

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

## Filer's Information

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Hyun, Karen

Chief of Staff, Department of Commerce

Report Year: 2022

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Other Federal Government Positions Held During the Preceding 12 Months:

None

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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/ Hyun, Karen [electronically signed on 04/24/2022 by Hyun, Karen in Integrity.gov]

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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/ Osterman, Richard, Certifying Official [electronically signed on 05/04/2022 by Osterman, Richard in Integrity.gov]

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Other review conducted by

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U.S. Office of Government Ethics Certification

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## 1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME	CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	National Audubon Society	Washington, District of Columbia	Non-Profit	Vice President	1/2018	1/2021

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	National Audubon Society	N/A		Salary/Bonus	\$222,561
2	TransAmerica Annuity Plan	Yes	\$100,001 - \$250,000		
3	ETrade ROTH IRA	No	\$15,001 - \$50,000		
3.1	AMG River Road Mid Cap Value Fund CHTTX	No	\$1,001 - \$15,000	Dividends	
3.2	Marsico International Opportunities Fund MIOFX	No	\$1,001 - \$15,000	Dividends	
3.3	Neuberger Berman Sustainable Equity Fund Investor Class Shares (NBSRX)	No	\$15,001 - \$50,000	Dividends	
3.4	Pax Sustainable Allocation Fund Individual Investor Class (PAXWX)	No	\$1,001 - \$15,000	Dividends	

## 3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	National Audubon Society	Washington, District of Columbia	Existing assets will remain in this account until possibly transferred to another account (e.g. 401(k)). Neither I nor my former employer intend to make contributions in the future.	1/2017

