

Executive Branch Personnel

Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Paschall, Richard C

U.S. Ambassador to the Republic of The Gambia, Department of State

Report Year: 2022

Other Federal Government Positions Held During the Preceding 12 Months:

State Dept Detailee via GTM/PDU (5/2022 - Present) See endnote

Ambassador to The Gambia (3/2019 - 2/2022)

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/ Paschall, Richard C [electronically signed on 08/08/2022 by Paschall, Richard C 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).

/s/ Veidenheimer, Paul S, Certifying Official [electronically signed on 09/30/2022 by Veidenheimer, Paul S in Integrity.gov]

Other review conducted by

U.S. Office of Government Ethics Certification

/s/ Granahan, Megan, Certifying Official [electronically signed on 10/06/2022 by Granahan, Megan in Integrity.gov]

Data Revised 09/30/2022

Data Revised 09/16/2022

Data Revised 08/24/2022

Data Revised 08/09/2022

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	Roth IRA	No			
1.1	SPDR S&P Dividend ETF (SDY)	Yes	None (or less than \$1,001)	None (or less than \$201)	
1.2	Vanguard FTSE Developed Markets ETF (VFA)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
1.3	American Funds AMCAP F3 (FMACX)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
1.4	American Inv Co of America CI F3 (FFICX)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
1.5	JPMorgan Emerging Markets Equity Fund CI R6 (JEMWX)	Yes	None (or less than \$1,001)	None (or less than \$201)	
1.6	T Rowe Price US Tres Money CI I (TRGXX)	Yes	None (or less than \$1,001)	None (or less than \$201)	
1.7	Victory Munder Mid-Cap Growth MGOSX	Yes	None (or less than \$1,001)	None (or less than \$201)	
1.8	Victory Sycamore Small Company Opportunity Fund Class R6 Shares (VSORX)	Yes	None (or less than \$1,001)	None (or less than \$201)	

3. Filer's Employment Agreements and Arrangements

None

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	Roth IRA	No			
1.1	John Hancock Multimanager Lifestyle Growth Ptf Class A (JALGX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2	IRA #1	No			
2.1	U.S. Cash Account	N/A	None (or less than \$1,001)		None (or less than \$201)
2.2	American AMCAP C1 F3 (FMACX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.3	American Balanced C1 F3 (AFMBX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.4	American Capital Income Builder C1 F3 (CFIHX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.5	American Fundamental Investors C1 F3 (FUNFX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.6	American New Perspective C1 F3 (FNPDFX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.7	American New World C1 F3 (FNWFX)	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.8	American SMALLCAP World C1F3 (SFCWX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.9	JPMorgan Core Bond Fund C1 R6 (JCBUX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.10	JPMorgan Core Plus Bond R6 (JCPUX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.11	MFS International Diversification Fund CI 1 (MDIZX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.12	Victory Munder Mid Cap Core Growth Fund CI (MGOSX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.13	Amer. Europacific Growth (FEUPX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.14	BlackRock Mid-Cap Growth Equity Portfolio Class K Shares (BMGKX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
2.15	MFS Mid Cap Value Fund Class R6 Shares (MVCKX)	See Endnote	Yes	\$1,001 - \$15,000	None (or less than \$201)
3	IRA #2		No		
3.1	U.S. Cash Account	N/A		None (or less than \$1,001)	None (or less than \$201)
3.2	American Fundamental Investors CI F3 (FUNFX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.3	American Intl Growth and Inc CI F3 (IGAIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.4	Artisan International Value CL I (APHKX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.5	Bridge Builder Core Plus Bond (BBCPX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.6	Bridge Builder INTL Equity (BBIEX)	Yes	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.7	Bridge Builder Large Growth (BBGLX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.8	Bridge Builder Small/Mid Cap Growth (BBGSX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.9	Bridge Builder Small/Mid Cap Value (BBVSX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.10	Dodge & Cox Stock Fund (DODGX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.11	Bridge Builder Core Bond Fund (BBTBX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.12	JPMorgan US Government Money Market Fund Capital Cl (OGVXX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.13	MFS Value Fund Class R (MEIKX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.14	PIMCO High Yield Fund Institutional Class Shares (PHIYX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.15	Primecap Odyssey Stock Fund (POSKX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.16	T Rowe Price Intl Discovery Fund Cl I (TIDDX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.17	T Rowe Price Small Cap Value Cl I (PRVIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.18	T Rowe Price International Stock Fund Class I Shares (PRIUX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.19	Bridge Builder Large Cap Value Fund (BBVLX)	See Endnote	Yes	\$1,001 - \$15,000	None (or less than \$201)
3.20	Delaware Small Cap Value Fund Class R6 Shares (DVZRX)	See Endnote	Yes	\$1,001 - \$15,000	None (or less than \$201)

