

# Executive Branch Personnel

## Public Financial Disclosure Report (OGE Form 278e)

### Filer's Information

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Connor, Michael

Assistant Secretary of the Army for Civil Works, Department of the Army, Department of Defense

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Other Federal Government Positions Held During the Preceding 12 Months:

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Names of Congressional Committees Considering Nomination:

- Committee on Armed Services
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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/ Connor, Michael [electronically signed on 04/16/2021 by Connor, Michael 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/ Thompson, Scott F, Certifying Official [electronically signed on 06/14/2021 by Thompson, Scott F in Integrity.gov]

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Other review conducted by

/s/ Irvine, Dani, Ethics Official [electronically signed on 06/14/2021 by Irvine, Dani in Integrity.gov]

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U.S. Office of Government Ethics Certification

/s/ Apol, David, Certifying Official [electronically signed on 06/15/2021 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	Wilmer Cutler Pickering Hale and Dorr, LLP	Denver, Colorado	Law Firm	Partner	9/2017	Present
2	National Audubon Society	New York City, New York	Non-Profit	Board of Directors	1/2018	Present
3	Audubon Action Fund	Washington DC, District of Columbia	Non-Profit	Chair - Board of Directors	6/2019	Present
4	Water Foundation	Oakland, California	Non-Profit	Director	12/2017	Present
5	Georgetown University Law School	Washington DC, District of Columbia	University/College	Adjunct Professor	8/2018	1/2019

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Wilmer Cutler Pickering Hale and Dorr, LLP (law firm)	N/A		Partnership Share	\$1,879,311
2	Wilmer Cutler Pickering Hale and Dorr, LLP (law firm) anticipated partnership share	N/A	\$250,001 - \$500,000		None (or less than \$201)
3	Wilmer Cutler Pickering Hale and Dorr, LLP capital account	N/A	\$100,001 - \$250,000	Interest	None (or less than \$201)
4	Wilmer Cutler Pickering Hale and Dorr LLP, 401(k) plan	No			

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
4.1	Vanguard Target Ret 2030 Inst (VTTWX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
5	Wilmer Cutler Pickering Hale and Dorr LLP, defined benefit retirement plan (value not readily ascertainable): currently eligible for an estimated amount of \$900/mo at age 62	N/A			None (or less than \$201)
6	IRA #1	No			
6.1	iShares MSCI EAFE Small Cap Et	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.2	iShares Core US Aggregate Bond	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.3	iShares Russ MC Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.4	iShares Russ MC Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.5	iShares Russ 1000 Value ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.6	iShares Russ 2000 ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.7	iShares S&P 500 Growth ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.8	iShares MSCI EAFE Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.9	iShares MSCI EAFE Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.10	Vanguard Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.11	Vanguard Large Cap ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
6.12	Vanguard FTSE All-World exUS ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.13	Vanguard Ttl BD Market ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.14	JPM Federal Money Market I	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.15	Pgim High Yield R6	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.16	iShares Core Total USD BD ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
7	IRA #2	No			
7.1	iShare Core US Aggregate Bond ETF (AGG)	Yes	\$100,001 - \$250,000		None (or less than \$201)
7.2	iShare Russell Midcap Value Fund (IWS)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.3	iShares Russell 1000 (IWB)	Yes	\$50,001 - \$100,000		None (or less than \$201)
7.4	iShares Trust Core MSCI EAFE Exchange Traded Fund (IEFA)	Yes	\$50,001 - \$100,000		None (or less than \$201)
7.5	iShares Trust Russell 2000 Value Fund (IWN)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.6	Artisan International Value CI (APHKX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.7	Bridge Builder Core Plus Bond (BBCPX)	Yes	\$100,001 - \$250,000		None (or less than \$201)
7.8	Bridge Builder INTL Equity (BBIEX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
7.9	Bridge Builder Large Growth (BBGLX)	Yes	\$100,001 - \$250,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
7.10	Bridge Builder Large Value (BBVLX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
7.11	Bridge Builder Small/Mid Growth (BBGSX)	Yes	\$50,001 - \$100,000		None (or less than \$201)
7.12	Goldman Sachs Financial Square Government CI I (FGTXX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.13	Grandeur Peak International Salwarts CI I (GISYX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.14	T Rowe Price High Yield Bond CI I (PRHIX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.15	Vanguard FTSE All-World ex US Small-Cap ETF (VSS)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.16	Vanguard Index Tr Vanguard Value ETF (VTV)	Yes	\$50,001 - \$100,000		None (or less than \$201)
8	Roth IRA	No			
8.1	iShares MSCI EAFE Small Cap Et	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.2	iShares Core US Aggregate Bond	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.3	iShares Russ MC Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.4	iShares Russ MC Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.5	iShares Russ 1000 Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.6	iShares Russ 2000 ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.7	iShares S&P 500 Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.8	iShares MSCI EAFE Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.9	iShares MSCI EAFE Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.10	Vanguard Value ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.11	Vanguard Large Cap ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.12	Vanguard FTSE All Wrld exUS ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.13	Vanguard Ttl BD Market ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.14	JPM Federal Monday Market Fund I	Yes	None (or less than \$1,001)		None (or less than \$201)
8.15	Pglm High Yield R6	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.16	iShares Core Total USD BD ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
9	Wilmer Cutler Pickering Hale and Dorr LLP - Tax Assistance for 2021 in the form of tax statements and the use of an accountant secured through my current employer.	N/A		The imputed cost of the tax assistance will have been paid for from my partnership share.	