#### 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	Wells Fargo	N/A		salary, bonus	\$570,423
2	Barclays PLS ADR, stock - Roth Conversion IRA	N/A	None (or less than \$1,001)		None (or less than \$201)
3	Morgan Stanley, stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000		\$201 - \$1,000
4	ABB Ltd, stock- Roth Conversion IRA	N/A	\$1,001 - \$15,000		None (or less than \$201)
5	Adient plc Ordinary Shares, stock - Roth Conversion IRA	N/A	None (or less than \$1,001)		None (or less than \$201)
6	Caterpillar, stock - IRA Rollover	N/A	\$1,001 - \$15,000		\$201 - \$1,000
7	Eaton, stock - IRA Rollover	N/A	\$1,001 - \$15,000		\$201 - \$1,000
8	Johnson Controls Int. plc, stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000		None (or less than \$201)
9	Linde plc, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
10	Union Pacific, stock - IRA Rollover	N/A	\$15,001 - \$50,000		\$201 - \$1,000
11	Coca-Cola, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
12	Diageo ADS, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
13	Home Depot, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
14	Autodesk, stock - IRA Contributory	N/A	\$15,001 - \$50,000		None (or less than \$201)
15	IBM, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
16	Uber Technologies, stock - IRA Rollover	N/A	\$1,001 - \$15,000		None (or less than \$201)
17	Energy Recovery, stock - IRA Contributory	N/A	\$1,001 - \$15,000		None (or less than \$201)
18	Restricted Stock Rights (deferred) - employer (Wells Fargo)	N/A	\$50,001 - \$100,000		None (or less than \$201)
19	Long term cash deferral - employer (Wells Fargo)	N/A	\$15,001 - \$50,000		None (or less than \$201)
20	Dodge and Cox Intl stock, mutual fund - Roth Conversion IRA	Yes	\$1,001 - \$15,000		None (or less than \$201)
21	Harbor International, mutual fund - Roth Conversion IRA	Yes	\$15,001 - \$50,000		\$201 - \$1,000
22	Harding Loevner Emerging Markets, mutual fund - IRA Rollover	Yes	\$1,001 - \$15,000		None (or less than \$201)
23	Matthews India Fund, mutual fund - Roth Conversion IRA	Yes	\$1,001 - \$15,000		None (or less than \$201)
24	Matthews China Fund, mutual fund - IRA Rollover	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
25	Templeton Global Bond - A, mutual fund - IRA Rollover	Yes	\$1,001 - \$15,000		\$201 - \$1,000
26	Vanguard Short Term Bond-ETF, exchange traded fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
27	Wells Fargo & Company / Empower Retirement - 401k	No			
27.1	State Street S&P 500 Index	Yes	\$1,001 - \$15,000		
27.2	Large Cap Growth Fund	Yes	\$1,001 - \$15,000		
27.3	State Street Russell Sm Cap Indx	Yes	\$1,001 - \$15,000		
27.4	Small Cap Fund	Yes	\$1,001 - \$15,000		
27.5	State Street Nasdaq-100 Index	Yes	\$1,001 - \$15,000		
27.6	State Street Emerging Markets Index	Yes	\$1,001 - \$15,000		
27.7	State Street S&P Mid Cap Index	Yes	\$1,001 - \$15,000		
27.8	International Equity Fund	Yes	\$1,001 - \$15,000		
27.9	Emerging Markets Equity Fund	Yes	\$1,001 - \$15,000		
27.10	BlackRock Global ESG Equity Index Fund	Yes	\$1,001 - \$15,000		
27.11	State Street Cons Target Ret 2045	Yes	\$1,001 - \$15,000		
27.12	Large Cap Value Fund	Yes	\$1,001 - \$15,000		
27.13	State Street International Index M	Yes	\$1,001 - \$15,000		
27.14	Wells Fargo ESOP Fund	No	\$15,001 - \$50,000	Capital Gains Dividends Interest	\$201 - \$1,000
28	U.S. Bancorp (USB), stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
29	Wells Fargo, stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
30	Walgreens Boots Alliance, Inc. (WBA), stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
31	The Walt Disney Co. (DIS), stock - Roth Conversion IRA	N/A	\$15,001 - \$50,000	Dividends	None (or less than \$201)
32	Ansys, stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000		None (or less than \$201)
33	Stericycle, stock - Roth Conversion IRA	N/A	\$1,001 - \$15,000		None (or less than \$201)
34	Schwab Bank Sweep Fund - Roth Conversion IRA	Yes	\$15,001 - \$50,000		None (or less than \$201)
35	Xilinx, stock - IRA Contributory	N/A	\$15,001 - \$50,000	Dividends	None (or less than \$201)
36	Schwab Bank Sweep Fund - IRA Contributory	Yes	None (or less than \$1,001)		None (or less than \$201)
37	National Instruments, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
38	Comcast, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
39	Nike, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
40	Analog Devices, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
41	Apple, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
42	Paychex, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
43	Johnson & johnson, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
44	Stryker, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
45	Schwab Bank Sweep Fund - IRA Rollover	Yes	\$1,001 - \$15,000		None (or less than \$201)
46	AFLAC, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
47	Franklin Resources, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
48	Truist Financial, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
49	Wells Fargo, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
50	Ametek, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
51	Sysco, stock - IRA Rollover	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
52	Walgreens Boots Alliance, stock - IRA Rollover	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
53	The Walt Disney Co. (DIS), stock - IRA Rollover	N/A	\$1,001 - \$15,000		None (or less than \$201)
54	American Express Co. (AXP) - IRA	No	\$1,001 - \$15,000		None (or less than \$201)
55	Advanced Micro Devices, Inc. (AMD) - IRA	No	\$15,001 - \$50,000		None (or less than \$201)
56	Intel - IRA	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
57	Kyndryl Holdings	No	None (or less than \$1,001)		None (or less than \$201)
58	Global Payments, Inc. (GPN) - IRA	No	\$1,001 - \$15,000		None (or less than \$201)
59	Medtronic Plc (MDT)	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000