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.21	Jackson Square Large-Cap Growth Fund Institutional Class Shares (JSPIX)	See Endnote	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.22	Vanguard FTSE All-World ex-US Small-Cap Index Fund ETF Shares (VSS)	See Endnote	Yes	\$1,001 - \$15,000		None (or less than \$201)

6. Other Assets and Income

#	DESCRIPTION		EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Residential Real Estate - Lorton, Virginia		N/A	\$250,001 - \$500,000	Rent or Royalties	\$15,001 - \$50,000
2	Residential Real Estate - Maumelle, Arkansas		N/A	\$100,001 - \$250,000	Rent or Royalties	\$5,001 - \$15,000
3	U.S. Brokerage Account #1		No			
3.1	Money Market Account (cash)		N/A	\$15,001 - \$50,000		None (or less than \$201)
3.2	AT&T Inc (T)		N/A	\$1,001 - \$15,000		None (or less than \$201)
3.3	Zimmer Biomet Holdings, Inc. (ZBH)		N/A	\$1,001 - \$15,000		None (or less than \$201)
3.4	Wells Fargo & Co. (WFC)		N/A	\$1,001 - \$15,000		None (or less than \$201)
3.5	Pfizer Inc. (PFE)		N/A	\$1,001 - \$15,000		None (or less than \$201)
3.6	Enbridge Inc (ENB)	See Endnote	N/A	\$1,001 - \$15,000		\$201 - \$1,000
3.7	Amazon Com Inc (AMZN)	See Endnote	N/A	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT	
3.8	Anheuser Busch Invev (BUD)	See Endnote	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
3.9	Berkshire Hathaway Inc Del Cl B (BRK B)	See Endnote	N/A	\$15,001 - \$50,000		None (or less than \$201)
3.10	Duke Energy Corp New (DUK)	See Endnote	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
3.11	Emerson Electric Co (EMR)	See Endnote	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.12	IBM (IBM)	See Endnote	N/A	\$1,001 - \$15,000	Dividends	\$201 - \$1,000
3.13	Nutrien Ltd (NTR)	See Endnote	N/A	\$15,001 - \$50,000	Dividends	\$201 - \$1,000
3.14	Omnicom Group Inc (OMC)	See Endnote	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
3.15	Vanguard Dividend Appreciation (VIG)	See Endnote	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.16	Kyndryl Holdings Inc (KD)	See Endnote	No	None (or less than \$1,001)		None (or less than \$201)
4	U.S. Brokerage Account #2		No			
4.1	Money Market Account (cash)		N/A	None (or less than \$1,001)		None (or less than \$201)
4.2	iShares MSCI EAFE Small Cap Index (SCZ)		Yes	\$1,001 - \$15,000		\$201 - \$1,000
4.3	iShares MSCI EAFE Index (EFA)		Yes	\$1,001 - \$15,000		\$201 - \$1,000
4.4	iShares S&P 100 Index (OEF)		Yes	\$15,001 - \$50,000		\$201 - \$1,000
4.5	Vanguard Growth ETF (VUG)		Yes	\$15,001 - \$50,000		\$201 - \$1,000
4.6	Vanguard Value ETF (VTY)		Yes	\$15,001 - \$50,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
4.7	Vanguard FTSE All-Wrld exUS ETF (VEU)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
4.8	Vanguard Mid Cap ETF (VO)	Yes	\$1,001 - \$15,000		\$201 - \$1,000
4.9	Vanguard Small Cap Growth ETF (VBK)	Yes	\$1,001 - \$15,000		\$201 - \$1,000
4.10	Vanguard Small Cap Value ETF (VBR)	Yes	\$1,001 - \$15,000		\$201 - \$1,000
4.11	Bridge Builder Municipal Bond (BBMUX)	Yes	\$15,001 - \$50,000		\$201 - \$1,000
4.12	JPMorgan Federal Money Market (JFMXX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
4.13	iShares MSCI EAFE Value ETF (EFV)	Yes	\$1,001 - \$15,000		None (or less than \$201)
5	U.S. Brokerage Account #3	No			
5.1	Agenus Inc. - Common Stock (AGEN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
5.2	Apple Inc. - Common Stock (AAPL)	N/A	\$50,001 - \$100,000	Capital Gains Dividends	\$201 - \$1,000
5.3	Chevron Corp (CVX)	N/A	\$1,001 - \$15,000	Dividends Capital Gains	\$201 - \$1,000
5.4	Enbridge Common Stock (ENB)	N/A	\$1,001 - \$15,000	Dividends Capital Gains	\$201 - \$1,000
5.5	Microsoft Corporation - Common Stock (MSFT)	N/A	\$15,001 - \$50,000	Capital Gains Dividends	None (or less than \$201)
5.6	Sirius XM Holdings Inc. - Common Stock (SIRI)	N/A	\$15,001 - \$50,000	Dividends Capital Gains	\$201 - \$1,000
5.7	General Electric Co (GE)	N/A	\$1,001 - \$15,000	Dividends	None (or less than \$201)
5.8	U.S. Cash Account	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT	
5.9	BMYRT Bristol Myers Squib Co Contngt Val Rt	N/A	None (or less than \$1,001)		None (or less than \$201)	
5.10	Bristol-Myers Squibb (BMY)	N/A	None (or less than \$1,001)		None (or less than \$201)	
5.11	WAB Wabtec Corp Com USDO.01	N/A	None (or less than \$1,001)		None (or less than \$201)	
5.12	American Airlines Group, Inc. (AAL)	No	\$1,001 - \$15,000		\$201 - \$1,000	
5.13	Delta Air Lines, Inc. (DAL)	No	None (or less than \$1,001)		\$201 - \$1,000	
5.14	Southwest Airlines Co. (LUV)	No	\$1,001 - \$15,000		None (or less than \$201)	
5.15	United Airlines Holdings, Inc. (UAL)	No	\$1,001 - \$15,000		\$201 - \$1,000	
5.16	Coinbase Global, Inc (COIN)	See Endnote	No	\$1,001 - \$15,000	None (or less than \$201)	
6	U.S. bank #1 - Cash Account #1	N/A	\$1,001 - \$15,000		None (or less than \$201)	
7	U.S. bank #1 - Cash Account #2	N/A	\$1,001 - \$15,000		None (or less than \$201)	
8	U.S. bank #2 - Cash Account #1	N/A	\$1,001 - \$15,000		None (or less than \$201)	
9	U.S. bank #2 - Cash Account #2	N/A	None (or less than \$1,001)		None (or less than \$201)	
10	Residential Real Estate - Makakilo, Kapolei, Hawaii	See Endnote	N/A	\$1,000,001 - \$5,000,000	Rent or Royalties	\$15,001 - \$50,000
11	U.S. Brokerage Acct #4	See Endnote	No	\$15,001 - \$50,000		\$201 - \$1,000
11.1	iShares MSCI EAFE ETF (EFA)	Yes	\$1,001 - \$15,000		None (or less than \$201)	

