

**From:** Bonanno, Natalie A - Washington, DC  
**To:** CD@oge.gov  
**Cc:** Brewster-Johnson, Jessica Y - Washington, DC  
**Subject:** #sensitive# CD Request  
**Date:** Friday, August 14, 2020 4:25:12 PM  
**Attachments:** 2020 08-14 cd request format--DeJoy.pdf  
2020 08-14 Holdings Disclosure.pdf  
2020 08-14 Written Notification Memorandum.pdf  
OGE 201 Dejoy OGE 278.pdf  
OGE 201 Dejoy OGE 278-T.pdf

Good Afternoon:

I attached a certification of divestiture request for United States Postal Service Postmaster General Louis DeJoy. Please let us know if you have any questions or require additional information. Thanks so much.

Sincerely,

*Natalie*

Natalie A. Bonanno  
Associate General Counsel and  
Chief Ethics & Compliance Officer  
United States Postal Service  
475 L'Enfant Plaza SW  
Room 6108  
Washington, DC 20260-1127  
Office: (202) 268-2944  
Mobile: (b) (6)

**Louis DeJoy - Holdings Disclosure  
as of 8/13/2020**

**ATTACHMENT A**

Security Description	Symbol	Quantity	Owner of the Property	Relationship
CAPITAL ONE FINANCIAL CO 6%-H	COF.H	(b) (6)	Louis DeJoy	Self
CAPITAL ONE FINANCIAL CO 6%-H	COF.H		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
CAPITAL ONE FINANCIAL 5%-I PRF	COF.I		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
CAPITAL ONE FINANCIAL 5%-I PRF	COF.I		Louis DeJoy	Self
CVS HEALTH CORP COM	CVS		Louis DeJoy	Self
CALL CVS CORPORATION AT 67.500EXPIRES 08/21/2020	CVS C 08/21/20 67.5		Louis DeJoy	Self
DOMINION ENERGY INC	D		SANDY POINT INVESTMENTS, LLC	Manager
DOMINION ENERGY INC	D		Louis DeJoy	Self
DISCOVER FINCL SVCS	DFS		Louis DeJoy	Self
CALL DISCOVER FINCL SVCS AT 42.500 EXPIRES 10/16/2020	DFS C 10/16/20 42.5		Louis DeJoy	Self
HONEYWELL INTERNATIONAL INC	HON		SANDY POINT INVESTMENTS, LLC	Manager
HONEYWELL INTERNATIONAL INC	HON		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		SANDY POINT INVESTMENTS, LLC	Manager
CALL INTL BUSINESS MACHIN AT 135.000 EXPIRES 12/18/2020	IBM C 12/18/20 135		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		SANDY POINT INVESTMENTS, LLC	Manager
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
CALL JP MORGAN CHASE&CO AT 100.000 EXPIRES 01/15/2021	JPM C 01/15/21 100		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
JPMORGAN CHASE & CO 5.75-DD	JPM.D		Louis DeJoy	Self
JPMORGAN CHASE & CO 5.75-DD	JPM.D		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
JPMORGAN CHASE & CO 6.15% BB	JPM.H		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.15% BB	JPM.H		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
LOCKHEED MARTIN CORP	LMT		SANDY POINT INVESTMENTS, LLC	Manager
LOCKHEED MARTIN CORP	LMT		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		SANDY POINT INVESTMENTS, LLC	Manager
REGIONS FINL CORP 6.375%-A	RF.A		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
REGIONS FINL CORP 6.375%-A	RF.A		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
AT&T INC	T		Louis DeJoy	Self
AT&T INC	T		SANDY POINT INVESTMENTS, LLC	Manager
AT&T INC	T		Louis DeJoy	Self
CALL AT&T INC AT 31.000 EXPIRES 10/16/2020	T C 10/16/20 31		Louis DeJoy	Self
AT&T INC 4.750% SER-C	T.C		LOUIS DEJOY FAMILY PARTNERSHIP, LLC	Manager
AT&T INC 4.750% SER-C	T.C		Louis DeJoy	Self
TRAVELERS COMPANIES INC COM	TRV		SANDY POINT INVESTMENTS, LLC	Manager
UNITEDHEALTH GP INC	UNH		SANDY POINT INVESTMENTS, LLC	Manager
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		SANDY POINT INVESTMENTS, LLC	Manager
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		SANDY POINT INVESTMENTS, LLC	Manager
XPO LOGISTICS INC	XPO		LOUIS DEJOY FAMILY PARTNERSHIP	Manager
XPO LOGISTICS INC	XPO		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 80.000 EXPIRES 11/20/2020	XPO C 11/20/20 80		LOUIS DEJOY FAMILY PARTNERSHIP	Manager
CALL XPO LOGISTICS INC NEW AT 80.000 EXPIRES 11/20/2020	XPO C 11/20/20 80		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 85.000 EXPIRES 11/20/2020	XPO C 11/20/20 85		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 85.000 EXPIRES 11/20/2020	XPO C 11/20/20 85		Louis DeJoy	Self

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
(must be completed by the agency, not by the requesting employee)

Requesting employee's name and position title:  
Louis DeJoy

Employing agency and component:  
United States Postal Service

Agency point of contact:  
Natalie Bonanno, Associate General Counsel and  
Chief Ethics & Compliance Officer

Telephone number and email address for agency  
point of contact:  
(202) 268-2944; (b) (6)

Signature of DAEO or ADAEO:

Date signed:

08/14/2020

**For complete instructions on requesting a Certificate of Divestiture (CD), please review 5 C.F.R. part 2634, subpart J.**

1. Provide the requested information about the property being divested and the owner(s) of that property (see sample table to the right):

(a) description of the property: include the name of the property being divested;

(b) quantity or percentage owned: quantity may be represented by the number of shares of stock, units owned, or percentage of the partnership owned;

(c) owner(s) of the property: provide the full name of the owner(s) of the property; and

(d) relationship to the employee: indicate whether each property owner is one of the following: (i) a government employee; (ii) a spouse, a minor child or a dependent child of the government employee; or (iii) a trustee of a trust for the benefit of the government employee, the spouse, minor or dependent child of the government employee.

