three-Day Forum brings together leaders from the executive branch ethics community, representatives from the legislative and judicial branches, members of the press, advocates from good government groups, noted thinkers from academia, officials from state and local governments, and members of the international community. It consists of plenary and breakout sessions geared toward advanced ethics law and policy issues, as well as ethics-related authorities.

## **Metro Directions**

The NIH campus is located at the Medical Center Metro Station (Red Line). The station's escalators exit onto the campus immediately in front of the NIH Gateway Center, which Summit attendees will enter for security processing. Once you receive your badge, Summit staff will be available to direct you to the Natcher Building, which is a five-minute walk from the Gateway Center. Shuttle bus service is also provided.

A map of the campus is available at <http://www.ors.od.nih.gov/maps/Pages/NIH-Visitor-Map.aspx>.

## **Parking**

Because visitor parking is extremely difficult to find at NIH, we strongly recommend that attendees take public transportation. A map of the campus, as well as information on parking, is available at <http://www.ors.od.nih.gov/maps/Pages/NIH-Visitor-Map.aspx>. Driving directions are available at <http://www.nih.gov/about/drivingdirections.htm>.

## **Check-in and Pre-session**

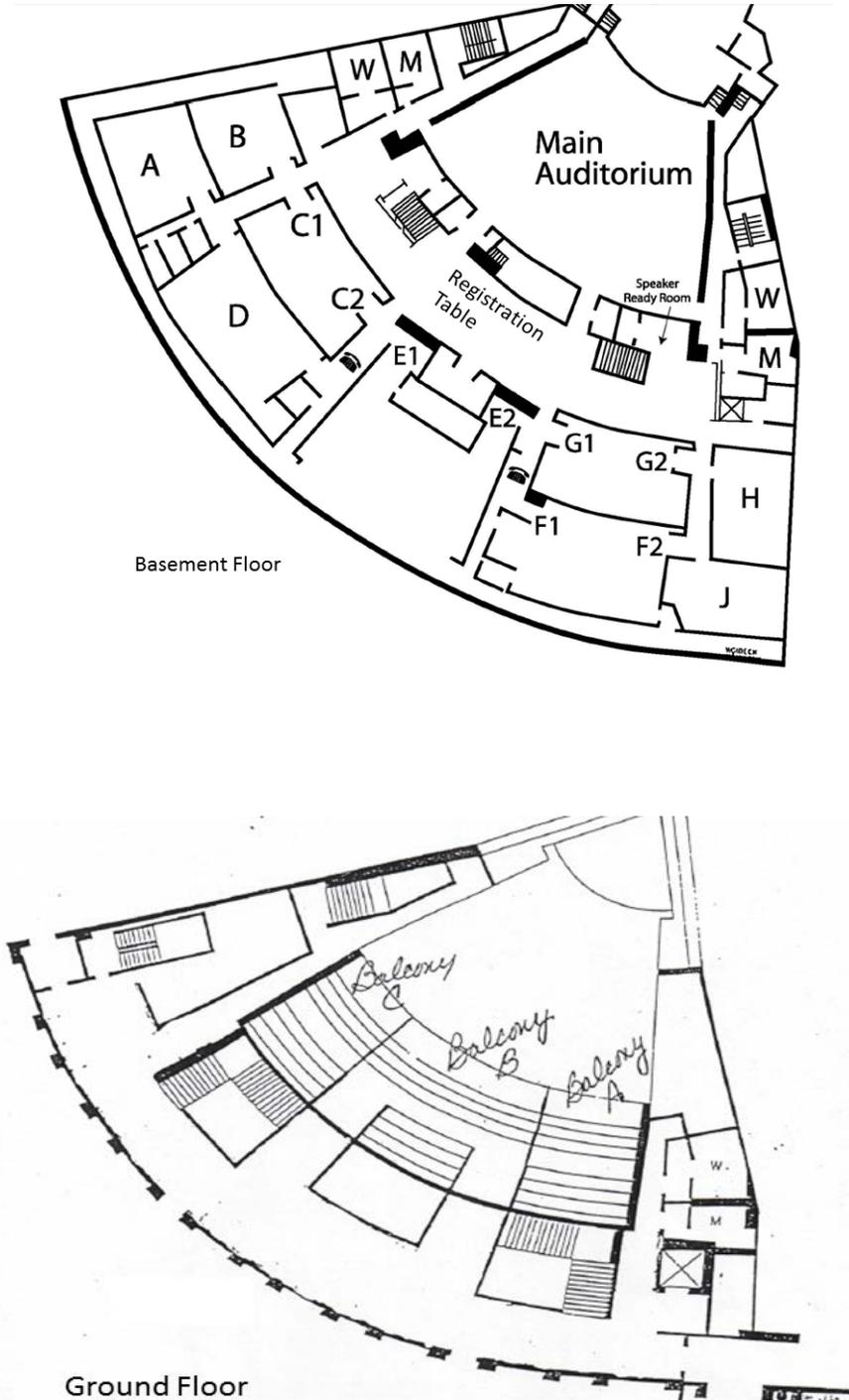
There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:00 a.m.

The pre-session will start shortly after 8:00 a.m. It is designed as an informal event, so attendees should feel free to enter the pre-session venue at any time after they've checked in.

## **Lunch**

Lunch is on your own. Attendees have the option to take lunch during any combination of the sessions that take place between 12:00 p.m. and 1:15 p.m. (marked with asterisks on the agenda-at-a-glance). The NIH cafeteria is open for lunch from 11:00 a.m. to 2:30 p.m. Food is not allowed in meeting rooms.

# Map of Meeting Rooms at NIH



## FORUM DAY 2 AT NIH

### Friday, September 19, 2014

	Kirschstein Auditorium	* Room Change* Balcony C	Balcony B	* Room Change* Room D	
8:00 – 8:45 Check-In Open/ Pre-session				Electronic Filing for Filers: <i>Integrity Demonstrated</i>	
9:00 – 10:30	Gearing Up for the 2014 Election Season: What Every Federal Employee Needs to Know About the Hatch Act	18 U.S.C. § 205(a)(2): From Doctrine to Implementation	USAID Agency-wide Integrity Working Group	Electronic Filing for Reviewers: <i>Integrity Demonstrated</i>	
10:45 – 11:45	The Nettlesome Question of Particular Matters of General Applicability	Understanding the Supplemental Agency Regulation Process	Utilizing Model Practices to Enhance Your Ethics Program	Managing Ethics Records Under the New GRS 2.8	
12:00 – 12:30 *		Getting to EIF	Stop Making This Mistake: Clarifying 5 C.F.R. § 2635.502(a)(2)&(c)	Utilizing Model Practices to Enhance Your Ethics Program (Synopsis)	
12:30 – 1:15 *					
1:15 – 2:15		Do We Have the Right Ethics Rules to Protect the Public's Trust?			
2:30 – 3:30		Compliance Convergence			
3:45 – 5:00	Government Travel and Related Ethics, Appropriations, and Gift Authorities	What Role Do HR/Employee Relations Specialists Play in an Agency's Ethics Program?	Considerations in Drafting 208(b)(1) Determinations	Electronic Filing for Reviewers: <i>Integrity Demonstrated</i>	

\* Lunch is on your own. Attendees have the option to take lunch during any combination of the sessions marked with asterisks. The NIH cafeteria is open for lunch from 11:00 a.m. to 2:30 p.m. Food is not allowed in meeting rooms.

8:00 – 8:45

**Electronic Filing for Filers: *Integrity* Demonstrated**

Room D (Room Change)

This interactive session will focus on how filers will interface with *Integrity*, OGE's new electronic filing system. Members of the *Integrity* team will address questions that ethics officials will likely receive from their filers and will answer your questions as well.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

9:00 – 10:30

**Gearing Up for the 2014 Election Season: What Every Federal Employee Needs to Know About the Hatch Act**

Ruth L. Kirschstein Auditorium

The Congressional election season is in full swing, and federal employees continue to become more politically active, in part, because most employees now have access to the internet at home and at work. Do you know whether it is a Hatch Act violation to forward an email you received from a political party? Are you permitted to tweet your views about a candidate during your lunch break? How about inviting friends to a fundraiser? This session discusses in detail the prohibited and permitted activities under the Hatch Act, which governs the political activity of federal employees. Special attention will be placed on novel issues and emerging trends the Office of Special Counsel observed during and since the last election cycle. For example, the session will wrestle with Hatch Act issues surrounding agency and employee participation on Facebook, Twitter, and the like. In addition, this session will discuss recent amendments to the Hatch Act, in particular the new penalty structure.

Ana Galindo-Marrone, Office of Special Counsel

9:00 – 10:30

**18 U.S.C. § 205(a)(2): From Doctrine to Implementation**

Balcony C (Room Change)

In this session, Leigh Francis and Rachel Dowell from OGE's Ethics Law and Policy Branch will cover the elements of 18 U.S.C. § 205(a)(2) and provide specific examples to help participants understand the nuances of the prohibition. Susan Heller of DHS and Paul Conrad of FEMA will then share programmatic issues in implementing and advising on this statute.

Leigh Francis, Office of Government Ethics  
Paul E. Conrad, Federal Emergency Management Agency  
Rachel Dowell, Office of Government Ethics  
Susan Heller, Department of Homeland Security

9:00 – 10:30

**USAID Agency-wide Integrity Working Group**

Balcony B

At USAID, the conclusion that an effective ethics program requires the commitment of several offices, and not just the DAEO, has led to the establishment of an agency-wide Integrity Working Group (IWG) consisting of the DAEO and ADAEO, the Deputy IG for Investigations, the Director of HR/Labor Management Relations, the Chief Information Security Officer, and the Deputy of the Office of Security. The IWG has been having regular meetings for over two years, and what was initially an ad hoc group has now been institutionalized in agency regulations. Initially, the IWG was a way to coordinate efforts, but the IWG has broadened over time to also explore the various perspectives the individual offices have. The IWG has been deemed invaluable by the agency's DAEO, who has found it instrumental in discussing difficult ethics issues with agency senior management and being able to convey a more corporate-level response, as opposed to simply an ethics opinion.

James Peters, U.S. Agency for International Development  
Lisa McClenon, U.S. Agency for International Development

9:00 – 10:30

**Electronic Filing for Reviewers: *Integrity* Demonstrated**

Room D (Room Change)

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE's new electronic filing system.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

10:45 – 11:45

**The Nettlesome Question of Particular Matters of General Applicability**

Ruth L. Kirschstein Auditorium

“What type of ‘matter’ is involved?” is a critical threshold question for criminal conflict of interest statutes and ethics rules because the type of matter determines the scope of applicable prohibitions and regulatory exemptions. Yet, drawing lines between different types of matters can be particularly vexing for ethics officials. This workshop will confront the gray areas between “particular matters of general applicability,” and the broader category of “matter” and the narrower category of “particular matter involving specific parties,” while providing constructive guidelines and advice for analyzing whether something does (or does not) constitute a particular matter of general applicability.

David Apol, Office of Government Ethics  
Helen Eisner, Office of Government Ethics  
Robert Shapiro, Department of Labor

10:45 – 11:45

**Understanding the Supplemental Agency Regulation Process**

Balcony C (Room Change)

This panel will discuss and address 1) whether an agency needs a supplemental ethics regulation to accomplish its goals, 2) appropriate subject-matter areas to include in a supplemental agency ethics regulation, and 3) a summary of OGE’s role in assisting agencies in this process.

Amber Vail, Consumer Financial Protection Bureau  
Amy Braud, Office of Government Ethics  
Amy Mertz Brown, Consumer Financial Protection Bureau  
Seth Jaffe, Office of Government Ethics

10:45 – 11:45

**Utilizing Model Practices to Enhance Your Ethics Program**

Balcony B

OGE’s Compliance Division is in a unique position to observe the various ways that executive branch agencies structure and manage their ethics programs. In this session, we’ll share some of the model practices from various agencies to assist you with efficiently and effectively managing your ethics program. Jeannine Turenne from the Consumer Financial Protection Bureau will be sharing model practices relating to CFPB’s process of vetting employees.

Jeannine Turenne, Consumer Financial Protection Bureau  
Michelle MaGee, Office of Government Ethics

10:45 – 11:45

**Managing Ethics Records Under the New GRS 2.8**

Room D (Room Change)

OGE has teamed with the National Archives and Records Administration to draft revisions to the General Records Schedule that reflect current functions and practices in executive branch ethics offices. In this session, we will review those revisions and discuss how *Integrity*, OGE's new system for electronically filing and reviewing public financial disclosures, will provide new options for managing ethics records.

Paul Ledvina, Office of Government Ethics

12:00 – 12:30

**Getting to EIF**

Balcony C (Room Change)

Do you have filers with lots of investment funds such as private equity funds, hedge funds, and venture capital funds? If so, one of the most crucial questions for you is whether these investment funds qualify as Excepted Investment Funds (EIF). EIFs allow for reduced disclosure because these funds are widely held, widely diversified or publicly traded, and not self-directed. This informal discussion will address the criteria and provide tips for determining whether a fund qualifies as an EIF.

Lorna Syme, Office of Government Ethics

12:00 – 12:30

**Stop Making This Mistake: Clarifying 5 C.F.R. § 2635.502(a)(2) &(c)**

Balcony B

In this session, we will discuss the role of “covered relationships” in making impartiality determinations and teach you an approach to Subpart E that can improve your impartiality analyses.

Patrick Shepherd, Office of Government Ethics  
Ryan Segrist, Office of Government Ethics

12:00 – 12:30

**Utilizing Model Practices to Enhance Your Ethics Program  
(Synopsis)**

Room D (Room Change)

OGE's Compliance Division is in a unique position to observe the various ways that executive branch agencies structure and manage their ethics programs. In this session, we will share some of the model practices from various agencies to assist you with efficiently and effectively managing your ethics program.

Michelle MaGee, Office of Government Ethics

1:15 – 2:15

**Do We Have the Right Ethics Rules to Protect the Public's Trust?**

Ruth L. Kirschstein Auditorium

The panel will discuss whether ethics laws and regulations go too far or not far enough to protect the public's trust. OGE General Counsel David Apol will moderate the discussion.

David Apol, Office of Government Ethics

Norman Eisen, former U.S. Ambassador and Special Counsel to the President

Richard Painter, University of Minnesota Law School and Harvard University; former Associate Counsel to the President

2:30 – 3:30

**Compliance Convergence**

Ruth L. Kirschstein Auditorium

The panel will discuss the similarities between private and public sector ethics and compliance programs, as well as successful solutions to common challenges. The panel will also examine a specific government agency that integrated ethics responsibilities into a broader compliance program.

Emil Moschella, Rutgers School of Law

Joseph Gangloff, Office of Government Ethics

Patrick Kelley, Federal Bureau of Investigation

Tim Mazur, Ethics and Compliance Officer Association

Forum Day 2  
Friday, September 19

3:45 – 5:00

**Government Travel and Related Ethics, Appropriations, and Gift Authorities**

Ruth L. Kirschstein Auditorium

Lenny Loewentritt will discuss various travel- and ethics-related policies and regulations affecting all employees of the government. He will discuss issues relating to frequent-flyer benefits, premium-class accommodations, use of the government charge card, acceptance of payment for travel expenses from non-federal sources, the airline contract City Pair Program, routing of travel, refreshments at conferences, use of rental cars, and a number of other travel-related issues. There will also be opportunity for questions and answers on any travel-related issues.

Lennard Loewentritt, General Services Administration

3:45 – 5:00

**What Role Do Human Resources/Employee Relations Specialists Play in an Agency's Ethics Program?**

Balcony C (Room Change)

This panel discussion will focus on the experiences of Human Resources/Employee Relations Specialists in pursuing personnel actions related to violations of the Standards of Ethical Conduct for Employees of the Executive Branch, for instance, employees taking prohibited gifts; misuse of government time, information, or property; and conflicting outside activities. Panelists will address the following questions: How often do HR/Employee Relations Specialists deal with these types of issues? How do they come to light? What processes do the HR/Employee Relations Specialists follow when investigating misconduct or advising managers on how to handle the misconduct? How can HR/Employee Relations Specialists benefit from consulting their agency ethics officials?

Christina Peterson, National Science Foundation  
Diana Veilleux, Office of Government Ethics  
Julie Bednar, Department of the Interior

3:45 – 5:00

**Considerations in Drafting 208(b)(1) Determinations**

Balcony B

In this session, OGE’s General Counsel David Apol and Assistant Counsel Chris Swartz will discuss the art of drafting 18 U.S.C. 208(b)(1) determinations. The presenters will discuss the history and purpose behind the enactment of 208(b)(1), review initial considerations that should be made prior to drafting, and discuss model templates and language that agencies may use when drafting 208(b)(1) determinations.

Chris Swartz, Office of Government Ethics  
David Apol, Office of Government Ethics

3:45 – 5:00

**Electronic Filing for Reviewers: *Integrity* Demonstrated**

Room D (Room Change)

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

# **FORUM DAY 3**

*Tuesday, September 23, 2014*

Federal Housing Finance Agency  
Constitution Center  
400 7<sup>th</sup> Street, SW  
Washington, DC 20024

The Three-Day Forum brings together leaders from the executive branch ethics community, representatives from the legislative and judicial branches, members of the press, advocates from good government groups, noted thinkers from academia, officials from state and local governments, and members of the international community. It consists of plenary and breakout sessions geared toward advanced ethics law and policy issues, as well as ethics-related authorities.

## **Metro Directions**

FHFA is located at the L'Enfant Plaza Metro Station (Blue/Yellow/Orange/Green/Silver lines). Once in the station, follow the signs for the 7<sup>th</sup> & D Street exit. Upon exiting the station, turn left on D Street. At the corner, turn left on 7<sup>th</sup> Street. The entrance to Constitution Center is halfway down the block on the left.

## **Parking**

Public parking garages are located nearby at 480 L'Enfant Plaza, SW (Ace Parking) and Federal Center Plaza, 500 C Street, SW (Colonial Parking). There is no public parking available at Constitution Center.

## **Check-in and Pre-sessions**

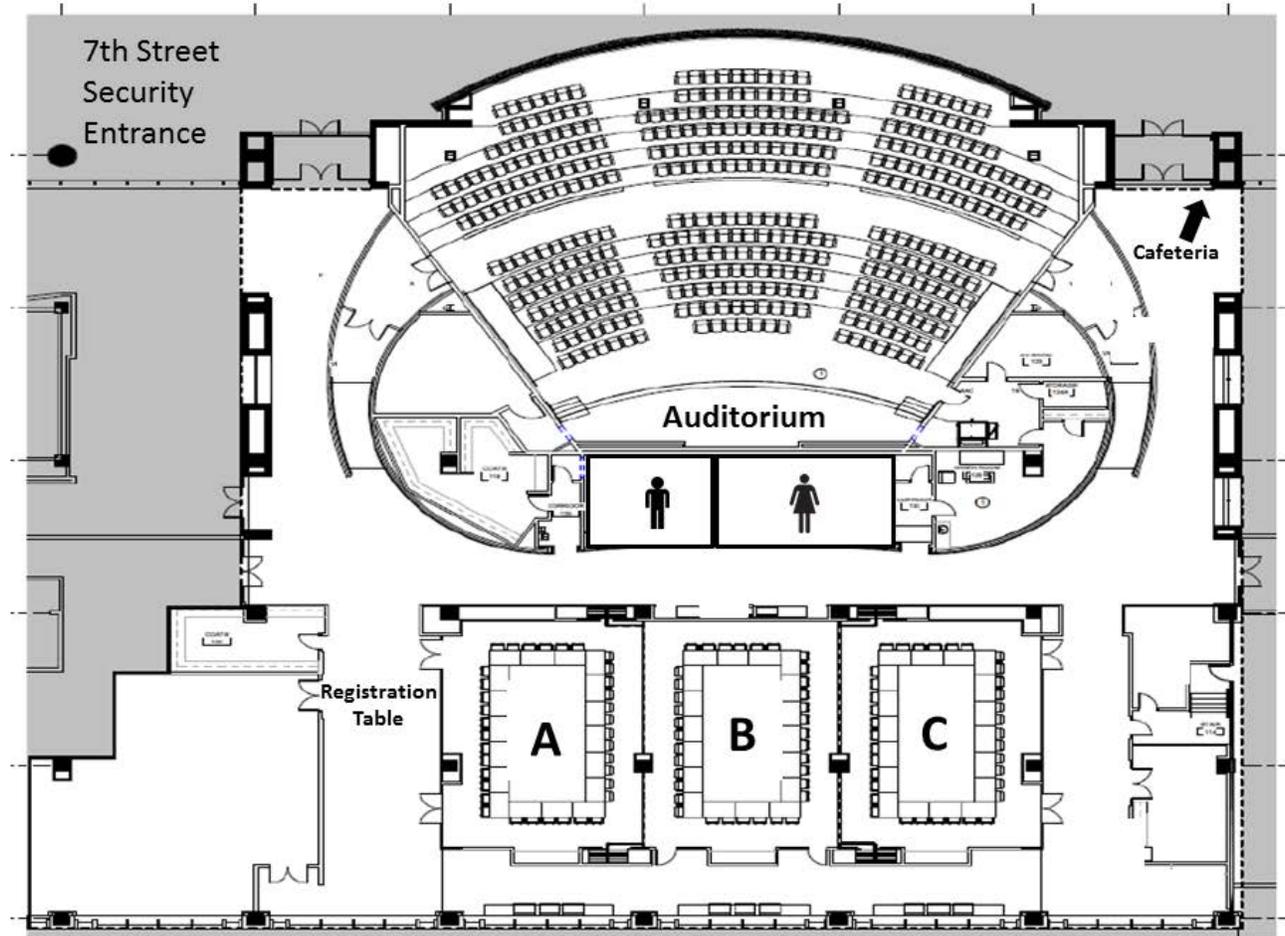
There is no on-site registration. All participants should have registered online in advance. Registrants may check in starting at 8:00 a.m.