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
11.2	iShares MSCI EAFE Small-Cap ETF (SCZ)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.3	iShares MSCI EAFE Value ETF (EFV)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.4	iShares S&P 100 ETF (OEF)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.5	Vanguard FTSE All-World ex US Index Fund ETF Shares (VEU)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.6	Vanguard Growth Index Fund ETF Class Shares (VUG)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.7	Vanguard Mid-Cap Index Fund ETF Shares (VO)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.8	Vanguard Value Index Fund ETF Shares (VTY)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.9	Vanguard Small-Cap Growth Index Fund ETF Class Shares (VBK)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.10	Vanguard Small-Cap Value Index Fund ETF Class Shares (VBR)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.11	Bridge Builder Municipal Bond Fund (BBMUX)	Yes	\$1,001 - \$15,000	None (or less than \$201)	
11.12	JPMorgan US Government Money Market Fund Capital Shares (OGVXX)	Yes	None (or less than \$1,001)	None (or less than \$201)	

7. Transactions

#	DESCRIPTION	TYPE	DATE	AMOUNT	
1	JPMORGAN TR II U S GOVT MONEY MKT FD CAP CL SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000

#	DESCRIPTION		TYPE	DATE	AMOUNT
2	ISHARES S&P 100 ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
3	JPMORGAN TR II U S GOVT MONEY MKT FD CAP CL SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
4	**BRIDGE BUILDER MUNICIPAL BOND SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
5	ISHARES TRUST ISHARES MSCI EAFE VALUE ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
6	ISHARES MSCI EAFE ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
7	ISHARES MSCI EAFE SMALL CAP ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
8	VANGUARD INDEX FUNDS VANGUARD MID-CAP ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
9	VANGUARD INDEX FUNDS VANGUARD GROWTH ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
10	VANGUARD INDEX FUNDS SMALL-CAP VALUE ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
11	VANGUARD INDEX FUNDS SMALLCAP GROWTH ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
12	VANGUARD INDEX FUNDS VANGUARD VALUE ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000
13	VANGUARD INTL EQUITY IND FD FTSE ALL WORLD EX US FD ETF SOLICITED PROSPECTUS ENCLOSED	See Endnote	Purchase	11/30/2021	\$1,001 - \$15,000

