

PRESENTER BIOGRAPHIES

2020 National Government Ethics Summit

Kristen Albrittain

National Archives and Records Administration

Kristen is a member of the National Archives and Records Administration's Social Media Team in the Office of the Chief of Staff. She has been with NARA since 2007 and specializes in policy, terms of service agreement negotiations, corporate records management, and general troubleshooting for social media. She received her MLS from the University of Maryland in 2009.

#Compliance: Official Use of Social Media – Guidelines and Gray Areas (Day 1)

M. J. (Alex) Alexander

U.S. Department of State

M. J. (Alex) Alexander has been an attorney/adviser with the Department of State's ethics office since 2009. Prior to joining the Department's Legal Adviser's Office, Alex was with the Air Force General Counsel's Office where she was the Director of the Air Force Ethics Office. In that position she led the Air Force's ethics program with its global reach of over 450,000 personnel and provided ethics advice to the Air Force's senior leaders. Prior to serving as the Director of the Air Force Ethics Office, Alex worked for the United States Agency for International Development where she litigated employment cases, provided ethics advice, and advised USAID's Office of Military Affairs on interagency cooperation with the Department of Defense. She also served as a Senior Trial Attorney at the Government Accountability Office's Personnel Appeals Board where she investigated and litigated discrimination, Hatch Act, and prohibited personnel practice cases. She was an active duty Air Force JAG Corp officer for 10 years and served an additional 16 years in the JAG Air Force Reserves. During her time as a Judge Advocate with the Air Force, Alex provided ethics advice, advised on matters of international law, litigated employment and labor law cases, and served as both a criminal defense attorney and a criminal prosecutor.

Journey to Nomination (Day 3)

Grant Anderson

U.S. Office of Government Ethics

Grant serves as an Assistant Counsel in OGE's Program Counsel Division, where he is responsible for reviewing and analyzing legislative proposals affecting OGE, responding to congressional requests, participating in meetings and training related to legislative affairs, and assisting in the appropriations process.

Grant earned a B.A. in Political Science from the University of Wisconsin-Madison in 2009 and a J.D. from Marquette University Law School in 2012. Prior to joining OGE, he worked as a legislative counsel for the Hohlt Group, a federal government affairs firm.

Which Came First, the Congressional Inquiry or the Press? (Day 1)

David J. Apol
U.S. Office of Government Ethics

As General Counsel at OGE, Mr. Apol is responsible for interpreting ethics laws and regulations, recommending changes to ethics policy, ensuring accountability, providing transparency, and addressing and resolving potential conflicts of interest for the President’s nominees for Senate confirmed positions.

Prior to his position as General Counsel at OGE, Mr. Apol served as the Chief Counsel for Administrative Law at the Office of the U.S. Trade Representative, leading the ethics and administrative law program of a cabinet-level agency. Before that, he served as an Associate General Counsel at OGE, where his accomplishments included working on ethics law reform. Prior to coming to OGE, Mr. Apol served as Associate Counsel to the President, advising the President and senior White House officials on ethics issues and the Presidential nominee financial disclosure program.

Mr. Apol was the Counsel for the Department of Labor’s Ethics Program from 1992 to 2000, where he was charged with establishing and then managing a new department-wide ethics program. He served as a Counsel for the Senate Ethics Committee from 1987 to 1992, where he advised Senators and Senate Staff, and was involved in several high-profile investigations.

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 for the Army’s Strategic Missile Defense Command.

He is a graduate of Wheaton College and the University of Michigan Law School.

- #Compliance: Official Use of Social Media – Guidelines and Gray Areas (Day 1)
- Ethics Challenges, Changes, and the Next Chapter: The View from OGE on the Executive Branch Ethics Program (Day 1)
- Proposed Updates to the Standards of Conduct (Day 1)
- A Question of Impartiality: How Would You Advise? (Day 3)

Monica Ashar
U.S. Office of Government Ethics

Monica Ashar is an Associate Counsel in the Ethics Law and Policy Branch at the U.S. Office of Government Ethics. Prior to joining OGE in 2012, she served for eight years in various roles at the National Endowment for the Arts (NEA), including Alternate Designated Agency Ethics Official and FOIA Officer. Additionally, as an NEA Fellow, she coordinated writing workshops and related program elements for *Operation Homecoming: Writing the Wartime Experience*, an NEA initiative for U.S. troops and their families that resulted in a published anthology and an archive housed at the Library of Congress, and that was the subject of an award-winning documentary. Monica holds a J.D. from the Georgetown University Law Center; she also earned a Master of Arts Management, with highest distinction, from Carnegie Mellon University, and a Bachelor of Music, *summa cum laude*, from the Catholic University of America. Among her other accomplishments, she became a champion on *Jeopardy!* in 2017.

- A Question of Impartiality: How Would You Advise? (Day 3)
- Analyzing Common and Complex Financial Interests: A Roadmap (Day 3)

Dr. Julio Bacio Terracino
Organisation for Economic Co-operation and Development

Julio has more than 15 years' experience on anti-corruption. He regularly advises countries in the design and implementation of policies that ensure public integrity and prevent corruption. He has also contributed to the design of analytical frameworks for the creation of public integrity systems, building a culture of integrity and ensuring accountability. He also focuses on addressing corruption in public procurement and infrastructure projects as well as on promoting transparency and integrity in political processes. Previously, Julio was an independent consultant on anti-corruption, a human rights and governance officer at the United Nations Office of the High Commissioner for Human Rights, and legal adviser in the private sector. Of Italian and Argentinian nationality, Julio obtained his PhD and Master's degree in International Law at the Graduate Institute of International Studies, Geneva and his Law degree at the University of Buenos Aires.

Global Perspectives on Preventing Corruption and Conflicts of Interest (Day 1)

Alice Bartek-Santiago
U.S. Department of the Interior

Alice Bartek-Santiago is the supervisory attorney for the Training, Education and Communication Branch at the Departmental Ethics Office in the U.S. Department of the Interior. Prior to joining the Department of the Interior, Alice was an ethics attorney at the Federal Trade Commission (FTC) where she provided federal ethics guidance, reviewed financial disclosures, developed and administered federal ethics training, and answered post-government employment inquiries. During her time at the FTC, she was on a 7-month detail to the White House Counsel's Office in the Executive Office of the President as an ethics attorney. While there, she advised White House staff and political appointees on ethics matters and conflicts of interest. Before her law career, Alice was an officer in the United States Air Force. Alice received her undergraduate degree from the University of Notre Dame and her law degree from Creighton University School of Law.

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part I) (Day 1)
Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part II) (Day 1)

Stuart Bender
U.S. Department of Agriculture

Stuart Bender serves as the Designated Agency Ethics Official (DAEO) and Director of the Office of Ethics at the U.S. Department of Agriculture (USDA). Mr. Bender has served in this position as a career Senior Executive since 2010. Mr. Bender reports directly to USDA's General Counsel. In 2016, Mr. Bender was awarded a Presidential Rank Award for Meritorious Service in recognition of his work in significantly strengthening USDA's ethical compliance program. Building upon that success, in 2017, Mr. Bender led the creation of USDA's Ethics Mobile Application, a free, multimedia Ethics App available to the public by searching "USDA Ethics" on any smart phone's app store. In 2018, Mr. Bender led the creation of the Federal government's first animated Ethics Video, entitled: "Ethics Illustrated: How to Avoid Conflicts of Interest" publicly available on USDA's official YouTube page. In 2019, Mr. Bender led the upgrade of USDA's Ethics App to include a new interactive Ethics Game (The "Test Your Knowledge Game") as well as additional video ethics training resources created by his Office. In 2020, Mr. Bender led the creation of the Federal government's first animated Hatch Act Video, entitled: "The Hatch Act Illustrated and Explained" on USDA's official YouTube page. Mr. Bender has presented numerous training sessions including a training module on "State Bar and Post-Employment Rules: A Guide for Federal Attorneys" which was videotaped for OGE's Institute for Ethics in Government's Advanced Practitioner Series on OGE's YouTube page. Before joining USDA, Mr. Bender was the

DAEO and Assistant General Counsel at the Executive Office of the President's Office of Management and Budget (OMB). He also served as the General Counsel and Ethics Officer for the U.S. Holocaust Memorial Museum during its first decade. Mr. Bender has served as an attorney and Alternate DAEO in the Executive Office of the President's Office of Administration, and was a civilian procurement attorney in the U.S. Navy working on complex telecommunication system acquisitions. Mr. Bender received his J.D. degree, *cum laude*, from the George Washington University School of Law and his B.A. in Political Science, *cum laude* from Brandeis University. Mr. Bender is a member of the Maryland State Bar.

Promoting an Ethical Culture: Setting the Tone from the Top (Day 2)

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part I) (Day 1)

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part II) (Day 1)

Elysabeth Benjamin **U.S. Office of Government Ethics**

Elysabeth Benjamin is a Desk Officer and *Integrity* Specialist in the Program Counsel Division, at the U.S. Office of Government Ethics (OGE), where she provides assistance to Executive Branch ethics officials with their ethics programs, but also with their use of OGE's electronic filing system. Prior to joining OGE in 2016, Ms. Benjamin was a Senior Ethics Specialist at the Administration for Children and Families (ACF), a Department of Health and Human Services component, where she served from 2011 to 2016. Ms. Benjamin holds a B.A. in Sociology and a Post Baccalaureate in Non Profit Financial Management, from the University of Maryland.

Integrity 101 (Day 1)

Integrity Best Practices (Day 3)

Integrity Q&A – Answers to Your Questions (Day 1)

Integrity: Preparing for the 2020 Annual Filing Season (Day 3)

Hannah Bergman **National Archives and Records Administration**

Hannah Bergman is NARA's Chief Privacy Officer and Counsel for Privacy and Information Policy. She coordinates NARA's approach to data and information governance, and advises on privacy and legal issues facing the National Archives. She also provides advice on the Federal Records Act and what it requires of agencies. She has been instrumental in NARA's efforts to implement the Managing Government Records Directive which requires agencies to manage all email and permanent electronic records electronically. In addition, Hannah advises on privacy and access issues related to NARA's own records and the holdings in the National Archives. She also provides ethics advice to NARA employees as a deputy ethics official, and represents management in labor and employment law matters.

#Compliance: Official Use of Social Media – Guidelines and Gray Areas (Day 1)

Natalie A. Bonanno **U.S. Postal Service**

Natalie A. Bonanno currently serves as Acting Associate General Counsel and Chief Ethics & Compliance Officer of the United States Postal Service (Postal Service). Natalie's team is primarily responsible for ethics, FOIA, the Privacy Act, and compliance. Prior to her current role, Natalie served in various roles with the Postal Service, such as Chief Counsel of Federal Compliance from 2016-2018, ethics attorney from 2013-2016, and employment law litigation attorney from 2012-2013. Prior to

joining the Postal Service, Natalie adjudicated employment discrimination complaints with the Department of Homeland Security Headquarters for five years. Natalie is a graduate of Howard University School of Law and Pennsylvania State University.

OIG and Agency Cooperation: Channeling Grace, Humor, and Patience to Increase Awareness and Compliance (Day 2)

Deborah Bortot
U.S. Office of Government Ethics

Deborah Bortot is the Chief of the Presidential Nominations Branch in the General Counsel and Legal Policy Division at the U.S. 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). She received her B.A. degree in Economics and Finance from the University of Maryland.

Analyzing Common and Complex Financial Interests: A Roadmap (Day 3)

Chris Brown
U.S. Office of Government Ethics

Christopher Brown serves as a Desk Officer in the Office of Government Ethics Program Counsel Division. Chris joined OGE in 2019, and provides ethics liaison services to a portfolio of executive agencies. Chris holds a B.A. in Social Science from the University of Massachusetts. His previous federal experience includes AmeriCorps, Peace Corps, the Department of the Interior and the U.S. Consumer Product Safety Commission.

Advice and Counsel Data Call: Summary of Agency Responses (Day 2)

Cynthia Brown
U.S. Department of the Interior

Cynthia Brown is an attorney with Training and Education Team at the Departmental Ethics Office in the U.S. Department of the Interior. Prior to joining the Ethics Office, she was a legislative attorney at the Congressional Research Service, advising congressional clients on ethics issues. She has also taught as an adjunct professor at the George Washington University Law School.