The pre-sessions will start shortly after 8:00 a.m. They are designed as informal events, so attendees should feel free to enter pre-session venues at any time after they've checked in.

## **Lunch**

Lunch is on your own. The FHFA cafeteria is open for lunch from 11:30 a.m. to 2:00 p.m. Attendees have the option to take lunch during any combination of the sessions that take place between 12:30 p.m. and 2:00 p.m. (marked with asterisks on the agenda-at-a-glance). Food is allowed in Rooms A, B, and C, but not in the Auditorium.

## Map of Meeting Rooms at FHFA



## FORUM DAY 3 AT FHFA Tuesday, September 23, 2014

	Auditorium	Room A	Room B	Room C
8:00 – 8:45 Check-in Open/ Pre-session		Electronic Filing for Filers: <i>Integrity Demonstrated</i>		
9:00 – 9:45 Pre-sessions	When Is an Employee’s Outside Teaching, Speaking, or Writing “Related to” Official Duties?	Electronic Filing for Reviewers: <i>Integrity Demonstrated</i>	Managing Ethics Issues of SGEs on Federal Advisory Committees	
10:00 – 10:30	Opening Remarks			
10:30 – 11:00	The Executive Branch Ethics Program From 50,000 Feet			
11:15 – 12:15	Ethics Across the Three Branches: Hot Topics and Issues of Common Interest	GAO’s Green Book and Yellow Books: an Ethics Perspective		
12:30 – 1:15 *		Leading Your Ethics Program: An Introduction to Risk Management	Resolving Impartiality Concerns – Which Door Will You Choose?	
1:15 – 2:00 *	Adventures of an Ethics Czar		Ethics-Related Investigations and Investigative Techniques	
2:15 – 3:30	Whistleblower Protection: Why It’s Important to Good Government and How It Works	Ethics Issues Common to Regulatory Agencies	Essentials of Ethics Enforcement	
3:45 – 4:45	Ethics Community Stakeholders: How the Press, Good Government Groups, and Others Work Toward Common Goals			
4:45 – 5:15	Keynote Speaker: The Honorable Donna Edwards, U.S. House of Representatives			
5:15 – 5:30	Closing Remarks			

\* Lunch is on your own. Attendees have the option to take lunch during any combination of the sessions marked with asterisks. The FHFA cafeteria is open for lunch from 11:30 a.m. to 2:00 p.m. Food is allowed in Rooms A, B, and C, but not in the Auditorium.

8:00 – 8:45

**Electronic Filing for Filers: *Integrity* Demonstrated**

Room A

This interactive session will focus on how filers will interface with *Integrity*, OGE’s new electronic filing system. Members of the *Integrity* team will address questions that ethics officials will likely receive from their filers and will answer your questions as well.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

9:00 – 9:45

**When is an Employee’s Outside Teaching, Speaking, or Writing “Related to” Official Duties?**

Auditorium

In this session, Seth Jaffe and Leigh Francis from OGE’s Ethics Law and Policy Branch will explore the background of the teaching, speaking, and writing restriction in 5 C.F.R. § 2635.807. They will then examine the complex issue of when teaching, speaking, or writing relates to an employee’s official duties, explaining the definition and providing examples to illuminate the concepts.

Leigh Francis, Office of Government Ethics  
Seth Jaffe, Office of Government Ethics

9:00 – 9:45

**Electronic Filing for Reviewers: *Integrity* Demonstrated**

Room A

This interactive session will focus on how ethics officials and other financial disclosure report reviewers will interface with *Integrity*, OGE’s new electronic filing system.

George Hancock, Office of Government Ethics  
Steven Corbally, Office of Government Ethics

9:00 – 9:45

**Managing Ethics Issues of SGEs on Federal Advisory Committees**

Room B

Federal advisory committees play a vital role in developing public policy and government rules on a wide array of issues. Many of the experts who provide advice to policymakers through these committees are special government employees (SGEs). This session will provide information that ethics officials should know concerning the Federal Advisory Committee Act (FACA) and the roles of officials involved in implementing this Act. This session will provide insight that will enable ethics officials to sharpen their skills in managing the ethics issues that arise from having SGEs serving on these committees.

Daniel Fort, Environmental Protection Agency  
Lorelei Kowalski, General Services Administration  
Vincent Salamone, Office of Government Ethics

10:00 – 10:30

**Opening Remarks**

Auditorium

Walter M. Shaub, Jr., Office of Government Ethics

10:30 – 11:00

**The Executive Branch Ethics Program From 50,000 Feet**

Auditorium

Every year OGE collects valuable agency ethics program information via the annual reports executive branch agencies are required to submit under the Ethics in Government Act. These reports give OGE a snapshot of each agency's ethics program, while the compiled data provides OGE with an overview of the entire executive branch ethics program. OGE is excited to share with you highlights, comparative data, and trends from the 2013 Annual Agency Questionnaire.

Nicole Stein, Office of Government Ethics

11:15 – 12:15

**Ethics Across the Three Branches: Hot Topics and Issues of Common Interest**

Auditorium

This panel will engage in an interesting discussion of ongoing and emerging ethics issues of common interest to each branch of government. The panel will provide a comparative look at the similarities and differences between each branch's ethics rules and approaches.

David Apol, Office of Government Ethics  
John Sassaman, Senate Select Committee on Ethics  
Omar Ashmawy, U.S. House of Representatives Office of Congressional Ethics  
Robert Deyling, Judicial Conference Committee on Codes of Conduct, Administrative Office of the U.S. Courts  
Shelley Finlayson, Office of Government Ethics  
Tom Rust, U.S. House of Representatives Committee on Ethics

11:15 – 12:15

**GAO's Government Auditing Standards (The Yellow Book) and Standards for Internal Control in the Federal Government (The Green Book): An Ethics Perspective**

Room A

This session will explore how the audit and internal control standards promulgated by the U.S. Government Accountability Office foster the commitment to integrity that is critical to maintaining the value of government-provided services and information.

Eric H. Holbrook, U.S. Government Accountability Office

12:30 – 1:15

**Leading Your Ethics Program: An Introduction to Organizational Risk Management**

Room A

What if you could see the places in your organization where ethics problems are likely to occur? Would it change the way you train? Would it change the way you deploy program resources? Could it change the amount of resources that you have to deploy?

While we can't make you clairvoyant, you can learn to work with stakeholders in your organization to proactively identify, assess, and mitigate ethics risk. By doing so, you can make compliance meaningful while protecting your organization.

In this workshop, instructors will introduce you to a framework for managing risk.

Patrick Shepherd, Office of Government Ethics  
Ryan Segrist, Office of Government Ethics

12:30 – 1:15

**Resolving Impartiality Concerns – Which Door Will You Choose?**

Room B

This short lunchtime session will help participants visualize the conceptual framework for resolving impartiality concerns under Subpart E of the Standards of Conduct.

Kim Kaplan, Office of Government Ethics

1:15 – 2:00

**Adventures of an Ethics Czar**

Auditorium

Norman Eisen, former Special Counsel to President Obama, will discuss his role in the Administration's initiatives on ethics, lobbying, and transparency – and the surprising and funny ways those same issues came up in his subsequent job as a U.S. Ambassador.

Norman Eisen, former U.S. Ambassador and Special Counsel to the President

1:15 – 2:00

**Ethics-Related Investigations and Investigative Techniques**

Room B

Join us for a conversation about the interplay between ethics regulations, investigations, and the role you play regardless of where you are on the advice-investigations ladder. We will cover common violations in the executive branch and Congress, the investigations that result from them, and the roles and responsibilities that agency officials may have when providing advice or reporting misconduct. We will also cover the nuts and bolts of how to conduct investigations, including gathering evidence before giving advice and using publicly available information before or after providing counsel.

Omar Ashmawy, U.S. House of Representatives Office of  
Congressional Ethics

Paul Solis, U.S. House of Representatives Office of Congressional  
Ethics

1:15 – 2:00

**OGE's Education Efforts: Where We've Been and Where We're Headed**

Room C

In this session, OGE's team of instructors will discuss how the experiences of the past year and a half have informed decisions about future professional development offerings.

The instructors invite participants to join the conversation about how OGE should direct its efforts in FY15.

Cheryl Kane-Piasecki, Office of Government Ethics

Patrick Shepherd, Office of Government Ethics

Ryan Segrist, Office of Government Ethics

2:15 – 3:30

**Whistleblower Protection: Why It's Important to Good Government and How It Works**

Auditorium

We all hope that government will operate with integrity and efficiency and in the best interest of the public we serve. But when that doesn't happen and agencies choose not to do the right thing, conscientious employees can choose to blow the whistle and put a stop to fraud, waste, and abuse. Whistleblowers have an important role in identifying corrupt practices and are rightfully accorded special protection from reprisal. This session will explain what employee activities are protected under the Whistleblower Protection Act, why these protections are important to good government, and how the whistleblower process works.

Adam Miles, Office of Special Counsel  
Patricia Harned, Ethics Resource Center  
Robert P. Storch, Department of Justice

2:15 – 3:30

**Ethics Issues Common to Regulatory Agencies**

Room A

Similarly situated agencies tend to encounter similar issues. This session will explore issues that regulatory agencies typically encounter. These could include: how to best screen regulators for conflicts of interest, deciding when to grant waivers for participation in particular matters, or deciding whether an agency needs an outside activities prior-approval requirement. The session is intended to be an interactive engagement in which agency ethics officials learn from one another how to deal with their common issues.

Charles Beamon, Federal Energy Regulatory Commission  
Michael Korwin, Federal Deposit Insurance Corporation  
Jeffrey Pienta, Farm Credit Administration

2:15 – 3:30

**Essentials of Ethics Enforcement**

Room B

This session will focus on the role of the ethics official in the federal agency enforcement scheme. Topics covered will include the ethics official's role in agency investigations and disciplinary actions, as well as significant cases involving ethics infractions.

Diana Veilleux, Office of Government Ethics  
Janice Kullman, Federal Housing Finance Agency

2:15 – 3:30

**Illegal Gratuities: 18 U.S.C. § 201**

Room C

This session will focus on defining what constitutes an illegal gratuity under 18 U.S.C. § 201 and the relationship of 18 U.S.C. § 201 to the gift rules and other statutes.

Edward Sullivan, Public Integrity Section, Department of Justice

3:45 – 4:45

**Ethics Community Stakeholders: How the Press, Good Government Groups, and Others Work Toward Common Goals**

Auditorium

What do good government advocacy groups, the press, OGE, and executive branch agencies have in common? Whether through internal controls or external oversight, these entities help ensure a transparent federal government that functions with integrity and is free from conflicts of interest. Meet some of the players who ensure that the federal government is held accountable for adhering to ethical standards and requirements. The discussion will focus on how various groups contribute to the common goals of transparency, integrity, and accountability.

Craig Holman, Public Citizen  
Eric Yoder, The Washington Post  
Jason Miller, Federal News Radio  
Scott Amey, Project on Government Oversight

*Forum Day 3*  
*Tuesday, September 23*

4:45 – 5:15

**Keynote Speaker: The Honorable Donna Edwards, U.S. House of Representatives**

Auditorium

The Honorable Donna Edwards of the U.S. House of Representatives will discuss the importance of government ethics.

Donna Edwards, U.S. House of Representatives

5:15 – 5:30

**Closing Remarks**

Auditorium

Walter M. Shaub, Jr., Office of Government Ethics

# Speaker Biographies

## **Asim Akbari, Department Of Health And Human Services**

Asim Akbari joined the Ethics Division of Office of the General Counsel at the Department of Health and Human Services in June 2007. He currently serves as the Team Leader of the Ethics Advice Section. Asim worked for two years in private practice in New York City prior to his Federal service. He had worked eight years in the Office of the General Counsel at the Social Security Administration, initially in the Litigation Division where he defended SSA in Social Security disability claims in Federal district and appellate court. He then worked for three years in the General Law Division at SSA primarily providing ethics advice and training and reviewing financial disclosure reports. He received his B.A. in History and Political Science from Oberlin College in 1993 and J.D. from the University of Illinois at Champaign-Urbana in 1996. He is a member of the New York Bar.

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## **Scott Amey, Project on Government Oversight**

Scott Amey is POGO's general counsel and directs contract oversight investigations, including reviews of federal spending on goods and services, the responsibility of top federal contractors, and conflicts-of-interest and ethics concerns that have led to questionable contract awards. Scott testifies before Congress and federal agency panels, submits public comments on proposed regulations, educates the public by working with the media, and publishes reports, alerts, and blogs on contracting and openness issues. Scott rejoined the staff in 2003, and previously worked at POGO in the mid-1990s as a one of the organization's most prolific investigators. Scott left POGO in 1998 to attend law school, after which he clerked for the Honorable James A. Kenney, III, at the Court of Special Appeals of Maryland from 2001-2003. Amey received a J.D., magna cum laude, from the University of Baltimore School of Law in 2001, and a B.A. from the University of Pittsburgh in 1993. Scott is licensed to practice law in Maryland. He has appeared on CNN, NBC, CNBC, ABC, and NPR, and has been quoted in The New York Times, Washington Post, Wall Street Journal, Washington Times, and USA Today, among others, and often provides background information and leads to the media.

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## **David Apol, Office of Government Ethics**

Prior to his position as General Counsel at the Office of Government Ethics (OGE), Mr. Apol's served as the Chief Counsel for Administrative Law at the Office of the U.S. Trade Representative, leading the administrative law program of a cabinet-level agency. Before that, he served as an Associate General Counsel at OGE, where his accomplishments included both working on ethics law reform in the United States and advising a foreign government on establishing its own ethics laws at a critical time of political change. Prior to coming to OGE, Mr. Apol served as Associate Counsel to the President, advising the President, the First Lady, and senior White House officials on ethics issues and the Presidential nominee financial disclosure program. In that capacity, he had the opportunity to work personally with ethics officials from almost every executive branch agency. Mr. Apol served as an executive branch agency ethics official at the Department of Labor from 1992 to 2000, where he was charged with establishing and then managing a new Department-wide ethics program. Previously, he served as a Counsel for the Senate Ethics Committee from 1987 to 1992. Prior to coming to Washington, Mr. Apol served as a Judge Advocate General Officer in the U.S. Army where he was responsible for ethics, administrative law, international law and contract law. He is a graduate of both Wheaton College and the University of Michigan Law School.

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## **Monica Ashar, Office of Government Ethics**

Monica Ashar is an Assistant Counsel in the Program Counsel Division of the U.S. Office of Government Ethics. Having previously served as an OGE Desk Officer, she continues to provide assistance to ten executive branch agencies. Prior to joining OGE in September 2012, she served for eight years in various roles at the National Endowment for the Arts (NEA). While working there full time, she began her legal studies as an evening student. In 2011, she graduated from Georgetown University Law Center and became the NEA's Alternate Designated Agency Ethics Official. Ms. Ashar also holds a master's degree from Carnegie Mellon University's Heinz School of Public Policy and Management, as well as a bachelor's degree from the Catholic University of America.

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## **Omar Ashmawy, Office of Congressional Ethics U.S. House of Representatives**

Omar Ashmawy is the Staff Director and Chief Counsel with the Office of Congressional Ethics.

Immediately prior to joining the OCE, Mr. Ashmawy completed eight years of active duty service in the United States Air Force. Assigned to the Judge Advocate General Corps, he worked as a prosecutor and defense counsel representing both the United States government and active duty military members in a wide range of criminal and administrative matters, to include both high-profile and complex litigation. His final assignment on active duty was with the Office of the Chief Prosecutor, Office of Military Commissions where he prosecuted U.S. v. Hamdan, the first litigated U.S. war crimes tribunal since World War II.

Mr. Ashmawy was previously the OCE's first Deputy Chief Counsel. He received a Bachelor of Arts degree in political science, with a focus on political theory and Middle East policy, from The George Washington University in Washington, DC. He received his Juris Doctor from The George Washington University School of Law.

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## **Susan Beard, Department Of Energy**

Susan Beard Assistant General Counsel for General Law, Department of Energy

Susan is the leader and supervisor of the Energy Department's attorneys who provide legal advice and counsel in a wide range of areas, including ethics, personnel and labor law, information law, Constitutional law, appropriations, property law, and administrative litigation.

Susan is a recognized leader in the area of ethics law and has served as an ethics law practitioner for 25 years. She has been the lead ethics official – the Designated Agency Ethics Official – at the Department of Energy for more than 10 years and prior to that she was the deputy for that role. Susan has received an SES rank award for her outstanding legal contributions to the Department of Energy. Susan also received the first Department of Energy General Counsel's Award for Legal Excellence.

Susan has experience in working in both a small agency and a Cabinet Department. She started her Federal career as a staff attorney with the Federal Election Commission. Susan received her JD from UCLA where she also served on its law review. She is a member of the California and District of Columbia Bars. Susan has a BA in anthropology from Pomona College.

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### **Holli Beckerman Jaffe, National Institutes of Health (NIH)**

Holli Beckerman Jaffe has been active in government ethics for more than 20 years. Currently, she is the Director of the NIH Ethics Office at the National Institutes of Health. Prior to assuming this position, Ms. Jaffe served as Ethics Counsel to the National Institutes of Health as an attorney in the Office of the General Counsel, Department of Health and Human Services. In 2002, she completed a detail to The White House as an Ethics Advisor in the Office of the Counsel to the President. Before coming to HHS, Ms. Jaffe was the Assistant General Counsel for the Ethics Law Division in the Office of the General Counsel, Department of Housing and Urban Development, and an Ethics Counselor in the General Law Division of the Pension Benefit Guaranty Corporation's General Counsel's Office. She received a Bachelor of Arts degree from the State University of New York at Binghamton, and a Juris Doctor degree from the Washington College of Law, American University.

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### **Julie Bednar, Department Of The Interior**

Julie Bednar is the Deputy Associate Director for the Department of the Interior's Interior Business Center (IBC) with over 20 years of experience in the Federal Human Resources field and a passion for supporting the federal employee workforce. Ms. Bednar has provided dozens of training opportunities to HR professionals and the general federal employee population on topics such as employee relations, labor relations, performance management and recruitment. Ms. Bednar has "grown up" in the federal Human Resources world, holding positions in processing, recruitment, employee relations, labor relations, first-line management and middle management over the past 20 years. As an HR Specialist, she had many occasions to provide one-on-one guidance to supervisors when addressing employee conduct and performance matters. As a supervisor and manager, Ms. Bednar has proposed and decided upon conduct and performance issues as well. Ms. Bednar was recognized as the IBC's Supervisor of the Year in 2010, and has received numerous performance and special act awards. Ms. Bednar holds a Bachelor's of Science degree in Business Administration from Colorado State University. Ms. Bednar believes that the federal employee workforce deserves positive recognition, fair treatment and accountability for the hard work of keeping the United States running every day.

