Executive Branch Personnel
Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Guthrie, James M

Senior Advisor to the Director of the Fish and Wildlife Service, Department of the Interior

Report Year: 2024

Other Federal Government Positions Held During the Preceding 12 Months:
None

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/ Guthrie, James M [electronically signed on 06/24/2024 by Guthrie, James M in Integrity.gov] - Filer received a 45 day filing extension.

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).

Other review conducted by

U.S. Office of Government Ethics Certification

1. Filer's Positions Held Outside United States Government

None

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Colorado Parks and Wildlife	N/A		Salary	$92,185
2	State of Colorado, defined benefit plan	N/A		Retirement Payments (monthly)	$5,368
3	Schwab Roth	No			
3.1	Altria Group, Inc. (MO)	N/A	$1,001 - $15,000		None (or less than $201)
3.2	Antero Midstream	N/A	$1,001 - $15,000		None (or less than $201)
3.3	Iron Mountain, Inc. (IRM)	N/A	$1,001 - $15,000		None (or less than $201)
3.4	Cash	N/A	$15,001 - $50,000		None (or less than $201)
4	Schwab traditional IRA	No			
4.1	Altria Group, Inc. (MO)	N/A	$1,001 - $15,000		None (or less than $201)
4.2	Carrier Global Corporation (CARR)	N/A	$1,001 - $15,000		None (or less than $201)
4.3	Ford Motor Co. (F)	N/A	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
4.4	Merck & Co., Inc. (MRK)	N/A	$15,001 - $50,000		None (or less than $201)
4.5	Otis Worldwide Corporation (OTIS)	N/A	$1,001 - $15,000		None (or less than $201)
4.6	Raytheon Co. (RTN)	N/A	$15,001 - $50,000		None (or less than $201)
4.7	Technology Select Sector SPDR Fund (XLK)	Yes	$100,001 - $250,000		None (or less than $201)
4.8	British American Tobacco Industries p.l.c. Common Stock ADR (BTI)		$1,001 - $15,000	Dividends	$201 - $1,000
5	Schwab Inh IRA	No		Required Minimum Distribution	$11,274
5.1	Money Market funds	N/A	$1,001 - $15,000		None (or less than $201)
5.2	Vanguard Small Cap ETF	Yes	$15,001 - $50,000		None (or less than $201)
5.3	Vanguard FTSE All World X US	Yes	$15,001 - $50,000		None (or less than $201)
5.4	PIMCO Income Fund Institutional Class Shares (PIMIX)	Yes	$15,001 - $50,000		None (or less than $201)
5.5	Vanguard Equity Income Fund Admiral Shares (VEIRX)	Yes	$15,001 - $50,000		None (or less than $201)
5.6	T Rowe Price International Disciplined Equity Fund Class I Shs (RICIX)	Yes	$50,001 - $100,000		None (or less than $201)
5.7	Vanguard Equity Income Fund Admiral Shares (VEIRX)	Yes	$15,001 - $50,000		None (or less than $201)
5.8	Virtus KAR International Small-Cap Fund Class I Shares (VIISX)	Yes	$15,001 - $50,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
5.9	Virtus KAR International Small-Cap Fund Class I Shares (VIISX)		$1,001 - $15,000		
5.10	Vanguard FTSE All-World ex US Index Fund ETF Shares (VEU)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	State of Colorado	Denver, Colorado	I will continue to participate in this defined benefit plan.	1/1996

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

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

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Sally UBS SEP 2022 (retirement)	No			
1.1	Cash	N/A	$1,001 - $15,000		None (or less than $201)
2	Sally UBS Roth IRA	No			
2.1	American EuroPac Growth	Yes	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.2	iShares Core US Aggregate Bond ETF (AGG)	Yes	$1,001 - $15,000		None (or less than $201)
2.3	American Cap Income Builder	Yes	$1,001 - $15,000		None (or less than $201)
2.4	American Balanced Fund F3	Yes	$1,001 - $15,000		None (or less than $201)
3	Sally UBS IRA	No			
3.1	AbbVie, Inc. (ABBV)	N/A	$15,001 - $50,000		None (or less than $201)
3.2	NextEra Energy, Inc. (NEE)	N/A	$1,001 - $15,000		None (or less than $201)
3.3	Vail Resorts, Inc. (MTN)	N/A	$15,001 - $50,000		None (or less than $201)
3.4	Energy Select Sector SPDR Fund (XLE)	Yes	$15,001 - $50,000		None (or less than $201)
3.5	SPDR S&P Regional Banking ETF (KRE)	Yes	$15,001 - $50,000		None (or less than $201)
3.6	Technology Select Sector SPDR Fund (XLK)	Yes	$15,001 - $50,000		None (or less than $201)
3.7	Units FT Target Dividend	Yes	$15,001 - $50,000		None (or less than $201)
3.8	Growth Fund of America	Yes	$50,001 - $100,000		None (or less than $201)
3.9	Cash	N/A	$15,001 - $50,000		None (or less than $201)
4	Personal Shopping / Assistant (Sole Proprietorship)	N/A		Business Income	