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part I) (Day 1)
Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part II) (Day 1)

Kathy Burow
National Labor Relations Board

Kathy Burow is the Senior Ethics Specialist and Deputy Designated Agency Ethics Official at the National Labor Relations Board (NLRB). She came to the Agency in 2010 as a Human Resource Specialist in the Office of Employee Development where she managed the NLRB's Management Development Program, a program which involved curating resources and training opportunities for aspiring leaders, supervisors, managers, and members of the Senior Executive Service. In 2013, after assisting the Agency's DAEO with the development of the NLRB's first values-based ethics training

program, she transferred permanently to the Ethics Office as an Ethics Specialist and was promoted to Senior Ethics Specialist in 2015. During her tenure as an Ethics Official at the NLRB, Kathy has used her expertise in project management and instructional design to develop a tracking system for ethics inquiries; team up with the Agency's OCIO to redesign the Ethics SharePoint site; and lead the development of legal and government ethics training programs and learning resources. Kathy has a background in training, project management, technical writing, and business analysis, and she has been recognized by Agency leadership for her innovative approach to designing and delivering effective training products that meet the needs of busy professionals. Since 2017 she has been a member of the Society of Corporate Compliance and Ethics (SCCE) and has become a Certified Compliance and Ethics Professional (CCEP). Kathy received her Bachelor of Science in Education from the Indiana University of Pennsylvania.

Using Surveys to Support Your Ethics Program: Learn from Your Peers (Day 2)

Kehli Cage

U.S. Office of Government Ethics

Kehli is an Ethics Specialist in the Office of Government Ethics. In her role she maintains a portfolio of over 17 agencies to provide Ethics advice and counsel. Kehli received her undergraduate degree in Public Relations from Bowie State University and received her graduate degree in Curriculum and Instruction from Trinity Washington University. Kehli is a proud public servant, who believes in the power of “giving back”, thus her keen interest in Mentoring. She deems herself a “lifelong learner” as she believes that we never stop learning.

Advice and Counsel Data Call: Summary of Agency Responses (Day 2)

Caitlin Cater

National Endowment for the Humanities

Caitlin Cater is an attorney at the National Endowment for the Humanities, where she serves as the agency's Alternate Designated Agency Ethics Official and advises on a wide range of matters concerning NEH's mission and work. She began her career as a Presidential Management Fellow and has held positions at the U.S. Department of Labor and the U.S. Department of Justice. Caitlin received a J.D. from William & Mary Law School and a B.A. from the University of Pittsburgh.

Using Surveys to Support Your Ethics Program: Learn from Your Peers (Day 2)

Doug Chapman

U.S. Office of Government Ethics

Mr. Chapman was selected as the Chief, Program Review Branch in May 2016.

He joined OGE in 1993 as a Management Analyst in the Program Review Division, 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 agency ethics programs are measured. 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 new Compliance Division. In May 2015, Mr. Chapman was selected as Chief of the Program Review 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.

Certification of Ethics Agreement Compliance: Process, Pitfalls, and Possibilities (Day 3)

Dale “Chip” Christopher
U.S. Office of Government Ethics

Mr. Christopher was selected as the Deputy Director for Compliance in February 2015.

He first joined OGE in 1991 as a Management Analyst in the Program Review Division, the predecessor to the Compliance Division. He served for 15 years in the Program Review Division before being promoted to head the division in 2006. He then served as the Associate Director of the Program Services Division for two years before transitioning to OGE’s Office of General Counsel, where he was a Lead Financial Analyst. Most recently, Mr. Christopher served as the Chief of OGE’s Agency Assistance Branch, where he and his staff provided valuable guidance and support to the executive branch ethics community.

He earned a Bachelor of Science in Business Administration from West Virginia University.

Ethics Challenges, Changes, and the Next Chapter: The View from OGE on the Executive Branch Ethics Program (Day 1)

Fireside Chat: Michael Horowitz and Chip Christopher (Day 2)

Peter Constantine
U.S. Department of Labor

Peter Constantine serves as the Associate Solicitor for Legal Counsel in the Office of the Solicitor at the U.S. Department of Labor. He is the Department’s Alternate Designated Agency Ethics Official and leads its ethics program. As Associate Solicitor for Legal Counsel, he advises on pending legislation impacting the Department; assists in drafting legislative proposals and regulations to accomplish Departmental priorities; and advises on administrative law and procedure. Peter also manages the Department’s Legal Honors Attorney Program. At DOL, he previously served as the Deputy Associate Solicitor for Civil Rights and Labor-Management and as Counsel for Labor Relations. In addition, Peter served with the U.S. Department of Housing and Urban Development in a variety of capacities including Deputy Chief Human Capital Officer and Associate General Counsel for Ethics, Appeals and Personnel Law. He has served as an attorney with the U.S. Office of Special Counsel, Merit Systems Protection Board, and Federal Labor Relations Authority. He received a BA in Urban Studies from the College of Wooster and a JD from American University’s Washington College of Law.

Ethics and Employee Engagement—Creating an Environment Where Employees Do Their Best (Day 2)

Using Surveys to Support Your Ethics Program: Learn from Your Peers (Day 2)

Sean Croston
Board of Governors of the Federal Reserve System

Sean Croston serves as Alternate Designated Agency Ethics Official and Senior Counsel at the Board of Governors of the Federal Reserve System. He previously served as a deputy ethics official and attorney at the Federal Trade Commission and the Nuclear Regulatory Commission. He has given presentations at OGE’s National Government Ethics Summit, OGE’s Institute for Ethics in Government, and the

Interagency Ethics Council. He regularly advises PAS nominees and agency staff throughout the course of the nomination process, and has prepared ethics training for new PAS officials at multiple agencies. He holds a BA from the University of Rochester and a JD from William & Mary Law School.

Journey to Nomination (Day 3)

Adhana Davis
National Aeronautics and Space Administration

Adhana Davis is lead ethics counsel at NASA's Kennedy Space Center in Florida. In addition to educating and advising KSC employees on how to prevent and address ethics issues, she collaborates with NASA's ethics officials across the agency on programmatic ethics matters. Before joining NASA in 2013, she clerked for the Honorable Judge Damon J. Keith of the Sixth Circuit Court of Appeals. Adhana received her B.A. in History from Pomona College and her J.D. from the University of California Los Angeles School of Law. She is a member of the California State Bar. In her free time she enjoys taking advantage of her proximity to Orlando's theme parks.

Making Ethics Education Relevant . . . and Therefore Interesting (Day 2)

Scott de la Vega
U.S. Department of the Interior

Scott de la Vega serves as both Director of the Departmental Ethics Office and Designated Agency Ethics Official for the U.S. Department of the Interior. Previously, Scott served for several years in various non-partisan senior legal positions at the White House over the course of two Presidential administrations, including as Ethics Counsel to the Vice President and in the Office of the White House Counsel as well as Managing Counsel for Operations in the Executive Office of the President. In these roles, he oversaw the financial disclosure clearance process for all White House officials; directly counseled senior White House staff, Cabinet officials, and nominees seeking Senate confirmation; and formulated Administration policy on ethics issues. Scott has served in leadership positions at other Federal agencies, as Vice President and Senior Counsel at two Fortune 500 corporations, and as both a trial and appellate criminal litigator in the U.S. Army's Judge Advocate General's Corps. He has a B.A. from SUNY Albany and a J.D. from the Syracuse University College of Law.

Promoting an Ethical Culture: Setting the Tone from the Top (Day 2)

Karena Dees
U.S. Department of Health and Human Services

Karena Dees has more than 17 years of experience as a nonpartisan counselor to elected officials, political appointees, and career government employees occupying the highest positions in Executive and Legislative branches of the United States Government.

Currently, Ms. Dees serves as a Supervisory Attorney Advisor in the Ethics Division of the Office of General Counsel, U.S. Department of Health and Human Services (HHS). Ms. Dees advises the Internal Office of the Secretary on all aspects of the federal ethics program and leads a team of eight attorneys who provide counsel to HHS' additional 200+ political appointees. She and her team also provide leadership and guidance to dozens of deputy ethics officers who provide guidance to career civil servants in the largest civilian department of the U.S. Government.

Prior to joining HHS, Ms. Dees spent five years as a Senior Counsel in the Ethics Committee of U.S. House of Representatives. She advised Members, officers and employees of Congress on matters related to Federal ethics, appropriations, and election law. Ms. Dees was selected to serve as the staff lead for the Conflicts of Interest Subcommittee created to issue clear, thorough, and comprehensive rules pertaining to conflicts of interest and for Members of Congress and House employees.

From 2007 to 2011, Ms. Dees served as Associate General Counsel for the U.S. Office of Government Ethics (OGE). Ms. Dees shepherded Presidential Appointees through the financial disclosure and conflicts resolution aspect of their Senate confirmations during the George W. Bush Administration through the transition to the Barack Obama Administration. In support of OGE's legislative program, she provided bipartisan technical support to House and Senate committees of jurisdiction on issues including the Defense of Marriage Act, conflicts of interest for contractors and FACA members, and moonlighting by federal employees. In 2009, Ms. Dees led OGE's procurement effort to replace its website and content management system through three appropriation cycles in support of three OGE and two White House priorities. In 2010, OGE awarded the Bayless Manning Award to Ms. Dees.

Ms. Dees began her legal career at the Legal Services Corporation (LSC). She first served as a law clerk and, upon graduation, joined the LSC Office of Inspector General (IG) as an Assistant Counsel. She provided legal support to the IG and conducted investigations of LSC officials and programs. In 2007, the LSC IG presented Ms. Dees with the Inspector General Award for her investigative and legal work into the misuse of appropriated grant monies by one of the highest-profile LSC grant recipients, contracting improprieties, and false statements made to Congress by LSC leadership.

Karena is a graduate of the University of Texas at Austin, School of Journalism, and the Georgetown University Law Center in Washington, D.C. She is a member of the State Bar of Texas and the DC Bar. When not at work, Ms. Dees spends time with her husband, two children, one Labrador, and provides technical assistance legislative bodies of foreign governments attempting to install codes of conduct.

Money on My Mind: An Introduction and Refresher to 18 U.S.C. § 208 (Day 3)

Roland DeLeon

U.S. Office of Government Ethics

Rolando DeLeon is a Desk Officer in the Agency Assistance Branch at the U.S. Office of Government Ethics (OGE), where he provides ethics program assistance to several Executive branch agencies. From 2013 to 2019, he was employed by the DoD providing sexual assault response support to victims and program management support to senior military command teams. Roland is a decorated combat veteran having served in the United States Marine Corps and United States Army in combat arms and military policing roles, respectively. Roland holds a B.A. from Columbia College and a Masters in Human Relations from the University of Oklahoma.

Advice and Counsel Data Call: Summary of Agency Responses (Day 2)
The Full Ethics Story (Day 1)

Jill Denning

General Services Administration

Jill Denning has served as the Per Diem Program Manager in GSA's Office of Travel and Relocation Policy since the summer of 2009. She also writes and interprets regulations found in the Federal Travel Regulation. She joined GSA as a Presidential Management Fellow in 2007 after a rotation with the Small Business Administration. Prior to her federal government service, Jill served in various roles in the

private and nonprofit sectors, including a role managing internal communications for RTI International in Research Triangle Park, NC, and was the spokesperson for the Raleigh-Durham (NC) Airport Authority. Jill has a Master's of Public Administration degree from North Carolina State University.

Conference Speakers, Registration Fees, and the Federal Travel Regulation: The Latest Updates (Day 1)

Erica Dornburg
U.S. Department of Homeland Security

Erica Dornburg is the Associate General Counsel for Ethics in the Office of General Counsel and Alternate Designated Agency Ethics Official. Ms. Dornburg leads the Ethics Law Division, providing advice to the Secretary, other senior Department leaders, and headquarters employees on the application of conflict of interest statutes and regulations, government ethics regulations and Departmental ethics policy. In this role, she assists the DHS Designated Agency Ethics Official oversee ethics program compliance in the DHS operating components. Critical legal issues within advice regarding conflict rules, gift acceptance, endorsement and preferential treatment mitigation, impartiality, misuse of position, post-government employment, and rules about teaching, speaking and writing engagements.

Ms. Dornburg's professional ethics experience includes service as a senior ethics official with substantive legal and programmatic responsibility for the largest and best known programs within the Executive Branch – including acting Director of the U.S. Department of Defense (DoD), Standards of Conduct Office (SOCO), attorney-advisor and program manager at the U.S. Department of Veterans Affairs, and Deputy Director at the U.S. Department of Justice's Ethics Office. She previously served three details as an ethics official, including two to the Office of White House Counsel, helping direct the White House's ethics program as well as manage the vetting of Presidential Appointees, and at the U.S. Office of Government Ethics. Ms. Dornburg's experience includes over 25 years of legal experience, in various subject matter areas including labor and employee relations, veterans benefits, and other administrative law areas including appellate litigation.