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### **Stuart Bender, Department Of Agriculture**

Stuart Bender serves as the Designated Agency Ethics Official (DAEO) and Director of the Office of Ethics at the Department of Agriculture (USDA). In this capacity, Mr. Bender is responsible for coordinating and managing the Department's Ethics Program, serving USDA employees across the country and around the globe. Mr. Bender reports directly to USDA's General Counsel.

Mr. Bender has been a public servant for more than 26 years. Before joining USDA in 2010, Mr. Bender was the Designated Agency Ethics Official and Assistant General Counsel at the Office of Management and Budget. From 1995 to 2004, he served as the Legal Counsel and Ethics Officer for the U.S. Holocaust Memorial Museum during its first decade. He has served as an Assistant Counsel and Alternate Designated Agency Ethics Official in the Executive Office of the President and as a civilian attorney in the U.S. Navy.

Mr. Bender received his B.A. degree, cum laude, in political science from Brandeis University, and holds a J.D. degree, cum laude, from the George Washington University School of Law.

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### **Andrea Bernardo, Export-Import Bank Of The United States**

Andrea Q. Bernardo has been the Assistant General Counsel for Administration and ADAEO at the Export-Import Bank of the United States since May of 2013. Ms. Bernardo has been involved in Ethics and compliance issues at six Federal agencies and in the private sector for over 26 years.

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### **Deborah Bortot, Office of Government Ethics**

Deborah Bortot is the Chief of the Presidential Nominations Branch in the General Counsel and Legal Policy Division at the Office of Government Ethics (OGE). Ms. Bortot joined OGE as a Financial Analyst in 1998. Ms. Bortot is currently responsible for the financial disclosure program for Presidential nominees to positions requiring Senate confirmation (PAS nominees). OGE reviews the financial interests of PAS nominees for possible conflicts of interest with their prospective duties. Where such potential conflicts are found, OGE develops remedies so that the President's appointees can carry out their duties with integrity. In her role as Chief of the Presidential Nominations Branch, Ms. Bortot is responsible for assigning and overseeing the review of financial disclosure reports for PAS nominees. OGE uses a cross-functional approach to staffing the PAS nominee program. Ms. Bortot supervises a staff dedicated fulltime to the PAS nominee financial disclosure program and other staff members for the portion of their job related to the PAS nominee financial disclosure program.

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### **Amy Braud, Office of Government Ethics**

Amy E. Braud is an Associate Counsel with the Ethics Law and Policy Branch, General Counsel and Legal Policy Division, U.S. Office of Government Ethics (OGE). Ms. Braud works with federal agency ethics officials to answer questions about the criminal conflict of interest statutes and the standards of conduct for executive branch employees, reviews the public and confidential financial disclosure reports and ethics agreements of presidential nominees, and helps to administer the executive branch blind trust program.

Prior to joining OGE, Ms. Braud was employed as a civilian attorney with the U.S. Air Force at Randolph Air Force Base in San Antonio, Texas. She supervised the ethics program and provided ethics training for the 12th Flying Training Wing, reviewed Freedom of Information Act and Privacy Act requests, and assisted military members and their families with civil law matters such as consumer affairs, divorce, and child support.

Ms. Braud also served on active duty with the Air Force and later with the Air Force Reserve. During her military career, she led the claims, civil law, and military justice sections of the offices in which she worked. She advised commanders and senior enlisted personnel on disciplinary matters, served as the prosecutor in criminal proceedings, evaluated claims against the Air Force, and provided advice on ethics issues such as post-government employment and gifts. She provided training to military personnel on various topics including ethics, the law of armed conflict, and financial disclosure. In addition, she provided training to pilots who were tasked with serving in the role of the government representative on flying evaluation boards. She retired from the Air Force Reserve in 2011 at the rank of lieutenant colonel.

Ms. Braud is a graduate of the Louisiana State University Law Center, Squadron Officer School, and Air Command and Staff College.

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### **Vanessa Brinkmann, Department Of Justice**

Vanessa Brinkmann is Senior Counsel in the Office of Information Policy. Ms. Brinkmann is a graduate of American University's Washington College of Law and has worked in the Office of Information Policy for over eleven years. She currently serves as the senior reviewing attorney and final determination authority for all Freedom of Information Act (FOIA) requests made to the Office of the Attorney General and other senior leadership offices of the Department, and serves as agency counsel and declarant for litigation associated with those requests. In addition to serving as an instructor for various FOIA training programs, her responsibilities include expertise in the proactive disclosure requirements of the FOIA. Ms. Brinkmann also represents federal agencies in FOIA litigation, and serves as the Office of Information Policy Deputy Designated Ethics Official.

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### **Gilbert Carlson, Office of Government Ethics**

Gilbert "Gil" Carlson started working for the Office of Government Ethics (OGE) as a Program Analyst for the Integrity eFiling project in February 2013. He provides direct assistance in the development, deployment, operation, maintenance, and support of OGE's new electronic filing system focusing on administration and training.

Prior to joining OGE, Gil was employed by the US Army General Counsel's Office as the Deputy Director, Financial Disclosure Management (FDM) eFiling program and also worked for the Defense Security Cooperation Agency as an executive assistant for a senior program manager. Gil retired as a Chief Warrant Officer Four in the US Army after serving 27 years in the Judge Advocate General's Corps first as a legal noncommissioned officer and finishing as a Legal Administrator in October 2006. He served in numerous positions of responsibility both in the US and overseas.

Gil earned a BS from the University of Maryland and a Masters in Public Administration from John Jay College in New York City.

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### **Patrick Carney , Federal Communications Commission**

Patrick Carney is an Assistant General Counsel (Ethics) and alternate Designated Agency Ethics Official at the Federal Communications Commission. Prior to joining the FCC, he was a Captain in the Navy's Judge Advocate General's Corps, serving in a variety of assignments including head of the Standards of Conduct and Government Ethics Branch, Administrative Law Division of the Office of the Judge Advocate General.

He has instructed in various aspects of Government ethics for the Office of Legal Education, Department of Justice and the Office of Personnel Management's Eastern Management Development Center and has moderated or served on panels at several recent Government Ethics Conferences presented by the Office of Government Ethics and at meetings of the Interagency Ethics Council. He is co-author of "Running and Effective & Efficient Ethics Program," Federal Ethics Report, (Washington Service Bureau, October & November 2000) and "Ethics for Supervisors," Federal Ethics Report, (CCH Wolters Kluwer, March & April 2007).

He holds a JD degree from the University of California, Berkeley and an LLM from George Washington University and is a member of the California Bar.

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### **Doug Chapman, Office of Government Ethics**

Doug Chapman is currently serving as the Acting Chief of OGE's Program Review Branch. Doug joined the Office of Government Ethics' Program Review Division in 1993 as a management analyst, later serving as Lead/Senior Program Analyst. In these positions, he conducted more than a hundred ethics program reviews at all levels of the Executive Branch and has helped to define the standards against which ethics programs are measured. In January, 2012, Mr. Chapman joined the Program Services Division as a Government Ethics Specialist. He has trained and advised ethics officials on a wide variety of ethics program responsibilities. In January, 2013, Mr. Chapman was selected to serve as Chief, Professional Staff Group 2, in the Program Review Branch of OGE's Compliance Division. As Chief, he oversees a staff of program analysts who conduct ethics program reviews at agencies throughout the Executive Branch. He also served as an intelligence analyst for four years on active duty with the Army and 18 years in the Army Reserve, including two mobilizations, before retiring from the Reserves in May 2006.

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### **Dale Christopher, Office of Government Ethics**

Dale has worked at OGE since 1991. He currently serves as the Chief, Agency Assistance Branch, where he oversees OGE's Desk Officer function.

Prior to taking on his current role, Dale served as the Associate Director for OGE's Program Review and Program Services Divisions, as well as serving a year-long stint in the Office of General Counsel as Lead Financial Analyst.

Dale attended West Virginia University. He graduated in 1991 with a degree of Bachelor in Science in Business Administration.

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### **Elana Cohen, Department Of Homeland Security**

Elana Cohen has worked as an attorney with the Office of Chief Counsel, Ethics, Labor and Employment Law section, U.S. Customs and Border Protection, in Washington, D.C., since 1997. She began her career with CBP focusing on employment law matters, and since 2002 has worked exclusively within the agency's ethics program. Ms. Cohen received her J.D. from the University of Maryland School of Law in 1997, and received her undergraduate degree in Political Science from the University of Wisconsin, Madison

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### **Paul Conrad, Department Of Homeland Security**

Prior to his current position as Senior Ethics Counsel (Training) at FEMA, Mr. Conrad served as the Senior Ethics Attorney for FEMA from November 2003. While at FEMA, Mr. Conrad received the 2008 OGE Education and Communication Award for his FEMA ethics training program, and the 2011 OGE Excellence and Innovation Award for outstanding FEMA ethics training products, and served as co-sponsor of the OGE Ethical Implications of Emergency Response Conference (2006). Before that, he served as an Army Judge Advocate General's Corps officer, retiring as a Colonel, where his accomplishments included serving as Reserve Component Training Advisor to the Judge Advocate General, Legal Advisor to the Chief, Army Reserve, and as a Law Professor at the Army Judge Advocate General's School, where he co-taught their Ethics Counsel and Advanced Ethics Counsel Courses, edited the Soldiers and Sailors Civil Relief Act Hornbook, and created the Uniformed Services Employment and Reemployment Rights Act Hornbook. He also served as a legal assistance officer, prosecutor, criminal appellate defense counsel, operations law advisor, and as a personnel manager for Army Reserve Judge Advocate officers. Mr. Conrad also served as General Counsel for the Wisconsin Housing & Economic Development Agency, and as an associate counsel

with Axley Brynelson law firm of Madison, Wisconsin. He is a graduate of the University of Wisconsin-Madison, the University of Wisconsin Law School, and the U.S. Army War College.

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### **Christine Conyers, Office of Government Ethics**

Christine joined OGE in October, 2012 and currently serves as a desk officer and program analyst in OGE's Agency Assistance Branch. Prior to OGE, she served as an ethics specialist at the National Institutes of Health's National Human Genome Research Institute.

Christine has extensive business management experience in the U.S. and Europe, working for various multinational corporations and in academia.

Christine earned Bachelor of Arts degrees in Archaeology and Law & Society from Hood College in Frederick, MD. She earned her J.D. from the University Of Baltimore School Of Law, and is a member of the Maryland State Bar.

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### **Steven Corbally, Office of Government Ethics**

Steve has been a Desk Officer at OGE since 2011. He has a law degree from Loyola University New Orleans. Prior to OGE, Steve was an investigator for various regulatory agencies including the Massachusetts Office of Bar Counsel and FINRA (Formerly known as National Association of Securities Dealers Regulations).

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### **Kerri Cox , Office Of The Director Of National Intelligence**

Kerri Cox is the Associate Deputy General Counsel (Ethics, Fiscal & Administrative Law) and the Alternate Deputy Agency Ethics Official (ADAEO) for the Office of the Director of National Intelligence.

Ms. Cox most recently served as an Associate General Counsel at the United States Office of Government Ethics (OGE) from 2008 to 2013. In addition to working with ethics statutes and regulations, Ms. Cox was the Acting Chief Freedom of Information Act Officer and the Privacy Officer for OGE. Prior to coming to OGE, she was an Associate General Counsel with the Department of the Air Force at The Pentagon. While there, Ms. Cox served for several years in the Acquisition Division of the General Counsel's Office focusing on Fraud Remedies and Bid Protests. She later moved within the Air Force to the Fiscal, Ethics & Administrative Law section of the Office of the General Counsel, where she practiced in the areas of Ethics, Fiscal Law, Administrative Law, and the Freedom of Information Act and Privacy Act.

Ms. Cox received her J.D. from the Washington College of Law at American University in Washington, D.C. and her undergraduate degree from Texas State University (formerly Southwest Texas State University) in San Marcos, TX. She is a member of the State Bar of Texas.

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### **Jodi Cramer, Department Of The Air Force**

MS. JODI CRAMER

Ms. Jodi Cramer is currently assigned as Senior Air Staff Counsel for Information Law, Administrative Law Directorate, Office of the Judge Advocate General, Headquarters U.S. Air Force, Washington, D.C. She is

currently the legal advisor to SAF/CIO A6 and advises on Information Technology (including cloud computing), Privacy, Records and other information law issues. The Administrative Law Directorate provides legal advice and assistance to the Air Staff; elements of the Secretariat including the Personnel Council, the Board for Correction of Military Records, and the Discharge Review Board; The Inspector General; and command and staff judge advocates on matters relating to the organization, administration, operation, personnel, and functions of the Air Force.

Ms. Cramer entered Federal service in 2005 as a General Attorney with the Federal Emergency Management Agency (FEMA) where she advised on Technology, Media, FOIA, Privacy, Ethics, Fiscal, Personnel, and Intellectual Property issues and other general law issues including MSPB and FOIA litigation. She also served as the Project Manager for the FEMA Office of Chief Counsel's IT systems including development of an Agency wide SharePoint and a redesign of the FEMA Intranet. She was the legal advisor to FEMA's social media program where she negotiated the first government agreement with a social media company and wrote the Agency's Web 2.0 policy. She also co-founded the Federal Cloud Compliance Committee which co-wrote the white paper "Best Practices for Acquiring IT as a Service".

Prior to joining FEMA she worked as a contractor on policy issues for several government agencies including assisting in the development of the financial disclosure program at the Department of Homeland Security. In addition, she has worked as a contractor on content development and governance on websites such as: www.dol.gov, workers.gov, and the GSA First Gov.gov subscription center as well several private sector websites.

She is admitted to practice law before the Court of Appeals of the State of New York, Federal District Court for the Northern District of New York, and the United States Supreme Court.

EDUCATION 1995 Bachelor of Arts degree in Medieval and Renaissance Studies and Politics, New York University, New York, NY. 1998 Juris Doctorate degree, State University of New York at Buffalo, Buffalo, NY.

MAJOR AWARDS AND DECORATIONS USAF Exemplary Civilian Service Award FEMA Office of Chief Counsel Award of Excellence - 2009 and 2010

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### **Sean Croston, Federal Reserve System Board Of Governors**

Sean Croston is a senior attorney and deputy ethics official at the Federal Reserve Board, where he started work in early 2014. He previously served as an attorney and deputy ethics official at the U.S. Nuclear Regulatory Commission and the Federal Trade Commission. Sean earned his B.A. from the University of Rochester in 2004, and his J.D. from William and Mary School of Law in 2007.

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### **Sean C. Dent , Federal Housing Finance Agency**

Sean C. Dent serves as the Deputy General Counsel and Alternate Designated Agency Ethics Official for the Federal Housing Finance Agency. In this capacity, he leads the Administrative Law Group and is responsible for coordinating legal advice and representation on a broad range of legal areas including: ethics, labor and employment, procurements, minority & women inclusion, mortgage fraud, intellectual property, and policy drafting.

Prior to joining FHFA, Mr. Dent served as the Deputy Assistant General Counsel for Ethics for the U.S. Department of Education and completed a three-month detail assignment with the White House Counsel's

Office. He is a former law clerk to the Honorable Inez Smith Reid of the District of Columbia Court of Appeals and served two consecutive 3-year terms as an appointed member of the District of Columbia Court of Appeals Committee on Admissions.

Mr. Dent is a graduate of Allegheny College (B.A. 1991) and the Catholic University of America Columbus School of Law (J.D. 1999). He is happily married to his law-school sweetheart, Alane, and is the proud father of two children, Aidan and Lauren.

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### **Robert Deyling, Judicial Conference Committee on Codes of Conduct, Administrative Office of the US Courts**

Robert Deyling is Assistant General Counsel at the Administrative Office of the United States Courts, and he serves as counsel to the Judicial Conference Committee on Codes of Conduct. He has been an attorney at the Administrative Office since 1995. Before coming to the Administrative Office, Bob was a Supreme Court Fellow in 1994-95, and a staff attorney for the U.S. Court of Appeals for the District of Columbia Circuit from 1991-94. He has a B.A. degree from Stanford University, and a J.D. degree from New York University School of Law.

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### **Erica Dornburg, Department Of Defense**

Erica M. Dornburg Senior Attorney & Deputy Designated Agency Ethics Official Standards of Conduct Office Office of General Counsel Department of Defense

Erica Dornburg is a senior attorney and Deputy Designated Agency Ethics Official at the Department of Defense, Standards of Conduct Office, who manages the financial disclosure program for the Office of the Secretary of Defense. Most recently, Erica completed a detail to the Office of White House Counsel where she assisted in the management of the WH Office ethics program providing advice to senior officials of the Administration, as well as vetted prospective Presidential Appointees, confirmed by the Senate. Previously, Erica was an ethics official for the Department of Veterans Affairs, where she ran the Government ethics program covering 220,000 employees. She began her ethics work as an administrative law attorney with the Defense Information Systems Agency, including a previous detail to the Office of White House Counsel. Erica's years of Federal service include extensive experience in the area of administrative litigation, including more than four years of each Federal appellate practice. Prior to Government service, Erica worked in private practice. Erica has an undergraduate degree from Wheaton College in Norton MA and a Juris Doctorate (with honors) from the Washington College of Law, American University, in Washington DC. Erica is licensed to practice law in Massachusetts and Maryland.

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### **Rachel Dowell, Office of Government Ethics**

Rachel Dowell joined the U.S. Office of Government Ethics in September 2011. She currently serves as an Assistant Counsel in OGE's General Counsel & Legal Policy Division, where she is responsible for developing executive branch ethics program policies and regulations, interpreting laws and regulations, and assisting agencies in legal and policy implementations. She also serves as OGE's Alternate FOIA Officer. Rachel earned a Bachelor of Science degree in Journalism and Political Science, summa cum laude, from Central Michigan University, and a Juris Doctor degree, magna cum laude, from Michigan State University College of Law.

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## **Donna Edwards, U.S. House of Representatives**

Congresswoman Donna F. Edwards represents Maryland's 4th Congressional District, comprising portions of Prince George's and Anne Arundel Counties. She was sworn in after a special election to become a member of the U.S. House of Representatives in the 110th Congress in June 2008, and began her first full-term in the 111th Congress in 2009.

Congresswoman Edwards has enjoyed a diverse career as a nonprofit public interest advocate and in the private sector on NASA's Spacelab project. In 1994, as co-founder and executive director of the National Network to End Domestic Violence, she led the effort to pass the Violence Against Women Act that was signed into law by President Clinton.

Since being sworn in, Congresswoman Edwards has secured a number of legislative accomplishments to improve the lives of working families in her Congressional District and around the country. Her first act as a Member of Congress was to add Maryland to the Afterschool Suppers Program, ensuring access to nutritional suppers to afterschool and youth development programs in schools located in low-income areas. During the health care debate, Congresswoman Edwards secured a provision that holds insurance companies accountable for unjustifiable rate increases.

Congresswoman Edwards has introduced legislation to expand research and development, domestic manufacturing, and infrastructure spending to create jobs and grow our economy. She was also the first Member of the House to introduce and champion a constitutional amendment to overturn the Supreme Court's Citizens United decision.

In the 113th Congress, Congresswoman Edwards serves:

On the Transportation and Infrastructure Committee where she sits on:• The Subcommittee on Highways and Transit• The Subcommittee on Water Resources and Environment• The Subcommittee on Economic Development, Public Buildings, and Emergency Management

On the Science, Space, and Technology Committee where she sits on:• The Subcommittee on Space - Ranking Member• The Subcommittee on EnvironmentAs a member of the Tom Lantos Human Rights Commission.

Rep. Edwards completed undergraduate studies at Wake Forest University and received her Juris Doctor from the University of New Hampshire School of Law (formerly the Franklin Pierce Law Center). She is the proud mother of one son.

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## **Norman Eisen, N/A**

Norman L. Eisen was the U.S. Ambassador to the Czech Republic from January 2011 to August 2014. Ambassador Eisen reinvigorated strategic and defense ties between the two countries; boosted bilateral trade and investment; and promoted our shared values, including working against corruption and for civil rights. From January 2009 to January 2011, Ambassador Eisen served in the White House as Special Assistant to the President and Special Counsel to the President, where he was dubbed by the press as the "Ethics Czar" and "Mr. No." His portfolio also included open government, whistleblower protection, lobbying regulation, and campaign finance and other political law issues. Prior to that he was the Deputy General Counsel to the Obama-Biden Presidential Transition. Before entering the Administration, Ambassador Eisen was a partner in the Washington D.C. law firm Zuckerman Spaeder, where he specialized in litigation and investigations relating to allegations of financial and political misconduct, as well as election litigation. He is the

co-founder of Citizens for Responsibility and Ethics in Washington (CREW), a government watchdog group. Ambassador Eisen received his J.D. from Harvard Law School in 1991 and his B.A. from Brown University in 1985.