(a) Description of the property	(b) Quantity or percentage owned	(c) Owner(s) of the property	(d) Relationship to the employee
McDonald's Corp.	57 shares	John A. Jones	self
General Electric Co.	251 shares	John A. Jones (joint) Mary B. Jones	self spouse
Play Toys, LP	12.24% interest	Mary B. Jones	spouse
Merck & Co., Inc.	33 shares	William C. Smith	trustee
Coca-Cola, Co.	55 shares	John A. Jones (as custodian) Robert D. Jones	self dependent child

Please provide the requested information in an Excel spreadsheet or Word document if a CD is being requested for more than six holdings. Please do not submit financial statements.

**(a) Description of the property**

**(b) Quantity or percentage owned**

**(c) Owner(s) of the property**

**(d) Relationship to the employee**

(a) Description of the property

(b) Quantity or percentage owned

(c) Owner(s) of the property

(d) Relationship to the employee

2. Provide a brief description of the employee's position or provide a citation to a statute or regulation that sets forth the duties of the position. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

The postmaster general of the United States is the chief executive officer of the United States Postal Service. Sec 39 U.S.C. § 203.

3. Provide a detailed explanation of the basis for your conclusion that divestiture is reasonably necessary to comply with Federal ethics rules. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

(b) (5)

A large black rectangular redaction box covers the content of the third question. The text "(b) (5)" is written in red at the top left corner of the redaction.

4. Provide the date that the requirement to divest first applied or the date the employee first agreed that the eligible person would divest the property in order to comply with conflict of interest requirements. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

July 21, 2020

5. Please address all items below (If additional space is needed, please use the [continuation page](#) at the end of the format.):

a. Has the employee been informed of their obligation to recuse from particular matters in which the employee would have a disqualifying financial interest arising from the property described in the employee's request for a Certificate of Divestiture?

Yes  No  (if no, please explain using the [continuation page](#))

b. Was the property acquired prior to appointment?

Yes  No  (if no, please explain using the [continuation page](#))

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c. Will divestiture of the property incur capital gains rather than ordinary income?

Yes  No  (if no, please explain using the [continuation page](#))

d. Has the ethics office confirmed that none of the employee's other financial interests are "similar or related" to the property being divested (i.e., will divestiture resolve the entire conflict)?

Yes  No  (if no or if additional explanation is needed, please explain using the [continuation page](#))

e. Has the ethics office confirmed that the property being divested is not held in an account that can be rolled into permissible property in a tax-deferred account without incurring capital gains (e.g., IRA, 401(k), etc.)?

Yes  No  (if no, please explain using the [continuation page](#))

f. Is the request within the divestiture deadline?

Yes  No  (if no, please explain using the [continuation page](#))

6. Are there any other factors that are not addressed above that weigh against issuing a certificate of divestiture (e.g., is the ethics office aware that the employee may be leaving the Government soon, or is under investigation or subject to a disciplinary action related to the conflict of interest requirements)? If yes, provide a detailed statement identifying the factors that weigh against issuing a certificate of divestiture on a [continuation page](#).

Yes  No

7. Please confirm that you are submitting a completed CD package, including:

a. A written request from the employee that includes an unconditional statement that the eligible person holding the property (i.e., the employee, spouse, and/or relevant trustee) has agreed to divest the property.

Yes  No

b. A copy of the employee's most recent financial disclosure report including any required subsequent Periodic Transaction Reports, or a list of the equivalent information if the employee does not file a financial disclosure report.

Yes  No

c. A copy of the trust document if any of the property is held in a trust.

N/A  Yes  No

Clear Form

USPS0005

. Please provide any additional information that you would like OGE to consider when processing the request. **(If additional space is needed, please use the [continuation page](#) at the end of the format.)**

**Please send the completed CD package to [CD@oge.gov](mailto:CD@oge.gov) or to the following address: Director, U.S. Office of Government Ethics, 1201 New York Avenue, NW, Suite 500, Washington, DC 20005-3917.**

**Clear Form    Print**

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
**Continuation Page**

Before each response, please indicate the question for which you are providing additional information.

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
**Continuation Page**

Before each response, please indicate the question for which you are providing additional information.



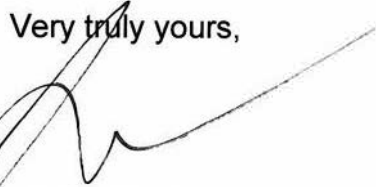
August 13, 2020

USPS Ethics Office

This memorandum is to provide written notification that I as well as the persons holding the property will divest all interest in all common stock and preferred securities (including preferred stock) in the entities listed in Attachment A within 60 days of receipt of the Certificate of Divestiture. **With regard to each of these entities, I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of the entity until I have divested it.**

Please let me know if you need additional information.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Louis DeJoy', written over a light blue horizontal line. The signature is stylized with a large initial 'L' and a long, sweeping tail.

