

OGE Form 278e (Updated 08/2024) (Expires 08/31/2027)

U.S. Office of Government Ethics; 5 C.F.R. part 2634 | Form Approved: OMB No. (3209-0001)

Report Type: Annual Report

Year (Annual Report only): 2026

Date of Appointment: 03/2025

Date of Termination:

Appointment Type: PAS

Executive Branch Personnel Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Bradbury, Steven

Deputy Secretary, Department of Transportation

Report Year: 2026

Other Federal Government Positions Held During the Preceding 12 Months:

None

Electronic Signature - I certify that the statements I have made in this form are true, complete and correct to the best of my knowledge.

/s/ Bradbury, Steven [electronically signed on 03/27/2026 by Bradbury, Steven in Integrity.gov]

Agency Ethics Official's Opinion - On the basis of information contained in this report, I conclude that the filer is in compliance with applicable laws and regulations (subject to any comments below).

/s/ Kaleta, Judith, Certifying Official [electronically signed on 04/28/2026 by Kaleta, Judith in Integrity.gov]

Other review conducted by

/s/ Constantine, Peter, Ethics Official [electronically signed on 04/17/2026 by Constantine, Peter in Integrity.gov]

U.S. Office of Government Ethics Certification

/s/ Granahan, Megan, Certifying Official [electronically signed on 05/18/2026 by Granahan, Megan in Integrity.gov]

Data Revised

1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME	CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	The Heritage Foundation	Washington, District of Columbia	Non-Profit	Distinguished Fellow	12/2022	3/2025
2	Trump-Vance Transition, Inc.	Washington, District of Columbia	Corporation	Volunteer Consultant	12/2024	1/2025

2. Filer's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	The Heritage Foundation	N/A		salary	\$62,596
2	Roth IRA	No			
2.1	Fidelity Treasury Money Market (FZFXX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.2	Fidelity 500 Index Fund (FXAIX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.3	Fidelity Small Cap Index Fund (FSSNX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.4	Fidelity Real Estate Index Fund (FSRNX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.5	Fidelity Small Cap Value Index Fund (FISVX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.6	Avantis U.S. Large Cap Value ETF (AVLV)	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.7	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.8	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.9	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.10	Fidelity US Bond Index Fund (FXNAX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.11	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.12	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.13	Fidelity Short-Term Bond Index Fund (FNSOX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3	Rollover IRA	No			
3.1	Fidelity Treasury Money Market (FZFXX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
3.2	Fidelity International Index Fund (FSPSX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
3.3	Fidelity 500 Index Fund (FXAIX)	Yes	\$1,000,001 - \$5,000,000		None (or less than \$201)
3.4	Fidelity Small Cap Index Fund (FSSNX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.5	Fidelity Emerging Markets Index Fund (FPADX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
3.6	Fidelity Small Cap Value Index Fund (FISVX)	Yes	\$100,001 - \$250,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.7	Fidelity Large Cap Value Index Fund (FLCOX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.8	DFA International Vector Equity Portfolio Institutional Class Shares (DFVQX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.9	DFA Emerging Markets Core Equity Portfolio Institutional Class Shares (DFCEX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
3.10	DFA US Small Cap Value Portfolio Institutional Class Shares (DFSVX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.11	DFA US Large Cap Value Portfolio Institutional Class Shares (DFLVX)	Yes	\$250,001 - \$500,000		None (or less than \$201)
3.12	DFA US Small Cap Portfolio Institutional Class Shares (DFSTX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
3.13	Fidelity US Bond Index Fund (FXNAX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.14	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.15	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.16	Fidelity Short-Term Bond Index Fund (FNSOX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.17	Avantis U.S. Large Cap Value ETF (AVLV)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.18	Dimensional ETF Trust US Small Cap Val (DFSV)	Yes	\$15,001 - \$50,000		None (or less than \$201)
3.19	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Yes	\$15,001 - \$50,000		None (or less than \$201)
3.20	Avantis Real Estate ETF Avantis Real Estate ETF (AVRE)	Yes	\$100,001 - \$250,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.21	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.22	Dimensional U.S. Small Cap ETF Dimensional U.S. Small Cap ETF (DFAS)	Yes	\$100,001 - \$250,000		None (or less than \$201)
3.23	iShares Core S&P Small-Cap ETF (IJR)	Yes	\$50,001 - \$100,000		None (or less than \$201)
3.24	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Yes	\$50,001 - \$100,000		None (or less than \$201)
4	HSA	No			
4.1	Vanguard Small-Cap Index Fund Investor Shares (NAESX)	Yes	\$1,001 - \$15,000		None (or less than \$201)

