

Executive Branch Personnel

Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Salazar, Kenneth

Ambassador to Mexico, Department of State

Other Federal Government Positions Held During the Preceding 12 Months:

None

Names of Congressional Committees Considering Nomination:

- Committee on Foreign Relations
-

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/ Salazar, Kenneth [electronically signed on 04/05/2021 by Salazar, Kenneth in Integrity.gov]

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/ Huitema, David, Certifying Official [electronically signed on 06/28/2021 by Huitema, David in Integrity.gov]

Other review conducted by

U.S. Office of Government Ethics Certification

/s/ Apol, David, Certifying Official [electronically signed on 06/30/2021 by Apol, David in Integrity.gov]

1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME	CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	Wilmer Cutler Pickering Hale & Dorr LLP	Washington, District of Columbia	Law Firm	Partner/Senior Partner	6/2013	Present
2	Target Corporation	Minneapolis, Minnesota	Corporation	Board of Directors	7/2013	Present
3	Mayo Clinic	Rochester, Minnesota	Non-Profit	Public Trustee	2/2016	Present
4	OKE Ranch, LLC	Conejos County, Colorado	Family Ranch	Managing Member	3/2016	Present
5	Iberdrola, S.A. Advisory Panel-U.S. Expert	Bilbao, Spain, Outside U.S.	Corporation	U.S. Expert	1/2018	Present

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Wilmer Cutler Pickering Hale & Dorr LLP (law firm)	N/A		Partnership share	\$3,489,255
2	Wilmer Cutler Pickering Hale & Dorr LLP Capital Account	N/A	\$1,000,001 - \$5,000,000	Interest	\$15,001 - \$50,000
3	Wilmer Cutler Pickering Hale & Dorr Defined Pension Plan	N/A	\$500,001 - \$1,000,000		None (or less than \$201)
4	Target Corporation-Director Cash Fees	N/A		Director Fee Cash Payment	\$128,194
5	Target Corporation- unvested RSUs-Director Fees	N/A	\$1,000,001 - \$5,000,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
6	Target Corporation-unvested Stock Options-Director Fees	N/A	\$250,001 - \$500,000		None (or less than \$201)
7	University of Idaho College of Law - October 22-23, 2019	N/A		Honorarium for lecture and meetings	\$60,000
8	US bank #6 IRA	No			
8.1	US bank #6 Money Market Account	N/A	\$1,001 - \$15,000		None (or less than \$201)
8.2	iShares Core U.S. Aggregate Bond ETF	Yes	\$50,001 - \$100,000		None (or less than \$201)
8.3	Schwab US TIPS ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.4	iShares JPM USD Emerging Markets Bond ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.5	Vanguard Total Intl Bond Index ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.6	iShares Broad USD High Yield Corporate Bond ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.7	iShares Latin America ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.8	iShares Core MSCI Emerging Markets ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
8.9	Vanguard S&P 500 ETF	Yes	\$100,001 - \$250,000		None (or less than \$201)
8.10	Vanguard Dividend Appreciation ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
8.11	iShares Core MSCI International Developed Market ETF	Yes	\$50,001 - \$100,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.12	iShares Global Healthcare ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.13	iShares Global REIT ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.14	iShares Mortgage Real Estate ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.15	iShares MSCI EAFE Small Cap ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.16	iShares MSCI United Kingdom ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
9	Wilmer Cutler Pickering Hale & Dorr, LLP	N/A		salary	\$225,000
10	Wilmer Cutler Pickering Hale &Dorr LLP, anticipated 2020 partnership share.	See Endnote	N/A	\$1,000,001 - \$5,000,000	None (or less than \$201)

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	Wilmer Cutler Pickering Hale & Dorr LLP	Washington, District of Columbia	The 2020 distribution amount will be calculated in the first quarter of 2021; the distribution will be paid on April 9, 2021; the distribution amount is based on the established formula in the partnership agreement. I will not receive any 2021 partnership share. Instead, I will receive a fixed rate of compensation based on services I render in 2021. Amounts owed to me for my 2021 services will be calculated at the time of my separation and paid prior to assuming the duties of the position.	6/2013
2	Wilmer Cutler Pickering Hale & Dorr LLP	Washington, District of Columbia	I intend to take a lump sum distribution from this defined benefit plan and roll it into a retirement account.	6/2013

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
3	Target Corporation	Minneapolis, Minnesota	Pursuant to the by-laws governing the Board of Directors, upon departure from the Board, Target will purchase the RSUs and Stock Options.	7/2013
4	Wilmer Cutler Pickering Hale & Dorr LLP	Washington, District of Columbia	Pursuant to the partnership agreement, following my withdrawal from the firm, I will receive a lump-sum payment of my capital account. This payment will be calculated as of the date of my withdrawal.	6/2013