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Residential Real Estate, Denver, Colorado (Norseman)	N/A	$100,001 - $250,000	Rent or Royalties	$5,001 - $15,000
2	Residential Real Estate, Denver, Colorado (Heidelberg)	N/A	$100,001 - $250,000	Rent or Royalties	$15,001 - $50,000
3	HAG Trust 2022	No			
3.1	Fidelity Flex International Index Fund (FITFX)	Yes	$1,001 - $15,000		$201 - $1,000
3.2	iShares Core MSCIEmerging Markets ETF (IEMG)	Yes	$1,001 - $15,000		$201 - $1,000
3.3	JPMorgan Equity Income Fund Class R6 Shares (OIEJX)	Yes	$15,001 - $50,000		$201 - $1,000
3.4	MFS Institutional International Equity Fund (MIEIX)	Yes	$1,001 - $15,000		$201 - $1,000
3.5	SPDR Gold Shares (GLD)	Yes	$1,001 - $15,000		None (or less than $201)
3.6	SPDR S&P 400 Mid Cap Growth ETF (MDYG)	Yes	$1,001 - $15,000		None (or less than $201)
3.7	Vanguard Mid-Cap Value Index Fund Admiral Class Shares (VMVAX)	Yes	$1,001 - $15,000		$201 - $1,000
3.8	Vanguard 500 Index Fund Admiral Shares (VFIAX)	Yes	$15,001 - $50,000		$201 - $1,000
3.9	William Blair Large Cap Growth Fund Class R6 Shares (LCGJX)	Yes	$15,001 - $50,000		None (or less than $201)
3.10	Federated Intermediate Corporate Bond Fund Institutional Shares (FIIFX)	Yes	$1,001 - $15,000		$201 - $1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.11	Fidelity Short-Term Treasury Bond Index Fund (FUMBX)	Yes	$50,001 - $100,000		$201 - $1,000
3.12	Fidelity Intermediate Treasury Bond Index Fund (FUAMX)	Yes	$15,001 - $50,000		$201 - $1,000
3.13	Vanguard Short-Term Corporate Bond Index Fund Institutional Class Shares (VSTBX)	Yes	$15,001 - $50,000		$201 - $1,000
3.14	iShares S&P Small-Cap 600 Value ETF (IJS)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
3.15	Federated Intermediate Corporate Bond Fund Institutional Shares (FIIFX)	N/A	$15,001 - $50,000	Dividends	$1,001 - $2,500
3.16	Vanguard Intermediate-Term Investment-Grade Fund Admiral Shares (VFIDX)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
4	Fischahs, LLC	No			
4.1	Undeveloped Land, Watkins, CO	N/A	$15,001 - $50,000		None (or less than $201)
5	Schwab Main Acct (Brokerage (JG))	No			
5.1	Schwab main acct 2022 money market	N/A	$15,001 - $50,000		None (or less than $201)
5.2	Amazon.com, Inc. (AMZN)	N/A	$15,001 - $50,000		None (or less than $201)
5.3	Becton, Dickinson and Company (BDX)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000
5.4	Dell Technologies, Inc. (DELL)	N/A	$1,001 - $15,000		None (or less than $201)
5.5	QUALCOMM, Inc. (QCOM)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
5.6	Royal Bank Of Canada Common Stock (RY)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000
5.7	Aberdeen Standard Physical Precious Metals Basket Shs ETF (GLTR)	Yes	$15,001 - $50,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
5.8	Invesco S&P SmallCap 600 Revenue ETF (RWJ)	Yes	$15,001 - $50,000		None (or less than $201)
5.9	iShares Core S&P 500 ETF (IVV)	Yes	$50,001 - $100,000		$1,001 - $2,500
5.10	iShares Exponential Technologies ETF (XT)	Yes	$15,001 - $50,000		$201 - $1,000
5.11	SPDR S&P Dividend ETF (SDY)	Yes	$15,001 - $50,000		$201 - $1,000
5.12	Technology Select Sector SPDR Fund (XLK)	Yes	$15,001 - $50,000		$201 - $1,000
5.13	Vanguard FTSE All-World ex US Index Fund ETF Shares (VEU)	Yes	$50,001 - $100,000		$1,001 - $2,500
5.14	VanguardEmerging Markets Stock Index Fund ETF Shares (VWO)	Yes	$15,001 - $50,000		$201 - $1,000
5.15	Vanguard Growth Index Fund ETF Class Shares (VUG)	Yes	$15,001 - $50,000		$201 - $1,000
5.16	Vanguard Information Technology Index Fund ETF Class Shares (VGT)	Yes	$50,001 - $100,000		$201 - $1,000
5.17	Vanguard Small-Cap Index Fund ETF Shares (VB)	Yes	$50,001 - $100,000		$1,001 - $2,500
5.18	Vanguard FTSE All-World ex-US Small-Cap Index Fund ETF Shares (VSS)	Yes	$15,001 - $50,000		$2,501 - $5,000