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	Dechert	Washington, District of Columbia	I will continue to participate in this HSA. The account sponsor ceased making contributions upon my separation.	7/2009

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

(N/A) - Not required for this type of report

5. Spouse's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Roth IRA	No			
1.1	Fidelity International Index Fund (FSPSX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.2	Fidelity Treasury Money Market Fund Fidelity Treasury Money Market (FZFX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.3	Fidelity 500 Index Fund (FXAIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.4	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.5	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.6	Fidelity Short-Term Bond Index Fund (FNSOX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.7	Avantis U.S. Large Cap Value ETF Avantis U.S. Large Cap Value ETF (AVLV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.8	Dimensional U.S. Small Cap ETF Dimensional U.S. Small Cap ETF (DFAS)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.9	US Small Cap Value Portfolio Institutional Class Shares (DFSVX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.10	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.11	Dimensional ETF Trust Small Cap Value DFSV	Yes	\$1,001 - \$15,000		None (or less than \$201)
2	"Head of School," self-published (value not readily ascertainable)	N/A			None (or less than \$201)

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Fidelity Treasury Money Market (FZFXX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
2	Fidelity International Index Fund (FSPSX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
3	Fidelity 500 Index Fund (FXAIX)	Yes	\$250,001 - \$500,000		\$2,501 - \$5,000
4	Fidelity Real Estate Index Fund (FSRNX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
5	Fidelity Small Cap Value Index Fund (FISVX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
6	Fidelity Large Cap Value Index Fund (FLCOX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7	DFA International Vector Equity Portfolio Institutional Class Shares (DFVQX)	Yes	\$50,001 - \$100,000		\$1,001 - \$2,500
8	DFA Global Real Estate Securities Portfolio (DFGEX)	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
9	Dimensional US Small Cap Value Portfolio Institutional Class Shares (DFSVX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
10	Dimensional US Large Cap Value Portfolio Institutional Class Shares (DFLVX)	Yes	\$100,001 - \$250,000		\$1,001 - \$2,500
11	Fidelity US Bond Index Fund (FXNAX)	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
12	Fidelity Advisor Short-Term Bond Fund Class Z Shares (FIKTX)	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
13	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
14	Fidelity Short-Term Bond Index Fund (FNSOX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
15	Avantis Real Estate ETF (AVRE)	Yes	\$1,001 - \$15,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
16	Dimensional International Core Equity Market ETF (DFAI)	Yes	\$1,001 - \$15,000		None (or less than \$201)
17	Dimensional U.S. Small Cap ETF (DFAS)	Yes	\$50,001 - \$100,000		\$201 - \$1,000
18	iShares Russell 2000 Value ETF (IWN)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
19	iShares Core S&P Small-Cap ETF (IJR)	Yes	\$1,001 - \$15,000		None (or less than \$201)
20	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
21	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Yes	\$1,001 - \$15,000		\$201 - \$1,000
22	Dimensional Short-Duration Fixed Income ETF (DFSD)	Yes	\$15,001 - \$50,000		\$2,501 - \$5,000
23	Fidelity Treasury Money Market (FZFX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
24	Fidelity 500 Index Fund (FXAIX)	Yes	\$500,001 - \$1,000,000		\$5,001 - \$15,000
25	DFA International Vector Equity Portfolio Institutional Class Shares (DFVQX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
26	Fidelity US Bond Index Fund (FXNAX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
27	Avantis U.S. Large Cap Value ETF (AVLV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
28	Dimensional International Core Equity Market ETF (DFAI)	Yes	\$100,001 - \$250,000		\$2,501 - \$5,000
29	Dimensional U.S. Small Cap Value ETF (DFAS)	Yes	\$100,001 - \$250,000		\$1,001 - \$2,500

