

DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 88TH AIR BASE WING (AFMC) WRIGHT-PATTERSON AIR FORCE BASE OHIO

8 September 2015

88 CS/SCOKIF 3810 Communications Blvd Wright-Patterson AFB OH 45433-5767

PUBLIC.RESOURCE.ORG Attn: Mr Carl Malamud 1005 Gravenstein Highway North Sebastopol CA 95472

Dear Mr. Malamud

This is in response to your 22 July 2015 Freedom of Information Act (FOIA) request for Information regarding Dr. Kropas-Hughes' involvement in nonprofit organizations. Your request was amended on 3 August 2015. The FOIA control number assigned to your request is 2015-05091-F-ST3.

A thorough search for any segregable, releasable information in existence and relevant to your request was conducted. The records you have requested, however, are partially exempt under FOIA Exemption 6. Information such as names, signatures, and contact information has been withheld under this exemption. Exemption 6 permits the government to withhold all information about individuals when the disclosure of such information "would constitute a clearly unwarranted invasion of personal privacy." The authority for this exemption is found at 5 U.S.C. Section 552 (b)(6).

If you decide to appeal this decision, you must write to the Secretary of the Air Force within 60 calendar days from the date of this letter. Include in the appeal your reasons for reconsideration and attach a copy of this letter. Address your letter as follows:

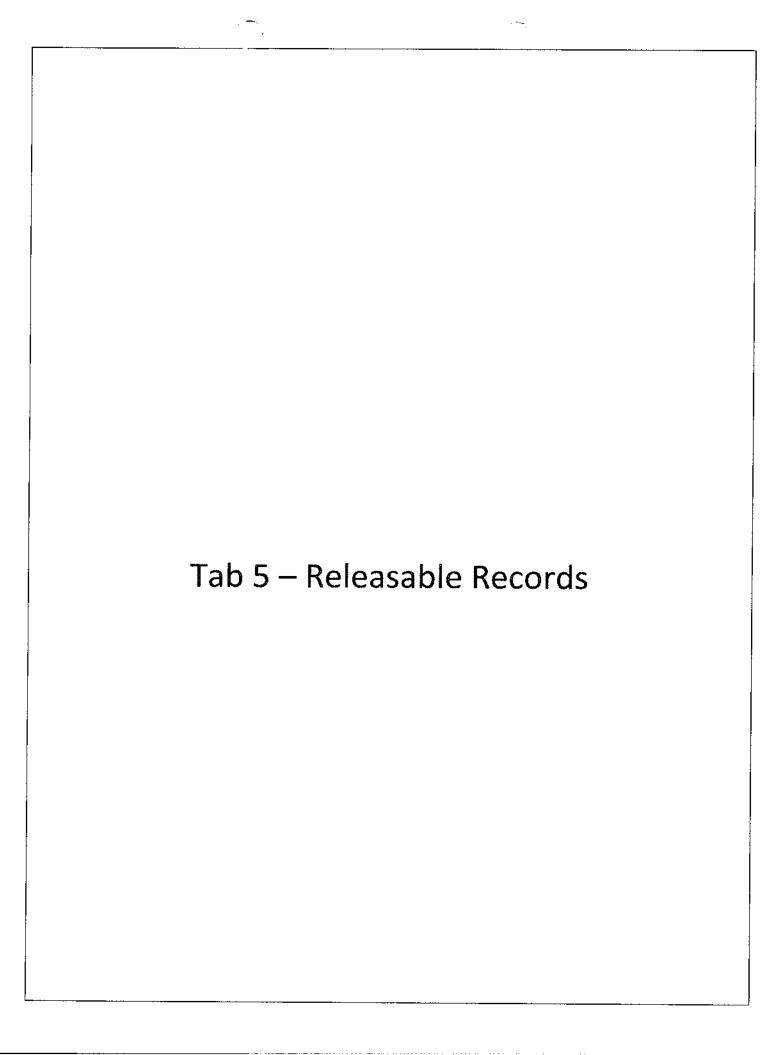
Secretary of the Air Force THRU: 88 CG/SCOKIF (FOIA) 3810 Communications Blvd Wright-Patterson AFB OH 45433-5706