Ms. Dornburg graduated with honors from the Washington College of Law at American University.

Crowdsourcing: Pointers and Pitfalls (Day 1)

Tri Duong
U.S. Office of Government Ethics

Tri Duong is a Program Analyst in the Program Review Branch at the U.S. Office of Government Ethics, where he conducts ethics program reviews of Executive branch agencies and departments. Tri also reviews financial disclosure reports. Prior to joining OGE, Tri has served our nation in both peacetime and wartime as a US Marine Corps Supply and Fiscal Chief, as well as providing civilian administrative and budget services at the US Department of the Interior, US Geological Survey. Tri holds a Master of Science degree in Administration from Central Michigan University and a Bachelor of Science degree in Business Management from Park University.

How to Use the Ethics Program Inspection Form to Conduct a Self-Assessment (Day 2)

Jennifer Dure
National Aeronautics and Space Administration

Jennifer Dure has served as an Ethics Attorney in the NASA Office of the General Counsel since 2018. She provides ethics advice to Headquarters employees and collaborates with NASA's cadre of ethics officials across the country on programmatic ethics issues. Before coming to NASA, Ms. Dure had been an Associate General Counsel and Ethics Counselor for the Department of the Interior's Office of Inspector General since 2008. In those roles, she provided legal and ethics advice on topics ranging from administrative subpoenas to criminal public corruption statutes to federal fiscal law. From 2009 through 2011, she was detailed as the General Counsel for the Recovery Accountability and Transparency Board, a temporary federal agency composed of Inspectors General to oversee the stimulus funds disbursed by the American Recovery and Reinvestment Act of 2009.

Before joining the government, Ms. Dure was in private practice, advising clients on matters relating to white-collar criminal defense and corporate compliance and ethics. She also clerked for one year in the U.S. District Court for the Eastern District of Virginia in Alexandria. Before becoming a lawyer, Ms. Dure worked in journalism, first at the Greensboro, NC, *News & Record* and later at *The New Republic*.

Ms. Dure received her J.D. from George Mason School of Law, where she served on the *George Mason Law Review*, and her B.A. in journalism from the University of North Carolina, where she was President of the UNC Women's Rugby Club (one of these positions being decidedly more fun than the other). She is a member of the Virginia State Bar and is admitted to practice before the U.S. Court of Appeals for the Fourth Circuit and the Eastern District of Virginia.

Making Ethics Education Relevant . . . and Therefore Interesting (Day 2)

Dawn Feick
National Aeronautics and Space Administration

Dawn Feick has served as an Ethics Paralegal in the NASA Kennedy Space Center Office of Chief Counsel since 2008. She provides ethics support to Kennedy employees and collaborates with NASA's ethics officials across the agency on programmatic ethics matters. Dawn provides ethics training in many different settings such as new employee orientation, annual training, and procurement boards. Dawn provides support in financial disclosures, misuse of position, post-government employment regulations, and gift authority.

Prior to moving to Kennedy Space Center, Florida, she worked at NASA Headquarters from 2003 to 2008 and assisted in the setup of the NASA Ethics Program. While at NASA Headquarters she developed and programmed the Ethics Program Tracking System that is used to electronically file financial disclosure reports, track training and ethics advice. Dawn started her career with NASA at the Goddard Space Flight Center in Greenbelt, Maryland in 1986. She transferred into the Office of Chief Counsel in 1991. In addition to her ethics responsibilities, she is knowledgeable in fiscal law, tort claims, technology transfer program, and is a certified patent paralegal.

Dawn received her B.S. in Legal Studies from University of Maryland University College in 2012 and is currently working on her Masters of Studies in Law in Legal Project Management from Cumberland School of Law in Birmingham, Alabama. In her free time she enjoys Orlando's theme parks and walking 5K races.

Making Ethics Education Relevant . . . and Therefore Interesting (Day 2)

Shelley K. Finlayson
U.S. Office of Government Ethics

OGE's mission is to provide overall leadership and oversight of the executive branch ethics program designed to prevent and resolve conflicts of interest. As Chief of Staff Ms. Finlayson directs OGE's overall operations. As Program Counsel her responsibilities include: strategic planning, monitoring ethics program performance, supporting agency ethics offices through OGE's Desk Officer program, overseeing the training of thousands of ethics officials, ensuring OGE's legal compliance, developing and implementing OGE's external communication strategy, managing OGE's congressional affairs, and spearheading strategic initiatives, including the development of an executive branch-wide electronic filing system for public financial disclosures. She also serves as the First Assistant.

Before coming to OGE in 2006, Ms. Finlayson developed expertise through positions with local, state, and federal governments, and in private legal practice. Her experience includes serving at the Congressional Budget Office, the Maryland General Assembly, the government of the District of Columbia, and the DLA Piper law firm.

Ms. Finlayson earned a Juris Doctor degree from Georgetown University Law Center, a Masters degree in Public Policy from Rutgers University, and a Bachelors degree in Political Science from the University of California, Riverside.

Are You Ready? Preparing for the Presidential Election (Day 3)
Ethics Challenges, Changes, and the Next Chapter: The View from OGE on the Executive Branch Ethics Program (Day 1)

Elizabeth J. Fischmann
U.S. Department of Health and Human Services

Elizabeth J. Fischmann is the Designated Agency Ethics Official (DAEO) for the Department of Health and Human Services (HHS), pursuant to a delegation of authority from the Secretary of HHS. In this capacity, she serves as the chief ethics officer for HHS and directs 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. Ms. Fischmann also serves as the Associate General Counsel for the Office of the General Counsel (OGC), 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 federal political activity restrictions.

Prior to joining HHS, Ms. Fischmann 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, she helped to develop executive branch-wide ethics program policies and regulations. Prior to joining OGE, Ms. Fischmann was the Deputy General Counsel for the Strategic Systems Programs, 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, she worked for the Equal Employment Opportunity Commission. Before joining the federal service, she 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.

Crowdsourcing: Pointers and Pitfalls (Day 1)

Ana Galindo-Marrone **U.S. 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 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.

Hatch Act Q&A (Day 1)

The 2020 Election Season: What Every Federal Employee Needs to Know about the Hatch Act (Day 1)

Rodrigo Gamarra **U.S. Office of Government Ethics (contractor)**

Rodrigo Gamarra is a contractor from NTT Data Federal and supports the mission of OGE by serving as the Help Desk Analyst for *Integrity*, OGE's web-based application for the electronic filing of public financial disclosure reports. Rodrigo provides technical support to *Integrity* agency administrators, ethics officials and their filers. His support includes assistance navigating *Integrity*, clarification on admin functions and procedures, account merges, and general troubleshooting assistance. Prior to joining the *Integrity* team in 2017, he was part of NTT Data's IT Help Desk Team from 2015-2017. Mr. Gamarra holds a B.A. in Cyber Security from ITT Technical Institute.

Integrity 101 (Day 1)

Integrity Best Practices (Day 3)

Integrity Q&A – Answers to Your Questions (Day 1)

Integrity: Preparing for the 2020 Annual Filing Season (Day 3)

Monica Garcia **U.S. Department of the Interior**

Monica L. Garcia serves as the Supervisory Attorney for the Financial Disclosure Branch of the U.S. Department of the Interior's Departmental Ethics Office. In this role, Ms. Garcia leads a program that

provides critical ethics review and advice to Presidentially-appointed, Senate confirmed officials, senior political leadership, career senior executives, and other agency leaders.

Prior to joining DOI's Departmental Ethics Office, Ms. Garcia was a senior General Law and Ethics attorney at the Consumer Product Safety Commission. In that role, she provided comprehensive legal and ethics guidance to agency leadership, including commissioners, political appointees, and career executives.

Prior to working in the federal government, Ms. Garcia practiced law in the private sector, both in a law firm and for a non-profit organization. Ms. Garcia received her J.D. from the New York University School of Law and an Honors B.S. in Psychology from the University of Florida.

Benchmarking: Using Data to Build a Stronger Ethics Program (Day 2)

Mary Gibert

General Services Administration

Mary Gibert is the Senior Career Executive serving as the Federal Transition Coordinator (FTC) for the 2020 Presidential Election cycle. As the FTC she will oversee GSA's responsibilities regarding pre-and post-election transition activities.

In addition to serving as the FTC, she serves as the U.S General Services Administration's (GSA) Associate Administrator for Civil Rights, Office of Civil Rights. Ms. Gibert leads the agency's critical civil rights efforts and is responsible for the proper and efficient administration of multiple programs including those for Equal Employment Opportunity, Affirmative Employment, Nondiscrimination in Federally Conducted Programs and Activities, Environmental Justice, and Nondiscrimination in Federally Assisted Programs and Activities.

Prior to Ms. Gibert's current position, she was the Regional Commissioner of the GSA's Public Buildings Service (PBS) National Capital Region (NCR) for three years. As such, Ms. Gibert was responsible for the asset management, design, construction, leasing, and building management of approximately 100 million square feet of government-owned and leased space in the Washington, D.C. metropolitan area – representing almost 30% of PBS' inventory. In this role, she oversaw an annual budget of approximately \$3.5 billion – contributing approximately 35% of PBS' revenue - and led a workforce of approximately 1,200 employees. Under her leadership of PBS' largest and most diversified region, PBS provided effective, mobile, sustainable workplace solutions for federal agencies at the best value for the American taxpayer.

Over Ms. Gibert's 33 plus years with the civilian Federal Government, she has served in a wide variety of national and regional roles for GSA, the Pension Benefit Guaranty Corporation, the Department of Defense, and the Internal Revenue Service. Prior to being selected as the NCR Regional Commissioner, Ms. Gibert was the Federal Transition Coordinator for the 2016 election cycle. Also, one of her widely recognized roles was that as a GSA American Recovery and Revitalization Act (ARRA) Zone Executive. In this role, Ms. Gibert was responsible for the delivery of over \$1.4 billion distributed across 114 projects.

In addition to her service in the Federal Government's civilian side, Ms. Gibert served with distinction in the U.S. Army from 1977 to 1984. She is the recipient of numerous awards including the U.S. Armed Forces' Meritorious Service Medal. She holds a Bachelor's of Science Degree in Business Management

from the University of Maryland, College Park and is a graduate of the Federal Executive Institute, Leadership for a Democratic Society.

Are You Ready? Preparing for the Presidential Election (Day 3)

Joseph Gilman
Defense Nuclear Facilities Safety Board

Joseph Gilman is currently the Acting General Counsel and Designated Agency Ethics Official of the Defense Nuclear Facilities Safety Board (DNFSB). Mr. Gilman has been a federal government employee for over 15 years, and has been advising on federal government ethics for the last 8 years. Mr. Gilman has spent his entire federal career at Boards and Commissions, having previously worked at the National Labor Relations Board and the Nuclear Regulatory Commission. Mr. Gilman received his Bachelors of Science from the University of Maryland, and his Juris Doctorate from University of Baltimore School of Law.

Unique Ethics Challenges Faced by Multi-Member Boards and Commissions (Day 1)

Elsa Gopala Krishnan
United Nations Stolen Asset Recovery Initiative

Elsa Gopala Krishnan is a Crime Prevention and Criminal Justice Officer with the UN Office on Drugs and Crime (UNODC), currently based in the Secretariat to the Stolen Asset Recovery (StAR) Initiative. StAR is a joint partnership of the World Bank and UNODC to prevent and combat the transfer of proceeds of crime. Prior to that, Elsa worked in the Secretariat to the United Nations Convention against Corruption, based at UNODC HQ in Vienna, supporting the substantive work of States parties to UNCAC and its Implementation Review Mechanism.

Global Perspectives on Preventing Corruption and Conflicts of Interest (Day 1)

Heather Gottry
U.S. Department of the Interior

Heather Gottry serves as the Alternate Designated Agency Ethics Official and the Deputy Director for Ethics Law & Policy of the U.S. Department of the Interior's Departmental Ethics Office. In this role, she oversees the Financial Disclosure Branch, Advice & Counsel Branch, and the Policy & Compliance Branch for the Departmental Ethics Office.

