

Executive Branch Personnel

Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Cravins, Donald

Undersecretary for Minority Business Development, Department of Commerce

Other Federal Government Positions Held During the Preceding 12 Months:

D.C. National Guard Major/0-4 (7/2011 - Present)

Names of Congressional Committees Considering Nomination:

- Committee on Commerce, Science, and Transportation
-

Electronic Signature - I certify that the statements I have made in this form are true, complete and correct to the best of my knowledge.

/s/ Cravins, Donald [electronically signed on 03/03/2022 by Cravins, Donald in Integrity.gov]

Agency Ethics Official's Opinion - On the basis of information contained in this report, I conclude that the filer is in compliance with applicable laws and regulations (subject to any comments below).

/s/ Dornburg, Erica M, Certifying Official [electronically signed on 05/11/2022 by Dornburg, Erica M in Integrity.gov]

Other review conducted by

/s/ Warren, Arthur, Ethics Official [electronically signed on 05/10/2022 by Warren, Arthur in Integrity.gov]

U.S. Office of Government Ethics Certification

/s/ Apol, David, Certifying Official [electronically signed on 05/16/2022 by Apol, David in Integrity.gov]

1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME		CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	National Urban League		New York, New York	Non-Profit	Executive Vice President	5/2021	Present
2	George Washington University		Washington, District of Columbia	University/College	Adjunct Professor	1/2012	Present
3	Charter Communications		Washington, District of Columbia	Corporation	Vice President	3/2019	3/2021
4	Pinchback Group, LLC		Upper Marlboro, Maryland	Corporation	President	9/2020	Present
5	Energy Foundation		San Francisco, California	Non-Profit	Member, Board of Directors	1/2019	Present
6	100 Black Men of Prince George's County	See Endnote	Glenarden, Maryland	Non-Profit	Board of Directors	2/2021	Present
7	N.U.L. Federal Credit Union	See Endnote	New York, New York	Volunteer Employee led credit union	Chair of the Board	6/2021	Present
8	aParent Miracles Foundation	See Endnote	Atlanta, Georgia	Non-Profit	Member, Board of Directors	6/2019	Present
9	Neonatal Abstinence Syndrome Trust		Wilmington, Delaware	Trust	Trustee	9/2021	Present
10	Keystone Policy Center		Keystone, Colorado	Non-Profit	Member, Board of Trustees	1/2017	1/2020

2. Filer's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	National Urban League		N/A		Salary	\$373,260
2	National Urban League, anticipated bonus	See Endnote	N/A	\$15,001 - \$50,000		None (or less than \$201)
3	George Washington University		N/A		Salary	\$1,000
4	Charter Communications (Telecommunications)		N/A		Salary and bonus	\$233,035
5	Pinchback Group LLC	See Endnote	No			
5.1	Seekout, anticipated honorarium Speech - February 28, 2022	See Endnote	N/A	\$1,001 - \$15,000		None (or less than \$201)
5.2	Southern University Law Center Graduation Speech - May 12, 2021		N/A		Honorarium	\$2,000
5.3	National Urban League		N/A		Consulting Fees	\$6,000
5.4	Urban League Young Professionals - February 15, 2021		N/A		Honorarium	\$1,000
6	Energy Foundation (anticipated Director's stipend)	See Endnote	N/A	\$1,001 - \$15,000	Director's Stipend	\$11,500
7	Charter Communications 401(K)		No			
7.1	JPMCB SmartRetirement Passive Blend 2035 Fund CFE		Yes	\$100,001 - \$250,000		None (or less than \$201)
8	National Urban League 401(K)		No			
8.1	Voya Govt Money Market Portfolio I		Yes	\$1,001 - \$15,000		None (or less than \$201)
8.2	Voya Fixed Account		N/A	\$1,001 - \$15,000		None (or less than \$201)
8.3	Voya Intermediate Bond Port I		Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.4	Voya Index Plus LargeCap Portfolio I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.5	Fidelity VIP Eqty-Income Port I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.6	VY TRowePrice Grwth Eqty Port I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.7	Fidelity VIP Contrafund Port I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.8	Voya Index Plus SmallCap Portfolio I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.9	Voya Index Plus MidCap Portfolio I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.10	VY TRowePrice Divr MdCp Gr Pt I	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.11	VY Inv Glob Portf - Init CI	Yes	\$1,001 - \$15,000		None (or less than \$201)
9	GWU 403(B)	No			
9.1	Fidelity Freedom 2040 Fund Class K	Yes	\$1,001 - \$15,000		None (or less than \$201)