Louis DeJoy



July 21, 2020

USPS ETHICS OFFICE  
KATHERINE SIGLER, ACTING SECRETARY OF THE BOARD OF GOVERNORS

SUBJECT: Notification of Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in each of the companies listed below worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of the following companies:

AT&T INC COM  
CAPITAL ONE FINANCIAL CORP  
CVS HEALTH CORP COM  
DISCOVER FINCL SVCS  
DOMINION ENERGY INC  
HONEYWELL INTERNATIONAL INC  
INTL BUSINESS MACHINES CORP  
LOCKHEED MARTIN CORP  
REGIONS FINANCIAL CORP  
TRAVELERS COMPANIES INC  
UNITEDHEALTH GP INC  
VERIZON COMMUNICATIONS  
XPO LOGISTICS INC

Until further notice, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

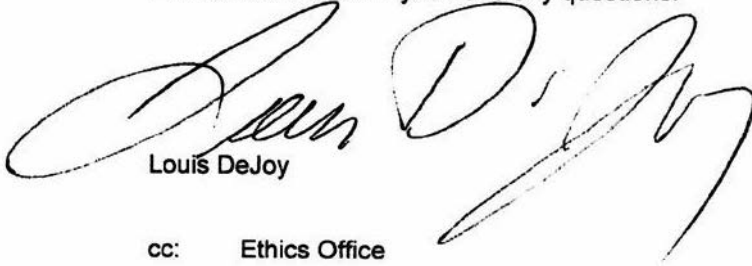
(1) Heather Clarke, Chief of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving the companies listed above. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving these companies to David Williams, Chief Operating Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Mr. Williams agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

In consultation with the Ethics Office, I will revise and update this memorandum whenever it is warranted by changed circumstances, such any sale or exchange of stock, or a change in the nature of my official duties. In the event of any changes to this arrangement, I will provide you with written notice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.



Louis DeJoy

cc: Ethics Office



August 3, 2020

USPS ETHICS OFFICE  
KATHERINE SIGLER, ACTING SECRETARY OF THE BOARD OF GOVERNORS

SUBJECT: Notification of Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in JP Morgan Chase worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of this company.

Until further notice, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

(1) Heather Clarke, Chief Of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving JP Morgan Chase. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving JP Morgan Chase to David E. Williams, Chief Operating Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Mr. Williams agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

In consultation with the Ethics Office, I will revise and update this memorandum whenever it is warranted by changed circumstances, such as any sale or exchange of stock, or a change in the nature of my official duties. In the event of any changes to this arrangement, I will provide you with written notice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.

A handwritten signature in black ink, appearing to read "Louis DeJoy", written over a horizontal line.

Louis DeJoy

cc: Ethics Office

# FINANCIAL CONFLICTS OF INTEREST

PRIORITY  
★ MAIL ★

TRACKED  
★ ★ ★  
INSURED  
★



Four Contracts



Another senior postal manager should be assigned to screen and handle all XPO Logistics matters. That senior postal manager should have no connection to or financial interest in XPO Logistics.

## Best Practices

Invest in diversified mutual funds instead of stock.

If you choose to invest in stock, limit investment to \$15,000 or less.

Significant investment in stock? Consider permanent recusal and reassignment.

Pay attention to your financial interests and those financial interests of certain others before approving a contract, agreement, initiative, or project.

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
(must be completed by the agency, not by the requesting employee)

Requesting employee's name and position title:

Louis DeJoy

Employing agency and component:

United States Postal Service

Agency point of contact:

Natalie Bonanno, Associate General Counsel and  
Chief Ethics & Compliance Officer

Telephone number and email address for agency  
point of contact:

(202) 268-2944; (b) (6)

Signature of DAEO or ADAEO:

**Natalie Bonanno**

Digitally signed by Natalie Bonanno  
Date: 2020.10.07 17:16:43 -04'00'

Date signed: \_\_\_\_\_

**For complete instructions on requesting a Certificate of Divestiture (CD), please review 5 C.F.R. part 2634, subpart J.**

1. Provide the requested information about the property being divested and the owner(s) of that property (see sample table to the right):

(a) description of the property: include the name of the property being divested;

(b) quantity or percentage owned: quantity may be represented by the number of shares of stock, units owned, or percentage of the partnership owned;

(c) owner(s) of the property: provide the full name of the owner(s) of the property; and

(d) relationship to the employee: indicate whether each property owner is one of the following: (i) a government employee; (ii) a spouse, a minor child or a dependent child of the government employee; or (iii) a trustee of a trust for the benefit of the government employee, the spouse, minor or dependent child of the government employee.

(a) Description of the property	(b) Quantity or percentage owned	(c) Owner(s) of the property	(d) Relationship to the employee
McDonald's Corp.	57 shares	John A. Jones	self
General Electric Co.	251 shares	John A. Jones (joint) Mary B. Jones	self spouse
Play Toys, LP	12.24% interest	Mary B. Jones	spouse
Merck & Co., Inc.	33 shares	William C. Smith	trustee
Coca-Cola, Co.	55 shares	John A. Jones (as custodian) Robert D. Jones	self dependent child

Please provide the requested information in an Excel spreadsheet or Word document if a CD is being requested for more than six holdings. Please do not submit financial statements.