Sincerely,

SHEREE M. COON

Chief, Knowledge Ops 88th Communications Squadron

Attachments FOIA Request Releasable Responsive Records



APPLICATION AND APPROVAL		Y EMPLOYMENT				
AUTHORITY: 10 U.S.C. 974; 10 U.S.C. 8013; Executive Order 9397; DoD 5500. PRINCIPAL PURPOSE(S): Provide information for commanders to evaluate properformance. ROUTINE USE(S): Records may be disclosed for any of the blanket soutine use.	7-R, Sections 2-206 and oposed off-duty employ	ment, grant approval, and determin	e impact on duty			
ROUTINE USE(S): Records may be disclosed for any of the blanket routine uses published by the Air Force. DISCLOSURE: Disclosure of SSN is voluntary. Failure to provide the information could result in disapproval of request for off-duty employment.						
SECTION I APPLICANT DATA AND CERTII 1. LAST NAME, FIRST NAME, MIDDLE INITIAL	FICATION (Complete					
Kropas-Hughes, Claudia V	2. GRADE (b) (6)	3. SSN (b) (6)	4. AFSC			
5. ORGANIZATION OFFICE SYMBOL ADDRESS	6. DUTY PHONE	7. DUTY TITLE				
AFLCMC/XZI		Program Manager				
2530 C Street (B7, Rm 208), WPAFB, OH 45433	(b) (6) Program Manager					
ASTM American Society Co. T. et		8b. BUSINESS ADDRESS				
ASTM - American Society for Testing and Materials 8c. IS EMPLOYER A DEPARTMENT OF DEFENSE CONTRACTOR?	Ted BUONE NUMBER	100 Barr Harbor Dr				
(1) YES (2) NO (3) DON'T KNOW		W Conshohocken, PA				
9. TITLE OF POSITION OF OFF-DUTY EMPLOYMENT	10. OFF-DUTY PERIO	DDS OF EMPLOYMENT (Days per v	veek: hours per day)			
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11. JOB DESCRIPTION (Continue on reverse side)	12. NORMAL PERIOD	S OF MILITARY DUTY (Days per w	reek; hours per day)			
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certify that I understand the applicable provisions of the Joint Ethio	cs Regulation (DoD	5500.7-R). I further certify tha	it the			
off-duty employment for which I am applying (Mark applicable blocanswer that results in checking a box "will." Checking a box "will" on evolunation)	k): (Note: explain i	n detail on the reverse of this	form any			
an explanation).	does not automatica	ily result in disapproval, but d	oes require			
WILL NOT						
a. b.						
13. Bring discredit upon the Air Force, Department of Defense of	or U.S. Government.					
14. Interfere with or be incompatible with my government duties						
15. Interfere with the customary or regular employment of local 16. Require absences during normal military duty hours.	civilians. (Enlisted n	nembers only)				
17. Involve any expense to the Air Force or use of government fa	neilities areast.					
18. Endanger my safety or health.	icilities, property or ma	npower.				
19. Involve the use of my military title or representation before a	ny federal agency.					
20. Involve employment with an organization now involved in a si	trike.					
21. Place me in a position that might be incompatible with my r	ank, position or assign	nment.				
22. Require action at any time as a sales agent for the purpose grade.	of personal commercia	al solicitation of military personne	l junior in rank or			
23. Appear to involve a conflict of interest.						
24. Involve working for a firm or other entity that is engaged, or i agency of the Department of Defense.	s endeavoring to enga	ge, in business transactions of a	ny sort with an			
agency of the Department of Derense. 25. Violate any U.S., state or local law; ordinance; or Air Force regulation or instruction.						
268. DATE SIGNED 266 SIGNATURE OF APPLICANT	ogulation of modelection					
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SUPERVISOR'S RE						
27. RECOMMEND APPROVAL. I HAVE PERSONALLY INTERVIEWED THE EMPLOYMENT.	APPLICANT AND I HAV	E NO OBJECTION TO THE REQUE	STED OFF-DUTY			
28. RECOMMEND DISAPPROVAL (Explain).						
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ECTION IV APPROVING AUTHORITY ACTION (Comp	leted by Unit Comma	ander or Delegatee)				
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1 Tal 15						

AF IMT 3902, 19960301 - CONTINUATION SHEET
Continuation from Block 11 Job Description: strategic vision and decisions for ASTM.
Continuation from Block 10:
AFIMT3902 submitted July 23, 2013 and approved August 13, 2013. This is re-submitted due to position re-assignment.