Prior to joining the Department, Ms. Gottry held senior ethics roles at both the U.S. International Trade Commission and the U.S. Commodity Futures Trading Commission. From 2009 through 2012, she worked in the Office of White House Counsel as Associate Counsel to the President and served as Alternate Designated Agency Ethics Official of the White House. Ms. Gottry also served as the Deputy General Counsel and Acting General Counsel of the National Endowment for the Humanities.

Prior to working in the federal government, Ms. Gottry practiced law in the private sector and specialized in white collar criminal defense work. Ms. Gottry received her J.D. from Georgetown University Law Center and an Honors B.A. in Classical Archaeology from the University of Michigan, Ann Arbor.

Benchmarking: Using Data to Build a Stronger Ethics Program (Day 2)

Megan Granahan
U.S. Office of Government Ethics

Megan Granahan is Chief of the Incumbent Financial Disclosure Branch, within the General Counsel and Legal Policy Division of the Office of Government Ethics (OGE). As Chief, she is responsible for the review and certification of those public financial disclosure reports filed by Presidentially appointed Senate-confirmed (PAS) employees, Designated Agency Ethics Officials, and certain other executive branch officials that are required to be submitted by agencies to OGE for final certification. Prior to her current position she served for five years as a Program Analyst (Finance) in OGE’s Presidential Nominations Branch, working closely with the White House and agency ethics officials to help prospective PAS nominees to comply with the extensive financial disclosure requirements of the Ethics in Government Act. Ms. Granahan began working at OGE in 2003 as a Management Analyst in the Program Review Division and later served as a Desk Officer in OGE’s Agency Assistance Branch. She holds a Bachelor’s Degree in Psychology from George Mason University.

Public Financial Disclosure Reports Requiring OGE Certification: Tips for Agency Reviewers (Day 3)
Transparency and the Public Trust: The Disclosure of Ethics Records under the Ethics in Government Act (Day 1)

Jeffrey Green
U.S. Department of Defense

Jeffrey Green was promoted to the position of senior attorney and Deputy Designated Agency 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 Emoluments Clause to the Constitution. He 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.

Journey to Nomination (Day 3)

Adam Greenstone
National Aeronautics and Space Administration

Adam F. Greenstone is NASA’s Agency Counsel for Ethics. Mr. Greenstone manages NASA’s Government Ethics program, which advises NASA employees and leaders on U.S. Government standards of ethical conduct and related ethics laws. Supported by ethics officials at each NASA Center, NASA’s Government Ethics program advances NASA’s mission by helping ensure that NASA and its employees maintain the public’s trust. Mr. Greenstone has also authored the article “Ethics and public integrity in space exploration,” *Acta Astronautica*, Volume 143 (2018), and serves on the Enterprise Risk Management Committee of the International Astronautical Federation.

Prior to returning to NASA in 2004, where he originally practiced from 1992-97, Mr. Greenstone was the General Counsel and Deputy General Counsel of the Office of Administration, Executive Office of the President. As a career civil service attorney, he provided legal counsel and advice for a range of activities within the Executive Office of the President, including ethics, employment, information disclosure, information security, procurement and the establishment of White House interagency groups. Earlier in his career he served as the law clerk to the Honorable Eugene R. Sullivan, Chief Judge of the United States Court of Military Appeals (now the United States Court of Appeals for the Armed Forces).

Mr. Greenstone is a recipient of NASA's Space Flight Awareness Honoree Award. He earned his Bachelor's degree from Gettysburg College, his Master's degree from the London School of Economics and Political Science, and his law degree from George Washington University. He has also participated in executive education at Carnegie Mellon University and Harvard University's Kennedy School of Government. Mr. Greenstone 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.

Ethics and Employee Engagement—Creating an Environment Where Employees Do Their Best (Day 2)

Gladis C. Griffith
U.S. Postal Service

Serves as the Deputy General Counsel for the U.S. Postal Service, Office of Inspector General (USPSOIG) since February 2002, where she ensures investigations and audits of the over \$70 Billion Postal Service programs and operations conform to legal requirements and best practices.

Prior to USPSOIG, advised on audits and investigations by the U.S. Department of State OIG and lead anti-corruption initiatives to assist countries such as China, Namibia, Vietnam, and combat fraud, waste, and abuses.

At the U.S. Agency for International Development, OIG, advised on high-profile, multi-national, and multi-million foreign assistance contracts and grants. Prior to Government Service, she advised on private sector personal injury, contracts, family law, and criminal defense cases.

Is a graduate procurement course instructor for the University of Virginia. She also taught business ethics, administrative law, and other course at the University of Maryland, University College.

Lives in Alexandria, Virginia, with her two children. Juris Doctor (Boston College School of Law); Bachelor of Arts & Science (Boston College); D.E.U.G. (Université Paul Valéry, Montpellier, France). Gladis is a member of the U.S. Supreme Court and the Massachusetts State Bar.

OIG and Agency Cooperation: Channeling Grace, Humor, and Patience to Increase Awareness and Compliance (Day 2)

Alexandra Habershon
World Bank Group

Alexandra Habershon is a Senior Governance Specialist in the Governance Global Practice of the World Bank where she leads governance research and analytics projects on anticorruption. She provides technical assistance to governments on income and asset declarations and conflict of interest prevention systems; data analytics to promote public sector integrity; complaint mechanisms and whistleblower protections; and beneficial ownership disclosure systems. She is the lead author of a G20 Good Practices

Guide on the Prevention and Management of Conflicts of Interest, co-authored with the UNODC and OECD, and is the World Bank observer on the Board of the Infrastructure Transparency Initiative (CoST). She has over 15 years' experience in governance and public sector modernization, with a focus on judicial reform and anticorruption. Alexandra has a Ph.D. in Cultural Studies from Georgetown University.

Global Perspectives on Preventing Corruption and Conflicts of Interest (Day 1)

George Hancock **U.S. Office of Government Ethics**

George Hancock is OGE's first and retiring (March 2020) *Integrity* system manager. He joined OGE in November 2012 to work on OGE's electronic filing initiative that became *Integrity*.

George came to OGE from the Army where he was Associate Deputy General Counsel, Ethics & Fiscal, Office of the Army General Counsel from January 9, 2006. There, he directed Financial Disclosure Management (FDM) implementation and development. Before that he served over twenty-six years active duty in the Judge Advocate General's Corps, US Army. At his retirement 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, Germany (November 1996 – June 1998); Judge Advocate, US Army Europe (Forward), Hungary (June-November 1996); and Chair, Administrative & Civil Law Department, The Judge Advocate General's School, Army (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); JD, University of Toledo College of Law (1978); and BA, University of Kentucky (1975). He is admitted to practice before the Supreme Court of the United States and the Supreme Court of Ohio.

Integrity 101 (Day 1)

Integrity Best Practices (Day 3)

Integrity Q&A – Answers to Your Questions (Day 1)

Integrity: Preparing for the 2020 Annual Filing Season (Day 3)

Laura Heim **U.S. Department of Justice**

Laura Eddleman Heim is an attorney in the Office of Legal Counsel at the Department of Justice, where a significant portion of her practice focuses on advising Executive agencies regarding appointments, delegations of authority, and vacancies, including the application of the Vacancies Reform Act. Before she joined the Department of Justice in 2011, she served in state government as a Deputy Solicitor and Simon Karas Fellow in the Ohio Solicitor General's Office and clerked for Judge Jeffrey Sutton of the U.S. Court of Appeals for the Sixth Circuit. An Ohio native, she earned her law degree at Ohio State University.

Vacancies in High-Level Positions and Delegations of Authority (Day 3)

Elizabeth Hochberg
U.S. Trade and Development Agency

Elizabeth Hochberg is the Alternate Designated Agency Ethics Official (ADAEO) at the US Trade and Development Agency, where she advises the agency in all areas of federal administrative law. Beth is acknowledged as a leading expert and practitioner in the fields of intellectual property, digital legal strategy, open government, and social media law. She completed detail assignments at both the White House's Office of Science and Technology Policy (OSTP) as a senior digital strategist, and NASA's CIO, where she served as NASA's Digital Strategy Program Manager.

Prior to earning her JD and LLM degrees in intellectual property law from UNH Law School's Franklin Pierce Center for Intellectual Property, Beth received a bachelor's degree in chemistry and a master's degree in piano performance from Kansas State University. She is the author of two books on intellectual property law and has released two albums of classical piano music. She is admitted to practice law in the District of Columbia and before the Supreme Court of the United States.

#Compliance: Official Use of Social Media – Guidelines and Gray Areas (Day 1)

Camille Hoover
National Institutes of Health, U.S. Department of Health and Human Services

Ms. Camille Hoover is a member of the Senior Executive Service (SES) and serves as the Executive Officer (EO) and Associate Director for Management for the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK), National Institutes of Health (NIH). Ms. Hoover has been at the forefront of several department-wide and government-wide initiatives, and while serving as a Senior Advisor to the Office of the Assistant Secretary for Administration (ASA), Health and Human Services (HHS), she led several major programmatic improvement initiatives in support of SES Reform, helping to shape and advance the new HHS SES Talent Management Program. Ms. Hoover currently serves as co-chair for the President's Management Agenda (PMA) Cross-Agency Priority (CAP) Goal for "Developing a Workforce for the 21st Century" subgoal on Improving Employee Performance Management & Engagement, a team composed of senior leaders from 14 agencies across the federal government. Ms. Hoover received a bachelor's degree in psychology and a master's degree in social work from the University of Maryland. She is a certified Emotional Intelligence EQ2.0 and EQ360 Practitioner, and Georgetown University certified Executive Leadership Coach. Ms. Hoover is an honored recipient of the prestigious Meritorious Executive Presidential Rank Award.

Ethics and Employee Engagement—Creating an Environment Where Employees Do Their Best (Day 2)

Michael Horowitz
Council of the Inspectors General on Integrity and Efficiency and U.S. Department of Justice

Michael E. Horowitz was sworn in as the Inspector General of the Department of Justice (DOJ) on April 16, 2012, following his confirmation by the U.S. Senate. Mr. Horowitz was previously confirmed by the Senate in 2003 to serve a six-year term as a Commissioner on the U.S. Sentencing Commission.

As Inspector General, Mr. Horowitz oversees a nationwide workforce of more than 500 special agents, auditors, inspectors, attorneys, and support staff whose mission is to detect and deter waste, fraud, abuse, and misconduct in DOJ programs and personnel, and to promote economy and efficiency in Department operations. Since 2015, he has simultaneously served as the Chair of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), an organization comprised of all 74 federal Inspectors General.

Mr. Horowitz worked from 2002 to 2012 as a partner at Cadwalader, Wickersham, & Taft LLP, where he focused his practice on white collar defense, internal investigations, and regulatory compliance. He also was a board member of the Ethics Resource Center and the Society for Corporate Compliance and Ethics.

Prior to working in private practice, Mr. Horowitz worked in DOJ from 1991 to 2002. He served as an Assistant U.S. Attorney for the Southern District of New York from 1991 to 1999, where he was the Chief of the Public Corruption Unit and a Deputy Chief of the Criminal Division. In 1995, he was awarded the Attorney General's Award for Distinguished Service for his work on a complex police corruption investigation. Thereafter, he worked in the DOJ Criminal Division in Washington from 1999 to 2002, first as a Deputy Assistant Attorney General and then as Chief of Staff. Mr. Horowitz began his legal career as a law clerk for Judge John G. Davies of the U.S. District Court for the Central District of California and as an associate at Debevoise & Plimpton.

Mr. Horowitz earned his Juris Doctor, *magna cum laude*, from Harvard Law School and his Bachelor of Arts, *summa cum laude*, from Brandeis University.

Fireside Chat: Michael Horowitz and Chip Christopher (Day 2)

Elizabeth D. Horton **U.S. Office of Government Ethics**

Elizabeth serves as an Associate Counsel in OGE's Program Counsel Division, where she performs a wide variety of duties including providing guidance and assistance in personnel law and actions, appropriations law, and communications strategy. Additionally, she supports OGE's legislative affairs program and serves as OGE's Media Liaison.

Elizabeth earned a B.B.A. degree in Finance, *magna cum laude*, from Howard University and a Juris Doctor degree from the Howard University School of Law. She began her legal career as a law clerk in the Appellate Litigation Section of the Federal Deposit Insurance Corporation and then served as an Attorney Advisor with the Commodity Futures Trading Commission. Prior to joining OGE, Elizabeth was a partner at the law firm of White & Horton where she focused on construction law and government contracts.