5.19	BBH Limited Duration Fund Class I Shares (BBBIX)	Yes	$100,001 - $250,000		None (or less than $201)
5.20	Vanguard Short-Term Bond Index Fund Admiral Shares (VBIRX)	Yes	$50,001 - $100,000		None (or less than $201)
5.21	American Funds Bond Fund of America F3 (BFFAX)	N/A	$50,001 - $100,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
5.22	Vanguard Intermediate-Term Investment-Grade Fund Admiral Shares (VFIDX)	N/A	$50,001 - $100,000		None (or less than $201)
5.23	iShares MSCI Japan ETF (EWJ)	N/A	$15,001 - $50,000		None (or less than $201)
5.24	Invesco S&P SmallCap 600 Revenue ETF (RWJ)	N/A	$15,001 - $50,000		None (or less than $201)
5.25	ADT, Inc. (ADT)	N/A	$1,001 - $15,000		None (or less than $201)
5.26	Clearwater Paper Corp. (CLW)	N/A	$1,001 - $15,000		None (or less than $201)
5.27	Global Medical REIT, Inc. (GMRE)	N/A	$1,001 - $15,000		None (or less than $201)
6	Schwab Intel Portfolio 2022	No			
6.1	Schwab Fundamental US Large Company Index ETF (FNDX)	Yes	$1,001 - $15,000		None (or less than $201)
6.2	Schwab Intermediate-Term US Treasury ETF (SCHR)	Yes	$1,001 - $15,000		None (or less than $201)
6.3	Vanguard Mortgage-Backed Securities Index Fund ETF Class Shares (VMBS)	Yes	$1,001 - $15,000		None (or less than $201)
7	Schwab Brokerage Account (JG)	No			
7.1	Cash	N/A	$100,001 - $250,000		None (or less than $201)
7.1.1	Farmland Partners, Inc. (FPI)	N/A	$1,001 - $15,000		None (or less than $201)
7.2	Bank of Nova Scotia (BNS)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
7.3	Blackstone Inc. (BX)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
7.4	Darling Ingredients, Inc. (DAR)	N/A	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
7.5	Laurentian Bank of Canada (LRCDF)	N/A	$1,001 - $15,000		None (or less than $201)
7.6	Lazard Ltd. (LAZ)	N/A	$1,001 - $15,000		None (or less than $201)
7.7	Parsons Corp. (PSN)	N/A	$1,001 - $15,000		None (or less than $201)
7.8	Regions Financial Corp. (RF)	N/A	$1,001 - $15,000		None (or less than $201)
7.9	Unum Group (UNM)	N/A	$1,001 - $15,000		None (or less than $201)
7.10	Sunoco LP (SUN)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
8	UBS Main Account (Brokerage (SG))	No			
8.1	Cash	N/A	$1,001 - $15,000		None (or less than $201)
8.2	Money Market	N/A	$100,001 - $250,000		None (or less than $201)
8.3	Amazon.com, Inc. (AMZN)	N/A	$100,001 - $250,000		None (or less than $201)
8.4	Apple, Inc. (AAPL)	N/A	$100,001 - $250,000	Dividends	$201 - $1,000
8.5	Berkshire Hathaway Inc. (BRKB)	N/A	$1,001 - $15,000		None (or less than $201)
8.6	Comcast Corp. (CMCSA)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000
8.7	International Business Machines Corp. (IBM)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
8.8	Merck & Co., Inc. (MRK)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.9	Microsoft Corp. (MSFT)	N/A	$100,001 - $250,000	Dividends	$1,001 - $2,500
8.10	NextEra Energy, Inc. (NEE)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000
8.11	Pfizer Inc. (PFE)	N/A	$15,001 - $50,000	Dividends	$201 - $1,000
8.12	Tesla, Inc. (TSLA)	N/A	$15,001 - $50,000		None (or less than $201)
8.13	Union Pacific Corp. (UNP)	N/A	$1,001 - $15,000		None (or less than $201)
8.14	The Walt Disney Co. (DIS)	N/A	$15,001 - $50,000		None (or less than $201)
8.15	Financial Select Sector SPDR Fund (XLF)	Yes	$1,001 - $15,000		None (or less than $201)
8.16	iShares Core S&P Mid-Cap ETF (IJH)	Yes	$1,001 - $15,000		None (or less than $201)
8.17	iShares Core S&P Small-Cap ETF (IJR)	Yes	$1,001 - $15,000		None (or less than $201)
8.18	Vanguard FTSE All-World ex US Index Fund ETF Shares (VEU)	Yes	$1,001 - $15,000		$201 - $1,000
8.19	Causeway International Value Fund Institutional Class Shares (CIVIX)	Yes	$15,001 - $50,000		$201 - $1,000
8.20	Eaton Vance Large-Cap Value Fund Class I Shares (EILVX)	Yes	$100,001 - $250,000		$1,001 - $2,500
8.21	Invesco Oppen Internatl Gro Fd Class R6 Sh (OIGIX)	Yes	$15,001 - $50,000		None (or less than $201)