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
30	Dimensional ETF Trust US Small Cap (DFSV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
31	iShares Core S&P Small-Cap ETF (IJR)	Yes	\$1,001 - \$15,000		None (or less than \$201)
32	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Yes	\$50,001 - \$100,000		\$1,001 - \$2,500
33	Dimensional Short-Duration Fixed Income ETF (DFSD)	Yes	\$100,001 - \$250,000		\$5,001 - \$15,000
34	LINCOLN LIFE FLEXIBLE PREMIUM VARIABLE LIFE ACCOUNT M VULONE2014	No		Distribution	\$1,577
34.1	LVIP SSGA S&P 500 Index SC	Yes	\$500,001 - \$1,000,000		None (or less than \$201)
35	U.S. Bank (cash)	N/A	\$1,001 - \$15,000		None (or less than \$201)
36	Northwestern Mutual Fixed Paid Up Whole Life Insurance	See Endnote	N/A		\$100,001 - \$250,000
37	Northwestern Mutual Adjustable Whole Life	N/A	\$250,001 - \$500,000		None (or less than \$201)
38	Residential real estate, Vienna, Virginia	N/A	\$500,001 - \$1,000,000	Rent or Royalties	\$1,001 - \$2,500
39	U.S. brokerage (cash)	N/A	\$15,001 - \$50,000		None (or less than \$201)

7. Transactions

#	DESCRIPTION	TYPE	DATE	AMOUNT	
1	MFS Mid Cap Value Fund Class R6 Shares (MVCKX)	See Endnote	Sale	04/03/2025	\$15,001 - \$50,000

#	DESCRIPTION		TYPE	DATE	AMOUNT
2	Vanguard Target Retirement 2025 Fund Investor Class Shares (VTTVX)	See Endnote	Sale	03/14/2025	\$100,001 - \$250,000
3	Vanguard Target Retirement 2025 Fund Investor Class Shares (VTTVX)	See Endnote	Sale	03/14/2025	\$100,001 - \$250,000
4	Blackrock Institutional Trust Company (BTC) Russell 1000 Index	See Endnote	Sale	03/14/2025	\$500,001 - \$1,000,000
5	Dechert LLP Salary Savings Plan		Exchange	03/14/2025	\$500,001 - \$1,000,000
6	Dechert LLP Pension Plan No.1 for Partners		Exchange	03/14/2025	\$100,001 - \$250,000
7	Dechert LLP Pension Plan No.2 for Partners		Exchange	03/14/2025	\$100,001 - \$250,000
8	LVIP SSGA S&P 500 Index Fund Standard Class	See Endnote	Purchase	12/11/2025	\$1,001 - \$15,000
9	Fidelity 500 Index Fund (FXAIX)		Sale	11/21/2025	\$15,001 - \$50,000
10	Fidelity 500 Index Fund (FXAIX)		Sale	11/24/2025	\$15,001 - \$50,000
11	Avantis U.S. Large Cap Value ETF Avantis U.S. Large Cap Value ETF (AVLV)		Purchase	07/21/2025	\$1,001 - \$15,000
12	Dimensional U.S. Small Cap ETF Dimensional U.S. Small Cap ETF (DFAS)		Purchase	07/21/2025	\$1,001 - \$15,000
13	Dimensional ETF Trust US Small Cap Val (DFSV)		Purchase	07/21/2025	\$1,001 - \$15,000
14	Fidelity 500 Index Fund (FXAIX)		Purchase	07/21/2025	\$1,001 - \$15,000
15	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)		Purchase	07/21/2025	\$1,001 - \$15,000
16	Fidelity Short-Term Bond Index Fund (FNSOX)		Purchase	07/21/2025	\$1,001 - \$15,000