#	DESCRIPTION		TYPE	DATE	AMOUNT
14	COIN COINBASE HOLDINGS		Purchase	04/14/2021	\$1,001 - \$15,000
15	JPMorgan Core Bond Fund Class R6 Shares (JCBUX)	See Endnote	Purchase	09/02/2021	\$15,001 - \$50,000
16	MFS Mid Cap Value Fund Class R6 Shares (MVCKX)	See Endnote	Purchase	09/02/2021	\$1,001 - \$15,000
17	Delaware US Growth Fund Institutional Class Shares (DEUIX)	See Endnote	Sale	04/20/2021	\$1,001 - \$15,000
18	Delaware Small Cap Value Fund Institutional Class Shares (DEVIX)	See Endnote	Sale	05/20/2021	\$1,001 - \$15,000
19	Delaware Small Cap Value Fund Class R6 Shares (DVZRX)	See Endnote	Purchase	05/20/2021	\$1,001 - \$15,000
20	Jackson Square Large-Cap Growth Fund Institutional Class Shares (JSPIX)	See Endnote	Purchase	04/20/2021	\$1,001 - \$15,000
21	PGIM High Yield Fund Class R6 Shares (PHYQX)	See Endnote	Sale	03/15/2021	\$1,001 - \$15,000
22	Vanguard FTSE All-World ex-US Small-Cap Index Fund ETF Shares (VSS)	See Endnote	Purchase	03/12/2021	\$1,001 - \$15,000

8. Liabilities

#	CREDITOR NAME		TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	Wells Fargo - Mortgage - Virginia Rental Property	See Endnote	Mortgage (investment/rental property)	\$100,001 - \$250,000	2020	3.5	15 yr
2	Wells Fargo - Mortgage - Arkansas Rental Property		Mortgage (investment/rental property)	\$50,001 - \$100,000	2014	3.875	15 yr

#	CREDITOR NAME	TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
3	Nationstar Mortgage LLC d/b/a Mr. Cooper - Hawaii Rental Property	Mortgage (investment/rental property)	\$500,001 - \$1,000,000	2018	4.50	30 yr

9. Gifts and Travel Reimbursements

None

Endnotes

PART	#	ENDNOTE
Filer's Information	1	Beginning May 23, 2022 I began a one year external detail assignment through DoState GTM/PDU to Corporate Council on Africa as Senior Advisor to the President & CEO. In this capacity I have no authority to direct, supervise, or make decisions on CCA's management, oversight, fiduciary responsibilities, or any other aspect of its operations. I am simply an advisor on diplomatic, trade and commercial issues to the President & CEO, and staff of CCA.
5.	2.15	Bought with cash on hand in the account on 02 SEPT 2021
5.	3.19	This is an individual asset under 3 IRA #2; Integrity will not allow me to add it as such.
5.	3.20	Share Class Conversion 9/29/2021
5.	3.21	Exchanged from DEUIX Delaware Group Adviser Funds 4/20/2022
5.	3.22	Bought 3/12/21 using sales proceeds from partial sales or other held assets (T ROWE PRICE INTL FDS INC STK \$1870 and PRIMECAP Odyssey \$1900 etc).
6.	3.6	Gifted by Filer's Mother Patricia N Paschall and Father Richard Paschall JR
6.	3.7	Reported on 278T 04-18-2020
6.	3.8	Reported on 278T 04-18-2020

PART	#	ENDNOTE
6.	3.9	Reported on 278T 04-18-2020
6.	3.10	Reported on 278T 04-18-2020
6.	3.11	Reported on 278T 04-18-2020
6.	3.12	Reported on 278T 04-18-2020
6.	3.13	Reported on 278T 04-18-2020
6.	3.14	Reported on 278T 04-18-2020
6.	3.15	Reported on 278T 04-18-2020
6.	3.16	Spun-off from IBM on 04 NOV 2021
6.	5.16	Purchased on 14 APRIL 2021 using cash on hand in the brokerage account.
6.	10	2021 saw a steep market value increase in the value of this property.
6.	11	Account opened 11/29/2021 - acct created in lieu of SGLI deductions from USArmy spouse retirement pay
7.	1	EIF
7.	2	EIF
7.	3	EIF
7.	4	EIF
7.	5	EIF
7.	6	EIF
7.	7	EIF
7.	8	EIF
7.	9	EIF
7.	10	EIF
7.	11	EIF

PART	#	ENDNOTE
7.	12	EIF
7.	13	EIF
7.	15	EIF
7.	16	EIF
7.	17	EIF
7.	18	EIF
7.	19	EIF
7.	20	EIF
7.	21	EIF
7.	22	EIF
8.	1	Re-financed effective July 2020 to lower interest rate and shorten repayment term.

Summary of Contents

1. Filer's Positions Held Outside United States Government

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

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

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

Part 2 discloses the following:

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

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

3. Filer's Employment Agreements and Arrangements

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

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

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

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

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

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

Part 5 discloses the following:

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

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

6. Other Assets and Income

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

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

7. Transactions

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

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

8. Liabilities

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

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

9. Gifts and Travel Reimbursements

This section discloses:

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

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

Privacy Act Statement

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

Public Burden Information

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

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