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	National Urban League	New York, New York	Entitled to an annual end of year performance bonus for work performed in 2021. All employees at the Vice President level and above are eligible for this bonus.	3/2021
2	National Urban League	New York, New York	I will continue to participate in this defined contribution plan, but the employer will cease making contributions upon my separation.	1/2022

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
3	Charter Communications	Stamford, Connecticut	I will continue to participate in this defined contribution plan but the employer has ceased making contributions upon my separation.	3/2019
4	George Washington University	Washington, District of Columbia	I will continue to participate in this defined contribution plan, but the employer will cease making contributions upon my separation.	11/2010
5	Pinchback Group, LLC	Upper Marlboro, Maryland	My consulting business will be inactive during my appointment and all outstanding client fees will be fixed before I enter government service.	3/2022

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
1	National Urban League	New York, New York	I served as the Executive Vice President from 2021-2022 and provided consulting services (through Pinchback Group, LLC)
2	Charter Communications	Washington, District of Columbia	I served as the Vice President of External Affairs from 2019 - 2021.
3	Energy Foundation	San Francisco, California	I am a member of the Board of Directors.
4	Pinchback Group, LLC	Upper Marlboro, Maryland	Consulting Fees

5. Spouse's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Pillsbury Winthrop Shaw Pittman (Law Firm)	N/A		Salary	
2	Pillsbury 401(K)	No			

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.1	FIAM Blend Target Date 2035 Commingled Pool Class S	Yes	\$1,001 - \$15,000		None (or less than \$201)

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Brokerage Account	No			
1.1	Invesco S&P 500 High Div Low V (SPHD)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.2	SCHWAB US DVD EQUITY ETF (SCHD)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.3	SPDR BLACKSTONE SENIOR LOAN (SRLN)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.4	SPDR ICE PREFERRED SECURITIE (PSK)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.5	SPDR PORTFOLIO HIGH YIELD BOND (SPHY)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.6	SPDR S&P GLB NAT RESOURCES (GNR)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.7	Vanguard Dividend Appreciation Index Fund ETF Class Shares (VIG)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.8	VANGUARD FTSE DEVELOPED MKTS E (VEA)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.9	VANGUARD FTSE EMERGING MARKETS (VWO)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.10	VANGUARD GROWTH ETF (VUG)	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1.11	VANGUARD INDEX FDS S&P 500 ETF (VOO)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.12	VANGUARD INFO TECH ETF (VGT)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.13	VANGUARD MID-CAP ETF INDEX (VO)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.14	VANGUARD REAL ESTATE ETF (VNQ)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.15	Vanguard Short-term Corporate Bond fund (VCSH)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.16	VANGUARD SMALL CAP ETF (VB)	Yes	None (or less than \$1,001)		\$1,001 - \$2,500
1.17	VANGUARD TOTAL BOND MARKET (BND)	Yes	\$1,001 - \$15,000		None (or less than \$201)
1.18	VANGUARD TTL STK MKT ETF (VTI)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2	U.S. Credit Union cash account	N/A	\$50,001 - \$100,000		None (or less than \$201)
3	Northwestern Mutual, whole life	N/A	\$100,001 - \$250,000		None (or less than \$201)
4	Prudential, whole life	N/A	\$50,001 - \$100,000		None (or less than \$201)
5	Servicemembers Group Life Insurance, whole life	N/A	\$250,001 - \$500,000		None (or less than \$201)
6	U.S. bank cash account	N/A	\$1,001 - \$15,000		None (or less than \$201)

7. Transactions

(N/A) - Not required for this type of report

8. Liabilities

#	CREDITOR NAME	TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	M&T Bank	Mortgage on Personal Residence	\$500,001 - \$1,000,000	2017	3.75	30 year
2	Lafayette Federal Credit Union	Personal Loan	\$100,001 - \$250,000	2022	5.49	20 years
3	Citi	Credit Card	\$10,001 - \$15,000	2016	19.99	Revolving

9. Gifts and Travel Reimbursements

(N/A) - Not required for this type of report

Endnotes

PART	#	ENDNOTE
1.	6	This is an unpaid position.
1.	7	This is an unpaid, volunteer position.
1.	8	This is an unpaid volunteer position.
2.	2	Bonus received subsequent to filing this report.