8.22	John Hancock Funds III Disciplined Value Fund Class R6 Shares (JDVWX)	Yes	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.23	JPMorgan Equity Income Fund Class R6 Shares (OIEJX)	Yes	$15,001 - $50,000		$201 - $1,000
8.24	JPMorgan Large Cap Growth Fund Class R6 Shares (JLGMX)	Yes	$15,001 - $50,000		None (or less than $201)
8.25	Parnassus Core Equity Fund Institutional Shares (PRILX)	Yes	$15,001 - $50,000		$201 - $1,000
8.26	Units S&P DVD Aristocats (Bloomberg Ticker: SPDAUDP)	Yes	$15,001 - $50,000		$201 - $1,000
8.27	Tax-Exempt Bond Fund of America Class F3 Shares (TFEBX)	Yes	$1,001 - $15,000		None (or less than $201)
8.28	JPMorgan Core Plus Bond Fund Class R6 Shares (JCPUX)	Yes	$50,001 - $100,000		$1,001 - $2,500
8.29	MainStay Floating Rate Fund Class I Shares (MXFIX)	Yes	$1,001 - $15,000		$201 - $1,000
8.30	PIMCO High Yield Fund Institutional Class Shares (PHIYX)	Yes	$15,001 - $50,000		$201 - $1,000
8.31	Vanguard Short-Term Investment-Grade Fund Admiral Shares (VFSUX)	Yes	$100,001 - $250,000		$201 - $1,000
8.32	Amgen Inc. (AMGN)	N/A	$1,001 - $15,000		None (or less than $201)
8.33	CME Group, Inc. (CME)	N/A	$1,001 - $15,000		None (or less than $201)
8.34	jpm	N/A	$1,001 - $15,000		None (or less than $201)
8.35	Illinois Tool Works, Inc. (ITW)	N/A	$1,001 - $15,000		None (or less than $201)
8.36	Hewlett-Packard Enterprise Co. (HPE)	N/A	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.37	Marsh & McLennan Cos., Inc. (MMC)	N/A	$1,001 - $15,000		None (or less than $201)
8.38	ONEOK, Inc. (OKE)	N/A	$1,001 - $15,000		None (or less than $201)
8.39	Raytheon Technologies Corporation Common Stock (RTX)	N/A	$1,001 - $15,000		
8.40	The Travelers Cos., Inc. (TRV)	N/A	$1,001 - $15,000		
8.41	PPL Corp. (PPL)	N/A	$1,001 - $15,000		
9	UBS 2nd Account (Brokerage (SG))	No			
9.1	Cash	N/A	$1,001 - $15,000		None (or less than $201)
9.2	Abbott Laboratories (ABT)	N/A	$1,001 - $15,000		None (or less than $201)
9.3	AbbVie, Inc. (ABBV)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
9.4	Air Products and Chemicals, Inc. (APD)	N/A	$1,001 - $15,000		None (or less than $201)
9.5	Automatic Data Processing, Inc. (ADP)	N/A	$1,001 - $15,000		None (or less than $201)
9.6	Broadcom, Inc. (AVGO)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
9.7	Chevron Corp. (CVX)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
9.8	Cisco Systems, Inc. (CSCO)	N/A	$1,001 - $15,000		None (or less than $201)
9.9	Corning, Inc. (GLW)	N/A	$1,001 - $15,000		None (or less than $201)
9.10	The Home Depot, Inc. (HD)	N/A	$1,001 - $15,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
9.11	Illinois Tool Works, Inc. (ITW)	N/A	$1,001 - $15,000		None (or less than $201)
9.12	Keurig Dr Pepper, Inc. (KDP)	N/A	$1,001 - $15,000		None (or less than $201)
9.13	Kinder Morgan, Inc. (KMI)	N/A	$1,001 - $15,000		None (or less than $201)
9.14	Eli Lilly & Co. (LLY)	N/A	$1,001 - $15,000		None (or less than $201)
9.15	Lockheed Martin Corp. (LMT)	N/A	$1,001 - $15,000		None (or less than $201)
9.16	Marsh & McLennan Cos., Inc. (MMC)	N/A	$1,001 - $15,000		None (or less than $201)
9.17	McDonald's Corp. (MCD)	N/A	$1,001 - $15,000		None (or less than $201)
9.18	Merck & Co., Inc. (MRK)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000
9.19	Microsoft Corp. (MSFT)	N/A	$1,001 - $15,000		None (or less than $201)
9.20	Mondelez International, Inc. (MDLZ)	N/A	$1,001 - $15,000		None (or less than $201)
9.21	NextEra Energy, Inc. (NEE)	N/A	$1,001 - $15,000		None (or less than $201)
9.22	Paychex, Inc. (PAYX)	N/A	$1,001 - $15,000		None (or less than $201)
9.23	PepsiCo, Inc. (PEP)	N/A	$1,001 - $15,000		None (or less than $201)
9.24	Phillips 66 (PSX)	N/A	$1,001 - $15,000		None (or less than $201)
9.25	The PNC Financial Services Group, Inc. (PNC)	N/A	$1,001 - $15,000	Dividends	$201 - $1,000