Which Came First, the Congressional Inquiry or the Press? (Day 1)

Tracy Hurston **U.S. Office of Government Ethics**

Tracy Hurston is the *Integrity* Program Analyst in the Legal, External Affairs and Performance Branch and the Program Counsel Division, at the U.S. Office of Government Ethics (OGE), where she directly supports the mission of OGE by serving as an expert analyst and advisor on the effectiveness and efficiency of *Integrity*, OGE's web-based application for the electronic filing of public financial disclosure reports. Prior to joining OGE in March 2019, Mrs. Hurston was an Ethics Specialist in the National Institutes of Health Ethics Office and was also assigned as the Ethics Coordinator for the Office of the Director where she served from 2015 to 2019. Mrs. Hurston holds a B.A in Psychology from Brewton-Parker College and was granted the distinction of graduation with honors, *magna cum laude*.

Integrity 101 (Day 1)

Integrity Best Practices (Day 3)

Integrity Q&A – Answers to Your Questions (Day 1)

Integrity: Preparing for the 2020 Annual Filing Season (Day 3)

Danica Irvine

U.S. Department of Defense

Dani Irvine is currently a Senior Attorney and Ethics & Financial Disclosure Program Manager with the Department of Defense (DoD) General Counsel's Standards of Conduct Office. In addition to providing a wide range of ethics advice to senior and very senior DoD officials, she is responsible for managing the Office of the Secretary of Defense (OSD) ethics and compliance reporting programs and financial disclosure programs and working with ethics officials throughout DoD to develop and disseminate policy and guidance spanning the ethics arena. An experienced acquisition attorney, Ms. Irvine also serves as a focal point for providing advice on matters at the intersection of acquisition and ethics, such as procurement integrity, and serves as a legal representative on Defense Procurement, Acquisition Policy and Strategic Sourcing (DPAP) acquisition peer review panels for high dollar value procurements.

Ms. Irvine has previously served as Senior Counsel for Acquisition & Ethics for Defense Logistics Agency (DLA) Energy and Ethics Program Manager for the Army Office of General Counsel. During her approximately ten years with DLA, Ms. Irvine provided a full range acquisition, ethics, business integrity, and fiscal counsel and litigation services for a variety of procurement and policy programs, as well as serving as an ADR specialist and vice chair of the DLA ADR Working Group. During her tenure with the Army, she served as the Army's Ethics Program manager, where she was responsible for developing and disseminating ethics policy Army-wide and providing ethics advice to clients across the Army Secretariat, including advising senior and very senior Army officials in complying with their financial disclosure reporting and post-Government employment requirements.

Ms. Irvine began her legal career in private practice in Ohio, primarily as outside corporate and commercial litigation counsel. Ms. Irvine subsequently moved to Tennessee, where she joined the Tennessee Department of Commerce and Insurance Office of Counsel. During her tenure with the State of Tennessee, Ms. Irvine served as the Deputy Chief Counsel for Regulatory Boards and as General Counsel for the Tennessee Real Estate Commission.

Ms. Irvine received her B.A in German from the University of Oklahoma in 1992 and her J.D. from DePaul University in Chicago, Illinois in 1996.

When Technical Compliance Isn't Enough: Appearances Matter! (Day 2)

Seth Jaffe

U.S. Office of Government Ethics

Seth Jaffe has been with the U.S. Office of Government Ethics since 2006. While at OGE, Seth worked on detail for a year as an Ethics Counsel 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.

Advising Employees Who Want to Sell a Book Idea (Day 2)

Agency Supplemental Ethics Regulation Workshop (Day 2)

Global Perspectives on Preventing Corruption and Conflicts of Interest (Day 1)

Heather Jones

U.S. Office of Government Ethics

Heather Jones joined the U.S. Office of Government Ethics (OGE) in September 2014 as the Senior Counsel for Financial Disclosure. As counsel to the Presidential Nomination Branch, Ms. Jones reviews the financial interests of Presidential nominees to positions requiring Senate confirmation, consults on complicated reporting and conflicts of interest questions, and prepares substantive regulation and guidance documentation related to these issues.

Prior to joining OGE, Ms. Jones served as Senior Counsel to the U.S. House of Representatives Committee on Ethics in the financial disclosure and advice and education sections. Prior to her work for the House Ethics Committee, Ms. Jones worked for Wilmer, Cutler, Pickering, Hale & Dorr LLP for nine years in its securities litigation and enforcement practice. Ms. Jones focused on internal investigation and representing individuals and companies in investigations by the Securities Exchange Commission.

Ms. Jones received her J.D. from the University of Kansas in 1999, and received her undergraduate degree from Dartmouth College.

Difficulties with Divestiture (Day 3)

Ethics Concerns for Private Practice Attorneys Entering and Leaving Government (Day 2)

Cheryl Kane-Piasecki

U.S. 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.

Conference Speakers, Registration Fees, and the Federal Travel Regulation: The Latest Updates (Day 1)

Ethics and Employee Engagement—Creating an Environment Where Employees Do Their Best (Day 2)

The IEG: A Powerful Tool for Developing Your Agency's Ethics Staff (Day 1)

New Employee Orientation—an "Agency Culture" Bootcamp (Day 2)

Practical Tools and Procedures for Preparing Employees Leaving Government Service (Day 3)

Kim H. Kaplan

U.S. Office of Government Ethics

Kim Kaplan is a Senior Desk Officer in the Agency Assistance Branch at the U.S. Office of Government Ethics (OGE), where she provides ethics program assistance to a portfolio of Executive branch agencies and departments. In 2016, Kim was detailed to the White House Counsel's Office where she served as the Deputy Ethics Official for four months. From May 2012 through May 2014, she served as Ethics Program Manager at the U.S. Consumer Financial Protection Bureau. She also served on detail to the U.S. Department of Agriculture's ethics office in 2011. Prior to joining OGE in 2009, she worked for several years at the U.S. Department of Justice where she provided legal support services to Assistant

United States Attorneys in the prosecution of fraud, public corruption, and narcotics cases. Kim holds a B.A. in History from the University of North Carolina at Chapel Hill.

The Full Ethics Story (Day 1)

Honoring the Unenforceable (Day 2)

Jody Keegan

U.S. Office of Government Ethics

Jody Keegan is a Program Analyst at the U.S. Office of Government Ethics. Prior to joining OGE, Ms. Keegan was an ethics official at the U.S. Department of Health and Human Services, and the U.S. Department of State. Ms. Keegan brings with her 20 plus years of paralegal experience in the private sector. Ms. Keegan holds a Bachelor's Degree in History and Legal Studies from the State University of New York at Buffalo.

Difficulties with Divestiture (Day 3)

Rachael Kim

U.S. Office of Management and Budget

Rachael joined OMB in 2015. She was part of the team that designed and developed OMB's Ethics system. Rachael works with OMB's Budget Review Division where she assists in the production of the President's Budget. Prior to joining OMB, Rachael served as Pathways Student Trainee at the Department of Homeland Security. She earned a Master's in Public Administration from Virginia Tech.

Demonstration of Automated Ethics System (Day 2)

Mark Kogan

U.S. Department of Defense, Military Health System

Mark Kogan serves as Associate General Counsel at the Defense Health Agency, where he practices health care and administrative law. He also serves as legal advisor to the Office of the Secretary of Defense's DoD Medical Reform Team, which is responsible for implementing congressional and departmental reforms to the Military Health System. Prior to his legal work, Mark spent six years working with the Military Health System's Office of Strategic Communication in crisis communications, media relations and media training.

Mark received his J.D., *cum laude*, from American University's Washington College of Law where he was a member of the American University Law Review. He received a double Bachelor's degree with Honors from Stanford University in International Relations and Communication.

Ethics and Public Affairs, Stronger Together (Day 1)

Steve Kuennen

U.S. Office of Management and Budget

Steve joined OMB in 2016. He was part of the team that designed and developed OMB's Ethics system. Steve works with OMB's Budget Review and Concepts Division, Budget Systems Branch where he designs and develops cutting edge software solutions to facilitate the creation of the President's budget

and to provide cross-government solutions through MAX.Gov. Prior to joining OMB, Steve served as a Senior Software Engineer at the Department of State Bureau of Overseas Buildings Operations. He earned a Bachelor of Science in Computer Science from Gonzaga University.

Demonstration of Automated Ethics System (Day 2)

Dr. Martha Kumar
White House Transition Project

Dr. Martha Joynt Kumar is a Professor Emeritus in the Department of Political Science at Towson University -- a scholar with a research focus on the White House. She has published extensively about the presidency and is the director of the White House Transition Project -- a nonpartisan effort by presidency scholars to provide information on presidential transitions and White House operations to those who come into the White House.

Are You Ready? Preparing for the Presidential Election (Day 3)

Keith Labeledz
U.S. Office of Government Ethics

Keith Labeledz is a Senior Program Analyst with the Presidential Nominations Branch at the U.S. Office of Government Ethics (OGE) and the Content Lead for *Integrity*, the electronic public financial disclosure system created by OGE. 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.

Family Trusts and Public Financial Disclosure (Day 3)

Integrity Nominee Functionality (Day 3)

Maura Leary
U.S. Office of Government Ethics

Maura Leary is an Assistant Counsel in the Ethics Law and Policy Branch of the U.S. Office of Government Ethics (OGE). Prior to joining OGE in 2018, Maura served for eight years in the Navy Judge Advocate General's Corps as a uniformed attorney. Most recently, Maura served as an Ethics Counselor in the Office of the Judge Advocate General (Administrative Law Division) at the Pentagon, where she researched and prepared numerous government ethics policy and advisory opinions for headquarters and field attorneys, reviewed proposed legislation and regulations pertaining to ethics issues, and served as the primary Ethics Counselor to a 3-star Admiral. While at OJAG headquarters, she also served in the personnel law branch, where she conducted legal review for the Secretary of the Navy on hundreds of promotion and employment actions.

Previously, Maura served as an assistant legal counsel at Navy Personnel Command, where she advised the Admiral overseeing all Navy employment on ethics, investigations, and military justice issues. Maura began her career in the JAG Corps as a criminal defense counsel in San Diego, California, where she served as lead counsel on over 35 federal court martial cases and first chair on 5 fully contested criminal trials, including sexual assault, grand larceny, and drug trafficking offenses.

Maura graduated with a B.A. in American Studies from Brown University and a J.D. from Duke University School of Law, where she was the Executive Editor on the “Duke Forum for Law and Social Change” law journal.

Crowdsourcing: Pointers and Pitfalls (Day 1)

Patrick Lightfoot

U.S. Office of Government Ethics

Patrick Lightfoot is an Assistant Counsel in the Ethics Law & Policy Branch of the General Counsel and Legal Policy Division at the U.S. Office of Government Ethics. Prior to joining OGE in May 2015, Mr. Lightfoot worked for the Social Security Administration and served as a Judicial Clerk for the Honorable Senior Judges of the District of Columbia Court of Appeals.

Mr. Lightfoot received his Bachelor of Science degree from Cornell University in 2010 and his Juris Doctor degree, *magna cum laude*, from the Catholic University of America’s Columbus School of Law in 2013, where he was Managing Editor of the Catholic University Law Review.

Money on My Mind: An Introduction and Refresher to 18 U.S.C. § 208 (Day 3)

Robert E. Lubitz

U.S. Office of Government Ethics

Robert Lubitz joined OGE in April 2015. He currently serves as a Program Analyst in the Compliance Division, where he conducts performance reviews of federal agency ethics programs. Robert also reviews financial disclosure reports filed by Presidential nominees whose positions require Senate confirmation, and was instrumental in developing the format of the Ethics Program Inspection Report.

Prior to joining OGE, Robert worked as a Customer Relationship Manager at the Department of the Interior’s Interior Business Center. He earned a B.A. in Economics from St. Mary’s College of Maryland, and an M.B.A. from Loyola University Maryland. Robert is the recipient of the OGE Director’s Award for Excellence and multiple Certificates of Special Recognition from U.S. Senator Benjamin Cardin for his volunteer work.

How to Use the Ethics Program Inspection Form to Conduct a Self-Assessment (Day 2)

Jack MacDonald

U.S. 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. He has also served as a detailee to the White House Counsel’s Office.

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

Difficulties with Divestiture (Day 3)

David Marchick
Partnership for Public Service

David Marchick is a retired executive from the Carlyle Group serving in a volunteer role as Director of the Center for Presidential Transition at the Partnership for Public Service. He is also an Adjunct Professor at the Tuck School of Business at Dartmouth as a Senior Of Counsel at the firm Covington & Burling. He also serves on a number of corporate and non-profit boards of directors.