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### **Helen Eisner, Office of Government Ethics**

Helen Eisner is an Assistant Counsel in the OGE's General Counsel & Legal Policy Division. Prior to joining OGE, Helen was an Associate at Wiley Rein LLP where she focused on regulatory counseling and complex litigation. She also has held positions at the U.S. House of Representatives Office of Congressional Ethics, in the Chambers of the Honorable Marjorie O. Rendell on the U.S. Court of Appeals for the Third Circuit, and at the Alliance for Children and Families. Helen received her B.A. in Government from Cornell University, Phi Beta Kappa, and her law degree, cum laude, from the University of Pennsylvania.

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### **Nancy Eyl, Department Of Homeland Security**

Nancy Eyl is assistant counsel to the inspector general at the Department of Homeland Security (DHS). Since 2011, she has led the interagency Office of Inspector General working group on new media under the auspices of the Council of the Inspectors General on Integrity and Efficiency. Eyl was the principal drafter of two CIGIE reports: "Recommended Practices for Office of Inspectors General Use of New Media" (September 2011) and "New Media for Offices of Inspectors General: A Discussion of Legal, Privacy and Information Security Issues" (September 2013). Eyl's "What Social Media Has to Offer Offices of Inspectors General" was published in The Journal of Public Inquiry (Fall/Winter 2012-2013), a Department of Defense OIG publication affiliated with CIGIE.

Eyl began her legal career at the Special Inspector General for Iraq Reconstruction. Since becoming an OIG attorney, Eyl has participated on OIG panels for the Digital Government Institute, American Bar Association, the Washington Foreign Law Society, and Association of Certified Fraud Examiners. She also has provided training to the OIG and Federal ethics communities, and teaches the Fourth Amendment update at the IG Criminal Investigator Academy. The Council of Counsels to the Inspectors General (CCIG) recognized Eyl several times for outstanding contributions to the inspector general community, and in 2013 awarded Eyl its annual leadership award. In 2014 Eyl was selected to participate in DHS' year-long NextGen program for emerging leaders.

Before becoming an attorney, Eyl taught Russian at Indiana University Bloomington and Russian and German at Tulane University. As an academic, she received numerous awards, fellowships and scholarships, including a Fulbright to Ukraine, an award for outstanding achievement by Harvard University's Ukrainian Summer Institute, and grants supporting independent research in Germany, Ukraine, and Eastern Europe. Eyl holds a Juris Doctor degree from Georgetown University Law Center and is a member of the Supreme Court and New York State bars.

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### **Bob Fagan, Federal Deposit Insurance Corporation**

ROBERT J. FAGAN was selected as the Ethics Program Manager and Alternate Agency Ethics Official in 2002. He joined the FDIC's Ethics Office in 1991. Bob administers the Corporate-wide ethics program and serves as the liaison for the Chairman's Office to the U.S. Office of Government Ethics and other Federal agencies concerning FDIC's ethics program.

A career Federal employee, Bob was formerly with the Department of Labor (MSHA) as an Employee Relations Specialist and the Food and Drug

Administration as a Supervisory Program Integrity Officer (Ethics). In 2001, Bob was requested by the Office of Counsel to the President to serve on detail as a White House Ethics Advisor. Additionally, Bob served in the Army Reserve and the National Guard.

Bob holds ordained ministerial standing with the International Council of Community Churches and continues an inclusive ministry with CITI Ministries focusing on the marginalized and disenfranchised.

Raised in the Washington Metropolitan area, Bob received a BA in Philosophy and Social Science from Mt. St. Mary's University in Emmitsburg, Maryland and graduated with honors from St. Vincent de Paul Seminary in Boynton Beach, Florida, earning a Master of Divinity degree. Bob and Bobbie have two daughters, Frances and Elizabeth, and four fabulous grandchildren, Laura, Jack, Ava and Gretchen. Bob and his family live in Annapolis, Maryland.

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### **Shelley Finlayson, Office of Government Ethics**

Shelley K. Finlayson serves Chief of Staff & Program Counsel for the U.S. Office of Government Ethics. As Chief of Staff she oversees the agency's day-to-day operations, with primary responsibility for budgetary, financial, and personnel matters. As Program Counsel Ms. Finlayson has wide-ranging responsibility for activities such as: monitoring the performance of the executive branch ethics program, supporting executive branch agency ethics offices through OGE's Desk Officer program, training thousands of ethics officials at agencies throughout the executive branch, ensuring OGE's compliance with the many legal authorities applicable to executive branch agencies, developing OGE's communication strategy, managing OGE's legislative affairs, and accomplishing strategic initiatives, such as the development of a cutting edge electronic filing system for financial disclosure.

Ms. Finlayson joined OGE in 2006, initially serving in roles related to OGE's legislative affairs and budget programs. Early in her tenure at OGE, Ms. Finlayson was honored to be selected as a Brookings LEGIS Fellow, through which she served with the Oversight of Government Management Subcommittee of the Senate Homeland Security and Government Affairs Committee.

Before coming to OGE, Ms. Finlayson developed her extensive expertise in positions with local, state, and federal legislatures, as well as in private legal practice. Some of Ms. Finlayson's career highlights include serving as a budget and legislative analyst at the Congressional Budget Office, as fiscal and then committee staff to the House Economic Matters Committee for the Maryland General Assembly, as the Director of Legislative Affairs for a Deputy Mayor of the District of Columbia, and as an associate in the government affairs practice at DLA Piper.

Ms. Finlayson graduated cum laude with a Juris Doctor from Georgetown University Law Center. She also holds a Master of Science degree in Public Policy from Rutgers University and a Bachelor of Arts degree in Political Science with high honors from the University of California, Riverside.

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### **Heidi Fischer, Office of Government Ethics**

Heidi Fischer joined the U.S. Office of Government Ethics (OGE) in December 2012. She currently serves as an Assistant Counsel in the Program Counsel Division, where she provides legal support to ensure OGE's compliance with the many legal authorities applicable to executive branch agencies, supports OGE's legislative affairs program, and works on several of OGE's strategic initiatives, including budget and performance and external communications.

Heidi earned a B.S. in Dietetics, summa cum laude, from Utah State University, and a J.D., magna cum laude,

from the J. Reuben Clark Law School at Brigham Young University.

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### **Elizabeth Fischmann, Department Of Health And Human Services**

Ms. Fischmann serves as the Alternate Agency Ethics Official (AAEO) for the Department of Health and Human Services (HHS). She received her delegation of authority to serve in this position from the Secretary HHS. As the AAEO she has responsibility for all aspects of the HHS ethics program which consists of: (1) a comprehensive public and confidential financial disclosure system; (2) education, training, evaluation, and enforcement functions; and (3) legal guidance responsibilities. She also serves concurrently as the Deputy Associate General Counsel for Ethics Advice and Policy in the HHS Office of the General Counsel Ethics Division. Her responsibilities in this position include advising HHS on all legal issues pertaining to Government ethics, financial disclosure, professional responsibility, federal anti-lobbying restrictions, and the Hatch Act. Prior to joining HHS she served as an Associate General Counsel with the United States Office of Government Ethics (OGE) in the Office of General Counsel and Legal Policy. In her OGE position, Ms. Fischmann helped to develop executive branch-wide ethics program policies and regulations. Prior to joining OGE, she was the Deputy General Counsel for the Strategic Systems Programs' (SSP) Office of Counsel, which is part of the Department of the Navy's Office of the General Counsel. From 1989 to 1996 she served first as an Assistant Counsel, then as the Associate Counsel for General Law for the Space and Naval Warfare Command of the Department of the Navy. Ms. Fischmann also served as a certified mediator for the Department of the Navy's Alternate Dispute Resolution Program. From 1987 to 1989 Ms. Fischmann worked for the Equal Employment Opportunity Commission. Before joining the federal service, Ms. Fischmann worked as an associate at a private law firm. Ms. Fischmann received her J. D. from Georgetown University Law Center where she served as the Administrative Editor for the journal, Law and Policy in International Business. She received her B. A. from the University of Virginia. Before going to law school, Ms. Fischmann worked as an intern criminal investigator with the Public Defender Service for the District of Columbia.

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### **Daniel Fort , Environmental Protection Agency**

Dan Fort is an ethics officer in the Office of General Counsel at the Environmental Protection Agency (EPA). He has 35 years of work experience in both the public and private sectors, including 24 years at EPA. Previous to his position with the Office of General Counsel, he was the Ethics and FACA Policy Officer with EPA's Science Advisory Board. In addition, he has been creating online ethics courses for EPA since 2001. He holds a B.A. in Chemistry from the University of California, San Diego, a M.Sc. in Chemical Engineering from California State University, Northridge, and a certificate in online teaching from the University of California, Los Angeles.

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### **Leigh Francis, Office of Government Ethics**

Leigh J. Francis is an Assistant Counsel at the U.S. Office of Government Ethics. In this capacity, he has assisted OGE in Legislative Affairs by monitoring Capitol Hill for bills that affect the Federal Government's Ethics Program, providing technical advice to Congressional Leaders when requested; he also researches and drafts legal memoranda analyzing the criminal conflict of interest statutes and the EIGA. Prior to joining OGE, Mr. Francis spent almost a year in the private sector assisting clients in complex business litigation cases, and in 2010 Mr. Francis had an article published by the University of Miami's Business Law Review. During law school, Mr. Francis was an Editor of his school's Law Review and worked as an intern for a U.S. Congresswoman and a federal judge. Mr. Francis received his B.A., cum laude, from the University of

Florida and his J.D., cum laude, from the American University, Washington College of Law.

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### **Justina Fugh, Environmental Protection Agency**

#### **JUSTINA FUGH**

Justina Fugh is the Senior Counsel for Ethics for the U.S. Environmental Protection Agency. In this position, she oversees EPA's ethics program and advises on all legal issues pertaining to Government ethics, professional responsibility and the Hatch Act. She assumed this position in February 2006 and, in her first year, was instrumental in garnering Government-wide recognition of the EPA ethics program. Beginning in 2007 and continuing for three consecutive years, the Office of Government Ethics (OGE) has presented EPA with an Ethics Program Award for outstanding achievement in managing its ethics program. EPA is the first federal agency to have ever received this award in consecutive years.

Happily employed at EPA for more than twenty-seven years, Justina joined EPA upon graduation from George Washington University Law School. She first started as a staff attorney enforcing the Clean Air Act and has since worked as an attorney in various positions in the Office of the Administrator, the Office of General Counsel and the Office of Enforcement and Compliance Assurance.

A devoted alumna of Vassar College, she married a Vassar co-ed, and together they have two sons and two male dogs. She avoids housework and gardening, instead spending much of her creative energy trying to outsmart the men in her life.

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### **Ana Galindo-Marrone, Office Of Special Counsel**

Ana Galindo-Marrone began her employment at the Office of Special Counsel in 1998, and in 1999 she joined the prosecution division. She has been Chief of the Hatch Act Unit since 2000. The Unit enforces compliance with the Act by investigating complaint allegations and litigating Hatch Act cases before the Merit Systems Protection Board. In addition, the Unit is responsible for a nationwide program that provides Hatch Act advisory opinions to federal, state, and local officials, as well as the public at large. Ms. Galindo-Marrone has been a frequent presenter at conferences and forums presenting on the Hatch Act and OSC's enforcement program. She has been a guest on several radio shows, including The Kojo Nnamdi Show, FEDtalk, Federal Drive, and In Depth. She also has testified or served as a technical consultant before several congressional committees considering Hatch Act reform, including the June 21, 2011, House Committee on Oversight and Government Reform hearing, "The Hatch Act: The Challenges of Separating Politics from Policy." Prior to joining OSC, Ms. Galindo-Marrone was a staff attorney for the School Board of Miami-Dade County, Florida. Ms. Galindo-Marrone, who is a native of Miami, Florida, received her law degree, cum laude, from the University of Miami School of Law.

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### **Joseph Gangloff, Office of Government Ethics**

For over thirty years, Joseph Gangloff's responsibilities in the United States government have focused on public corruption, conflicts of interest, ethics, and good governance. His experience includes criminal and civil enforcement, international negotiations, policy development, and program management.

Mr. Gangloff is a Deputy Director of the United States Office of Government Ethics, the agency that administers the ethics program of the executive branch of the United States government. The Office of

Government Ethics works in partnership with over five thousand agency ethics officials throughout the over 130 agencies of the executive branch to prevent conflicts of interest and promote public confidence in government.

Mr. Gangloff has also served in senior-level positions in the United States Department of Justice. His responsibilities included the development, implementation, and analysis of domestic and international anti-corruption strategies.

Mr. Gangloff developed law enforcement expertise in the Department of Justice's Public Integrity Section, the headquarters unit with oversight responsibility for policy development and enforcement relating to public corruption, conflicts of interest, and election laws. After serving as a trial attorney specializing in public corruption matters, Mr. Gangloff served for many years as the Principal Deputy Chief of the Section.

As Senior Counsel in the Office of International Affairs, Mr. Gangloff represented the United States in a wide range of international fora. He worked with the United Nations, the Council of Europe, and other international organizations to formulate and implement strategies designed to enhance global anti-corruption and good governance initiatives. Mr. Gangloff focused on defining international standards, establishing meaningful benchmarks, developing country-specific recommendations, and assessing results.

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### **Allison George, Military Compensation and Retirement Modernization Commission**

Allison C. George is Deputy General Counsel of the Military Compensation and Retirement Modernization Commission, where she serves as the Alternate Designated Agency Ethics Official. In addition to administering the Commission's ethics program, she advises the Presidentially and Congressionally appointed Commissioners and staff on a wide range of fiscal, personnel, Hatch Act, and other administrative law issues. Prior to joining the Commission, Ms. George was Associate General Counsel and the Alternate Designated Agency Ethics Official for the Office of Government Ethics. While at OGE, she drafted and interpreted criminal and civil conflict of interest laws and ethics regulations, resolved difficult legal and policy issues, wrote legal opinions, and reviewed public financial disclosure reports.

Before entering Federal service, Ms. George was an associate and senior counsel with Foley & Lardner and a member of its White Collar Crime Group. There, she counseled clients on the Foreign Corrupt Practices Act and other anti-corruption initiatives, internal controls, money laundering, trade restraints, and Federal lobbying laws, conducted internal investigations, and defended corporate and individual clients in civil and criminal prosecutions as well as in complex civil litigation.

Ms. George received her B.A. from Yale College and her J.D. from Duke University School of Law, where she was a member of the Duke Law Journal.

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### **Penelope Gilbertson, Social Security Administration**

Penelope Gilbertson graduated from American University, Washington College of Law in the District of Columbia. She received a bachelor's degree in Political Science from James Madison University. Penelope clerked for the Honorable Lenore R. Gelfman and the Honorable Richard S. Bernhardt on the Circuit Court for Howard County, Maryland. She then worked as an Attorney Advisor to the Department of the Interior's Interior Board of Land Appeals. She joined the Ethics and Disclosure Division of the Office of the General Counsel for the Social Security Administration in 2008. She currently serves as the Financial Disclosure Lead for the agency's Ethics Program as well as the ethics contact for ODAR Headquarters in Woodlawn and Falls Church.

### **Arthur Goldberg, Department Of Justice**

ARTHUR R. GOLDBERGU.S. DEPARTMENT OF JUSTICECIVIL DIVISION

Arthur Goldberg is an Assistant Director of the Federal Programs Branch of the Civil Division in the U.S. Department of Justice. He has been with the Civil Division since 1982, and has held his current position since 1985. His responsibilities include supervising regulatory enforcement and civil penalty litigation brought on behalf of the United States and its agencies. Matters that Mr. Goldberg has worked on recently include the successful efforts to enjoin state immigration laws enacted by Arizona and other states, which various courts, including the Supreme Court held were preempted by federal law. His civil penalty responsibilities include enforcing violations of the Ethics in Government Act.

Prior to working in the Civil Division, Mr. Goldberg was a trial attorney with the Solicitor's Office of the Department of Labor where he specialized in ERISA litigation; and before entering government service he was in private practice in the District of Columbia.

Mr. Goldberg received his bachelor's degree from Princeton University and his law degree from Georgetown University Law Center.

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### **Bianca Gomez, Federal Election Commission**

Bianca Gomez is an Attorney and Designated Ethics Official at the Federal Election Commission where she oversees the Commission's ethics program. Prior to her tenure at the FEC, she served as Attorney Advisor and Alternate Designated Agency Ethics Official at the Election Assistance Commission's Office of the General Counsel. Bianca earned her B.A. in English and Communications from Boston College. She took a year off after graduation to work at a radio station in New York City before attending the University of North Carolina at Chapel Hill School of Law.

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### **Heather Gottry, Commodity Futures Trading Commission**

Heather C. Gottry is the Deputy General Counsel for General Law and an Alternate Designated Agency Ethics Official for the Commodity Futures Trading Commission. In this capacity, she serves as a senior legal advisor to the Chairman, Commissioners, and staff on issues involving appropriations law, fiscal law, employment law, labor law, civil rights, ethics, procurement, intellectual property law, information governance and security, the Sunshine in Government Act, the Federal Advisory Committee Act, and the Freedom of Information Act. Ms. Gottry previously served as Associate Counsel and Alternate Designated Agency Ethics Official for the White House, Deputy General Counsel for the National Endowment for the Humanities, and Assistant General Counsel for the Institute of Museum and Library Services. Prior to government service, she worked as a litigation associate for Swidler Berlin Shereff Friedman, LLP. Ms. Gottry received an Honors B.A. from the University of Michigan and a J.D. from Georgetown University Law Center and is a member of the New York and Washington, DC bars.

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### **Adam Greenstone, National Aeronautics And Space Administration**

Adam F. GreenstoneSenior AttorneyAlternate Designated Agency Ethics OfficialNASA

Adam F. Greenstone is a Senior Attorney with NASA's Office of General Counsel and serves as NASA's Alternate Designated Agency Ethics Official. Prior to returning to NASA in 2004, where he originally worked from 1992-97, Mr. Greenstone was the General Counsel and Deputy General Counsel of the Office of Administration, Executive Office of the President.

Mr. Greenstone attended Gettysburg College (Bachelor of Arts, with a major in Political Science), the London School of Economics and Political Science (Master of Science in International Relations), and George Washington University Law School (Juris Doctor). He has participated in executive education at Carnegie Mellon University and as a Senior Executive Fellow at Harvard University's Kennedy School of Government. He is admitted to practice law in Pennsylvania, the District of Columbia and New York, and is certified as a Financial Risk Manager (FRM) by the Global Association of Risk Professionals.

As Alternate Designated Agency Ethics Official, Mr. Greenstone manages NASA's ethics program. He and other NASA ethics officials across the Agency advise employees and management on Federal ethics laws and regulations. Their role advances NASA's mission by helping to ensure that the Agency and its employees maintain the public's trust.

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### **Jeff Green, Department Of Defense**

Jeffrey Green was promoted to the position of senior attorney and Deputy Ethics Official at the Department of Defense in November 2000. Prior to that, Jeff was a deputy ethics official for the Department of Veterans Affairs Office of General Counsel, serving in that job for over 8 years. In 1997, he was selected for a 6 month detail to serve in the Office of the Counsel to the President. He has given numerous presentations on the Standards of Ethical Conduct for Employees of the Executive Branch. He has published several articles on ethics that have been approved for use by the Office of Government Ethics in lieu of an "in person" regulatory training requirement. He also has written a law review article on the History of the Federal Conflicts of Interest Law, and on the Application of the Emoluments Clause to Department of Defense Civilian Employees and Military Personnel. Jeff has served as a Guest Lecturer at the Georgetown University School of Law. Prior to Government work experience, Jeff worked in private practice where he developed ethics compliance programs for corporations and taught a business ethics course. Jeff graduated with a BA from Northwestern University and with both a JD and MBA from Washington University in St. Louis. He is a member of the bars of Texas, Pennsylvania and the District of Columbia.

