

May 14, 2019

Joseph Maher
Designated Agency Ethics Official
Department of Homeland Security
Washington, D.C. 20528-0485

Dear Mr. Maher:

The purpose of this letter is to describe the steps that I will take to avoid any actual or apparent conflict of interest in the event that I am confirmed for the position of Administrator of the Federal Emergency Management Agency.

As required by 18 U.S.C. § 208(a), I will not participate personally and substantially in any particular matter in which I know that I have a financial interest directly and predictably affected by the matter, or in which I know that a person whose interests are imputed to me has a financial interest directly and predictably affected by the matter, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for a regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2). I understand that the interests of the following persons are imputed to me: any spouse or minor child of mine; any general partner of a partnership in which I am a limited or general partner; any organization in which I serve as officer, director, trustee, general partner or employee; and any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

My spouse is employed by Central Alabama Regional Planning & Development Commission in a position for which she receives a fixed annual salary. For as long as my spouse continues to work for Central Alabama Regional Planning & Development Commission, I will not participate personally and substantially in any particular matter involving specific parties in which I know Central Alabama Regional Planning & Development Commission is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

My spouse is also employed by RealStreet (KJMK Management Inc.) Staffing Firm in a position for which she receives a fixed annual salary. For as long as my spouse continues to work for RealStreet (KJMK Management Inc.) Staffing Firm, I will not participate personally and substantially in any particular matter involving specific parties in which I know RealStreet (KJMK Management Inc.) Staffing Firm is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

My spouse is also a consultant to Central Alabama Electrical Cooperative. For as long as my spouse continues to work with Central Alabama Electrical Cooperative as a consultant, I will not participate personally and substantially in any particular matter involving specific parties in which I know Central Alabama Electrical Cooperative is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

My spouse is also a consultant to Main Street Alabama, a nonprofit organization. For as long as my spouse continues to work with Main Street Alabama as a consultant, I will not

participate personally and substantially in any particular matter involving specific parties in which I know Main Street Alabama is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

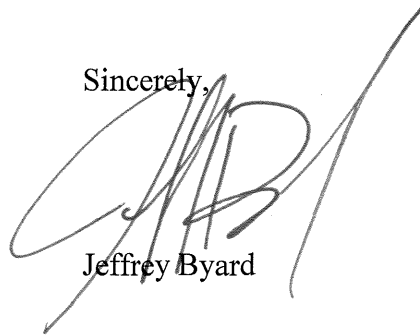
If I have a managed account or otherwise use the services of an investment professional during my appointment, I will ensure that the account manager or investment professional obtains my prior approval on a case-by-case basis for the purchase of any assets other than cash, cash equivalents, investment funds that qualify for the exemption at 5 C.F.R. § 2640.201(a), or obligations of the United States.

I will meet in person with you or another Department of Homeland Security ethics official during the first week of my service in the position of Administrator for the Federal Emergency Management Agency in order to complete the initial ethics briefing required under 5 C.F.R. § 2638.305. Within 90 days of my confirmation, I will document my compliance with this ethics agreement by notifying you in writing when I have completed the steps described in this ethics agreement.

I understand that as an appointee I must continue to abide by the Ethics Pledge (Exec. Order No. 13770) that I previously signed and that I will be bound by the requirements and restrictions therein in addition to the commitments I have made in this ethics agreement.

I have been advised that this ethics agreement will be posted publicly, consistent with 5 U.S.C. § 552, on the website of the U.S. Office of Government Ethics with ethics agreements of other Presidential nominees who file public financial disclosure reports.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Byard', is written over the typed name. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jeffrey Byard