## 6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Ballard Power Systems, Inc., stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
2	Rental property income (co-owned w/ filer)	N/A	\$1,000,001 - \$5,000,000		\$110,000
3	Stock in privately/family- held S Corp (Steel Investment Company)	No	Over \$1,000,000	Capital Gains Dividends Interest Rent or Royalties	Over \$1,000,000
4	stock in privately held C Corp (WildGins, Inc.)	N/A	\$50,001 - \$100,000		None (or less than \$201)
5	membership interests in privately held LLC (DDC Holdings, LLC)	See Endnote	\$50,001 - \$100,000		\$5,001 - \$15,000
6	Franklin Resources, stock	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
7	Wells Fargo, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
8	Amcor plc, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
9	Ecolab, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
10	IPG Photonics, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
11	National Instruments, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
12	Booking Holdings, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
13	Kimberly-Clark, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
14	Berkshire Hathaway - B, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
15	American Express, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
16	T. Rowe Price, stock	N/A	\$1,001 - \$15,000		\$201 - \$1,000
17	AFLAC, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
18	U.S. Bancorp, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
19	Truist Financial, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
20	Ametek, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
21	Comcast, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
22	Nike, stock	N/A	\$50,001 - \$100,000	Dividends	\$201 - \$1,000
23	Proctor & Gamble	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
24	Starbucks, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
25	Walgreens Boots Alliance, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
26	Walt Disney, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
27	Sysco, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
28	Adobe, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
29	Alphabet - Class C, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
30	Alphabet - Class A, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
31	Analog Devices, stock	N/A	\$15,001 - \$50,000		\$201 - \$1,000
32	Ansys, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
33	Spotify Technology S.A., stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
34	Oracle, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
35	Automatic Data Processing, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
36	Microsoft, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
37	Global Payments, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
38	Xilinx, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
39	Intuit, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
40	Marsh& McLennan, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
41	PayPal Holdings, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
42	Paychex, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
43	Paycom Software, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
44	SS&C Technologies, stock	N/A	\$15,001 - \$50,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
45	Stericycle, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
46	Visa, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
47	Abbott Labs, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
48	Idexx Laboratories, stock	N/A	\$50,001 - \$100,000		None (or less than \$201)
49	Johnson & Johnson, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
50	Merck, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
51	Regeneron, stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
52	Stryker, stock	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
53	Enbridge, stock	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
54	Evergy, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
55	Waters Corp., stock	N/A	\$15,001 - \$50,000		None (or less than \$201)
56	Apple, stock	N/A	\$250,001 - \$500,000	Dividends	\$2,501 - \$5,000
57	Baidu, stock	N/A	\$1,001 - \$15,000		None (or less than \$201)
58	Cisco Systems, stock	N/A	\$15,001 - \$50,000	Dividends	\$1,001 - \$2,500
59	Meta (Facebook), stock	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
60	Intel, stock	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
61	JPMorgan US Dollar Money Fund, money fund	Yes	\$1,001 - \$15,000		None (or less than \$201)
62	Annuity with State Farm	N/A	\$100,001 - \$250,000	annuity payments	\$120,000
63	Schwab Bank Sweep Fund	Yes	\$250,001 - \$500,000		\$201 - \$1,000
64	Vanguard Short Term Bond-ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
65	529 Account - Child A				
65.1	my529 Total Stock Market Index	Yes	\$50,001 - \$100,000		
65.2	my529 Institutional Index	Yes	\$50,001 - \$100,000		
65.3	my529 Mid-Cap Index	Yes	\$50,001 - \$100,000		
65.4	my529 Small-Cap Index	Yes	\$50,001 - \$100,000		\$50,001 - \$100,000
65.5	my529 Total International Stock Index	Yes	\$50,001 - \$100,000		\$50,001 - \$100,000
65.6	my529 Developed Markets Index	Yes	\$50,001 - \$100,000		
65.7	my529 Short-Term Investment-Grade	Yes	\$50,001 - \$100,000		
65.8	my529 Total Bond Market Index	Yes	\$50,001 - \$100,000		
65.9	my529 FDIC-Insured Accounts		\$50,001 - \$100,000		