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
9.26	Procter & Gamble Co. (PG)		N/A	$1,001 - $15,000		None (or less than $201)
9.27	Prologis, Inc. (PLD)		N/A	$1,001 - $15,000		None (or less than $201)
9.28	QUALCOMM, Inc. (QCOM)		N/A	$1,001 - $15,000		None (or less than $201)
9.29	Realty Income Corp. (O)		N/A	$1,001 - $15,000		None (or less than $201)
9.30	Sempra Energy (SRE)		N/A	$1,001 - $15,000		None (or less than $201)
9.31	Starbucks Corp. (SBUX)		N/A	$1,001 - $15,000		None (or less than $201)
9.32	Texas Instruments Incorporated (TXN)		N/A	$1,001 - $15,000		None (or less than $201)
9.33	Truist Financial Corporation (TFC)		N/A	$1,001 - $15,000	Dividends	$201 - $1,000
9.34	United Parcel Service, Inc. (UPS)		N/A	$1,001 - $15,000		None (or less than $201)
9.35	U.S. Bancorp (USB)		N/A	$1,001 - $15,000		None (or less than $201)
9.36	The Williams Cos., Inc. (WMB)		N/A	$1,001 - $15,000		None (or less than $201)
9.37	JPMorgan Chase & Co. (JPM)		N/A	$1,001 - $15,000	Dividends	$201 - $1,000
10	Stewy, LLC		No			
10.1	Farmland, Watkins, CO, leased for cash rent	See Endnote	N/A	$50,001 - $100,000		None (or less than $201)
11	Watkins North, LLC		No			
11.1	Farmland, Watkins, CO, leased for cash rent	See Endnote	N/A	$100,001 - $250,000		None (or less than $201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
12	US bank (cash)	N/A	$50,001 - $100,000		None (or less than $201)

7. Transactions

None

8. Liabilities

None

9. Gifts and Travel Reimbursements

None

Endnotes

PART	#	ENDNOTE
6.	10.1	Percentage of rental income under $200
6.	11.1	Percentage of rent income under $200

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 $480 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.
- Travel reimbursements totaling more than $480 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 $192 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

5 U.S.C.§ 13101 et seq., 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 5 U.S.C. §§ 13107 and § 13122(b)(1) 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 13989 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.

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