

March 11, 2021

Mr. David P. Huitema
Assistant Legal Adviser and
Alternate Designated Agency Ethics Official
Office of the Legal Adviser
U.S. Department of State
Washington, D.C. 20520

Re: Ethics Undertakings

Dear Mr. Huitema:

The purpose of this letter is to describe the steps that I will take to avoid any actual or apparent conflict of interest in my position as Trip Director and Assistant to the Secretary of State. It is my responsibility to understand and comply with commitments outlined in this agreement.

Section 1 – GENERAL COMMITMENTS

I am committed to the highest standards of ethical conduct for government officials. As required by the criminal conflicts of interest law at 18 U.S.C. § 208(a), I will not participate personally and substantially in any particular matter in which I know that I have a financial interest directly and predictably affected by the matter, or in which I know that a person whose interests are imputed to me has a financial interest directly and predictably affected by the particular matter, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for a regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2). I understand that the interests of the following persons are imputed to me:

- Any spouse or minor child of mine;
- Any general partner of a partnership in which I am a limited or general partner;
- Any organization in which I serve as an officer, director, trustee, general partner, or employee; and
- Any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

In the event that an actual or potential conflict of interest arises during my appointment, I will consult with an agency ethics official and take the measures necessary to resolve the conflict, such as recusal from the particular matter or divestiture of an asset.

In addition, I will recuse myself from participation on a case-by-case basis in any particular matter involving specific parties in which I determine that a reasonable person with knowledge of the relevant facts would question my impartiality in that matter, unless I am first authorized to participate, pursuant to the impartiality regulations at 5 C.F.R. Part 2635, Subpart E.

Section 2 – RESIGNATIONS

Prior to assuming my position with the Department of State, I resigned from my positions with the Biden Presidential Transition Team and Biden for President. Pursuant to the impartiality regulation at 5 C.F.R. § 2635.502, for a period of one year after my departure from the Biden Presidential Transition Team and Biden for President, I will not participate personally and substantially in any particular matter involving specific parties in which I know these entities are a party or represent a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

Section 3 – SPOUSE

My spouse is employed by BlackFem, Inc. and Gates Ventures, LLC, for which she receives compensation. For as long as my spouse works for BlackFem, Inc. or Gates Ventures, LLC, I will not participate personally and substantially in any particular matter involving specific parties in which I know either of these entities is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

My spouse resigned from her position at Uber ATG and still owns Uber stock. For as long as she owns these interests, I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on this company unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for a regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2).

Section 4 – ETHICS PLEDGE

I understand that as an appointee I will be required to sign the Ethics Pledge (Exec. Order No. 13989) and that I will be bound by it. Among other obligations, I will be required to recuse from particular matters involving specific parties involving my former employer or former clients for a period of two years after I began my position, with the exception of states and local governments.

Sincerely,

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Evan Glover