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
66	529 Account - Child B				
66.1	my529 Total Stock Market Index	Yes	\$50,001 - \$100,000		
66.2	my529 Institutional Index	Yes	\$15,001 - \$50,000		
66.3	my529 Mid-Cap Index	Yes	\$15,001 - \$50,000		
66.4	my529 Small-Cap Index	Yes	\$15,001 - \$50,000		
66.5	my529 Total International Stock Index	Yes	\$15,001 - \$50,000		
66.6	my529 Developed Markets Index	Yes	\$15,001 - \$50,000		
66.7	my529 Short-Term Investment-Grade	Yes	\$50,001 - \$100,000		
66.8	my529 Total Bond Market Index	Yes	\$15,001 - \$50,000		
66.9	my529 FDIC-Insured Accounts	Yes	\$15,001 - \$50,000		
67	529 Account - Child C				
67.1	my529 Total Stock Market Index	Yes	\$15,001 - \$50,000		
67.2	my529 Institutional Index	Yes	\$1,001 - \$15,000		
67.3	my529 Mid-Cap Index	Yes	\$1,001 - \$15,000		
67.4	my529 Small-Cap Index	Yes	\$1,001 - \$15,000		
67.5	my529 Total International Stock Index	Yes	\$15,001 - \$50,000		

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
67.6	my529 International Growth	Yes	\$1,001 - \$15,000		
67.7	my529 Small Cap Value Index	Yes	\$1,001 - \$15,000		
67.8	my529 Value Index	Yes	\$15,001 - \$50,000		
67.9	my529 Emerging Markets Stock Index	Yes	\$1,001 - \$15,000		
68	Custodial Account for Child A				
68.1	Cash	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
68.2	Corteva, Inc. (CTVA)		\$1,001 - \$15,000	Dividends	None (or less than \$201)
68.3	Dow, Inc.	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
68.4	DuPont de Nemours, Inc. (DD)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
68.5	Ford Motor Co. (F)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
68.6	The Home Depot, Inc. (HD)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
68.7	Johnson & Johnson	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
68.8	McDonald's Corp. (MCD)	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
68.9	Merck & Co., Inc. (MRK)	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
68.10	Microsoft Corp. (MSFT)	No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
68.11	Proctor & Gamble	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
68.12	Verizon Communications, Inc. (VZ)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
68.13	Schwab 1000 Index Fund	Yes	\$1,001 - \$15,000		
68.14	Organon		None (or less than \$1,001)		None (or less than \$201)
69	Custodial Account for Child B				
69.1	AT&T	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
69.2	Corteva, Inc. (CTVA)	No	None (or less than \$1,001)	Dividends	None (or less than \$201)
69.3	Dow Inc.	No	None (or less than \$1,001)	Dividends	None (or less than \$201)
69.4	DuPont de Nemours, Inc. (DD)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
69.5	Ford Motor Co. (F)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
69.6	The Home Depot, Inc. (HD)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
69.7	Johnson & Johnson	No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
69.8	McDonald's Corp. (MCD)	No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
69.9	Microsoft Corp. (MSFT)	No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
69.10	Procter & Gamble Co. (PG)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
69.11	Cash - bank sweep	No	None (or less than \$1,001)		None (or less than \$201)
69.12	General Electric Co. (GE)	No	\$1,001 - \$15,000		None (or less than \$201)



#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
70	Custodial Account for Child C				
70.1	Cash - bank sweep	No	None (or less than \$1,001)		None (or less than \$201)
70.2	Johnson & Johnson	No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
70.3	JPMorgan Chase & Co.	No	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
70.4	Microsoft Corp. (MSFT)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
70.5	McDonald's Corp. (MCD)	No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
71	Wells Fargo savings account	No	\$100,001 - \$250,000	Interest	None (or less than \$201)
72	Wells Fargo checking account	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
73	Wells Fargo Money Market Savings account	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
74	Wells Fargo Savings Account (Custodial) - Child A	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
75	Wells Fargo Savings Account - Child B (Custodial Account)	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
76	Wells Fargo Savings Account - Child C (Custodial Account)	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
77	JPMorganChase checking account	No	\$500,001 - \$1,000,000	Interest	\$201 - \$1,000
78	JPMorganChase savings account	No	\$1,001 - \$15,000	Interest	None (or less than \$201)
79	Associated Bank checking account	No	\$1,001 - \$15,000	Interest	None (or less than \$201)