#	DESCRIPTION	TYPE	DATE	AMOUNT
17	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Purchase	07/21/2025	\$1,001 - \$15,000
18	Fidelity US Bond Index Fund (FXNAX)	Sale	07/21/2025	\$15,001 - \$50,000
19	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Purchase	07/21/2025	\$1,001 - \$15,000
20	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Purchase	07/21/2025	\$1,001 - \$15,000
21	Fidelity Short-Term Bond Index Fund (FNSOX)	Purchase	07/21/2025	\$1,001 - \$15,000
22	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Purchase	07/21/2025	\$1,001 - \$15,000
23	Fidelity US Bond Index Fund (FXNAX)	Purchase	07/21/2025	\$1,001 - \$15,000
24	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Purchase	07/21/2025	\$1,001 - \$15,000
25	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Purchase	07/21/2025	\$1,001 - \$15,000
26	Avantis U.S. Large Cap Value ETF Avantis U.S. Large Cap Value ETF (AVLV)	Sale	07/21/2025	\$1,001 - \$15,000
27	Fidelity Real Estate Index Fund (FSRNK)	Sale	07/21/2025	\$1,001 - \$15,000
28	Fidelity Small Cap Index Fund (FSSNX)	Sale	07/21/2025	\$1,001 - \$15,000
29	Fidelity Small Cap Value Index Fund (FISVX)	Sale	07/21/2025	\$1,001 - \$15,000
30	Dimensional U.S. Small Cap ETF Dimensional U.S. Small Cap ETF (DFAS)	Purchase	05/19/2025	\$1,001 - \$15,000
31	Dimensional ETF Trust US Small Cap Val (DFSV)	Purchase	05/19/2025	\$1,001 - \$15,000
32	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Purchase	05/19/2025	\$1,001 - \$15,000

#	DESCRIPTION	TYPE	DATE	AMOUNT
33	Fidelity Short-Term Bond Index Fund (FNSOX)	Purchase	05/19/2025	\$1,001 - \$15,000
34	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Purchase	05/19/2025	\$1,001 - \$15,000
35	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Purchase	05/19/2025	\$15,001 - \$50,000
36	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Purchase	05/19/2025	\$1,001 - \$15,000
37	Avantis Real Estate ETF Avantis Real Estate ETF (AVRE)	Purchase	03/18/2025	\$15,001 - \$50,000
38	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Purchase	03/18/2025	\$15,001 - \$50,000
39	Dimensional U.S. Small Cap ETF Dimensional U.S. Small Cap ETF (DFAS)	Purchase	03/18/2025	\$100,001 - \$250,000
40	Fidelity 500 Index Fund (FXAIX)	Purchase	03/18/2025	\$100,001 - \$250,000
41	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Purchase	03/18/2025	\$50,001 - \$100,000
42	Fidelity US Bond Index Fund (FXNAX)	Purchase	03/18/2025	\$100,001 - \$250,000
43	iShares Core S&P Small-Cap ETF (IJR)	Purchase	03/18/2025	\$15,001 - \$50,000
44	Vanguard Russell 1000 Value Index Fund ETF Shares (VONV)	Purchase	03/18/2025	\$1,001 - \$15,000
45	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Purchase	03/18/2025	\$1,001 - \$15,000
46	Avantis Real Estate ETF Avantis Real Estate ETF (AVRE)	Purchase	03/14/2025	\$100,001 - \$250,000

#	DESCRIPTION	TYPE	DATE	AMOUNT
47	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Purchase	03/14/2025	\$100,001 - \$250,000
48	Fidelity 500 Index Fund (FXAIX)	Purchase	03/14/2025	\$250,001 - \$500,000
49	Fidelity Advisor Total Bond Fund Class Z Shares (FBKWX)	Purchase	03/14/2025	\$50,001 - \$100,000
50	WisdomTreeEmerging Markets ex-State-Owned Enterprises Fund (XSOE)	Purchase	03/14/2025	\$15,001 - \$50,000
51	US Small Cap Value Portfolio Institutional Class Shares (DFSVX)	Sale	03/18/2025	\$15,001 - \$50,000
52	Fidelity Short-Term Bond Index Fund (FNSOX)	Sale	03/18/2025	\$15,001 - \$50,000
53	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Sale	03/18/2025	\$50,001 - \$100,000
54	Fidelity US Bond Index Fund (FXNAX)	Purchase	05/19/2025	\$1,001 - \$15,000
55	Dimensional International Core Equity Market ETF Dimensional International Core Equity Market ETF (DFAI)	Purchase	05/19/2025	\$1,001 - \$15,000
56	Avantis Real Estate ETF Avantis Real Estate ETF (AVRE)	Purchase	05/19/2025	\$1,001 - \$15,000

8. Liabilities

None

9. Gifts and Travel Reimbursements

None

Endnotes

PART	#	ENDNOTE
6.	36	This was a Variable Life policy until July 26, 2024.
7.	1	Held in Heritage Foundation Retirement Plan and sold for IRA rollover.
7.	2	Held in Dechert LLP Pension Plan No.1 for Partners and sold for rollover into Rollover IRA
7.	3	Held in Dechert LLP Pension Plan No.2 for Partners and sold for rollover into Rollover IRA
7.	4	Held in Dechert LLP Salary Savings Plan and sold for rollover into Rollover IRA
7.	8	Held in Lincoln National Life Insurance Policy, purchased with annual premium

Summary of Contents

1. Filer's Positions Held Outside United States Government

Part 1 discloses positions that the filer held at any time during the reporting period (excluding positions with the United States Government). Positions are reportable even if the filer did not receive compensation.

