

Rufus Crosby Kemper III

Nancy E. Weiss
General Counsel
Institute of Museum and Library Services
955 L'Enfant Plaza North, Suite 4000
Washington, D.C. 20024

Dear Ms. Weiss:

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 Director of the Institute of Museum and Library Services (IMLS).

I am committed to the highest standards of ethical conduct for government officials. As required by 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 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 partner 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.

Within 90 days of my confirmation, I will divest my interests in AT&T. 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 this 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).

Upon confirmation, I will resign from my position as the Director and Chief Executive Officer of the Kansas City Public Library. For a period of one year after my resignation, I will not participate personally or substantially in any particular matter involving specific parties in which I know the Kansas City Public Library is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

I recently resigned from my position as Chairman of the Board for the School Health Care and Libraries Broadband Coalition. Upon confirmation, I will also resign from my positions as Board Member for Union Station Kansas City, Board Member for The Rabbit Hole: National Center for the Children's Book, Board Member of the Show Me Institute, and Trustee of the R.C. Kemper Jr. Charitable Trust. For a period of one

year after my resignation from each of these entities, I will not participate personally or 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).

I have made television appearances on the show Ruckus for which I was paid honoraria by Kansas City PBS. If I am confirmed to the position of Director, I will cease making these appearances. For a period of one year after I last provided services, I will not participate personally and substantially in any particular matter involving specific parties in which I know Kansas City PBS is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

My spouse is employed by the Lyric Opera of Kansas City, in a position for which my spouse receives a fixed annual salary. For as long as my spouse works for the Lyric Opera of Kansas City, I will not participate personally and substantially in any particular matter involving specific parties in which I know the Lyric Opera of Kansas City is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

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 exemption at 5 C.F.R. § 2640.201(a), or obligations of the United States.

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 as an appointee, I am required to sign the Ethics Pledge (Executive Order No. 13770) 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.

I will meet in person with you during the first week of my service in the position of Director of the Institute of Museum and Library Services in order to complete the initial ethics briefing required under 5 C.F.R. § 2638.305. Within 90 days of my confirmation, I will document my compliance with this ethics agreement by notifying you in writing when I have completed the steps described in this 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 ethics agreements of the other Presidential nominees who file public financial disclosure reports.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Rufus Crosby Kemper III'. The signature is fluid and cursive, with a large, sweeping 'R' and 'K'.

Rufus Crosby Kemper III

Date: NOVEMBER 17th, 2019