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
80	Associated Bank money market savings account		No	\$250,001 - \$500,000		\$201 - \$1,000
81	Associated Bank checking account - A		No	\$15,001 - \$50,000	Interest	None (or less than \$201)
82	Associated Bank checking account - B		No	\$1,001 - \$15,000	Interest	None (or less than \$201)
83	John Marshall Bank checking account		No	\$15,001 - \$50,000	Interest	None (or less than \$201)
84	UW Credit Union bank account		No	None (or less than \$1,001)	Interest	None (or less than \$201)
85	Northwestern Mutual life insurance policy	See Endnote	No	\$1,001 - \$15,000		None (or less than \$201)
86	Catholic Financial Life insurance	See Endnote	No	\$1,001 - \$15,000		None (or less than \$201)
87	American Insurance Administrators		N/A	\$15,001 - \$50,000		
88	Canadian Pacific Railway		No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
89	Etsy, Inc. (ETSY)		No	\$1,001 - \$15,000	Dividends	None (or less than \$201)
90	Advanced Micro Devices, Inc. (AMD)		No	\$15,001 - \$50,000	Dividends	None (or less than \$201)
91	Align Technology, Inc. (ALGN)		No	\$1,001 - \$15,000		None (or less than \$201)
92	Intuitive Surgical, Inc. (ISRG)		No	\$15,001 - \$50,000		None (or less than \$201)
93	Medtronic Plc (MDT)		No	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
94	ishares MSCI EAFE Index-ETF		Yes	\$1,001 - \$15,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
95	Brown Capital Management International Small Co Institutional	Yes	\$1,001 - \$15,000		None (or less than \$201)
96	Goldman Sachs Government MM Inst Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
97	Fidelity Government Money Market	Yes	\$50,001 - \$100,000		None (or less than \$201)
98	Paysafe Ltd	No	\$1,001 - \$15,000		None (or less than \$201)
99	Airbnb Inc.	No	\$1,001 - \$15,000		None (or less than \$201)
100	C3 AI Inc Class A	No	\$1,001 - \$15,000		None (or less than \$201)
101	Cloudflare Inc. Claas A	No	\$1,001 - \$15,000		None (or less than \$201)
102	Coupang Inc. Class A	No	\$1,001 - \$15,000		None (or less than \$201)
103	Cummins, Inc. (CMI)	No	\$1,001 - \$15,000		None (or less than \$201)
104	Dermtech Inc. Com	No	\$1,001 - \$15,000		None (or less than \$201)
105	Digitalocean Holdings Inc.	No	\$1,001 - \$15,000		None (or less than \$201)
106	Ford (F) - Account F	No	\$1,001 - \$15,000		None (or less than \$201)
107	Honeywell International, Inc. (HON)	No	\$1,001 - \$15,000		None (or less than \$201)
108	Jumia Technologies	No	\$1,001 - \$15,000		None (or less than \$201)
109	Latch Inc.	No	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
110	Eli Lilly & Co. (LLY)	No	\$1,001 - \$15,000		None (or less than \$201)
111	Marriott International, Inc. (MAR)	No	\$1,001 - \$15,000		None (or less than \$201)
112	Mercadolibre Inc.	No	\$1,001 - \$15,000		None (or less than \$201)
113	Olo Inc. Class A	No	\$1,001 - \$15,000		None (or less than \$201)
114	Palantir Technologies	No	\$1,001 - \$15,000		None (or less than \$201)
115	Quantumscape Corp	No			None (or less than \$201)
116	Salesforce.com, inc. (CRM)	No	\$1,001 - \$15,000		None (or less than \$201)
117	Shopify Inc.	No	\$1,001 - \$15,000		None (or less than \$201)
118	Sofi Technologies, Inc.	No	\$1,001 - \$15,000		None (or less than \$201)
119	Starbucks Corp. (SBUX) - Account F	No	\$1,001 - \$15,000		None (or less than \$201)
120	10x Genomics Inc. Class A	No	\$1,001 - \$15,000		None (or less than \$201)
121	Uipath Inc. Class A	No	\$1,001 - \$15,000		None (or less than \$201)
122	Zscaler, Inc. (ZS)	No	\$1,001 - \$15,000		None (or less than \$201)
123	USAA Federal Savings Bank - checking	No	\$15,001 - \$50,000		None (or less than \$201)