**(a) Description of the property**

**(b) Quantity or percentage owned**

**(c) Owner(s) of the property**

**(d) Relationship to the employee**

(a) Description of the property

(b) Quantity or percentage owned

(c) Owner(s) of the property

(d) Relationship to the employee

2. Provide a brief description of the employee's position or provide a citation to a statute or regulation that sets forth the duties of the position. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

The postmaster general of the United States is the chief executive officer of the United States Postal Service. Sec 39 U.S.C. § 203.

3. Provide a detailed explanation of the basis for your conclusion that divestiture is reasonably necessary to comply with Federal ethics rules. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

(b) (5)



4. Provide the date that the requirement to divest first applied or the date the employee first agreed that the eligible person would divest the property in order to comply with conflict of interest requirements. (If additional space is needed, please use the [continuation page](#) at the end of the format.)

July 21, 2020 for each of the assets with the exception of Microsoft, Clearfork Capital Fund, and GS Exchange Place, LP. Mr. DeJoy agreed the divest Microsoft on October 2, 2020. (see continuation page)

5. Please address all items below (If additional space is needed, please use the [continuation page](#) at the end of the format.):

a. Has the employee been informed of their obligation to recuse from particular matters in which the employee would have a disqualifying financial interest arising from the property described in the employee's request for a Certificate of Divestiture?

Yes  No  (if no, please explain using the [continuation page](#))

b. Was the property acquired prior to appointment?

Yes  No  (if no, please explain using the [continuation page](#))

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c. Will divestiture of the property incur capital gains rather than ordinary income?

Yes  No  (if no, please explain using the [continuation page](#))

d. Has the ethics office confirmed that none of the employee's other financial interests are "similar or related" to the property being divested (i.e., will divestiture resolve the entire conflict)?

Yes  No  (if no or if additional explanation is needed, please explain using the [continuation page](#))

e. Has the ethics office confirmed that the property being divested is not held in an account that can be rolled into permissible property in a tax-deferred account without incurring capital gains (e.g., IRA, 401(k), etc.)?

Yes  No  (if no, please explain using the [continuation page](#))

f. Is the request within the divestiture deadline?

Yes  No  (if no, please explain using the [continuation page](#))

6. Are there any other factors that are not addressed above that weigh against issuing a certificate of divestiture (e.g., is the ethics office aware that the employee may be leaving the Government soon, or is under investigation or subject to a disciplinary action related to the conflict of interest requirements)? If yes, provide a detailed statement identifying the factors that weigh against issuing a certificate of divestiture on a [continuation page](#).

Yes  No

7. Please confirm that you are submitting a completed CD package, including:

a. A written request from the employee that includes an unconditional statement that the eligible person holding the property (i.e., the employee, spouse, and/or relevant trustee) has agreed to divest the property.

Yes  No

b. A copy of the employee's most recent financial disclosure report including any required subsequent Periodic Transaction Reports, or a list of the equivalent information if the employee does not file a financial disclosure report.

Yes  No

c. A copy of the trust document if any of the property is held in a trust.

N/A  Yes  No

Clear Form



. Please provide any additional information that you would like OGE to consider when processing the request. **(If additional space is needed, please use the [continuation page](#) at the end of the format.)**

**Please send the completed CD package to [CD@oge.gov](mailto:CD@oge.gov) or to the following address: Director, U.S. Office of Government Ethics, 1201 New York Avenue, NW, Suite 500, Washington, DC 20005-3917.**

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
**Continuation Page**

Before each response, please indicate the question for which you are providing additional information.

4) Mr. DeJoy agreed to divest Clearfork Capital Fund and GS Exchange Place, LP on October 5, 2020

**REQUEST FOR A CERTIFICATE OF DIVESTITURE**  
**Continuation Page**

Before each response, please indicate the question for which you are providing additional information.

October 7, 2020

USPS Ethics Office

This memorandum is to confirm and provide written notification that I will divest all interest in all common stock and preferred securities (including preferred stock) in the entities listed in Attachment A within divesture deadline.

**With regard to each of these entities, I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of the entity until I have divested it.**

Please let me know if you need additional information.

A handwritten signature in black ink, appearing to read 'LDJ', with a long horizontal line extending to the right.