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

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
1	Wilmer Cutler Pickering Hale & Dorr LLP	Washington, District of Columbia	Legal Services
2	Target Corporation	Minneapolis, Minnesota	Board Member
3	3M Corporation	St. Paul, Minnesota	Legal Services
4	Anadarko Corporation	The Woodlands, Texas	Legal Services
5	Black Hills Corporation	Rapid City, South Dakota	Legal Services
6	Catawba Tribe of South Carolina	Rock Hill, South Carolina	Legal Services
7	Chevron U.S.A.	San Ramon, California	Legal services
8	Chickasaw Nation	Ada, Oklahoma	Legal Services
9	Choctaw Nation	Durant, Oklahoma	Legal Services
10	ConocoPhillips	Houston, Texas	Legal services

#	SOURCE NAME		CITY, STATE	BRIEF DESCRIPTION OF DUTIES
11	T-Mobile USA		Bellevue, Washington	Legal services
12	El Pomar Foundation		Colorado Springs, Colorado	Legal services
13	Facebook, Inc		Menlo Park, California	Legal services
14	First Solar, Inc		Tempe, Arizona	Legal Services
15	Iberdrola, S.A.	See Endnote	Bilbao, Outside U.S.	Advisory Panel-U.S. Expert
16	Intuit, Inc		Mountain View, California	Legal services
17	Nextera Energy Resources, LLC		Juno Beach, Florida	Legal services
18	Fort Yuma Quechan Tribe		Yuma, Arizona	Legal services
19	MolsonCoors Beverage Company		Chicago, Illinois	Legal services
20	Tri-State Generation and Transmission Association		Westminster, Colorado	Legal services
21	Twin Metals, LLC		St. Paul, Minnesota	Legal services
22	Water Asset Management, LLC		New York, New York	Legal Services
23	University of Idaho College School of Law		Moscow, Idaho	Speaker

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	USPBGC-Mexicana Airlines, defined benefit plan (value not readily ascertainable)	N/A		Spouse receives monthly payments.	

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	US bank #1 (cash account)	N/A	\$100,001 - \$250,000		None (or less than \$201)
2	US bank #2 (cash account)	N/A	\$250,001 - \$500,000		None (or less than \$201)
3	US bank #3 (cash account)	N/A	\$100,001 - \$250,000		None (or less than \$201)
4	US bank #4 (cash account)	N/A	\$50,001 - \$100,000		None (or less than \$201)
5	US bank #5 (cash account)	N/A	\$50,001 - \$100,000		None (or less than \$201)
6	Denver, CO Residential Rental Property	N/A	\$250,001 - \$500,000	Rent or Royalties	\$201 - \$1,000
7	OKE Ranch, LLC Conejos County, CO	N/A	\$1,000,001 - \$5,000,000	Grazing and hay sales	\$53,230
8	New York Life Insurance (Whole Life)	N/A	\$50,001 - \$100,000		None (or less than \$201)
9	Knights of Columbus Life Insurance (Whole Life)	N/A	\$1,001 - \$15,000		None (or less than \$201)

7. Transactions

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

8. Liabilities

#	CREDITOR NAME	TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	Citibank-	Capital Loan	\$100,001 - \$250,000	2018	Libor +1.85%	5 years
2	Citibank	Capital Loan	\$100,001 - \$250,000	2019	Libor +1.85%	5 years
3	Citibank	Exercised Line of Credit	\$250,001 - \$500,000	2017	3.25%	Matures April 30, 2023
4	Alamosa State Bank	Mortgage (investment/ranch property)	\$500,001 - \$1,000,000	2016	4.5%	15 years
5	Alamosa State Bank	Mortgage (investment/ranch property)	\$250,001 - \$500,000	2018	5.5%	25 years
6	PennyMac	Mortgage (investment/rental property)	\$100,001 - \$250,000	2015	4.75%	15 years
7	Wells Fargo	Exercised Line of Credit	\$15,001 - \$50,000	2020	7.5%	LOC--Open Ended
8	Reyes Garcia, Lana Garcia, and Tania Garcia	Mortgage (investment/ranch property)	\$500,001 - \$1,000,000	2019	2%	5 years

9. Gifts and Travel Reimbursements

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

Endnotes

PART	#	ENDNOTE
2.	10	The 2020 distribution in the amount of \$3,843,100 was received after the filing of this report.
4.	15	This engagement is through Wilmer Cutler Pickering Hale & Dorr LLP.

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).