### 3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	Wilmer Cutler Pickering Hale and Dorr, LLP, Anticipated Partner Share	Denver, Colorado	Pursuant to established firm policy and the partnership agreement, if I leave the firm before the end of 2021, I will receive a pro rata partnership share based on the value of my partnership interests for services performed during the current fiscal year through the date of my withdrawal. I will receive this payment before I assume the duties of Assistant Secretary.	8/2017
2	Wilmer Cutler Pickering Hale and Dorr, LLP, Capital Account	Denver, Colorado	If I leave the firm during 2021, according to firm policy and the partnership agreement, the funds in my capital account will be refunded to me in a lump sum immediately upon my withdrawal from the partnership.	8/2017
3	Wilmer Cutler Pickering Hale and Dorr LLP, 401(k)	Denver, Colorado	I will continue to participate in this defined contribution plan. The plan sponsor will not make further contributions after my separation.	11/2017
4	Wilmer Cutler Pickering Hale and Dorr LLP, defined benefit retirement plan	Denver, Colorado	I will receive a lump sum payout of my defined benefit plan in the year following the year in which I depart the firm.	9/2018
5	Wilmer Cutler Pickering Hale and Dorr, LLP, -	Denver, Colorado	I will receive tax preparation assistance for my CY 2021 taxes.	8/2017

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

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
1	Wilmer Cutler Pickering Hale and Dorr, LLP	Denver, Colorado	Law firm partner in the Energy, Environment, and Natural Resources practice group, providing legal services to clients of the firm and fulfilling partnership responsibilities.
2	New Venture Fund	Washington, District of Columbia	Legal services.
3	Aurora Water	Aurora, Colorado	Legal Services
4	Citizens for the Preservation of Wainscott	Wainscott, New York	Legal services.



#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
5	Las Vegas Valley Water District on behalf of Southern Nevada Water Authority	Las Vegas, Nevada	Legal services.
6	Law & Resource Planning Associates, PC	Albuquerque, New Mexico	Legal services.
7	Cayuga Nation of New York	Syracuse, New York	Legal services.
8	Water Asset Management, LLC	New York, New York	Legal services.
9	CANA Foundation	Locust Valley, New York	Legal services.
10	Abrams Capital Management, L.P.	Boston, Massachusetts	Legal services.
11	The Nature Conservancy	Boulder, Colorado	Legal services
12	Williams Fork Valley Ranch, LLC	Arvada, Colorado	Legal services
13	JSC Property Holdings, LLC	Arvada, Colorado	Legal services
14	State of New Mexico on behalf of State of New Mexico Land Office	Santa Fe, New Mexico	Legal services
15	Kia Motors Corporation	Washington, District of Columbia	Legal services.
16	Owens Corning Corp.	Washington, District of Columbia	Legal services
17	KG Mining (Bald Mountain), Inc	Denver, Colorado	Legal services.
18	NextEra Energy Resources, LLC, LLC	Juno Beach, Florida	Legal services.

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
19	Berlaimont Estates LLC	Naples, Florida	Legal services.

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Colorado Network Staffing, Westminster, CO (Education - Staffing for Schools)	N/A		salary	
2	Holy Cross School, Garrett Park, MD	N/A		salary	

## 6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	U.S. Brokerage Money Market Account	N/A	\$15,001 - \$50,000		None (or less than \$201)
2	U.S. Credit Union Checking and Savings Account	N/A	\$500,001 - \$1,000,000	Dividends	\$2,501 - \$5,000

## 7. Transactions

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

## 8. Liabilities

#	CREDITOR NAME		TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	Cenlar		Mortgage on Personal Residence	\$500,001 - \$1,000,000	2019	3.0	10 year ARM
2	Loanpal	See Endnote	Personal Loan	\$15,001 - \$50,000	2020	3.99	20 years

## 9. Gifts and Travel Reimbursements

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

## Endnotes

PART	#	ENDNOTE
8.	2	Home Solar System

# 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.

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