Louis DeJoy

**Louis DeJoy - Holdings Disclosure  
as of 9/19/20**

**ATTACHMENT A**

Security Description	Symbol	Quantity	Owner of the Property	Relationship
AT&T INC	T	(b) (6)	Louis DeJoy	Self
AT&T INC	T		Louis DeJoy	Self
AT&T INC 5.625% NOTE (TBC)	T		Louis DeJoy	Self
AT&T INC 4.750% SER-C	T.C		Louis DeJoy	Self
CALL AT&T INC AT 31.000 EXPIRES 10/16/2020	T C 10/16/20 31		Louis DeJoy	Self
CALL CVS CORPORATION AT 67.500EXPIRES 08/21/2020	CVS C 08/21/20 67.5		Louis DeJoy	Self
CALL DISCOVER FINCL SVCS AT 42.500 EXPIRES 10/16/2020	DFS C 10/16/20 42.5		Louis DeJoy	Self
CALL INTL BUSINESS MACHIN AT 135.000 EXPIRES 12/18/2020	IBM C 12/18/20 135		Louis DeJoy	Self
CALL JP MORGAN CHASE&CO AT 100.000 EXPIRES 01/15/2021	JPM C 01/15/21 100		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 80.000 EXPIRES 11/20/2020	XPO C 11/20/20 80		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 85.000 EXPIRES 11/20/2020	XPO C 11/20/20 85		Louis DeJoy	Self
CALL XPO LOGISTICS INC NEW AT 85.000 EXPIRES 11/20/2020	XPO C 11/20/20 85		Louis DeJoy	Self
CAPITAL ONE FINANCIAL 5%-I PRF	COF.I		Louis DeJoy	Self
CAPITAL ONE FINANCIAL CO 6%-H	COF.H		Louis DeJoy	Self
CVS HEALTH CORP COM	CVS		Louis DeJoy	Self
DISCOVER FINCL SVCS	DFS		Louis DeJoy	Self
DOMINION ENERGY INC	D		Louis DeJoy	Self
HONEYWELL INTERNATIONAL INC	HON		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO 5.75-DD	JPM.D		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.15% BB	JPM.H		Louis DeJoy	Self
LOCKHEED MARTIN CORP	LMT		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		Louis DeJoy	Self
REGIONS FINL CORP 6.375%-A	RF.A		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
XPO LOGISTICS INC	XPO		Louis DeJoy	Self

**Louis DeJoy - Holdings Disclosure**  
**as of 10/7/20**

**ATTACHMENT A**

Security Description	Symbol	Quantity	Owner of the Property	Relationship
AT&T INC	T	(b) (6)	Louis DeJoy	Self
AT&T INC	T		Louis DeJoy	Self
AT&T INC (T), OPEN POSITION FOR WRITTEN CALL OPTION: 6,000 SHARES, STRIKE \$31.00, EXP. 10/2020	T C 10/16/20 31		Louis DeJoy	Self
AT&T INC 4.750% SER-C	T.C		Louis DeJoy	Self
CAPITAL ONE FINANCIAL 5%-I PRF	COF.I		Louis DeJoy	Self
CAPITAL ONE FINANCIAL CO 6%-H	COF.H		Louis DeJoy	Self
CVS HEALTH CORP COM	CVS		Louis DeJoy	Self
CVS - HEALTH CORP COM (CVS), OPEN POSITION FOR WRITTEN CALL OPTION: 3,000 SHARES, STRIKE AT \$67.50, EXP 02/2021	CVS C 02/19/21 67.50		Louis DeJoy	Self
DISCOVER FINCL SVCS	DFS		Louis DeJoy	Self
DISCOVER FINCL SVCS (DFS), OPEN POSITION FOR WRITTEN CALL OPTION: 4,000 SHARES, STRIKE AT \$42.50, EXPIRES 10/2020	DFS C 10/16/20 42.5		Louis DeJoy	Self
DOMINION ENERGY INC	D		Louis DeJoy	Self
HONEYWELL INTERNATIONAL INC	HON		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP (IBM), OPEN POSITION FOR WRITTEN CALL OPTION: 1,500 SHARES, STRIKE AT \$135.00, EXPIRES 12/2020	IBM C 12/18/20 135		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO 5.75-DD	JPM.D		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		Louis DeJoy	Self
JP MORGAN CHASE & CO (JPM), OPEN POSITION FOR WRITTEN CALL OPTION: 1,500 SHARES, STRIKE AT \$100.00, EXPIRES 01/2021	JPM C 01/15/21 100		Louis DeJoy	Self
LOCKHEED MARTIN CORP	LMT		Louis DeJoy	Self
MICROSOFT	MSFT		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		Louis DeJoy	Self
REGIONS FINL CORP 6.375%-A	RF.A		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
XPO LOGISTICS INC	XPO		Louis DeJoy	Self