This section does not include the following: (1) positions with religious, social, fraternal, or political organizations; (2) positions solely of an honorary nature; (3) positions held as part of the filer's official duties with the United States Government; (4) mere membership in an organization; and (5) passive investment interests as a limited partner or non-managing member of a limited liability company.

2. Filer's Employment Assets & Income and Retirement Accounts

Part 2 discloses the following:

- Sources of earned and other non-investment income of the filer totaling more than \$200 during the reporting period (e.g., salary, fees, partnership share, honoraria, scholarships, and prizes)
- Assets related to the filer's business, employment, or other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

3. Filer's Employment Agreements and Arrangements

Part 3 discloses agreements or arrangements that the filer had during the reporting period with an employer or former employer (except the United States Government), such as the following:

- Future employment
- Leave of absence
- Continuing payments from an employer, including severance and payments not yet received for previous work (excluding ordinary salary from a current employer)
- Continuing participation in an employee welfare, retirement, or other benefit plan, such as pensions or a deferred compensation plan
- Retention or disposition of employer-awarded equity, sharing in profits or carried interests (e.g., vested and unvested stock options, restricted stock, future share of a company's profits, etc.)

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

Part 4 discloses sources (except the United States Government) that paid more than \$5,000 in a calendar year for the filer's services during any year of the reporting period.

The filer discloses payments both from employers and from any clients to whom the filer personally provided services. The filer discloses a source even if the source made its payment to the filer's employer and not to the filer. The filer does not disclose a client's payment to the filer's employer if the filer did not provide the services for which the client is paying.

5. Spouse's Employment Assets & Income and Retirement Accounts

Part 5 discloses the following:

- Sources of earned income (excluding honoraria) for the filer's spouse totaling more than \$1,000 during the reporting period (e.g., salary, consulting fees, and partnership share)
- Sources of honoraria for the filer's spouse greater than \$200 during the reporting period
- Assets related to the filer's spouse's employment, business activities, other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's spouse's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF). Amounts of income are not required for a spouse's earned income (excluding honoraria).

6. Other Assets and Income

Part 6 discloses each asset, not already reported, (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in investment income was received during the reporting period. For purposes of the value and income thresholds, the filer aggregates the filer's interests with those of the filer's spouse and dependent children.

This section does not include the following types of assets: (1) a personal residence (unless it was rented out during the reporting period); (2) income or retirement benefits associated with United States Government employment (e.g., Thrift Savings Plan); and (3) cash accounts (e.g., checking, savings, money market accounts) at a single financial institution with a value of \$5,000 or less (unless more than \$200 in income was received). Additional exceptions apply. Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

7. Transactions

Part 7 discloses purchases, sales, or exchanges of real property or securities in excess of \$1,000 made on behalf of the filer, the filer's spouse or dependent child during the reporting period.

This section does not include transactions that concern the following: (1) a personal residence, unless rented out; (2) cash accounts (e.g., checking, savings, CDs, money market accounts) and money market mutual funds; (3) Treasury bills, bonds, and notes; and (4) holdings within a federal Thrift Savings Plan account. Additional exceptions apply.

8. Liabilities

Part 8 discloses liabilities over \$10,000 that the filer, the filer's spouse or dependent child owed at any time during the reporting period.

This section does not include the following types of liabilities: (1) mortgages on a personal residence, unless rented out (note: certain PAS nominees and appointees are required to report all mortgages); (2) loans secured by a personal motor vehicle, household furniture, or appliances, unless the loan exceeds the item's purchase price; and (3) revolving charge accounts, such as credit card balances, if the outstanding liability did not exceed \$10,000 at the end of the reporting period. Additional exceptions apply.