PART	#	ENDNOTE
2.	5	Income from this company relates to presentations and trainings on DEI, advocacy, and entrepreneurship. My spouse and I are co-owners.
2.	5.1	Honorarium received subsequent to filing this report.
2.	6	Director's stipend received subsequent to filing this report.

Summary of Contents

1. Filer's Positions Held Outside United States Government

Part 1 discloses positions that the filer held at any time during the reporting period (excluding positions with the United States Government). Positions are reportable even if the filer did not receive compensation.

This section does not include the following: (1) positions with religious, social, fraternal, or political organizations; (2) positions solely of an honorary nature; (3) positions held as part of the filer's official duties with the United States Government; (4) mere membership in an organization; and (5) passive investment interests as a limited partner or non-managing member of a limited liability company.

2. Filer's Employment Assets & Income and Retirement Accounts

Part 2 discloses the following:

- Sources of earned and other non-investment income of the filer totaling more than \$200 during the reporting period (e.g., salary, fees, partnership share, honoraria, scholarships, and prizes)
- Assets related to the filer's business, employment, or other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

3. Filer's Employment Agreements and Arrangements

Part 3 discloses agreements or arrangements that the filer had during the reporting period with an employer or former employer (except the United States Government), such as the following:

- Future employment
- Leave of absence
- Continuing payments from an employer, including severance and payments not yet received for previous work (excluding ordinary salary from a current employer)
- Continuing participation in an employee welfare, retirement, or other benefit plan, such as pensions or a deferred compensation plan
- Retention or disposition of employer-awarded equity, sharing in profits or carried interests (e.g., vested and unvested stock options, restricted stock, future share of a company's profits, etc.)

4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

Part 4 discloses sources (except the United States Government) that paid more than \$5,000 in a calendar year for the filer's services during any year of the reporting period.

The filer discloses payments both from employers and from any clients to whom the filer personally provided services. The filer discloses a source even if the source made its payment to the filer's employer and not to the filer. The filer does not disclose a client's payment to the filer's employer if the filer did not provide the services for which the client is paying.

5. Spouse's Employment Assets & Income and Retirement Accounts

Part 5 discloses the following:

- Sources of earned income (excluding honoraria) for the filer's spouse totaling more than \$1,000 during the reporting period (e.g., salary, consulting fees, and partnership share)
- Sources of honoraria for the filer's spouse greater than \$200 during the reporting period
- Assets related to the filer's spouse's employment, business activities, other income-generating activities (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in income was received during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's spouse's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF). Amounts of income are not required for a spouse's earned income (excluding honoraria).

6. Other Assets and Income

Part 6 discloses each asset, not already reported, (1) that ended the reporting period with a value greater than \$1,000 or (2) from which more than \$200 in investment income was received during the reporting period. For purposes of the value and income thresholds, the filer aggregates the filer's interests with those of the filer's spouse and dependent children.

This section does not include the following types of assets: (1) a personal residence (unless it was rented out during the reporting period); (2) income or retirement benefits associated with United States Government employment (e.g., Thrift Savings Plan); and (3) cash accounts (e.g., checking, savings, money market accounts) at a single financial institution with a value of \$5,000 or less (unless more than \$200 in income was received). Additional exceptions apply. Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

7. Transactions

Part 7 discloses purchases, sales, or exchanges of real property or securities in excess of \$1,000 made on behalf of the filer, the filer's spouse or dependent child during the reporting period.

This section does not include transactions that concern the following: (1) a personal residence, unless rented out; (2) cash accounts (e.g., checking, savings, CDs, money market accounts) and money market mutual funds; (3) Treasury bills, bonds, and notes; and (4) holdings within a federal Thrift Savings Plan account. Additional exceptions apply.

8. Liabilities

Part 8 discloses liabilities over \$10,000 that the filer, the filer's spouse or dependent child owed at any time during the reporting period.

This section does not include the following types of liabilities: (1) mortgages on a personal residence, unless rented out (limitations apply for PAS filers); (2) loans secured by a personal motor vehicle, household furniture, or appliances, unless the loan exceeds the item's purchase price; and (3) revolving charge accounts, such as credit card balances, if the outstanding liability did not exceed \$10,000 at the end of the reporting period. Additional exceptions apply.

9. Gifts and Travel Reimbursements

This section discloses:

- Gifts totaling more than \$415 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.
- Travel reimbursements totaling more than \$415 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.