Mr. Marchick spent 12 years at the Carlyle Group and most recently served as Managing Director and Global Head of External Affairs and as a Member of Carlyle’s Management Committee. He led Carlyle’s regulatory and government affairs, communications and branding, and sustainability efforts. Mr. Marchick was part of the core team to take Carlyle public and helped manage Carlyle’s public reporting and quarterly earnings reports. Mr. Marchick was a partner at Covington before joining Carlyle, where his practice focused on international trade, CFIUS, transportation, and legislative matters.

Mr. Marchick held several positions within the Clinton Administration over a seven year period, including Deputy Assistant Secretary of State for Transportation Affairs, Deputy Assistant Secretary for Trade Policy at the State Department, and Principal Deputy Assistant Secretary of Commerce for Trade Development. He also served in the White House, where he worked on NAFTA and the WTO Agreements, and at the Office of the U.S. Trade Representative. In each of these positions, he worked collaboratively with Congress on a bipartisan basis on a host of policy issues.

Mr. Marchick holds a law degree from the George Washington University, a Masters in Public Affairs from the LBJ School of Public Affairs at the University of Texas at Austin, and a BA from the University of California at San Diego.

Are You Ready? Preparing for the Presidential Election (Day 3)

J. Mathai
U.S. Office of Government Ethics

J. Mathai is a Lead Management Analyst at OGE’s Compliance Division and has been with OGE since 2012. As such he has conducted plenary reviews and inspections that seek to identify strengths and address weakness within the ethics programs of a wide array of executive branch agencies. The agencies range from two-person operations to multi-bureau departments. His experience at OGE also includes identifying and addressing potential financial conflicts through reviews of financial disclosure reports of agency executives who are Presidentially appointed and Senate confirmed. Prior to joining OGE Mr. Mathai, who is a licensed CPA, has over 15 years of audit and procurement experience in fields such as banking, defense, and health care. He is a graduate of the University of Nevada, Las Vegas where he received a B.S. degree in Accounting.

Developing Effective Written Procedures for an Ethics Program (Day 2)

Jennifer Matis
U.S. Office of Government Ethics

Jennifer Matis serves as an Associate Counsel in OGE’s Program Counsel Division, where she helps ensure OGE’s compliance with the many legal authorities applicable to executive branch agencies. As Privacy Officer, she is responsible for all aspects of the agency’s privacy program, including monitoring compliance with the Privacy Act and the E-Government Act, developing and conducting agency-wide training, and planning and implementing strategies to manage organizational privacy risks. She also

serves as OGE's Alternate FOIA Officer and Federal Register Liaison Officer and supports the agency's legislative affairs and international programs.

Jen graduated with honors in 1997 from the University of Texas School of Law, where she was inducted into the Order of the Coif. Prior to joining OGE in 2014, she served as Counsel to the Inspector General / Assistant IG for Investigations at the National Labor Relations Board.

A Privacy Primer for Agency Ethics Officials (Day 2)

Transparency and the Public Trust: The Disclosure of Ethics Records under the Ethics in Government Act (Day 1)

Transparency and the Public Trust: The Disclosure of Ethics Records under the FOIA (Day 1)

Rachel McRae

U.S. Office of Government Ethics

Rachel McRae is an Associate Counsel in OGE's General Counsel & Legal Policy Division, where she helps develop executive branch ethics program policies and regulations, interprets laws and regulations, and assists agencies in legal and policy implementations. She also serves as OGE's FOIA Officer. In 2015, Rachel was detailed to the White House Counsel's Office where she served as the Deputy Ethics Official. She 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.

Advising Employees Who Want to Sell a Book Idea (Day 2)

Transparency and the Public Trust: The Disclosure of Ethics Records under the Ethics in Government Act (Day 1)

Transparency and the Public Trust: The Disclosure of Ethics Records under the FOIA (Day 1)

Amy Mertz Brown

U.S. Securities and Exchange Commission

Amy Mertz Brown has served as Chief Compliance Officer and Deputy Ethics Counsel for Compliance, at the Securities and Exchange Commission since 2018. She oversees compliance with the Supplemental Ethics Regulations concerning personal securities transactions, and helps manage the Office of the Ethics Counsel at the SEC.

Ms. Brown previously served as Assistant General Counsel for General Law and Ethics, in the Legal Division of the Consumer Financial Protection Bureau (CFPB). She was appointed by the Director as the Alternate Designated Agency Ethics Official for CFPB and managed the Bureau's ethics program and staff. During her tenure at CFPB she also managed other general law areas such as fiscal, employment and EEO, information, intellectual property, and physical and data security. Ms. Brown was part of the Treasury team that stood up the CFPB beginning in the Fall of 2010.

Prior to CFPB, Ms. Brown served as Deputy Chief Counsel at the Bureau of the Public Debt, at the United States Department of the Treasury. There she managed the Bureau's employment and government ethics practice as well as its litigation portfolio. Before that, she served as an attorney and manager 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.

Unique Ethics Challenges Faced by Multi-Member Boards and Commissions (Day 1)

Suzanne Meyer

U.S. Office of Government Ethics

Suzanne Meyer is a Desk Officer in the Agency Assistance Branch at the U.S. Office of Government Ethics. In this role, she provides ethics advice and assistance to several executive branch agencies. She also works with OGE's Certificate of Divestiture program and FOIA team. Prior to joining OGE, Ms. Meyer served as an ethics specialist in four other executive branch agencies. Her other professional experience includes serving as a government writer-editor and as the in-house editor for a nonprofit organization. Ms. Meyer holds a B.A. in Government and Politics from the University of Maryland.

Getting to Compliance (Day 1)

Honoring the Unenforceable (Day 2)

David Meyers

U.S. Office of Government Ethics

David joined OGE in 1997 as a Management Analyst in the Program Review Division, the predecessor to the Compliance Division. In this position, he has gained over 20 years of experience auditing, planning, evaluating and continually improving agency ethics programs at all levels of the Executive Branch. He has helped to define the standards against which ethics programs are measured and has 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.

Developing Effective Written Procedures for an Ethics Program (Day 2)

Shirine E. Moazed

U.S. Office of Special Counsel

Ms. Moazed has been with the Office of Special Counsel (OSC) since February 1997. Currently, Ms. Moazed manages OSC's Training and Outreach Program. This program increases federal employees' awareness of their rights and responsibilities under civil service and whistleblower protection laws. Ms. Moazed also provides nationwide training for federal agencies at all levels and directs OSC's Certification Program. She oversees federal agency certification with OSC's program. Prior to assuming her current position, Ms. Moazed served as the Chief of the Washington Field Office, supervising a staff of attorneys and investigators in OSC's Investigation and Prosecution Division for over ten years. Ms. Moazed has been a frequent presenter at conferences on Prohibited Personnel Practices with a focus on whistleblower retaliation.

Statutory Updates and Overview—Prohibited Personnel Practices/Whistleblower Protections (Day 3)

Sara Nekou

U.S. Office of Government Ethics

Sara serves as an Assistant Counsel in OGE's Program Counsel Division, where she helps ensure OGE's compliance with the many legal authorities applicable to executive branch agencies, including the Freedom of Information Act and Privacy. She also supports OGE's international and legislative affairs programs.

Sara earned a B.A. from California State University Fullerton in 2010, a J.D. from Florida Coastal School of Law in 2014 and she received an LLM in international law legal studies from American University Washington College of Law in 2015. Prior to joining OGE, she served as a legal analyst to the Immigration and Customs Enforcement and she worked at multiple private law firms practicing immigration law.

Transparency and the Public Trust: The Disclosure of Ethics Records under the FOIA (Day 1)

CDR Eric Nelson, JAGC

United States Navy

Commander Eric Nelson currently serves as the Personnel Law Branch Head in the Office of the Judge Advocate General (Code 13). He earned his Masters of Law (LL.M.) from Harvard Law School, with an emphasis in International and Operational Law, and his Juris Doctorate from Washington University in St. Louis. He was commissioned via the JAG Corps Law Student program in 2006.

After high school CDR Nelson attended the United States Military Academy at West Point, but eventually resigned to attend a civilian institution. Following two years of missionary service in Brazil, he completed his studies at Brigham Young University where he earned a Bachelor of Arts in Economics and a minor in Philosophy. While in law school he interned with Legal Services of Eastern Missouri, the St. Louis County Prosecuting Attorney, and the Missouri Public Defender System.

CDR Nelson's first assignment was with Naval Legal Service Office North Central where he served as a Legal Assistance Attorney, Deputy Senior Defense Counsel, and Assistant Officer-In-Charge of the Groton Detachment and its three branch offices. He deployed to Multi-National Corps Iraq (MNC-I) as an Individual Augmentee from November 2008 to June 2009. While there, he served as the Joint Operations Center SJA and later as the OSJA's Chief of Current Operations (CUOPS OIC).

CDR Nelson was then attached to Region Legal Service Office Japan, where he spent two years as a Trial Counsel (prosecutor) and one year as Staff Judge Advocate for Commander, Fleet Activities Yokosuka (CFAY), the Navy's largest overseas installation. From 2012-2015, CDR Nelson led Region Legal Service Office Detachment Rota, Spain, with cognizance over legal matters on the Iberian Peninsula and the United Kingdom. While assigned as Officer-in-Charge of Naval Legal Service Command's largest overseas detachment, he concurrently served as Staff Judge Advocate to Commander, Naval Activities Spain. From 2016-2018, CDR Nelson served as Deputy Fleet Judge Advocate for Commander, U.S. Seventh Fleet in Yokosuka, Japan. Prior to reporting to his current assignment in Personnel Law, CDR Nelson served as the Ethics Branch Head in the Navy's Office of the Judge Advocate General (Code 13) and spent two months as the military detailee within the DoD Standards of Conduct Office.

CDR Nelson's personal awards include the Defense Meritorious Service Medal, Meritorious Service Medal (2 awards), Navy Commendation Medal, Joint Service Achievement Medal, Navy Achievement Medal (3 awards) and various unit and service awards. In 2011, he was recognized by the American Bar Association as the 2010-2011 Outstanding Young Lawyer for the U.S. Navy.

Crowdsourcing: Pointers and Pitfalls (Day 1)

Elaine Newton

U.S. Office of Government Ethics

Elaine has been an attorney at the U.S. Office of Government Ethics (OGE) since 1999. She currently serves as an Associate Counsel in the Office of the General Counsel and Legal Policy where she manages the agency's certificate of divestiture (CD) program. As an Associate Counsel, Elaine's duties also include analyzing the financial disclosure reports of presidentially appointed and senate confirmed executive branch officials. In addition, Elaine writes legal advisories and works with federal agency ethics officials to answer questions about the criminal conflict of interest statutes and the standards of ethical conduct for executive branch employees. Elaine currently serves as the OGE Desk Officer for the U.S. Department of the Treasury.

Elaine is a graduate of the University of Maryland School of Law and a member of the Maryland State Bar Association.

Certificates of Divestiture (CDs) (Day 3)

Stephanie Nonluecha

U.S. Office of Government Ethics

Stephanie Nonluecha joined the Office of Government Ethics (OGE) in 2006, and serves as a Program Analyst in the Presidential Nominations Branch, General Counsel and Legal Policy Division. She formerly served as a Senior Desk Officer in the Office of Agency Programs at OGE. Stephanie has worked as an Ethics Coordinator at the National Institutes of Health, National Institute on Aging, and as an Ethics Program Specialist at the U.S. Department of Justice, Departmental Ethics Office.

Analyzing Common and Complex Financial Interests: A Roadmap (Day 3)

Wendy Pond

U.S. Office of Government Ethics

Wendy Pond joined the U.S. Office of Government Ethics (OGE) in March 2009. She currently serves as a Senior Desk Officer within the Agency and Assistance Branch. In this role, she is responsible for directly providing timely and accurate advice to ethics officials in the 14 agencies in her portfolio. In addition, she develops and implements processes that improve OGE's overall delivery of ethics advice and program support to the more than 130 agencies within the executive branch. Of note, Ms. Pond is the staff lead for the Annual Agency Ethics Program Questionnaire, the data from which OGE uses to carry out its oversight role and to improve OGE support of agency programs. Ms. Pond also reviews financial disclosure reports filed by persons whom the President nominates for positions requiring Senate confirmation, and advises executive branch ethics officials about actions these filers must take to resolve potential conflicts of interest.