**Louis DeJoy - Holdings Disclosure**  
**as of 10/7/20**

**ATTACHMENT A**

Security Description	Symbol	Quantity	Owner of the Property	Relationship
AT&T INC	T	(b) (6)	Louis DeJoy	Self
AT&T INC	T		Louis DeJoy	Self
AT&T INC (T), OPEN POSITION FOR WRITTEN CALL OPTION: 6,000 SHARES, STRIKE \$31.00, EXP. 10/2020	T C 10/16/20 31		Louis DeJoy	Self
AT&T INC 4.750% SER-C	T.C		Louis DeJoy	Self
CAPITAL ONE FINANCIAL 5%-1 PRF	COF.I		Louis DeJoy	Self
CAPITAL ONE FINANCIAL CO 6%-H	COF.H		Louis DeJoy	Self
CVS HEALTH CORP COM	CVS		Louis DeJoy	Self
CVS - HEALTH CORP COM (CVS), OPEN POSITION FOR WRITTEN CALL OPTION: 3,000 SHARES, STRIKE AT \$67.50, EXP 02/2021	CVS C 02/19/21 67.50		Louis DeJoy	Self
DISCOVER FINCL SVCS	DFS		Louis DeJoy	Self
DISCOVER FINCL SVCS (DFS), OPEN POSITION FOR WRITTEN CALL OPTION: 4,000 SHARES, STRIKE AT \$42.50, EXPIRES 10/2020	DFS C 10/16/20 42.5		Louis DeJoy	Self
DOMINION ENERGY INC	D		Louis DeJoy	Self
HONEYWELL INTERNATIONAL INC	HON		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP (IBM), OPEN POSITION FOR WRITTEN CALL OPTION: 1,500 SHARES, STRIKE AT \$135.00, EXPIRES 12/2020	IBM C 12/18/20 135		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO 5.75-DD	JPM.D		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		Louis DeJoy	Self
JP MORGAN CHASE & CO (JPM), OPEN POSITION FOR WRITTEN CALL OPTION: 1,500 SHARES, STRIKE AT \$100.00, EXPIRES 01/2021	JPM C 01/15/21 100		Louis DeJoy	Self
LOCKHEED MARTIN CORP	LMT		Louis DeJoy	Self
MICROSOFT	MSFT		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		Louis DeJoy	Self
REGIONS FINL CORP 6.375%-A	RF.A		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
XPO LOGISTICS INC	XPO		Louis DeJoy	Self
XPO LOGISTICS INC (XPO), OPEN POSITION FOR WRITTEN CALL OPTION: 75,000 SHARES, STRIKE AT \$80.000, EXPIRES 11/2020	XPO C 11/20/20 80		Louis DeJoy	Self
XPO LOGISTICS INC (XPO), OPEN POSITION FOR WRITTEN CALL OPTION: 20,000 SHARES, STRIKE AT \$85.00, EXPIRES 11/2020	XPO C 11/20/20 85		Louis DeJoy	Self
Clearfork Capital, LLC	Private Equity		Louis DeJoy	Self
Exchange Place, Goldman Sachs	Private Equity	Louis DeJoy	Self	

**Louis DeJoy - Holdings Disclosure  
as of 10/7/20**

**ATTACHMENT A**

Security Description	Symbol	Quantity	Owner of the Property	Relationship
AT&T INC	T	(b) (6)	Louis DeJoy	Self
AT&T INC	T		Louis DeJoy	Self
CALL AT&T INC AT 31.000 EXPIRES 10/16/2020	T C 10/16/20 31		Louis DeJoy	Self
AT&T INC 4.750% SER-C	T.C		Louis DeJoy	Self
CAPITAL ONE FINANCIAL 5%-I PRF	COF.I		Louis DeJoy	Self
CAPITAL ONE FINANCIAL CO 6%-H	COF.H		Louis DeJoy	Self
CVS HEALTH CORP COM	CVS		Louis DeJoy	Self
CALL CVS CORPORATION AT 67.500EXPIRES 08/21/2020	CVS C 08/21/20 67 5		Louis DeJoy	Self
DISCOVER FINCL SVCS	DFS		Louis DeJoy	Self
CALL DISCOVER FINCL SVCS AT 42.500 EXPIRES 10/16/2020	DFS C 10/16/20 42.5		Louis DeJoy	Self
DOMINION ENERGY INC	D		Louis DeJoy	Self
HONEYWELL INTERNATIONAL INC	HON		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
INTL BUSINESS MACHINES CORP	IBM		Louis DeJoy	Self
CALL INTL BUSINESS MACHIN AT 135.000 EXPIRES 12/18/2020	IBM C 12/18/20 135		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO	JPM		Louis DeJoy	Self
JPMORGAN CHASE & CO 5.75-DD	JPM.D		Louis DeJoy	Self
JPMORGAN CHASE & CO 6.0% S-EE	JPM.C		Louis DeJoy	Self
CALL JP MORGAN CHASE&CO AT 100.000 EXPIRES 01/15/2021	JPM C 01/15/21 100		Louis DeJoy	Self
LOCKHEED MARTIN CORP	LMT		Louis DeJoy	Self
MICROSOFT	MSFT		Louis DeJoy	Self
REGIONS FINANCIAL CO 6.375%-B	RF.B		Louis DeJoy	Self
REGIONS FINANCIAL CORP NEW	RF		Louis DeJoy	Self
REGIONS FINL CORP 6.375%-A	RF.A		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
VERIZON COMMUNICATIONS	VZ		Louis DeJoy	Self
XPO LOGISTICS INC	XPO		Louis DeJoy	Self





October 2, 2020

USPS ETHICS OFFICE  
KATHERINE SIGLER, ACTING SECRETARY OF THE BOARD OF GOVERNORS

**SUBJECT:** Notification of Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in Microsoft worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of this company.

Until further notice, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

(1) Heather Clarke, Chief Of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving Microsoft. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving Microsoft to David E. Williams, Chief Logistics and Processing Operations Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Mr. Williams agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

In consultation with the Ethics Office, I will revise and update this memorandum whenever it is warranted by changed circumstances, such any sale or exchange of stock, or a change in the nature of my official duties. In the event of any changes to this arrangement, I will provide you with written notice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.

A handwritten signature in black ink, appearing to read "Louis DeJoy", with a large circular flourish on the left side.

Louis DeJoy

cc: Ethics Office



January 28, 2021

USPS ETHICS OFFICE  
MICHAEL ELSTON, SECRETARY OF THE BOARD OF GOVERNORS

SUBJECT: Notification of Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in Northrup Grumman worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of this company.