For purposes of this section, the filer need not aggregate any gift or travel reimbursement with a value of \$166 or less. Regardless of the value, this section does not include the following items: (1) anything received from relatives; (2) anything received from the United States Government or from the District of Columbia, state, or local governments; (3) bequests and other forms of inheritance; (4) gifts and travel reimbursements given to the filer's agency in connection with the filer's official travel; (5) gifts of hospitality (food, lodging, entertainment) at the donor's residence or personal premises; and (6) anything received by the filer's spouse or dependent children totally independent of their relationship to the filer. Additional exceptions apply.

Privacy Act Statement

Title I of the Ethics in Government Act of 1978, as amended (the Act), 5 U.S.C. app. § 101 et seq., as amended by the Stop Trading on Congressional Knowledge Act of 2012 (Pub. L. 112-105) (STOCK Act), and 5 C.F.R. Part 2634 of the U. S. Office of Government Ethics regulations require the reporting of this information. Failure to provide the requested information may result in separation, disciplinary action, or civil action. The primary use of the information on this report is for review by Government officials to determine compliance with applicable Federal laws and regulations. This report may also be disclosed upon request to any requesting person in accordance with sections 105 and 402(b)(1) of the Act or as otherwise authorized by law. You may inspect applications for public access of your own form upon request. Additional disclosures of the information on this report may be made: (1) to any requesting person, subject to the limitation contained in section 208(d)(1) of title 18, any determination granting an exemption pursuant to sections 208(b)(1) and 208(b)(3) of title 18; (2) to a Federal, State, or local law enforcement agency if the disclosing agency becomes aware of violations or potential violations of law or regulation; (3) to a source when necessary to obtain information relevant to a conflict of interest investigation or determination; (4) to the National Archives and Records Administration or the General Services Administration in records management inspections; (5) to the Office of Management and Budget during legislative coordination on private relief legislation; (6) when the disclosing agency determines that the records are arguably relevant to a proceeding before a court, grand jury, or administrative or adjudicative body, or in a proceeding before an administrative or adjudicative body when the adjudicator determines the records to be relevant to the proceeding; (7) to reviewing officials in a new office, department or agency when an employee transfers or is detailed from one covered position to another, a public financial disclosure report and any accompanying documents, including statements notifying an employee's supervising ethics office of the commencement of negotiations for future employment or compensation or of an agreement for future employment or compensation; (8) to a Member of Congress or a congressional office in response to an inquiry made on behalf of and at the request of an individual who is the subject of the record; (9) to contractors and other non-Government employees working on a contract, service or assignment for the Federal Government when necessary to accomplish a function related to this system of records; (10) on the OGE Website and to any person, department or agency, any written ethics agreement, including certifications of ethics agreement compliance, filed with OGE by an individual nominated by the President to a position requiring Senate confirmation; (11) on the OGE Website and to any person, department or agency, any certificate of divestiture issued by OGE; (12) on the OGE Website and to any person, department or agency, any waiver of the restrictions contained in Executive Order 13770 or any superseding executive order; (13) to appropriate agencies, entities and persons when there has been a suspected or confirmed breach of the system of records, the agency maintaining the records has determined that there is a risk of harm to individuals, the agency, the Federal Government, or national security, and the disclosure is reasonably necessary to assist in connection with the agency's efforts to respond to the suspected or confirmed breach or to prevent, minimize, or remedy such harm; and (14) to another Federal agency or Federal entity, when the agency maintaining the record determines that information from this system of records is reasonably necessary to assist the recipient agency or entity in responding to a suspected or confirmed breach or in preventing, minimizing, or remedying the risk of harm to individuals, the recipient agency or entity, the Federal Government, or national security. See also the OGE/GOVT-1 executive branch-wide Privacy Act system of records.

Public Burden Information

This collection of information is estimated to take an average of ten hours per response, including time for reviewing the instructions, gathering the data needed, and completing the form. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Program Counsel, U.S. Office of Government Ethics (OGE), Suite 500, 1201 New York Avenue, N.W., Washington, DC 20005-3917.

Pursuant to the Paperwork Reduction Act, as amended, an agency may not conduct or sponsor, and no person is required to respond to, a collection of information unless it displays a currently valid OMB control number (that number, 3209-0001, is displayed here and at the top of the first page of this OGE Form 278e).
