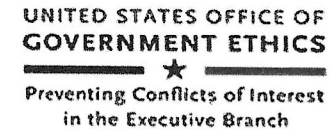


OGE Form 278e (Updated Nov. 2021) (Expires 11/30/24)

U.S. Office of Government Ethics; 5 C.F.R. part 2634 | Form Approved: OMB No. (3209-0001)

Report Type:	Annual
Year (Annual Report only):	2022
Date of Appointment/Termination:	January 20, 2021



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

Filer's Information				
Last Name	First Name	MI	Position	Agency
Chang	Theodora	E	Senior Advisor for Strategic Initiatives	Office of Personnel Management
Other Federal Government Positions Held During the Preceding 12 Months:				
Special Assistant to the Director				
Name of Congressional Committee Considering Nomination (Nominees only):				
Filer's Certification - I certify that the statements I have made in this report are true, complete and correct to the best of my knowledge:				
Signature: THEODORA CHANG <small>Digitally signed by THEODORA CHANG Date: 2022.04.27 17:07:41 -04'00'</small>		Date: 04/27/2022		

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)	
Signature: <i>Wade Bennett</i>	Date: 4-28-22
Other Review Conducted By:	
Signature:	Date:
U.S. Office of Government Ethics Certification (if required):	
Signature:	Date:

Comments of Reviewing Officials:

Instructions for Part 1

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name						Page Number
Theodora E Chang						2
Part 1: Filer's Positions Held Outside United States Government						
#	Organization Name	City/State	Organization Type	Position Held	From	To
1.	Partnership for Public Service	Washington, DC	nonprofit focused on good government	Senior Manager	Nov 2019	Jan 2021
2.	Biden-Harris Transition (unpaid)	Washington, DC	presidential transition	Volunteer	Nov 2020	Dec 2020
3.	Nat'l Community Stabilization Trust	Washington, DC	nonprofit focused on housing issues	Director of Strategy & Research	June 2018	Nov 2019
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Instructions for Part 2

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name					Page Number
Theodora E Chang					3
Part 2: Filer's Employment Assets & Income and Retirement Accounts					
#	Description	EIF	Value	Income Type	Income Amount
1.	Fannie Mae 401k plan:				
2.	Vanguard Target 2050 Fund	Yes	\$15,001 - \$50,000		
3.					
4.					
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Instructions for Part 3

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name			Page Number	
Theodora E Chang			4	
Part 3: Filer's Employment Agreements and Arrangements				
#	Employer or Party	City/State	Status and Terms	Date
1.	Fannie Mae	Washington, DC	I will continue to participate in this 401k plan, but the plan sponsor no longer makes contributions.	April 2017
2.				
3.				
4.				
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Instructions for Part 4

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name			Page Number
Theodora E Chang			5
Part 4: Filer's Sources of Compensation Exceeding \$5,000 in a Year			
#	Source Name	City/State	Brief Description of Duties
1.	None		
2.			
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Instructions for Part 5

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name		Page Number
Theodora E Chang		6

Part 5: Spouse's Employment Assets & Income and Retirement Accounts

#	Description	EIF	Value	Income Type	Income Amount
1.	None				
2.					
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Instructions for Part 6

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name					Page Number
Theodora E Chang					7
Part 6: Other Assets and Income					
#	Description	EIF	Value	Income Type	Income Amount
1.	U.S. Bank (cash)	N/A	\$15,001 - \$50,000	Interest	None (or less than \$201)
2.					
3.					
4.					
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Instructions for Part 7

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name			Page Number	
Theodora E Chang			8	
Part 7: Transactions				
#	Description	Type	Date	Amount
1.	None			
2.				
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Instructions for Part 8

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name	Page Number
Theodora E Chang	9

Part 8: Liabilities						
#	Creditor Name	Type	Amount	Year Incurred	Rate	Term
1.	None					
2.						
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Instructions for Part 9

Note: This is a public form. Do not include account numbers, street addresses, or family member names. See instructions for required information.

Filer's Name	Page Number
Theodora E Chang	10

Part 9: Gifts and Travel Reimbursements

#	Source Name	City/State	Brief Description	Value
1.	None			
2.				
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