Until May 31, 2021, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

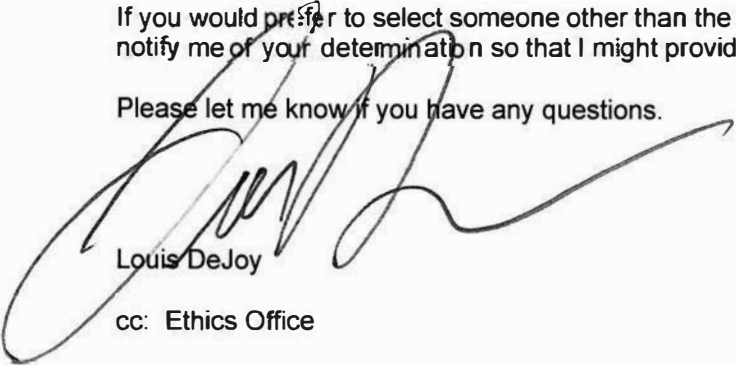
(1) Heather Clarke, Chief Of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving Northrup Grumman. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving Northrup Grumman to Kristin Seaver, Chief Retail and Delivery Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Ms. Seaver agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

As of June 1, 2021, I will no longer own this financial interest. As such, this arrangement will terminate as of that date.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.



Louis DeJoy

cc: Ethics Office



February 22, 2021

USPS ETHICS OFFICE  
MICHAEL ELSTON, SECRETARY OF THE BOARD OF GOVERNORS

SUBJECT: Notification of Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in HP Inc. worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of this company.

Until further notice, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

(1) Heather Clarke, Chief Of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving HP Inc. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving HP Inc. to Kristin Seaver, Chief Retail and Delivery Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Ms. Seaver agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

In consultation with the Ethics Office, I will revise and update this memorandum whenever it is warranted by changed circumstances, such any sale or exchange of stock, or a change in the nature of my official duties. In the event of any changes to this arrangement, I will provide you with written notice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.



Louis DeJoy

cc: Ethics Office

**MEMORANDUM**

**TO:** USPS Ethics Office  
Michael J. Elston, Secretary of the Board of Governors

**FROM:** Louis DeJoy, Postmaster General and Chief Executive Officer

**DATE:** June 28, 2021

**SUBJECT:** Notification of Continued Commitment to Recuse and Screening Arrangement

This memorandum is to provide you with written notification of my continued commitment to refrain from participation in certain matters which may cause appearance of impartiality concerns, and the screening arrangement I have implemented to ensure my compliance with this commitment.

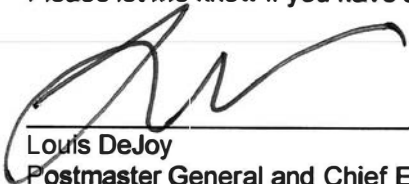
On July 21, 2020, I disqualified myself from participating in matters XPO Logistics, Inc (XPO) because I had a financial interest in the company worth more than \$15,000. Although I no longer have this financial interest, I have continued and will continue to disqualify myself from participating personally and substantially in any particular matter involving XPO, because one of the companies for which I am a major shareholder leases property to XPO. I have advised that this relationship is a "covered relationship" for purposes of the Impartiality in Performing Official Duties regulations in the Standards of Ethical Conduct for Employees of the Executive Branch. 5 C.F.R. § 2635.502.

I will continue to not officially participate in such matters until further notice. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

- (1) Heather Clarke, Chief Of Staff to the Postmaster General, Jacqueline Krage Strako, Chief Commerce & Business Solutions Officer & Executive Vice President, Scott Bombaugh, Chief Technology Officer & Executive Vice President, Pritha Mehra, Chief Information Officer & Executive Vice President, Steven Monteith, Chief Customer & Marketing Officer & Executive Vice President, Joseph Corbett, Chief Financial Officer & Executive Vice President, and Thomas Marshall, General Counsel & Executive Vice President have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving XPO. Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, and Mr. Marshall have also agreed to forward all matters involving XPO to Doug Tulino, Deputy Postmaster General.
- (2) Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, Mr. Marshall, and Mr. Tulino agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.



\_\_\_\_\_  
Louis DeJoy  
Postmaster General and Chief Executive Officer



June 28, 2021

USPS ETHICS OFFICE  
MICHAEL J. ELSTON, SECRETARY OF THE BOARD OF GOVERNORS

**SUBJECT: Notification of Commitment to Recuse and Screening Arrangement**

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment. This memorandum supersedes any previous memoranda.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in each of the companies listed below worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of the following companies:

BEST BUY  
HP INC.  
RAYTHEON TECHNOLOGIES CORPORATION  
CITIGROUP INC  
MOTOROLA SOLUTIONS INC  
PROCTER & GAMBLE  
WALT DISNEY CO  
WELLS FARGO & CO

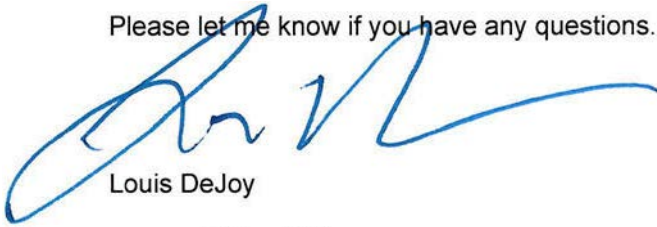
I will not officially participate in any way in such matters until further notice. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

(1) Heather Clarke, Chief of Staff to the Postmaster General, Jacqueline Krage Strako, Chief Commerce & Business Solutions Officer & Executive Vice President, Scott Bombaugh, Chief Technology Officer & Executive Vice President, Pritha Mehra, Chief Information Officer & Executive Vice President, Steven Monteith, Chief Customer & Marketing Officer & Executive Vice President, Joseph Corbett, Chief Financial Officer & Exec. VP, and Thomas Marshall, General Counsel & Exec. VP have been instructed to screen all matters for me to ensure that I do not directly or indirectly participate in any matter involving the companies listed above. Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, and Mr. Marshall have also agreed to forward all matters involving companies listed above to Doug Tulino, Deputy Postmaster General.

