

January 5, 2009

Robert A. Shapiro
Associate Solicitor
Office of Legal Counsel
Office of the Solicitor
U.S. Department of Labor
Rm. N2700
200 Constitution Ave., NW
Washington, DC 20210

Dear Mr. Shapiro:

The purpose of this letter is to describe the steps I will take to avoid an actual or apparent conflict of interest in the event that I am confirmed for the position of Secretary of Labor, U.S. Department of Labor.

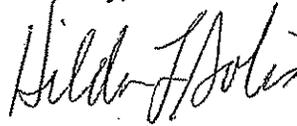
As required by 18 U.S.C. § 208(a), I will not participate personally and substantially in any particular matter that has a direct and predictable effect on my financial interests or those of any person whose interests are imputed to me, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 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.

The Department's ethics officials have advised me that my spouse need not divest his interests in Sam's Foreign and Domestic Auto Center because the likelihood that my duties will involve a matter affecting this entity is remote. With regard to this entity, I will not participate personally and substantially in any particular matter that has a direct and predictable effect on the financial interests of the entity 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).

Upon confirmation, I will resign from my board member positions with the Latino Public Broadcasting and American Rights at Work organizations, respectively. For a period of one year after my resignation, I also will not participate personally and substantially in any particular matter involving specific parties in which either of the above named organizations 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 continue to participate in my CalPERS defined benefit pension plan. I will not participate personally and substantially in any particular matter that has a direct and predictable effect on the ability or willingness of CalPERS to provide this contractual benefit, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for the regulatory exemption at 5 C.F.R. § 2640.201(c)(2) or another regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2).

Sincerely,

A handwritten signature in cursive script that reads "Hilda L. Solis". The signature is written in black ink and is positioned below the word "Sincerely,".

Hilda L. Solis