## 7. Transactions

#	DESCRIPTION	TYPE	DATE	AMOUNT
1	Regeneron Pharmaceuticals, Inc. (REGN)	Purchase	03/10/2021	\$1,001 - \$15,000
2	Global Payments, Inc. (GPN)	Purchase	09/14/2021	\$1,001 - \$15,000
3	Berkshire Hathaway Inc. (BRKB)	Sale	09/30/2021	\$15,001 - \$50,000
4	IPG Photonics Corp. (IPGP)	Purchase	10/20/2021	\$1,001 - \$15,000
5	SS&C Technologies Holdings, Inc. (SSNC)	Purchase	10/20/2021	\$1,001 - \$15,000
6	Intel Corp. (INTC)	Purchase	10/20/2021	\$1,001 - \$15,000
7	ANSYS, Inc. (ANSS)	Purchase	10/20/2021	\$1,001 - \$15,000
8	Global Payments, Inc. (GPN)	Purchase	10/20/2021	\$1,001 - \$15,000
9	Vanguard Short-Term Bond Index Fund ETF Shares (BSV)	Sale	10/20/2021	\$15,001 - \$50,000
10	Uber Technologies, Inc. (UBER)	Purchase	01/11/2022	\$1,001 - \$15,000
11	Harbor Capital Appreciation Fund Institutional Class Shares (HACAX)	Sale	01/11/2022	\$15,001 - \$50,000
12	Harbor International Fund Institutional Class Shares (HAINX)	Sale	01/11/2022	\$15,001 - \$50,000
13	ANSYS, Inc. (ANSS)	Purchase	01/11/2022	\$1,001 - \$15,000
14	Intel Corp. (INTC)	Purchase	01/11/2022	\$1,001 - \$15,000
15	Global Payments, Inc. (GPN)	Purchase	01/11/2022	\$1,001 - \$15,000
16	iShares MSCI EAFE ETF (EFA)	Purchase	01/14/2022	\$1,001 - \$15,000
17	Global Payments, Inc. (GPN)	Purchase	01/14/2022	\$1,001 - \$15,000
18	Intuitive Surgical, Inc. (ISRG)	Purchase	01/14/2022	\$1,001 - \$15,000

#	DESCRIPTION		TYPE	DATE	AMOUNT
19	PayPal Holdings, Inc. (PYPL)		Purchase	01/14/2022	\$1,001 - \$15,000
20	Starbucks Corp. (SBUX)		Purchase	02/04/2022	\$1,001 - \$15,000
21	Eli Lilly & Co. (LLY)		Purchase	02/04/2022	\$1,001 - \$15,000
22	Zscaler, Inc. (ZS)		Purchase	02/04/2022	\$1,001 - \$15,000
23	Honeywell International, Inc. (HON)		Purchase	02/04/2022	\$1,001 - \$15,000
24	Medtronic Plc (MDT)		Purchase	01/11/2022	\$1,001 - \$15,000
25	NATI	See Endnote	Purchase	01/11/2022	\$1,001 - \$15,000
26	Medtronic Plc (MDT)		Purchase	01/14/2022	\$1,001 - \$15,000
27	CP	See Endnote	Purchase	01/14/2022	\$1,001 - \$15,000
28	ABNB		Purchase	02/04/2022	\$1,001 - \$15,000
29	DOCN		Purchase	02/04/2022	\$1,001 - \$15,000
30	CPNG		Purchase	02/04/2022	\$1,001 - \$15,000
31	QS		Purchase	02/04/2022	\$1,001 - \$15,000
32	LTCH		Purchase	02/04/2022	\$1,001 - \$15,000
33	MELI		Purchase	02/04/2022	\$1,001 - \$15,000
34	PLTR		Purchase	02/04/2022	\$1,001 - \$15,000
35	MAR		Purchase	02/04/2022	\$1,001 - \$15,000
36	F		Purchase	02/04/2022	\$1,001 - \$15,000
37	DMTK		Purchase	02/04/2022	\$1,001 - \$15,000
38	NET		Purchase	02/04/2022	\$1,001 - \$15,000
39	PSFE		Purchase	02/14/2022	\$1,001 - \$15,000
40	TXG		Purchase	02/14/2022	\$1,001 - \$15,000