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 88TH AIR BASE WING WRIGHT-PATTERSON AIR FORCE BASE OHIO

29 June 2015

MEMORANDUM FOR AFLCMC/XZ

FROM: 88 ABW/JA ((b) (6)

SUBJECT: Off-Duty Employment Request - Ms. Claudia V. Kropas-Hughes, AFLCMC/XZI

- 1. I have reviewed Ms. Kropas-Hughes's request to engage in off-duty employment, and I find it legally sufficient.
- 2. FACTS: The request states Ms. Kropas-Hughes, a Program Manager with AFLCMC, will serve as a Member on the Board of International Directors for the American Society for Testing and Matierals (ASTM). Her term will expire in 2016. Duties include attending board meetings and providing advice and counsel on strategic vision and decisions for ATSM. According to the request, off-duty periods of employment would include approximately 4 to 5 days at a time for board meetings for which she will take official leave.
- 3. LAW: According to the Joint Ethics Regulation (JER), DoD 5500.07-R, para. 8-500, instructs that off-duty employment by DoD employees shall not: affect the performance of official duties, involve communication of inside information to the prospective employer, or involve any activity that would affect the public's confidence in the integrity of the Federal Government. Further, the following statutes and regulations also apply:
- a. AFMCI 51-201, Off-Duty Employment (15 Dec 04), off-duty employment may be approved as long as it does not: (1) violate statute or regulation, (2) detract from readiness, or (3) pose a security risk.
- b. 5 C.F.R. § 2635.802 prohibits off-duty employment from presenting a conflict of interest with official duties. An activity conflicts with an employee's official duties: (a) if it is prohibited by statute or by an agency regulation; or (b) if, under the standards set forth in §§2635.402 and 2635.502, it would require the employee's disqualification from matters so central or critical to the performance of his official duties that the employee's ability to perform the duties of his position would be materially impaired. IAW §2635.402, "an employee is prohibited by criminal statute, 18 U.S.C. § 208(a), from participating personally and substantially in an official capacity in any particular matter in which, to his knowledge, he or any person whose interests are imputed to him under this statute has a financial interest, if the particular matter will have a direct and predictable effect on that interest." IAW § 2635.502, "[w]here an employee knows that a particular matter involving specific parties is likely to have a direct and predictable effect on the financial interest of a member of his household...and where the employee determines that the circumstances would cause a reasonable person with knowledge of the relevant facts to question his impartiality in the matter, the employee should

not participate in the matter unless he has informed the agency designee of the appearance problem and received authorization from the agency designee...."

- c. 18 U.S.C. §§ 203 and 205 prohibit Federal personnel from acting as an agent for, or representing, a non-Federal entity before Federal agencies or courts on particular matters in which the Government is a party or has a direct and substantial interest.
- d. JER, DoD 5500.7-R, Para. 3-301, states "DoD employees may become members and may participate in the management of non-Federal entities as individuals in a personal capacity provided they act exclusively outside the scope of their official position." Further, this provision states "a DoD employee may not serve in a personal capacity as ... a member of the Board of Directors...in any non-Federal entity offered because of their DoD assignment or position."
- e. JER, Para. 3-302, states "DoD employees are generally prohibited from engaging in any official activities in which a non-Federal entity is a party or has a financial interest if the DoD employee is an active participant in the non-Federal entity or has been an officer in the non-Federal entity within the last year."
- 4. ANALYSIS: Ms. Kropas-Hughes's request is legally sufficient. However, she must abide by the following conditions: 1) she may not work on any matter for ASTM that involves the DoD or involes one of the contractors with which she has worked in her federal capacity, 2) she may not represent ASTM in any matter in which the U.S. government is a party or in which is has a "substantial interest," 3) she may not continue serving on the board if she was offered the position due to her Air Force position, 4) she must ensure that her ASTM participation resides outside the scope of her official position, and 5) she must also ensure that she does not engage in any official activity within her current position to which ASTM has a financial interest or is a party to that activity. Provided the above conditions are met, the proposed off-duty employment is permissible.