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### **Ciara Guzman, Office of Government Ethics**

Ciara Guzman joined the Office of Government Ethics' Program Review Division as a Program Analyst in 2006. In this role, Ms. Guzman conducts ethics program reviews at agencies throughout the executive branch of the federal government. Ms. Guzman has also supported other strategic initiatives such as distributing and administering executive branch surveys, instructing ethics officials in the administration of their ethics programs, and organizing exhibits of award winning ethics training products at OGE's annual conferences.

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### **George Hancock, Office of Government Ethics**

George Hancock joined the Office of Government Ethics (OGE) as eFiling Program Manager in November, 2012. In this current position, he is leading the development, deployment, operation, maintenance, and support of OGE's new electronic filing system.

Previously, George was the Army Financial Disclosure Management eFiling Program Director & Associate Deputy General Counsel in the Office of the Army General Counsel from January 2006 to November 2012. Before joining the Army General Counsel's office, he served over twenty-six years active duty in the Judge Advocate General's Corps. Before retiring in 2005, George was the Director, Legal Technology Policy, Resources, Operations, & Security, Office of the Judge Advocate General (OTJAG) (July 2002 – June 2005). During his military career Colonel Hancock also served as Chief, Legal Assistance Policy Division, OTJAG (July 1998 – July 2002); Deputy Staff Judge Advocate, 21st Theater Army Area Command (TAACOM), Germany (November 1996 – June 1998); Senior Judge Advocate, US Army Europe Forward/Staff Judge Advocate, 21st TAACOM Forward, Tazsar, Hungary (June 1996 – October 1996); Judge Advocate in Charge, Northern Law Center, Mons Belgium (June 1995 – June 1996); and Chair, Administrative & Civil Law Department, TJAGSA (May 1994 – June 1995), among other positions.

George earned a DoD CIO Certificate, Information Resources Management College, National Defense University (2005); graduated from the Combined Arms Command and General Staff Course (1992); and has an LLM (Tax), Marshall-Wythe School of Law, College of William & Mary (1991); LLM (Military Law), Judge Advocate Officer Graduate Course, TJAGSA (1987); Judge Advocate Officer Basic Course, TJAGSA (1979); JD, University of Toledo College of Law (1978); BA, University of Kentucky (1975). He is admitted to practice before the Supreme Court of the United States and the Supreme Court of Ohio.

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### **Pat Harned, Ethics Resource Center**

Patricia Harned was named the 6th president of the Ethics Resource Center (ERC) in 2004. Established in 1922, ERC is the nation's oldest nonprofit organization devoted to independent research and the advancement of high ethical standards and practices in public and private institutions. ERC generates the U.S. benchmark on ethics in the workplace.

As president, Dr. Harned oversees ERC's research agenda and leads its survey and benchmarking work for clients. She also directs ERC's outreach efforts to policymakers and federal enforcement agencies in Washington, DC and she speaks and writes frequently as an expert on ethics in the workplace, corporate governance and global integrity. Dr. Harned advises CEOs and directors on effective ways to build an ethical culture and promote integrity in business activities.

Dr. Harned co-chaired the Ethics Resource Center's Independent Advisory Group on the 20th Anniversary of Federal Sentencing Guidelines for Organizations. She served as a consultant to the New York Stock Exchange, co-authoring the first ethics training module delivered to all registered broker-dealers in the U.S. securities industry. She also served as a member of the Standing Advisory Group of the Public Company Accounting Oversight Board from 2008 to 2009, and currently serves as an Advisory Council member to the Healthcare Group Purchasing Industry Initiative.

Dr. Harned has testified before Congress and the U.S. Sentencing Commission. She also has advised Congressional committees and staff on ethics matters, including the establishment of the U.S. House of Representatives' Office of Congressional Ethics. Dr. Harned has been featured in media outlets including the Wall Street Journal, Washington Post, USA Today and CNN, and has appeared on the "Diane Rehm Show." She also served on the editorial board of Public Integrity journal. Dr. Harned was named one of the Top 100 Thought Leaders in Trustworthy Business Behavior in both 2010 and 2011 by the nonprofit organization Trust Across America.

Dr. Harned holds a bachelor of science in education degree from Elizabethtown College in Pennsylvania, a masters of education degree from Indiana University and a doctorate in the philosophy of education from the University of Pittsburgh.

### **Lisa Hayden , Pension Benefit Guaranty Corporation**

Lisa Hayden is currently a Deputy Assistant General Counsel for the Pension Benefit Guaranty Corporation (PBGC) Office of the General Counsel. She also serves as the PBGC Alternate Designated Agency Ethics Official (ADAEO). Prior to PBGC, Ms. Hayden served as an Associate General Counsel for the Department of Defense Education Activity (DoDEA), which included providing legal and ethics support to the DoDEA-Pacific office located in Okinawa, Japan.

Prior to law school, Ms. Hayden worked on the National Institutes of Health (NIH) Women's Health Initiative (WHI), the largest U.S. prevention study of its kind involving randomized controlled trials and an observational study. Ms. Hayden earned a Bachelor of Science from Auburn University (War Eagle!), a Master of Public Health from the University of Alabama at Birmingham, and a Juris Doctor from Arizona State University. She is pleased to have been asked to participate in the OGE National Government Ethics Summit and to represent PBGC.

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### **Rebecca Hermanowicz, Department Of Commerce**

Rebecca A. Hermanowicz is an Attorney-Advisor in the Ethics Law and Programs Division at the United States Department of Commerce. She has held this position for over 3 years. In this position she drafts ethics opinions and provides guidance to every employee in the Department of Commerce, including the Secretary and all senior management officials. Ms. Hermanowicz is also responsible for reviewing and certifying both public and confidential financial disclosure reports and collaborates frequently with ethics officials in other Federal agencies on the implementation of new ethics laws. Finally, Ms. Hermanowicz is also involved in the creation and modification of training materials and has conducted numerous ethics briefings for Department of Commerce employees and employees of other Federal agencies within the Washington D.C. area, throughout the United States, and abroad.

Previously, Ms. Hermanowicz worked as an attorney in the private sector specializing in municipal and public law. She has a B.A. from Claremont McKenna College and a J.D. from Boston University Law School.

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### **Eric H. Holbrook, U.S. Government Accountability Office**

Eric Holbrook is an Assistant Director on the U.S. Government Accountability Office's Financial Management and Assurance Team. His work focuses on revising, promoting, and interpreting Government Auditing Standards, commonly known as the "yellow book." Eric regularly contributes to GAO's reports on grants management and he is on the audit team for the U.S. Securities and Exchange Commission's financial audit. Before he started with GAO, Eric worked with the Maine State Department of Audit on Maine's single audit and then with the National Oceanic and Atmospheric Administration to ensure that agency's compliance with the requirements of OMB's Circular A-123, Management's Responsibility for Internal Control. Eric graduated from the University of Vermont and received his MS degree in Accounting from Southern New Hampshire University. He is a Certified Public Accountant, a member of the American Institute of Certified Public Accountants, and a member of the Association of Government Accountants.

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### **Craig Holman, Public Citizen**

CRAIG BYRON HOLMAN, PH.D.

Dr. Craig Holman is currently Government Affairs Lobbyist for Public Citizen. He serves as the organization's lobbyist on campaign finance and governmental ethics. Previously, Holman was Senior Policy Analyst at the Brennan Center for Justice, New York University School of Law.

Holman worked closely with reform organizations and the leadership of the 110th Congress in drafting and promoting the "Honest Leadership and Open Government Act," the federal lobbying and ethics reform legislation signed into law on September 14, 2007. Holman has continued to work at improving lobbying disclosure and ethics regulations, both in the United States and in Europe, providing advice and consultations in promulgating transparency and ethics rules and regulations.

Holman has been called upon to assist as a researcher and/or expert witness defending in court the Bipartisan Campaign Reform Act of 2002 (BCRA) as well as the campaign finance reform laws of Alaska, Arkansas, California and Colorado. He has also testified on several occasions about government reform before committees of the U.S. Congress, the European Commission and the European Parliament.

Some of his recent publications include: "Lobbying and Transparency: A Comparative Analysis of Regulatory Reform," (co-authored with William Luneburg) *Interest Groups & Advocacy* (2012); "The Regulation of Lobbying in Europe," in Thomas Susman and William Luneburg (American Bar Association), eds. *THE LOBBYING MANUAL: UPDATE* (Washington D.C., 2011); and "Promoting Integrity of Lobbying by Self-Regulation," (co-authored with Thomas Susman) in Janos Bertok (OECD), ed. *LOBBYISTS, GOVERNMENT AND THE PUBLIC TRUST* (Paris, 2010).

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#### **Christina Hymer, Department Of Energy**

Tina Hymer is the Deputy Assistant General Counsel for Standards of Conduct at the Department of Energy. Tina previously served as an Attorney-Advisor at the Department of Energy and on a detail to the Office of the White House Counsel as an ethics counselor. Prior to joining the government, Tina was a judicial law clerk in Arizona.

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#### **Seth Jaffe, Office of Government Ethics**

Seth H. Jaffe, Chief, Ethics Law & Policy Branch, U.S. Office of Government Ethics.

Seth Jaffe has been with the U.S. Office of Government Ethics for eight years. While at OGE, Seth worked on detail for a year as an Ethics Advisor in the White House Counsel's Office. Seth joined OGE after practicing civil rights and constitutional law. After graduating cum laude from Duke University School of law, Seth began his career working as a litigation associate for Curtis Mallet-Prevost Colt & Mosle, a large New York City law firm. Immediately prior to joining the Office of Government Ethics, Seth served as Acting Deputy General Counsel and Director of EEO Programs at the U.S. Commission on Civil Rights. In addition, Seth worked as the Managing Attorney for the ACLU of North Carolina where he represented clients in both state and federal court.

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#### **Cheryl Kane-Piasecki, Office of Government Ethics**

Cheryl Kane-Piasecki is a Senior Ethics Specialist and Lead Instructor in the Program Counsel Division at the

U.S. Office of Government Ethics (OGE). She has been with OGE since December of 1991. During her tenure at OGE, Cheryl has served in the Program Review, Program Services, and Education and Training Divisions, respectively. She also served on a detail to the White House Counsel's office in 2009.

Prior to joining OGE, Cheryl worked in adult education as a Peace Corps volunteer in Costa Rica.

Cheryl holds a master's degree from the Columbia University School of International and Public Affairs. She earned her BA, cum laude, from Mount Holyoke College.

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### **Kim Kaplan, Office of Government Ethics**

Kim Kaplan joined OGE in January of 2009. She currently is a Program Analyst (Desk Officer) in the Agency Assistance Branch of OGE's Program Counsel Division. From May 2012 to May 2014, Kim worked at the Consumer Financial Protection Bureau (CFPB) where she administered the financial disclosure program, reviewed and certified financial disclosure reports, and served as a deputy ethics official. Kim also served on a short detail to the U.S. Department of Agriculture's Office of Ethics in 2011. Previously, she worked for several years as a paralegal at a U.S. Attorney's Office. Kim holds a B.A. degree from the University of North Carolina at Chapel Hill.

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### **Patrick Kelley, Department Of Justice**

Prior to joining the FBI in 1994, Patrick W. Kelley served for 21 years in the U.S. Navy as a member of the Judge Advocate General's Corps. He began his career in the Navy in 1973 as the Station Judge Advocate at Naval Air Station, Moffett Field California. He served there until 1977 when he was transferred to Naval Base, Yokosuka, Japan, where he was a prosecutor and international law officer. In 1981, Mr. Kelley was promoted and transferred to the Naval Justice School, Newport, Rhode Island, where he served as an instructor until 1983. The Navy selected Mr. Kelley for post-graduate schooling in Philadelphia, Pennsylvania, and then sent him to the Office of the Judge Advocate General in Washington, D.C., to serve as the head of the Standards of Conduct and Legislation Branches. Mr. Kelley was promoted again and selected to serve as the Commanding Officer of Naval Legal Service Office, Groton, Connecticut in 1988. In 1991, Mr. Kelley was promoted to the rank of Captain (O-6) and transferred to the Pentagon where he finished his naval career as the Deputy Assistant Judge Advocate General for Administrative Law.

After retiring from the Navy in 1994, Mr. Kelley joined the FBI Office of General Counsel (OGC) as an attorney-advisor in the Administrative Law Unit. He was selected as Unit Chief of that unit in 1995. Three years later, Mr. Kelley was promoted to the Senior Executive Service. As a deputy general counsel, Mr. Kelley led the General Law and Legal Training Branch. He also served as the OGC Chief of Staff, the FBI Component Designated Agency Ethics Official, and Senior Privacy Officer. In the summer of 2007, Mr. Kelley was asked to lead the newly created Office of Integrity and Compliance, where he currently serves.

Mr. Kelley holds a Bachelors of Science degree from Michigan State University, a Juris Doctor degree from Duke University, a Masters of Law degree from the University of Pennsylvania, and a Masters of Business Administration degree from George Washington University. He was given a Legion of Merit medal by the Navy in 1994, and Meritorious Executive awards by the FBI in 2003 and 2008.

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### **Mary Kendall, Department Of The Interior**

Mary Kendall spent much of her career as an attorney for Federal law enforcement programs and as a State and Federal prosecutor. She joined the Federal workforce in 1986 as an attorney for the Environmental Protection Agency's Office of General Counsel. In 1990, she transferred to EPA's Office of Criminal Enforcement, where she served for 9 years.

Ms. Kendall became Deputy Inspector General at the Department of the Interior in the fall of 1999. She played an instrumental role in transforming the Office of Inspector General into an innovative organization dedicated to being the independent, objective broker of choice.

The OIG is an oversight organization responsible to the American people, the Secretary, and Congress. The OIG abides by the highest ethical standards and has the courage to tell its customers and stakeholders what they need to know and not just what they wish to hear. OIG core values help fulfill its mission and maintain its high ethical standards: placing the highest value on objectivity and independence to ensure integrity in its workforce and products; striving for continuous improvement; and believing in the limitless potential of its employees.

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### **Brad Khaner, Office of Government Ethics**

Brad Khaner started his professional career in 1998 working throughout the U.S. as a Federal Law Enforcement Park Ranger, Emergency Medical Technician, and Wild Land Firefighter. Brad then joined the officer ranks of the U.S. Marine Corps in June 2001 to serve several years on active duty as both an Aircraft Maintenance Officer and as a Commander at the west coast recruit depot. Brad left active duty in 2008 to pursue work in unmanned aircraft systems for the industry leading company. For the next few years, he became a subject matter expert on a new operating system before returning to active duty in Quantico, VA. While in Quantico, Brad trained in the defense acquisitions process and continued work in unmanned aircraft system procurement for the U.S. Marines. In 2012, Brad joined the Office of Government Ethics where he currently serves as an Ethics Specialist. Part of his duties involves consulting with over 30 Executive Branch agencies and departments on ethics regulation and program management. Brad also continues to serve as a Reservist in the U.S. Marine Corps. Brad's educational experience includes a Bachelor of Science of Education and a Master of Business Administration.

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### **Megan Khaner, Office of Government Ethics**

Megan Khaner is a Program Analyst (Finance) with the Presidential Nominations Branch of the U.S. Office of Government Ethics' (OGE) General Counsel and Legal Policy Division. In this position she works closely with the White House and agency ethics officials to help prospective Presidential nominees to Senate-confirmed positions comply with the extensive financial disclosure requirements of the Ethics in Government Act and resolve potential conflicts of interest before entering government service. Ms. Khaner joined OGE in 2003 as a Management Analyst in OGE's Program Review Division, leading ethics program reviews of executive branch agencies. She subsequently served two years as an OGE desk officer, providing guidance and delivering training to agency ethics officials. Ms. Khaner graduated cum laude with a degree in Psychology from George Mason University.

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### **Michael Korwin, Federal Deposit Insurance Corporation**

Michael Korwin Deputy Ethics Counselor Federal Deposit Insurance Corporation (FDIC)

Michael Korwin is an Ethics Program Specialist and a Deputy Ethics Counselor with the FDIC. Mr. Korwin joined the FDIC in May, 2003, after having spent 14 years on staff as a Senior Ethics Specialist with the Office of Government Ethics. Prior to his time at the OGE, Mr. Korwin was a Deputy Ethics Counselor with the Nuclear Regulatory Commission. Highlights of his career in ethics include supporting outreach programs to the private sector, emerging democracies and a variety of Federal agencies. While with the FDIC, Mr. Korwin has been instrumental in developing values-based training modules presented through the FDIC Corporate University, as well as developing the NEETS electronic ethics management system for meeting training and financial disclosure reporting requirements. In 2009, Mr. Korwin was requested by the Obama White House to serve as an Ethics Advisor to the new administration. Over a four month period he assisted presidential appointees prepare their financial disclosure statements for their Senate confirmation hearings while also rendering ethics opinions for senior White House staff. Mr. Korwin holds a Masters Degree in Public Administration from George Washington University, and has also done post graduate work at Harvard University's Kennedy School of Government.

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### **Lorelei Kowalski, General Services Administration**

Lorelei Kowalski Director Committee Management Secretariat

Ms. Lorelei (Lori) Kowalski is the Director for the U.S. General Services Administration's (GSA) Committee Management Secretariat, the governmentwide Federal advisory committee oversight and policy office. Ms. Kowalski's primary responsibilities include: oversight and management of federal advisory committees government-wide, serving as a subject matter expert in support of the FACA program; serving as a subject matter expert and team member for FACA legislative and regulatory amendments; as well as developing guidance and tools to assist in government-wide advisory committee program compliance.

Prior to joining GSA in 2009, Ms. Kowalski was the Lead Designated Federal Officer (DFO) for the Environmental Protection Agency's (EPA) Board of Scientific Counselors (BOSC) for 6.5 years. The BOSC is an agency authority Federal advisory committee composed primarily of scientists and engineers that was chartered to provide expert advice to the Assistant Administrator of the Office of Research and Development (ORD) on the management and direction of the ORD research program. As the primary research organization for the EPA, ORD's research served as the scientific basis for many regulatory and other agency activities. During her 6.5 years with the BOSC, Ms. Kowalski had oversight of, or was directly responsible for, over 100 scientific and technical reviews of ORD's research program.

Ms. Kowalski earned her undergraduate degree in Biology from Goucher College, and her graduate degree (Master of Environmental Management) with a focus on ecotoxicology/water quality from Duke University.

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### **Janice Kullman, Federal Housing Finance Agency**

Janice A. Kullman has been practicing federal sector employment law for 18 years. She is currently Managing Associate General Counsel at the Federal Housing Finance Agency where she has served for eight years. Ms. Kullman is also a co-organizer of the Federal Employment Lawyers Group arranging for speakers on topics of interest to agency counsel.

Prior to her Federal service, Ms. Kullman was a Senior Associate at Shaw, Bransford, Veilleux & Roth for five years representing Federal employees, and was Vice President of the Metropolitan Washington Employment Lawyers Association in 2004-2005. Ms. Kullman has spoken at D.C. Bar CLE classes related to the Federal EEO process for the past three years and has taught several times at the annual Federal Dispute Resolution Conference on the subjects of the EEO process, litigating at the EEOC, and case law updates. She

has also co-taught a legal writing class at George Washington University law school. Ms. Kullman has appeared in various Federal District Courts and the Federal Circuit Court of Appeals as well as D.C. Superior Court and the EEOC and MSPB. She graduated cum laude from the Washington College of Law at American University, Wellesley College, cum laude, and Phillips Exeter Academy.

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### **Keith Labeledz, Office of Government Ethics**

Keith Labeledz is a Senior Program Analyst with the Presidential Nominations Branch in the General Counsel and Legal Policy Division at the Office of Government Ethics (OGE). In this role, he performs first and second-level reviews of financial disclosure reports filed by nominees to and appointees in positions requiring Presidential appointment and Senate confirmation. Mr. Labeledz's prior work experience includes serving as a Management Analyst with the University of Illinois Medical Center at Chicago and as an Assistant Compliance Officer with the City of Chicago Inspector General's Office. Mr. Labeledz has a Bachelor of Science in Business Administration from the University of Illinois at Urbana-Champaign and a Master of Arts in Political Science from Columbia University.

