

U.S. Department of Justice

Civil Rights Division

Office of the Assistant Attorney General

Washington, D.C. 20530

March 7, 2013

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:

This memorandum is to inform you of the steps I will take if I am confirmed as the Secretary of Labor, U.S. Department of Labor, to comply with applicable ethics laws and regulations.

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.

I have been advised that the duties of the position of Secretary of Labor may involve particular matters affecting the financial interests of Stephenson National Bank. The agency has determined that it is not necessary at this time for me to divest my interest and those imputed to me because the likelihood that my duties will involve any such matter is remote. Accordingly, I will not participate personally and substantially in any particular matter that has a direct and predictable effect on the financial interests of Stephenson National Bank, 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).

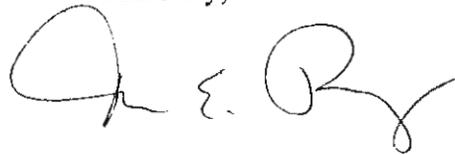
My spouse is employed as a staff attorney with the Washington Legal Clinic for the Homeless, from which she receives a fixed annual salary. I will not participate personally and substantially in any particular matter that has a direct and predictable effect on my spouse's compensation or employment with the Washington Legal Clinic

for the Homeless, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1). I also will not participate personally and substantially in any particular matters involving specific parties in which the Washington Legal Clinic for the Homeless or any client of my spouse is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). In addition, for the duration of my appointment to the position of Secretary of Labor, my spouse has agreed not to communicate directly with the U.S. Department of Labor on behalf of her employing organization or any client.

I understand that as an appointee I must continue to abide by the Ethics Pledge (Exec. Order No. 13490) 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 and any other ethics agreement.

Finally, 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 other ethics agreements of Presidential nominees who file public financial disclosure reports.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. E. Perez', with a stylized flourish at the end.

Thomas E. Perez