

May 25, 2021

Mr. Richard C. Visek
Principal Deputy Legal Adviser and
Designated Agency Ethics Official
Office of the Legal Adviser
Department of State

Dear Mr. Visek:

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 U.S. Ambassador to Bosnia and Herzegovina. It is my responsibility to understand and comply with commitments outlined in this agreement.

SECTION 1 – GENERAL COMMITMENTS

I am committed to the highest standards of ethical conduct for government officials. If confirmed as Ambassador to Bosnia and Herzegovina, 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; 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 Bosnia and Herzegovina 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.

I have a managed account and I will direct the account manager 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 is following this direction regarding prior approval.

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 pursuant to the ethics agreement requirements contained in the financial disclosure regulation at 5 C.F.R. § 2634.803(a)(4).

SECTION 2 – SECTOR MUTUAL FUNDS

If I rely on a *de minimis* exemption under 5 C.F.R. § 2640.201(b) with regard to any of my financial interests in sector mutual funds, I will monitor the value of those interests. If the aggregate value of my interests in sector mutual funds that concentrate in any one sector exceeds \$50,000, 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 any holdings of the funds that are in the specific sector in which the funds concentrate, unless I first obtain a written waiver pursuant to 18 U.S.C. § 208(b)(1).

SECTION 3 – DIVESTITURES

As soon as practicable but not later than 90 days after my confirmation, I will divest all of the assets listed in Appendix A. With regard to each of these entities in Appendix A, 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 entity until I have divested it, 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 have verified that I will be able to carry out the divestitures within the timeframe described above.

I understand that I may be eligible to request a Certificate of Divestiture for qualifying assets and that a Certificate of Divestiture is effective only if obtained prior to divestiture. Regardless of whether I receive a Certificate of Divestiture, I will ensure that all divestitures discussed in this agreement occur within the agreed upon timeframes and that all proceeds are invested in non-conflicting assets. I understand that I must timely submit my request for a Certificate of Divestiture to allow for adequate time for OGE to process the Certificate of Divestiture, and in order to divest assets within the agreed upon timeframe.

I (including my spouse and dependent children if applicable) will not repurchase any asset I was required to divest without my consultation with my agency ethics official and the U.S. Office of Government Ethics.

SECTION 4 – 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 "Michael J. Murphy", with a stylized flourish at the end.

Michael J. Murphy

APPENDIX A

Abbott Labs (ABT)
AbbVie, Inc. (ABBV)
Accenture plc (ACN)
Advanced Micro Devices, Inc. (AMD)
Air Products and Chemicals, Inc. (APD)
Alexandria Real Estate Equities (ARE)
Alphabet, Inc. (GOOGL)
Amazon Com Inc (AMZN)
Amedisys Inc (AMED)
American Express Co (AXP)
Ameriprise Financial Inc (AMP)
AmerisourceBergen Corp. (ABC)
Amgen Inc (AMGN)
Amn Electric Power (AEP)
Analog Devices, Inc. (ADI)
ANSYS, Inc. (ANSS)
Apple Inc. (AAPL)
Applied Materials, Inc. (AMAT)
AptarGroup, Inc. (ATR)
Assurant Inc. (AIZ)
Automatic Data Processing (ADP)
AvalonBay Communities (AVB)
Baxter International, Inc. (BAX)
Becton Dickinson Co (BDX)
Best Buy Co Inc (BBY)
BJS Wholesale Club Holdings (BJ)
BlackRock Inc (BLK)
Bloomin' Brands, Inc. (BLMN)
Boeing Co (BA)
Boston Properties, Inc. (BXP)
Bristol-Myers Squibb (BMY)
CACI International, Inc. (CACI)
Cadence Design Systems, Inc. (CDNS)
Capital One Financial (COF)
Caterpillar Inc (CAT)
Celanese Corp (CE)
Chevron Corp (CVX)
Chubb Ltd (CB)
Cintas Corp Ohio (CTAS)
Cisco Systems Inc (CSCO)
Citigroup, Inc. (C)
CME Group, Inc. (CME)
CMS Energy Corp (CMS)
Coca Cola Co (KO)