From 2013 to 2017, Ms. Pond led the agency's International Outreach and Assistance Team. In this capacity, Ms. Pond briefed numerous visiting international delegations about OGE's role in preventing conflicts of interest in the executive branch and supported the US government in fulfilling international anticorruption peer review commitments, such as those implemented through the United Nations and regional bodies.

Prior to coming to OGE, Ms. Pond worked as a program manager in the Department of Legal Cooperation at the Organization of American States where she assisted countries in developing anti-

corruption “plans of action.” She has a Bachelor’s degree in Political Science and a Master’s Degree in Latin American Studies, both from the University of Florida.

Advice and Counsel Data Call: Summary of Agency Responses (Day 2)

Margaux Radano
U.S. Department of State

Margaux Radano leads the American Citizens Unit of the Bureau of International Organizational Affairs at the United States Department of State. Margaux previously served as Chief of Staff at the U.S. Export-Import Bank and as Special Assistant to the President in the White House. Margaux also served in Congress as Chief of Staff to Congressman Fortenberry and Counsel to Chairman Lewis and in the private sector as the Legislative Affairs Director at PepsiCo.

Want to Work at an International Organization? A Post-Government Restriction Waiver Guide (Day 1)

Jeff Rosenbloom
Federal Deposit Insurance Corporation

Jeff Rosenbloom is the Assistant General Counsel for the Labor, Employment and Administration Section of the Federal Deposit Insurance Corporation (FDIC). Prior to joining the FDIC Jeff served as the Deputy General Counsel for General Law and Management at the Securities and Exchange Commission. He also worked for the Department of Justice for nine years, most recently as the General Counsel for the Executive Office for Immigration Review. Jeff began his federal career at the Department of Labor, Office of the Solicitor, and prior to that worked in the general litigation sections of two large law firms. Jeff also serves as an adjunct professor at George Mason law school, where he teaches employment and ethics classes. He graduated *cum laude* from Loyola University Chicago School of Law, where he served as an editor for Loyola’s law review, and received his undergraduate degree in broadcast journalism from the University of Maryland.

Ethics, Investigations and Discipline (Day 2)

Emory A. Rounds, III
Director, U.S. Office of Government Ethics

Mr. Rounds was appointed Director of the U.S. Office of Government Ethics (OGE) on July 13, 2018.

Prior to his appointment as Director, Mr. Rounds held a number of roles at OGE, where he has served since 2009, including Associate General Counsel, Acting Chief of the Internal Operations Division, and Special Assistant to the Acting Director.

Before joining OGE, Mr. Rounds served six years in the Office of the Counsel to the President of the United States, where he served first as the Deputy Associate Counsel for Ethics and later as an Associate Counsel and Special Assistant to the President, with an ethics portfolio.

Mr. Rounds began his 44-year career as a government attorney 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 military court, and counsel at major acquisition and global transportation commands. His personal military

decorations include two Meritorious Service Medals, four Navy Commendation Medals, and the Navy Achievement Medal.

After leaving the Navy, Mr. Rounds served in the ethics office at the Department of Commerce.

Mr. Rounds earned his Bachelor of Arts (*magna cum laude*) from the University of Massachusetts at Amherst and his Juris Doctor from the University of Akron School of Law, where he was Managing Editor of the Akron Law Review.

Welcome Remarks (Day 1)

Dana Sade
U.S. Agency for Global Media

A graduate of Cornell University and Boston University School of Law, Dana Sade is the Assistant General Counsel for Ethics, FOIA and Privacy at the U.S. Agency for Global Media. Previously, she spent several decades as a Senior Attorney at the National Highway Traffic Safety Administration, spearheading NHTSA's Ethics and Privacy Programs. Dana has a passion for creating engaging ethics training. While at NHTSA she produced multiple video vignettes starring her NHTSA co-workers. She currently is developing several "news style" ethics vignettes for USAGM.

One Size Does Not Fit All: Using Enterprise Risk Management Tools to Customize Ethics Education (Day 2)

John Schnitker
U.S. Department of State

John Schnitker is currently an Attorney-Adviser with the Office of the Legal Adviser for Ethics and Financial Disclosure. Mr. Schnitker has served in all three branches of the federal government. After working full time on Capitol Hill for a year during his college years, he attended law school and then clerked for a federal judge. After his clerkship, he worked in private practice for five years before joining the Civil Appellate Staff of the U.S. Justice Department where he handled U.S. Supreme Court and federal courts of appeals cases. In 2000, he joined the Office of the Legal Adviser at the State Department. Since then, he has worked on such diverse matters as information disclosure, international telecommunications, international debt/financial institutions, presidential permits, matters relating to the countries of South and Central Asia and now Executive Branch ethics and financial disclosure compliance.

Want to Work at an International Organization? A Post-Government Restriction Waiver Guide (Day 1)

Danae Serrano
U.S. Securities and Exchange Commission

Danae Serrano was named the U.S. Securities and Exchange Commission's Ethics Counsel in March 2019. She previously served as Acting Ethics Counsel since December 2018.

Ms. Serrano joined the SEC in 2010 as an Assistant Ethics Counsel, and has served as the Deputy Ethics Counsel and Alternate Designated Agency Ethics Official since 2013. Ms. Serrano also served as the Agency's Acting Chief Compliance Officer until August 2018.

Before joining the SEC, Ms. Serrano served as an attorney in the General Counsel's Office of the Pension Benefit Guaranty Corporation (PBGC), where she advised on government ethics and administrative law matters. Prior to PBGC, Ms. Serrano served as an attorney and ethics official in the United States Air Force, Office of the General Counsel.

Ms. Serrano received her law degree from the University of Connecticut School of Law, where she was an Executive Editor of the Connecticut Insurance Law Journal. She received her B.A. in History from Yale University.

Certificates of Divestiture (CDs) (Day 3)

Cynthia K. Shaw **U.S. Department of Justice**

Cynthia K. Shaw joined the Department of Justice in 2014 as the Deputy of the Departmental Ethics Office, and became Director in 2016. Prior to coming to the Department, she was an Attorney-Advisor in the U.S. Department of the Interior's Departmental Ethics Office. She has also served as the Chief of Staff and as an Attorney-Advisor for the National Indian Gaming Commission and as Majority Counsel on the Senate Committee on Indian Affairs. In the private sector, she held posts as a legal reporter and editor for the Bureau of National Affairs, Inc., and as an attorney with a large private law firm.

Cindy is a *magna cum laude* graduate of Mount Holyoke College, South Hadley, Massachusetts, and the University of Washington School of Law, Seattle, Washington.

A Question of Impartiality: How Would You Advise? (Day 3)

Patrick Shepherd **U.S. Office of Government Ethics**

Patrick Shepherd is a Senior Instructor at the U.S. Office of Government Ethics. 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.

Mr. Shepherd graduated with departmental honors, *magna cum laude*, from Mary Washington College with a BA in Philosophy.

Ethics Program Planning for a Presidential Election Year (Day 3)

Instant Ethics Training: Using OGE-Created Training Tools for Targeted Training (Day 2)

One Size Does Not Fit All: Using Enterprise Risk Management Tools to Customize Ethics Education (Day 2)

The IEG: A Powerful Tool for Developing Your Agency's Ethics Staff (Day 1)

Kimberly L. Sikora Panza **U.S. Office of Government Ethics**

Kim Sikora Panza is an Associate Counsel in OGE's General Counsel & Legal Policy Division. Prior to joining OGE, she was a Special Counsel at Wiley Rein LLP, where she focused on transactional matters and regulatory counseling. From 2005-2015, Kim also worked as an adjunct in the Scholarly Writing Program at The George Washington University Law School, and 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. with highest honors from The George Washington University Law School, where she was Order of the Coif, received the John Bell Larner Award for Highest Cumulative GPA, and was a Notes Editor for The George Washington Law Review.

Agency Supplemental Ethics Regulation Workshop (Day 2)

Ethics Concerns for Private Practice Attorneys Entering and Leaving Government (Day 2)

Proposed Updates to the Standards of Conduct (Day 1)

Neysa Slater-Chandler

Nuclear Waste Technical Review Board

Neysa Slater-Chandler is an attorney and the Director of Administration and DAEO for the U.S. Nuclear Waste Technical Review Board in Arlington, VA. A native Rhode Islander and U.S. Naval Academy graduate, she served for over 21 years in active duty and reserve assignments, as an Air Force civilian intelligence analyst, and as an associate general counsel for the Defense Nuclear Facilities Safety Board. She completed the National Senior Intelligence Course and Federal Executive Institute. A dedicated evening student, Neysa was awarded her M.S. in Strategic Intelligence (Defense Intelligence College) and J.D. (Catholic University) through evening programs. She completed her Ph.D. course work and qualifying examinations at Virginia Tech's CPAP, was awarded the 2009 Larry Terry award, and is a member of Phi Kappa Phi honor society. Neysa took an off-ramp from educational pursuits to embrace numerous cancer encounters, multiple chemo and radiation experiences, and several Yul Brynner-inspired hair styles. She is a past Governor of the Army and Navy Club and has been recognized by the Federal Bar Association for her leadership. Neysa looks forward to finishing her dissertation during this century and returning to two of her early passions – the violin and figure skating. She is married to Dan Chandler, a retired U.S. Army officer and a VP and the CISO for a systems integrator. They enjoy living near and being very involved in George Washington's Mount Vernon.

Unique Ethics Challenges Faced by Multi-Member Boards and Commissions (Day 1)

Nicole Stein

U.S. Office of Government Ethics

Nicole Stein joined the U.S. Office of Government Ethics in December 2004. Nicole currently serves as Chief of the Agency Assistance Branch where she is responsible for leading the Desk Officer Program and the Institute for Ethics in Government, planning the National Government Ethics Summit, coordinating strategic external communications, and advancing the practice of performance management and process improvement.

Prior to assuming the Chief position, Ms. Stein administered the annual agency ethics program questionnaire and created and delivered training courses. She also served as the project manager for the development of an agency-wide IT application to memorialize interactions with external stakeholders.

Ms. Stein holds a Master's degree in public administration from George Washington University and a Bachelor's degree in history from Indiana University.

Administrative Remarks (Day 1)

Mark Stewart

U.S. Office of Government Ethics

Mark Stewart serves as Financial Disclosure Analyst for the Incumbent Financial Disclosure Branch, within the General Counsel and Legal Policy Division of the Office of Government Ethics (OGE). In this position he has primary responsibility for the review of the approximately 1,000 public financial disclosure reports of high-level executive branch officials that are required to be submitted by agencies to OGE for final certification. He joined the Office of Government Ethics in July of 2003. Mr. Stewart served as a Desk Officer in the Office of Agency Programs, with responsibility for servicing the ethics programs of about 25 executive branch Departments and agencies. He has also conducted countless training classes over the years for both agency ethics officials and OGE employees. Mr. Stewart 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 Bachelor's Degree in Economics from Fairfield University, and his Associates Degree in Management from Hawaii Pacific College.

Public Financial Disclosure Reports Requiring OGE Certification: Tips for Agency Reviewers (Day 3)

Chris Swartz

U.S. Department of the Interior

Chris Swartz is Supervisory Attorney for the National Office and Bureau Program Branch of the Department of the Interior's ethics office, charged with supervising DOI's Deputy Ethics Counselors and their teams, and ensuring the effective provision of ethics program services to DOI bureau and office employees.

Prior to joining DOI, Chris held multiple positions with the U.S. Office of Government Ethics, including Associate Counsel in the General Counsel and Legal Policy Division and Team Lead for OGE's International Assistance and Outreach Program. In this latter role, Chris served as the inter-agency government expert on anticorruption prevention policy for follow-up work to the United Nations Convention against Corruption (UNCAC), the Inter-American Convention against Corruption (IACAC), and the Senior Public Integrity Officials' Working Group of the Organisation for Economic Co-Operation and Development (OECD). Chris was detailed to the White House Counsel's Office twice, once in 2013 and once during the 2016 Presidential transition period from October 2016-March 2017.

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, where he was Comment and Note Editor for the New England Law Review.

Anticipating and Addressing Corruption Risks When Employees Seek New Employment (Day 3)

Lorna Syme

U.S. Office of Government Ethics

Lorna Syme has been with the U.S. Office of Government Ethics (OGE) for over twenty years, and currently serves as a Program Analyst (Finance) in the Presidential Nominations Branch, General Counsel and Legal Policy Division. Previously, Ms. Syme was a Senior Desk Officer in the Program Services Division at OGE. 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.

