

Date: March 16, 2026

Ms. Sarah Prosser
Assistant Legal Adviser and Alternate Designated Agency Ethics Official
Office of the Legal Adviser
Department of State

Re: Ethics Undertakings

Dear Ms. Prosser:

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 Ambassador to the Republic of Guatemala. It is my responsibility to understand and comply with commitments outlined in this agreement.

SECTION 1 – GENERAL COMMITMENTS

If confirmed as Ambassador to the Republic of Guatemala, as required by the criminal conflicts of interest law at 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 particular 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 an officer, director, trustee, general partner, or employee, even if uncompensated; and
- Any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

In addition, I will recuse myself from participation on a case-by-case basis in any particular matter involving specific parties in which I determine that a reasonable person with knowledge of the relevant facts would question my impartiality in that matter, unless I am first authorized to participate, pursuant to the impartiality regulations at 5 C.F.R. Part 2635, Subpart E.

In the event that an actual or potential conflict of interest arises during my appointment, I will consult with an agency ethics official and take the measures necessary to resolve the conflict, such as recusal from the particular matter or divestiture of an asset.

I understand that a heightened prospect of a conflict of interest could exist as to companies that maintain a presence in Guatemala, because they may be more likely than other companies to seek official assistance from or make contact with the Embassy or otherwise be



affected by policies and engagement implemented by the Embassy. I will remain alert to the possible need for recusal where appropriate.

If I have a managed account or otherwise use the services of an investment professional during my appointment, I will direct the account manager or investment professional to obtain 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 regulatory exemption for diversified mutual funds and unit investment trusts at 5 C.F.R. § 2640.201(a), obligations of the United States, or municipal bonds. I will monitor whether the account manager or investment professional is following this direction regarding prior approval.

I will receive a live ethics briefing from a member of the ethics office after my confirmation but not later than 15 days after my appointment pursuant to the ethics program regulation at 5 C.F.R. § 2638.305. Within 90 days of my confirmation, I will submit my Certification of Ethics Agreement Compliance which documents my compliance with this ethics agreement.

I will not modify this ethics agreement without your approval and the approval of the U.S. Office of Government Ethics (OGE) pursuant to the ethics agreement requirements contained in the financial disclosure regulation at 5 C.F.R. § 2634.803(a)(4).

SECTION 2 – CAREY RODRIGUEZ LLP

I am a partner of the law firm of Carey Rodriguez, LLP. Upon confirmation, I will withdraw from the partnership, and Carey Rodriguez, LLP will dissolve as a matter of law. A new entity called Carey Rodriguez PLLC will be the successor in interest to the firm. John C. Carey, P.A., the current partner at Carey Rodriguez, LLP, will be a partner, and Ethan B. Rodriguez, currently an associate with the firm, will be made a partner. The firm will continue to operate as Carey Rodriguez PLLC, and the firm will also own the registered tradename "Carey Rodriguez." Upon my withdrawal from the firm, I will not receive any future payment from contingency fee cases. Upon my withdrawal, the only compensation that will be due is my paid-in capital. Pursuant to the Carey Rodriguez LLP partnership agreement, my paid-in capital to the firm will be paid to me upon my withdrawal from the firm over a period of 5 years, interest free, beginning on the first anniversary of my departure. This payment will be based solely on the firm's earnings through the date of my withdrawal from the partnership. I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the ability or willingness of Carey Rodriguez PLLC to pay the paid-in-capital payments to me, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1). Pursuant to the impartiality regulation at 5 C.F.R. § 2635.502, for a period of one year after my resignation or for as long as my child is employed by Carey Rodriguez PLLC or until I receive my final paid-in-capital share payment, whichever is latest, I will not participate personally and substantially in any particular matter involving specific parties in which I know Carey Rodriguez PLLC is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). I will not participate personally and substantially in any particular matter involving specific parties in which I know a former client of mine is a party or represents a party for a period of one year after I last provided service to that client, unless I am first authorized to



participate, pursuant to 5 C.F.R. § 2635.502(d). In addition, pursuant to the impartiality regulation at 5 C.F.R. § 2635.502, I will not participate personally and substantially in any particular matter involving specific parties in which I know my client or my child is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

SECTION 3 – J. RODRIGUEZ & ASSOCIATES

I am a partner of the law firm of Carey Rodriguez, LLP through J. Rodriguez & Associates, P.A., a professional association that holds a 50% partnership interest in Carey Rodriguez, LLP. During my appointment to the position of Ambassador to the Republic of Guatemala, J. Rodriguez & Associates, P.A. will remain dormant and only receive payments of the return of my paid-in capital from Carey Rodriguez PLLC. I will not perform any services for J. Rodriguez & Associates, P.A., except that I will comply with any court orders or subpoenas and any requirements involving legal filings, taxes, and fees that are necessary to maintain the professional association while it is in an inactive status. As Ambassador to the Republic of Guatemala, I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of J. Rodriguez & Associates, P.A., 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).

SECTION 4 – FAMILY TRUST

I will retain my position as a trustee of the Rene Rodriguez Revocable Trust. I will not receive any fees for the services that I provide as a trustee during my appointment to the position of Ambassador to the Republic of Guatemala. I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of the Rene Rodriguez Revocable Trust, 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).

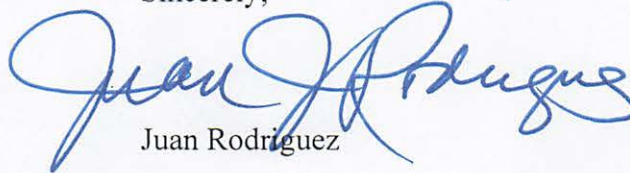
SECTION 5 – SPOUSE EMPLOYMENT

My spouse is employed as a Pediatric Occupational Therapist for Nicklaus Children's Hospital, a position for which my spouse receives a fixed annual salary. For as long as my spouse works for Nicklaus Children's Hospital, I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on my spouse's compensation or employment with Nicklaus Children's Hospital, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1). Pursuant to the impartiality regulation at 5 C.F.R. § 2635.502, I also will not participate personally and substantially in any particular matter involving specific parties in which I know Nicklaus Children's Hospital is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

SECTION 6 – PUBLIC POSTING

I have been advised that this ethics agreement and the Certification of Ethics Agreement Compliance will be posted publicly, consistent with the public information law at 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 blue ink, appearing to read "Juan Rodriguez", with a stylized, cursive script.

Juan Rodriguez