Colgate Palmolive (CL)
Comcast Corp. (CMCSA)
ConocoPhillips (COP)
Crown Castle Reit Inc (CCI)
CVS Health (CVS)
Danaher Corp (DHR)
Deere & Co. (DE)
Devon Energy Corp. (DVN)
Disney (Walt) Company (DIS)
Dover Corp. (DOV)
Eaton Corp. Plc (ETN)
Edwards Lifesciences Corp (EW)
Eli Lilly & Co. (LLY)
Entergy Corp (ETR)
EOG Resources, Inc. (EOG)
Equity Lifestyles PPTYS (ELS)
Expedia Group, Inc. (EXPE)
Facebook, Inc. (FB)
FedEx Corp (FDX)
Fidelity National Information Services, Inc. (FIS)
Fortinet, Inc. (FTNT)
Gallagher Arthur J & Co. (AJG)
Gap Inc (GPS)
General Motors Co (GM)
General Dynamics Corp. (GD)
Hartford Financial Services Group (HIG)
Hasbro Inc (HAS)
Hershey Company (HSY)
Home Depot Inc (HD)
Honeywell Intl Inc (HON)
II-VI, Inc. (IIVI)
Intel Corporation (INTC)
Intl Business Machines (IBM)
International Paper Co. (IP)
Intuit Inc (INTU)
Johnson & Johnson (JNJ)
JP Morgan Chase & Co (JPM)
Keycorp New (KEY)
Kohls Corp Wisc PV (KSS)
Laboratory CP American Holdings (LH)
Lindsay Corporation (LNN)
Lockheed Martin Corp (LMT)
Manhattan Associates, Inc. (MANH)
Marsh & McLennan COS Inc (MMC)
MasTec, Inc. (MTZ)
McDonald's Corp. (MCD)

Medtronic Plc (MDT)
Merck & Co Inc (MRK)
Metlife Inc (MET)
Microsoft Corp (MSFT)
Mid America APT CMNTYS (MAA)
Molina Healthcare, Inc. (MOH)
Mondelez International, Inc. (MDLZ)
Moody's Corporation (MCO)
Morgan Stanley (MS)
NextEra Energy, Inc. (NEE)
Nice Ltd ADR (NICE)
NIKE Inc (NKE)
Norfolk Southern Corp. (NSC)
Northern Trust Corp (NTRS)
Northrop Grumman Corp (NOC)
Nvidia Corp (NVDA)
Parker-Hannifin Corp. (PH)
PayPal Holdings, Inc. (PYPL)
PepsiCo Inc (PEP)
Pfizer Inc. (PFE)
Philip Morris International, Inc. (PM)
Phillips 66 (PSX)
PNC Financial Services Group, Inc. (PNC)
PPG Industries, Inc. (PPG)
Price T Rowe Group Inc (TROW)
Procter & Gamble (PG)
Progressive Corp (PGR)
Prologis Inc (PLD)
Public Service Enterprise Group (PEG)
Pulte Group Inc (PHM)
Raytheon Co (RTX)
Realty Income Corp (O)
Republic Services Inc (RSG)
Rockwell Automation, Inc. (ROK)
Sabre Corp. (SABR)
Salesforce.com, Inc. (CRM)
Schwab Charles Corp (SCHW)
Scotts Miracle-Gro Co. (SMG)
Seagate Technology PLC (STX)
Skyworks Solutions, Inc. (SWKS)
Southern Company (SO)
Stanley Black & Decker (SWK)
Starbucks Corp (SBUX)
State Street Corp (STT)
Stryker Corp (SYK)
Synaptics, Inc. (SYNA)

Synopsys, Inc. (SNPS)
Sysco Corp. (SYY)
T-Mobile US Inc (TMUS)
Texas Instruments Incorporated (TXN)
Thermo Fisher Scientific, Inc. (TMO)
TJX Cos., Inc. (TJX)
Trane Technologies PLC (TT)
Truist Finl Corp (TFC)
Tyson Foods, Inc. (TSN)
United Parcel Service (UPS)
UnitedHealth Group Inc (UNH)
Univar Solutions, Inc. (UNVR)
U.S. Bancorp (USB)
V F Corporation (VFC)
Valero Energy Corp (VLO)
Ventas Inc (VTR)
Verizon Communications, Inc. (VZ)
Vertex Pharmaceuticals Inc (VRTX)
Vista Outdoor Inc (VSTO)
Vornado Realty Trust (VNO)
Walmart, Inc. (WMT)
Western Alliance Bancorporation (WAL)
Wintrust Financial Corp. (WTFC)
Xcel Energy Inc (XEL)