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### **Wendy Laguarda, Farm Credit Administration**

Wendy Laguarda is an Assistant General Counsel and DAEO at the Farm Credit Administration, a small, independent agency that regulates the Farm Credit System (which is made up of cooperative lending institutions for farmers, ranchers and aquatic fisherman). Ms. Laguarda has been involved in administering the ethics program at FCA as a collateral duty since 1992. Prior to FCA, Ms. Laguarda worked at the Federal Home Loan Bank Board (which is now the Office of Thrift Supervision) in the enforcement and corporate transactions divisions. She received a B.A. from Tufts University and her J.D. from the National Law Center at George Washington University.

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### **Paul Ledvina, Office of Government Ethics**

Paul Ledvina, an information management specialist in the Program Counsel Division of the U.S. Office of Government Ethics (OGE), is the OGE Records Officer, Paperwork Reduction Act Clearance Officer, and Federal Register Liaison.

Prior to joining OGE, Mr. Ledvina served in information management positions at the Library of Congress, National Archives and Records Administration, Export-Import Bank of the U.S., World Bank (IBRD), and ExxonMobil Corporation.

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### **Richard Lepley, Consumer Financial Protection Bureau**

Richard G. Lepley serves as the Consumer Financial Protection Bureau Deputy General Counsel for General Law, Ethics, and Oversight. He is responsible for supervising General Law areas of fiscal, procurement, labor relations, employment relations, information law (including FOIA, privacy, and all kinds of confidential information), intellectual property, and physical and data security. The Director has appointed Richard to be the Designated Agency Ethics Official responsible for all ethics matters at the Bureau and supervision of the Ethics Team in the Legal Division.

Rich was present at the birth of the CFPB as part of the core Treasury team that started working to stand up

the Bureau in July 2010. In his previous position as Acting Assistant General Counsel for General Law and Ethics at the Department of Treasury, he worked on the draft legislation that ultimately became the Consumer Financial Protection Act. Before Treasury, Rich served as a litigator and manager for 22 years in the Federal Programs Branch of the Civil Division at the U.S. Department of Justice. He started his legal career as an associate at the Washington office of Fulbright and Jaworski.

Rich graduated cum laude from the George Washington University National Law Center. He has a B.S. in Economics from the University of Illinois.

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### **Hannah Lobel, Department Of State**

Hannah Lobel is an Attorney-Adviser in the Office of Ethics and Financial Disclosure in the U.S. Department of State's Office of the Legal Adviser.

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### **Lennard Loewentritt, General Services Administration**

Lennard S. Loewentritt was appointed as Deputy General Counsel on March 2, 2008. In his role as Deputy General Counsel, Mr. Loewentritt is responsible for helping to coordinate all legal functions and activities of the Office of General Counsel (OGC) nationwide, and for providing legal services and advice. He advises the General Counsel and other officials of the agency on all areas of agency's mission, including contracting, appropriation law, information technology, travel and transportation, real estate, construction, agency litigation, personnel and labor law, property management and disposal and ethics.

Mr. Loewentritt has been with the Office of General Counsel, General Services Administration, since February 1972. He began his career at GSA prior to graduating from law school as a legal intern. Prior to being appointed as Deputy General Counsel, he served as Deputy Associate General Counsel and Acting Associate General Counsel of the Personal Property Division, Office of General Counsel. In those positions, he was responsible for providing legal counsel on a wide range of contracting programs, several of which are multi-billion dollar programs such as GSA SmartPay® (the Government's Travel, Purchase and fleet cards), contract city pairs airline contracts, He also provided legal services for GSA's multi-billion dollar Multiple Award Schedules program. From November 2006 through June 8, 2008 and during the last presidential transition, Mr. Loewentritt served as Acting General Counsel of the agency.

Mr. Loewentritt is a native of New York City. He graduated from the University of Wisconsin At Madison in 1969 with a degree in Economics. He received his Juris Doctor from American University in 1972, and that same year was admitted to the Bar in the State of Maryland as well as the District of Columbia. He has been in the Office of General Counsel at the General Services Administration since law school and has been an attorney at GSA for the past 42 years.

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### **Sandy Mabry, Office of Government Ethics**

Sandra Mabry is Lead Program Analyst in the Presidential Nominations Branch, General Counsel and Legal Policy Division, U.S. Office of Government Ethics (OGE). Previously, Mrs. Mabry was a Senior Desk Officer in the Program Services Division at OGE. While she was a desk officer, she served three detail assignments to the White House Counsel's Office.

Prior to joining the OGE staff in November 2000, Mrs. Mabry was the paralegal assistant to the DAEO and

Alternate DAEO at the U.S. International Trade Commission. In that position she assisted in all aspects of the Commission ethics program. Mrs. Mabry's government service also includes employment in the Department of the Army, Defense Supply Agency, Office of the Secretary of Defense, and the House of Representatives. Mrs. Mabry holds a Bachelor of Arts degree from George Mason University.

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### **Jack MacDonald, Office of Government Ethics**

Jack MacDonald is a Program Analyst (Finance) in the Presidential Nominations Branch, General Counsel and Legal Policy Division, U.S. Office of Government Ethics (OGE). Previously, Mr. MacDonald was a Senior Desk Officer in the Program Services Division at OGE.

Prior to joining OGE in 2009, Mr. MacDonald was an ethics official at the Department of the Treasury and the Federal Election Commission. He holds a Bachelor's Degree in Political Science from St. Mary's College of Maryland.

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### **Michelle MaGee, Office of Government Ethics**

Michelle MaGee has served as a Program Analyst with OGE since 2010, in the Compliance Division, Program Review Branch. Prior to coming to OGE, Michelle worked in the Criminal Investigations Division of the Internal Revenue Service, located in Chicago, Illinois. She holds a Bachelors of Science degree in Accounting from Chicago State University.

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### **Jaideep Mathai, Office of Government Ethics**

Mr. Mathai serves as a Lead Management Analyst with the Office of Government Ethics (OGE). In this capacity Mr. Mathai has led and provided guidance to OGE's program review staff on inspections, plenary reviews and follow-up reviews that assessed the effectiveness of agencies' ethics programs. Mr. Mathai also contributed to various Compliance Division initiatives to improve the program review and related quality control processes. Additionally, Mr. Mathai has over 15 years of experience in such areas as federal procurement and GAGAS audits with agencies including the Department of the Navy and the Department of the Treasury. He is also a Certified Public Accountant licensed in the state of Virginia.

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### **Tim Mazur, Ethics and Compliance Officer Association (ECO)**

Tim C. Mazur is COO of the ECOA, the world's premier member organization serving ethics and compliance officers. Previously Tim was vice president, ethics, at Countrywide Financial Corporation. Tim joined Countrywide after serving as regional ethics and compliance officer and regional privacy officer for Blue Cross Blue Shield.

Tim is an ethicist with 23 years of experience managing ethics, compliance, and social responsibility issues in corporations, nonprofits, and other organizations. During his career, Tim has: taught in the M.B.A. programs at six universities; helped 44 clients variously evolve their laws-based compliance programs into more-effective, values-based ethics and compliance programs; appeared as a business ethics commentator on national television, radio, and the internet, as well as in print, keynote speeches, and other media; served as executive-in-residence at a U.S. business school; worked in the U.S. Congress; and in a federal criminal case, served as an expert for judging the effectiveness of a corporate ethics program.

Tim earned his M.B.A. degree in business economics and public policy at The George Washington University and a B.A. degree in political science at San Diego State University.

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### **Lisa McClennon , U.S. Agency for International Development**

Lisa McClennon is the Deputy Assistant Inspector General for Investigations with world-wide day to day responsibility for investigative oversight regarding development programs for USAID, MCC, IAF, ADF, and OPIC. She has 27 years of progressively responsible law enforcement and leadership experience for a variety of anti-fraud and enforcement initiatives.

She began her career in local law enforcement in 1987 and progressed through the federal system working on matters involving development, housing, immigration, drugs, firearms, arsons, and explosives. A native of California, she holds a B.S in criminal Justice, a M.S. in Human Relations and Business, and has post graduate work in Urban Policy and Administration. She now lives in Northern Virginia with her daughter and enjoys reading, writing, yoga, jazz and gardening in her spare time.

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### **Edward McDonnell, Department Of The Interior**

Ed McDonnell  
Alternate Designated Agency Ethics Official  
Departmental Ethics Office  
Office of the Solicitor  
Department of the Interior

Mr. Ed McDonnell, a retired U.S. Marine Corps judge advocate, received his Bachelor of Science degree (cum laude) in Physics from California State University, Northridge, in 1984, and was commissioned a second lieutenant in the U.S. Marine Corps. In 1988, he was selected for the Marine Corps Funded Law Education Program and received his Juris Doctor degree from University of California, Hastings College of the Law, San Francisco, California, in 1991. He is a member of the California bar.

From 1991 through 1992, Mr. McDonnell served in legal assistance and as a trial counsel on Okinawa, Japan. From 1993 to 1995, he served as senior trial counsel, military justice officer, and Special Assistant U.S. Attorney at Marine Corps Air Station, Cherry Point, North Carolina. From 1995 to 1996, still at Cherry Point, he served as Assistant Civil Law Officer, practicing installation law and ethics. From 1996 to 1999, he served with the Administrative Law Division (Code 13), Office of the Judge Advocate General of the Navy, first in the Military Affairs Branch, and then the Standards of Conduct and Government Ethics Branch. From 1999 to 2002, he served as Deputy Head, Research and Civil Law Branch, Judge Advocate Division, Headquarters, U.S. Marine Corps, where he practiced administrative law and ethics. From July 2002 until his retirement from the U.S. Marine Corps in 2004, he again served at Code 13, this time as Head of the Military Affairs and Personnel Law Branch and as Head of the Regulations and Legislation/FOIA/Privacy Act/Federal Register/Disability Branch. After retiring from the U.S. Marine Corps, he served, as a civilian employee, as the Manager for the Marine Corps Ethics Program, from May of 2004 until March of 2007.

Mr. McDonnell joined the Departmental Ethics Office on March 5, 2007.

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### **Amy Mertz Brown, Consumer Financial Protection Bureau**

Amy Mertz Brown serves as Assistant General Counsel for General Law and Ethics, in the Legal Division of the Consumer Financial Protection Bureau. She was appointed by the Director as the Alternate Designated

Agency Ethics Official for the Bureau, and manages the Bureau's ethics program and staff. She is a member of the General Law, Ethics, and Oversight management team, which advises the Bureau in a broad range of legal areas including fiscal, procurement, labor, employment and EEO, information, intellectual property, and physical and data security.

Ms. Brown was part of the Treasury team that stood up the Bureau in the fall of 2010. She came to the Bureau from the United States Department of Treasury, where she served as Deputy Chief Counsel at the Bureau of the Public Debt. There she managed the Bureau's employment and government ethics practice as well as its litigation portfolio, with legal issues involving employment law, securities law, and novel questions of contract law arising from Treasury securities transactions.

Previously, she served as an attorney and manager for 18 years at the United States Small Business Administration. There, she advised clients in a wide range of legal and policy areas, including venture capital programs; commercial lending and debt collection activities; rulemaking and statutory interpretation; employment, procurement, information, and fiscal law; and government ethics. Brown's experience includes over 14 years of both conducting and overseeing litigation for the government in a variety of forums, including Federal district and bankruptcy court, state court, and administrative forums such as the Equal Employment Opportunity Commission, Merit Systems Protection Board, and Boards of Contract Appeals.

Brown is a graduate of Washington College of Law at The American University; University of Colorado at Boulder; and Punahou School in Honolulu, Hawaii.

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### **David Meyers, Office of Government Ethics**

David Meyers currently serves as a Program Analyst in the Compliance Division of the U.S. Office of Government Ethics (OGE). In this position, he is responsible for conducting ethics program reviews at scores of Government departments and agencies and their components. He has also trained and advised ethics officials on a wide variety of ethics program responsibilities. David earned a Bachelor of Science degree in Agricultural Business and Economics from Virginia State University.

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### **Jason Miller, Federal News Radio**

Jason Miller is an executive editor and reporter with FederalNewsRadio 1500 AM and FederalNewsRadio.com—the only all-news radio station focused specifically on covering the federal government and its contractors.

As executive editor, Jason helps direct the news coverage of the station and works with reporters to ensure a broad range of coverage of technology, procurement, finance and human resource coverage.

As a reporter, Jason focuses mainly on technology and procurement issues, including cybersecurity, cloud, mobile computing and acquisition policies and programs. Jason hosts the weekly Ask the CIO program where he interviews large and small agency CIOs about their priorities and challenges.

Before coming to FederalNewsRadio in March 2008, he worked at Government Computer News for six years and Federal Computer Week for one year. He covered governmentwide technology issues that focused on people, policy and programs. These include the Bush administration's e-government initiatives, federal enterprise architecture, cybersecurity and HSPD-12.

From 1998 to 2001, Jason covered small business and minority-owned business contracting issues for

Set-Aside Alert newsletter.

Jason has won several awards during his career, including the SBA's regional Small Business Journalist of the Year in 2000, and a first place in story telling by the Virginia Press Association in 1997.

Jason lives in Arlington, Va., with his wife, Lita, and two children, Talia, 13, and Elias, 12.

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### **Shira Minton, Securities And Exchange Commission**

Shira Pavis Minton is Ethics Counsel at the Securities and Exchange Commission. Prior to joining the SEC in 2010 Shira ran the Ethics Program and was ADAEO at the Treasury Department where she received the Secretary's Certificate of Appreciation from Secretary Henry Paulson. Prior to the Treasury Department Shira was the Assistant General Counsel for Ethics and ADAEO at the Federal Trade Commission. Before joining Government service Shira was an attorney in private practice focused on corporate law. Shira graduated with honors from Harvard Law School in 1996, and received her B.A. in Philosophy from Binghamton University in 1990.

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### **Emil Moschella, Rutgers School of Law**

With over 28 years of FBI experience as an agent-attorney, Mr. Moschella retired in 1996 from the Senior Executive Service position of Chief of the Legal Advice and Training Section of the FBI, and was its Deputy Designated Agency Ethics Official. Between 1997 and 2003 he was the Director of Corporate Compliance for Horizon Blue Cross Blue Shield of New Jersey. In June 2009 he completed assisting the FBI in the implementation of its corporate styled compliance program – a first in the federal government. He is a graduate of Fordham College and Brooklyn Law School and a member of the Bar of the Commonwealth of Virginia. He has published several articles on compliance issues including “Federal Agency Compliance: Applying Corporate Lessons in Government Setting” in the June 2008 edition of the Compliance and Ethics Magazine and “The Wisdom of Corporate Compliance, Even in Government” as Compliance Week Guest Columnist on December 1, 2009. He helped to establish the Rutgers Center for Government Compliance and Ethics, is a member of its Advisory Board and currently its Executive Director.

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### **Barbara Mullen-Roth, Office of Government Ethics**

Ms. Mullen-Roth is a career federal employee having served the United States Government for over 30 years. Ms. Mullen-Roth is currently the Assistant Director for Compliance at OGE but has served in a variety of positions during her 20 plus-year career with OGE including the positions of Deputy Director for Administration, Associate Director for International Assistance and Governance Initiatives, Associate Director for Education and Program Services, Special Assistant to the Director and as an OGE Desk Officer.

Before joining OGE in 1990, Ms. Mullen-Roth was a Senior Evaluator with the United States Government Accountability Office (GAO) serving in various locations including Washington, DC, Honolulu, Hawaii and Chicago, Illinois.

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### **Elaine Newton, Office of Government Ethics**

ELAINE NEWTON

Elaine is an Associate General Counsel at the U.S. Office of Government Ethics (OGE). Elaine's duties include analyzing financial disclosure reports for conflicts of interest, reviewing certificate of divestiture requests, and providing guidance and interpretation of Federal ethics laws and regulations. Elaine serves as the Desk Officer for the U.S. Department of Agriculture.

Elaine began working at OGE in 1987 in an administrative capacity. After finishing her undergraduate work, she entered the University of Maryland School of Law. Elaine graduated from law school in 1999 and is a member of the Maryland State Bar Association.

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### **Stephanie Nonluecha, Office of Government Ethics**

Stephanie Nonluecha is a Program Analyst (Finance) in the Presidential Nominations Branch, General Counsel and Legal Policy Division, U.S. Office of Government Ethics (OGE). Previously, Ms. Nonluecha was a Senior Desk Officer in the Program Services Division at OGE.

Prior to joining OGE in 2006, Ms. Nonluecha was an ethics official at the U.S. Department of Justice, Departmental Ethics Office and at the National Institutes of Health, National Institute on Aging.

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### **Tony Ogden, Federal Reserve System Board Of Governors**

Tony Ogden is the Deputy Inspector General for the Board of Governors of the Federal Reserve System (Board) and the Consumer Financial Protection Bureau (CFPB) in Washington, DC. The Office of Inspector General (OIG) provides independent oversight by conducting audits, evaluations, investigations, and other reviews of the programs and operations of the Board and the CFPB and demonstrates leadership by making recommendations to improve economy, efficiency, and effectiveness and by preventing and detecting fraud, waste, and abuse. As Deputy Inspector General, Tony is responsible for the day-to-day management and operations of the Audits and Evaluations, Information Technology, Investigations, Management, and Strategic Initiatives functions of the OIG. Prior to joining the Board-CFPB OIG, Tony served as the General Counsel to the Inspector General at the U.S. Environmental Protection Agency, and as Inspector General at the U.S. Government Printing Office. At the U.S. Government Printing Office, Tony provided collaborative and energetic executive leadership to ensure implementation of the policies, organizational goals, and strategic objectives for the OIG. He also chaired the Legislation Committee for the Council of Inspectors General on Integrity and Efficiency for two years. Before joining federal service, Tony served as the Litigation and Compliance Counsel for the Tobacco Project at the National Association of Attorneys General, where he worked on economic issues arising from the Tobacco Master Settlement Agreement, assisted states with enforcement matters, and coordinated state and federal enforcement legislation on issues related to the agreement. He is a former Colorado Assistant Attorney General, having worked on tobacco settlement enforcement for then Attorney General Ken Salazar. He has also worked as an attorney in private practice, focusing on civil litigation, administrative law, and workers' compensation matters. His public service includes appointments to the Denver Public Safety Review Commission and Denver Mayor/Council Youth and Violence Task Force. Tony has also conducted extensive training in legal ethics. Tony is an honors graduate from the University of Colorado at Boulder. He holds a JD from the University of Denver, College of Law. Tony is also an alumnus of the Leadership for a Democratic Society program at the Federal Executive Institute. Tony and his husband, Bill Poulos, live in Washington, DC, with their German shepherd, Brenna.

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## **Richard Painter, University of Minnesota Law School; Harvard University**

Professor Richard W. Painter received his B.A., summa cum laude, in history from Harvard University and his J.D. from Yale University, where he was an editor of the Yale Journal on Regulation. Following law school, he clerked for Judge John T. Noonan Jr., of the United States Court of Appeals for the Ninth Circuit and later practiced at Sullivan & Cromwell in New York City and Finn Dixon & Herling in Stamford, Connecticut.

He has served as a tenured member of the law faculty at the University of Oregon School of Law and the University of Illinois College of Law, where he was the Guy Raymond and Mildred Van Voorhis Jones Professor of Law from 2002 to 2005.

From February 2005 to July 2007, he was Associate Counsel to the President in the White House Counsel's office, serving as the chief ethics lawyer for the President, White House employees and senior nominees to Senate-confirmed positions in the Executive Branch. He is a member of the American Law Institute and is an advisor for the new ALI Principles of Government Ethics. He has also been active in the Professional Responsibility Section of the American Bar Association.

Professor Painter has also been active in law reform efforts aimed at deterring securities fraud and improving ethics of corporate managers and lawyers. A key provision of the Sarbanes-Oxley Act of 2002 requiring the SEC to issue rules of professional responsibility for securities lawyers was based on earlier proposals Professor Painter made in law review articles and to the ABA and the SEC. He has given dozens of lectures on the Sarbanes-Oxley Act to law schools, bar associations, and learned societies, such as the American Academy of Arts and Sciences. Professor Painter has on four separate occasions provided invited testimony before committees of the U.S. House of Representatives or the U.S. Senate on securities litigation and/or the role of attorneys in corporate governance.