In addition, her supervisor has concluded that the proposed off-duty work hours will likely not interfere with any government duties as she is expected to take leave for her off-duty periods of employment. Approval of this request is not intended to relieve Ms. Kropas-Hughes of any future overtime, TDY or shift assignments that may conflict with the off-duty employment described above. If such conflicts occur, Ms. Kropas-Hughes is expected to give priority to his Air Force job requirements.

5. **CONCLUSION**: The off-duty employment is legally sufficient and I recommend approval of the request by the unit commander or appropriate authority, as delegated.



Assistant Staff Judge Advocate

APPLICATION AND APPROVA	AL FOR OFF-DUTY	EMPLOYMENT	
PRIVACY ACT STATE AUTHORITY: 10 U.S.C. 974; 10 U.S.C. 8013; Executive Order 9397: DoD 550 PRINCIPAL PURPOSE(S): Provide information for commenders to evaluate performance. ROUTINE USE(S): Records may be disclosed for any of the blanket routine u.DISCLOSURE: Disclosure of SSN is voluntary. Failure to provide the information.	00.7-R. Sections 2-206 and oroposed off-duty employm		
SECTION I APPLICANT DATA AND CERT			ment,
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Kropas-Hughes, Claudia V	(b) (6)	(b) (6)	1 71 33
E. ORGANIZATION OFFICE SYMBOL ADDRESS	6. DUTY PHONE	7. DUTY TITLE	
AFLCMC/XZE	(6) (6)	AFLCMC/XZI Tech Advisor	
2530 C Street (B7, Rm 208), WPAFB, OH 45433	(b) (6)		
NAME OF EMPLOYER		86 BUSINESS ADDRESS	
ASTM - American Society for Testing and Materials		100 Barr Harbor Dr	
8c. IS EMPLOYER A DEPARTMENT OF DEPENSE CONTRACTOR?	84 PHONE NUMBER	W Conshohocken, PA	
(1) YES (2) NO (3) DON'T KNOW			
TITLE OF POSITION OF OFF-DUTY EMPLOYMENT	10. OFF-DUTY PERIOD	S OF EMPLOYMENT (Days per v	week; hours per day)
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14. Interfere with or be incompatible with my government dust	ęs.		
15. Interfere with the customery or regular employment of local	al civilians. (Enlisted me	mbers only)	
16. Require absences during normal military duty hours.			
17 Involve any expanse to the Air Force or use of government	facilities, property or man	power.	
18. Endanger my safety or health.			
19. Involve the use of my military title or representation before			
20. Involve amployment with an organization now involved in a			
21. Place me in a position that might be incompatible with m	y rank, position of assigni	ment.	
22 Require action at any time as a sales agent for the purpos grade.	e or becacuse commercial	solicitation of multary personne	junior in rank or
23. Appear to involve a conflict of interest.			
24 Involve working for a firm or other entity that is angaged, or agency of the Department of Defense.	or is endeavoring to engag	e, in business transactions of a	ny sort with an
25. Violate any U.S., state or local law, ordinance, or Air Force			
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SUPERVISORS 27. RECOMMEND APPROVAL. I HAVE PERSONALLY INTERVIEWED TH	RECOMMENDATION 1E APPLICANT AND I HAVE	NO OBJECTION TO THE REQUE	STED OFF-DUTY
28. RECOMMEND DISAPPROVAL (Explain).		(b) (6)	
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219 Jul 15		(b) (6)	
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AF INIT 3902, 19950301, V3

AF IMT 2902	19960301	- CONTINUE	TION SHEET

Job Description (cont)
strategic vision and decisions for ASTM.

CONTINUATION FROM BLOCK 36:

- You are prohibited from representing non-Federal organizations before any Federal agency.
 Examples of prohibited representations include:
 - Arguing or speaking to (in the sense of urging, advocating or intending to influence) a
 Federal employee for or against the taking of an action by the Federal agency (this
 applies whether at a meeting, in a phone conversation, in a personal conversation or
 by e-mail):
 - 2. Signing reports, tetters, memoranda, applications, bids, proposals or other materials that are intended for submission to a Federal agency; and
 - 3. Signing agreements with a Federal agency.
- Approval of this request does not relieve you of any future overtime, TDY or shift assignments that may conflict with the off-duty employment described in Block 11. If such conflicts occur, you are expected to give priority to your Air Force job requirements.

JA'S WRITTEN GUIDANCE, PEFERENCE BLOCK 32,
15 A SEPARATE MEMO BY
DTD 29 JOL 13.