Journey to Nomination (Day 3)

David Taube

U.S. Office of Government Ethics

David J. Taube joined the Office of Government Ethics in 2019 and serves as an Associate Counsel in the Ethics Law and Policy Branch. He previously practiced ethics and general government law in the IRS Office of Chief Counsel and the National Geospatial-Intelligence Agency Office of General Counsel. Before joining these agencies, David worked for three United States courts of appeals as a law clerk and staff attorney. David graduated from Amherst College and the Georgetown University Law Center.

#Compliance: Official Use of Social Media – Guidelines and Gray Areas (Day 1)

Intersecting Perspectives: Post-Employment Counseling from Both Sides (Day 3)

Scott Thompson

U.S. Department of Defense

Scott Thompson was appointed as Director of the Department of Defense (DoD) Standards of Conduct Office (SOCO) in June 2019. As the Alternate Designated Agency Ethics Official he is responsible for ensuring the effectiveness of the Department's program to comply with Federal ethics laws and regulations. Mr. Thompson advises the Secretary of Defense, Deputy Secretary of Defense and other senior officials on the full spectrum of ethics issues and manages the ethics vetting for all 58 of DoD's Presidentially-appointed, Senate-confirmed officials. He provides leadership and guidance to ensure consistent policy across the Department's 16 Designated Agency Ethics Officials, including the Military Departments, Defense Agencies, and DoD Field Activities, overseeing more than 3,000 ethics counselors worldwide. In addition to his compliance oversight role, Mr. Thompson contributes to professionalism training, policies, and guidance that reinforce the Secretary of Defense's emphasis on personal accountability, leadership by example, and values-based decision-making in the Department of Defense.

Prior to joining SOCO as a senior attorney in 2016, Mr. Thompson served as the Executive Director of the Board for Correction of Naval Records. Mr. Thompson was recognized by the Secretary of the Navy for transforming the Board's transparency and efficiency, and improving access for veterans seeking review of their military discharge.

Mr. Thompson entered the civil service in September 2015 after a successful 21 year career as an attorney and Captain in the U.S. Navy Judge Advocate General's Corps. He received his Bachelor of Arts degree from the State University of New York at Albany, earned a Juris Doctor from Albany Law School of Union University, and a Master of Laws (LLM) in Environmental and Natural Resource Law from Lewis and Clark Law School.

As a judge advocate, Mr. Thompson held a variety of leadership and counsel positions, advising commanders on a broad range of issues involving Navy operations, criminal law, environmental compliance, Government ethics, and administrative law. In command, he led Navy defense counsel representing sailors and marines throughout the southeastern United States. He served in Washington, D.C. as the Deputy Assistant Judge Advocate General (DAJAG) for Military Personnel, DAJAG for Administrative Law, and counsel to the Chief of Naval Personnel. In leading the Administrative Law Division, Mr. Thompson managed the Navy's public financial disclosure system, oversaw application of the Navy's professional responsibility regulation to over 1,000 active and reserve military attorneys, and was appointed to working groups resolving ethics and military professionalism issues.

Mr. Thompson's operational assignments include serving at sea as counsel to Carrier Strike Group Nine, and overseas as operational and environmental law counsel to the commanders of Naval Forces Europe and U.S. Sixth Fleet. Mr. Thompson is a veteran of Operation Enduring Freedom, having served as the

senior U.S. advisor to the Afghan National Police Chief of Legal Affairs and as Chief for Rule of Law and Anticorruption in NATO Training Mission Afghanistan.

Promoting an Ethical Culture: Setting the Tone from the Top (Day 2)

Andrew Tobin

U.S. Department of Agriculture

Andrew Tobin is the Deputy Director of the Office of Ethics at the US Department of Agriculture. He also serves as the Department's Alternate Designated Agency Ethics Official. He joined the Office of Ethics in 2008. Prior to entering Federal Service, Mr. Tobin worked for two years at the Office of Bar Counsel in Washington DC, assisting in the prosecution of attorney ethics violations.

Mr. Tobin received his B.A. degree, *cum laude*, in American Studies from Fairfield University in Fairfield, CT, and holds a J.D. degree from the Catholic University of America, Columbus School of Law. He is an active member of the Maryland State Bar. Born and raised in Massachusetts, he now lives in Alexandria, Virginia, with his wife and young son.

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part I) (Day 1)

Using Outreach to Maximize Limited Resources: Innovative Approaches by USDA and DOI (Part II) (Day 1)

Bernadette Tolson

U.S. Office of Government Ethics

Bernadette Tolson is a Desk Officer in the Agency Assistance Branch at the U.S. Office of Government Ethics (OGE), where she provides ethics advice and program assistance to a portfolio of 16 Executive branch agencies and departments. Bernadette also reviews financial disclosure reports. Prior to joining OGE, Bernadette has served our nation in both peacetime and wartime as a U. S. Army officer, as well as a civilian veteran services analyst at the U. S. Department of Veteran Affairs. She has also served as Academic Advisor to international PhD candidates of Walden University. Bernadette holds a Master's degree in Human Resource Development from Webster University of St Louis, Missouri and a Bachelor of Arts degree in Psychology from Hampton University of Virginia.

Practical Tools and Procedures for Preparing Employees Leaving Government Service (Day 3)

Diana J. Veilleux

U.S. 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. Among other roles, she serves as the agency's Chief FOIA Officer, the Senior Agency Official for Privacy and the Senior Agency Official for Records Management. Prior to joining OGE in October 2009, Ms. Veilleux was a partner for nearly 15 years at the Washington, D.C. 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 writer and lecturer on federal personnel law, and EEO and MSPB law practice and litigation, and was a co-host on FedTalk, a weekly radio talk show on issues of interest to the federal community.

Ms. Veilleux began her legal career in 1985 as an honors attorney with the United States Postal Service in the Office of Labor Law, and served as an associate attorney at a Washington, D.C. federal employment law firm from 1990 to 1994. She earned her undergraduate degree from Boston University in 1980, and her law degree from Georgetown University Law Center in 1985.

A Privacy Primer for Agency Ethics Officials (Day 2)

Ruth Vetter

Boeing Defense, Space & Security and Government Operations

Ruth Vetter is Director of Ethics and Business Conduct (EBC) supporting Boeing Defense, Space & Security and Government Operations. Named to her current position in December 2019, Vetter is responsible for providing strategic leadership for the defense business around the world, promoting a culture of integrity while helping to drive compliance and enable strong business performance. Vetter also manages the Enterprise Anti-Corruption program. She reports to the Vice President of Ethics and Business Conduct and also serves on the Business Defense, Space & Security and Government Operations leadership teams.

Prior to this, Vetter served as the Director of Ethics and Business Conduct for Boeing International and Government Operations and led a global team of professionals that ensure effective deployment of ethics controls and initiatives to promote a compliant and ethical work culture.

Vetter joined The Boeing Company in September 2018, after nearly 19 years with the U.S. Department of Defense (DoD). In her previous role, she was the Director of the DoD Standards of Conduct Office. In this role, she was a member of the Senior Executive Service and was responsible for advising the secretary of defense and other senior DoD officials on a range of ethics-related matters, training DoD's military and civilian ethics counselors and setting DoD-wide ethics policy. In her previous roles, Vetter served as a deputy designated agency ethics official for the White House and as Chief Counsel for the Administrative and International Law Division with the Defense Logistics Agency Office of General Counsel.

Vetter started her career as an officer in the U.S. Army, serving in a wide range of assignments across the globe. During her time with DoD, she received numerous military and civilian decorations, including the Bronze Star Medal and the Secretary of Defense Medal for Distinguished Civilian Service.

She received a B.A. in political science from Taylor University and her J.D. from Indiana University School of Law–Indianapolis.

Intersecting Perspectives: Post-Employment Counseling from Both Sides (Day 3)

Michelle Walker

U.S. Office of Government Ethics

Michelle Walker has been with the U.S. Office of Government Ethics (OGE) since 2008, and works as a Program Analyst in the Program Review Branch of the Compliance Division. Previously, Ms. Walker worked at the National Endowment for the Arts. She received her Bachelor of Arts degree from the University of Minnesota and her Masters of Art from California State University, Northridge.

Certification of Ethics Agreement Compliance: Process, Pitfalls, and Possibilities (Day 3)

Jill Weissman
U.S. Department of Justice

Jill Weissman has served as the General Counsel for the U.S. Department of Justice's Criminal Division for the past five years, where she oversees employment law, ethics and other general law matters. Jill recently received the Assistant Attorney General's Award for Excellence in Management for her work in the Criminal Division. Prior to taking on her current role, Jill served as Senior Legal Counsel in the General Counsel's Office of the Executive Office for United States Attorneys for eight years, and worked prior to that as an Attorney in the Administrative Law and Ethics Section of the Chief Counsel's Office of the Bureau of Alcohol, Tobacco, Firearms and Explosives. Jill graduated *cum laude* from American University Washington College of Law and received her undergraduate degree from Columbia University.

Ethics, Investigations and Discipline (Day 2)

Andrew Welz
National Transportation Safety Board

Andrew Welz currently serves as the Alternate Designated Agency Ethics Official and an Assistant General Counsel for the National Transportation Safety Board. At the NTSB, he is involved in all parts of the ethics program. He works closely with the DAEO/General Counsel and additional ethics officials in providing ethics advice to the five PAS Board Members, other senior agency leaders, and NTSB staff. He previously served as an ethics official at the Department of Health and Human Services, where he advised agencies such as the Health Resources & Services Administration and the Food and Drug Administration, as well as senior agency leaders, including the Surgeon General. Andrew was serving at HHS during the 2016-2017 Presidential transition. Prior to joining federal service, he worked as a litigation and white-collar crime attorney in private practice.

Unique Ethics Challenges Faced by Multi-Member Boards and Commissions (Day 1)

Teresa Williamson
U.S. Office of Government Ethics

Teresa Williamson joined the U.S. Office of Government Ethics (OGE) in May of 2001. She currently serves as a Program Analyst (Financial Disclosure) in the Presidential Nominations Branch, General Counsel and Legal Policy Division. In this role as OGE's "Nominations Coordinator," Ms. Williamson manages the flow of financial disclosure reports of Presidential nominees requiring Senate confirmation through OGE's financial disclosure nomination program. During her years at OGE, Ms. Williamson has held several positions including as a Program Analyst in the Program Services Division and as an Ethics Specialist in the Financial Disclosure Division.

Prior to joining OGE in 2001, Ms. Williamson served as Paralegal Specialist at the Department of Defense, Standards of Conduct Office and as a Legal Assistant at the Defense Logistics Agency Office of General Counsel.

Journey to Nomination (Day 3)

Michele Worthington
U.S. Office of Government Ethics

Michele Worthington is an Instructor in the Institute for Ethics in Government at the U.S. Office of Government Ethics. She has a background in library and information studies. She has worked as a librarian for the Brooklyn Public Library, the National Library of Education, the Government Publishing Office and the US Census Bureau Library. She attended the Florida State University earning a Bachelor's Degree in Social Sciences and a Master's Degree in Library and Information Studies.

Instant Ethics Training: Using OGE-Created Training Tools for Targeted Training (Day 2)

Josh Yanetsko
U.S. Office of Government Ethics

Josh Yanetsko has been with the U.S. Office of Government Ethics since 2019. He is currently a Program Analyst in the Program Review Branch, Compliance Division. Prior to joining the Office of Government Ethics, he was a Compliance Officer for 4 years at the Consumer Product Safety Commission (CPSC), working in the Office of Compliance and Field Operations under the Defects Investigations Division. He also served as a Security Forces Military Police Officer for four years on active duty with the U.S. Air Force from 2008-2012.

Certification of Ethics Agreement Compliance: Process, Pitfalls, and Possibilities (Day 3)

Margaret Yukins
U.S. Office of Government Ethics

Margaret Yukins joined the U.S. Office of Government Ethics in September 2019 as an Assistant Counsel in the Ethics Law & Policy Branch. Prior to joining OGE, Ms. Yukins served two years as a law clerk for the Honorable Fern Flanagan Saddler in the Superior Court of the District of Columbia. She holds a B.A. from Barnard College of Columbia University and a J.D. from the George Washington University Law School, where she was a Notes Editor on the *International Law Review*.

Money on My Mind: An Introduction and Refresher to 18 U.S.C. § 208 (Day 3)