His book, *Getting the Government America Deserves: How Ethics Reform Can Make a Difference*, was published by Oxford University Press in January 2009. He has written op-eds on government ethics for various publications including the New York Times, the Washington Post and the Los Angeles Times, and he has been interviewed several times on government ethics and corporate ethics by national news organizations, including appearances on Lawrence O'Donnell (MSNBC), Anderson Cooper 360 (CNN), CNN News, Fox News, National Public Radio All Things Considered, and Minnesota Public Radio News. In 2011, he testified before the U.S. House Government Oversight Committee on partisan political activity by government officials and reform of the Hatch Act. Professor Painter has also given expert testimony in cases involving securities transactions and the professional responsibility of lawyers. He testified as a defense witness in *SEC v. The Reserve Money Market Fund* (SDNY, November 2012), a jury trial of an SEC enforcement action against the founders of the world's oldest money market fund that ended with a defense verdict on all of the fraud counts.

Professor Painter is the author of two casebooks: *Securities Litigation and Enforcement* (with Margaret Sachs and Donna Nagy; West 2003; Second Edition, 2007; Third Edition 2011) and *Professional and Personal Responsibilities of the Lawyer* (with Judge John T. Noonan Jr.; Foundation 1997; Second Edition, 2001; Third Edition 2011). He has written dozens of articles, book reviews, and essays, including a series of papers and a forthcoming book with Minnesota colleague Claire Hill on the personal responsibility of investment bankers.

During the 2014-15 academic year, Professor Painter will be on leave as a fellow at Harvard University's Safra Center for Ethics where he will work on a book on campaign finance reform.

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**Manisha Patel, Council On Environmental Quality (EOP)**

Manisha D. Patel serves as the Deputy General Counsel and Designated Agency Ethics Official for the Council on Environmental Quality (CEQ) within the Executive Office of the President. Prior to serving in her current capacity, Ms. Patel served as the Deputy Associate Director for Regulatory Policy at CEQ. At CEQ, Ms. Patel works closely with Federal agencies, state and local governments, stakeholders, and other White House offices to develop policies and initiatives that advance the President's environmental, natural resources, and energy agenda. She coordinates interagency efforts to analyze, develop, and implement smart and responsible regulations, by engaging Federal departments and agencies on a broad range of legal, technical, and logistical matters. Since beginning her career in federal environmental law two decades ago, Ms. Patel has steadfastly and successfully advocated for innovative solutions to intractable problems. Prior to joining CEQ, Ms. Patel served in various capacities at the United States Environmental Protection Agency (EPA). She had held leadership positions within EPA's Office of General Counsel and in EPA's Office of Regional Counsel in Dallas, Texas. Ms. Patel is a recognized expert on Federal rulemaking issues, including those arising under the Administrative Procedure Act, the Regulatory Flexibility Act, the Congressional Review Act, the Paperwork Reduction Act, the Information Quality Act, and a variety of Executive Orders. Ms. Patel has been repeatedly recognized for her dedication and leadership in finding comprehensive and sustainable approaches to tackle the environmental issues and challenges we face as a country. Her commendations include agency awards for counseling the development and implementation of proactive voluntary approaches to control air pollution and for the development of novel legal approaches for Clean Water Act permits. Ms. Patel is a graduate of Northwestern University and the Georgetown University Law Center. She is a member of the Virginia State Bar.

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#### **Christina Peterson, National Science Foundation**

Chrissy Peterson is the Chief of Employee Relations Programs and Personnel Security Officer for the National Science Foundation.

Prior to moving to NSF, Ms. Peterson served as the Labor Relations Officer for multiple DoD organizations where she negotiated term agreements with several different labor organizations, resolved unfair labor practice charges, handled grievances among other LR-related activities.

In addition, Ms. Peterson served as the Chief of Employee Relations Operations, Policy, and Reasonable Accommodation for the Secretary of Defense, Joint Chiefs of Staff, Washington Headquarters Service, Pentagon Force Protection Agency, and other DoD entities.

Ms. Peterson has provided expert advice and guidance on hundreds of employee relations cases—many of which have included violations of the Standards of Ethical Conduct for Employees of the Executive Branch. Such cases have included indefinite suspensions based on the crime provision, removals, and adverse actions for both on- and off-duty conduct. Examples of the types of misconduct addressed have included conspiracy to commit fraud, misuse of government equipment, misuse of government position or credentials, the acceptance of inappropriate gifts, and nepotism among others.

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#### **James Peters, U.S. Agency for International Development**

Mr. Peters is the Assistant General Counsel for Ethics and Administration and Designated Agency Ethics Official at the U.S. Agency for International Development, and a member of the U.S. Government's Senior Executive Service.

He is responsible for all aspects of the Agency's ethics program. In that capacity, he has spearheaded the

complete overhaul of the ethics education program, initiating a standardized, but live, presentation for every Agency employee, including those at far-flung overseas posts. In addition, he has overseen the development of targeted training for specific groups, including representatives of USAID's contractor and grantee community. Working with senior representatives of other functional offices, Mr. Peters has been instrumental in creating and institutionalizing USAID's Integrity Working Group.

In addition to his DAEO responsibilities, Mr. Peters is also responsible for litigation of cases relating to personnel and discrimination law before the Merit Systems Protection Board, the Equal Employment Opportunity Commission, the Federal Labor Relations Board, and the Foreign Service Grievance Board. Mr. Peters serves as Agency counsel in personnel cases before the United States District Court for the District of Columbia. Expanding beyond his assigned roles, he recently served as Acting Mission Director for USAID/Albania, and he has been selected by the Administrator for a 2015 assignment as Deputy Mission Director for USAID/Pakistan.

Mr. Peters received a B.A. from the University of Illinois in 1984, with a major in International Relations. He is a 1987 graduate of the University of Illinois College of Law. Following his admission to the Bar of the State of Illinois in 1987, Mr. Peters received a commission in the United States Air Force. He served as a member of the Judge Advocate General's Corps until 1997, attaining the rank of major. During his ten year term of military service, Mr. Peters held a variety of criminal prosecution and civil litigation positions, including an assignment to Incirlik Air Base, Turkey, immediately following the Gulf War, and a four year assignment as a trial attorney litigating personnel cases Air Force-wide.

Mr. Peters has been with the USAID Office of the General Counsel since July, 1997.

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#### **Jeff Pienta, Farm Credit Administration**

Jeffrey Pienta is a Senior Attorney and Deputy Ethics Official at the Farm Credit Administration (FCA), a small, independent agency that regulates and examines the banks, associations, and related entities of the Farm Credit System. Mr. Pienta has been involved in administering the ethics program at FCA as a collateral duty since 2010. Prior to FCA, Mr. Pienta worked as a civilian attorney at the United States Coast Guard. He received a bachelors from the finance department at Michigan State University and a J.D. from the George Mason University School of Law.

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#### **Margaret Plank, Consumer Financial Protection Bureau**

As Senior Counsel in the Legal Division of the Consumer Financial Protection Bureau, Margaret Plank advises the Bureau in a broad range of legal areas including ethics, fiscal, labor, employment and EEO, and information. She also provides legal support to the Bureau's Office of Advisory Boards and Councils.

Ms. Plank joined the Bureau in July 2011 after spending 10 years in the General Law Division of the Office of General Counsel at the Consumer Product Safety Commission, where she provided ethics counsel as a component of a portfolio primarily focused on labor and employment matters. Earlier in her career Ms. Plank spent 10 years as a trial attorney in the Civil Division of the U.S. Department of Justice, representing federal agencies in district court litigation throughout the United States. She began her legal career as a law clerk to the Honorable George F. Gunn, Jr., Eastern District of Missouri.

Ms. Plank holds a law degree from Columbia University, and received a BA in Comparative Literature from Yale University.

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## **Wade Plunkett, Office of Personnel Management**

Wade Plunkett's bio for 2014 ethics conference panel:

Graduate of the University of Arkansas School of Law, law clerk to state supreme court justice, U.S. Senate Governmental Affairs Committee, U.S. Department of Labor, U.S. Office of Personnel Management, Principal Deputy Ethics Official since 1993.

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## **Robert Rizzi, Steptoe & Johnson LLP**

Robert Rizzi, a partner in Steptoe's Washington and New York offices, leads the firm's Vetting and Government Ethics practice. He brings more than two decades of experience representing prospective political appointees requiring Senate confirmation through the vetting process. He has advised appointees on the initial executive branch vetting process, Senate confirmation, and post-confirmation ethics, compliance, and tax advice. His clients have included cabinet and subcabinet members, administrators and commissioners of various agencies, and numerous ambassadorial appointees in both Democratic and Republican administrations.

His practice also covers federal and state income tax aspects of corporate and partnership business transactions, including mergers and acquisitions, reorganizations, work outs, and joint ventures, and advice to high net-worth families on transactional and cross-border matters.

Mr. Rizzi teaches government ethics at Harvard Law School, and has taught government ethics at the Georgetown University Law Center, and corporate taxation at Catholic University Law School. He has written about and been quoted in the media on issues related to government ethics and the political vetting process.

Noteworthy

Served in the Office of General Counsel at the Central Intelligence Agency, 1981-1982

Author of bi-monthly column, "Corporate Organizations and Reorganizations," for the Journal of Corporate Taxation

Founding editor, Mergers & Acquisition: The Monthly Tax Journal

Selected Publications

Senate Confirmation Process Goes 'Nuclear,' but Some Burdens Remain January 6, 2014, Roll Call

Spotlight on Filibuster Reform and Recess Appointments January 2, 2014, Law360

Practical Approaches to Dealing With Whistleblower Claims December 1, 2013, Tax Executives Institute, Inc.

Areas of Practice Tax Corporate Tax Transactions Mergers & Acquisitions Government Affairs & Public Policy Vetting & Government Ethics IRS Controversy & Tax Litigation Partnerships/LLCs/S Corporations Employee Benefits/ERISA/Executive Compensation Education Harvard Law School, J.D., 1978, cum laude Oxford University (New College), M. Litt., 1975, Marshall Scholar Princeton University, A.B., 1972 Phi Beta Kappa, Woodrow Wilson Scholar Bar & Court Admissions District of Columbia New York California

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## **Emory Rounds, Office of Government Ethics**

Emory Rounds currently serves as the Acting Chief of OGE's Internal Operations Division. Since joining OGE in 2009, he also has served as an Associate General Counsel and as the Special Assistant to OGE's Acting Director.

From 2003 until 2009, Mr. Rounds served in the Office of the Counsel to the President as the Deputy Associate Counsel for Ethics and, later, as an Associate Counsel to the President, providing ethics advice to senior White House officials and staff, and managing the White House Office's ethics and Presidential nominee as well as staff financial disclosure programs.

Mr. Rounds began his 38-year Federal career in the U.S. Navy's Judge Advocate General's Corps. Before retiring after 22 years of active duty, Mr. Rounds had been a prosecutor, defense attorney, investigator, hearing officer, legal office director, commissioner to the Navy's highest appellate court, and counsel at major military acquisition and global transportation commands. His personal military decorations include two Meritorious Service Medals, four Navy Commendation Medals, and the Navy Achievement Medal. Following his Navy career, Mr. Rounds gave ethics advice, provided standards of conduct training, and reviewed financial disclosure reports as an Attorney-Advisor in the Department of Commerce's Office of the Assistant General Counsel for Administration.

Mr. Rounds is a graduate of the University of Massachusetts at Amherst and the University of Akron School of Law, where he was Managing Editor of the Akron Law Review.

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## **Chris Runkel, National Archives And Records Administration**

Chris Runkel has served as the National Archives and Records Administration's (NARA) DAEO since April 1994 and as Senior Counsel in NARA's Office of General Counsel since August 1999. He has worked for NARA since it became an independent agency in 1985 and practiced in all areas of law affecting the agency's operations. He has previously served as the agency's Deputy General Counsel and as the Acting General Counsel. Mr. Runkel has presented at OGE's Annual Conference on several occasions, including sessions on travel issues, service on outside boards, and the Intergovernmental Personnel Act. He has also presented at the GAO Appropriations Law Forum and archival organization conferences.

Mr. Runkel graduated Phi Beta Kappa from the George Washington University in 1981 with a B.A. and Honors in Political Science. He received his J.D. from the George Washington University Law School in 1985.

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## **Tom Rust, House Committee on Ethics**

Tom Rust is the Chief Counsel and Staff Director for the Committee on Ethics of the United States House of Representatives, which is authorized to administer the House's self-discipline authority under Article 1, section 5 of the United States Constitution. Mr. Rust joined the Committee staff in 2009, and prior to being appointed as Chief Counsel and Staff Director, he served in senior positions in both the Committee's Investigations and Advice and Education sections.

Before joining the House Ethics Committee, Mr. Rust practiced law with two prestigious law firms for almost a decade, where his work included representing companies and individuals in government investigations, counseling clients on ethics and compliance issues, and litigation. He is a graduate of the University of

### **Robert M. Sadler, Department Of Labor**

Robert M. Sadler is the Counsel for Ethics, Office of the Associate Solicitor for Legislation and Legal Counsel, U.S. Department of Labor. In that position he is responsible for ethics related functions in the Department of Labor, including administering the financial disclosure program and an ethics training program. Mr. Sadler counsels Department employees, conducts ethics briefings, reviews financial disclosure reports, and drafts advisory opinions on ethics and political activities issues. In carrying out these tasks, Mr. Sadler oversees a network of approximately 15 agency ethics contacts and coordinates with 10 Regional Associate Solicitors responsible for providing ethics advice in their respective geographic regions. Mr. Sadler has served as the Counsel for Ethics since August 2000.

Before joining the Department of Labor, Mr. Sadler was a staff attorney in the Ethics Division of the Office of the Assistant General Counsel for Administration, U.S. Department of Commerce where he served since 1992. Prior to that he was an associate with a private law firm in Washington, D.C. where he practiced environmental law. In addition, he served as an adjunct professor in the Law and Public Policy Program, the Columbus School of Law, The Catholic University of America, from 1997-2008. Mr. Sadler received his law degree in 1990 from the Columbus School of Law, The Catholic University of America, Washington, D.C., a Master of Arts in 1985 from The George Washington University, Washington, D.C., and a Bachelor of Arts degree in 1976 from the University of Iowa in the great state of Iowa.

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### **Vincent Salamone, Office of Government Ethics**

Before coming to the Office of Government Ethics in July 1992, Vince served in the U.S. Army as a captain in the Judge Advocate General Corps and was stationed at the U.S. Army Communications-Electronics Command (CECOM), Fort Monmouth, New Jersey.

From April 1988 to June 1992, Vince served as an Administrative Law Attorney at CECOM. Among his various other legal positions at CECOM, Vince served as the Command Procurement Fraud Advisor, CECOM Ethics Counselor, Legal Assistance Officer, and was appointed as a Special Assistant United States Attorney.

Vince has served as an Associate Counsel at OGE since November 2000 and also serves as OGE's Media Liaison. Vince is a graduate of Assumption College where he received his Bachelor of Arts degree (Magna Cum Laude) in History. He received his Juris Doctor degree from Western New England University School of Law in 1987. He is a member of the Massachusetts Bar.

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### **Mark Samburg, Consumer Financial Protection Bureau**

Mark Samburg is an attorney-advisor for General Law and Ethics in the Legal Division of the Consumer Financial Protection Bureau. He advises the Bureau and its components on a broad range of legal issues, including questions concerning ethics, procurement, labor, employment and EEO, information, intellectual property, physical and data security, and professional responsibility.

Mark previously litigated consumer protection actions on behalf of state Attorneys General at Cohen Milstein Sellers & Toll, PLLC. Before entering private practice, he served as a judicial law clerk to Judge Leonard I.

Garth of the United States Court of Appeals for the Third Circuit, and for Associate Justices Lubbie Harper, Jr. and Joette Katz of the Connecticut Supreme Court.

Mark is a graduate of Harvard Law School and Brandeis University.

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### **Karen Santoro, National Science Foundation**

Karen Santoro has served as the Designated Agency Ethics Official (DAEO) at the National Science Foundation since 2007. Prior to that, she was DAEO at the U.S. Department of Education, a Deputy Ethics Counselor at the National Institutes of Health, and the Alternate DAEO at the Department of Health & Human Services. She has practiced law for the United States Government just over thirty years.

In addition to administering an ethics program, Ms. Santoro has been involved in research related issues such as financial conflicts of interest of awardees and investigators, technology transfer guidelines, and the responsible conduct of research.

She graduated cum laude from the Washington College of Law at American University.

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### **John Sassaman, Senate Select Committee on Ethics**

John C. Sassaman, Jr.

Mr. Sassaman is the Chief Counsel and Staff Director for the Select Committee on Ethics of the United States Senate, which is authorized to administer the Senate's self-discipline authority under Article 1, section 5 of the United States Constitution. Since 2008, he has implemented and managed the committee's investigative, advice, and training functions, now under the direction of Chairman Barbara Boxer and Vice Chairman Johnny Isakson.

Before joining the Senate Ethics Committee, Mr. Sassaman served as Senior Counsel for the United States House Committee on Standards of Official Conduct. He was also Special Counsel in the Office of the Corporation Counsel for the District of Columbia. He was a staff counsel with the United States Court of Appeals for the Federal Circuit and clerked for the District of Columbia Court of Appeals.

Mr. Sassaman is a graduate of Haverford College and a cum laude graduate of Albany Law School of Union University, serving as the Editor-in-Chief of the Albany Law Journal of Science & Technology.

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### **Andrew Schoenbach, Office Of Management And Budget (EOP)**

Andy Schoenbach is the Chief of the Budget Systems Branch at the Office of Management and Budget, a position he has held since 1987. He is responsible for OMB's MAX systems that support the formulation of the annual President's Budget, including the automated publication of Budget documents, analyses of budget data, and a broad scope of government-wide data collection, tracking, and decision support activities such as director's review scorekeeping, appropriations tracking, continuing resolutions, Earmarks, Performance tracking, and ad hoc policy support exercises.

He is the policy lead for the Budget Formulation and Execution Line of Business (BFELoB) Presidential E-Government initiative that is enhancing the effectiveness of Federal budgeting under the auspices of the

Budget Officers Advisory Council (BOAC). The BFELoB is transforming government-wide collaboration, information sharing, inter and intra-agency data collection, analytics, document publishing, and knowledge management through MAX.gov – an integrated suite of cloud-based tools specifically tailored for Federal government needs. With over 100,000 users, MAX’s capabilities are widely used throughout the government to securely collaborate and share information, perform data collections, create dashboards with real-time charts and graphs, and publish fully indexed ‘camera-ready’ documents directly from collected data.

The BFELoB is also transforming agency budgeting activities thru shared budget systems, a decision matrix for informing the procurement of budgeting systems, budget human capital tools, integrating Federal budgeting with financial management, and the development of a Budget Capabilities Self-Assessment Tool that agency budget offices are using to assess their internal activities against best-practices and that provides a roadmap they can use to improve. Prior to OMB, Andy held senior management positions with the New York State Department of Health in support of state-wide public health information, provider regulation, healthcare financing regulation, and service delivery. He also served as a senior legislative budget analyst for the New York State Assembly Ways and Means Committee. Andy has an MS in Policy Sciences from the State University of New York at Stony Brook and a BA with concentrations in physics, mathematics, and economics from the New York University College of Arts and Sciences. He is a recipient of numerous performance awards, including the Distinguished Executive Presidential Rank Award in 2008 and the Meritorious Executive Presidential Rank Award in 2002.

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### **Ryan Segrist, Office of Government Ethics**

Ryan Segrist is a member of the Training Products Development Section of the Program Counsel Division at OGE. Ryan is an experienced instructor on financial disclosure, conflicts of interest, and educating ethics officials. He earned a Bachelors of Science degree at Bethany College and a Master of Arts degree from the University of Tennessee, majoring in Philosophy. He also was an enlisted member of the U.S. Marine Corps Reserve Infantry.

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### **Kelly Selesnick, Department Of Health And Human Services**

Kelly Selesnick joined the Department of Health and Human Services, Office of the General Counsel’s Ethics Division in September 2011. Kelly received her J.D. from Georgetown University Law Center in 2011 and her B.A. from University of Pennsylvania in 2008.

Kelly advises the political appointees and the ethics offices of the Administration for Children and Families, Health Resources and Services Administration, Administration for Community Living, Office of Health Reform, Office for Civil Rights, Office of the National Coordinator for Health Information Technology, and Office of the Assistant Secretary for Financial Resources, regarding all aspects of federal government ethics including the criminal conflict of interest statutes, financial disclosure, post-government service employment rules, political activity restrictions, and standards of ethical conduct matters.