9. Gifts and Travel Reimbursements

This section discloses:

- Gifts totaling more than \$480 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.
- Travel reimbursements totaling more than \$480 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.

For purposes of this section, the filer need not aggregate any gift or travel reimbursement with a value of \$192 or less. Regardless of the value, this section does not include the following items: (1) anything received from relatives; (2) anything received from the United States Government or from the District of Columbia, state, or local governments; (3) bequests and other forms of inheritance; (4) gifts and travel reimbursements given to the filer's agency in connection with the filer's official travel; (5) gifts of hospitality (food, lodging, entertainment) at the donor's residence or personal premises; and (6) anything received by the filer's spouse or dependent children totally independent of their relationship to the filer. Additional exceptions apply.

Privacy Act Statement

5 U.S.C. § 13101 et seq., and 5 C.F.R. Part 2634 of the U. S. Office of Government Ethics regulations require the reporting of this information. Failure to provide the requested information may result in separation, disciplinary action, or civil action. The primary use of the information on this report is for review by Government officials to determine compliance with applicable Federal laws and regulations. This report may also be disclosed upon request to any requesting person in accordance with 5 U.S.C. §§ 13107 and § 13122(b)(1) or as otherwise authorized by law. You may inspect applications for public access of your own form upon request. Additional disclosures of the information on this report may be made: (1) to any requesting person, subject to the limitation contained in section 208(d)(1) of title 18, any determination granting an exemption pursuant to sections 208(b)(1) and 208(b)(3) of title 18; (2) to a Federal, State, or local law enforcement agency if the disclosing agency becomes aware of violations or potential violations of law or regulation; (3) to a source when necessary to obtain information relevant to a conflict of interest investigation or determination; (4) to the National Archives and Records Administration or the General Services Administration in records management inspections; (5) to the Office of Management and Budget during legislative coordination on private relief legislation; (6) when the disclosing agency determines that the records are arguably relevant to a proceeding before a court, grand jury, or administrative or adjudicative body, or in a proceeding before an administrative or adjudicative body when the adjudicator determines the records to be relevant to the proceeding; (7) to reviewing officials in a new office, department or agency when an employee transfers or is detailed from one covered position to another, a public financial disclosure report and any accompanying documents, including statements notifying an employee's supervising ethics office of the commencement of negotiations for future employment or compensation or of an agreement for future employment or compensation; (8) to a Member of Congress or a congressional office in response to an inquiry made on behalf of and at the request of an individual who is the subject of the record; (9) to contractors and other non-Government employees working on a contract, service or assignment for the Federal Government when necessary to accomplish a function related to this system of records; (10) on the OGE Website and to any person, department or agency, any written ethics agreement, including certifications of ethics agreement compliance, filed with OGE by an individual nominated by the President to a position requiring Senate confirmation; (11) on the OGE Website and to any person, department or agency, any certificate of divestiture issued by OGE; (12) on the OGE Website and to any person, department or agency, any waiver of the restrictions contained in Executive Order 13989 or any superseding executive order; (13) to appropriate agencies, entities and persons when there has been a suspected or confirmed breach of the system of records, the agency maintaining the records has determined that there is a risk of harm to individuals, the agency, the Federal Government, or national security, and the disclosure is reasonably necessary to assist in connection with the agency's efforts to respond to the suspected or confirmed breach or to prevent, minimize, or remedy such harm; and (14) to another Federal agency or Federal entity, when the agency maintaining the record determines that information from this system of records is reasonably necessary to assist the recipient agency or entity in responding to a suspected or confirmed breach or in preventing, minimizing, or remedying the risk of harm to individuals, the recipient agency or entity, the Federal Government, or national security. See also the OGE/GOVT-1 executive branch-wide Privacy Act system of records.

Public Burden Information

This collection of information is estimated to take an average of ten hours per response, including time for reviewing the instructions, gathering the data needed, and completing the form. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Program Counsel, U.S. Office of Government Ethics (OGE) 250 E Street, S.W., Suite 750, Washington, DC 20024-3249.

Pursuant to the Paperwork Reduction Act, as amended, an agency may not conduct or sponsor, and no person is required to respond to, a collection of information unless it displays a currently valid OMB (that control number 3209-0001, is displayed here and at the top of the first page of this OGE Form 278e).