#	DESCRIPTION		TYPE	DATE	AMOUNT
41	SOFI		Purchase	02/14/2022	\$1,001 - \$15,000
42	SHOP		Purchase	02/14/2022	\$1,001 - \$15,000
43	PATH		Purchase	02/14/2022	\$1,001 - \$15,000
44	CMI		Purchase	02/14/2022	\$1,001 - \$15,000
45	AI		Purchase	02/14/2022	\$1,001 - \$15,000
46	OLO		Purchase	02/14/2022	\$1,001 - \$15,000
47	JMIA		Purchase	02/14/2022	\$1,001 - \$15,000
48	CP	See Endnote	Purchase	03/03/2022	\$1,001 - \$15,000
49	Align Technology, Inc. (ALGN)		Purchase	03/03/2022	\$1,001 - \$15,000
50	Intuitive Surgical, Inc. (ISRG)		Purchase	03/03/2022	\$1,001 - \$15,000
51	Analog Devices, Inc. (ADI)		Purchase	03/03/2022	\$1,001 - \$15,000
52	IPG Photonics Corp. (IPGP)		Purchase	03/03/2022	\$1,001 - \$15,000
53	ANSYS, Inc. (ANSS)		Purchase	03/03/2022	\$15,001 - \$50,000
54	Starbucks Corp. (SBUX)		Purchase	03/03/2022	\$1,001 - \$15,000
55	PayPal Holdings, Inc. (PYPL)		Purchase	03/03/2022	\$1,001 - \$15,000
56	mdt	See Endnote	Purchase	03/03/2022	\$1,001 - \$15,000
57	Etsy, Inc. (ETSY)		Purchase	03/03/2022	\$1,001 - \$15,000
58	lin	See Endnote	Purchase	03/03/2022	\$1,001 - \$15,000
59	Intel Corp. (INTC)		Purchase	03/03/2022	\$1,001 - \$15,000
60	Aflac, Inc. (AFL)		Purchase	03/03/2022	\$1,001 - \$15,000

## 8. Liabilities

#	CREDITOR NAME		TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	JPMorgan Chase		Term Loan - A	\$10,001 - \$15,000	2017	5.0%	5 yrs - fully amortizing
2	JPMorgan Chase		Term Loan	\$10,001 - \$15,000	2017	5.00	5 years -fully amortizing
3	Wells Fargo	See Endnote	Mortgage (investment/rental property)	\$1,000,001 - \$5,000,000	2021	3.875%	30
4	Associated Bank		Asset-secured line of credit; not yet drawn	\$250,001 - \$500,000	2021	Prime minus 0.5%	2 years

## 9. Gifts and Travel Reimbursements

None

## Endnotes

PART	#	ENDNOTE
6.	5	Holding company of distilled spirits assets.
6.	85	Value estimated at cash surrender value
6.	86	Value estimated at cash surrender value
7.	25	Ntnl Instruments (Symbol: NATI)
7.	27	Canadian Pac Railway (Symbol: CP)



PART	#	ENDNOTE
7.	48	Canadian Pacific Railway
7.	56	Medtronic
7.	58	Linde PLC
8.	3	Refi of NCBW mortgage on property

# 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.

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