(2) Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, Mr. Marshall, and Mr. Tulino agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

If you would prefer to **select** someone other than the individuals **named** in this agreement, please **notify** me of your determination so that I might provide the information to the appropriate **personnel**.

Please let me know if you have any questions.



Louis DeJoy

- cc:    Ethics Office  
       Mr. Tulino  
       Ms. Strako  
       Mr. Bombaugh  
       Ms. Mehra  
       Mr. Monteith  
       Mr. Corbett  
       Mr. Marshall



November 17, 2020

USPS ETHICS OFFICE  
KATHERINE SIGLER, ACTING SECRETARY OF THE BOARD OF GOVERNORS

**SUBJECT: Notification of Commitment to Recuse and Screening Arrangement**

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in Raytheon Technologies Corporation (Raytheon) worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of this company.

Until further notice, I will not officially participate in any way in such matters. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

(1) Heather Clarke, Chief Of Staff to the Postmaster General, and Michael Elston, Special Senior Advisor to the Postmaster General, have been instructed to screen all matters assigned to me to ensure that I do not directly or indirectly participate in any matter involving Raytheon. Ms. Clarke and Mr. Elston have also agreed to forward all matters involving Raytheon to David E. Williams, Chief Logistics and Processing Operations Officer and Executive Vice President.

(2) Ms. Clarke, Mr. Elston, and Mr. Williams agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.

In consultation with the Ethics Office, I will revise and update this memorandum whenever it is warranted by changed circumstances, such any sale or exchange of stock, or a change in the nature of my official duties. In the event of any changes to this arrangement, I will provide you with written notice.

If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.

A handwritten signature in black ink, appearing to be "LD", written over a horizontal line.

Louis DeJoy

cc: Ethics Office



September 8, 2021

**USPS ETHICS OFFICE  
MICHAEL J. ELSTON, SECRETARY OF THE BOARD OF GOVERNORS**

**SUBJECT: Notification of Commitment to Recuse and Screening Arrangement**

This memorandum is to provide you with written notification of my commitment to refrain from participation in certain matters in which I may have a financial interest, and the screening arrangement I have implemented to ensure my compliance with this commitment. This memorandum supersedes any previous memoranda.

Under 18 U.S.C. § 208, I am prohibited from participating personally and substantially in any particular matter that would have a direct and predictable effect on my own financial interests or those of certain other persons or organizations identified in section 208. I have a financial interest in each of the companies listed below worth more than \$15,000. As such, I am disqualifying myself from participating personally and substantially in any particular matter that would have a direct and predictable effect on the financial interests of the following companies:

**BEST BUY  
HP INC.  
RAYTHEON TECHNOLOGIES CORPORATION  
CITIGROUP INC  
MOTOROLA SOLUTIONS INC  
PNC  
PROCTER & GAMBLE  
WALT DISNEY CO  
WELLS FARGO & CO**

I will not officially participate in any way in such matters until further notice. To help ensure that I do not officially participate in these matters, the following steps have already been taken or are in the process of being taken:

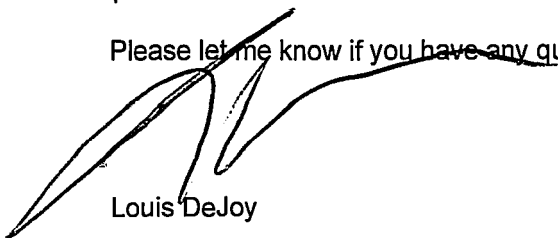
(1) Heather Clarke, Chief of Staff to the Postmaster General, Jacqueline Krage Strako, Chief Commerce & Business Solutions Officer & Executive Vice President, Scott Bombaugh, Chief Technology Officer & Executive Vice President, Pritha Mehra, Chief Information Officer & Executive Vice President, Steven Monteith, Chief Customer & Marketing Officer & Executive Vice President, Joseph Corbett, Chief Financial Officer & Exec. VP, and Thomas Marshall, General Counsel & Exec. VP have been instructed to screen all matters for me to ensure that I do not directly or indirectly participate in any matter involving the companies listed above. Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, and Mr. Marshall have also agreed to forward all matters involving companies listed above to Doug Tulino, Deputy Postmaster General.

(2) Ms. Clarke, Ms. Strako, Mr. Bombaugh, Ms. Mehra, Mr. Monteith, Mr. Corbett, Mr. Marshall, and Mr. Tulino agree that if any questions arise concerning the above-noted procedures, they must immediately contact the Ethics Office for consultation and advice.



If you would prefer to select someone other than the individuals named in this agreement, please notify me of your determination so that I might provide the information to the appropriate personnel.

Please let me know if you have any questions.

A handwritten signature in black ink, appearing to read "Louis DeJoy". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Louis DeJoy

**cc: Ethics Office  
Mr. Tulino  
Ms. Strako  
Mr. Bombaugh  
Ms. Mehra  
Mr. Monteith  
Mr. Corbett  
Mr. Marshall**