February 5, 2026

Jolene A. Lauria
Designated Agency Ethics Official
Department of Justice
950 Pennsylvania Ave., NW
Washington, DC 20530

Dear Ms. Lauria:

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 United States Attorney for the Northern District of Alabama. It is my responsibility to understand and comply with commitments outlined in this Ethics Agreement (Agreement).

SECTION 1 – GENERAL COMMITMENTS

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 determining whether I have an actual or potential conflict of interest during my appointment, I will consult with the Executive Office for United States Attorneys (EOUSA), General Counsel's Office, and will follow the procedures outlined in the United States Attorneys' Procedures, (USAP) 3-2.170.001, et seq. 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.

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If I have a managed account or otherwise use the services of an investment professional during my appointment, I will ensure that the account manager or investment professional obtains 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), or obligations of the United States.

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 Agreement.

I will not modify this 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 – CONFLICTS OF INTEREST REVIEW AND COUNSELING

I have been advised that the duties of the position of United States Attorney may involve particular confidential matters identified by the United States Attorney's Office (USAO) that may affect my financial interests. EOUSA has determined that it is not necessary at this time for me to divest my financial interests because my recusal from particular matters in which these interests pose a conflict of interest will not substantially limit my ability to perform the essential duties of the position of United States Attorney. Immediately upon confirmation, EOUSA will prepare recusals for all particular matters in which I will not be granted a waiver or will not qualify for a regulatory exemption.

I have been informed that the USAO has conducted a conflict review, and has found no additional conflicts of interest. Should additional conflicts arise, I will seek the necessary waiver(s) or implement the necessary recusal(s) immediately upon my confirmation. An appropriate screening mechanism will be identified and immediately upon my appointment, all necessary USAO personnel will be advised in writing of all matters in which I may not participate. The notification will specifically list the matters and identify the Acting United States Attorney for those matters.

SECTION 3 – LAW OFFICE OF WILLIAMS & ASSOCIATES LLC

I was the single member of my law firm, Williams & Associates, LLC, which does business as Williams, King & Associates. I sold my interest in Williams & Associates, LLC on January 1, 2026, and my name has been removed from the firm. Pursuant to the divestment agreement, at the time of closing, I have been paid $50,000 for the sale of Williams & Associates, LLC. The Buyer will also pay me $60,000 over a period of 24 months at a fixed, fair market interest rate of 3.5% pursuant to a promissory note. If the Buyer defaults on the promissory note, I will not receive equity in Long & King Attorneys at Law to satisfy the outstanding amount owed to me. The Buyer is also the owner of a separate long-established LLC named River Rocks LLC and has agreed to also make a one-time transfer of a single parcel of land owned by River Rocks LLC. I will be deeded a 50% interest in a single residential parcel of undeveloped land with a value of $60,000. Until the Buyer has completed its payments to me, 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 the Buyer to make these payments, 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, until all of the payments for the sale of the business are made, I will not participate personally and substantially in any particular matter involving specific parties in which I know the Buyer is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). I have verified that I will be able to carry out this divestiture within the timeframe described above. In addition, 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 services to that client unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

I have an interest in one contingency fee case being litigated by Long & King Attorneys at Law. I am entitled to receive a portion of future recovery in this case based upon a maximum set percentage as set forth in the legal services agreement. I will forfeit my interest in this case before assuming the duties of the position of United States Attorney.

SECTION 4 – RIGHTSIDE MEDIA, INC.

I was the previous owner of Rightside Media, Inc. I sold my interest in Rightside Media in October 2025. I also resigned as President/CEO of Rightside Media, Inc. During my work with Rightside Media, Inc., I was the host of a daily syndicated radio show called "Rightside Radio", as well as two online podcasts called "The Right Phil-osophy" and "the Just Right Podcast". I understand that I may not work on these broadcasts/podcasts during my appointment to the position of U.S. Attorney. 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 Rightside Media is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

SECTION 5 – RESIGNATIONS

Upon confirmation, I will resign from my positions with the following entities:

- The Scarlett Freeman Education Trust
- Club for Growth Foundation

I also resigned from my position with Rightside Holdings, Inc in October 2025. Pursuant to the impartiality regulation at 5 C.F.R. § 2635.502, for a period of one year after my resignation from each of these entities, I will not participate personally and substantially in any particular matter involving specific parties in which I know that entity 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 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,

Phillip Williams, Jr.