During law school, Kelly interned with the Department of Health and Human Services, Office of the General Counsel’s Children, Families, and Aging Division. She also interned with the United States Mint, Maryland Office of the Public Defender, and the Honorable Ursula Ungaro in the Southern District of Florida.

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### **Robert Shapiro, Department Of Labor**

Robert A. Shapiro is the Associate Solicitor for Legal Counsel at the U.S. Department of Labor in Washington, D.C. Mr. Shapiro heads a division which is responsible for providing legal assistance in the drafting of bills, testimony, and Departmental views on matters relating to Department of Labor programs and activities. He also serves as the Department's senior career ethics official. In this capacity he is responsible for the Department's ethics program and provides advice on the federal conflict-of-interest laws, the Standards of Conduct for Employees of the Executive Branch, financial disclosure requirements, and the Hatch Act. Additionally, Mr. Shapiro provides legal advice on Departmental organization and executive personnel and succession matters. Mr. Shapiro also manages the Office of the Solicitor's Honors Attorney Program. Finally, he serves, as the Department's designee, as a member of the Administrative Conference of the United States.

Mr. Shapiro has been with the Department of Labor since 1976. He has served in a number of positions, including Special Assistant to the Solicitor for Regulatory Affairs, Assistant Counsel for the Inspector General, and Counsel for Administrative Law. He was appointed to his present position of Associate Solicitor, which is in the Senior Executive Service, in December 1990. During 2003-2004, he served as Acting Deputy Solicitor for Planning and Coordination.

Mr. Shapiro received a B.A. degree magna cum laude in political science from American University in Washington, D.C. He earned his J.D. degree from Northwestern University School of Law in Chicago, Illinois. He is a member of the bars of the District of Columbia, Illinois, and the United States Supreme Court.

From 1977 to 1991, Mr. Shapiro was an Adjunct Professor at the American University School of Public Affairs. He taught principally in the areas of constitutional law and administrative law.

Mr. Shapiro has been the recipient of numerous professional awards. These include the Department of Labor's Distinguished Career Service Award, the Outstanding Government Service Award from the Section of Administrative Law and Regulatory Practice of the American Bar Association, and the Outstanding Adjunct Faculty Teaching Award from American University.

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### **Walter M. Shaub, Jr., Office of Government Ethics**

Walter M. Shaub, Jr., was nominated by President Obama on May 24 to serve a five-year term as Director of the Office of Government Ethics (OGE), succeeding Robert I. Cusick, Jr., whose term expired. OGE is an independent agency that aims to prevent conflicts of interest on the part of U.S. government employees, and works to resolve those conflicts if they occur. OGE also participates in developing ethics programs for the government's anti-corruption foreign policy initiatives. Shaub's nomination is subject to confirmation by the Senate Committee on Homeland Security and Governmental Affairs, which has yet to schedule a hearing.

Born in 1971 in Virginia, Shaub earned a B.A. in History from James Madison University in 1993 and a J.D. from the American University Washington College of Law in 1996. Starting his legal career as a government attorney, Shaub served as a staff attorney at the Department of Veterans Affairs (VA) Baltimore-Washington Regional Counsel's office from 1997 to 1998, at the Office of General Counsel of the Department of Health and Human Services from 1998 to 2000, and at the VA's Central Office from 2000 to 2001. Shaub first worked for OGE from 2001 to 2004, leaving for the private sector to practice at the Washington, DC, law firm of Shaw, Bransford, Veilleux and Roth, where he focused on federal employment law until 2006.

Shaub has served at OGE continuously since 2006, specifically as a supervisory attorney from 2006 to 2008 and as deputy general counsel since 2008. At the same time, Shaub has been the designated chief Freedom of Information Act (FOIA) officer for OGE.

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### **Patrick Shepherd, Office of Government Ethics**

Patrick Shepherd is a lead instructor at OGE. Prior to joining OGE's Program Counsel Division, Patrick served as a Desk Officer in OGE's Program Services Division where he provided ethics liaison services to a portfolio of executive agencies. Patrick also served as the Ethics Program Manager at the Consumer Financial Protection Bureau from October 2011 through May 2012. In 2011, Patrick received the U.S. Office of Government Ethics Director's Award for Excellence. He holds a B.A. degree in Philosophy, magna cum laude, from Mary Washington College.

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### **Kimberly Sikora Panza, Office of Government Ethics**

Kim Sikora Panza is an Assistant Counsel in the General Counsel & Legal Policy Division of the U.S. Office of Government Ethics. Prior to joining OGE, she was Special Counsel at Wiley Rein LLP, where she focused on transactional matters and regulatory counseling. Since 2005, Kim has worked as an adjunct in the Scholarly Writing program at The George Washington University Law School. From 2005-2006, she clerked for the Honorable Roger W. Titus, U.S. District Court for the District of Maryland. Kim earned a B.A. in Women's and Gender Studies and a B.A. in Political Science from American University, summa cum laude and Phi Beta Kappa. She earned her J.D. from the George Washington University Law School, with highest honors and Order of the Coif.

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### **Dan Skalla, Office of Government Ethics**

Dan Skalla serves as Chief, Professional Staff Group One, in the Compliance Division of the U.S. Office of Government Ethics (OGE). Dan and his team of Program Analysts hold agencies accountable for carrying out effective and compliant ethics programs through oversight and monitoring activities including plenary ethics program reviews, ethics program inspections, and the review of annual, periodic transaction, and termination financial disclosure reports of senior government officials. Dan is a Certified Internal Auditor and holds a Masters of Business Administration. Prior to joining the OGE staff in January 2008, Dan served ten years as a United States Air Force NCO and Officer.

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### **Michael Smallberg, Project On Government Oversight**

Michael Smallberg is an investigator at the Project On Government Oversight (POGO), a nonpartisan independent watchdog that champions good government reforms. His investigations center on oversight of the financial services industry. Smallberg has contributed to POGO's reports, testimony, letters, public comments, and blog posts on issues such as the revolving door, bailout contractor conflicts of interest, and excessive secrecy at financial regulatory agencies.

Smallberg has appeared on CNN and been quoted in The New York Times, The Washington Post, and The Wall Street Journal. He is the recipient of a Dateline Award in business journalism from the Society of Professional Journalists' Washington, DC chapter, and was named as a finalist for a Best in Business Award by the Society of American Business Editors and Writers. Smallberg earned a B.A. in American History from Brown University.

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### **Megan Snyder, Department Of Homeland Security**

Megan Snyder received her J.D. from the University of California, Berkeley, School of Law in 2008. She began her legal career in 2008 with Latham & Watkins, LLP in Washington, D.C., practicing antitrust and white collar litigation. In 2010, Ms. Snyder joined U.S. Customs and Border Protection as a General Attorney in the Office of Chief Counsel, Ethics, Labor & Employment law section. Her practice includes providing ethics guidance to agency employees, providing employment and labor law guidance to agency managers, and representing the agency in third-party administrative employment matters before the Merit Systems Protection Board, Equal Employment Opportunity Commission, and in labor arbitrations.

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**Paul Solis, Office of Congressional Ethics, U.S. House of Representatives**

Prior to joining the Office of Congressional Ethics, Paul Solis served as a staff member at the San Francisco Ethics Commission where he investigated claims, enforced laws, and made policy recommendations related to campaign finance, lobbying, campaign consulting, conflicts of interest, and governmental ethics. He has also held positions at the U.S. Department of Justice-Civil Rights Division, City of Philadelphia Law Department, Philadelphia District Attorney's Office, and The National League of Cities in Washington, D.C.

Mr. Solis graduated from the University of Michigan with a B.A. in Philosophy and Political Science and received his J.D. from Temple University School of Law where he was a staff member of the Temple International & Comparative Law Journal.

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**Nicole Stein, Office of Government Ethics**

Nicole Stein has worked at the U.S. Office of Government since 2004. Currently, Ms. Stein is a Program Analyst in the Strategic Initiatives Section. In this capacity, Ms. Stein works on several of OGE's strategic initiatives including performance management and external communications. In addition, Ms. Stein is responsible for the distribution and analysis of several executive branch wide surveys.. Prior to this role, Ms. Stein served as a Desk Officer and provided support to various education initiatives.

Ms. Stein received her B.A. in History from Indiana University and her Master's in Public Administration from George Washington University.

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**Mark Stewart, Office of Government Ethics**

Mark Stewart joined OGE in July of 2003. He currently is a Program Analyst in the Program Review Branch of the Compliance Division. He is retired from active duty with the United States Coast Guard, where he served as a Law Specialist. He also served four years in the United States Navy. He received his Juris Doctor Degree from the University of Miami School of Law, and is a member of the Florida Bar. He received his Bachelors Degree in Economics from Fairfield University, and his Associates Degree in Management from Hawaii Pacific College.

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**Max Stier, Partnership for Public Service**

Max Stier is President and CEO of the Partnership for Public Service, a nonprofit, nonpartisan organization dedicated to revitalizing our federal government by inspiring a new generation to serve and by transforming

the way government works. Under Mr. Stier's leadership, the Partnership has been widely praised as a first-class nonprofit organization and thought leader on federal workforce issues. He has worked previously in all three branches of the federal government. In 1982, he served on the personal staff of Congressman Jim Leach. Mr. Stier clerked for Chief Judge James Oakes of the United States Court of Appeals for the Second Circuit in 1992 and clerked for Justice David Souter of the United States Supreme Court in 1994. Between these two positions, Mr. Stier served as Special Litigation Counsel to Assistant Attorney General Anne Bingaman at the Department of Justice. In 1995, Mr. Stier joined the law firm of Williams & Connolly where he practiced primarily in the area of white collar defense. Mr. Stier comes most recently from the Department of Housing and Urban Development, having served as the Deputy General Counsel for Litigation.

A graduate of Yale College and Stanford Law School, Mr. Stier is a member of the National Academy of Public Administration. He also serves on the Advisory Board of the Brookings Management and Leadership Initiative, National Advisory Board for Public Service at Harvard College, and Deloitte's GovLab Board of Governors.

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### **Chris Swartz, Office of Government Ethics**

Chris Swartz joined the Office of Government Ethics in the fall of 2011. He currently serves as an Assistant Counsel in the Ethics Law and Policy Branch, GCLPD, where he is responsible for developing executive branch-wide ethics policy, interpreting the criminal conflict of interest laws and the standards of conduct, and preparing substantive regulatory and guidance documentation. Chris graduated with a B.A. in Political Science from Elon University, and a J.D., magna cum laude, from the New England School of Law.

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### **Lorna Syme, Office of Government Ethics**

Lorna Syme is a program analyst in the Presidential Nominations Branch at the U.S. Office of Government Ethics (OGE). Ms. Syme has also served as a desk officer at OGE. Prior to joining OGE in 1996, she worked at the Department of Labor. Ms. Syme received her Bachelor of Arts and Bachelor of Science degrees from the University of Maryland, and her Masters of Business Administration degree from Johns Hopkins University.

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### **Lawrence A. Tabak, D.D.S., Ph.D, National Institutes of Health (NIH)**

Dr. Tabak is the principal deputy director of the National Institutes of Health (NIH). He previously served as the acting principal deputy director of NIH (2009), and prior to that as director of the National Institute of Dental and Craniofacial Research from 2000-10.

Dr. Tabak has provided leadership for several trans-NIH activities, including the NIH Roadmap effort to support team science, the NIH Director's initiative to enhance peer-review, and the NIH's implementation of the American Recovery and Reinvestment Act. Most recently, he co-chaired working groups of the Advisory Committee to the Director of NIH on the Diversity of the Biomedical Research Workforce and Information Technology and Informatics.

Prior to joining NIH, Dr. Tabak was the senior associate dean for research and professor of dentistry and biochemistry & biophysics in the School of Medicine and Dentistry at the University of Rochester in New York. A former NIH MERIT recipient, Dr. Tabak's major research focus has been on the structure, biosynthesis and function of glycoproteins. He continues work in this area, maintaining an active research

laboratory within the NIH intramural program in addition to his administrative duties.

Dr. Tabak is an elected member the Institute of Medicine of the National Academies. He received his undergraduate degree from City College of New York, his D.D.S. from Columbia University, and a Ph.D. from the University of Buffalo.

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### **Jeannine Turenne, Consumer Financial Protection Bureau**

Jeannine joined the Consumer Financial Protection Bureau in March 2011. Prior to joining the CFPB, she worked for 20 years at the United States Postal Service in a variety of positions both in and outside of its Law Department, including Director, Safety and Environmental Management where she coordinated the efforts of the Postal Service's Safety, Environmental, and Ergonomics programs. She also handled a variety of legal matters in the field and at headquarters, including issues involving ethics, employment, environmental, real estate, labor relations, contracts, FOIA, Privacy Act, torts, and OSHA. Her last position there was Chief Counsel, Ethics. At the CFPB, she works in the Ethics Office, helping Bureau employees navigate the criminal conflict of interest statutes, the Standards of Ethical Conduct for Employees of the Executive Branch, the CFPB Supplemental Ethics Regulations, financial disclosure issues, and any other issue or problem related to ethics. JD: Georgetown University Law Center. AB: Boston College.

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### **Amber Vail, Consumer Financial Protection Bureau**

Amber Bell Vail is a Senior Ethics Counsel for the Consumer Financial Protection Bureau, a position she has held since December 2010. Her primary responsibilities include reviewing and certifying financial disclosure reports, counseling employees on the conflict of interest statutes and Standards of Ethical Conduct, and creating and providing training to agency employees.

Amber recently completed a six-month detail at the Office of the White House Counsel, where she assisted with the vetting of potential Presidential appointees.

Prior to joining the Bureau, she worked for the U.S. Department of Veterans Affairs on their agency-wide government ethics program. She also was the Deputy Chief of the Hatch Act Unit at the U.S. Office of Special Counsel, where she assisted in the administration of a nation-wide program responsible for investigating allegations and providing advice concerning the Hatch Act. While at OSC, Amber also directed a Special Task Force create to investigate high-profile and highly complex Hatch Act cases. Amber received her LLM in Labor and Employment Law from Georgetown University School of Law, and her JD from Golden Gate University School of Law.

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### **Diana Veilleux, Office of Government Ethics**

Diana J. Veilleux is Chief of the Legal, External Affairs and Performance Branch in the Program Counsel Division at the United States Office of Government Ethics. Prior to joining OGE in October 2009, Ms. Veilleux was a partner for nearly 15 years at the Washington, DC law firm of Shaw, Bransford, Veilleux & Roth, PC where she represented private clients and federal agencies in federal personnel cases at the Equal Employment Opportunity Commission, the Merit Systems Protection Board, the U.S. Court of Appeals for the Federal Circuit and D.C. District Court. She was also a frequent lecturer on federal personnel law, EEO an MSPB law and practice, and litigation, and was a co-host on FedTalk, a weekly talk show on issues of interest to the federal community.

Ms. Veilleux began her legal career as an honors attorney with the United States Postal Service in the office of Office of Labor Law. She earned her undergraduate degree from Boston University and her J.D. from Georgetown University Law Center.

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#### **Carol Verratti, International Trade Commission**

Carol McCue Verratti is an attorney and the ADAEO at the U.S. International Trade Commission, a quasi-judicial independent agency with broad investigative responsibilities on matters of international trade. Ms. Verratti has been involved in administering the ethics program at the ITC since 1985. Prior to taking on ethics and other administrative law responsibilities, Ms. Verratti advised the Commission on antidumping/countervailing duty and intellectual property investigations. She also represented the Commission before the Court of Appeals for the Federal Circuit and the Court of International Trade. Prior to the ITC, Ms. Verratti worked in the legislative section of the Chief Counsel's office at the Federal Aviation Administration. Ms. Verratti received her B.A. from Brown University and her J.D. from the Washington College of Law at American University.

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#### **Michelle Walker, Office of Government Ethics**

Michelle Walker has been with OGE since 2008 and serves as a Program Analyst in Program Review Branch of OGE's Compliance Division. Michelle previously worked in the Office of Research and Analysis at the National Endowment for the Arts. She holds a Masters of Arts degree in Art History from California State University, Northridge and a Bachelor of Arts degree in European Studies from the University of Minnesota.

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#### **Gretchen Weaver, National Institutes of Health (NIH)**

Gretchen Weaver joined the HHS Office of the General Counsel, Ethics Division in 2001, as NIH Ethics Counsel. In 2002, she spent three months on detail to the White House in the Office of the Counsel to the President. In 2007, Gretchen became the Senior NIH Ethics Counsel, and more recently also became the Team Leader of the NIH Advice Section. She previously served in the Office of the General Counsel to the United States Postal Service headquarters in its Ethics Program. Prior to electing public service for her career in 1999, Gretchen was in private litigation practice in Ohio, and the Washington, D.C., area. She is a graduate of the Case Western Reserve University School of Law (1993), and John Carroll University (1990).

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#### **Nancy Weiss, Institute Of Museum And Library Services**

Nancy E. Weiss serves as General Counsel of the U.S. Institute of Museum and Library Services (IMLS) as a member of the Senior Executive Service. She advises the Director of IMLS, the National Museum and Library Services Board, and agency officials on the legal aspects of cultural activity, grant-making, public-private partnerships, and the full range of legal issues involving in carrying out the work of a federal agency that supports the 35,000 museums and 123,000 libraries in the nation through research, policy development, and programs of financial assistance. She serves as the Secretary to the National Museum and Library Services Board, a presidentially-appointed policy advisory board, and as the Designated Agency Ethics Official.

Prior to joining IMLS, Nancy served as Deputy General Counsel of the National Endowment for the

Humanities, where she also provided counsel to the Arts and Artifacts Indemnity Program (which helps defray the costs associated with international museum exhibitions) and represented the agency on the National Archives Trust Fund Board. Earlier in her career, she practiced litigation and media law at Williams and Connolly in Washington D.C., held a legal research fellowship in New Delhi, India, and held a federal judicial clerkship with the Hon. William W Schwarzer (N.D. California and Director of the Federal Judicial Center). Prior to attending law school, Nancy directed a student retention program at the University of Pennsylvania. Nancy graduated with honors from the University of Michigan Law School, and phi beta kappa with a degree in Economics from the Wharton School of the University of Pennsylvania. She has been admitted to the bars of California and the District of Columbia.

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### **Cary Williams, Federal Reserve System Board Of Governors**

Cary Williams has spent most of her legal career working in the Legal Division of the Federal Reserve Board, starting out in the international banking regulation section and later transitioning to ethics work. She was appointed DAEO in 2001, and has been on the receiving end of FIVE OGE program reviews.

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### **Gaye Williams, Department Of Commerce**

Gaye Williams currently serves as the Deputy Chief of the Ethics Law and Programs Division of the U.S. Department of Commerce where she has worked at the Department for over 16 years. In her current position, she is responsible for the supervision of Ethics Program Specialists and serves as back-up to the Division Chief. Ms. Williams also served as an Ethics Advisor in the Office of the Counsel to the President from August of 2000 through January of 2001. She earned a J.D. from the University of Baltimore School of Law and a B.A. from the University of Pittsburgh. She is also a member of the Alpha Kappa Alpha Sorority, Inc.

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### **Eric Yoder, The Washington Post**

Eric Yoder has been a reporter with the Washington Post since 2000, covering Congress, the administration and outside interests such as the contractor community and federal unions. Mr. Yoder concentrates on federal employee and budgetary issues but has written about many different aspects of the government. Most of what he writes is published initially online and when used for print typically appears on the Fed Page or elsewhere in the A section. Before joining the Post, Mr. Yoder worked at Federal Employees News Digest and before that at Federal Times, also covering the federal government. In addition, he has done freelance writing and editing for a wide variety of newspapers, magazines and websites on topics ranging from law to marketing, and from real estate to golf course reviews. He also has had three books of short mysteries for children published.

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### **David Zaring, The Wharton School**

David Zaring is Assistant Professor of Law at the Wharton School. He writes at the intersection of financial regulation, international law, and domestic administration. He has written over thirty articles, including publications in the Cornell, Michigan, NYU, UCLA, and Virginia law reviews, and a number of international law journals. In addition to teaching at Wharton, he has previously taught at the Bucerius, Penn, Washington & Lee, and Vanderbilt law schools.