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 88TH AIR BASE WING (AFMC) WRIGHT-PATTERSON AIR FORCE BASE OHIO

29 July 13

MEMORANDUM FOR AFLCMC/XZ

FROM: 88 ABW/JAC

SUBJECT: Off-Duty Employment - Ms. Claudia V. Kropas-Hughes

- 1. Ms. Claudia V. Kropas-Hughes has applied for off-duty employment as a Director on the Board of Directors of ASTM International. After considering the specifics of the proposed employment and Ms. Kropas-Hughes' knowledge of the limitations on such employment, we recommend approval.
- 2. FACTS: Ms. Kropas-Hughes is currently a Tech Advisor with AFLCMC/XZI. She requests off-duty employment as a Director of ASTM. ASTM is a professional organization specializing in the development of voluntary consensus standards. The position would involve attending board meetings and providing advice on strategic vision and decisions for ASTM. She has had experience developing standards in the past, but this is not a regular part of her job at this time. Ms. Kropas-Hughes has informed ASTM that she will not work on any decisions or standards that involve the Air Force.
- 3. <u>LAW AND GUIDANCE</u>: According to AFMCI 51-201, *Off-Duty Employment* (15 Dec 04), off-duty employment may be approved as long as it does not: (1) violate statute or regulation, (2) detract from readiness, or (3) pose a security risk. The following statutes and regulations also apply:
- a. 5 C.F.R. § 2635.802 prohibits off-duty employment from presenting a conflict of interest with official duties. An activity conflicts with an employee's official duties: (a) if it is prohibited by statute or by an agency regulation; or (b) if, under the standards set forth in §§2635.402 and 2635.502, it would require the employee's disqualification from matters so central or critical to the performance of his official duties that the employee's ability to perform the duties of his position would be materially impaired. IAW §2635.402, "an employee is prohibited by criminal statute, 18 U.S.C. § 208(a), from participating personally and substantially in an official capacity in any particular matter in which, to his knowledge, he or any person whose interests are imputed to him under this statute has a financial interest, if the particular matter will have a direct and predictable effect on that interest." IAW § 2635.502, "[w]here an employee knows that a particular matter involving specific parties is likely to have a direct and predictable effect on the financial interest of a member of his household...and where the employee determines that the circumstances would cause a reasonable person with knowledge of the relevant facts to question his impartiality in the matter, the employee should not participate in the matter unless he has informed the agency designee of the appearance problem and received authorization from the agency designee...."

- b. 18 U.S.C. §§ 203 and 205 prohibit Federal personnel from acting as an agent for, or representing, a non-Federal entity before Federal agencies or courts on particular matters in which the Government is a party or has a direct and substantial interest.
- c. Joint Ethics Regulation (JER), DoD 5500.7-R, Para. 3-301, states "DoD employees may become members and may participate in the management of non-Federal entities as individuals in a personal capacity provided they act exclusively outside the scope of their official position." Further, this provision states "a DoD employee may not serve in a personal capacity as ... a member of the Board of Directors...in any non-Federal entity offered because of their DoD assignment or position."
- d. JER, Para. 3-302, states "DoD employees are generally prohibited from engaging in any official activities in which a non-Federal entity is a party or has a financial interest if the DoD employee is an active participant in the non-Federal entity or has been an officer in the non-Federal entity within the last year."
- 4. <u>ANALYSIS</u>: Ms. Kropas-Hughes may accept the position with ASTM under the following conditions. First, she may not work on any matter for ASTM involving the DoD or involving one of the contractors with which she worked in her federal capacity. Second, Ms. Kropas-Hughes may not represent ASTM in any matter in which the U.S. government is a party or in which it has "a direct and substantial interest." Third, she may not accept the position on the ASTM Board of Directors if she has been offered this job "because of her DoD assignment or position." Fourth, Ms. Kropas-Hughes must ensure that her participation with ASTM is exclusively outside the scope of her official position and must not engage in any official activity in her current Federal position in which ASTM is a party or has a financial interest. Provided the above conditions are met, the proposed off-duty employment is permissible.
- 5. <u>RECOMMENDATION</u>: Based on the information provided and so long as the above conditions are met, the requested off-duty employment may be approved. If you have any questions, please contact me at (1) (6) @wpafb.af.mil or at (1) (6)

(b) (6)

Ethics Counselor



PUBLIC.RESOURCE.ORG ~ A Nonprofit Corporation

Public Works for a Better Government

July 22, 2015

VIA HTTP

FOIA Requester Service Center Air Force Life Cycle Management Center Wright Patterson Air Force Base, Ohio 45433 E-mail: https://www.efoia.af.mil/

RE: Freedom of Information Act Request

Dear FOIA Officer:

On behalf of Public.Resource.Org, and pursuant to the Freedom of Information Act, 5 U.S.C. § 552, I am submitting this request. Please provide the records in electronic form if possible.

Claudia V. Kropas-Hughes, Ph.D., is technical adviser in the Program Development and Integration Directorate, part of the Air Force Life Cycle Management Center at Wright-Patterson Air Force Base, Dayton, Ohio.. Dr. Kropas-Hughes also serves on the Board of Directors of the ASTM International.

Government officials serving in a fiduciary capacity in nonprofit organizations are subject to certain constraints, which are specified in 18 USC § 208(b)(2) and 5 CFR § 2640.203(m). These constraints are detailed in the Office of Government Ethics Legal Advisory LA-13-05, "18 U.S.C. § 208(b)(2) Exemption for Official Participation in Nonprofit Organizations" (April 9, 2013).

I am requesting 3 types of records under FOIA regarding Dr. Kropas-Huges' relationship with ANSI:

Legal Advisory LA-13-05 states "it is a best practice for agencies to commit the
scope of an employee's permissible activities to writing in a memorandum of
understanding between the agency, the employee and the nonprofit
organization." I am requesting a copy of any such memoranda and supporting
documents leading to the issuance of such memoranda. If instead Dr. KropasHuges' service with ANSI is or was in her individual capacity and not her official

capacity, I would request any documents discussing such status and/or any waiver requested or approved.

- Legal Advisory LA-13-05 states "the employee may not receive any supplementation of salary, including personal reimbursement of travel expenses, from the nonprofit organization" and any such reimbursement must come from the nonprofit organization directly to the government. I am requesting records detailing the amounts and nature of such reimbursements from ANSI.
- Legal Advisory LA-13-05 outlines a number of additional limitations, such as
 "limiting or prohibiting the employee from participating in the development of
 regulations that could affect the nonprofit organization." I am requesting any
 memoranda, email, or other records that discuss instances where Dr. KropasHuges is limited or prohibited from working on matters with the nonprofit
 organization or has been recused, limited, or prohibited from working on matters
 for the government in her official capacity.

Public.Resource.Org requests that all fees in connection with this FOIA request be waived in accordance with 5 U.S.C. § 552(a)(4)(A)(iii), because it does not seek the records for a commercial purpose and disclosure "is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of the government."

Public.Resource.Org does not have a commercial interest in the requested record. Public.Resource.Org is a 501(c)(3) public charity chartered to make government information more broadly available without fee to any and all users. Public.Resource.Org has demonstrated an ability to disseminate information about the government and its activities to the public. It is one of the largest distribution sites for public information related to the U.S. government, including over 14,000 hours of video from Congressional hearings posted at the request of the Speaker of the House, over 8 million Form 990 reports filed with the Internal Revenue Service, over 6,000 U.S. government videos posted in cooperation with the Archivist of the United States, and the historical opinions of the U.S. Court of Appeals. As the President of Public.Resource.Org, I am frequently quoted in major media publications such as the New York Times, Business Week, the New Republic, and the Washington Post. I also testify before Congress on issues of public access to government information and am a frequent public speaker on the subject.

Accordingly, we request that you waive all fees for locating and duplicating the requested record. If, however, a waiver is not granted, and if the fees to be assessed in connection with this request exceed \$200, please obtain my approval before any such costs are incurred.

We will expect a response within 20 working days as provided by law. If you have any questions regarding this request, please contact me at (707) 827-7290.

Thank you very much for your attention to this matter.

Sincerely,



Digitally signed by Carl Malamud DN: cn=Carl Malamud, o=Public.Resource.Org, ou, email=carl@media.org, c=US Date: 2015.07.22 11:37:09 -07'00'

Carl Malamud President & CEO Public.Resource.Org

cc: David Halperin Of Counsel

Public.Resource.Org